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"Rummaging in the government's attic"

Description of document: Farm Credit Administration (FCA) FCA Today employee/agency newsletters, January 2014 - December 2015

Requested date: 2016

Released date: 02-March-2016

Posted date: 28-March-2016

Source of document: Freedom of Information Act Officer
Farm Credit Administration
1501 Farm Credit Drive
McLean, VA 22102-5090
Fax: (703) 790-0052
Email: foiaofficer@fca.gov

Note: Hyperlinks in the newsletters have been deactivated

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March 2, 2016

This letter is in response to your Freedom of Information Act, 5 U.S.C. § 552 (FOIA), request to the Farm Credit Administration (FCA or Agency). You have requested a copy of each FCA employee/agency newsletter produced during calendar years 2014 and 2015. After speaking via telephone on March 1, 2016, you agreed to modify your request for newsletters produced between April 7, 2014 and December 23, 2015, which include the full newsletters for each day, with the individual articles from each day aggregated. As we discussed, articles between January 1, 2014 and April 6, 2014 were not aggregated in full at the end of the day and would take a considerable amount of time to gather and produce for you, individually.

We have conducted a thorough search of the Agency's records and located 404 files responsive to your request, which are enclosed on a CD in their entirety.

Generally, the FCA may charge fees to cover the full allowable direct cost of searching for and reproducing records responsive to a request for information. 12 C.F.R. § 602.11. However, we have decided to waive fees in this instance because the amount is de minimis.

For your information, Congress excluded three discrete categories of law enforcement and national security records from the requirements of FOIA. See 5 U.S.C. § 552(c) (2006 & Supp. IV (2010)). This response is limited to those records that are subject to the requirements of the FOIA. This is a standard notification that is given to all our requesters and should not be taken as an indication that excluded records do, or do not, exist.

If you choose to appeal this response to your request, you must do so within 30 days of the date of this letter. The appeal should be in writing and addressed to the Director, Office of Resources Management, Farm Credit Administration, 1501 Farm Credit Drive, McLean, VA 22102-5090. Both the letter and envelope should be clearly marked "FOIA Appeal."

If you have any questions, you can contact me at 703.883.4082 or agansa@fca.gov.

Sincerely,


Autumn R. Agans

FOIA Officer

Farm Credit Administration

1501 Farm Credit Drive

McLean, VA 22102

703.883.4082

agansa@fca.gov

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, January 6, 2014
Date: Monday, January 06, 2014 4:54:14 PM
Attachments: [image002.png](#)



Publication Date: January 6, 2014

[OMS Announces Opening for Supervisory Human Resources Specialist](#)

FCA has an opening for a Supervisory Human Resources Specialist, VH-201-40/41 (GS-14/15). The position is located in the Office of Management Services, Human Resources and Training Team, McLean....

[Tony Kaminski Announces Retirement](#)

Tony Kaminski, Associate Director of the Human Resources and Training Team, recently announced his plans to retire. He has served 35 years in the federal government....

[Ethics in Action: OMS Rolls Out New Ethics Screen Savers](#)

We are happy to report that OMS has begun rolling out the new ethics screen savers. As reported in the Dec. 13 FCA Today article, the intent is to continue to expand ethics awareness at FCA....

[Reminder: Use Citibank's Goodwill Courtesy Dispute Program for Official Travel](#)

Going on official government travel in the future? Citibank offers a Goodwill/Courtesy Dispute Program for official government travel-related business....

[Retirement Readiness Now Tip: Taking the Mystery Out of Retirement Planning](#)

The Department of Labor, Employee Benefits Security Administration, provides a free publication, Taking the Mystery Out of Retirement Planning, which provides retirement planning guidance and resources in the following seven chapters....

[Team CFC Raffles Off Deluxe Movie Gift Basket](#)

Starting today, Jan. 6, you can purchase a raffle ticket at the McLean Farm Credit Café for a chance to win a deluxe gift basket prepared by Team CFC....

[Leave Heating Units On and Office Doors Open in McLean Tonight, Jan. 6](#)

Because of the extreme cold this evening, the FCS Building Association requests that you turn your heating units on and leave your office doors open when you leave work today....

[Reminder: Space Heaters Must Be Turned Off at Night](#)

The request to turn your heating units on and leave your office doors open when you leave work today, Jan. 6, applies to built-in units in the perimeter offices, not space heaters....

[Cafeteria Menu Available for Week of Jan. 6](#)

The McLean cafeteria's weekly menu is now available. Bon appétit!

[\(FCA Today Archives...\)](#)



About FCA Today

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"Iron rusts from disuse, stagnant water loses its purity, and in cold weather becomes frozen, even so does inaction sap the vigors of the mind."

—Leonardo da Vinci

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, January 7, 2014
Date: Tuesday, January 07, 2014 5:35:45 PM
Attachments: [Image002.png](#)



Publication Date: January 7, 2014

[Brown Bag Presentation on Leadership in a Diverse Workplace Scheduled Tomorrow, Jan. 8](#)

FCA's Asian American and Pacific Islander Program invites you to attend a Brown Bag Lunch on Wednesday, Jan. 8, featuring guest speaker, Dr. Fred Soto, Senior Advisor for Performance, Innovation and Learning at the U.S. Department of Energy....

[OMS Updates PPM on Absence and Leave](#)

OMS has updated its Policies and Procedures Manual (PPM) 822 on absence and leave. It is listed on the Agency Policies and Procedures SharePoint site under Human Resources....

[FCA Network Maintenance Scheduled This Saturday, Jan. 11](#)

The Office of Management services will perform scheduled network maintenance from 7 a.m. through 11 p.m. EST, Saturday, Jan. 11....

[2013 CFCNCA Is in the Final Stretch: Donate Now](#)

Only one week is left to make your contribution to the 2013 FCA/FCSIC Combined Federal Campaign of the National Capital Area. As of today, 76 FCA and FCSIC employees have contributed a total of \$69,483 to the campaign....

[\(FCA Today Archives...\)](#)



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"For last year's words belong to last year's language. And next year's words await another voice. And to make an end is to make a beginning."

—T.S. Eliot

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, January 8, 2014
Date: Wednesday, January 08, 2014 5:02:58 PM
Attachments: [image002.png](#)



Publication Date: January 8, 2014

[Condolences](#)

We are sad to report that W.P. (Parks) Goodwin III, father of Bloomington-based senior examiner Marla Goodwin, passed away on Dec. 22 in San Antonio. Fortunately, Marla and family members were able to be with him in the days prior to his passing....

[Watch Out for Slippery Spots in Upper Level of Garage](#)

Please use caution in the upper level of the garage. A pipe has frozen and burst. There may be some slick spots....

[\(FCA Today Archives...\)](#)



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"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

—John Quincy Adams

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, January 9, 2014
Date: Thursday, January 09, 2014 5:37:16 PM
Attachments: [image002.png](#)



Publication Date: January 9, 2014

[FCA Issues News Release on Adoption of Proposed Rule on Standards-of-Conduct Requirements](#)

FCA issued a news release today, Jan. 9, reporting on the FCA Board's decision to approve a proposed rule that would amend the agency's regulations governing standards-of-conduct requirements for Farm Credit System institutions....

[A Message from Richard Katz Regarding 2013 CFCNCA Campaign](#)

Dear FCA and FCSIC Employees: 2013 was one challenging year for federal employees. Although we were not directly affected at FCA and FCSIC by sequesters, furloughs and shutdowns, many of our friends and relatives were....

[Stairwell Maintenance Scheduled Through Monday, Jan. 13](#)

Maintenance will be performed on the stairwells over the next week. The nontoxic wax used on the landing may cause a detergent or soap smell....

[Odor in McLean Farm Credit Building Caused by Cleaning Solution](#)

You may have noticed an odor in the McLean Farm Credit Building today, Jan. 9. It is the result of a solution used to clean the vents in the basement. The work is complete, and there are no safety concerns....

[\(FCA Today Archives...\)](#)



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"The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves."

—Steven Spielberg

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, January 10, 2014
Date: Friday, January 10, 2014 7:59:20 PM
Attachments: [image002.png](#)



Publication Date: January 10, 2014

[Fit Friday Feature: Three Ways to Bring Your New Year's Resolutions to Work](#)

Happy New Year! If you're like most Americans, the first thing you'll do in 2014 is make a list of New Year's resolutions. Every year, losing weight, exercising more and quitting smoking are among the most popular New Year's resolutions....

[Cafeteria Menu Available for Week of Jan. 13](#)

The McLean cafeteria's weekly menu is now available. Bon appétit!

[\(FCA Today Archives...\)](#)



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"Always aim for the Moon—even if you miss, you'll land among the stars."

—W. Clement Stone

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, January 13, 2014
Date: Monday, January 13, 2014 5:26:50 PM
Attachments: [image002.png](#)



Publication Date: January 13, 2014

[CFCNCA Campaign Ends This Wednesday, Jan. 15](#)

This Wednesday, Jan. 15, marks the end of the 2013 Combined Federal Campaign of the National Capital Area (CFCNCA). If you have not already contributed, FCA/FCSIC's Team CFC asks you to consider making a pledge by Wednesday evening....

[Reminder to Supervisors: Strengths-Based Leadership Course Scheduled Feb. 26](#)

Don't miss out on next month's Strengths-Based Leadership course for supervisors led by Doug Hensch on Wednesday, Feb. 26. It will be held in the Marsha Martin Training Room (1101-1102) from 9 a.m. to 4 p.m. EST and made available by audio- and videoconference....

[Dr. Fred Soto Challenges Leaders to "Get R.E.A.L." in First Brown Bag Lunch of New Year](#)

During a Brown Bag presentation on leadership to FCA and FCSIC staff on Jan. 8, Dr. Fred Soto, Senior Advisor for Performance, Innovation and Learning at the Department of Energy, presented a lively discussion about the importance of being actively engaged with your colleagues....

[\(FCA Today Archives...\)](#)



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*"Leadership is practiced not so much in words as in attitude and in actions."
—Harold S. Geneen*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, January 14, 2014
Date: Tuesday, January 14, 2014 5:28:01 PM
Attachments: [image002.png](#)



Publication Date: January 14, 2013

[CFCNCA Raffle Winner Announced; Campaign Closes Tomorrow, Jan. 15](#)

Today, Jan. 14, the winning name was drawn for the raffle that benefitted the charities of the Combined Federal Campaign of the National Capital Area (CFCNCA). Congratulations to Thais Burlew, who won a deluxe movie gift basket!...

[Employee Personal Page Redesigned for Mobile Access](#)

The National Finance Center has redesigned its website. It now offers users a new responsive format that intuitively knows what type of device you are using to access your Employee Personal Page....

[Retirement Readiness Now Tip: The 21-Day Financial Fast](#)

Have you made a financial goal resolution for 2014? Is one of the following your goal for 2014? Simplify my finances. Save more for retirement. Pay down debt. Donate more to charity. Create and stick to a budget....

[\(FCA Today Archives...\)](#)



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"Rather go to bed supperless, than rise in debt."

—Benjamin Franklin

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, January 15, 2014
Date: Wednesday, January 15, 2014 5:21:37 PM
Attachments: [image002.png](#)



Publication Date: January 15, 2014

[CFC Ends at Midnight Tonight, Jan. 15](#)

The final hours of the Combined Federal Campaign of the National Capital Area are ticking away. If you would like to make a contribution, you can make a pledge online at www.cfcnca.org until the clock strikes midnight tonight, Jan. 15....

[January 2014 TopHealth Issue Available in SharePoint](#)

TopHealth newsletter features hot topics in health and fitness. The January 2014 issue highlights the following:...

[\(FCA Today Archives...\)](#)



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"Start by doing what's necessary; then do what's possible; and suddenly you are doing the impossible."

—Saint Francis of Assisi

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, January 16, 2014
Date: Thursday, January 16, 2014 5:03:37 PM
Attachments: [image002.png](#)



Publication Date: January 16, 2014

[2013 Combined Federal Campaign Sets Record Levels for Giving by FCA and FCSIC Employees](#)

The Combined Federal Campaign for 2013 is now over, and FCA and FCSIC employees set new records in their generosity. Ninety-three FCA and FCSIC employees donated a total of \$77,656, which is an all-time record for both agencies....

[Martin Luther King Jr. Holiday Offers Opportunities to Serve and Reflect on His Legacy](#)

The Martin Luther King Jr. federal holiday (MLK Day), which will be observed this Monday, Jan. 20, is widely recognized as "a day on, not a day off." This is because it is the only federal holiday that is recognized as a day of service;...

[\(FCA Today Archives...\)](#)



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*"Faith is taking the first step, even when you don't see the whole staircase."
—Martin Luther King Jr.*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, January 17, 2014
Date: Friday, January 17, 2014 5:21:00 PM
Attachments: [image002.png](#)



Publication Date: January 17, 2014

[FCA Board Approves Compensation Program for 2014](#)

On Jan. 16, the FCA Board approved the FCA Compensation Program for 2014. The program includes pay-for-performance increases, with lower rate increases for executives....

[2013 W-2 Forms Are Coming Soon](#)

The National Finance Center has started printing and mailing 2013 IRS W-2 forms and will continue to do so through Friday, Jan. 31....

[Commuter Survey Is on Its Way Next Week](#)

Expect to receive the annual commuter survey from commutersurvey@gsa.gov beginning Tuesday, Jan. 21. The General Services Administration is administering the survey on FCA's behalf....

[Thank Your Mentor During National Mentoring Month This January](#)

A mentor can have a long-lasting impact on his or her mentee's life. The Harvard Mentoring Project has been conducting videotaped interviews and collecting written essays in which prominent people from various fields talk about their mentors....

[Fit Friday Feature: How to Exercise Safely in the Cold](#)

When it's freezing outside, let's face it—you'd probably rather stay on the couch where it's warm and there's no chance of slipping on a patch of black ice....

[Cafeteria Menu Available for Week of Jan. 20](#)

The McLean cafeteria's weekly menu is now available. Bon appétit!

[\(FCA Today Archives...\)](#)



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"Life's most persistent and urgent question is, 'What are you doing for others?'"

—Martin Luther King Jr.

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, January 22, 2014
Date: Wednesday, January 22, 2014 5:35:11 PM
Attachments: [image002.png](#)



Publication Date: January 22, 2014

[FCA Network Maintenance Scheduled This Weekend](#)

The Office of Management Services will perform scheduled network maintenance from 7 p.m. EST Friday, Jan. 24, through 6 p.m. EST Sunday, Jan. 26. All FCA network services will be unavailable during this maintenance period....

[Check Your Junk Email for FCA Commuter Survey](#)

The commuter survey that was distributed to FCA employees on Tuesday, Jan. 21, through the link sent by commutersurvey@gsa.com may be filed in your junk email folder....

[New Travel System Coming in April](#)

We plan to change our travel system on April 1. The change includes a new online travel system—Concur Government Edition or CGE. It also includes a change in our current travel management center, from SATO to National Travel....

[ORP Issues Info Memo on Certificates for Farm Credit System Institutions](#)

Gary K. Van Meter, Director of the Office of Regulatory Policy (ORP), issued an Informational Memorandum today, Jan. 22, regarding guidelines for requesting certificates of good standing, authenticity, and merger or consolidation....

[CampusWire Alerts Sent to McLean Staff Yesterday, Jan. 21](#)

Automated CampusWire phone calls went to McLean FCA and FCSIC employees Tuesday morning and evening. If you did not get a phone call on your home phone and your cell phone, we need to update your information....

[Guidelines for Service Dogs in the Workplace](#)

A service animal is an animal that performs a task or tasks for a person with a disability to help overcome limitations resulting from the disability....

[Snow Blankets McLean Farm Credit Building](#)

FCA visual information specialist Linda Toki captured the fresh snowfall at the McLean Farm Credit Building that shut down the federal government in the Washington, D.C., area yesterday, Jan. 21....

[\(FCA Today Archives...\)](#)



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"Advice is like snow—the softer it falls, the longer it dwells upon, and the deeper it sinks into the mind."

—Samuel Taylor Coleridge

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, January 24, 2014
Date: Friday, January 24, 2014 5:41:07 PM
Attachments: [image002.png](#)



Publication Date: January 24, 2014

[Reminder: Log off Network Before 7 p.m. EST Today, Jan. 24, for Network Maintenance](#)

Please remember to log off the network before 7 p.m. EST today, Jan. 24, to avoid losing any work. Network maintenance is scheduled from 7 p.m. today through 6 p.m. EST Sunday, Jan. 26. All FCA network services will be unavailable during this maintenance period....

[Farm Credit Founding Fathers Featured on AGgregator Blog](#)

The Farm Credit Founding Fathers series on the Farm Credit Council's AGgregator blog features the people and events that were integral to the formation and growth of the Farm Credit System over the past century....

[Fit Friday Feature: Free Video Podcast Available on Eating Tips for Disease Prevention](#)

Almost everybody knows that staying active and eating right are key lifestyle habits to living a longer and healthier life—yet many do not realize the direct impact that diet can have on their risk of developing a multitude of chronic diseases....

[Cafeteria Menu Available for Week of Jan. 27](#)

Cafeteria Menu Available for Week of Jan. 27....

[\(FCA Today Archives...\)](#)



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*"Blow, blow, thou Winter Wind,
Thou art not so unkind, as Man's Ingratitude..."*

—William Shakespeare

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, January 28, 2014
Date: Tuesday, January 28, 2014 5:34:02 PM
Attachments: [image002.png](#)



Publication Date: January 28, 2014

[Course on Comprehensive Thrift Savings Plan Offered This Wednesday, Jan. 29](#)

Sign up for Stephen Zelcer's course on Thrift Savings Plan (TSP), which covers all the rules of TSP, as well as funds and investment strategies. The course will be held on Wednesday, Jan. 29, in the Marsha Martin Training Room from 1 to 4 p.m. EST....

[Kathy Gallo Named Counsel to the Inspector General](#)

Kathy Gallo joined FCA's Office of Inspector General in December 2013 as Counsel to the Inspector General. She has more than 23 years of experience as an attorney with federal government Offices of Inspector General....

[Retirement Readiness Now Tip: Beware of Tax Scams](#)

Tax season is here and the Internal Revenue Service has provided important information concerning tax scams on its website....

[\(FCA Today Archives...\)](#)



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"For a nation to try to tax itself into prosperity is like a man standing in a bucket and trying to lift himself up by the handle."

—Winston Churchill

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, January 29, 2014
Date: Wednesday, January 29, 2014 4:50:59 PM
Attachments: [image002.png](#)



Publication Date: January 29, 2014

[Jeremy Del Moral Joins Office of Secondary Market Oversight](#)

Jeremy Del Moral has joined the Office of Secondary Market Oversight as a financial risk analyst. Jeremy holds a master's degree in business administration from Georgetown University. He is also a graduate of the Colorado Graduate School of Banking....

[Business Writing Course Offered by Small Agency Council, Feb. 19 and 20](#)

The Small Agency Council (SAC) will present a two-day course titled "Business Writing" on Feb. 19 and 20. The course is offered at no cost to FCA employees. However, enrollment is on a limited first-come, first-served basis....

[Free Zumba Classes Start in McLean Tomorrow, Jan. 30; Run Through May 15](#)

Zumba is back by popular demand beginning tomorrow, Jan. 30! Bring your workout gear and join your coworkers for a free Zumba Fitness workout with the one and only Jose Ithier—Zumba instructor at several area gyms, the White House and Gallaudet University....

[\(FCA Today Archives...\)](#)



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"The sower scatters seeds. Some seeds fall in the pathway and get stamped on, and they don't grow. Some fall on the rocks, and they don't grow. But some seeds fall on fallow ground, and they grow and multiply a thousandfold. Who knows where some good little thing that you've done may bring results years later that you never dreamed of."

—Pete Seeger

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, January 30, 2014
Date: Thursday, January 30, 2014 4:01:10 PM
Attachments: [image002.png](#)



Publication Date: January 30, 2014

[Individual Retirement Counseling Sessions Available with Dave Redden on Feb. 20](#)

Dave Redden, FCA's contract retirement adviser, will conduct individual retirement counseling sessions on Thursday, Feb. 20. Appointments will be for 45 minutes and will be held in room 3205 of the Farm Credit Building for McLean staff or by phone with field staff....

[CFC Presents Eagle Awards for Exceptionally Generous Donations](#)

Each year the Combined Federal Campaign recognizes its most generous donors by presenting Eagle Awards. It presents the awards to employees who contribute 1 percent of their gross annual salaries and Double Eagle Awards to those who contribute 2 percent of their gross salaries....

[Reminders Issued About Parking in the McLean Garage](#)

The FCS Building Association reminds all garage users about displaying parking permits and vehicle repair work. Please adhere to the following rules:...

[Ethics in Action: The "Spy" at EPA Is Sentenced](#)

The IEC Journal by the Interagency Ethics Council published the transcript of a congressional deposition of John Beale, a former attorney with the Environmental Protection Agency, who claimed to be a spy with the Central Intelligence Agency to explain his absences from work....

[\(FCA Today Archives...\)](#)



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"He who gives what he would as readily throw away, gives without generosity; for the essence of generosity is in self sacrifice."

—Henry Taylor

From: [newsletter](#)
To: [newsletter](#)
Subject: RE: FCA Today - Friday, January 31, 2014
Date: Friday, January 31, 2014 4:07:30 PM
Attachments: [image002.png](#)



Publication Date: January 31, 2014

[Gordon Hanson Joins Farm Credit Mid-America](#)

After nearly 28 years of service with FCA, Gordon Hanson has taken a position with Farm Credit Mid-America, ACA, in Louisville, Ky. His new position is Senior Vice President and Chief Risk Officer....

[Employee Personal Page Back in Operation](#)

The nightly process for the National Finance Center's Employee Personal Page is complete and the page is now available.

[U.S. Census Bureau Publishes Facts About Super Bowl](#)

The U.S. Census Bureau has published a collection of facts on the Super Bowl in its Facts for Features series to commemorate the game being played this Sunday, Feb. 2....

[Fit Friday Feature: Eggplant and Chickpea Stew](#)

Warm up a winter night with a bowl of this delicious stew from the American Diabetes Association....

[Cafeteria Menu Available for Week of Feb. 3](#)

The McLean cafeteria's weekly menu is now available. Bon appétit!

[\(FCA Today Archives...\)](#)



About FCA Today

FCA Today articles are issued daily by the Office of Congressional and Public Affairs. News may be submitted by email to [Newsletter](#), [Christine Quinn](#), [Cecelia Rodgers](#), [Emily Yaghmour](#), and [Claire Haverstock](#). If you have questions about submitting news items, please call Christine Quinn at 703-883-4108 or the Office of Congressional and Public Affairs at 703-883-4056.

"If you want 1 year of prosperity, grow grain. If you want 10 years of prosperity, grow trees. If you want 100 years of prosperity, grow people."

—Chinese proverb in honor of Chinese New Year today, Jan. 31 (year of the horse)

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, February 3, 2014
Date: Monday, February 03, 2014 5:08:42 PM
Attachments: [image002.png](#)



Publication Date: February 3, 2014

[FCA Employee Assistance Program Is There to Help](#)

Did you know that our Employee Assistance Program (EAP) is now under our new long-term provider Sun Life Financial Insurance Program, which is responsible for administering services under ComPsych GuidanceResources? ComPsych provides confidential help and support 24 hours a day, seven days a week, at no cost to you or your immediate family....

[February 2014 TopHealth Issue Now Available in SharePoint](#)

TopHealth newsletter features hot topics in health and fitness. The February 2014 issue highlights the following:...

[\(FCA Today Archives...\)](#)



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"People who work together will win, whether it be against complex football defenses, or the problems of modern society."

—Vince Lombardi

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, February 4, 2014
Date: Tuesday, February 04, 2014 4:46:24 PM
Attachments: [image002.png](#)



Publication Date: February 4, 2014

Condolences

We are sad to report that Donley Johnson, who served as Director of the Bloomington field office during the 1980s, passed away this past Sunday, Feb. 2....

Reminder: Estate Planning Seminar Is Tomorrow, Feb. 5

Stephen Zelcer, a financial adviser with Wealth Strategies Group and a Chartered Federal Employee Benefits Specialist, will be back tomorrow, Feb. 5, to present a seminar on estate planning from 1 to 3 p.m. EST....

Associate FCA Examiner Vacancies Open Today, Feb. 4; Close Sunday, Feb. 9

The Office of Examination, Staff Development Division, announces up to 15 vacancies for associate examiners in both full-time positions and summer internships. Both vacancies are open from today, Feb. 4, through Sunday, Feb. 9....

Vacancy Announced for Auditor, Office of Inspector General

FCA has posted a vacancy announcement for an Auditor, VH-511-39/40, in the Office of the Inspector General. This position is posted on USAJOBS under vacancy announcement number VA-14-0064 for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act)....

(FCA Today Archives...)



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"If we had no winter, the spring would not be so pleasant: if we did not sometimes taste of adversity, prosperity would not be so welcome."

—Anne Bradstreet

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, February 5, 2014
Date: Wednesday, February 05, 2014 5:16:52 PM
Attachments: [image002.png](#)



Publication Date: February 5, 2014

[Ira Marshall Earns Doctoral Degree](#)

McLean-based FCA examiner Ira Marshall (OE-Association Examination Division) officially became Dr. Ira D. Marshall upon earning his Doctor of Management in Organizational Leadership on Dec. 20, 2013....

[Attention Supervisors: Strengths-Based Leadership Course Will Be Held on Feb. 26](#)

Don't miss out on the upcoming strengths-based leadership course led by Doug Hensch on Feb. 26. It will be held in the Marsha Martin Training Room (1101–1102) from 9 a.m. to 4 p.m. EST and will be made available by video and audio....

[February 2014 Is 50th Anniversary of American Heart Month; Feb. 7 Is National Wear Red Day](#)

In December 1963, newly appointed President Lyndon Johnson signed the first presidential proclamation designating February 1964 as American Heart Month....

[\(FCA Today Archives...\)](#)



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"All great artists draw from the same resource: the human heart, which tells us that we are all more alike than we are unlike."

—Maya Angelou

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, February 6, 2014
Date: Thursday, February 06, 2014 4:52:00 PM
Attachments: [Image002.png](#)



Publication Date: February 6, 2014

[Explore Power of Diversity at Next Week's Diversity Brown Bag Event](#)

Please join Blacks in Government at FCA on Wednesday, Feb. 12, for the latest installment of FCA's Diversity Brown Bag series. The event will feature guest speaker, A.K. Ward, Ph.D., Assistant Professor of Management and Associate Director of the Business Diversity Center at Virginia Tech, Pamplin College of Business....

[Warning: Beware of Fraudulent Packages from "Adobe"](#)

The Office of Management Services has received reports of unsolicited deliveries to federal government agencies via FedEx marked as though sent by "Adobe" that contain a free advertising gift—a solar charger. Adobe has denied sending these mailings....

[Ethics in Action: Tweeting Political Messages Violates Hatch Act](#)

The IEC Journal by the Interagency Ethics Council reports that the Office of Special Counsel has decided not to prosecute a federal employee who resigned in December and was under investigation for posting more than 30 partisan tweets while at work, which endorsed a D.C. Council candidate and solicited campaign contributions....

[Icy Day at FCA Photographed by Linda Toki and Walt Gardiner](#)

Yesterday, Feb. 5, greenery around the McLean Farm Credit Building was encased in sheaths of ice. FCA employees Linda Toki and Walt Gardiner photographed the rare occurrence.

[\(FCA Today Archives...\)](#)



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"If we cannot now end our differences, at least we can help make the world safe for diversity."

—John Fitzgerald Kennedy

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, February 7, 2014
Date: Friday, February 07, 2014 4:16:42 PM
Attachments: [image002.png](#)



Publication Date: February 7, 2014

[Security Warning: Phishing Emails from "Help Desk" Are on the Rise](#)

The Office of Management Services has seen an increased number of phishing emails being sent to FCA and FCSIC staff with the topic "Helpdesk news," "IT Helpdesk Center" or "IT Helpdesk Service."...

[Be Wary of Cyber Security Risks Related to Olympic Games](#)

The 2014 Winter Olympic Games draw a lot of news and attention. The Olympic Winter Games bring with them cyber-related risks you should consider at work and at home....

[Celebrate Our African American Heritage This February](#)

February is African American History Month. What started as Black History Week in February 1926 is now a month-long celebration of our African American heritage....

[Fit Friday Feature: How to Identify and Prevent Strokes](#)

Many people do not realize how educating themselves and others can help reduce the incidence of stroke. How can you tell if someone is having a stroke?...

[Cafeteria Menu Available for Week of Feb. 10](#)

The McLean cafeteria's weekly menu is now available. Bon appétit!

[\(FCA Today Archives...\)](#)



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"The Olympics are a wonderful metaphor for world cooperation, the kind of international competition that's wholesome and healthy, an interplay between countries that represents the best in all of us."
—John Williams

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, February 10, 2014
Date: Monday, February 10, 2014 5:13:33 PM
Attachments: [image002.png](#)



Publication Date: February 10, 2014

[Small Agency Council Offers Workshop on Reading People and Boot Camp for Business Communications](#)

The Small Agency Council offers two free events—a half-day workshop on Feb. 12 titled “How to Read People More Accurately” and a five-day business communications boot camp from March 3 to 7....

[ORP Issues Info Memo on Maximum Farm Credit System Bank Director Compensation for 2014](#)

Gary K. Van Meter, Director of the Office of Regulatory Policy issued an Informational Memorandum Friday, Feb. 7, on maximum Farm Credit System bank director compensation for 2014....

[Metro's New Silver Line Expected to Open This Spring; New Shuttle Bus to Dulles Airport](#)

Spring 2014 is the anticipated date for the start of service on Metro's Silver Line. Construction of the five Metro stations was recently completed. Software testing and staff training are underway....

[\(FCA Today Archives...\)](#)



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“The practice of sport is a human right. Every individual must have the possibility of practicing sport, without discrimination of any kind and in the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play.”

—Olympic Charter

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, February 11, 2014
Date: Tuesday, February 11, 2014 5:43:39 PM
Attachments: [image002.png](#)



Publication Date: February 11, 2014

[New Son Sawyer Joins Raczynski Family](#)

Congratulations to associate FCA examiner Chris Raczynski (OE-McLean) and his wife, Brandi, on the birth of their son, Sawyer Ford Raczynski....

[Voluntary Leave Bank Program Enrollment for 2014 Starts Today, Feb. 11, Ends March 3](#)

The enrollment period for the 2014 Voluntary Leave Bank Program begins today, Feb. 11, and runs through Monday, March 3....

[Reminder: Brown Bag Tomorrow, Feb. 12, Explores Power of Diversity](#)

Don't forget to bring your lunch to the hour-long presentation tomorrow, Feb. 12, in the Marsha Martin Training Room (1101 and 1102) at noon EST, hosted by Blacks in Government at FCA....

[Use 2013 Flexible Spending Account Funds by March 15](#)

If you did not use your Flexible Spending Account (FSA) funds during 2013 and still have a balance on your account, then you may use your 2013 funds to pay for expenses you incur through Saturday, March 15....

[Ethics in Action: Posters Promote Ethics Awareness](#)

At the November 2013 FCA Board meeting, the Ethics Staff outlined a number of initiatives to continue to expand ethics awareness at FCA....

[How Do I View Message Time Stamps on My New iPhone?](#)

Did you know you have the ability to view time stamps for individual messages you send or receive from your new iPhone? Perhaps, you're trying to figure out how long it's been since someone responded to your text message on your iPhone....

[\(FCA Today Archives...\)](#)



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*"Few things are as democratic as a snowstorm."
—Bern Williams*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, February 12, 2014
Date: Wednesday, February 12, 2014 5:29:39 PM
Attachments: [image002.png](#)



Publication Date: February 12, 2014

[FCA Board Announces Contingency Plan for February FCA Board Meeting](#)

Because of the possibility of severe weather in the Washington metro area beginning Wednesday evening, the Office of the Board has made contingency plans for the Thursday, Feb. 13, FCA Board meeting....

[Book About Second Governor of FCA Now Available for Check-Out](#)

You can learn about an important part of FCA history in a book about William I. Myers, Cornell University professor of farm finance and second governor of the Farm Credit Administration....

[Ethics in Action: A Summary of Hatch Act Cases Recently Settled](#)

The U.S. Office of Special Counsel (OSC), which enforces the Hatch Act, recently settled a number of cases in which federal employees engaged in prohibited partisan activity:...

[Retirement Readiness Now Tip: Resources for Women on Long-Term Financial Security](#)

Women's Institute for a Secure Retirement (WISER) is a nonprofit organization that works to help women and others understand the important issues surrounding women's retirement income....

[\(FCA Today Archives...\)](#)



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"You've got to S-M-I-L-E To be H-A-Double-P-Y."

—Shirley Temple Black

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, February 14, 2014
Date: Friday, February 14, 2014 5:21:19 PM
Attachments: [image002.png](#)



Publication Date: February 14, 2014

[Vacancy Announced for Accountant in Office of Regulatory Policy](#)

FCA has posted a vacancy announcement for an accountant, VH-510-39/40, in the Office of Regulatory Policy; Operations, Management and Accounting Team....

[Training for New Travel System Scheduled for March 19 and 20](#)

FCA will change to a new travel system on April 1. The change includes a new online travel system—Concur Government Edition or CGE. It also includes a change in our current travel management center, from SATO to National Travel....

[Feb. 14 Is National Donor Day](#)

Besides Valentine's Day, today is National Donor Day. Many nonprofit health organizations sponsor blood and marrow drives and organ or tissue sign-ups across the nation....

[Valentine's Day 2014 Statistics Published by the U.S. Census Bureau](#)

Happy Valentine's Day! In the U.S. Census Bureau's Facts for Features series about Valentine's Day 2014, you can learn statistics about U.S. sales of candy, flowers and jewelry—traditional Valentine's Day gifts....

[Fit Friday Feature: Bruschetta for Two](#)

Share this tasty, low-fat appetizer with someone special on Valentine's Day! This recipe from the American Diabetes Association is quick and easy to make....

[\(FCA Today Archives...\)](#)



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"All you need is love. But a little chocolate now and then doesn't hurt."
—Charles M. Schulz

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, February 18, 2014
Date: Tuesday, February 18, 2014 5:59:27 PM
Attachments: [image002.png](#)



Publication Date: February 18, 2014

[Cafeteria Menu Available for Week of Feb. 17](#)

The McLean cafeteria's weekly menu is now available. Bon appétit!

[\(FCA Today Archives...\)](#)



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"I have always found that mercy bears richer fruits than strict justice."

—Abraham Lincoln

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, February 19, 2014
Date: Wednesday, February 19, 2014 3:56:55 PM
Attachments: [image002.png](#)



Publication Date: February 19, 2014

[Condolences](#)

We are sad to report that Reza Maslehati, father of Denver-based FCA examiner Shahab Maslehati, passed away late last night, Feb. 18, after a brave fight against cancer....

[Reminder: Feb. 26 Training Will Focus on Strengths-Based Leadership for Supervisors](#)

If you are a supervisor, consider signing up for Doug Hensch's strengths-based leadership course scheduled for next Wednesday, Feb. 26. It will be held in the Marsha Martin Training Room (1101-1102) from 9 a.m. to 4 p.m. EST and will be made available by video and audio....

[FCA Issues News Release on Advance Notice of Proposed Rulemaking, Approval of Spring 2014 Unified Agenda](#)

FCA issued a news release yesterday, Feb. 18, reporting on the FCA Board's approval of an advance notice of proposed rulemaking on standards of conduct for the Federal Agricultural Mortgage Corporation (Farmer Mac)....

[\(FCA Today Archives...\)](#)



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"The first thing is to love your sport. Never do it to please someone else. It has to be yours."

—Peggy Fleming

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, February 20, 2014
Date: Thursday, February 20, 2014 4:53:09 PM
Attachments: [image002.png](#)



Publication Date: February 20, 2014

[Winston Black Earns Master Certification in Mail Communications](#)

Winston Black, support services supervisor in OMS, was presented with his Master Certification in Mail Communications credentials at the MAILCOM 2014 annual conference on Feb. 12 in Atlantic City, N.J....

[Denver Field Office Honored with CFC Excellence Award](#)

FCA's Denver field office recently received an Excellence Award for its contributions to the Combined Federal Campaign (CFC). In a thank you speech given at the Rocky Mountain CFC's annual award ceremony, the Denver field office was noted as being "small but consistently powerful."...

[FCA Network Maintenance Scheduled This Saturday, Feb. 22](#)

The Office of Management Services will perform scheduled maintenance on the Web servers this Saturday, Feb. 22, from 8 a.m. to 6 p.m. The FCA and FCSIC websites, CRS Web reports and e-data portal will not be available during this maintenance....

[Tip of the Week: Increase Text Size While Reading Mail in Outlook](#)

Did you know you can use the scroll wheel on your mouse to make the text or font in an Outlook message larger or smaller?...

[Ethics in Action: Asking Subordinates to Run Personal Errands Is Using Public Office for Private Gain](#)

In a recently released report by the Pentagon's inspector general, the Department of Defense's chief historian, Erin Mahan, is charged with using her public office for private gain....

[\(FCA Today Archives...\)](#)



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"Have the courage to say no. Have the courage to face the truth. Do the right thing because it is right. These are the magic keys to living your life with integrity."

—W. Clement Stone

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, February 21, 2014
Date: Friday, February 21, 2014 4:57:49 PM
Attachments: [image002.png](#)



Publication Date: February 21, 2014

[Vacancy Announcement Posted for Attorney-Advisor, Office of the General Counsel](#)

FCA has posted a vacancy announcement for an attorney-advisor, VH-905-39/40/41 in the Office of the General Counsel. This position is posted on USAJOBS under vacancy announcement number VA-14-0066 for all U.S. citizens....

[Fit Friday Feature: Count Your Heart Beats](#)

Your pulse is the rate at which your heart beats. Your pulse is usually called your heart rate, which is the number of times your heart beats each minute. But the rhythm and strength of the heartbeat can also be noted, as well as whether the blood vessel feels hard or soft....

[Cafeteria Menu Available for Week of Feb. 24](#)

The McLean cafeteria's weekly menu is now available. Bon appétit!

[\(FCA Today Archives...\)](#)



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"The most important thing in the Olympic Games is not winning but taking part; the essential thing in life is not conquering but fighting well."

—Pierre de Coubertin

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, February 24, 2014
Date: Monday, February 24, 2014 5:36:05 PM
Attachments: [image002.png](#)



Publication Date: February 24, 2014

[Retirement Readiness Now Tip: America Saves Week Begins Today, Feb. 24](#)

America Saves Week, Feb. 24 to March 1, is coordinated by America Saves and the American Savings Education Council. Started in 2007, the week is an annual opportunity for organizations to promote good savings behavior and a chance for individuals to assess their own saving status....

[\(FCA Today Archives...\)](#)



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"Never spend your money before you have earned it."
—Thomas Jefferson

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, February 25, 2014
Date: Tuesday, February 25, 2014 5:09:58 PM
Attachments: [image002.png](#)



Publication Date: February 25, 2014

[First Open Season for 2014 Life Cycle Account Begins March 1, Ends March 31](#)

The first 2014 Life Cycle Account open season begins March 1 and ends March 31. FCA's Life Cycle Account provides employees with up to \$400 for goods or services that help them balance work and life issues....

[\(FCA Today Archives...\)](#)



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"Late February, and the air's so balmy snowdrops and crocuses might be fooled into early blooming. Then, the inevitable blizzard will come, blighting our harbingers of spring, and the numbed yards will go back undercover."

—Gail Mazur

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, February 26, 2014
Date: Wednesday, February 26, 2014 5:09:08 PM
Attachments: [Image002.png](#)



Publication Date: February 26, 2014

[OPM Operating Status Notice Replaces FCA's CampusWire Telephone Notification System in McLean](#)

The Office of Management Services will discontinue the regular use of the CampusWire telephone notification system for McLean employees effective immediately. The exception will be if there is a specific problem that affects the Farm Credit Building, such as a power outage....

[McLean Zumba Class Canceled Tomorrow, Feb. 27](#)

The free Zumba class held in McLean on Thursdays at noon with instructor Jose Ithier is canceled tomorrow, Feb. 27. Classes will resume on Thursday, March 6....

[\(FCA Today Archives...\)](#)



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"Empty pockets never held anyone back. Only empty heads and empty hearts can do that."

—Norman Vincent Peale

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, February 27, 2014
Date: Thursday, February 27, 2014 5:13:20 PM
Attachments: [Image002.png](#)



Publication Date: February 27, 2014

[Strengths-Based Leadership Course for Supervisors Rescheduled to April 23](#)

Doug Hensch's strengths-based leadership course for supervisors originally scheduled yesterday, Feb. 26, has been postponed until April 23....

[Testing of Fire Alarm Bells in Farm Credit Building Coming in March](#)

Be prepared to cover your ears for testing of the fire alarm system if you are in the McLean office during two early mornings in March....

[Dr. A.K. Ward: Right Climate Sets Stage for Diversity](#)

In her Feb. 12 Brown Bag presentation to FCA and FCSIC staff titled "The Power of Diversity," Dr. Anna Katherine Ward, a professor and associate director of the Business Diversity Center at Virginia Tech, praised our agency for demonstrating that it clearly cares about diversity....

[\(FCA Today Archives...\)](#)



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"We become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams."

—Jimmy Carter

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, February 28, 2014
Date: Friday, February 28, 2014 4:56:43 PM
Attachments: [image002.png](#)



Publication Date: February 28, 2014

[March 3 Is Last Chance to Enroll in 2014 Voluntary Leave Bank](#)

The enrollment period for the 2014 Voluntary Leave Bank Program closes Monday, March 3. The program allows employees to donate annual or sick leave to the leave bank, where it is held in reserve for allocation to members with personal or family medical emergencies....

[Fit Friday Feature: Know Your Numbers—Blood Pressure and Cholesterol Basics](#)

Do you know your numbers? An important part of taking care of yourself is keeping your blood pressure and cholesterol under control....

[Cafeteria Menu Available for Week of March 3](#)

The McLean cafeteria's weekly menu is now available. Bon appétit!

[\(FCA Today Archives...\)](#)



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*"Why, what's the matter,
That you have such a February face,
So full of frost, of storm and cloudiness?"*

—William Shakespeare

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, March 4, 2014
Date: Tuesday, March 04, 2014 5:09:36 PM
Attachments: [image002.png](#)



Publication Date: March 4, 2014

[AskHR Can Answer Your Human Resources and Benefits Questions](#)

The Office of Management Services wants to remind you that you can send any service requests related to personnel and benefits to AskHR for human resources-related customer service....

[Women's History Month: U.S. Census Bureau Publishes Statistics on American Women](#)

Women's History Month—celebrated every March—recognizes the accomplishments of American women....

[Revised Cafeteria Menu Available for Week of March 3](#)

Because of the office closing yesterday, a revised weekly menu for the McLean cafeteria is now available. Happy Mardi Gras!

[Deadline for 2014 Voluntary Leave Bank Enrollment Extended Until Tomorrow, March 4](#)

If you would like to enroll in the 2014 Voluntary Leave Bank Program, you have until close of business tomorrow, March 4. The deadline was extended one day because the McLean office is closed today....

[Reminder: CampusWire Discontinued; Check OPM Operating Status Notices](#)

On Feb. 26, an FCA Today article announced that OMS would discontinue the use of CampusWire to repeat OPM operating status notices....

[\(FCA Today Archives...\)](#)



About FCA Today

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"It has been said that a Scotchman has not seen the world until he has seen Edinburgh; and I think that I may say that an American has not seen the United

States until he has seen Mardi-Gras in New Orleans."

—Samuel L. Clemens (Mark Twain) letter to Pamela Moffett, 9 March 1859

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, March 5, 2014
Date: Wednesday, March 05, 2014 4:23:21 PM
Attachments: [image002.png](#)



Publication Date: March 5, 2014

[March 12 Brown Bag Event Focuses on Empowering Women Leaders](#)

Please join the Federal Women's Program Committee (FWPC) on Wednesday, March 12, for the latest installment of FCA's Diversity Brown Bag series. The event will feature a video lecture by Sheryl Sandberg, Chief Operating Officer at Facebook and author of "Lean In: Women, Work, and the Will to Lead."...

[Retirement Readiness Now Tip: Consumer Financial Protection Bureau Offers Advice on Protecting What's Yours](#)

The Consumer Financial Protection Bureau was established to protect consumers. Its work gives consumers the information they need to understand the terms of their agreements with financial companies....

[\(FCA Today Archives...\)](#)



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*"Woman is the companion of man, gifted with equal mental capacity...
If by strength is meant moral power, then woman is immeasurably man's superior...
If non-violence is the law of our being, the future is with women..."*

—Mahatma Gandhi

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, March 6, 2014
Date: Thursday, March 06, 2014 5:22:09 PM
Attachments: [image002.png](#)



Publication Date: March 6, 2014

[OMS Revises Travel-Related PPMs](#)

The Office of Management Services has published changes in FCA Policies and Procedures (PPMs) related to travel. The following are highlights of the changes:...

[Daylight Saving Time Begins Sunday, March 9; Spring Forward](#)

Snow may still be covering the ground but never fear, spring is on its way. It's time to "spring forward" this Sunday, March 9, at 2 a.m. to begin Daylight Saving Time....

[March 2014 TopHealth Issue Available in SharePoint](#)

TopHealth newsletter features hot topics in health and fitness. The March 2014 issue highlights the following....

[Carmen Lopez to Instruct Zumba Class in McLean](#)

Jose Ithier, the instructor for the free Zumba class held in McLean on Thursdays at noon, is currently away caring for his sick father in Puerto Rico. To keep you committed to your exercise regimen, Carmen Lopez will teach the class until Jose returns....

[\(FCA Today Archives...\)](#)



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*"The stormy March has come at last,
With wind, and cloud, and changing skies;
I hear the rushing of the blast,
That through the snowy valley flies."
—William Cullen Bryant*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, March 7, 2014
Date: Friday, March 07, 2014 4:38:33 PM
Attachments: [image002.png](#)



Publication Date: March 7, 2014

[Four Supervisory FCA Examiner Positions Announced in Office of Examination](#)

FCA has posted a vacancy announcement for four VH-570-41 supervisory FCA examiner positions in the Office of Examination, Associate Examination Division, in multiple duty locations. The deadline for submitting applications is Friday, March 28....

[Tip of the Week: Custom FCA PowerPoint Templates Available](#)

Did you know that custom FCA PowerPoint templates are available to all employees? Linda Toki, FCA's visual information specialist, has designed dozens of templates specifically for FCA....

[Fit Friday Feature: Run or Walk in a Charitable Event](#)

Start training for a 5K run or walk or other physical activity this spring to get in shape and support a charity of your choice....

[Women's History Month: March 8 Is International Women's Day](#)

March 8 is International Women's Day—an observance celebrated by the United Nations every year since 1975. The UN theme for International Women's Day 2014 is "Equality for women is progress for all."...

[Cafeteria Menu Available for Week of March 10](#)

The McLean cafeteria's weekly menu is now available. Bon appétit!

[\(FCA Today Archives...\)](#)



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"There are two ways of spreading light: to be the candle, or the mirror that reflects it."

—Edith Wharton

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, March 10, 2014
Date: Monday, March 10, 2014 4:42:20 PM
Attachments: [image002.png](#)



Publication Date: March 10, 2014

[Reminder: "Leaning into Leadership" Brown Bag Lunch Presentation Is March 12](#)

Bring your lunch this Wednesday for the Diversity Brown Bag presentation featuring a video by Facebook CEO Sheryl Sandberg followed by a discussion session led by the Federal Women's Program Committee....

[\(FCA Today Archives...\)](#)



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"I don't mind going back to daylight saving time. With inflation, the hour will be the only thing I've saved all year."

—Victor Borge

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, March 11, 2014
Date: Tuesday, March 11, 2014 5:04:27 PM
Attachments: [image002.png](#)



Publication Date: March 11, 2014

[Tip of the Week: Video Equipment Use in Conference Rooms](#)

Did you know that the increased popularity of videoconferences has led to a few changes in FCA conference rooms? The most noticeable change is the mounted videoconference equipment....

[\(FCA Today Archives...\)](#)



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*"The true harbinger of spring is not crocuses or swallows returning to Capistrano, but the sound of the bat on the ball."
—Bill Veeck*

From: [newsletter](#)
To: [newsletter](#)
Subject: RE: FCA Today - Wednesday, March 12, 2014
Date: Wednesday, March 12, 2014 4:58:40 PM
Attachments: [image002.png](#)



Publication Date: March 12, 2014

**[No Street Parking Next to Farm Credit Building after 6 p.m.
Thursday, March 13](#)**

Please do not park on the street next to the Farm Credit Building after 6 p.m. tomorrow, March 13. The FCS Building Association must block off this area to allow a crane to set up....

[\(FCA Today Archives...\)](#)



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"Cautious, careful people, always casting about to preserve their reputation and social standing, never can bring about a reform. Those who are really in earnest must be willing to be anything or nothing in the world's estimation."

—Susan B. Anthony

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, March 13, 2014
Date: Thursday, March 13, 2014 5:31:52 PM
Attachments: [image002.png](#)



Publication Date: March 13, 2014

[Evan Massie Returns to FCA Denver Office After Active Duty](#)

The Denver field office is proud to welcome back FCA examiner and Marine Staff Sergeant Evan Massie of the Combat Logistics Battalion 453, who just returned from active duty....

[Office of Regulatory Policy Announces Vacancy for Supervisory Policy Analyst](#)

FCA has posted a vacancy announcement for a VH-1101-41 supervisory policy analyst on the Finance and Capital Markets Team in the Office of Regulatory Policy in McLean, Va....

[\(FCA Today Archives...\)](#)



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"Few will have the greatness to bend history itself; but each of us can work to change a small portion of events, and in the total of all those acts will be written the history of this generation."

—Robert F. Kennedy

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, March 14, 2014
Date: Friday, March 14, 2014 5:29:55 PM
Attachments: [image002.png](#)



Publication Date: March 14, 2014

[Federal Women's Program Committee Encourages You to "Lean In to Leadership"](#)

During a Brown Bag event hosted by the Federal Women's Program Committee (FWPC) on leadership on March 12, we heard a video lecture by Sheryl Sandberg, Chief Operating Officer at Facebook and author of "Lean In: Women, Work, and the Will to Lead."...

[Reminder Fire Alarm Testing in McLean Set for Tomorrow Morning, March 15](#)

If you plan to be in the Farm Credit Building tomorrow, Saturday, March 15, be aware that the engineering staff will be testing the fire alarm system from 6 to 9 a.m....

[Fit Friday Feature: Southern Broccoli Salad](#)

Want to add more greens to your meal this St. Patrick's Day? This broccoli salad from the American Diabetes Association is a nutritious side dish that's packed with flavor....

[Cafeteria Menu Available for Week of March 17](#)

The McLean cafeteria's weekly menu is now available. Bon appétit!

[\(FCA Today Archives...\)](#)



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"I'm not telling women to be like men. I'm telling us to evaluate what men and women do in the workforce and at home without the gender bias."

—Sheryl Sandberg

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, March 18, 2014
Date: Tuesday, March 18, 2014 5:50:21 PM
Attachments: [image002.png](#)



Publication Date: March 18, 2014

[New Electronic Travel System and Travel Management Center Coming April 1; Trainings Are March 19 and 20](#)

On April 1, FCA is scheduled to switch to a new electronic travel system—Concur Government Edition (CGE). National Travel will also be our new travel management center....

[Ethics in Action: Office of Special Counsel Considers Whether Hatch Act Applies to 501\(c\)\(4\) Organizations](#)

The Office of Special Counsel considers whether 501(c)(4) organizations are included in the definition of a "partisan political group or organization" in a March 14 Interagency Ethics Council Journal article....

[U.S. Census Bureau Publishes Statistics on Irish-Americans](#)

To commemorate Irish-American Heritage Month in March and St. Patrick's Day yesterday, March 17, the U.S. Census Bureau has published statistics on our Irish heritage in its Facts for Features series....

[Revised Cafeteria Menu Available for Week of March 17](#)

Because of the office closing yesterday, a revised weekly menu for the McLean cafeteria is now available.

[\(FCA Today Archives...\)](#)



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"Always remember to forget the friends that proved untrue. But never forget to remember those that have stuck by you."

—Irish saying

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, March 19, 2014
Date: Wednesday, March 19, 2014 4:34:18 PM
Attachments: [image002.png](#)



Publication Date: March 19, 2014

[Blacks in Government at FCA Receives Special Recognition](#)

The BIG at FCA chapter was recently presented with the "Above and Beyond" award by BIG Region XI President Shirley Jones. The award recognizes BIG at FCA's 2013 contributions, which include, but are not limited to, community outreach efforts such as its annual nonperishable food and coat drives and the programs that BIG at FCA organizes and presents to FCA staff annually....

[Notable U.S. Women Profiled in Farm Credit Building Women's History Month Display](#)

Now that the St. Patrick's Day blizzard is behind us, it's time to celebrate the first day of spring tomorrow, March 20—a theme FCA visual information specialist Linda Toki uses as the backdrop of her Women's History Month display....

[Women's History Month: Women's Contribution to Growth of Farm Credit System](#)

The Farm Credit Administration was an early champion of women's equality, giving women official recognition as equal business partners with their husbands in 1937, according to a recent article in Farm Credit's AGgregator blog....

[\(FCA Today Archives...\)](#)



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"A woman's role is the most important factor in the success or failure of the whole farm business."

—Laura Ingalls Wilder

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, March 20, 2014
Date: Thursday, March 20, 2014 5:07:44 PM
Attachments: [image002.png](#)



Publication Date: March 20, 2014

[Jerome Fowlkes Named OMS Deputy Director](#)

Jerome Fowlkes has been named the Deputy Director of the Office of Management Services. He joined FCA in August 2010 as a senior financial analyst....

[FCA and FCSIC Honored for 2013 Combined Federal Campaign of the National Capital Area](#)

FCA and FCSIC have received several awards from the Combined Federal Campaign of the National Capital Area (CFCNCA) for the 2013 season. The agencies received these awards because FCA and FCSIC employees donated a combined total of \$77,656.10....

[Corporate Applications Moved from Lotus Notes to SharePoint](#)

The Corporate Applications database was moved today from Lotus Notes to a Web application on the Corporate Applications SharePoint site. Access to the Lotus Notes database was turned off and the new application should now be used....

[Ethics in Action: Gambling in the Federal Workplace](#)

Scenario: College basketball teams are playing in their respective league championship tournaments and soon the "NCAA March Madness" brackets will be announced. Many sports fans are accustomed to placing a friendly wager on a favorite team....

[\(FCA Today Archives...\)](#)



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"Never allow someone to be your priority while allowing yourself to be their option."

—Mark Twain

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, March 21, 2014
Date: Friday, March 21, 2014 5:36:00 PM
Attachments: [image002.png](#)



Publication Date: March 21, 2014

[Fit Friday Feature: Spring Into Better Health](#)

We all know that exercise does wonders for the human body. But did you know that exercise can help manage some of the most common chronic diseases?...

[Cafeteria Menu Available for Week of 24](#)

The McLean cafeteria's weekly menu is now available. Bon appétit!

[\(FCA Today Archives...\)](#)



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"Treasure your curiosity and nurture your imagination. Have confidence in yourself. Do not let others put limits on you. Dare to imagine the unimaginable."
—Shirley Ann Jackson

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, March 24, 2014
Date: Monday, March 24, 2014 4:09:58 PM
Attachments: [image002.png](#)



Publication Date: March 24, 2014

[Radar Joins the OMS Technology Team](#)

Beginning today, March 24, Kurt Ingram from the Office of Management Services Technology Team will be accompanied by Radar. Radar, a yellow Labrador Retriever, underwent an intense training program through the Hero Dogs Program prior to being selected as Kurt's assistant....

[Sign up for Individual Retirement Counseling Session and 2014 Thrift Savings Plan/Federal Benefits Update Training](#)

Dave Redden, FCA's contract retirement adviser, will conduct individual retirement counseling sessions on the morning of April 17....

[Knowlogy Instructor to Conduct One-on-One Computer Training Sessions in McLean](#)

On Monday, April 7, an instructor from Knowlogy Corporation will be in McLean to conduct one-on-one training sessions on the Microsoft Office 2010 suite (Word, Excel, PowerPoint, Access, etc.)....

[Reminder: Sign Up for April 23 Strengths-Based Leadership Course for Supervisors](#)

Space is still available for Doug Hensch's strengths-based leadership course for supervisors scheduled for April 23. It will be held in the Marsha Martin Training Room (1101-1102) from 9 a.m. to 4 p.m. EDT and will be made available by video and audio to field office participants....

[Celebrate Agriculture on National Ag Day, March 25](#)

Tomorrow, March 25, is National Ag Day, a day set aside to recognize the contribution of agriculture to our way of life. The Agriculture Council of America organizes this annual celebration to build awareness and encourage youth to consider careers in agriculture....

[Ethics in Action: Justice Department Sues Former Congressional Chief of Staff for Failing to File Financial Disclosure Report](#)

According to a recent article in the "Legal Times," the U.S. Justice Department is suing Joseph Hunter, who served as chief of staff for former U.S. Rep. Chris Cannon, for allegedly failing to file a financial disclosure report....

[\(FCA Today Archives...\)](#)



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*"Daffodils,
That come before the swallow dares, and take
The winds of March with beauty."*

—William Shakespeare

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, March 25, 2014
Date: Tuesday, March 25, 2014 4:55:09 PM
Attachments: [image002.png](#)



Publication Date: March 25, 2014

[Reminder: Fire Alarm System Will Be Tested in McLean Tomorrow Morning, March 26](#)

If you plan to be at work early in McLean tomorrow, March 26, be aware that the Fairfax County Fire Marshal will be testing the fire alarm system in the building from 6 to 9 a.m....

[Retirement Readiness Now Tip: Diabetes Awareness](#)

Today, March 25, is the American Diabetes Association Alert Day. Visit the association's website to take the diabetes risk test to find out if you are at risk of developing Type 2 diabetes and to explore ways to lower your risk.

[\(FCA Today Archives...\)](#)



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"Greatness is not measured by what a man or woman accomplishes, but by the opposition he or she has overcome to reach his goals."
—Dorothy Height

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, March 27, 2014
Date: Thursday, March 27, 2014 5:15:55 PM
Attachments: [image002.png](#)



Publication Date: March 27, 2014

[First Open Season for 2014 Life Cycle Account Ends Monday, March 31](#)

The first 2014 Life Cycle Account open season, which began March 1, will end Monday, March 31. You can expect to receive payments for claims in your bank account by early April. Taxes will be deducted from the payment....

[What Do You Remember About April 9, 1984?](#)

The 30th anniversary of the opening day of the Farm Credit Building is approaching on April 9. The Office of Congressional and Public Affairs staff asks FCA and FCSIC employees who have worked here for 30 years or more to share their memories of moving out from L'Enfant Plaza in Washington, D.C., and moving into the McLean Farm Credit Building....

[Former Chair of Federal Farm Credit Board Dies](#)

William David "Bill" Wampler of Bridgewater, Va., died on March 15 at the age of 85. He was appointed by President Jimmy Carter in 1980 to serve on the Federal Farm Credit Board; he served as chairman of the board in 1986....

[\(FCA Today Archives...\)](#)



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"Love yourself first, and everything else falls into line. You really have to love yourself to get anything done in this world."

—Lucille Ball

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, March 28, 2014
Date: Friday, March 28, 2014 4:58:51 PM
Attachments: [image002.png](#)



Publication Date: March 28, 2014

[OMS Announces Opening for Human Resources Specialist](#)

FCA has posted a vacancy announcement for Human Resources Specialist (Payroll), VH-201-35/37, in the Office of Management Services, Human Resources and Training Team....

[Deadline Extended for Supervisory FCA Examiner Positions in Office of Examination](#)

The deadline for submitting applications for the four VH-570-41 supervisory FCA examiner positions in the Office of Examination, Associate Examination Division (multiple duty locations), has been extended from today, March 28, to Friday, April 4....

[Remember Parking Rules for McLean Garage](#)

The FCS Building Association reminds all garage users of the following rules: Parking in the upper-level garage is restricted to FCA employees and limited to one vehicle per employee....

[Fit Friday Feature: Your Kidney Health](#)

Kidneys are remarkable organs. Most people know that a major function of the kidneys is to remove waste products and excess fluid from your body....

[Cafeteria Menu Available for Week of March 31](#)

The McLean cafeteria's weekly menu is now available. Bon appétit!

[\(FCA Today Archives...\)](#)



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"A champion is afraid of losing. Everyone else is afraid of winning."

—Billie Jean King

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, March 31, 2014
Date: Monday, March 31, 2014 3:59:33 PM
Attachments: [image002.png](#)



Publication Date: March 31, 2014

[Former President of FCS Building Association Dies](#)

We are sad to report that Ferrell "Hank" R. Bennett passed away March 23 at the age of 79. He served as the FCS Building Association president during the first 10 years of the McLean Farm Credit Building, from Feb. 23, 1984, to April 30, 1994....

[New CGE Travel System Debuts Tomorrow, April 1](#)

The Farm Credit Administration will begin using the Concur Government Edition (CGE) travel system tomorrow, April 1....

[National Finance Center Schedules EPP Maintenance April 2 to 3](#)

The National Finance Center's Employee Personal Page (EPP) will be unavailable from 4 p.m. EDT Wednesday, April 2, until approximately 8 a.m. EDT Thursday, April 3....

[Spring-Clean Your Work Area](#)

The arrival of spring is the perfect time to spring into action and declutter your work area. Here are some tips to help you create a more productive workspace....

[Free Yoga Classes Extended Until May 27](#)

The free yoga classes have been extended until May 27. Classes are held every Tuesday from 11:45 a.m. to 12:45 p.m. in suite 1500, across from the McLean cafeteria....

[\(FCA Today Archives...\)](#)



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"It is better to light a candle than curse the darkness."

—Eleanor Roosevelt

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, April 1, 2014
Date: Tuesday, April 01, 2014 5:26:26 PM
Attachments: [image002.png](#)



Publication Date: April 1, 2014

[New Telephone Lists Now Available](#)

The March 2014 FCA Telephone Listings are now available in the Administrative Handbook on SharePoint. If you have any questions or need to update a listing, please contact Cindy York at yorkc@fca.gov....

[Tomorrow Is 30th Anniversary of Farm Credit Building's Opening Day](#)

On April 2, 1984, FCA moved from L'Enfant Plaza in Washington, D.C., to a brand-new building in McLean, Va. Tomorrow will be the 30th anniversary of that historic day....

[Retirement Readiness Workshop for Women Scheduled for May 15](#)

Retirement planning is important for everyone, especially women. At a May 15 Retirement Readiness workshop in McLean, you can learn about the pitfalls and financial risks in retirement, as well as strategies to improve your financial future....

[Ethics in Action: The Dangers of an Oversight Board "Partnering" with Its Regulated Entity](#)

A recent Indianapolis Star article discusses a federal investigation into the role of William Cover, former president of the Indiana Board of Pharmacy, in connecting state regulators with Walgreen officials on a \$100 million project in 2011....

[\(FCA Today Archives...\)](#)



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"You can fool all the people some of the time, and some of the people all the time, but you cannot fool all the people all the time."

—*Abraham Lincoln*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, April 2, 2014
Date: Wednesday, April 02, 2014 5:13:11 PM
Attachments: [image002.png](#)



Publication Date: April 2, 2014

[McLean Holds Code Red Emergency Drill](#)

Yesterday, April 1, we conducted our first Code Red exercise in McLean. FCA and FCSIC emergency floor monitors assessed our performance during this drill....

[Farm Credit Building Credited for Bringing Outdoors In](#)

Today, April 2, marks the 30th anniversary of the day FCA staff moved from L'Enfant Plaza to the newly constructed Farm Credit Building in McLean, Va. Staff moved into a faceted exterior building that was described in a promotional brochure as imparting "a jewel-like quality that at once conjures an ancient image in a contemporary setting."...

[\(FCA Today Archives...\)](#)



About FCA Today

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"Form follows function—that has been misunderstood. Form and function should be one, joined in a spiritual union."

—Frank Lloyd Wright

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, April 3, 2014
Date: Thursday, April 03, 2014 5:32:18 PM
Attachments: [image002.png](#)



Publication Date: April 3, 2014

[Window Washing Scheduled in McLean April 18](#)

On Friday, April 18, a maintenance crew will be in the McLean Farm Credit Building to wash interior and exterior windows. Work will begin between 7 and 8 a.m. and continue throughout the day....

[Poster Commemorates 30th Anniversary of Farm Credit Building](#)

The poster below, designed by FCA visual information specialist Linda Toki and on display in the atrium, contains many historical photos from the groundbreaking to the opening of the Farm Credit Building on April 2, 1984....

[\(FCA Today Archives...\)](#)



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*"Awake, thou wintry earth -
Fling off thy sadness!
Fair vernal flowers, laugh forth
Your ancient gladness!"*

—Thomas Blackburn

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, April 4, 2014
Date: Friday, April 04, 2014 3:32:32 PM
Attachments: [image002.png](#)



Publication Date: April 4, 2014

[FCA Network Maintenance Scheduled Tonight, April 4](#)

The Office of Management Services will perform scheduled network maintenance tonight, Friday, April 4, from 7 to 9 p.m. EDT....

[Former IBM Executive and Scholarship Fund President to Speak at Next Diversity Brown Bag Lunch April 9](#)

Please join the Special Emphasis Programs in welcoming Neil Horikoshi as our speaker on Wednesday, April 9, for the next in our series of Brown Bag Lunches on diversity and cultural awareness....

[New Format for FCA Today Emails Aims to Improve iPhone Access](#)

In response to a request from the Employees' Council, the Office of Congressional and Public Affairs (OCPA) will roll out a new format for FCA Today emails beginning next Monday, April 7....

[Fit Friday Feature: No Fooling! Common Myths about Chronic Diseases](#)

April Fool's Day is known for clever jokes and pranks, but your health is no laughing matter. Since April Fool's Day was just a few days ago, here are some of the most common myths about chronic diseases like breast cancer, arthritis and Alzheimer's disease....

[Cafeteria Menu Available for Week of April 7](#)

The McLean cafeteria's weekly menu is now available. Bon appétit!

[\(FCA Today Archives...\)](#)



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"Thousands of candles can be lighted from a single candle, and the life of the candle will not be shortened. Happiness never decreases by being shared."

—*Buddha*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, April 7, 2014
Date: Monday, April 07, 2014 4:32:28 PM
Attachments: [image002.png](#)



Publication Date: April 7, 2014

Today's Headlines

- OMS Helpline Tip: Free Up Mailbox Space by Deleting Old Calendar Entries

This article is published on the [FCA Today SharePoint page](#).

OMS Helpline Tip: Free Up Mailbox Space by Deleting Old Calendar Entries

Editorial Note: To view screenshots for the instructions below, read the article on the FCA Today SharePoint page.

Did you know that old calendar items in Outlook can take up unnecessary space in your mailbox? If you have appointments, meetings, or other tasks in Outlook that are no longer occurring, you can delete those entries, and this will free up some space in your mailbox.

Here's how to delete those old calendar entries in Outlook:

1. Click on the Calendar tab in the Navigation pane.
2. In the calendar window that is opened, click on the View tab. Then under the Current View category, click on the drop down arrow of the Change View icon and then choose List from the drop down list.
3. Now a window that contains all the calendar entries appears on the screen. Click on an entry, then press Ctrl+A to select all the entries, or select each entry one by one by pressing the Ctrl key and clicking on each one. If you want to delete a range of calendar entries, click on the first entry to be deleted. Hold down the Shift key and click on the last entry in a given range to be deleted.
4. Once you have selected the entries in the calendar, press the Delete button. The calendar entries you selected will be deleted.

If you have any questions, please contact the OMS Helpline at x44333. Also, if you'd like to gain more skills in Outlook or other Microsoft software applications, please visit the [OMS Helpline's IT Resource Center](#) site today and check out online training information posted about Microsoft E-Learning.



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"You always pass failure on the way to success."

—Mickey Rooney

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, April 8, 2014
Date: Tuesday, April 08, 2014 4:50:50 PM
Attachments: [image002.png](#)



Publication Date: April 8, 2014

Today's Headlines

- Reminder: Brown Bag Tomorrow, April 9, Features President of Asian and Pacific Islander American Scholarship Fund
- Plans and Reports Database Moved from Lotus Notes to SharePoint
- Office of the Board Application Moved from Lotus Notes to SharePoint
- New Government Campaign Highlights Ban on Texting While Driving
- National Safety Council Promotes Distracted Driving Awareness Month: Drive Cell-Free

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Brown Bag Tomorrow, April 9, Features President of Asian and Pacific Islander American Scholarship Fund

Don't forget to bring your lunch tomorrow, Wednesday, April 9, for the next in our series of Brown Bag Lunches on diversity and cultural awareness. This month's speaker is Neil Horikoshi, a former IBM executive and current president and executive director of the Asian and Pacific Islander American Scholarship Fund.

The hour-long Brown Bag presentation begins at noon in the Marsha Martin Training Room (1101 and 1102), with videoconferencing to field staff. Employees may also participate by audio conference. The call-in number is 1-877-322-2830 and conference ID is 11111.

For more information, see the [April 4 FCA Today article](#).

Plans and Reports Database Moved from Lotus Notes to SharePoint

Today, April 8, the Plans and Reports Lotus Notes database moved to the [Plans & Reports SharePoint site](#), under the Reading Room tab on FCA's SharePoint homepage. The old Lotus Notes content was moved to the [Archived Plans & Reports library](#).

New content will be created in the [Plans & Reports library](#). Access to the Lotus

Notes database has been turned off and the new SharePoint site should be used at this time.

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.

Office of the Board Application Moved from Lotus Notes to SharePoint

The Office of the Board application was renamed "Board Votes and Agendas" and was moved from Lotus Notes to a [Web application](#) on the [FCA Board SharePoint site](#). Access to the Lotus Notes database has been turned off and the new application should be used at this time.

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.

New Government Campaign Highlights Ban on Texting While Driving

Distracted driving can be caused by many nondriving activities, such as using a navigation system, adjusting music, eating, drinking or talking to passengers or someone on the phone. However since texting while driving requires visual, manual and cognitive attention, and causes many fatalities and injuries, the National Highway Traffic Safety Administration (NHTSA) has made it the focus of a new awareness campaign.

As part of National Distracted Driving Awareness Month, NHTSA is enlisting law enforcement across the country to step up efforts to pull over and issue tickets to drivers who are texting between April 10 and 15. The campaign message is simple: U Drive. U Text. U Pay.

Along with the enforcement campaign, NHTSA launched a national advertising campaign to spread the message about the dangers and consequences of texting while driving. See the new ad and find other campaign materials at www.distraction.gov.

A 2013 [Virginia law](#) increased penalties for texting while driving. Currently, 43 states, D.C., Puerto Rico, Guam, and the U.S. Virgin Islands ban text messaging for drivers of all ages.

In addition, be aware that federal employees are generally prohibited from texting and driving while using a government vehicle, when on duty, or when using agency electronic equipment. See FCA's [PPM 700, Telephone System](#), which outlines these restrictions.

For more information about efforts to crack down on texting while driving, read the [Oct. 23, 2012, FCA Today article](#) and visit the National Distracted Driving Awareness Month display by Linda Toki in the Farm Credit Building atrium.

National Safety Council Promotes Distracted Driving Awareness

Month: Drive Cell-Free

Distracted driving is a growing nationwide cause of death for thousands of Americans each year. In 2012 alone, 3,328 people were killed in distracted driving incidents. Unfortunately, people continue to use their cell phones for calls and texting while operating a vehicle. Please join the National Safety Council this April in urging those you care about to do the following:

- Stop using cell phones while driving.
- Recognize that hands-free devices offer no safety benefit.
- Understand the dangers of the cognitive distraction to the brain.
- Tell others about the dangers of cell phone distracted driving.

Visit the [National Safety Council's website](#) for free webinars and other resources on distracted driving.

You can make a difference starting today. Fill out the [online pledge](#) to drive cell-free.



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"We can easily forgive a child who is afraid of the dark; the real tragedy of life is when men are afraid of the light."

—Plato

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, April 9, 2014
Date: Wednesday, April 09, 2014 5:18:59 PM
Attachments: [image002.png](#)



Publication Date: April 9, 2014

Today's Headlines

- FCS Building Association Updates Rules for Use of Fitness Center
- Retirement Readiness Now Tip: Managing Someone Else's Money

These articles are published on the [FCA Today SharePoint page](#).

FCS Building Association Updates Rules for Use of Fitness Center

The use of the Farm Credit Fitness Center is a benefit for all agency personnel, as well as tenants of the Farm Credit Building. However, with use of the facility come responsibilities, including using the facility safely and with consideration for others. Below are the general rules all Fitness Center users must follow.

- Towel off in the shower to avoid dripping water on the floor. Please don't leave towels or clothes to dry out.
- Make sure shower curtains are inside shower stalls when showering.
- Do not leave personal belongings in unlocked lockers after workouts.
- If you want to leave personal items overnight, you must see the FCS Building Association (FCSBA) for a locker and use the lock provided.
- Wipe down exercise equipment with supplied disinfectant cleaners after each use.
- Clean up any spills around sinks.
- If you are the last person using the shower or exercise room, turn off the lights, fan, TV and the air conditioning unit.

In addition to nightly cleaning by the contract cleaning crew, the locker rooms will be swept and mopped by an FCSBA staff member at approximately 10:30 a.m. and 1:45 p.m. each week day.

Twenty-five lockers in each locker room are available for permanent locker use. These lockers will be available on a first-come, first-served basis. Please contact FCSBA at x44490 to request a permanent locker. If you receive an assigned locker, FCSBA will provide you with a lock that you must use with your locker. When you no longer need the locker, please leave the lock on the locker.

The remaining lockers are available daily on a first-come, first-served basis for use only during workouts and changing. If you use a locker and personal lock to store and secure your valuables while you work out, please empty the locker and take your belongings with you when you finish. Do not leave belongings in these lockers overnight.

Any unauthorized locks found on lockers will be removed with bolt cutters, and the contents of the lockers will be taken to the FCSBA offices for owners to pick up.

In addition, the FCSBA will inspect the locker rooms and collect any belongings that are not locked up in assigned lockers. These belongings will be kept for seven days for pick up by the owners. After that, remaining items will be discarded.

The FCSBA thanks you for your cooperation.

Retirement Readiness Now Tip: Managing Someone Else's Money

By Brenda Acker-Ubah (OMS, Work/Life Staff)

Are you managing money or property for a loved one who is unable to pay bills or make financial decisions on his or her own?

Unfortunately, many of us find ourselves in this situation. The [Consumer Financial Protection Board](#) released four easy-to-understand booklets to help financial caregivers.

The four guides in the "Managing Someone Else's Money" series are for [powers of attorney](#), [court-appointed guardians](#), [trustees](#), and [government fiduciaries](#) (Social Security representative payees and Veterans Affairs fiduciaries).

The guides provide the following information:

- They walk you through your duties.
- They tell you how to watch out for scams and financial exploitation, and what to do if your loved one is a victim.
- They tell you where you can go for help.



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"The splendor of the rose and the whiteness of the lily do not rob the little violet of its scent nor the daisy of its simple charm. If every tiny flower wanted to be a rose, spring would lose its loveliness."

—*St. Therese of Lisieux*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, April 10, 2014
Date: Thursday, April 10, 2014 5:18:35 PM
Attachments: [image002.png](#)



Publication Date: April 10, 2014

Today's Headlines

- Condolences
- FCA Issues News Release on Quarterly Report on the Condition of the Farm Credit System
- Office of Examination Issues Informational Memorandum on Social Media

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that Donald Krause, father of Bloomington-based FCA examiner Mary Krause, passed away Tuesday, April 8, from cancer.

The funeral service will be held on Friday, April 11, at 11 a.m. at Trinity Lutheran Church, 210 7th Street South in Moorhead, Minn. His obituary is available on the [Wright Funeral Home website](#).

Condolences may be sent to Mary at the following address:

5612 Upton Ave. S.
Minneapolis, MN 55410

FCA Issues News Release on Quarterly Report on the Condition of the Farm Credit System

FCA issued a news release today, April 10, reporting on the FCA Board's acceptance of the quarterly report on the Farm Credit System. According to the report, the System's financial results are strong, with total net income and capital levels up in 2013.

For more information, see the [news release](#).

Office of Examination Issues Informational Memorandum on Social Media

The Office of Examination issued an Informational Memorandum today, April 10, that communicates FCA's expectations regarding the Farm Credit System's use of the guidance issued by the Federal Financial Institutions Examination Council titled, "Social Media: Consumer Compliance Risk Management Guidance." FCA will use this guidance as part of its examination process in evaluating a System institution's use of social media.

For more information, see the [Informational Memorandum](#).



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"Every artist was first an amateur."

—Ralph Waldo Emerson

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, April 11, 2014
Date: Friday, April 11, 2014 5:58:28 PM
Attachments: [image002.png](#)



Publication Date: April 11, 2014

Today's Headlines

- Marla Goodwin Named Acting Commissioning Program Manager
- Office of Examination Announces Career Opportunities for Capital Markets Specialists
- OMS Announces Opening for Program Specialist
- FCSIC Announces Opening for Financial Analyst
- The Heartbleed Bug: What You Need to Know to Be Safe Online
- Ethics in Action: Hatch Act Violations Investigated at IRS
- Fit Friday Feature: Know Your Mental Health Status
- Cafeteria Menu Available for Week of April 14

These articles are published on the [FCA Today SharePoint page](#).

Marla Goodwin Named Acting Commissioning Program Manager

Bloomington-based FCA senior examiner, Marla Goodwin, has transitioned to a new position. As the Office of Examination's Acting Commissioning Program Manager, Marla has been overseeing the majority of the training courses, managing the technical evaluations, revising a significant portion of the commissioning test, and developing the Leadership Development Program as requested by the executive management team. Marla will be the point person at next week's commissioning test in St. Louis.

In announcing Marla's new role, Sharon Wilhite, Director of OE's Staff Development Division, thanked Marla for her leadership and her many contributions to the program and the Office of Examination.

Office of Examination Announces Career Opportunities for Capital Markets Specialists

The Office of Examination has a few vacancies for Capital Markets Specialists, VH-0570-38/39/40, in the Market Risk Division. The announcement opens today, Friday, April 11, and closes Monday, May 5. Current and former federal employees may apply to [VA-14-0079](#) or to [CK1045867AR](#), which is open to all U.S. citizens.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Lynn Lotocki at 703-883-4154 (x44154).

OMS Announces Opening for Program Specialist

FCA has posted a vacancy announcement, opening tomorrow, April 12, for a program specialist, VH-301-38/39, in the Office of Management Services, Administrative Operations Team. This position is posted on USAJOBS under vacancy announcement number [VA-14-0070](#) for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act). The deadline for submitting applications is Monday, April 28.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

FCSIC Announces Opening for Financial Analyst

FCSIC has posted a vacancy announcement, opening tomorrow, April 12, for a financial analyst, VH-1160-37/38, in the Risk Management Division. This position is posted on USAJOBS under vacancy announcement number [VA-14-0074](#) for status

candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act). The deadline for submitting applications is Monday, May 5.

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

The Heartbleed Bug: What You Need to Know to Be Safe Online

By Kathleen Reddaway, OMS

Major media outlets have recently reported a security vulnerability affecting encryption software (Open SSL).

Known as Heartbleed, this vulnerability affects a large number of secure websites worldwide (including bank, email and social media sites), secure email, instant messaging and some virtual private networks. This vulnerability increases the possibility that sensitive information sent to those websites, such as passwords, credit card information and other sensitive information, could be intercepted.

Since the weakness affects many public and private websites, rather than your personal computer or mobile device, on-site administrators have primary responsibility for fixing the problem. However, since your information may also be at risk, media and security experts are taking steps to ensure everyone is aware of the weakness.

How Is OMS Responding?

OMS is verifying that weaknesses attributed to the Heartbleed bug do not affect FCA systems.

How Can You Protect Your Information?

Be very cautious of the secure websites you visit (the websites that begin with https:// in your browser), especially when you plan to send sensitive information. Although website administrators are working diligently to apply the fix, this may take time.

Changing your passwords regularly makes sense and is always advisable. However, in this case, you should only change your password *after* the fix is applied and the website is no longer vulnerable.

Be careful when making online financial transactions and going to personal and business sites. Contact the vendor or business to find out if there are vulnerabilities in a system or at a site.

Ethics in Action: Hatch Act Violations Investigated at IRS

By Wendy R. Laguarda, OGC

~ *Ethics: Elevate Yourself to a Higher Standard* ~

The U.S. Office of Special Counsel (OSC), which enforces the Hatch Act, recently investigated several cases where Internal Revenue Service employees were allegedly engaged in partisan political activity while on duty. For more information, see the [OSC press release](#).

Fit Friday Feature: Know Your Mental Health Status

This article was reprinted with permission from Health Matters at Work newsletter.

Taking a screening test is one of the quickest and easiest ways to determine if you are experiencing symptoms of a mental health condition. Mental Health America offers the [M3 Screening Test](#)—a three-minute screening test for depression, anxiety, bipolar disorder and PTSD.

These mood disorders affect not only your quality of life, but your physical health as well. Having a mood disorder can increase your risk for a heart attack. It can also decrease your ability to recover from other illnesses like stroke, diabetes, multiple sclerosis and cancer.

The M3 Screening Test is completely anonymous and confidential. Your M3 score is a number that will help you and your doctor understand if you have a treatable mood disorder. Knowing can help you take control of your mental health.

If you're struggling with mental health issues, Mental Health America's [Live Your Life Well](#) program is designed to help you cope better with stress and create more of the life you want.

To learn more, please visit www.mentalhealthamerica.net.

Track your mental health trends

Daily life is filled with ups and downs. Charting them is a great way to spot trends that can affect your health and treatment. The Depression and Bipolar Support Alliance offers a [Wellness Tracker](#) to help you recognize potential mental health problems.

To learn more, please visit www.dbsalliance.org.

Connect with others

The National Alliance on Mental Illness strives to provide information and support to everyone touched by mental illness—from teens and family members to veterans and people of diverse background. Explore their online [communities](#) to find the one(s) that meet your needs.

To learn more, please visit www.nami.org.

Cafeteria Menu Available for Week of April 14

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"My favorite things in life don't cost any money. It's really clear that the most precious resource we all have is time."

—Steve Jobs

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, April 17, 2014
Date: Thursday, April 17, 2014 3:35:41 PM
Attachments: [image002.png](#)



Publication Date: April 17, 2014

Today's Headlines

- Reminder: Strengths-Based Leadership Course for Supervisors Is April 23
- No More Paper: Property Record Transactions Now Electronic
- OMS Helpline Tip: How to Use Cover Page Feature in Microsoft Word
- Reminder: Clear Window Ledges for Window Washers Coming Tomorrow, April 18

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Strengths-Based Leadership Course for Supervisors Is April 23

Sign up now for Doug Hensch's strengths-based leadership course for supervisors scheduled for next Wednesday, April 23. It will be held in the Marsha Martin Training Room (1101–1102) from 9 a.m. to 4 p.m. EDT and will be made available by video and audio to field office participants.

To register, obtain your supervisor's approval and sign up on the [SharePoint training spreadsheet](#). Open the file in edit mode, select the tab for the course and fill out the requested information.

For more information, see the [Feb. 27 FCA Today article](#).

No More Paper: Property Record Transactions Now Electronic

Beginning today, Monday, April 14, property record transactions are now electronic and paperless. The streamlined process will make managing your property records easier and more efficient. The new process features the following:

- Enhanced, automatic email notifications to alert you when property has been assigned or reassigned to you.
- New electronic forms that you can update and sign electronically.
- Automatic updates to property records.
- Electronic forms that are automatically stored in SharePoint and available to view at any time.

Visit the [Property SharePoint site](#) for instructions and to learn more about the electronic forms and the new process.

If you have questions or concerns, please consult your office's property custodian or the Property Management Officer, Damien Hill, at 703-883-4292 (x44292).

OMS Helpline Tip: How to Use Cover Page Feature in Microsoft Word

Did you know that Microsoft Word has a ready-made gallery of cover pages, which you can insert into the beginning of your Word document? You might want to insert a cover page to help the reader get an idea about the subject of your document. Or, perhaps you compile a report on a periodic basis, such as monthly or quarterly. This periodic report could begin with a cover page that has a business logo.

You might find the built-in cover page feature in Word, with its collection of eye-catching graphics, will give your documents a more professional look. Try it out.

To do so, here's how:

- Open Word.
- Select the Insert tab at the top of the screen.
- Select Cover Page.
- Select one of the cover page templates.

Replacing text: After you insert a cover page template, you will notice text is already filled in. To replace this text with your own text, click in any of the template text areas and begin typing.

Replacing a cover page: If you decide you want to replace the cover page template you selected with a different one, select Cover Page (from the Insert tab at the top of your screen) and select one of the other cover page templates shown.

Deleting a cover page: If you decide you do not want a cover page, select Cover Page (from the Insert tab at the top of your screen) and select Remove Current Cover Page.

If you have any questions, please contact the OMS Helpline at x44333. Also, if you'd like to gain more skills in Word or other Microsoft software applications, please visit the [OMS Helpline's IT Resource Center](#) site today and check out online training information posted about Microsoft E-Learning.

Reminder: Clear Window Ledges for Window Washers Coming Tomorrow, April 18

Before you leave for the day today, remember to clear off the window ledges in your office so workers can easily access your windows to wash them tomorrow, April 18. The maintenance crew will begin washing all exterior and interior

windows of the Farm Credit Building between 7 and 8 a.m.

If you have any questions, call the Building Association at x44490.



About FCA Today

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"If you want to succeed you should strike out on new paths, rather than travel the worn paths of accepted success."

—John D. Rockefeller

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, April 18, 2014
Date: Friday, April 18, 2014 4:24:53 PM
Attachments: [image002.png](#)



Publication Date: April 18, 2014

Today's Headlines

- Retirement Readiness Now Tip: Plan Your Financial Future
- Fit Friday Feature: Scalloped Potatoes
- Cafeteria Menu Available for Week of April 21

These articles are published on the [FCA Today SharePoint page](#).

Retirement Readiness Now Tip: Plan Your Financial Future

By Brenda Acker-Ubah (OMS, Work/Life Staff)

Understanding and planning your financial future is vital to living comfortably in your retirement years.

The Office of the Comptroller of the Currency (OCC) provides an online Financial Literacy Resource Directory. This directory includes information on issues and events that are important to bankers, organizations and consumers of all ages.

The information may be helpful in starting or completing your plans for a secure financial future. Access the directory on the [OCC website](#).

Fit Friday Feature: Scalloped Potatoes

This recipe was reprinted with permission from Health Matters at Work newsletter. Potato dishes are common at Easter dinners. Serve this creamy potato dish from the American Diabetes Association and no one will know that it's a healthy version of scalloped potatoes!

Scalloped Potatoes

Serves 6
Serving size: 2/3 cup

Ingredients

6 medium russet potatoes
1 medium yellow onion, cut into thin strips
Nonstick cooking spray
1/4 teaspoon salt (optional)
1/4 freshly ground black pepper

1 cup fat-free half and half (divided into two 1/2 cups)
1/2 cup shredded, reduced-fat sharp cheddar cheese (divided into two 1/4 cups)

Preparation

1. Preheat oven to 400 degrees F. Peel potatoes and slice into thin rounds.
2. Coat a large nonstick skillet with cooking spray and sauté onions and potatoes over medium-high heat until the onions turn clear.
3. Spray a pie pan or 8-inch round cake pan with cooking spray.
4. Place a thick layer (about half) of the potatoes and onions in the bottom of pan.
5. Add salt and pepper to half and half. Pour 1/2 cup of half and half over the potatoes. Sprinkle 1/4 cup of cheese on top.
6. Add remaining potatoes and pour remaining 1/2 cup of half and half over the potatoes and top with remaining 1/4 cup of cheese.
7. Bake for 40 minutes or until potatoes are soft.

Cafeteria Menu Available for Week of April 21

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



About FCA Today

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"The heart's memory eliminates the bad and magnifies the good; and thanks to this artifice we manage to endure the burdens of the past."

—Gabriel García Márquez

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, April 21, 2014
Date: Monday, April 21, 2014 5:19:18 PM
Attachments: [image002.png](#)



Publication Date: April 21, 2014

Today's Headlines

- National Finance Center Updates Preferences and Leave Calculator Menus on Employee Personal Page
- Farm Credit Café Staff Wins Food and Physical Safety Audit Award
- April 2014 TopHealth Issue Available on SharePoint

These articles are published on the [FCA Today SharePoint page](#).

National Finance Center Updates Preferences and Leave Calculator Menus on Employee Personal Page

The National Finance Center has updated the [Employee Personal Page](#), effective Pay Period 6 (March 23–April 5), with changes to the Preferences menu and the Leave Calculator menu.

On the Preferences menu (located beneath Home on the left side of the screen), the following additional menu options now appear:

- Change Email Addresses.
- Change Security Questions.
- Change W2 Password.

These options were previously located on the Preferences menu under Prefs, which no longer appears.

To see the updates to the Leave Calculator, click on **Leave Calculator** beneath the Home menu on the left. Before the recent updates, the Leave Calculator only allowed you to track your leave for three leave categories: annual, sick and compensatory leave. However, the grid showing the pay period now contains three new rows with the following default names:

- My Leave
- My Leave 2
- My Leave 3

You can use these rows to track your leave for up to three additional leave

categories, such as time-off award and religious observance.

You can also change the default names to the leave category names you would like to track. To do so, follow these instructions:

1. From the Leave Calculator screen, click on the **My Leave** row on the pay period grid. A menu of leave category names appears below.
 2. Click the radio button for the leave category you would like to track.
 3. Click **Enter**. The default name in the pay period grid will change to the name of the category you selected.
 4. If you would like to add two additional categories, repeat the process for the next two rows.
 5. Click **Save**.
-

Farm Credit Café Staff Wins Food and Physical Safety Audit Award

Diana Garcia, Sodexo General Manager of the Farm Credit Café in McLean, and her team recently were awarded the company's Double Gold Rating by achieving 100 percent scores for both the food and physical safety audits.

In the award letter, Sodexo CEO Michael Norris and corporate services president Mark Bickford wrote, "Your leadership has guided your unit team to consistently follow our company's standard requirements, which has resulted in the highest quality and safest units in our industry."

Stop by the Farm Credit Café and congratulate Diana, Larry and Elias on winning this prestigious award. The certificate is on display on the table outside the cafeteria.

April 2014 TopHealth Issue Available on SharePoint

TopHealth newsletter features hot topics in health and fitness. The [April 2014 issue](#) highlights the following:

Sleep to Better Health

Why poor sleep may be costing you more than fatigue

QuikQuiz: Exercise—Safe and Sound

Test your knowledge about the best ways to avoid injury and make the most of your exercise time

Preparing for Health Screenings

How to prepare for common screening tests, including blood glucose, blood lipid panel, colorectal exam, pap smear and mammogram

Size Up Your Plate

Ways to cut back on how much you eat

Raw milk—don't drink it

Warning about health risks of drinking raw milk

Emotional Stress and Gum Disease

How gum disease may be linked to stress, anxiety and depression

To look for these and more articles online, go to [FCA's TopHealth SharePoint site](#), which contains current and past issues of TopHealth.

You can also navigate to the page by going to FCA's SharePoint [homepage](#), clicking on the Employee Resources tab, and selecting Work/Life from the dropdown menu.



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"Live your life each day as you would climb a mountain. An occasional glance towards the summit keeps the goal in mind, but many beautiful scenes are to be observed from each new vantage point."

—Harold B. Melchart

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, April 22, 2014
Date: Tuesday, April 22, 2014 3:52:57 PM
Attachments: [image002.png](#)



Publication Date: April 22, 2014

Today's Headlines

- Reminder: All-Day Strengths-Based Leadership Course Is Tomorrow, April 23
- Veterans Wanted: Share Your Experience for May 14 Brown Bag Event
- Reminder: Please Keep Conference Room Chairs in Conference Rooms
- Celebrate Earth Day 2014 Today, April 22

These articles are published on the [FCA Today SharePoint page](#).

Reminder: All-Day Strengths-Based Leadership Course Is Tomorrow, April 23

If you are a supervisor, plan to attend Doug Hensch's strengths-based leadership course tomorrow, Wednesday, April 23, from 9 a.m. to 4 p.m. EDT in the Marsha Martin Training Room (1101–1102). Field staff members are welcome to participate by videoconference or audio conference.

To register, obtain your supervisor's approval and sign up on the [SharePoint training spreadsheet](#). Open the file in edit mode, select the tab for the course and fill out the requested information.

For more information, see the [Feb. 27 FCA Today article](#).

Veterans Wanted: Share Your Experience for May 14 Brown Bag Event

On Wednesday, May 14, the Special Emphasis Programs will host a diversity Brown Bag event to honor our nation's veterans as part of National Military Appreciation Month. The event will take place at noon EDT in the Marsha Martin Training Room (1101 and 1102) with videoconferencing to field offices.

As part of the program, we will create a display of FCA and FCSIC employees who are military veterans. If you are a veteran, please forward your branch, years of service and job position information to Equal Employment Opportunity and Inclusion Director [Thais Burlew](#) so we can recognize your service.

In further recognition, we would like to present video clips of our veteran

employees as part of the May 14 Brown Bag. If you would like to participate, please record videos on agency iPhones. In your video, please answer the following suggested questions:

1. Which military branch and years did you serve?
 2. What role(s) and position(s) did you serve? (logistics, maintenance, etc.)
 3. What leadership lessons did you learn from your military experience?
 4. How have you applied your military experience to your experience at the agency?
 5. Can you share an interesting story from your service?
1. Forward videos not more than three minutes long to visual information specialist [Linda Toki](#) by close of business, Wednesday, May 7.

In addition, at the May 14 event, please bring any military memorabilia (except for weapons) to share. We look forward to hearing the stories from our veterans.

If you have any questions, please contact the EEOI Office at x44290. Thank you for your service to our nation.

Reminder: Please Keep Conference Room Chairs in Conference Rooms

The FCS Building Association has received several phone calls regarding chairs missing from conference rooms. The number of chairs in each room is based on the conference table size. Please be considerate of your co-workers so they do not need to delay a meeting to find chairs.

The conference room chairs were not intended to be desk chairs for an office. If your desk chair is broken, please call the Building Association at x44490. If you have a medical need for a special chair, please contact your supervisor.

Celebrate Earth Day 2014 Today, April 22

Today marks the 44th anniversary of Earth Day, which was first observed on April 22, 1970, in events sponsored by U.S. Senator Gaylord Nelson from Wisconsin. An estimated 20 million Americans attended rallies across the country, which led to the creation of the Environmental Protection Agency and passage of the Clean Air, Clean Water and Endangered Species Acts.

In 1990, Earth Day became a global event with 200 million people in 141 countries participating in events promoting environmental issues. Today, the [Earth Day Network](#), founded by the organizers of the first Earth Day, manages and organizes Earth Day and related environmental education and policy activities year-round.

In honor of Earth Day and Earth Week (April 16—22), the U.S. Census Bureau has published the following facts pertaining to energy and the environment in its [Facts for Features series](#):

2.4 million

Estimated number of occupied housing units across the country heated by wood in 2012, which is 2.1 percent of all homes.

42,747

Estimated number of occupied housing units across the country totally heated by solar energy in 2012.

57.0 million

Estimated number of occupied housing units across the country heated by utility gas in 2012, which is 49.4 percent of all homes.

89 percent

Estimated percentage of newly built single-family homes across the country with air conditioning in 2012. In 1973, it was 49 percent.

18,817 trillion British thermal units (Btu)

The energy consumption in the U.S. manufacturing sector in 2010, down 17 percent from the 22,576 trillion Btu consumed in 2002.

-32%

The drop in the consumption of coal in the U.S. manufacturing sector from 2002 to 2010, going from 1,956 trillion Btu in 2002 down to 1,328 trillion Btu consumed in 2010.

For more information about the history of Earth Day, see the [April 22, 2013, FCA Today article](#).

The Library of Congress also offers [selected resources](#) on Earth Day.



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"The care of the Earth is our most ancient and most worthy, and after all our most pleasing responsibility. To cherish what remains of it and to foster its renewal is our only hope."

—Wendell Berry

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, April 23, 2014
Date: Wednesday, April 23, 2014 4:53:32 PM
Attachments: [image002.png](#)



Publication Date: April 23, 2014

Today's Headlines

- Network Logon Problem Resolved; Use Your ID Card to Log On
- 2014 Associate FCA Examiner Internship Vacancies Open Today, April 23; Close Sunday, April 27
- FCA Receives Recognition for Diversity Practice
- Three FCA Employees Join Ranks of Commissioned Examiners
- Administrative Professionals Recognized Today, April 23
- Ethics in Action: With Midterm Elections Approaching, Here's a Review of the Hatch Act

These articles are published on the [FCA Today SharePoint page](#).

Network Logon Problem Resolved; Use Your ID Card to Log On

Starting this afternoon, April 23, you must use your government smartcard to log on to your laptop—unless you were given a prior exception to use your domain username and password.

Yesterday, because of an Internet outage that prevented some users from logging on to the FCA network with their government IDs, OMS temporarily enabled employees to log on to the network using their domain usernames and passwords. The problem has now been resolved, so OMS has removed the ability for employees to log on without their cards.

Call the Office of Management Services Helpline at x44333 (1-877-322-4503) if you need assistance.

2014 Associate FCA Examiner Internship Vacancies Open Today, April 23; Close Sunday, April 27

The Office of Examination, Staff Development Division, will staff up to 15 internship vacancies beginning May 19 to June 23. The announcement, [VA-14-0082](#), is posted on USAJOBS and opens today, April 23. It closes Sunday, April 27.

The internships are open to all U.S. citizens who are students enrolled in a bachelor's or master's degree program at a four-year college or university and who

have a planned graduation date not before December 2014 but not later than May 2015. Only specific degrees qualify.

If you have any questions, contact Lynn Lotocki at x44154.

FCA Receives Recognition for Diversity Practice

In a report to Congress this past January, the U.S. Office of Personnel Management recognized FCA for adopting a final rule to require Farm Credit System institutions to develop human capital and marketing plans that promote diversity and inclusion.

The report is called the Federal Equal Opportunity Recruitment Program for Fiscal Year 2012. FCA was among several agencies recognized for “successful or promising practices.”

According to the final rule, which took effect on June 18, 2012, each institution’s human capital plan must contain an assessment of the strengths and weaknesses of the institution’s workforce and management and a description of the institution’s succession programs for its workforce and management.

The marketing plan must contain strategies and actions for marketing the institution’s products and services to all eligible and creditworthy persons, including outreach to foster diversity and inclusion within each market segment.

To view the 94-page report, go to [Federal Equal Opportunity Recruitment Program](#).

Three FCA Employees Join Ranks of Commissioned Examiners

By Sharon Wilhite, Director, Staff Development Division (OE-Dallas)

Congratulations to Brandon Arnold, Scott Mennenga and Kelli Jo Woodson. After passing the commissioning test last week, they have now received their commission certifications. Please join me in welcoming these employees to the ranks of FCA commissioned examiners. Let the examiner-in-charge responsibilities commence!

Brandon Arnold—Brandon started with the agency in 2010 after graduating from Texas A&M University–Corpus Christi. He works in the Association Examination Division from McLean.

Scott Mennenga—Scott started with FCA in 2010 after graduating from Iowa State University. He works in the Association Examination Division from Bloomington.

Kelli Jo Woodson—Kelli Jo started with the agency in 2010 upon graduation from the University of Missouri with a master’s degree in accountancy. She works in the Association Examination Division from McLean.

Administrative Professionals Recognized Today, April 23

Today is Administrative Professionals Day. Since 1952, the [International](#)

[Association of Administrative Professionals](#) (IAAP) has organized Administrative Professionals Week during the last full week in April and Administrative Professionals Day during the Wednesday of that week.

These observances were established to recognize administrative professionals for their contributions in the workplace and to attract people to these careers. According to the IAAP, administrative professionals “are the hubs of any office and help businesses thrive around the world, yet their work remains largely unrecognized.”

Every two years, the organization conducts a comprehensive survey of administrative professionals. Its recently published 2013 Benchmarking Survey includes responses from almost 3,400 administrative professionals and provides several insights:

- Job responsibilities and workload—About two-thirds of all administrative professionals make and recommend purchasing decisions for their employers. These decisions are worth on average approximately \$20,000 a year per individual.
- Compensation and benefits—Pay raises for administrative professionals outpaced the rate of inflation by 13 percent since 1993.
- Professional development—Two-thirds of all administrative professionals get 10 or fewer hours a year of training provided by their employers.
- Office technology—“Keeping up with changing technology” was the top choice when administrative professionals were asked to identify the most significant issue they and their colleagues will face in the next five years.
- Workplace culture—Being an effective communicator is the most important quality for managers, executives and bosses, according to administrative professionals.

View the [2013 Benchmarking Survey infographic](#) for snapshots from the survey or see a PDF of the [entire report](#).

This Administrative Professionals Week, show your appreciation for the hard-working administrative staff in your office.

Ethics in Action: With Midterm Elections Approaching, Here's a Review of the Hatch Act

By Wendy R. Laguarda, OGC

~ Ethics: Elevate Yourself to a Higher Standard ~

The Office of Special Counsel has published a 17-page report titled, “Federal Employees and the Hatch Act—Gearing Up for the 2014 Midterms,” which reviews prohibited political activities and penalties for federal employees under the federal Hatch Act.

For more information, read the [full report](#).



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"Beauty is a form of genius—is higher, indeed, than genius, as it needs no explanation. It is of the great facts in the world like sunlight, or springtime, or the reflection in dark water of that silver shell we call the moon."

—Oscar Wilde

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, April 25, 2014
Date: Friday, April 25, 2014 4:06:04 PM
Attachments: [image002.png](#)



Publication Date: April 25, 2014

Today's Headlines

- Office of Examination Announces Vacancy for Credit Specialist Program Manager
- Farm Credit Building Garage to Close May 2 to 4; Remove Vehicles from Garage by 6 p.m. May 2
- Fit Friday Feature: Surviving Life Changes
- Cafeteria Menu Available for Week of April 28

These articles are published on the [FCA Today SharePoint page](#).

Office of Examination Announces Vacancy for Credit Specialist Program Manager

FCA has posted a vacancy announcement today, April 25, for a [VH-570-41](#) supervisory FCA examiner—Credit Specialist Program Manager in the Association Examination Division of the Office of Examination.

Note: This is an internal announcement, open only to FCA commissioned examiners; therefore, it will not be searchable on USAJOBS.

The deadline for submitting applications is Monday, May 19.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m.

ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

Farm Credit Building Garage to Close May 2 to 4; Remove Vehicles from Garage by 6 p.m. May 2

All vehicles must be moved from the Farm Credit Building garage by 6 p.m. Friday, May 2. The upper and lower levels of the garage will be closed for powerwashing from 6 p.m. Friday, May 2, through 6 p.m. Sunday, May 4.

You may park in the front parking lot, the back of the building and along Farm Credit Drive when the garage closes.

If you will be out of town and plan to leave your car in the garage, please put your keys in your desk drawer, so the car can be moved during the cleaning process.

If you have any questions, please contact the Building Association at x44490.

Fit Friday Feature: Surviving Life Changes

This article was reprinted with permission from Health Matters at Work newsletter.

Getting married, starting a family, sending kids off to college and even retirement are just a few positive life changes. But we often do not realize that these happy events can cause stress, anxiety and even depression. Many also face difficult changes, like a job loss, divorce or becoming a caregiver to an ill parent or child.

Whether happy or sad, any major life change can have the same impact on our mental health and well-being. Community Health Charities partnered with the Mental Health Association of Connecticut (an affiliate of Mental Health America) to present an informative webinar about surviving life changes.

View this webinar now to learn how to embrace change and minimize the negative impacts of life transitions on your mental health.

- [Power Point Presentation](#)
- [Webinar Recording Playback](#)
- [Webinar Handout](#)

About the Speaker: Remi Kyek

Ms. Kyek is Vice President of Operations for the Mental Health Association of Connecticut. Ms. Kyek has presented statewide on topics such as life transitions, stress management and maintaining wellness. Prior to her work with the Mental Health Association, Ms. Kyek worked as a marriage and family therapist.

Cafeteria Menu Available for Week of April 28

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"Someone is sitting in the shade today because someone planted a tree a long time ago."

—Warren Buffett

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, April 28, 2014
Date: Monday, April 28, 2014 5:02:27 PM
Attachments: [image002.png](#)



Publication Date: April 28, 2014

Today's Headlines

- Reminder: Sign Up for May 15 Retirement Readiness Workshop for Women
- ORP Issues Info Memo with Revised Guidelines for Merger Proposals
- Federal Employees Residing Outside Maryland Offered Discounted Rates at University of Maryland University College

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Sign Up for May 15 Retirement Readiness Workshop for Women

Learn about the pitfalls and financial risks women face in retirement, as well as strategies to improve your financial future, at a May 15 workshop led by Cindy Hounsell, president of WISER, the Women's Institute for a Secure Retirement. The workshop is scheduled from 10:30 a.m. to noon in the Marsha Martin Training Room, with audio-conferencing available to field employees.

If you would like to attend, please obtain your supervisor's approval and sign up on the [SharePoint training spreadsheet](#). Open the file in edit mode and select the "May 15 WISER Retirement Speaker" tab at the bottom to fill in the appropriate fields.

For more information, see the [April 1 FCA Today article](#).

ORP Issues Info Memo with Revised Guidelines for Merger Proposals

Gary K. Van Meter, Director of the Office of Regulatory Policy, issued an Informational Memorandum last Friday regarding revised guidelines on submissions of proposals to merge or consolidate Farm Credit System associations. Previously issued in 2010, the revised guidelines ensure that the FCA Board and staff have all the information they need to approve or deny merger or consolidation requests.

For more information, see the [Informational Memorandum](#) on the FCA website.

Federal Employees Residing Outside Maryland Offered Discounted Rates at University of Maryland University College

The U.S. Office of Personnel Management and the University of Maryland University College (UMUC) signed a first-of-its-kind agreement to provide a 25 percent discount on out-of-state tuition rates for courses, certificates and degree programs to all current federal employees and their families.

With this alliance, all federal employees, their spouses and legal dependents can take individual courses or enroll in any of UMUC's 95 undergraduate and graduate degree or certificate programs, most of which are available fully online.

UMUC will grant an application fee waiver and 25 percent discount on out-of-state tuition rates for all undergraduate programs and all graduate programs except the following:

- MBA
- MS in Data Analytics
- MS in Digital Forensics and Cyber Investigation
- Graduate cybersecurity degree and certificate programs
- Executive programs
- Doctoral programs

The tuition for students who meet the criteria for Maryland residency will be the applicable in-state rate. Tuition for active-duty military and their spouses will be the applicable military rate.

Federal employees can begin to take advantage of this discounted tuition starting in the summer semester at UMUC; registration for the summer and fall semesters is now open. Registration for the first online summer session ends on May 14. UMUC offers two additional online summer sessions in June and July.

To register or to learn more about this education alliance, including upcoming virtual information sessions, visit [UMUC](#).



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"Don't bunt. Aim out of the ballpark."

—David Ogilvy

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, April 29, 2014
Date: Tuesday, April 29, 2014 4:16:27 PM
Attachments: [image002.png](#)



Publication Date: April 29, 2014

Today's Headlines

- Lifelong Learner Bill Dunn Embarks on a New Adventure, Bids FCA a Fond Farewell
- Vacancy Announcement for Credit Specialist Program Manager Open to Multiple Duty Stations
- Adobe Flash Plugin Temporarily Disabled to Address Microsoft Vulnerability
- Spring Cleaning: Donate to Federal Women's Program Committee Business Clothing Drive

These articles are published on the [FCA Today SharePoint page](#).

Lifelong Learner Bill Dunn Embarks on a New Adventure, Bids FCA a Fond Farewell

By Emily Yaghmour, OCPA

Tomorrow, April 30, William G. Dunn, supervisory policy analyst in the Office of Regulatory Policy, will retire after 27 years of service to FCA. With an impish grin, Bill will tell you he's retiring so he can find out what he's going to be when he grows up. And with Bill, you get the feeling he's only half-joking.

To read an account of Bill's upbringing and career, as well as some parting words of wisdom, see the full [feature article](#) on the FCA Today SharePoint site.

Vacancy Announcement for Credit Specialist Program Manager Open to Multiple Duty Stations

The Office of Management Services Human Resources and Training Team would like to clarify that the announcement posted in USAJOBS on Friday, April 25, is open to multiple duty locations. The announcement is for a [VH-570-41](#) supervisory FCA examiner—Credit Specialist Program Manager in the Association Examination Division of the Office of Examination.

Although the announcement lists Bloomington, Minnesota, as the duty station, the final duty station for this position is negotiable upon selection and will be one of FCA's five office locations: Bloomington, Minnesota; Dallas, Texas; Denver,

Colorado; McLean, Virginia; or Sacramento, California.

This is an internal announcement, open only to FCA commissioned examiners; therefore, it will not be searchable on USAJOBS. The deadline for submitting applications is Monday, May 19.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

Adobe Flash Plugin Temporarily Disabled to Address Microsoft Vulnerability

A new Microsoft vulnerability was recently discovered that targets computers using Internet Explorer (IE) versions 6 through 11. To protect FCA and FCSIC computers and prevent the exploit from functioning, OMS disabled the Adobe Flash plugin in IE on all laptops. This configuration change will take place silently in the background and will *not* require you to restart your computer.

As soon as Microsoft releases a patch for this vulnerability, OMS will apply it to all FCA and FCSIC laptops and re-enable the Adobe Flash plugin.

If you have any questions, please call the Office of Management Services Helpline at x44333 (1-877-322-4503).

Spring Cleaning: Donate to Federal Women's Program Committee Business Clothing Drive

By Sudi Rattana, OE-Dallas

Is your closet in need of a spring cleaning? Do you have professional attire that no longer fits, or shoes and accessories that are just taking up space? The Federal Women's Program Committee (FWPC) wants you to donate these items to help make a difference in the lives of women and men seeking job opportunities!

FWPC is conducting a six-week business clothing drive in all offices from May 1 to June 16. The committee will donate the clothing to charitable organizations that help men and women obtain employment by providing professional attire, a network of support and, in some cases, career development tools.

McLean FWPC members have chosen to donate to the Women Giving Back Store, which is affiliated with [Home Aid of Northern Virginia](#). This organization also accepts men's clothing, which it takes to the Walter Reed National Military Medical Center to help veterans return to the workplace.

Sacramento FWPC will donate clothes to [Women Escape Abusive Violent Environments](#), which provides professional clothing and career development services to hundreds of women and men in Sacramento County.

Denver FWPC will send donated items to [DenverWorks](#), which provides job preparation and placement services to empower job seekers with barriers to employment to become self-supporting.

Bloomington FWPC will donate women's clothing to [Dress for Success](#), which provides support to women who are making a transition into the workforce. Men's clothing donations will go to [Vine and Branches Clothing Center](#), which supports those who need help in stretching limited budgets, particularly single parents who are preparing to enter the workforce.

Dallas FWPC members will also send donated women's attire to [Dress for Success](#). Men's business attire will be donated to [Career Gear](#), which provides career counseling, interview coaching and follow-up job support to men seeking employment.

Collection boxes will be set up in each of the offices, and an FWPC representative will send an email to each field office containing more detailed information.

Take this opportunity to organize your closet. That extra suit, shirt, shoes or accessories you no longer need can help deliver hope, opportunity and support to someone in need.



About FCA Today

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"And in the end it's not the years in your life that count. It's the life in your years."

—Abraham Lincoln

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, April 30, 2014
Date: Wednesday, April 30, 2014 4:06:11 PM
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Publication Date: April 30, 2014

Today's Headlines

- Plain Writing Wednesday: Acronyms
- Ethics in Action: Office of Special Counsel Resolves Two Hatch Act Cases

These articles are published on the [FCA Today SharePoint page](#).

Plain Writing Wednesday: Acronyms

Have you ever drowned in “alphabet soup” when reading a government publication? Overusing and not clarifying acronyms can cause confusion.

In a [plain language video](#) by the U.S. Citizenship and Immigration Services, Kathryn Catania offers the following helpful tips about using acronyms:

- Define acronyms before using them.
- Don't make up your own acronyms.
- Think about your audience.

If you were an FCA staff member in 2012, you may remember Ms. Catania. She is a co-chair of the Plain Language Action and Information Network, and she taught a plain writing course at FCA in March 2012.

For more tips on using acronyms and abbreviations, see the [Oct. 17, 2013, FCA Today article](#).

For more information about Plain Writing, see the [Plain Writing SharePoint page](#) or contact Emily Yaghmour, FCA's Plain Language Coordinator, at x44066 or at yaghmoure@fca.gov.

Ethics in Action: Office of Special Counsel Resolves Two Hatch Act Cases

~ Ethics: Elevate Yourself to a Higher Standard ~

The U.S. Office of Special Counsel, which enforces the Hatch Act, recently resolved two Hatch Act investigations, imposing significant penalties on two federal

employees.

In one case, an attorney at the Federal Election Commission agreed to resign and is barred from employment within the federal executive branch for two years. In another case, a federal civilian employee with the U.S. Air Force agreed to serve a 40-day suspension without pay.

For more information, see the [Office of Special Counsel press release](#).



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"Any darn fool can make something complex; it takes a genius to make something simple."

—Pete Seeger

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, May 1, 2014
Date: Thursday, May 01, 2014 4:44:43 PM
Attachments: [image002.png](#)



Publication Date: May 1, 2014

Today's Headlines

- Condolences
- Honor Our Veterans at the Next Diversity Brown Bag Lunch on May 14
- Reminder: Remove Vehicles from Garage by 6 p.m. Friday, May 2, for Power Washing
- Run or Walk in Public Service 5K This Sunday, May 4
- Tip of the Week: Video Equipment Use in Conference Rooms

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that John Schall, 80, father of Denver-based senior credit risk specialist Jack Schall, passed away on Saturday, April 26, in Lincoln City, Oregon. John was a dairyman and a private pilot.

Condolences may be sent to the Denver field office:

Farm Credit Administration
3131 S. Vaughn Way, Ste. 250
Aurora, CO 80014

Honor Our Veterans at the Next Diversity Brown Bag Lunch on May 14

In observance of National Military Appreciation Month, the Special Emphasis Programs will host a Diversity Brown Bag Lunch featuring a video presentation honoring FCA and FCSIC employees who have served in our military. The event will take place on Wednesday, May 14, at noon EDT in the Marsha Martin Training Room (1101 and 1102). Field staff may participate by videoconference.

Along with displays in the atrium and in each field office, the event will include video clips of employees speaking about their military experience. Come hear lessons learned and interesting stories from your colleagues. Employees are also welcome to bring any military memorabilia (except weapons) to the event.

For more information about submitting a video, see the [April 22 FCA Today article](#). The deadline to submit videos is next Wednesday, May 7.

National Military Appreciation Month is held throughout the month of May to recognize those who have served in our armed services—to honor their diversity and their achievements. The month includes several distinct observances:

- Loyalty Day (May 1)
- VE Day (Victory in Europe Day, May 8)
- Military Spouse Appreciation Day (May 9)
- Armed Forces Day (May 17)
- Memorial Day (May 26)

There are many events throughout the country in honor of our armed services, including parades, runs/walks, and air shows. Check out the [National Military Appreciation Month website](#) for a listing of events across the United States. In the Washington, D.C., you can attend the [National Memorial Day Parade](#) on May 26 at 2 p.m.

In May, take some time to thank a veteran or current military member for his or her service.

Reminder: Remove Vehicles from Garage by 6 p.m. Friday, May 2, for Power Washing

The FCS Building Association reminds you to please move your vehicle out of the Farm Credit Building garage by 6 p.m. tomorrow, May 2 or it will be towed to the front of the building at your expense. The upper and lower levels of the garage will be closed for power washing from 6 p.m. Friday, May 2, through 6 p.m. Sunday, May 4.

You may park in the front parking lot, the back of the building and along Farm Credit Drive when the garage closes.

If you will be out of town this weekend and plan to leave your car in the garage, please notify the Building Association and put your keys in your desk drawer so the car can be moved during the cleaning process.

If you have any questions, please contact the Building Association at x44490.

Run or Walk in Public Service 5K This Sunday, May 4

This Sunday, May 4, join other federal employees to kick off Public Service Recognition Week by participating in the Public Service 5K Run/Walk. Registration closing date is this Saturday, May 3. National Park Service regulations prohibit race day registration.

The race is set to begin on Sunday at 9 a.m. at Anacostia Park in Washington, D.C. Proceeds benefit the Federal Employee Education and Assistance Fund, which helps federal employees with scholarships and emergency assistance.

Children in strollers do not need to register and should not wear a timing tag.

Children who plan to run on their own should be registered and will receive a T-shirt and timing tag.

Registration fees are as follows:

- Public employees (federal, state, local), \$25
- Other adults, \$30
- Student/child, \$20

After the race, enjoy water, fruit and other light snacks at the finish line. Top finishers in the following age groups will receive awards: 14 and under, 15–19, 20–24, 25–29, 30–34, 35–39, 40–44, 45–49, 50–54, 55–59, and 60-plus.

Can't run or walk in the race but still want to be involved? Volunteers are needed to help with registration, safety, water stops and clean-up in two shifts (7 to 9 a.m. and 9 to 11 a.m.). If interested, send an email to agensch@feea.org. You will receive a free event T-shirt.

For more information, see the [Public Service 5K Run/Walk website](#).

Tip of the Week: Video Equipment Use in Conference Rooms

Editorial Note: This article was originally published in FCA Today on March 11 and is being republished at the request of the FCA Employee Council.

Did you know that the increased popularity of videoconferences has led to a few changes in FCA conference rooms? The most noticeable change is the mounted videoconference equipment. The following conference rooms now have videoconference equipment mounted to the wall:

Bloomington: Bloomington conference room, small conference room

Dallas: Dallas conference room

Denver: training room, small conference room

McLean: conference room 3226

Sacramento: big conference room

This change will make it easier to reserve conference rooms in the FCA Resource Reservations database located in Lotus Notes. When you reserve one of the above conference rooms, you are no longer required to make a separate reservation for videoconference equipment; the equipment comes with the room reservation.

Dallas, McLean and Sacramento still use mobile videoconference equipment in several conference rooms. The following conference rooms require a separate reservation for videoconference equipment:

Dallas: small conference room

McLean: Marsha Martin Training Center, computer training room, conference room 1141

Sacramento: small conference room

If you have any questions, please contact Helpline at extension 4-4333.



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*"When April steps aside for May,
Like diamonds all the rain-drops glisten;
Fresh violets open every day:
To some new bird each hour we listen."*

—Lucy Larcom

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To: [newsletter](#)
Subject: FCA Today - Friday, May 2, 2014
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Publication Date: May 2, 2014

Today's Headlines

- Reminder: Farm Credit Building Garage Closes This Weekend; Remove Vehicles from Garage by 6 p.m. Today, May 2
- Higher Education Advocate for Asian-American and Pacific Islanders Dispels Myths at April FCA Brown Bag
- Fit Friday Feature: Three Tips for Staying Active This Summer
- Cafeteria Menu Available for Week of May 5

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Farm Credit Building Garage Closes This Weekend; Remove Vehicles from Garage by 6 p.m. Today, May 2

Please move your vehicle out of the Farm Credit Building garage by 6 p.m. today or it will be towed to the front of the building at your expense. The upper and lower levels of the garage will be closed for power washing from 6 p.m. today through 6 p.m. Sunday, May 4.

You may park in the front parking lot, the back of the building and along Farm Credit Drive when the garage closes.

If you will be out of town this weekend and plan to leave your car in the garage, please notify the Building Association and put your keys in your desk drawer so the car can be moved during the cleaning process.

If you have any questions, please contact the Building Association at x44490.

Higher Education Advocate for Asian-American and Pacific Islanders Dispels Myths at April FCA Brown Bag

May is Asian-American and Pacific Islander Heritage Month. To start it off early, the Special Emphasis Programs sponsored a Brown Bag on April 9, featuring speaker Neil Horikoshi, president and executive director of the [Asian and Pacific Islander American Scholarship Fund](#) (APIAS Fund) and former IBM executive. Similar to the United Negro College Fund and the Hispanic Scholarship Fund, the 10-year-old APIAS Fund creates opportunities for Asian-American and Pacific

Islander (AAPI) students to go to college.

Mr. Horikoshi said it wasn't until 1980 that "Asian-American" was recognized as an official community on the U.S. Census—prior to that they were categorized as "other." The scholarship needs of the AAPI community were initially hard to assess and address because of the lack of data. "Bad data was driving a lot of bad policy," said Mr. Horikoshi.

Besides the lack of population data, members of the AAPI community suffer from the "model minority myth" or the idea that they are highly educated and affluent. Yet, Mr. Horikoshi said, the percentage of AAPI adults from 2006 to 2008 who did not attend college is more than 60 percent among Southeast Asians (Hmong, Cambodian, Laotian), Native Hawaiians and Pacific Islanders. These same groups have high poverty and unemployment rates, showing the link to educational attainment.

Asian-Americans and Pacific Islanders are also ethnically diverse, with 48 ethnicities as defined by the U.S. Census. They represent more than 100 language groups, with 79 percent of Asian-Americans and 43 percent of Pacific Islanders speaking a language other than English at home. Mr. Horikoshi noted that some ethnic subgroups are doing better than others in educational attainment, which is why it is necessary to break down data by ethnicity. "Our community is not monolithic," he said.

Because of legal immigration, the AAPI population is the fastest-growing minority population in the United States, projected to reach 40 million in 2050 from a low of 3.5 million in 1980. The highest growth rate is in rural areas of the Midwest and South. For example, more than 4,000 or 20 percent of all immigrants to the United States from the Marshall Islands now live in Northwest Arkansas, mainly employed by the poultry industry.

In 2002, the College Cost and Reeducation Act of 2007 created the Asian-American and Native American Pacific Islander-Serving Institutions (AANAPISI), similar to the historically black colleges and universities, hispanic-serving institutions, and tribal colleges. The AANAPISI program is a competitive grant process for institutions with a minimum threshold of low-income students, where students in these ethnic groups make up 10 percent of their student bodies. A [White House Initiative on Asian American and Pacific Islanders video](#) shown at the Brown Bag explains the program, which has identified 153 AANAPISI-eligible institutions, of whom 78 have applied for status and 21 have been funded.

Half of all AAPI students are attending AANAPISI institutions, two-thirds of which are community colleges, in 15 states. "It's a myth that we all attend the best private and public universities," said Mr. Horikoshi. His organization is promoting scholarships on campuses in the Midwest and South in cities such as Omaha, Nebraska; Ft. Wayne, Indiana; and Columbia, South Carolina, where thousands of refugees from Bhutan and Burma/Myanmar have settled. Refugees from these two nations constitute the two largest refugee groups arriving in the United States. They are also the least educated and poorest. In 2011, 39 percent of Burmese Americans were high school dropouts, and 30 percent lived below the poverty line. A recently published report by the APIAS Fund, [Invisible Newcomers: Refugees from Burma/Myanmar and Bhutan in the United States](#), provides comprehensive data about the challenges surrounding these refugee populations.

Mr. Horikoshi says the state of higher education attainment is “sad” in the United States, averaging 30 percent overall and approaching single digits for some minority populations. He hopes to partner with more AANAPSI to help more AAPI students wear their graduation caps and gowns.

View Mr. Horikoshi’s [PowerPoint presentation](#) on the Equal Employment Opportunity and Inclusion SharePoint site.

Fit Friday Feature: Three Tips for Staying Active This Summer

This article was reprinted with permission from Health Matters at Work newsletter.

The arrival of summer sparks our romance with the outdoors. Whether it's a simple stroll at dusk or a bike ride in the park, this season seems to motivate us to play, explore and move in ways that winter simply doesn't. Even quick bursts of activity can be a fun way to get outdoors, enjoy the sunshine and squeeze in some exercise time in the process.

According to the experts, adults need at least two hours and 30 minutes (or 150 minutes) of moderate-intensity aerobic activity (i.e., brisk walking) every week.

Children and adolescents need one hour (60 minutes) or more of physical activity each day.

While 150 minutes each week may sound like a lot of time, you don't have to do it all at once. Not only is it best to spread your activity throughout the week, you can also break it up into smaller chunks of time during the day. These tips will help you get moving at work, on the weekends and motivate your kids this summer.

Workplace Tip (May is Employee Health & Fitness Month)

- Walk or bike to work. If you ride the bus or the subway, get off a few blocks early or at an earlier stop than usual and walk the rest of the way.
- If you drive to work, park at the far end of the parking lot or park in the lot of a nearby building.
- Instead of lunch at your desk, walk to a neighborhood sandwich shop and get some fresh air. Invite your co-workers to join you. And don't forget your sunscreen!

Weekend Tip

- Let's face it, not every summer weekend is going to be packed with fun-filled getaways. Sometimes it's nothing but errands and chores. Park at the far end of the shopping center lot and walk to the store. Also, walk down every aisle of the grocery store just for fun.
- Time to tackle that “Honey-Do” list. Gardening, cleaning out the garage and mowing the lawn are great ways to burn calories.
- Swimming is literally one of the best exercises you can do. Purchase a summer pass to the community pool and cool off while you tone up. (Again, don't forget your sunscreen!)

Kid Tip

- Some kids view summer as a license to be lazy. Planning activities ahead of time can prevent them from sitting around the house all day. Enroll kids in

summer camp or just set a time each day for when they should go outside and play.

- Tired of hearing “I’m bored” from your kids during summer? Write down fun activities your child likes to do on individual pieces of paper. Put them in a jar and have your child draw an activity when you see them eyeing the couch and remote control. This is also good for indoor activities during the hottest part of the day.
- If you want your kids to be active, show them how by setting an example. Playing catch, kicking a ball, going for bike rides and running through the sprinklers are not just kid stuff. Evening walks are also a great way to end a summer day.

By following these tips, your family can enjoy an active, fun summer together.

Cafeteria Menu Available for Week of May 5

The McLean cafeteria’s weekly menu is now [available](#). Bon appétit!



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“Most of the shadows of life are caused by standing in our own sunshine.”

—Ralph Waldo Emerson

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Subject: FCA Today - Monday, May 5, 2014
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Publication Date: May 5, 2014

Today's Headlines

- Farm Credit Building Parking Spaces to Receive New Stripes; Move Your Vehicle 6 p.m. May 6
- OMS Helpline Tip: Take Advantage of Pasting Options
- Bike to Work Day on Friday, May 16: Get Your Workout Before You Get Your Work In

These articles are published on the [FCA Today SharePoint page](#).

Farm Credit Building Parking Spaces to Receive New Stripes; Move Your Vehicle 6 p.m. May 6

Tomorrow, Tuesday, May 6, Stripe-a-Lot will be at the Farm Credit Building to restripe parking spaces in the upper and lower levels of the garage, in the front and back parking lots, and along curbs.

The work will begin at 6 p.m. on Tuesday, May 6. All cars in the upper and lower levels of the garage must be removed before 6 p.m. If you need to stay later than 6 p.m., please move your car to Farm Credit Drive and avoid parking where the curb is painted yellow.

The work will be completed Tuesday night so you may park your car on any level of the garage on Wednesday.

If you have any questions, please contact the Building Association at x44490.

OMS Helpline Tip: Take Advantage of Pasting Options

Editorial Note: To view screenshots for the instructions below, read the article on the [FCA Today SharePoint page](#).

Did you know you have various options for copying and pasting? The **Paste Options** button provides several options, depending on the source program of the content. Below is a list of pasting options:

- **Keep Source Formatting:** This option preserves the look of the original text.

- **Keep Text Only:** This option removes all the original formatting from the text.
- **Link and Keep Source Formatting:** This option preserves the look of the original text, and it maintains a link to the source file and updates the pasted text with any changes that are made to the source file.
- **Link and Use Destination Styles:** This option formats the text to match the style that's applied where the text is pasted. It also maintains a link to the source file and updates the pasted text with any changes that are made to the source file.
- **Merge Formatting:** This option changes the formatting so that it matches the text that surrounds it.
- **Picture:** This option inserts the text as an image.
- **Use Destination Styles:** This option formats the text to match the style that's applied where the text is pasted.
- **Use Destination Theme:** This option formats the text to match the theme that's applied to the document where the text is pasted.

To see what paste options are available based on what you copied, right click in the space of the document you wish to insert the text to bring up your paste options.

If you have any questions, please contact the OMS Helpline at x44333. Also, if you'd like to gain more skills in Outlook or other Microsoft software applications, please visit the OMS Helpline's [IT Resource Center](#) site today and check out online training information posted about Microsoft E-Learning.

Bike to Work Day on Friday, May 16: Get Your Workout Before You Get Your Work In

It's that time of year again to hang up the car keys and pump up your bike tires for Bike to Work Day, scheduled in the Washington, D.C., area for Friday, May 16. More than 75 Bike to Work pit stops in D.C., Maryland and Virginia hand out free food, beverages and giveaways.

Go to www.biketoworkmetrodc.org to pre-register by Friday, May 9, for a free T-shirt and a chance to win a bike. You can also find out about bicycle commuter convoys and locations and times of pit stops on the website.

Sponsored by Commuter Connections, the Washington Area Bicyclist Association, corporations, and state and federal government agencies, the annual Bike to Work Day highlights the viability of bicycling to work, which provides cost savings, exercise and reduces pollution.

Read about FCA and FCSIC participants in last year's Bike to Work Day in the [May 20, 2013, FCA Today article](#).



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"Respect for the rights of others means peace."

—Benito Juarez

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Publication Date: May 6, 2014

Today's Headlines

- Herreras Welcome Son
- Office of Examination Announces Selection of Three Senior Portfolio Managers
- National Public Service Week Kicks Off With Public Service 5K
- Reminder: Move Your Vehicle by 6 p.m. Today for Restriping of Parking Spaces
- Videos by Veterans Due Tomorrow, May 7, for Brown Bag

These articles are published on the [FCA Today SharePoint page](#).

Herreras Welcome Son

Dallas-based FCA examiner Donnie Herrera and his wife Rosie welcomed a beautiful baby boy last Wednesday, April 30, at 12:49 p.m. Damian Jay weighed 9 pounds, 1 ounce, and measured 21 inches long. Congratulations to Donnie, Rosie and Damian's big sis, Aria.

Office of Examination Announces Selection of Three Senior Portfolio Managers

The Office of Examination is pleased to announce the selection of three new Senior Portfolio Managers in the Association Examination Division (AED). These individuals will have responsibilities for managing a staff of examiners and overseeing a regional portfolio of associations.

Vickie Cosentino was selected as the AED Senior Portfolio Manager for the Sacramento field office. Vickie has almost 28 years of FCA examiner experience, having started in June 1986. She obtained her FCA commission in October 1989 and has had increasing responsibilities for managing staff and challenging associations. She is a licensed CPA in the State of California and is a member of OE's Accounting Workgroup.

Tim Halstrom was selected as the AED Senior Portfolio Manager for the Bloomington field office. Tim has been with OE since 1987. He has more than 32 years of experience as a financial regulator including prior experience with the

State of Nebraska and Federal Home Loan Bank. Tim has had a variety of examination and supervisory experiences with OE, including formerly serving as a Staff Development Division trainer and supervisor, as well as an AED senior examiner.

Duane Shafer was selected as the AED Senior Portfolio Manager for the Denver field office. Duane has been with OE since 1986 and has been an FCA commissioned examiner since February 1991. Duane has substantial examination and supervisory experience leading examinations of large, complex institutions such as Northwest ACA and FCS of America. He has also served as a Staff Development Division trainer and supervisor, as well as an AED senior examiner.

Congratulations to the new Senior Portfolio Managers. Each is highly experienced and capable of handling the challenges in OE.

National Public Service Week Kicks Off With Public Service 5K

By Damien Hill, OMS

Last Sunday's Public Service 5K was a beautiful event on an equally beautiful morning at Anacostia Park, located in lovely Southeast Washington, D.C. Benefits from this event go towards the Federal Employee Assistance Fund. More than 400 runners registered for the 5K, raising approximately \$40,000 for the cause.

The course followed the Anacostia River with views of the Washington Navy Yard, its fleet and the beautiful Anacostia Park.

I finished the event in 27:03—not bad for a Clydesdale Division participant (over 200 pounds). The camaraderie among runners was great, and I will add this to my list of annual running events.

Get a firsthand view of what it was like to run the race in this [short video](#) shot by one of the participants.

Reminder: Move Your Vehicle by 6 p.m. Today for Restriping of Parking Spaces

At 6 p.m. today, May 6, workers will begin restriping parking spaces in the upper and lower levels of the Farm Credit Building garage, in the front and back parking lots, and along curbs.

All cars in the upper and lower levels of the garage must be removed before 6 p.m. If you need to stay later than 6 p.m., please move your car to Farm Credit Drive and avoid parking where the curb is painted yellow.

The work will be completed tonight so you may park your car on any level of the garage tomorrow.

If you have any questions, please contact the Building Association at x44490.

Videos by Veterans Due Tomorrow, May 7, for Brown Bag

At the May 14 Brown Bag for National Military Appreciation Month, the Special

Emphasis Programs will present video clips of veteran employees. If you would like to participate, please record videos on agency iPhones. Forward videos not more than three minutes long to visual information specialist [Linda Toki](#) by close of business, Wednesday, May 7.

In your video, please answer the following suggested questions:

1. In which military branch and what years did you serve?
2. What were the role(s) and position(s) in which you served? (logistics, maintenance, etc.)
3. What leadership lessons did you learn from your military experience?
4. How have you applied your military experience to your experience at the agency?
5. Can you share an interesting story from your service?

If you have any questions, please contact the Equal Employment Opportunity and Inclusion Office at x44290.



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"I can assure you, public service is a stimulating, proud and lively enterprise. It is not just a way of life, it is a way to live fully."

—Lee H. Hamilton

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Publication Date: May 7, 2014

Today's Headlines

- Maintenance on Email Servers Scheduled This Weekend
- Plain Writing Wednesday: Active Voice
- Celebrate Our Jewish-American Heritage and Remember the Victims of the Holocaust This May

These articles are published on the [FCA Today SharePoint page](#).

Maintenance on Email Servers Scheduled This Weekend

The Office of Management Services will perform scheduled maintenance on the email servers this weekend. Email services will be interrupted from Saturday, May 10, at 7 a.m. to Sunday, May 11, at 6 p.m. EDT.

Sporadic delays in email delivery to Outlook and iPhones may occur during this period. In addition, users accessing email through the Web (Outlook Web Access) may experience delays.

Please call the OMS Helpline at x44333 if you have any questions.

Plain Writing Wednesday: Active Voice

The active voice is powerful. Writers of everything from government reports to pop songs can use it to make their message ring clear. For example, Marvin Gaye might not have had a hit if he had written "It Was Heard by Me Through the Grapevine."

Using song titles as examples, Kathryn Catania with the U.S. Citizenship and Immigration Services explains the difference between using passive and active voice in her agency's [plain language video](#). In passive voice, the subject appears after the verb or not at all. Active voice focuses on the subject.

Besides not being very catchy as song titles, passive voice...

- Is wordy and vague.
- Hides who or what.
- Is hard work.

If you were an FCA staff member in 2012, you may remember Ms. Catania. She is a co-chair of the Plain Language Action and Information Network, and she taught a plain writing course at FCA in March 2012.

For more tips on using active voice, see the [Jan. 11, 2013, FCA Today article](#).

For more information about Plain Writing, see the [Plain Writing SharePoint page](#) or contact Emily Yaghmour, FCA's Plain Language Coordinator, at x44066 or at yaghmoure@fca.gov.

Celebrate Our Jewish-American Heritage and Remember the Victims of the Holocaust This May

President Obama reminds us in his [presidential proclamation](#) for Jewish-American Heritage Month to honor the contributions of Jewish-Americans, particularly their involvement in the Civil Rights Movement. "African-Americans and Jewish-Americans marched side by side in Selma and Montgomery. They boarded buses for Freedom Rides together, united in their support of liberty and human dignity," said the president. "These causes remain just as urgent today.... Following in the footsteps of Jewish civil rights leaders, we must come together across all faiths, reject ignorance and intolerance, and root out hatred wherever it exists."

Last week was also Holocaust Remembrance Week, the nation's annual commemoration of the Holocaust. Learn more about this event by visiting the [website](#) of the U.S. Holocaust Memorial Museum. View the [series of posters](#) the museum created for the 2014 observance using the theme "Confronting the Holocaust: American Responses."

For more information about Jewish-American Heritage Month, visit the [Library of Congress Law Library website](#) and the [Jewish-American Heritage Month Web portal](#).



About FCA Today

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"I swore never to be silent whenever and wherever human beings endure suffering and humiliation. We must take sides. Neutrality helps the oppressor, never the victim. Silence encourages the tormentor, never the tormented."

—Elie Wiesel

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, May 8, 2014
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Publication Date: May 8, 2014

Today's Headlines

- Message from Board Chair and CEO Jill Long Thompson on Public Service Recognition Week 2014
- Add to Your Weekend To-Do List: Change TSP Password
- Reminder: Please Keep Conference Room Chairs in Conference Rooms

These articles are published on the [FCA Today SharePoint page](#).

Message from Board Chair and CEO Jill Long Thompson on Public Service Recognition Week 2014

Every year since 1985, Congress designates the first week in May as Public Service Recognition Week to honor federal, state, county and local government employees. The theme chosen by the Public Employees Roundtable for this year's Public Service Recognition Week—May 4 to 10—is Proud to Serve. In my position as FCA Board Chair and CEO, I see examples of employees who are proud to serve their country through public service every day.

As regulators, you make sure the Farm Credit System is fundamentally safe and sound, which in turn supports American agriculture. Agricultural credit has allowed American agriculture to flourish and will continue to be critical to the industry. As employees of an independent agency and an arm's-length regulator, you have shown your resolve to act both independently and ethically.

You also proudly serve our community. Almost 60 percent of FCA employees and 100 percent of FCSIC employees contributed to the Combined Federal Campaign of the National Capital Area in 2013, for which we received two President's Awards. FCA's Denver field office received an Excellence Award for its contributions to the Rocky Mountain Combined Federal Campaign, as well. Other field offices also contributed generously to their area campaigns.

Besides financial contributions, you reach out to the communities in which you live to provide food, clothing, toys and other items in various collection drives throughout the year. And you help our fellow federal employees, many of whom suffered during unpaid furloughs across the government last year. One of our employees—Damien Hill—devoted last Sunday morning to run in the Public Service 5K to raise funds for the Federal Employee Education and Assistance Fund, which

helps federal employees with scholarships and emergency assistance. I invite you to participate in other events for [Public Service Recognition Week](#).

In addition, FCA and FCSIC employees have served our nation proudly in the military. We welcomed home Staff Sgt. Evan Massie in December, who recently completed a seven-month tour of duty in Afghanistan with the Marine Reserves, which was his third. Next week, we will honor Evan and all other veteran employees at the Brown Bag Lunch for National Military Appreciation Month. I hope you will join me at noon on May 14 for this special event.

I applaud your spirit of public service and willingness to serve our nation. Your dedication is inspiring and is making a difference in the lives of many Americans. Keep serving proudly!

Gratefully,

Jill Long Thompson

Add to Your Weekend To-Do List: Change TSP Password

Beginning Saturday, May 10, the Thrift Savings Plan (TSP) will change its password requirements. Your new password will need to be 10 to 32 characters long, and it must contain uppercase and lowercase letters, numbers, and special characters.

Currently, TSP passwords are eight characters long, and TSP reveals the length of its passwords on its website, providing a valuable clue that identity thieves can use to crack the codes. The new password requirements will address this problem.

Read what security analysts say about the TSP password security vulnerability in the current [Cybersecurity Report](#) in NextGov magazine.

Take the time to change your TSP password this weekend by visiting the [TSP website](#) and logging in with your TSP account number or User ID.

Please email [AskHR](#) if you have any questions.

Reminder: Please Keep Conference Room Chairs in Conference Rooms

The FCS Building Association has received several phone calls regarding chairs missing from conference rooms. The number of chairs in each room is based on the conference table size. Please be considerate of your co-workers so they do not need to delay a meeting to find chairs.

The Building Association will remove any conference room chairs used in offices as desk chairs. If your desk chair is broken, please call the Building Association at x44490. If you have a medical need for a special chair, please contact your supervisor.



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*"The acquisition of knowledge is the mission of research,
the transmission of knowledge is the mission of teaching and
the application of knowledge is the mission of public service."*

—James A. Perkins

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Subject: FCA Today - Friday, May 9, 2014
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Publication Date: May 9, 2014

Today's Headlines

- FCA Issues News Release and Fact Sheet on Proposed Rule to Modify Regulatory Capital Requirements
- Fulfill Your Ethical Obligation: Pay Your Taxes
- Ethics in Action: OPM Issues Rule Implementing Hatch Act Modernization Act of 2012
- U.S. Census Bureau Commemorates Day to Remember Mothers
- Fit Friday Feature: Your Health—There's an App for That
- Cafeteria Menu Available for Week of May 12

These articles are published on the [FCA Today SharePoint page](#).

FCA Issues News Release and Fact Sheet on Proposed Rule to Modify Regulatory Capital Requirements

FCA issued a news release yesterday, May 8, reporting on the FCA Board's approval of a proposed rule to modify regulatory capital requirements for Farm Credit System banks and associations.

The proposed rule will be published in the Federal Register for a 120-day comment period. Statements by members of the FCA Board about the proposed rule are available on the FCA website under [Speeches and Statements](#).

For more information, see the [May 8 news release](#) and [related fact sheet](#).

Fulfill Your Ethical Obligation: Pay Your Taxes

Paying income taxes is good citizenship. But for federal employees, there is an added ethical obligation. That is because Office of Government Ethics regulation 5 CFR § 2635.809 outlines the responsibility of federal employees to "satisfy in good faith their obligations as citizens, including all just financial obligations, especially those such as federal, state, or local taxes that are imposed by law."

Since 1993, the Internal Revenue Service (IRS) has tracked how well federal employees adhere to this ethics rule. The IRS produces a summary report every year, identifying the delinquency rate for civilian employees of federal agencies

and departments.

In its report of September 30, 2013, the IRS reported that 1.78 percent of FCA staff had some type of federal income tax delinquency. This is slightly higher than the percentage reported for 2012. Even though FCA's delinquency rate is significantly below the average federal agency rate of 4.1 percent, we maintain a goal of full tax compliance.

The IRS is ready to assist you in meeting your tax obligations. Forms, publications, electronic payment options, and other information are available at www.irs.gov. You can also visit your local IRS office or call 1-800-829-1040 for assistance with filing returns or resolving any balance you owe.

Please do your part in improving tax compliance and helping to foster public confidence in our government.

Ethics in Action: OPM Issues Rule Implementing Hatch Act Modernization Act of 2012

By Wendy R. Laguarda, OGC

The Office of Personnel Management published a final rule related to the Hatch Act Modernization Act of 2012, which modifies penalties and clarifies what constitutes prohibited political activity by federal employees.

For more information, see the [May 8 FEDagent article](#).

U.S. Census Bureau Commemorates Day to Remember Mothers

Happy Mother's Day to all FCA and FCSIC mothers! According to the U.S. Census Bureau's Facts for Features series on Mother's Day, there were 4.1 million women between the ages of 15 and 50 who gave birth in 2012. If you have a child named Jacob or Sophia, count yourself as having chosen the most popular boy and girl names respectively in 2012.

Learn more about the history of Mother's Day—an annual celebration designated by Congress as the second Sunday in May since 1914—and other statistics about mothers in the [Mother's Day: May, 11, 2014](#) fact sheet and at the [Library of Congress American Memory Project: Today in History](#).

Here are some of the U.S. Census Bureau's statistics:

20 percent

Percentage of all women aged 15 to 44 who have had two children. About 47 percent had no children, 17 percent had one, 10 percent had three and about 5 percent had four or more.

3.953 million

Number of births registered in the United States in 2012. Of this number, 305,388 were to teens 15 to 19, the lowest number since 1945 (280,997) and 41 percent lower than in 1991 (519,577). There were 7,157 births to women aged 45 to 49.

25.8

Average age of women in 2012 when they gave birth for the first time, up from 25.6 years in 2011. The increase in the mean age in 2012 reflects, in part, the relatively large decline in births to women in their teen years and their 20s.

62.1 percent

Percentage of women aged 16 to 50 who gave birth in 2012 who were in the labor force.

29.5 percent

Percentage of mothers who gave birth in 2012 who had a bachelor's degree or higher.

84.6 percent

Percentage of women aged 15 to 50 who gave birth in 2012 and who had at least a high school diploma.

66

Number of births in 2012 per 1,000 women aged 15 to 50 with a graduate or professional degree. The number was 56 per 1,000 for women whose highest level of education was a bachelor's degree.

5 million

Number of stay-at-home moms in married-couple family groups in 2013—statistically unchanged from 2012 and 2011. In 2013, 24 percent of married-couple family groups with children under 15 had a stay-at-home mother, up from 21 percent in 2000.

10 million

Number of single mothers living with children younger than 18 in 2013, up from 3.4 million in 1970.

5.6 million

Number of custodial mothers who were due child support in 2011.

415,475

Number of mothers who gave birth in 2012 and were living with a cohabiting partner.

Fit Friday Feature: Your Health—There's an App for That

This article was reprinted with permission from Health Matters at Work newsletter.

Smartphones, tablets and other portable devices give us access to unlimited information—anytime, anywhere. On average, Americans spend more than *two hours a day* on apps.

Did you know that there are apps to help manage chronic illness? Using health apps is a great way to manage daily challenges and find support and resources for your health condition.

For example, lung conditions like asthma and chronic obstructive pulmonary disease (COPD) can be exacerbated by the air quality each day. Use the American Lung Association's State of the Air app to know what pollutants are in your air each day and better manage your asthma or COPD. With a color-coded index, you

can review ozone and pollution counts where you live (green is good!). This app can be used to help determine how much time you should spend outdoors each day.

Some additional tips for using the State of the Air app:

- Reduce or limit any strenuous activity outdoors when the Air Quality Index (AQI) is orange or higher. Exercise indoors and save yard work for a day when the forecast is better.
- If you are unusually sensitive to pollutants or have more severe asthma, you may want to reduce prolonged or heavy outdoor exertion even if the AQI is at yellow.
- If the air quality worsens to red or purple, avoid outdoor activities.
- Always avoid exercise near high-traffic areas. Areas within one-third mile of a busy highway are likely to have much more pollution, even when the rest of the community has a green AQI.

Of course, asthma and COPD are just one example. There are many apps for people with other chronic illnesses, including AIDS, arthritis, autism, diabetes, muscular dystrophy and more. To view a list of some of these apps, visit the [Health Matters at Work website](#).

Cafeteria Menu Available for Week of May 12

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"A mother is a person who seeing there are only four pieces of pie for five people, promptly announces she never did care for pie."

—Tenneva Jordan

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, May 12, 2014
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Publication Date: May 12, 2014

Today's Headlines

- Associate FCA Examiner Vacancies Open Today, May 12; Close Wednesday, May 14
- Retirement Readiness Workshop for Women Postponed to June 4
- Schedule Your Retirement Counseling Session with Dave Redden June 26
- McLean Cafeteria ATM to Be Removed June 2

These articles are published on the [FCA Today SharePoint page](#).

Associate FCA Examiner Vacancies Open Today, May 12; Close Wednesday, May 14

The Office of Examination, Staff Development Division, announces up to 15 vacancies for full-time associate examiners in the 2014 Associate Examiner program, which begins on June 16.

The announcement, [CK1105068BD](#), is posted on USAJOBS. It is open from today, May 12, through Wednesday, May 14.

University graduates with degrees in specific fields noted under the qualifications and evaluations tab of the job announcement may apply within two years of their graduation date.

If you have any questions, contact Lynn Lotocki at x44154.

Retirement Readiness Workshop for Women Postponed to June 4

Because of a conflict in the speaker's schedule, the Human Resources and Training Team is postponing the retirement planning workshop scheduled for this Thursday, May 15. The new date for the workshop with Cindy Hounsell, President of WISER, the Women's Institute for a Secure Retirement, will be Wednesday, June 4.

The workshop will be held from 10:30 a.m. until noon in the Marsha Martin Training Room. It is open to all employees, and audio call-in information will be provided.

If you would like to attend Ms. Hounsell's workshop, "Your Future Paycheck: What Women Need to Know About Social Security, Pensions, Savings and Investments," please obtain your supervisor's approval and sign up on the [SharePoint training spreadsheet](#). Open the file in edit mode and select the "June 4 WISER Retirement Speaker" tab at the bottom to fill in the appropriate fields.

For more information about Ms. Hounsell, see the [April 1 FCA Today article](#).

Schedule Your Retirement Counseling Session with Dave Redden June 26

Dave Redden, FCA's contract retirement adviser, will conduct individual retirement counseling sessions on Thursday, June 26.

Appointments will be for 45 minutes and will be held in room 3205 of the Farm Credit Building for McLean staff or by phone with field staff.

Sessions are available for the following timeslots on June 26 in McLean:

8:45–9:30 a.m.
11:15 a.m.–noon
1–1:45 p.m.
2:45–3:30 p.m.
3:30–4:15 p.m.
4:15–5 p.m.

Dave will also offer counseling sessions in Sacramento and Bloomington field offices this spring. Dave visited the Denver and Dallas offices this past winter. See the table below for more information.

During the week of . . .	Dave will be in . . .
May 12	Sacramento
June 2	Bloomington

Appointments are on a first-come, first-served basis. If you are interested in an appointment for individual counseling, please contact Cassandra Matos at x44339 or matosc@fca.gov and let her know the time slot you would like to fill. If you need to cancel or reschedule your appointment, please give at least a 24-hour notice.

McLean Cafeteria ATM to Be Removed June 2

The ATM in the McLean cafeteria area, which was installed in 2004, will be removed June 2 after 2 p.m. To maintain an ATM, BB&T needs to earn enough income from the ATM fees to offset the expenses of the machine. Our ATM performs an average of 2.4 transactions per day instead of the minimum 13 necessary. As a result, the bank has decided to remove the ATM.



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"If you are not ready today, you will be even less so tomorrow."
—Ovid

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, May 13, 2014
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Publication Date: May 13, 2014

Today's Headlines

- Geaux Eagles! This Tiger Can Fly: Antonio Cousin Receives MBA
- Reminder: Bring Your Lunch and Military Memorabilia to Brown Bag Presentation Honoring Veterans Tomorrow, May 14
- Travelers Must Use Alternate Method for Constructed Trips
- May Is Motorcycle Safety Awareness Month

These articles are published on the [FCA Today SharePoint page](#).

Geaux Eagles! This Tiger Can Fly: Antonio Cousin Receives MBA

By Shanon Ratliff, Supervisory Senior Examiner

Demonstrating his continual quest for learning, commissioned examiner Antonio Cousin graduated summa cum laude (4.0 grade point average) with an MBA from the University of North Texas on May 9. Even though he is now a University of North Texas Eagle, he remains an avid Louisiana State University Tiger fan and alum.

Antonio received his undergrad from Louisiana State University in May 2007. His bachelor's degree was in agricultural business with a minor in business administration. He also received his Certified Financial Services Auditor designation last September.

When asked about any advice he would give others, Antonio stated, "When the opportunity to enhance your knowledge presents itself, don't be afraid to take the challenge head-on." Please join us in congratulating Antonio on his latest accomplishment.

Reminder: Bring Your Lunch and Military Memorabilia to Brown Bag Presentation Honoring Veterans Tomorrow, May 14

May's Diversity Brown Bag Presentation for National Military Appreciation Month will take place tomorrow, Wednesday, May 14, at noon EDT in the Marsha Martin Training Room (1101 and 1102), with videoconferencing to field offices. Come learn about the military service of your colleagues. You are also welcome to bring any military memorabilia (except weapons) to the event.

For more information, see the [May 1 FCA Today article](#).

Travelers Must Use Alternate Method for Constructed Trips

Effective immediately, the Bureau of the Fiscal Service has asked travelers to refrain from creating constructed vouchers (vouchers with deviations from official business travel) in Concur Government Edition (CGE).

The CGE Travel System's interface is not properly computing totals on constructed vouchers. If you need to create a constructed trip, use the [travel cost comparison worksheet](#). Attach this documentation to your travel voucher.

If you need assistance, please contact the Travel Services Help Desk at 304-480-8000, option 1. The Office of Management Services will send out notification once this functionality has been corrected.

May Is Motorcycle Safety Awareness Month

Now that the warm weather has arrived, the number of motorcycles on the road is going to increase. As a motorist, remember to safely "share the road" and to be extra alert.

Using the following good driving habits to keep motorcyclists safe:

- Respect all other vehicles on the road.
- Allow a motorcyclist the full lane width—never try to share a lane.
- Perform a visual check for motorcycles by checking mirrors and blind spots at intersections and before entering or exiting a lane of traffic.
- Always signal your intentions before changing lanes or merging with traffic.
- Don't be fooled by a flashing turn signal on a motorcycle; wait to be sure the motorcycle is going to turn before you proceed.
- Allow more following distance—three or four seconds—behind a motorcycle so the motorcyclist has enough time to maneuver or stop in an emergency.
- Never tailgate. In dry conditions, motorcycles can stop more quickly than cars.

If you are a motorcyclist, remember to keep to the speed limit, always wear a helmet, check your mirrors and blind spots, and wear protective gear.

For more information and resources on motorcycle safety awareness, please visit the Farm Credit Building atrium's display cabinet designed by Linda Toki or the [National Highway Traffic Safety Administration](#) website.



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items, please call Christine Quinn at 703-883-4108 or the Office of Congressional and Public Affairs at 703-883-4056.

“The willingness with which our young people are likely to serve in any war, no matter how justified, shall be directly proportional to how they perceive veterans of early wars were treated and appreciated by our nation.”

—George Washington

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To: [newsletter](#)
Subject: FCA Today - Wednesday, May 14, 2014
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Publication Date: May 14, 2014

Today's Headlines

- Office of Examination Announces Examiner Promotions
- Patch for Internet Explorer 9 to Fix Vulnerability to Be Installed Today, May 14
- Provide Input to Make FCA the Best Place to Work in the Federal Government
- Plain Writing Wednesday: If-Then Tables

These articles are published on the [FCA Today SharePoint page](#).

Office of Examination Announces Examiner Promotions

By Dave Kuhler, OE-Sacramento

The Office of Examination is pleased to announce that the following examiners have recently been promoted to VH-39:

- **Byron Bennett** (McLean)
- **Ian Case, Angela Hanson, and Elu Thomas** (Denver)
- **Gina Chmielewski and Deleana Quan** (Sacramento)

Each of these examiners was promoted based on the competencies required for promotion under OE Directive 52. They have demonstrated the technical, communications and leadership skills needed to handle more challenging institutions and responsibilities. Please join OE in congratulating them on this accomplishment!

Patch for Internet Explorer 9 to Fix Vulnerability to Be Installed Today, May 14

This afternoon, OMS will distribute a patch for Internet Explorer (IE) to address a vulnerability in the software. The patch will install silently in the background and will *not* force a reboot. When you shut down your laptop this afternoon, you may see a message indicating that the system is configuring updates. This appears briefly before your laptop shuts down normally.

This patch fixes the recently announced IE vulnerability that works in conjunction with Adobe Flash to corrupt Windows. On April 29, we disabled Adobe Flash on all laptops to prevent the exploit from functioning. We will continue to keep the Adobe Flash add-on disabled until most laptops have received the IE patch. We anticipate re-enabling the add-on by this Friday, May 16.

If you have any questions, please call the Office of Management Services Helpline at x44333 (1-877-322-4503).

Provide Input to Make FCA the Best Place to Work in the Federal Government

The agency has contracted with the U.S. Office of Personnel Management to administer the Federal Employee Viewpoint Survey. The survey gives you the chance to provide your valuable input about many important issues facing FCA.

On Monday, June 2, all permanent employees who worked for FCA on December 31, 2013, will receive an email containing a link to this survey. The email will come from Stacy Pattison at OPM (Stacy.Pattison@opm.gov). Please check your junk mailbox if you do not see the email on June 2.

All employees are encouraged to complete the survey, which will be open for three weeks. The higher the participation rate, the more useful the results will be. The survey will be completely anonymous, and no individual responses will be identified. The deadline for survey responses is Friday, June 20.

The results will be used to identify strengths and challenges and to identify "change strategies" to help FCA improve its work environment. The specific changes that will be made will depend on the results of the survey, and a summary of these results will be published on FCA's website.

Please help make FCA an even better place to work by completing the survey when it arrives. If you have any questions relating to this survey, please contact [AskHR](#). Thank you in advance for your participation.

Plain Writing Wednesday: If-Then Tables

Ever feel like you are drowning in text when you read lengthy instructions? Or do you get stuck when you are writing complex procedures? In her agency's [plain language video](#), Kathryn Catania with the U.S. Citizenship and Immigration Services explains the benefits of using tables when you have a lot of "ifs" and "thens" to communicate.

Using tables helps the reader more easily understand the steps you are presenting by saving words and making complex information easy to understand.

If you were an FCA staff member in 2012, you may remember Ms. Catania. She is a co-chair of the Plain Language Action and Information Network, and she taught a plain writing course at FCA in March 2012.

For more tips on using tables, see the [Feb. 8, 2013, FCA Today article](#).

For more information about Plain Writing, see the [Plain Writing SharePoint page](#) or contact Emily Yaghmour, FCA's Plain Language Coordinator, at x44066 or at yaghmoure@fca.gov.



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"'Thank you' is the best prayer that anyone could say. I say that one a lot. Thank you expresses extreme gratitude, humility, understanding."
—Alice Walker

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, May 15, 2014
Date: Thursday, May 15, 2014 3:47:10 PM
Attachments: [image002.png](#)



Publication Date: May 15, 2014

Today's Headlines

- Barbara Martinez Is Now a "Nana"
- OMS Is Working to Resolve Problems Following Installation of Internet Explorer Patch
- Reminder to McLean Staff: Bike to Work Day Is Tomorrow, May 16
- May Brown Bag Presentation on National Military Appreciation Month Available on SharePoint

These articles are published on the [FCA Today SharePoint page](#).

Barbara Martinez Is Now a "Nana"

By Michael Anderson, OE-Denver

Congratulations to Denver office administrative assistant Barbara (Nana) and Michael Martinez on the birth of their first grandchild on Tuesday, May 13. Adeline Elaine was born to parents Ashley and Justin Mauch at 4:03 a.m. at Good Samaritan Hospital in Lafayette, Colorado. She weighed in at 7 pounds and 9 ounces and was 21.75 inches long. Both she and Mom are happy, healthy and doing well.

OMS Is Working to Resolve Problems Following Installation of Internet Explorer Patch

Some users reported problems opening Internet Explorer after installation of the patch for Internet Explorer 9. The Office of Management Services is aware of the issue and is working on a fix. Please email [Helpline](#) or call x44333 to report issues.

Reminder to McLean Staff: Bike to Work Day Is Tomorrow, May 16

Tomorrow, Friday, May 16, is Bike to Work Day in the Washington, D.C., area. More than 75 Bike to Work pit stops in D.C., Maryland and Virginia will hand out free food, beverages and giveaways. Find out about these pit stops and register for the event at www.biketoworkmetrodc.org

If you plan to bike to work tomorrow, please meet at 10 a.m. in front of the Farm Credit Building with your bike for a group photo by Linda Toki.

For more information, see the [May 5 FCA Today article](#).

May Brown Bag Presentation on National Military Appreciation Month Available on SharePoint

If you missed yesterday's Brown Bag event, which featured a multimedia presentation commemorating National Military Appreciation Month, visit the Office of Equal Employment Opportunity and Inclusion SharePoint site to view the [presentation](#). The slideshow features the stories of several staff members who served in the military.



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"When I see an adult on a bicycle, I do not despair for the future of the human race."

—H.G. Wells

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, May 16, 2014
Date: Friday, May 16, 2014 3:48:55 PM
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Publication Date: May 16, 2014

Today's Headlines

- SharePoint Maintenance Scheduled for Saturday, May 17
- CRS Users' Group Seeks Suggestions for Call Report Changes
- Fit Friday Feature: Spinach Salad with Strawberry-Poppy Seed Vinaigrette
- Cafeteria Menu Available for Week of May 19

These articles are published on the [FCA Today SharePoint page](#).

SharePoint Maintenance Scheduled for Saturday, May 17

The Office of Management Services will perform scheduled maintenance on the SharePoint server from 10 a.m. to noon EDT Saturday, May 17. All SharePoint site content, including individual office sites, the EDGe, and links to TRS and GovTrip, will be unavailable during this time.

Please call the OMS Helpline at x44333 if you have any questions.

CRS Users' Group Seeks Suggestions for Call Report Changes

The Consolidated Reporting System (CRS) users' group invites your suggestions for changes to the March 2015 call reports. Examples include adding or deleting call report data elements, clarifications to instructions and new data validation rules. If you propose a new data element, you must propose instructions for the data element. The deadline to propose changes is June 13.

Most of the changes that were proposed for 2014 were approved; however, they will roll out with the March 2015 changes. View the [redlined schedules and instructions](#) with the approved changes for 2014.

Please follow these steps to submit a request:

1. Go to Request for CRS Changes, a document library on the CRS SharePoint site.
 2. Click **Add document**.
 3. Fill out the form.
 4. Save the document.
-

Fit Friday Feature: Spinach Salad with Strawberry–Poppy Seed Vinaigrette

This recipe was reprinted with permission from Health Matters at Work newsletter.

Nutrient-dense berries do double duty in this summery lunch. They add natural sweetness to the strawberry–poppy seed dressing, and they give the spinach salad a wonderful burst of color and flavor.

Note: The strawberry–poppy seed vinaigrette tastes best if you use only the soft, flavorful red parts of the strawberries, so cut off the stems and the berries' white matter (hulls) before adding them to the blender. It keeps well in the refrigerator in a sealed container, up to a week.

Spinach Salad with Strawberry–Poppy Seed Vinaigrette

Serves 4

Prep Time: 20 minutes

Ingredients:

- 1 16 oz. container strawberries (about 20 large), tops removed
- 1 small shallot, finely chopped
- 2 Tbs. apple cider vinegar
- 1/2 tsp. salt
- Freshly ground pepper
- 1/4 cup extra virgin olive oil
- 1 Tbs. poppy seeds
- 4 ounces baby spinach (about 4 big handfuls)
- 1/2 cup crumbled feta cheese
- 3/4 cup chopped walnuts

Directions:

Slice half the strawberries and set them aside for the spinach salad. Remove the hulls from the remaining berries so that only the red parts remain, and coarsely chop.

Place the chopped strawberries, shallots, vinegar, salt and a few grindings of pepper in a blender, and blend on high until smooth. Add the oil and poppy seeds, and blend again. Season to taste with salt and pepper if needed, and transfer to a serving container.

Place the spinach, feta, walnuts and reserved strawberries in a large bowl. Add strawberry–poppy seed vinaigrette (to taste) and toss the spinach salad just before serving.

Cafeteria Menu Available for Week of May 19

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



About FCA Today

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"And when it rains on your parade, look up rather than down. Without the rain, there would be no rainbow."
—Gilbert K. Chesterton

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, May 20, 2014
Date: Tuesday, May 20, 2014 4:09:45 PM
Attachments: [image002.png](#)



Publication Date: May 20, 2014

Today's Headlines

- Office of Examination Summer Interns Arrive in Denver and McLean
- May 2014 TopHealth Issue Available on SharePoint

These articles are published on the [FCA Today SharePoint page](#).

Office of Examination Summer Interns Arrive in Denver and McLean

By Sharon Wilhite, Director, Staff Development Division (OE-Dallas)

Please join me in welcoming four summer interns to FCA. They began work in the Office of Examination on Monday, May 19, in Denver and McLean.

Stephen Adolfson—Stephen attends Colorado State University where he is in the honors program working on a B.B.A. in accounting. He is the marketing chair of the Business Diversity and Leadership Alliance, as well as a member of the Finance Club and president of recruitment for Delta Sigma Phi fraternity. Stephen is from Hawaii and has worked in retail throughout his college life. He works out of the Denver field office.

Connor Carrier—Connor attends the University of Colorado in Boulder and is majoring in finance with a certificate in real estate. He is a volunteer leader with an on-campus ministry. He also participated in the university's Army ROTC and is a member of the university's cheerleading squad. Connor is from Atlanta where he has regularly worked in construction over the summers. He works out of the Denver field office.

Adrian Lascaibar—Adrian attends the University of Florida in Gainesville and is majoring in finance with a minor in entrepreneurship. He has worked as an outreach assistant in the Office of Admissions and served as the Assistant Treasurer of the Student Government. Adrian is a member of the Hispanic Student Association. He works out of the McLean headquarters.

Cole Ready—Cole attends Colorado State University and is majoring in finance with a minor in Japanese. Cole is treasurer of the Colorado State University Japan Club, as well as a member of the Hawaii Club and Marketing Club. He works out of

the Denver field office.

Please welcome each of these individuals to the agency. Hopefully, we will have a few more interns starting in other field offices in a couple of weeks.

May 2014 TopHealth Issue Available on SharePoint

TopHealth newsletter features hot topics in health and fitness. The [May 2014 issue](#) highlights the following:

Muscle Power for Every Body

Benefits of regular strength training

Women Staying Well

Smart strategies for taking charge of your health

Help for Low Back Pain

Treatment for low back pain and back-friendly habits that can help reduce strain

Get Ready for Summer Produce

Ways to add more color to your diet with summer vegetables and fruit

Shape Up Your Blood Vessels

How to keep blood vessels strong to avoid high blood pressure, heart attack and stroke

Sunscreen 101

Guidelines for choosing sunscreen

To look for these and more articles online, go to [FCA's TopHealth SharePoint site](#), which contains current and past issues of TopHealth.

You can also navigate to the page by going to FCA's SharePoint [homepage](#), clicking on the Employee Resources tab, and selecting Work/Life from the dropdown menu.



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"Enjoy the little things, for one day you may look back and realize they were the big things."

—Robert Brault

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, May 21, 2014
Date: Wednesday, May 21, 2014 5:43:05 PM
Attachments: [image002.png](#)



Publication Date: May 21, 2014

Today's Headlines

- Senior Auditor Sonya Cerne Welcomes Switch to Small Agency
- Office of Management Services Announces Opening for Human Resources Specialist
- Concur Government Edition Is Experiencing Problems
- Ethics in Action: When to Use (and Not to Use) Your Official Title and Agency Letterhead for Letters of Recommendation
- Plain Writing Wednesday: Headings

These articles are published on the [FCA Today SharePoint page](#).

Senior Auditor Sonya Cerne Welcomes Switch to Small Agency

On May 5, Sonya Cerne joined the staff of FCA's Office of Inspector General (OIG) as a senior auditor. She will conduct audits and inspections in her new position.

Sonya is familiar with the agricultural industry from her roots in rural Texas. She grew up in Elm Mott and attended school in the small town of West. She often went up the road to visit her grandfather on his farm. She traded in Texas for the East Coast when she attended North Carolina State University in Raleigh, where she earned her bachelor's degree in business finance.

If you attended the May Brown Bag on National Military Appreciation Month, you might have noticed a photo of Sonya on a U.S. Army truck, taken while she was stationed in Iraq (see photo below). Sonya was in the U.S. Army from November 2000 to November 2004 on active duty. She was stationed at Fort Leonard Wood and Fort Bragg during her enlistment. As part of a military intelligence unit, she taught soldiers how to respond to nuclear, biological and chemical (NBC) attacks. For six months in 2003, Sonya was attached to the First Marine Expeditionary Force. She was assigned to an Army chemical unit that was attached to the Marines for deployment to decontaminate troops if they were exposed to NBC attacks at the beginning of Operation Iraqi Freedom, which started in Kuwait and moved to Iraq.

Her federal career includes two years as a tax compliance officer with the Internal Revenue Service followed by five years as a team leader for auditors at the Department of Energy's Office of Inspector General. Sonya was part of a staff of

300 at the Department of Energy's OIG, and she traveled up to 30 percent of her time, visiting the department's 12 field offices. Moving to a position with minimal travel requirements in an office with only five employees represents a big—and welcome—change for Sonya.

She learned about FCA through a posting on USAJOBS.gov when she was looking for a new opportunity and challenge. In the short time she has been here, Sonya has been very impressed. "Everyone is so nice and everybody seems very organized," she says.

Sonya also appreciates the shorter commute from her home in Burke, Virginia, where she lives with her husband, Edward, two sons (12-year-old Edward and nine-year-old Aaron) and two dogs. Outside of the office, she enjoys spending time with her family, walking her dogs and attending her children's basketball, soccer, swimming and Boy Scout activities.

Stop by the Inspector General's office on the second floor to welcome Sonya to FCA. She can be reached at x44040.

Office of Management Services Announces Opening for Human Resources Specialist

FCA has posted a vacancy announcement for a human resources specialist (Compensation Programs), VH-201-38, in the Office of Management Services, Human Resources and Training Team, in McLean, Virginia. This position opened Tuesday, May 20, and is posted on USAJOBS under vacancy announcement number [VA-14-0086](#).

This position is open to displaced FCA employees who are eligible for the Career Transition Assistance Plan (CTAP) and displaced federal employees who are eligible for the Interagency Career Transition Assistance Plan (ICTAP). For additional information on eligibility under these programs, please visit the Office of Personnel Management's [Career Transition](#) webpage.

The deadline for submitting applications is Sunday, May 25.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

Concur Government Edition Is Experiencing Problems

The Concur Government Edition (CGE) travel system has experienced sporadic problems with saving and selecting accounting strings. The Bureau of the Fiscal Service (BFS) implemented a quick fix that has caused accounting descriptions to be temporarily removed. Please review the [accounting codes and descriptions](#) before creating documents.

BFS will notify travelers whose documents have been affected. BFS is working on a permanent solution. The Office of Management Services will send out notification once this functionality has been corrected.

Ethics in Action: When to Use (and Not to Use) Your Official Title and Agency Letterhead for Letters of Recommendation

By the Ethics Staff

~ Ethics: Elevate Yourself to a Higher Standard ~

Under the Standards of Ethical Conduct, you may not use your government titles or the agency's name (FCA or FCSIC) to suggest that the agency or any part of the executive branch endorses your personal activities or the activities of another. How does this general prohibition apply to writing letters of recommendation?

You may sign a letter of recommendation using your official title and official stationery only in response to a request for an employment recommendation or character reference based upon:

1. Personal knowledge of the ability or character of an individual with whom you have dealt in the course of federal employment, or
2. Whom you are recommending for federal employment (5 CF 2635.702(b)).

This rule is designed to avoid the appearance of government endorsement unless there is a clear connection to federal employment.

You would be free to use your personal stationery and to sign a letter of recommendation in your personal capacity for someone who has not met either criterion above. When writing a recommendation for a personal friend who has no connection with federal employment, it is sometimes appropriate to include your official position in the body of the letter.

It is always appropriate for the Board members, who serve as presidential appointees with Senate confirmation, to sign correspondence using the title "The Honorable" before their names, even when signing a letter in their personal capacities.

Examples:

- You are asked to provide a letter of recommendation for a former subordinate on your staff. You may provide the recommendation using

official stationery and may sign the letter using your official title.

- You are writing a letter of recommendation for a personal friend who is seeking federal employment. Even though you have not dealt with your friend in the course of your federal employment, you may provide the recommendation using official stationery and may sign the letter using your official title.
 - You are writing a letter for a friend whom you have not dealt with in the course of federal employment and who is not seeking a federal job. You may not provide the recommendation using official stationery or signing with your official title, but it may be appropriate to mention your official position in the body of the letter.
-

Plain Writing Wednesday: Headings

Have you ever read a document with endless pages of straight text? Ever noticed how your eyes glaze over after a while? In her agency's [plain language video](#), Kathryn Catania with the U.S. Citizenship and Immigration Services explains how headings can prevent this from happening.

Headings make it easier to locate information, identify sections that apply to you and give you a feel for how the document flows. So next time you have a lengthy document, use headings to achieve the following objectives:

- Grab your reader's attention.
- Make your document easy to understand.
- Improve readability.

If you were an FCA staff member in 2012, you may remember Ms. Catania. She is a co-chair of the Plain Language Action and Information Network, and she taught a plain writing course at FCA in March 2012.

For more tips on using headings, see the [Feb. 1, 2013, FCA Today article](#).

For more information about Plain Writing, see the [Plain Writing SharePoint page](#) or contact Emily Yaghmour, FCA's Plain Language Coordinator, at x44066 or at yaghmoure@fca.gov.



About FCA Today

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"If you are in doubt whether to write a letter or not, don't. And the advice applies to many doubts in life besides that of letter writing."

—*Edward Bulwer Lytton*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, May 22, 2014
Date: Thursday, May 22, 2014 4:54:59 PM
Attachments: [image002.png](#)



Publication Date: May 22, 2014

Today's Headlines

- Concur Government Edition Back to Normal Operation
- OMS Helpline Tip: How to Use Screenshot Feature in Outlook

These articles are published on the [FCA Today SharePoint page](#).

Concur Government Edition Back to Normal Operation

The Bureau of the Fiscal Service has corrected the issue with the missing accounting descriptions in the Concur Government Edition travel system.

OMS Helpline Tip: How to Use Screenshot Feature in Outlook

Editorial Note: To view screenshots for the instructions below, read the article on the [FCA Today SharePoint page](#).

Ever have a computer problem and needed to email a screenshot of the problem to someone? Did you know there is a really easy method to do this in Outlook? With this method, you do not need to go through the multi-step process of creating a screenshot image—copying and pasting image (sometimes more than once), opening a graphics software program and attaching it to an email message.

Here's an easy, step-by-step process on how to insert a screenshot in an email message, which is not much different from creating a typical email message:

1. Open Outlook and create a new email message.
2. After typing in text in your message, select the Insert tab at the top of your screen.
3. Select the Screenshot icon.
4. From the list of "Available Windows" that appears, select the screenshot you want to send to someone.
5. After your screenshot appears in the message area, you may send your message to the intended recipient(s).

If you have any questions, please contact the OMS Helpline at x44333. Also, if you'd like to gain more skills in Outlook or other Microsoft software applications, please visit the OMS Helpline's [IT Resource Center](#) site today and check out online

training information posted about Microsoft E-Learning.



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"Who kept the faith and fought the fight; The glory theirs, the duty ours."

—Wallace Bruce

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, May 27, 2014
Date: Tuesday, May 27, 2014 4:00:21 PM
Attachments: [image002.png](#)



Publication Date: May 27, 2014

Today's Headlines

- Dallas Field Office Moves to a New Location This Fall
- Cafeteria Menu Available for Week of May 26

These articles are published on the [FCA Today SharePoint page](#).

Dallas Field Office Moves to a New Location This Fall

By Robert Coleman, OE

The Dallas field office will soon move to a new location with much more efficient and user-friendly office space. While the new office is only across the street from the current location, the newly-refurbished building has nicely landscaped grounds as well as a well-appointed fitness center, large common area conference facility, an atrium with 24-hour on-site security and a small café.

We plan to make the move in late September or early October following negotiations between the FCS Building Association and the new landlord. We have taken into account staff needs and preference along the way and believe the new space includes amenities that well suit our needs. There's still plenty of work to do, and we will be visiting with staff about what to pack for the new location and what to shred.

Our new location will be at 500 East John Carpenter Freeway in Irving, Texas.

Cafeteria Menu Available for Week of May 26

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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items, please call Christine Quinn at 703-883-4108 or the Office of Congressional and Public Affairs at 703-883-4056.

"The human race is challenged more than ever before to demonstrate our mastery, not over nature but of ourselves."

—*Rachel Carson*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, May 28, 2014
Date: Wednesday, May 28, 2014 5:33:21 PM
Attachments: [image002.png](#)



Publication Date: May 28, 2014

Today's Headlines

- OMS Announces Opening for Human Resources Specialist
- Plain Writing Wednesday: Proofreading

These articles are published on the [FCA Today SharePoint page](#).

OMS Announces Opening for Human Resources Specialist

FCA has posted a vacancy announcement for a human resources specialist, VH-201-38/39, in the Office of Management Services, Human Resources and Training Team.

This position opened today, May 28, and is posted on USAJOBS under vacancy announcement number [VA-14-0084](#) for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act).

The deadline for submitting applications is Monday, June 2.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

1.
If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

Plain Writing Wednesday: Proofreading

Misspelled words and incomplete thoughts can confuse the reader. In her agency's [plain language video](#), Kathryn Catania with the U.S. Citizenship and Immigration Services explains how proofreading can improve your writing and send a more effective message.

Follow these steps to improve your proofreading skills:

1. Use fresh eyes—take a break and come back to your document.
2. Slow down—don't skim through the text.
3. Read out loud—recognize mistakes that the spell-checker won't catch.
4. Peer evaluation—ask a colleague to read over your piece for obvious mistakes.

1.

If you were an FCA staff member in 2012, you may remember Ms. Catania. She is a co-chair of the Plain Language Action and Information Network, and she taught a plain writing course at FCA in March 2012.

All FCA laptops have StyleWriter4—software that not only measures the quality of a document but also identifies areas for improvement. It can be a valuable proofreading aid. For more information, see the [Aug. 1, 2013, FCA Today article](#).

For more information about Plain Writing, see the [Plain Writing SharePoint page](#) or contact Emily Yaghmour, FCA's Plain Language Coordinator, at x44066 or at yaghmoure@fca.gov.



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"People will forget what you said, people will forget what you did, but people will never forget how you made them feel."

—Maya Angelou

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, May 29, 2014
Date: Thursday, May 29, 2014 5:11:57 PM
Attachments: [image002.png](#)



Publication Date: May 29, 2014

Today's Headlines

- May Is Asian-American and Pacific Islander Heritage Month: Chinese Workers Honored for Work on Transcontinental Railroad

This article is published on the [FCA Today SharePoint page](#).

May Is Asian-American and Pacific Islander Heritage Month: Chinese Workers Honored for Work on Transcontinental Railroad

By Geoffrey Chu, OMS

Editorial Note: To view the photographs mentioned below, read the [article](#) on the FCA Today SharePoint page.

During May of each year, our nation celebrates Asian-American and Pacific Islander (AAPI) heritage. May 2014 has particular historical importance for AAPIs because it marks the 145th anniversary of the completion of the Transcontinental Railroad. Approximately 12,000 Chinese laborers gave their blood, sweat and tears to complete the western section known as the Central Pacific Railroad.

During the early days of the railroad's construction, the Central Pacific Railroad Company had difficulty meeting its labor needs. The Central Pacific track had to cross the Sierra Nevada and the deserts of Nevada and Utah. The work was grueling and extremely dangerous.

After struggling to retain workers, the company made the controversial decision to hire Chinese laborers. Although they lacked the size and experience, the Chinese workers quickly earned a reputation as tireless and extraordinarily reliable workers. This reputation led to the hiring of approximately 12,000 Chinese workers to complete the remainder of the western track.

On May 10, 1869, in Promontory, Utah, East finally met West when the last spike (also known as the Golden Spike) was driven into the ground. This officially linked the Central Pacific and the Union Pacific to form the Transcontinental Railroad. A photograph was taken to capture the momentous occasion. It shows hundreds of people involved in the project, but it leaves out the Chinese workers, who were so pivotal to the railroad's completion. One hundred and forty-five years later, 200 Chinese-Americans, Chinese citizens

and other AAPI friends gathered this year at the Golden Spike National Monument in Utah on May 10 to pay their respects and reenact the iconic photo.

The Chinese railroad workers were also inducted into the U.S. Department of Labor's Hall of Honor by Secretary of Labor Thomas E. Perez on May 9. They are the first AAPIs to be represented in the Labor Hall of Honor since its creation in 1988. This recognition cements the integral role they played in the growth of our nation and ensures that their story remains a key part of American history.



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"Justice is like a train that is nearly always late."

—Yevgeny Yevtushenko

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, May 30, 2014
Date: Friday, May 30, 2014 4:14:35 PM
Attachments: [image002.png](#)



Publication Date: May 30, 2014

Today's Headlines

- Frequently Asked Questions about the Federal Employee Viewpoint Survey
- ORP Issues Info Memo on Increased Maximum Flood Insurance Coverage
- Fit Friday Feature: Free On-Demand Podcast—Staying Off the Sideline with Arthritis
- Cafeteria Menu Available for Week of June 2

These articles are published on the [FCA Today SharePoint page](#).

Frequently Asked Questions about the Federal Employee Viewpoint Survey

The Federal Employee Viewpoint Survey is coming to FCA on June 2. Your response will help management identify changes employees would like to see at FCA. Please take the time to review the following information in advance of the survey.

What is the purpose of this survey?

The purpose of this survey is to measure employees' feelings and attitudes on topics such as talent, leadership and knowledge management, performance culture, and job satisfaction. The ultimate goal of the survey is to provide agencies with information to build on strengths and improve challenge areas.

How will the survey be administered?

The survey is web-based, and all eligible employees will receive an email invitation. Employees who have not completed the survey will also receive weekly email reminders.

Who is eligible to take the survey?

Full-time and part-time permanent, nonseasonal employees on the staff as of December 31, 2013, are eligible to take the survey. Temporary employees are not eligible. Also, permanent employees hired after December 31, 2013, are excluded.

How long does it take to complete the survey?

You should be able to complete the survey in approximately 15 minutes.

How do I know that my responses will remain confidential?

Results reported to the agency will not allow the identification of individual responses in any way, and no identifying information will be used to match individual responses to employees or personnel folders. In no way will your responses be used against any employee, and all information will be treated confidentially. Any data that could be used to identify specific individuals within a group will not be reported. OPM will not report disaggregated results for a work unit whose responses number less than 10.

Is the survey voluntary?

Yes, the survey is voluntary.

May I pass/forward the survey on to someone else to take?

No, each link to the survey is unique and can only be used once. Please do not forward your link to any individuals or groups because after the survey has been completed by one person, the link will no longer allow you to access the survey.

Whom do I contact if I have any technical issues?

Please call the FEVS Help Desk (toll free) at 1-855-OPM-FEVS (1-855-676-3387).

How can I find out the results from last year's survey?

Go to [Annual Employee Survey Results for the Farm Credit Administration](#) on the FCA website. Also see the [2013 government-wide results](#) on the OPM website.

Why does the survey include demographic questions?

The federal government is committed to promoting a diverse and inclusive workplace. That's why the survey includes questions about demographics. Your responses are voluntary and confidential; they will be used to enhance the federal government's understanding of the diversity of its workforce.

ORP Issues Info Memo on Increased Maximum Flood Insurance Coverage

Gary K. Van Meter, Director of the Office of Regulatory Policy, issued an Informational Memorandum today with an Interagency Statement on Increased Maximum Flood Insurance Coverage for Other Residential Buildings. The statement was prepared jointly by FCA and four other federal banking agencies.

For more information, see the [Informational Memorandum](#) on the FCA website.

Fit Friday Feature: Free On-Demand Podcast—Staying Off the Sideline with Arthritis

This article was reprinted with permission from Health Matters at Work newsletter.

Arthritis is not just a disease of old age. Two-thirds of people with arthritis are under the age of 65, including 300,000 children. Arthritis is the nation's leading cause of disability and a more frequent cause of activity limitations than heart disease, cancer or diabetes. But if you have arthritis, you don't have to spend your summer watching others enjoy the sunshine and outdoor activities. Exercise and movement are very important for people with arthritis and can actually help with your symptoms.

In this [episode](#) of the Health Matters at Work video podcast series, host Jerry Franz interviews Jeanne Alcazar, a volunteer with the Arthritis Foundation and a certified Tai Chi instructor.

Watch this podcast now to learn:

- Why exercise is so important.
 - How exercise can help people with arthritis.
 - Exercise classes available through the Arthritis Foundation.
 - Diet advice for people with arthritis.
-

Cafeteria Menu Available for Week of June 2

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"The great lesson is that the sacred is in the ordinary, that it is to be found in one's daily life, in one's neighbors, friends and family, in one's backyard."

—Abraham Maslow

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, June 2, 2014
Date: Monday, June 02, 2014 4:38:43 PM
Attachments: [image002.png](#)



Publication Date: June 2, 2014

Today's Headlines

- Reminder: Donate to the FWPC Business Clothing Drive
- Reminder: Retirement Readiness Workshop for Women Is June 4

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Donate to the FWPC Business Clothing Drive

Have you organized your closet recently? The Federal Women's Program Committee (FWPC) is holding a business clothing drive in all offices until Monday, June 16. There is still time to donate professional clothes, shoes and accessories to this worthy cause. FWPC representatives will forward the donations to charitable organizations that help men and women obtain employment.

Look for the collection boxes in each office. For more information, see the [April 29 FCA Today article](#).

Reminder: Retirement Readiness Workshop for Women Is June 4

Don't forget to sign up for "Your Future Paycheck: What Women Need to Know about Social Security, Pensions, Savings and Investments," a retirement readiness workshop with Cindy Hounsell, President of WISER, the Women's Institute for a Secure Retirement. The workshop will be held this Wednesday, June 4, from 10:30 a.m. until noon EDT in the Marsha Martin Training Room (1101 and 1102).

The presentation will be available via audio-conferencing to all field offices and remote employees. Call-in number is 1-877-322-2830 conference ID is 7034339.

If you would like to attend Ms. Hounsell's workshop, please obtain your supervisor's approval and sign up on the [SharePoint training spreadsheet](#). Open the file in edit mode, select the tab for this workshop and fill out the requested information.

For more information about Ms. Hounsell, see the [April 1 FCA Today article](#).



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"Sometimes it's important to work for that pot of gold. But other times it's essential to take time off and to make sure that your most important decision in the day simply consists of choosing which color to slide down on the rainbow."

—Douglas Pagels

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, June 3, 2014
Date: Tuesday, June 03, 2014 5:21:20 PM
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Publication Date: June 3, 2014

Today's Headlines

- Sacramento Office Receives Gold Star Award for 2013 Combined Federal Campaign
- Lihong McPhail Earns Chartered Financial Analyst Designation
- June Diversity Brown Bag Focuses on Transgender Issues
- Late Summer Opening Anticipated for Silver Line Metro

These articles are published on the [FCA Today SharePoint page](#).

Sacramento Office Receives Gold Star Award for 2013 Combined Federal Campaign

By Sharlene Womack, Sacramento field office

Congratulations to the Sacramento field office for earning the Gold Star unit award for the 2013 NorCal Combined Federal Campaign (CFC).

FCA's Sacramento CFC Coordinator, Linda Jew (pictured left), reports the award was received for obtaining 125 percent of the benchmark. The benchmark is based on the number of people in the unit or office and the amount of funds raised, with the Sacramento office pledging a total of \$5,538 during the 2013 campaign.

Overall, the 2013 NorCal CFC received 7,969 pledges totaling \$2,792,369, with an average pledge of \$350.

Thanks to all the Sacramento field office staff for your generosity and continued support of the CFC.

Lihong McPhail Earns Chartered Financial Analyst Designation

Lihong McPhail, financial analyst on the Agricultural and Economic Policy Team in the Office of Regulatory Policy, recently earned designation as a Chartered Financial Analyst.

To obtain this widely respected professional credential, Lihong had to have four years of investment experience and pass three levels of rigorous exams, covering

such topics as accounting, economics, ethics, money management and security analysis.

The designation is given by the CFA Institute, a global association of investment professionals with more than 119,000 members in 147 countries and territories.

Congratulations to Lihong on this significant achievement!

June Diversity Brown Bag Focuses on Transgender Issues

In celebration of National Lesbian, Gay, Bisexual and Transgender Pride Month and as part of its series on diversity issues, the Special Emphasis Programs will host a Brown Bag Lunch on the challenges of parenting a transgender child. Scheduled for Wednesday, June 11, at noon EDT, this voluntary attendance program will take place in the Marsha Martin Training Room (1101 and 1102) with videoconferencing to field offices.

The speaker, Jennifer Kable, will discuss her journey of parenting a transgender child and the issues her family faced. She will explain how gender identity is not to be confused with sexual orientation and she will share other lessons learned since her biologically female child said four simple but life-changing words, "Mom...I'm a boy."

Ms. Kable is a homeschool educator with a professional background in large-scale project management. Among her favorite experiences since she began this journey have been attending the 2013 Gender Odyssey Family Conference in Seattle, Washington, working with Equality Maryland to tell her family's story to Annapolis legislators in support of the "Fairness for All Marylanders" Act, and participating in the PFLAG (Parents, Family and Friends of Lesbians and Gays) transgender parent support group.

Late Summer Opening Anticipated for Silver Line Metro

On May 27, the Washington Metropolitan Area Transit Authority (WMATA) accepted control of the Silver Line metro from the Metropolitan Washington Airports Authority. For the next 90 days, WMATA will test the system and train staff. The line is expected to open in late summer. This transfer marks the completion of 11.7 miles of Phase 1 of the Silver Line project.

Phase 2 of the Silver Line project is in the preliminary construction stage, with most of the current work concentrated at Dulles Airport and along the Dulles Toll Road and the Dulles Greenway. Phase 2 will extend Metrorail service from the Wiehle-Reston East Station westward through Dulles Airport to Route 772 in Ashburn. Phase 2 will include six stations and is due to be completed in 2018.

The Silver Line will branch off from the Orange Line between East Falls Church and West Falls Church. Here are the specifics about the five Phase 1 Silver Line stations:

McLean Station:

- Located at 1824 Dolley Madison Boulevard, McLean.
- Near the intersection of Dolley Madison Boulevard and Scotts Crossing Road/Colshire Drive.

- Served by Fairfax Connector routes 721, 724 and 734.
- Access:
 - Kiss and Ride—south side.
 - Bus bays—two on the north side and three on the south side.
 - Pedestrian bridge over Rt. 123 (connecting south side bus bays).
 - Bicycle facilities: 26 racks, 20 lockers near Kiss and Ride, as well as on Scotts Run side.
 - No parking.

Tysons Corner Station:

- Located at 1943 Chain Bridge Road, McLean.
- Near the intersection of Chain Bridge Road and Tysons Boulevard.
- Served by Fairfax Connector routes 401, 402, 423, 462, 463 and 721.
- Access:
 - Bus bays—three on the north side and three on the south side.
 - Pedestrian bridge over Rt. 123 connecting south side bus bays.
 - Bicycle facilities: 38 racks, 20 lockers.
 - No parking.

Greensboro Station:

- Located at 8305 Leesburg Pike, Vienna.
- Near the intersection of Leesburg Pike and Chain Bridge Road.
- Served by Fairfax Connector Route 422.
- Access:
 - Pedestrian entrance only; access from curbside bus stop.
 - Bicycle facilities: 20 racks, 20 lockers.
 - No parking.

Spring Hill Station:

- Located at 1576 Spring Hill Road, Vienna.
- Near the intersection of Spring Hill Road and Leesburg Pike.
- Served by Fairfax Connector routes 424, 432, 574 and 724.
- Access:
 - Kiss and Ride—west side.
 - Bus bays—three on the east side.
 - Pedestrian bridge.
 - Bicycle facilities: 22 racks, 20 lockers.
 - No parking.

Wiehle-Reston East Station:

- Located at 1862 Wiehle Avenue, Reston.
- Near the intersection of Wiehle Avenue and Dulles Toll Road (Route 267).
- Served by Fairfax Connector routes 505, 507, 551, 552, 553, 554, 557, 558, 559, 585, 599, 924, 926, 929, 950, 951, 952, 980, 981, 985, RIBS1, RIBS2, RIBS3 and RIBS4.
- Access:
 - Park and Ride including covered garage.
 - Kiss and Ride—north side.
 - Bus bays—10 in covered garage, five on the south side.

- Pedestrian bridge over toll road.
- Defined area for 150 bicycles.
- Future Connector Store location.
- 2,300 commuter parking spaces, \$4.75 a day.

For more information, see the [Silver Line Metro website](#).



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"I can't go back to yesterday—because I was a different person then."

—Lewis Carroll from *"Alice in Wonderland"*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, June 5, 2014
Date: Thursday, June 05, 2014 4:23:33 PM
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Publication Date: June 5, 2014

Today's Headlines

- Associate Human Resources Director Pat Connelly Trades in Career at International Agencies for FCA
- Info Memos Lotus Notes Database to Move to SharePoint on June 9
- Correspondence Tracking System Moves from Lotus Notes to SharePoint on June 9
- CampusWire Is Used for Emergency Notifications

These articles are published on the [FCA Today SharePoint page](#).

Associate Human Resources Director Pat Connelly Trades in Career at International Agencies for FCA

Patricia Connelly, or "Pat" as she prefers, joined the Office of Management Services as the Associate Director for the Human Resources and Training Team on May 5. She brings more than 30 years of experience in the field of human resource management. She also has professional certifications as an Executive and Leadership Coach from the Institute for Professional Excellence in Coaching, and Senior Professional of Human Resources from the Society of Human Resource Management.

Read more about Pat in the [full feature article](#) on the FCA Today SharePoint site.

Info Memos Lotus Notes Database to Move to SharePoint on June 9

The Informational Memorandums database will move from Lotus Notes to SharePoint on Monday, June 9. As part of the migration, all obsolete Info Memos were deleted. So the new database in SharePoint will contain only current documents.

Beginning Monday, June 9, you will no longer be able to access the Lotus Notes Info Memos database and you should use the SharePoint site, which will be located under the Reading Room tab on FCA's SharePoint homepage.

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.

Correspondence Tracking System Moves from Lotus Notes to SharePoint on June 9

On Monday, June 9, at 8 a.m. EDT, the Office of Management Services will move the

Correspondence Tracking System from Lotus Notes to a Web application on the [Correspondence Tracking](#) SharePoint Site. Access to the Lotus Notes database will be turned off and the new application should be used from June 9 onward.

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.

CampusWire Is Used for Emergency Notifications

By Kathleen Reddaway, OMS

FCA uses the CampusWire Alert Notification System to send out emergency messages to registered phone numbers of McLean employees. CampusWire is used when FCA needs to communicate a continuity emergency or specific problem that affects the McLean headquarters building, such as a power outage or flood.

For weather-related closures and dismissal, the McLean headquarters building follows OPM procedures. This includes closures due to snow, ice, tornadoes and hurricanes. We continue to post operating status information on the FCA/FCSIC Employee Information Line at 703-883-4401.



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"Those who bring sunshine into the lives of others cannot keep it from themselves."

—James M. Barrie

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To: [newsletter](#)
Subject: FCA Today - Friday, June 6, 2014
Date: Friday, June 06, 2014 4:03:23 PM
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Publication Date: June 6, 2014

Today's Headlines

- Today Marks 70th Anniversary of D-Day Invasion and Turning Point of World War II
- Fit Friday Feature: Exercise Tip—Keeping Your Kids Busy
- Cafeteria Menu Available for Week of June 9

These articles are published on the [FCA Today SharePoint page](#).

Today Marks 70th Anniversary of D-Day Invasion and Turning Point of World War II

Editorial Note: Excerpted from U.S. Army D-Day website.

Today marks the historic 70th anniversary of D-Day. On June 6, 1944, more than 160,000 Allied troops landed along a 50-mile stretch of heavily fortified French coastline to fight Nazi Germany on the beaches of Normandy, France. Gen. Dwight D. Eisenhower called the operation a crusade in which, "we will accept nothing less than full victory." More than 5,000 ships and 13,000 aircraft supported the D-Day invasion, and by day's end, the Allies gained a foothold in Continental Europe.

The cost in lives on D-Day was high. More than 9,000 Allied soldiers were killed or wounded, but their sacrifice allowed more than 100,000 soldiers to begin the slow, hard slog across Europe to defeat Adolf Hitler's crack troops.

In a [series of three videos about D-Day](#) on the U.S. Army YouTube channel, you can see images from that day, hear Gen. Dwight D. Eisenhower's message to the troops going into battle, and hear recollections of veterans. Gen. Eisenhower encouraged Allied soldiers taking part in the D-Day invasion of June 6, 1944, reminding them, "the eyes of the world are upon you."

Listen to [President Franklin D. Roosevelt's D-Day prayer](#) on the Franklin D. Roosevelt Presidential Library and Museum YouTube channel, which was originally broadcast at 10 p.m. on June 6, 1944.

Listen to stories from D-Day veterans at the [Library of Congress Veterans History Project D-Day: On the Beach website](#).

To learn more about the history of D-Day and commemorative events, visit the [U.S. Army D-Day website](#).

Fit Friday Feature: Exercise Tip—Keeping Your Kids Busy

This article was reprinted with permission from Health Matters at Work newsletter.

"Summer time and the living is easy." Whoever wrote this famous quote must not have faced the prospect of school being out and entertaining a house full of bored, hungry children for the next three months. But planning some activities ahead of time can make it easier—and healthier, too.

For those long summer days when nothing is on the calendar, start by limiting screen time. Set a certain amount each day for your kids to watch TV, use the computer and play with other electronics. When time is up, turn them off for the rest of the day.

When you're at work:

- Check out day camps in the area, especially if you work full-time. Camps provide fun and learning through active play. Enroll your kids early, so you can beat the rush and set your summer calendar ahead of time.
- If your child has a chronic health condition, don't count out camp. Community Health Charities offers a [list of summer camp opportunities](#) provided by our member charities. These camps are specifically designed for children who need special medical attention.

When you're at home:

- One inexpensive way to get the kids active outside is by visiting your local parks. See how many different playgrounds you and your family can explore throughout the summer. Be sure to bring plenty of water and sunscreen with you.
- Head to the pool on a hot summer day! Some community pools allow neighbors to pay for a day pass, or get even more for your money by buying a summer pass for the family.
- Encourage your kids to explore the great outdoors. On hot days, set up water games in your yard. You can also use boxes, tables, blankets and some string between the trees to create massive forts and hideouts for kids. Plan a backyard campout and play flashlight tag.

Summer provides so many opportunities to keep your kids busy. They may not even realize they are exercising! Whether it's an organized event like camp or just a fun afternoon in the yard, take advantage of these summer days together.

Cafeteria Menu Available for Week of June 9

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"For these men are lately drawn from the ways of peace. They fight not for the lust of conquest. They fight to end conquest. They fight to liberate. They fight to let justice arise, and tolerance and good will among all Thy people."

—*Franklin D. Roosevelt, June 6, 1944*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, June 9, 2014
Date: Monday, June 09, 2014 4:56:22 PM
Attachments: [image002.png](#)



Publication Date: June 9, 2014

Today's Headlines

- Access Info Memos Database and Correspondence Tracking System on SharePoint
- Farm Credit Building Elevators to Be Tested Tomorrow, June 10
- June Is National Caribbean-American Heritage Month

These articles are published on the [FCA Today SharePoint page](#).

Access Info Memos Database and Correspondence Tracking System on SharePoint

The Informational Memorandums database and the Correspondence Tracking System have moved from Lotus Notes to SharePoint today, Monday, June 9. You can access them from [FCA's SharePoint homepage](#) at the following locations:

- Reading Room tab for [Info Memos Database](#)
- Management and Administration tab for [Correspondence Tracking System](#)

As part of the migration, only current info memos are available in the new SharePoint database. Lotus Notes databases for info memos and correspondence tracking are no longer available.

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.

Farm Credit Building Elevators to Be Tested Tomorrow, June 10

Tomorrow, June 10, between 6 and 7 a.m., Fairfax County will test the Farm Credit Building elevators under emergency conditions, using the emergency generator. There could be some minor interruptions in elevator service during this time.

The FCS Building Association apologizes for any inconvenience. If you have any questions, please contact the Building Association at x44490.

June Is National Caribbean-American Heritage Month

Every year since 2006, when Congress passed a resolution recognizing the significance of Caribbean people and their descendants to the history and culture of the United States, the White House has designated June as National Caribbean-American Heritage Month.

Among the many individuals of Caribbean heritage who have made significant

contributions to our nation are Alexander Hamilton, the first Secretary of the Treasury; Secretary of State Colin Powell; Cicely Tyson; W.E.B. Dubois; James Weldon Johnson; Harry Belafonte and Sidney Poitier.

"Caribbean-Americans have contributed to every aspect of our society—from science and medicine to business and the arts. During National Caribbean-American Heritage Month, we honor their history, culture, and essential role in the American narrative," says President Obama in his 2014 [presidential proclamation](#) on National Caribbean-American Heritage Month.

For more information, visit the [National Caribbean-American Heritage Month website](#) sponsored by the Institute of Caribbean Studies, a nonpartisan nonprofit dedicated to building bridges between Caribbean-Americans and the U.S. population at large, and advocating for the wellbeing of the Caribbean-American community.



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"You can cage the singer but not the song."

—Harry Belafonte

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, June 10, 2014
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Publication Date: June 10, 2014

Today's Headlines

- Doug Alford Selected as New Credit Specialist Program Manager
- Three Summer Interns Join Office of Examination in Dallas and Bloomington
- Reminder: Brown Bag Presentation on Parenting a Transgender Child Is Tomorrow, June 11
- Reminder: Suggestions for Call Report Changes Due June 13
- Two Individual Retirement Counseling Sessions Available June 26 with Dave Redden

These articles are published on the [FCA Today SharePoint page](#).

Doug Alford Selected as New Credit Specialist Program Manager

By Dave Kuhler, OE

The Office of Examination is pleased to announce that Doug Alford has been selected as the new Credit Specialist Program Manager.

In his new role, Doug will have many responsibilities, including helping develop credit examination guidance and training, overseeing large complex and shared assets, managing a staff of credit specialists, and identifying emerging and significant credit risks that may affect System asset quality.

Doug joined FCA in 1986 and became a commissioned examiner in 1989. He has many years of experience in leading examinations and segments of examinations in System institutions, including several stints as the CoBank asset examination lead.

He also served in the Examination Policy Division for more than four years, where he received a Distinguished Service Award for leading the Oversight and Examination Database Project. While serving in the Examination Policy Division, he also helped update FCA's Financial Institutions Rating System. Most recently, he has served as the manager of OE's shared assets examination program, where he designed and implemented a program to monitor and examine the System's largest and most complex loan assets.

These past responsibilities and accomplishments have prepared him well for these new challenges. Please congratulate Doug on his selection!

Three Summer Interns Join Office of Examination in Dallas and Bloomington

By Sharon Wilhite, Director, Staff Development Division (OE-Dallas)

Alex Duven—Alex attends Colorado State University where he is a finance major with an anticipated graduation date of December 2014. Like several FCA examiners from Colorado State, Alex is a member of the university's Summit Fund. He is also a member of the Real Estate Club and a fraternity. In addition, Alex studied abroad for a semester in Wales and is currently in the National Society of Collegiate Scholars. He works out of the Bloomington field office.

Kiel Devine—Kiel (pronounced Kyle) attends the University of Illinois and anticipates graduating in May 2015 with a B.S. in agricultural and consumer economics with a concentration in finance in agribusiness. Kiel also studied abroad in Germany for a semester and is a member of the Finance Club as well as the International Illini Club. He is active in the university's Disc Golf Club and plays intramural soccer. Kiel works out of the Bloomington field office.

Sylvia Rodriguez—Sylvia attends Texas Tech University and is in the Rawls School of Business as a finance major with an anticipated graduation in May 2015. Sylvia completed an internship with the U.S. Forest Service a couple of summers ago and is currently a research analyst for the Northwest Texas Business and Industry Data Center. She also is a mentor for the university's PEGASUS Program, a mentoring program for first-generation college students, and she is a member of the university's Spanish-speaking organization (Unidos por un Mismo Idioma). She is located in the Dallas field office.

The Office of Examination now has a total of seven summer interns, who will work through early August. For information about the other four summer interns, see the [May 20 FCA Today article](#).

Reminder: Brown Bag Presentation on Parenting a Transgender Child Is Tomorrow, June 11

Tomorrow, June 11, the Special Emphasis Programs will host a Diversity Brown Bag presentation featuring Jennifer Kable, who will discuss her journey in parenting a transgender child. The event, which celebrates National Lesbian, Gay, Bisexual and Transgender Pride Month, will begin at noon EDT in the Marsha Martin Training Room (1101 and 1102), with videoconferencing to field offices.

For more information, see the [June 3 FCA Today article](#).

Reminder: Suggestions for Call Report Changes Due June 13

The Consolidated Reporting System (CRS) users' group invites your suggestions for changes to the March 2015 call reports. Examples include adding or deleting call report data elements, clarifications to instructions and new data validation rules. If you propose a new data element, you must propose instructions for the data element. **The deadline to propose changes is this Friday, June 13.**

Most of the changes that were proposed for 2014 were approved; however, they will roll out with the March 2015 changes. The [redlined schedules and instructions](#) with the approved changes for 2014 are available on SharePoint.

Please follow these steps to submit a request:

1. Go to [Request for CRS Changes](#), a document library on the [CRS SharePoint site](#).
 2. Click **Add document**.
 3. Fill out the form.
 4. Save the document.
-

Two Individual Retirement Counseling Sessions Available June 26 with Dave Redden

Dave Redden, FCA's contract retirement adviser, will conduct individual retirement counseling sessions on Thursday, June 26, in McLean.

Appointments will be for 45 minutes and will be held in room 3205 of the Farm Credit Building for McLean staff or by phone for field staff. The following two sessions are left on June 26:

1–1:45 p.m.

4:15–5 p.m.

Appointments are on a first-come, first-served basis. If you are interested in filling one of these appointments for individual counseling, please contact Cassandra Matos at x44339 or matosc@fca.gov and let her know which time slot you want to fill. If you need to cancel or reschedule your appointment, please give at least a 24-hour notice.



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"When you get into a tight place and everything goes against you, till it seems you could not hang on a minute longer, never give up then, for that is just the place and time that the tide will turn."

—Harriet Beecher Stowe

From: [newsletter](#)
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Subject: FCA Today - Wednesday, June 11, 2014
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Publication Date: June 11, 2014

Today's Headlines

- Reminder: Provide Your Valuable Input to the Federal Viewpoint Survey
- News from the Field: Bloomington Office Hosts Dave Redden, Potluck and Baseball Outing
- Plain Writing Wednesday: Pronouns
- Display Your American Flag for National Flag Week

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Provide Your Valuable Input to the Federal Viewpoint Survey

On Monday, June 2, all permanent employees who worked for FCA on December 31, 2013, received an email containing a link to the Federal Viewpoint Survey. The email came from Stacy Pattison at OPM (Stacy.Pattison@opm.gov). Unless you had already completed the survey, you should have received a reminder email on Monday, June 9. The deadline for survey responses is Friday, June 20.

The survey only takes 10 to 15 minutes to complete and your response can help make FCA an even better place to work. If you have any questions relating to this survey, please contact [AskHR](#). Thank you in advance for your participation.

News from the Field: Bloomington Office Hosts Dave Redden, Potluck and Baseball Outing

Paula Purcelli reports that last week was busy in the Bloomington field office. From June 2 to 4, Dave Redden, FCA's contract retirement adviser, visited the office to provide individual counseling sessions, as well as a group training session on Tuesday.

On Thursday, the staff came together at lunch for an office potluck. They finished the week with an office outing Friday night to the St. Paul Saints minor league baseball game, with dinner beforehand at Gabe's by the Park. Although the Saints lost to the Sioux City Explorers (0-4), good times were had by all!

Plain Writing Wednesday: Pronouns

Pronouns can improve your writing by helping you communicate directly with your reader. In a [plain language video](#) produced by the U.S. Citizenship and Immigration Services, "Dr. Helpmehelpyou," a plain language theorist, offers to help writers who

suffer from the inability to use pronouns. Although seemingly harmless, lack of pronouns can negatively affect the way you communicate with others, the doctor warns.

The video features three employees who discuss how using pronouns improved their writing. A human resources manager says her messages became clearer when she switched to using pronouns. Now, instead of writing, "An employee must include his or her application," she writes, "You must include your application."

A supervisor points out that not using pronouns confuses readers, especially if they don't use English as a primary language. An editor, employed by the U.S. Department of Writing Really Long Documents, noticed that both her sentences and her documents shrank when she began using "we," "us," or "our" to stand in for the name of her agency.

The "side effects" of using pronouns include the following:

- Shorter sentences.
- Lower printing costs.
- Happier customers.
- Fewer calls to customer service.
- Fewer emails for clarification.
- Sense of self-esteem that may last for up to four hours.
- Heightened efficiency throughout your day.

If you were an FCA staff member in 2012, you may remember Kathryn Catania, who appears briefly in the video as an actor in the background talking to a colleague. She is a co-chair of the Plain Language Action and Information Network, and she taught a plain writing course at FCA in March 2012.

For more information about using pronouns to speak directly to readers, see the [March 1, 2013, FCA Today article](#).

For more information about Plain Writing, see the [Plain Writing SharePoint page](#) or contact Emily Yaghmour, FCA's Plain Language Coordinator, at x44066 or at yaghmoure@fca.gov.

Display Your American Flag for National Flag Week

President Barack Obama has [proclaimed](#) this Saturday, June 14, Flag Day, and this week as National Flag Week. He calls upon all citizens of the United States to display the flag this week.

"Over farmlands and town squares, atop skyscrapers and capitol buildings, the American flag soars. It reminds us of our history—13 colonies that rose up against an empire—and celebrates the spirit of 50 proud states that form our Union today. On Flag Day and during National Flag Week, we pay tribute to the banner that weaves us together and waves above us all," says the president.

President Woodrow Wilson proclaimed the first Flag Day observance on May 30, 1915. In 1949, Congress passed legislation designating June 14 as the official annual Flag Day. National Flag Week—the week in which June 14 occurs—became official by legislation in 1966.

To learn more about Flag Day and flag etiquette, read the [blog post](#) by the Law Library of the Library of Congress. [Today in History](#) on the Library of Congress website also has an entry for Flag Day, June 14.



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"The flag of the United States has not been created by rhetorical sentences in declarations of independence and in bills of rights. It has been created by the experience of a great people, and nothing is written upon it that has not been written by their life. It is the embodiment, not of a sentiment, but of a history."

—Woodrow Wilson

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Publication Date: June 11, 2014

Today's Headlines

- FCA Meeting Minutes to Move to SharePoint June 16
- Reminder: FWPC Clothing Drive Ends Monday, June 16

These articles are published on the [FCA Today SharePoint page](#).

FCA Meeting Minutes to Move to SharePoint June 16

The FCA Meeting Minutes database will move from Lotus Notes to the [FCA Meeting Minutes SharePoint site](#) on Monday, June 16. The old Lotus Notes content has been moved to the [Archived FCA Meeting Minutes library](#). New content will be created in the [FCA Meeting Minutes library](#).

Beginning Monday, June 16, you will no longer be able to access the FCA Meeting Minutes in Lotus Notes, and you should use the SharePoint site, which will be located under the Reading Room tab on [FCA's SharePoint homepage](#).

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.

Reminder: FWPC Clothing Drive Ends Monday, June 16

Take the time to clean out your closets this weekend and bring in unwanted business clothing, shoes and accessories to donate to the Federal Women's Program Committee (FWPC). The drive is being held in all offices and ends Monday, June 16. FWPC representatives will forward the donations to charitable organizations that help men and women obtain employment.

Look for the collection boxes in each office. For more information, see the [April 29 FCA Today article](#).



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"The kind of beauty I want most is the hard-to-get kind that comes from within—strength, courage, dignity."

—Ruby Dee

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, June 13, 2014
Date: Friday, June 13, 2014 4:21:18 PM
Attachments: [image002.png](#)



Publication Date: June 13, 2014

Today's Headlines

- OMS Provides Steps to Resolve Certificate Errors When Users Log On
- Office of the General Counsel Announces Opening for Attorney-Adviser
- FCA Issues News Release on Proposed Rule on Investment Eligibility and Two Fact Sheets
- U.S. Census Bureau Honors Fathers in 2014
- Fit Friday Feature: BBQ Pineapple Chicken
- Cafeteria Menu Available for Week of June 16

These articles are published on the [FCA Today SharePoint page](#).

OMS Provides Steps to Resolve Certificate Errors When Users Log On

Some users received the following error while trying to log on to their computers today, Friday, June 13.

The system could not log you on. Your credentials could not be verified.

If you receive this message when you attempt to log on, please follow these steps:

1. Reboot your laptop.
2. Wait until the "Press CTRL + ALT + DELETE to log on" message appears before you insert your ID card.
3. Log on.

The error should no longer appear and you should be logged on normally. If the message continues to appear, please call the OMS Helpline, x44333, to report the problem.

Office of the General Counsel Announces Opening for Attorney-Adviser

FCA has posted a vacancy announcement for Attorney-Adviser, VH-905-38/39, in the Office of the General Counsel.

This position opens today, June 13, and is posted on USAJOBS under vacancy announcement number [VA-14-0087](#) for all United States citizens.

The deadline for submitting applications is Monday, July 7.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

FCA Issues News Release on Proposed Rule on Investment Eligibility and Two Fact Sheets

FCA issued a [news release](#) yesterday, June 12, reporting on the FCA Board's approval of a proposed rule to modify regulations related to eligible investments for Farm Credit System banks and associations.

Following a 30-day period for congressional review, the proposed rule will be published in the Federal Register for a 90-day comment period.

The release also contains links to a [fact sheet on the eligible investments rule](#) and a [fact sheet on the report on the System's 2013 YBS lending results](#).

U.S. Census Bureau Honors Fathers in 2014

Happy Father's Day to all FCA and FCSIC fathers! The first Father's Day honored an American farmer and dad more than 100 years ago. The mayor of Seattle, Washington, proclaimed June 17, 1910, as Father's Day at the request of Sonora Dodd to honor her father, William Smart, who was born in June and who raised six children alone on a farm after his wife died.

In 1966, President Johnson was the first president to designate the third Sunday in June as Father's Day. President Nixon made Father's Day an official annual observance in 1972 by signing it into public law.

Read the U.S. Census Bureau's [Father's Day: June 15, 2014 fact sheet](#) to learn interesting facts about the more than 70 million fathers in the United States, such as the following:

24.7 million

Number of fathers who were part of married-couple families with children younger than 18 in 2013.

- 21 percent were raising three or more children younger than 18.
- 3 percent were a subfamily living in someone else's home.

2.0 million

Number of single fathers in 2013; 17 percent of single parents were men.

- 9 percent were raising three or more children younger than 18.
- About 44 percent were divorced, 33 percent were never married, 19 percent were separated, and 4.2 percent were widowed.
- 39 percent had an annual family income of \$50,000 or more.

214,000

Estimated number of stay-at-home dads in 2013. These married fathers with children younger than 15 have remained out of the labor force for at least one year primarily so they can care for the family while their wives work outside the home. These fathers cared for about 434,000 children.

18 percent

In spring 2011, the percentage of preschoolers regularly cared for by their father during their mother's working hours.

\$2 billion

Amount of child support received by custodial fathers in 2011; they were due \$3.7 billion. In contrast, custodial mothers received \$19.5 billion of the \$31.7 billion in support that was due.

41.4 percent

Percentage of custodial fathers who received all child support that was due in 2011, not significantly different from the corresponding percentage for custodial mothers, 43.6 percent.

Fit Friday Feature: BBQ Pineapple Chicken

This recipe was reprinted with permission from Health Matters at Work newsletter.

It's officially the start of BBQ season! This sweet and spicy chicken dish from the National Kidney Foundation makes a great summer meal and Father's Day celebration.

More recipes are available on the [National Kidney Foundation website](#).

BBQ Pineapple Chicken

Serves 4

Ingredients:

4-5 oz. skinless chicken breasts, diced into 2-inch cubes
20 oz. can pineapple rings
2 tsp. chopped garlic
1 tsp. Dijon mustard
½ tsp. wasabi paste

Directions:

Remove pineapple rings from can and save the drained pineapple juice. Mix pineapple juice with garlic, mustard and wasabi paste. Dice chicken breasts into 2-inch cubes. Combine pineapple juice mixture and chicken together and marinate overnight in the refrigerator.

Place the marinated chicken pieces on skewers or grill directly on the barbeque. Grill until the chicken is golden brown and cooked in the center (this should take 5 to 10 minutes, depending on the temperature of your grill).

Serve over pineapple rings.

Cafeteria Menu Available for Week of June 16

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



About FCA Today

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"I think we consider too much the good luck of the early bird and not enough the bad luck of the early worm."

—Franklin D. Roosevelt (President Roosevelt had triskaidekaphobia, an abnormal fear of the number 13. He would not travel on the 13th day of any month and would never host 13 guests at a meal.)

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Publication Date: June 16, 2014

Today's Headlines

- New Employee Ed Fulmore Adds a Friendly Face to Mail Center
- Mother of Transgender Child Sheds Light on Transgender Issues at June Brown Bag

These articles are published on the [FCA Today SharePoint page](#).

New Employee Ed Fulmore Adds a Friendly Face to Mail Center

On Nov. 18, 2013, Ed Fulmore joined the staff of the Mail Center in McLean as the new support services assistant. He is part of the Administrative Operations Team in the Office of Management Services.

Ed grew up in Caroline County, Virginia, just south of Fredericksburg. After high school, he enlisted in the Army and wore the uniform for 27 years—22 years active duty and five years teaching Army Junior ROTC at high schools in Fredericksburg, Portsmouth and, most recently, at T.C. Williams High School in Alexandria. As a Junior ROTC teacher, Ed taught his students how to wear the uniform, how to show due respect to adults, and how to carry themselves. "I taught them self-respect and inspired them to be better citizens. It was a truly good experience," says Ed.

Ed was given the opportunity to travel all over the world when he was on active duty. He served in Kuwait and Iraq during the Gulf War in 1990 and 1991. He was part of the first heavy brigade on the ground when our forces invaded Iraq in August 1990. Ed also served three tours of duty in Europe, mostly in Germany, and one tour in Korea. In the United States, he was based at several military installations, including Fort Stewart, Georgia; Fort Lewis, Washington; Fort Carson, Colorado; and Fort Hood and Fort Bliss, both in Texas. He retired with the rank of Sergeant First Class.

You may remember Ed as the voice of the narrator in the recent [National Military Appreciation Month Brown Bag video presentation](#). "Somebody from the Office of Examination said they wanted me to do the voiceover. I didn't have a problem doing anything for vets, so next thing I know, we are down the hall putting it together. The rest is history!" When you hear him speak, you may be reminded of James Earl Jones—people often tell Ed he sounds like the famous actor.

Ed has enjoyed his seven months at FCA, which he describes as a stable environment, similar to working at Fort Worth, Texas, where he helped write an Army doctrine publication, working alongside senior Army officers and high-ranking federal government employees. This past March, Ed graduated from Strayer University with an MBA in contracting, acquisition and procurement. His undergraduate degree is also from Strayer,

where he earned a bachelor's of business administration in human resources.

Ed lives in Woodbridge, Virginia, where he enjoys his free time after spending many after-work hours going to class and studying. He likes watching basketball and football on TV and spending time with family. If you haven't met Ed, please take the time to stop by the Mail Center and welcome him belatedly to FCA!

Mother of Transgender Child Sheds Light on Transgender Issues at June Brown Bag

Jennifer Kable, mother of a transgender child and advocate for the lesbian, gay, bisexual and transgender (LGBT) community, explained her journey from denial to acceptance to advocacy at the June Diversity Brown Bag.

In his opening remarks, OMS Deputy Director Jerome Folkes mentioned President Obama's [proclamation](#) of June as LGBT Pride Month, in which he calls upon people of the United States to "eliminate prejudice everywhere it exists, and to celebrate the great diversity of the American people." He reminded the audience that prior to 1975, an individual's sexual orientation could be grounds for being fired and a barrier to being hired by the federal government. In thanking Ms. Kable for sharing her story, Jerome said, "The road to diversity starts with one step and I feel like today we took that one step."

Ms. Kable explained the difference between gender assignment, which is based on body parts, versus gender identity, which is based on the internal sense of who we are. The term "transgender" or "trans" refers to any person whose gender identity differs from his or her gender assignment. She also clarified that gender identity and sexual orientation are completely different—one relates to how a person sees himself or herself, the other relates to whom a person is attracted to.

Although statistics show that only one percent of the population is transgender, Ms. Kable said this may be underreported. Statistics also show that 19 percent of transgender individuals in the United States have been refused medical care and have experienced homelessness. They also have a high suicide rate (47 percent), are rejected by families (57 percent), and are verbally harassed in school (85 percent).

She compared her experience of parenting a transgender child to the Alice-in-Wonderland experience of falling down a rabbit hole and navigating through an unfamiliar land. She described how she and her husband found out, how they felt, and how family and friends reacted. She also described how her child felt and the things she did to help him feel accepted, such as re-doing his baby book and sending out a new birth announcement to share the news that she now has a son. She found knowledgeable health care providers and local support groups. To protect her son from bullying in middle school, she decided to homeschool him.

Besides being a homeschool educator, Ms. Kable is an advocate for LGBT rights and told her family's story to Maryland state legislators in support of the Fairness for All Marylanders Act. She also participates in PFLAG (Parents, Family & Friends of Lesbians & Gays), a transgender parent support group.

View Ms. Kable's [PowerPoint presentation](#) on the Equal Employment Opportunity and Inclusion SharePoint site.



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"Prejudices, it is well known, are most difficult to eradicate from the heart whose soil has never been loosened or fertilized by education; they grow there, firm as weeds among stones."

—Charlotte Bronte

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Publication Date: June 18, 2014

Today's Headlines

- Condolences
- FCSIC Announces Opening for Accountant
- Office of Personnel Management Hosts Panel Discussion on Building LGBT Equality in the Federal Workforce

These articles are published on the [FCA Today SharePoint page](#).

Condolences

It is with great sadness we report that Darren Edwards, former FCA examiner, passed away yesterday, June 17. Many of you may remember Darren; he worked in the Dallas field office in the 1990s and then again in the early 2000s.

Darren was an active, contributing member of the Office of Examination and, among other distinctions during his tenure, was selected into the Capital Markets Specialist Program and served on the Office of Examination Employee Council. After a tragic accident in early 2006, he resigned from the agency but continued to challenge the implications of the accident until his death.

His obituary is available on the [Coleman Chronicle Democrat-Voice website](#).

The funeral is Friday, June 20, at 11 a.m. at the Henderson Funeral Home in Santa Anna, Texas. Condolences may be sent to the following addresses:

Henderson Funeral Home
107 S. First St.
Santa Anna, Texas 76878

Lisa Edwards (wife of Darren Edwards)
201 Almond Ln.
Eules, Texas 76039

FCSIC Announces Opening for Accountant

FCSIC has posted a vacancy announcement for an accountant, VH-510-35, in the Financial Management Division. This position opens today, June 18, and is posted on USAJOBS under vacancy announcement number [VA-14-0076](#) for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act) and under announcement number [VA-14-0091](#) for all U.S. citizens.

The deadline for submitting applications is Wednesday, July 2.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

Office of Personnel Management Hosts Panel Discussion on Building LGBT Equality in the Federal Workforce

Next Wednesday, June 25, from 1:30 to 2:30 p.m., the Office of Personnel Management (OPM) will host a panel discussion on the evolution of the federal government's treatment of same-sex couples and their families, including OPM's pivotal role in first extending benefits to same-sex domestic partners of federal employees and then in swiftly implementing last year's Supreme Court decision to strike down Section 3 of the Defense of Marriage Act (DOMA).

The panelists include senior officials from the Equal Employment Opportunity Commission, the Merit Systems Protection Board, and the Office of the Special Counsel. The presentation will also explore the evolving, and increasingly robust, protections for lesbian, gay, bisexual and transgender (LGBT) federal employees.

Audience members will have an opportunity to ask questions. Because of the volume of attendees and questions anticipated, OPM encourages you to submit your questions to DiversityandInclusion@opm.gov as soon as possible to ensure a response.

To Attend in Person

If you plan to attend in person, please RSVP on the [OPM website](#) and follow these steps after you log in:

1. Scroll down and click the "RSVP" button and provide your name, email address, agency, office and job title.
2. To receive a calendar invitation on your personal calendar, check the "Send calendar invite" box.

Confirmation of your attendance will be provided prior to the event. Please remember to bring either your government ID or driver's license.

To request reasonable accommodations, please submit your request by noon, June 23, to DiversityandInclusion@opm.gov.

To View Webcast

If you are unable to attend in person and wish to view by webcast, please RSVP for the

webcast on the [OPM website](#) and follow these steps after you log in:

1. Scroll down and click the "RSVP for Webcast" button and provide your name, email address, agency, office and job title.
2. To receive a calendar invitation on your personal calendar, check the "Send calendar invite" box.

1.

Confirmation and webcast info will be sent prior to the event.

For more information concerning this event, please contact OPM's Office of Diversity and Inclusion at DiversityandInclusion@opm.gov



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"Ever has it been that love knows not its own depth until the hour of separation."

—Khalil Gibran

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Publication Date: June 20, 2014

Today's Headlines

- Office of Examination Explains New Pathways Program; Introduces New Hires
- Deadline for Federal Viewpoint Survey Extended to June 27
- Office of Inspector General Announces Opening for Auditor
- Fit Friday Feature: Five Reasons Why Gardening Is Good for You
- Cafeteria Menu Available for Week of June 23

These articles are published on the [FCA Today SharePoint page](#).

Office of Examination Explains New Pathways Program; Introduces New Hires

By Sharon Wilhite, Director, Staff Development Division (OE-Dallas)

I want to take a moment to welcome the Class of 2014 associate examiners but first want to illustrate the arduous process these associate examiners go through to ultimately work for FCA.

As in the past, we begin the recruiting process by casting a wide net. In 2014, we attended career fairs at more than 20 universities and other recruiting venues to identify and reach out to highly qualified and diverse candidates. Since the agency does not have direct hiring authority from the college campuses, we begin the competitive selection process after attending the numerous recruiting events. Using OPM's Pathways Program implemented in 2013, we issue a required vacancy announcement. Like all applicants, candidates identified on college campuses must apply for this posting through USAJOBS.

After the job announcement closes, the application process proceeds as follows:

1. OPM scores the newly developed FCA-tailored assessment questionnaire for the initial screening of qualifications FCA deems relevant for an entry-level examiner. The new assessment questionnaire was developed by a third-party vendor with the assistance of five tenured, commissioned FCA examiners.
2. Applicants receiving a passing score from the assessment questionnaire are invited by OPM to complete additional online tests to further assess potential skill sets needed to effectively perform the examiner function. The online tests were also identified and validated by the third-party vendor with assistance of the same group of commissioned examiners.
3. Once the online tests are scored by a third-party vendor and validated by OPM, those applicants deemed "highly qualified candidates" from the scoring process are submitted to FCA for further review.
4. From this list, we select those individuals we wish to interview through a

vendor-developed structured interview process, complete reference checks and evaluate submitted writing samples.

5. After completion of the interview process, we work directly with the OMS Human Resources and Training Team to extend offers to those we feel are best qualified.

1

While this may seem like the end of the hiring process, FCA's human resources staff now takes over and works with OPM to complete an investigation of the individuals to determine employment suitability for not only the examiner job but also for government service. After completing these multiple steps to being hired at FCA, the scrutiny really begins for a new associate examiner.

So without further ado, please welcome the Class of 2014 associate examiners, and extend a welcome-back to some former interns.

Curtis Allman—Curtis graduated from Radford University with a bachelor's degree in finance and business management. At Radford, he was a member of the university's student managed-investment portfolio organization. Prior to attending school, Curtis served four years in the U.S. Army, including participating in Operation Iraqi Freedom. Curtis will be working out of the McLean office.

Nhat (Nick) Do—Nick graduated with an MBA specializing in finance from San Diego State University after obtaining a B.B.A. concentrating in finance and risk management from California State University, Sacramento. Nick has two years of experience as an insurance premium auditor as well as a loan representative for a local credit union. Nick will be working from the Sacramento field office.

Joe Linck—Joe graduated from Colorado State University with a B.B.A. concentrating in finance. While in school, Joe was a member of the university's Summit Student Investment Fund and interned with a real estate investment company. Joe works in the Dallas field office.

John Stephens—John graduated from Metro State University in Denver with a B.B.A. concentrating in finance and marketing. John participated as leader in several university and class projects and obtained a Morningstar certification. In addition, John has been a restaurant manager trainee as well as a trainer for new hires. John will be working from the Dallas field office.

We are truly fortunate to have the following four summer interns from 2013 returning to FCA as associate examiners.

Anna Jones—Anna graduated from Colorado State University with a B.B.A. with a concentration in corporate finance. Anna was a member of the Honors Program and an assistant in the university's advancement center, as well as a community organizer for the university's Finance Club. Anna interned in McLean but will work from the Denver field office.

Sharon Luepschen—Sharon graduated from Colorado State University with a B.B.A. concentrating in finance and accounting. During college, Sharon managed a small amusement park and was a member of the university's Finance Club. Sharon will work from the Denver field office.

Thomas Rea—Thomas graduated from Christopher Newport University with a bachelor's degree in finance and a minor in mathematics. Thomas also interned at Freddie Mac. While in school, Thomas played on the university's varsity baseball team and served as assistant varsity baseball coach at Hampton Roads Academy. Thomas will work in the McLean office.

Corbin West—Corbin graduated from Colorado State University with a B.B.A. concentrating in finance and real estate. Corbin also was a member of the university's Summit Student Investment Fund and was president of the Finance Club as well as marketing director. Corbin will work from the Denver field office.

Deadline for Federal Viewpoint Survey Extended to June 27

The Office of Management Services has extended the due date for the Federal Viewpoint Survey; you now have until Friday, June 27, to provide your input.

On Monday, June 2, all permanent employees who worked for FCA on December 31, 2013, received an email containing a link to the survey. The email came from Stacy Pattison at OPM (Stacy.Pattison@opm.gov). A third reminder was sent out yesterday, June 19, to those who have not yet completed the survey.

The survey only takes 10 to 15 minutes to complete and your response can help make FCA an even better place to work. If you have any questions relating to this survey, please contact [AskHR](#). Thank you in advance for your participation.

Office of Inspector General Announces Opening for Auditor

FCA has posted a vacancy announcement for an auditor, VH-511-39, in the Office of the Inspector General. This position opens Thursday, June 19, and is posted on USAJOBS under vacancy announcement number [VA-14-0090](#) for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act).

The deadline for submitting applications is Wednesday, June 25.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

Fit Friday Feature: Five Reasons Why Gardening Is Good for You

This article was reprinted with permission from Health Matters at Work newsletter.

There are so many ways to enjoy the warm summer months. You might be surprised to learn that even the most routine summer activities, like gardening, can have many benefits on your health. So roll up your sleeves, dig in the dirt and turn on your green thumb!

Many gardeners view their hobby as the perfect antidote to the modern world, a way to relax and enjoy nature after sitting at a desk all day. But working in the garden has other rewards. In addition to being a source of fresh, healthy produce, gardening can ease stress, keep you limber and even improve your mood.

Here are five ways that gardening can benefit your physical and mental health, and how you can start harvesting those benefits for you and your family.

1. Stress relief

A study in the Netherlands suggests that gardening can fight stress even better than other relaxing leisure activities. After completing a stressful task, two groups of people were instructed to either read indoors or garden for 30 minutes. Afterward, the group that gardened reported being in a better mood than the reading group. They also had lower levels of the stress hormone cortisol.

If you care for someone with a chronic illness, emotional stress is often at an all-time high. Give gardening a try. In a recent survey, nearly 60 percent of caregivers say that gardening relaxes them. The sights, smells and sounds of a garden promote relaxation and reduce stress.

2. Better mental health

In a study conducted in Norway, people who had been diagnosed with depression, persistent low mood or bipolar II disorder spent six hours a week growing flowers and vegetables.

After three months, half of the participants had experienced a measurable improvement in their depression symptoms. What's more, their mood continued to be better three months after the gardening program ended.

3. Exercise

Gardening gets you out into the fresh air and sunshine—and it also gets your blood moving. Unless you are hauling wheelbarrows of dirt, it probably won't do much for your cardiovascular fitness. But digging, planting, weeding and other repetitive tasks that require strength or stretching are excellent forms of low-impact exercise, especially for people who are older, have disabilities or suffer from chronic pain.

Even if you have arthritis, you don't have to miss out on time in the garden. The Arthritis Foundation provides this list of [arthritis-friendly garden tools](#).

4. Brain health

Some research suggests that the physical activity associated with gardening can help lower the risk of developing dementia. Two separate studies that followed people in their 60s and 70s for up to 16 years found that those who gardened regularly had a 36 percent and 47 percent lower risk of dementia than non-gardeners, even when a range of other health factors were taken into account.

These findings are hardly definitive, but they suggest that the combination of physical and mental activity involved in gardening may have a positive influence on the mind.

5. Good nutrition

The food you grow yourself is the freshest food you can eat. Because most home gardens are filled with fruits and vegetables, it's also among the healthiest food you can eat. Not surprisingly, several studies have shown that gardeners eat more fruits and vegetables than their peers. Studies of after-school gardening programs also suggest that kids who garden are more likely to eat fruits and vegetables.

You don't need a big backyard to benefit from gardening. If you have very little space or experience, you can start out with just a few houseplants or even try gardening in containers. Remember to always wear sunscreen and protect your skin when you are

outside. Then sit back and watch your garden grow!

Cafeteria Menu Available for Week of June 23

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"Middle age is when you're sitting at home on a Saturday night and the telephone rings and you hope it isn't for you."

—Ogden Nash

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Publication Date: June 23, 2014

Today's Headlines

- SharePoint Maintenance Scheduled Thursday Evening, June 26
- New Telephone Lists Now Available
- Celebrate June Dairy Month

These articles are published on the [FCA Today SharePoint page](#).

SharePoint Maintenance Scheduled Thursday Evening, June 26

The Office of Management Services will perform SharePoint maintenance on Thursday, June 26, between 8 and 10 p.m. EDT. All internal SharePoint content, including individual office sites, institution sites, and links to TRS, EDGe, and Concur, will be unavailable during this period. FCA's external website will not be affected.

If you have questions, contact the OMS Helpline by email at helpline@fca.gov or by phone at 703-883-4333 or 1-877-322-4503.

New Telephone Lists Now Available

The June 2014 [FCA Telephone Listings](#) are now available in the Administrative Handbook on SharePoint. If you have any questions or need to update a listing, please contact Cindy York (yorkc@fca.gov).

Celebrate June Dairy Month

Raise a glass of milk in a toast to National Dairy Month this June. In 1937, the National Dairy Council promoted June as National Milk Month. The official title was changed to June Dairy Month in 1939, with an emphasis on all dairy products. Since 1955, the American Dairy Association has led June Dairy Month campaigns.

This year, several state governors have issued proclamations in support of June Dairy Month.

California—Governor Edmund G. Brown Jr., who represents the top milk-producing state, says in his proclamation, "California's dairy farmers' hard work has made them leaders in the field. Their leadership has resulted in the annual production of over 40 billion pounds of milk, accounting for about 21 percent of the nation's entire supply." This summer also marks the launch of the new California Milk Advisory Board website and social media platform, [Califarmia](#), which honors the state's dairy farmers, cows, land

and foods.

Kentucky—In Governor Steve Beshear's proclamation, he says, "I urge all Kentuckians to support Kentucky's dairy industry and to salute Kentucky's dairy farmers and processors for their contributions to Kentucky. The Kentucky Agricultural Development Fund has helped the regrowth of Kentucky's dairy industry with more than \$13 million in grants and loans related to the dairy industry."

Kansas—Governor Sam Brownback says in his June Dairy proclamation, "The dairy industry in Kansas is experiencing continuous growth, expanding at the fastest rate in the nation in 2013. The industry adds economic value to the state through jobs and the more than \$592-million value of milk produced annually. There are more than 300 Kansas farm families who take great care of their animals to provide wholesome, nutritious dairy products. Kansas dairies produce more than 336 million gallons of milk annually."

Wisconsin—In Governor Scott Walker's proclamation, he says, "The dairy industry is vitally important to Wisconsin's economy, culture, and heritage. I look forward to attending farm breakfasts around the state and celebrating this great Wisconsin industry throughout the month."

Virginia—With a reminder that milk is Virginia's official beverage, Governor Terry McAuliffe proclaimed June 2014 as Dairy Month. In his proclamation, he cites milk's importance to Virginia and its health benefits to all citizens, including the following statistics:

- Milk is the third highest-selling agricultural product in Virginia, with \$358 million in cash receipts in 2012.
- According to figures from the dairy program at the Virginia Department of Agriculture and Consumer Services, in 2013 Virginia had 630 licensed Grade A dairy farms, nine commercial milk processing plants, and three on-farm bottling plants.

Besides National Dairy Month, June is National Fruits and Vegetables Month, National Rose Month and National Turkey Lovers Month. See Linda Toki's display cabinet in the Farm Credit Building Atrium for more information about these celebrations, which highlight our nation's agricultural producers.



About FCA Today

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"Get off your horse and drink your milk."

—John Wayne

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Publication Date: June 25, 2014

Today's Headlines

- Office of Management Services Issues FY 2014 Year-End Closing Instructions
- News from the Field: Denver Office Celebrates New Staff Additions and Promotion
- Indiana Native Ryan Leist Becomes Office of Regulatory Policy's New Accountant
- FCA Board Chair and CEO to Testify at Congressional Hearing Tomorrow, June 25

These articles are published on the [FCA Today SharePoint page](#).

Office of Management Services Issues FY 2014 Year-End Closing Instructions

By Office of Management Services

The following instructions provide guidance on fiscal year-end activities. Adhering to these instructions helps us and the Bureau of the Fiscal Service (BFS) complete the fiscal year-end processes and meet reporting deadlines established by the Office of Management and Budget and the Department of the Treasury.

Submission Due Dates for FY 2014 Year-End Closing Documents

Due Date	Item	Due To
Aug. 15	FY 2014 Requisitions	OMS
Aug. 15	FY 2015 Requisitions	OMS
Aug. 22	FY 2014 Travel Authorizations	Concur Government Edition (CGE)
Aug. 29	Relocation Service Requests	BFS Relocation Services Branch
Aug. 29	Peer-to-Peer Awards	FCA Awards Database
Sept. 5	On the Spot and Special Act Awards	FCA Awards Database
Sept. 12	Training Authorizations (noncredit card)	OMS
Sept. 12	Reimbursement Claims—Personal Property Loss Claims	OMS
Sept. 12	GSA Purchases and Blanket-Purchase Agreements	OMS
Sept. 22	Funds Collected on Behalf of FCA	OMS
Sept. 26	Reimbursement Claims—Official Business Expenditures (local voucher)	CGE

Year-End Purchases

FY 2014 Purchases

Please submit requisitions for year-end procurements using FY 2014 funds to OMS by Aug. 15 to ensure timely processing in the PRISM Procurement System by Sept. 30. Please note that requisitions submitted after the due date may not be completed by the end of FY 2014.

FY 2015 Purchases

FY 2015 requisitions for recurring services (e.g., maintenance agreements) should also be submitted to OMS by Aug. 15. Please clearly mark all FY 2015 requisitions to avoid confusion with FY 2014 documents. These procurement authorizations need to be in place to pay the FY 2015 invoices for the services you need. Late requisitions may result in service interruptions.

Please remember that all requisitions should be given to Cindy York either as scanned documents or in hard copy.

Travel Authorizations and Vouchers

Employees must use the following guidelines to process FY 2014 and FY 2015 travel documents.

FY 2014 Travel Documents

All authorizations for travel that will take place before or on Sept. 30 should be approved in CGE by Aug. 22. Authorizations for unplanned travel occurring during the month of September must be approved in CGE prior to Sept. 30. Although OMS would appreciate the submission of travel vouchers for FY 2014 travel by Sept. 30, vouchers may be submitted at a later date, but no later than Nov. 1.

Any approved travel authorizations where the travel was subsequently canceled should be canceled in CGE as well. If you need assistance, please call the ARC Travel help desk.

Split Travel Documents

Following are guidelines for travel that begins in FY 2014 and continues into FY 2015:

1. When a ticket is purchased for travel that crosses both fiscal years, the entire ticket is charged to the initial year (FY 2014).
2. Per diem is charged to the fiscal year in which the travel takes place.
3. Other travel costs, including costs incidental to travel, are charged to the fiscal year in which they occur.

Since reservations are booked online, the split travel authorization will be initially prepared as one document in CGE. When the approved authorization is submitted for processing, ARC Travel Services will create an amendment to include expenses for the September portion of the trip and a separate authorization for the October portion. ARC Travel Services will contact the traveler or document preparer if further information is needed. Both of these documents will need to be rerouted for approval.

Please keep in mind that you will need to create two vouchers for split travel, one from the September authorization and one from the October authorization.

FY 2015 Travel Documents

Authorizations for travel occurring on or after Oct. 1, 2014, will use FY 2015 funding.

Relocation Authorizations

New requests for relocation services must be initiated by Aug. 29. Most relocation costs are charged to the fiscal year in which the relocation travel order is issued even though events may occur in the subsequent year.

Peer-to-Peer, On the Spot, and Special Act Awards

Peer-to-Peer awards should be entered and approved in the FCA Awards database no later than Aug. 29 to allow ample time to process them through the payroll system before the year-end.

On the Spot and Special Act awards should be entered and approved in the FCA Awards database no later than Sept. 5. Awards approved in the Awards database after the noted deadline will be paid with FY 2015 funds.

Credit Card Charges

BFS will send year-end instructions for credit card processing to all FCA cardholders.

Training Authorizations

Approved FY 2014 training authorizations that are not paid by credit card should be submitted to OMS for obligation of funds by Sept. 12. Training costs are generally charged to the year in which the training begins; however, training that begins in FY 2015 may be charged to FY 2014 if

1. it is a bona fide FY 2014 need,
2. class scheduling is beyond the agency's control, or
3. the time between the request for training and the beginning of the training session is not excessive.

Training that is given in segments is charged to the year in which each segment begins.

Reimbursement Claims

Any claim for loss or damage to personal property must be prepared and submitted in accordance with established PPM guidelines. These claims must be approved by the appropriate officials and submitted to OMS by Sept. 12.

Claims for Reimbursement of Expenditures on Official Business (local voucher) must be submitted for payment via CGE. All claim submissions should be completed and approved in CGE no later than Sept. 26.

GSA Store Purchases and Blanket-Purchase Agreements

Please submit copies of supporting documentation for GSA orders or other blanket-purchase agreements by Sept. 12 to ensure that OMS can record the obligations in a timely manner. Any documentation provided should note whether the goods or services have been received.

Deposit of Funds

Please forward funds collected or monies owed FCA to the OMS Finance Team by Sept. 22. OMS will forward all monies received to BFS for deposit.

For additional information or assistance regarding year-end closing activities, please contact the appropriate representative noted below.

Contact	Type of Issue	Telephone Number
Tracy Reeves	Procurement-related issues	44111
Damien Hill	Procurement-related issues	44292

Veronica McCain	Procurement-related issues	44031
Carmen Lopez	Awards & personnel-related issues	44142
David Toth	Awards & personnel-related issues	44422
Doug Gandy	Budget-related issues	44317
David Antolini	Budget-related issues	44098
Dorie Holland	Budget-related issues	44130
Jeff McGiboney	Budget-related issues	44353
Ily Soares	Accounting-related issues	44168
ARC (BFS) Travel Help Desk	Travel-related issues	304-480-8000 Option 1

By working together, we can accomplish FCA's objectives and have a smooth year-end closing process with accurate and timely financial data. Thank you for your cooperation.

News from the Field: Denver Office Celebrates New Staff Additions and Promotion

On June 23, the Denver field office happily celebrated the addition of three new associate examiners (pictured below from left to right): Sharon Luepschen, Corbin West and Anna Jones. All three new employees were hired after being summer interns in 2013. For more information about Sharon, Corbin and Anna, see the [June 20 FCA Today article](#).

The Denver field office also celebrated newly promoted Doug Alford to his position of Credit Specialist Program Manager. For more information about Doug's promotion, see the [June 10 FCA Today article](#).

Indiana Native Ryan Leist Becomes Office of Regulatory Policy's New Accountant

After a cross-country move from Indiana, Ryan Leist began work on June 2 as the Office of Regulatory Policy's (ORP's) new accountant. He will work on several projects for ORP, such as executive compensation disclosures and Cognos, a query software. Ryan is a certified public accountant, management accountant, government financial manager and defense financial manager.

Until recently, Ryan has spent his whole life in Indiana. He grew up in Huntington, Indiana, outside of Fort Wayne. His family lived on eight acres from which he and his siblings sold fruits and vegetables at a roadside stand. He would often visit his grandparents, who lived nearby on an 80-acre farm where they grew corn and soybeans.

Ryan completed both his bachelor's in accounting and his MBA at Indiana University at Fort Wayne. While he was in school, he worked as an accountant at Navistar (previously International Harvester). Ryan then worked for more than four years at the Defense Finance and Accounting Services in Indianapolis, which provides payment services to the U.S. Department of Defense. The agency is the world's largest finance and accounting operation and is headquartered in Indianapolis at the Bean Center—a 1.6 million-square-foot building on 52 acres and the third-largest U.S. military facility behind the Pentagon and the Mark Center in Virginia.

Having been born with congenital heart defects, Ryan volunteers with the Adult Congenital Heart Association. In Indianapolis, he participated in the yearly walks used to raise funds for congenital heart research, patient programs and advocacy initiatives. He also set up an Adult Congenital Heart Association Night at an Indiana Pacers professional basketball game, which raised \$2,000 through ticket sales, as well as an additional \$900

for a raffle of a jersey signed by player Paul George. The association received Pacers game tickets to raffle at other fundraisers and plans to hold an event this summer with the Indiana Fever, a Women's National Basketball Association team.

Ryan's new home is in Fairfax, Virginia, and he plans to stay involved with the Adult Congenital Heart Association in the Washington, D.C., area. In his off-time, he enjoys exercising, reading and exploring his new surroundings. Although the traffic is worse than it is in Indianapolis, he is positive about the move.

"Everyone seems very friendly," says Ryan. "It's very different from what I'm used to because you have Board members eating with you in the cafeteria. Working in the Department of Defense was very structured and there were several thousand employees, so you never saw the upper-level management. It's a lot different coming to a smaller agency, but it's a lot better."

Stop by room 4513 in ORP to give Ryan a warm welcome to FCA and to the Washington, D.C., area.

FCA Board Chair and CEO to Testify at Congressional Hearing Tomorrow, June 25

Editorial Note: The [archived webcast](#) and [testimony](#) by all witnesses are available on the Subcommittee's website.

In a public hearing tomorrow, June 25, before the House Committee on Agriculture, Subcommittee on Livestock, Rural Development and Credit, FCA Board Chair and CEO Jill Long Thompson will participate in a panel discussion on credit availability in rural America. Other panelists include:

- Mr. Chris Beyerhelm, Deputy Administrator for Farm Loan Programs, Farm Service Agency, U.S. Department of Agriculture, Washington, D.C.
- Mr. Nathan S. Kauffman, Assistant Vice President, Federal Reserve Bank of Kansas City, Omaha Branch, Omaha, Nebraska
- Mr. Bob Frazee, President and CEO, MidAtlantic Farm Credit, ACA, Westminster, Maryland; on behalf of the Farm Credit System
- Mr. Timothy L. Buzby, President and CEO, Farmer Mac, Washington, D.C.
- Mr. Leonard Wolfe, President and CEO, United Bank & Trust, Marysville, Kansas; on behalf of the American Bankers Association
- Mr. Sean H. Williams, President and CEO, The First National Bank of Wynne, Wynne, Arkansas; on behalf of the Independent Community Bankers of America
- Mr. Brett Melone, Loan Officer, California FarmLink, Santa Cruz, California; on behalf of the National Sustainable Agriculture Coalition

The hearing will take place at 10 a.m. EDT tomorrow, June 25, in the Longworth House Office Building.

Connections to the live audio and video webcast are available on the [Subcommittee's website](#).



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"Ah, summer, what power you have to make us suffer and like it."

—Russell Baker

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Publication Date: June 26, 2014

Today's Headlines

- Network Is Experiencing Service Issues This Afternoon, June 26
- Tomorrow, June 27, Is Deadline for Federal Employee Viewpoint Survey
- FCA Network Maintenance Scheduled This Weekend, June 27 to 28
- Silver Line Metro Opens Saturday, July 26; Info Session Offered to FCA Employees July 8
- News from the Field: Board Member Leland Strom and Executive Assistant Mark Johansen Visit Denver Office

These articles are published on the [FCA Today SharePoint page](#).

Network Is Experiencing Service Issues This Afternoon, June 26

We are experiencing issues with the FCA network. Access to network shared drives (K:, M:, Q:), network printing, and certain applications, such as the Time Recording System (TRS), are disrupted. Email continues to flow.

The Office of Management Services is working to diagnose and correct the issue. OMS will notify employees when the problem is resolved.

If you have questions, please call the OMS Helpline at 703-883-4333.

Tomorrow, June 27, Is Deadline for Federal Employee Viewpoint Survey

Don't forget to fill out your Federal Employee Viewpoint Survey sent on Monday, June 2, to all permanent employees who worked for FCA on December 31, 2013. The email came from Stacy Pattison at OPM (Stacy.Pattison@opm.gov). Reminders were sent in the last few weeks to employees who did not complete the survey.

The survey is voluntary and confidential. It only takes 10 to 15 minutes to complete. As of Monday, June 23, FCA had an 80.7 percent response rate. Please consider responding to the survey—your response can help make FCA an even better place to work.

For more information, see the [Frequently Asked Questions about the Federal Employee Viewpoint Survey](#). If you have any other questions relating to this survey, please contact [AskHR](#). Thank you in advance for your participation.

FCA Network Maintenance Scheduled This Weekend, June 27 to 28

The Office of Management Services will perform scheduled network maintenance from 9 p.m. EDT Friday, June 27, through noon EDT on Saturday, June 28. All FCA network services will be unavailable during this maintenance period. Please log off the network before 9 p.m. EDT this Friday to avoid losing any work.

Silver Line Metro Opens Saturday, July 26; Info Session Offered to FCA Employees July 8

The new Silver Line Metro will officially open on Saturday, July 26. The FCS Building Association has arranged for a Metro staff member to come to FCA to answer any questions you may have about commuting options. The information session will be held from 10 a.m. to noon on July 8 in the Farm Credit Building Atrium.

The [Silver Line](#) runs through Tysons Corner from Reston to Falls Church, with two stops near FCA headquarters. [Fairfax Connector Bus 724](#) will provide bus service along Farm Credit Drive from both the Spring Hill and the McLean Silver Line Stations.

[Metrobus 24T](#) will continue to service the Farm Credit Building from the East Falls Church Orange Line Station.

News from the Field: Board Member Leland Strom and Executive Assistant Mark Johansen Visit Denver Office

By Barbara Martinez, Denver field office

The Denver field office was delighted to host lunch for FCA Board Member Leland Strom and his executive assistant Mark Johansen on Tuesday, June 24. They were in town to visit with CoBank, ACB, and dropped in to have lunch with the office. Mr. Strom gave a brief background on his long tenure as a Board Member and opened the floor to questions from Office of Examination employees.



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"Integrate what you believe in every single area of your life. Take your heart to work, and ask the most and best of everybody else, too."

—Meryl Streep

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Publication Date: June 27, 2014

Today's Headlines

- Fit Friday Feature: Exercise Tip—Beat the Summer Heat
- Cafeteria Menu Available for Week of June 30

These articles are published on the [FCA Today SharePoint page](#).

Fit Friday Feature: Exercise Tip—Beat the Summer Heat

This article was reprinted with permission from Health Matters at Work newsletter.

Summer—the season we have all been waiting for, especially after the long winter months that so many of us faced. Summer is the time of year to throw on shorts and head outside to run, swim, ride a bike or do any number of fun outdoor activities.

Summer also brings the strong rays of the sun, along with intense humidity in many parts of the country. But that doesn't mean you have to head right back inside! Follow these sensible, simple precautions to safely play and exercise in the heat.

Three Ways to Protect Your Skin

Let's start with something that everyone should be thinking about when spending time outdoors this summer—preventing skin cancer.

1. Sunscreen with at least SPF 15 (SPF 30 or higher is best) should be applied at least 30 minutes before outdoor activities. Reapply every two hours or after swimming or sweating.
2. Wear a brimmed hat and wear sunglasses that block 100 percent of UVA and UVB rays.
3. Seek shade, especially in the middle of the day when the sun's rays are strongest. Teach your children the shadow rule: if your shadow is shorter than you are, the sun's rays are at their strongest.

Stay Hydrated

Before going outside for any physical activity, drink a glass or two of water. Carry a bottle of water with you and take a drink every 15 minutes, even when you're not thirsty. When you're done playing or working out, have a few more glasses of water. It's also wise to wear loose, light-colored clothing. Lighter colors help reflect heat and cotton materials help with the evaporation of sweat.

Pick the Right Time and Listen to Your Body

It's best to avoid exercise during the hottest part of the day, which is between 10 a.m. and 4 p.m. Early morning is the best time for a workout. Most importantly, listen to your

body. Stop any physical activity if you're feeling dizzy, faint or nauseous.

Know the Warning Signs of Heat Exhaustion and Heat Stroke

Heat exhaustion is a very real danger for anyone who spends too much time in the hot sun. It occurs when people are exposed to high temperatures, especially when combined with strenuous physical activity and humidity. Essential body fluids are lost through sweating, causing dehydration and overheating of the body.

Signs of heat exhaustion include:

- Skin is pale, cool and moist
- Profuse sweating
- Muscle cramps or pains
- Feeling faint or dizzy
- Headache
- Weakness
- Nausea

If you have any of these symptoms, stop all physical activity immediately. Rest in a cool, shaded area, drink cool fluids (water or sports drinks only—no alcohol, caffeine or soda), loosen or remove clothing, and apply cool water to your skin.

If left untreated, heat exhaustion will progress to heat stroke. Heat stroke is a life-threatening medical emergency that happens when the body's cooling system (which is controlled by the brain) stops working. Your internal body temperature can rise to the point that your brain and other internal organs sustain damage.

Signs of heat stroke, which require immediate medical attention, include:

- Difficulty breathing
- Unconsciousness that lasts for longer than a few seconds
- Convulsions
- Body temperature is 105 degrees or higher
- Confusion or anxiety
- Rapid heart rate
- Sweating has stopped and skin is hot, red and dry
- Severe vomiting or diarrhea

With a measure of precaution and common sense, you can look forward to being outdoors this summer. Stay safe, have fun and beat the heat!

Cafeteria Menu Available for Week of June 30

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"Freedom has its life in the hearts, the actions, the spirit of men and so it must be daily earned and refreshed—else like a flower cut from its life-giving roots, it will wither and die."

—Dwight D. Eisenhower

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Publication Date: June 30, 2014

Today's Headlines

- Dave Toth Hired as New Compensation Program Manager; Lynn May Retires
- Office of Congressional and Public Affairs Announces Opening for Part-Time Writer-Editor

These articles are published on the [FCA Today SharePoint page](#).

Dave Toth Hired as New Compensation Program Manager; Lynn May Retires

Dave Toth (pronounced with a long O), joined the Office of Management Services as FCA's new human resources specialist on June 16. As Compensation Program Manager, he will be the point person for all payroll and related human resource services. Dave replaces Lynn May, who will retire on Thursday, July 3.

Dave grew up on the Eastern Shore of Maryland in the small town of Greensboro. After high school, he joined the U.S. Air Force and served for 14 years as a flight medic. He received his emergency medical technician license and flew on C141 cargo planes. Dave had a tour of duty at the Royal Air Force Station in Upper Heyford, England, for more than two years and a tour in Korea for one year. For the rest of his Air Force career, he was stationed at Dover Air Force Base in Delaware.

After leaving the military with the rank of E-5 Staff Sergeant, Dave worked as an emergency medical technician with an ambulance crew. He switched to a career in human resources and earned his B.S. in human resources management with a minor in public policy from the University of Maryland, University College.

Dave worked in payroll for nearly a decade at several nonprofits in the Washington, D.C., area, including the American Red Cross, the Phillips Collection and the D.C. Community Jewish Center. He was also the Interim Managing Director for Equality Maryland, Inc., for several years.

Most recently, Dave worked in human resources at the Peace Corps for almost five years as a management analyst and as the Acting Payroll and Benefits Manager. At the Peace Corps, he worked with Pat Connelly, whom FCA hired recently as the Associate Human Resources Director.

Although he misses working downtown and being able to walk anywhere for lunch, Dave is enjoying his new job in McLean, especially working with Lynn May, who is training him during the short interim until she retires. He also likes the flexible work schedules and other benefits available to employees. "I love the work-life balance and work-life friendly

policies here," Dave says.

Dave lives in College Park, Maryland, where he is pursuing his private pilot license nearby at the Fort Meade Flying Activity Club. He has completed 30 hours of the 50 hours necessary to earn his license, which he expects to achieve in the next year. After that, he will continue on to earn his instrument rating to be able to fly in adverse weather conditions. Dave also enjoys bowling with a league in Columbia, Maryland, of which he has been a member for the past six years. He has an adult daughter, who lives on the Eastern Shore, and an adult son, who lives in Laurel, Maryland.

After the Independence Day holiday, Dave will be on his own as we wish Lynn May a fond farewell. Lynn has been with the agency for 30 years. Her first day was April 15, 1984—only two weeks after the Farm Credit Building opened in McLean. Happy retirement, Lynn, and welcome to FCA, Dave!

Office of Congressional and Public Affairs Announces Opening for Part-Time Writer-Editor

FCA has posted a vacancy announcement for a writer-editor, VH-1082-37, a part-time position in the Office of Congressional and Public Affairs. This announcement is posted on USAJOBS under vacancy announcement number [VA-14-0089](#) for all U.S. citizens.

The deadline for submitting applications is July 3.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to Create New Account. Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the How to Apply tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click Saved Documents, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click Update Application in the vacancy announcement. Important: You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).



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"Where liberty dwells, there is my country."

—Benjamin Franklin

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Publication Date: July 2, 2014

Today's Headlines

- FCA Website Maintenance Scheduled for July 5
- Civil Rights Act Signed Fifty Years Ago Today; FCA Celebrates This Moment with Brown Bag Lunch on July 9
- U.S. Census Bureau Publishes Special Fact Sheet for 50th Anniversary of the Civil Rights Act
- Retirement Readiness Now Tip: Know the Sudden Signs of Stroke

These articles are published on the [FCA Today SharePoint page](#).

FCA Website Maintenance Scheduled for July 5

The Office of Management Services will perform maintenance on the ArcGIS server on Saturday, July 5, between 7 and 9 a.m. EDT. The FCS Lender Locator application on FCA's website will not be available during this time. All other features on FCA's website will be accessible.

Please call the Client Services Helpline at 703-883-4333 or 877-322-4503 if you have questions.

Civil Rights Act Signed Fifty Years Ago Today; FCA Celebrates This Moment with Brown Bag Lunch on July 9

By Damien Hill, OMS

Our country was dramatically changed for the better on July 2, 1964. This was the day that President Lyndon B. Johnson signed the Civil Rights Act. His act and "The Act" served as a culmination of the civil rights movement and a catalyst for a redefined movement to exercise the potential that the Civil Rights Act afforded.

Today, on the 50th anniversary of the signing of the Civil Rights Act, the social progress that our great country has made is tangible. You can see it on the Supreme Court with Associate Justices Sonia Sotomayor and Clarence Thomas; you can see it in the diversity of the representatives in the House and Senate; and you can see it in the Oval Office with President Barack Obama. Progress is noticeable throughout our society, from our classrooms to our boardrooms. We have grown and improved as a nation since July 2, 1964.

We will commemorate the passage of the Civil Rights Act with a series of articles in FCA Today and displays in the Farm Credit Building throughout the month.

Next week, we will reflect on this golden anniversary with a special Brown Bag Lunch presentation in the Farm Credit Building's Marsha Martin Training Room on Wednesday, July 9, at noon EDT, with videoconferencing to the field offices.

The Brown Bag will feature "Freedom Rider" Joan Trumpauer Mulholland, a legendary civil rights activist who participated in more than 30 sit-ins and protests as a teenager, including the sit-in at the segregated Jackson, Mississippi, Woolworth lunch counter. She also helped organize the March on Washington.

The Brown Bag will include a screening of excerpts from "An Ordinary Hero," an award-winning documentary about Ms. Mulholland's involvement in the civil rights movement.

Watch President Lyndon B. Johnson sign the Civil Rights Act 50 years ago today in this [video footage](#).

U.S. Census Bureau Publishes Special Fact Sheet for 50th Anniversary of the Civil Rights Act

The U.S. Census Bureau has issued a special edition of its Facts for Features series to commemorate the 50th anniversary of the Civil Rights Act. The landmark legislation, signed into law July 2, 1964, prohibited discrimination on the basis of race in the following:

- Public accommodations.
- Publicly owned or operated facilities.
- Employment and union membership.
- Registration of voters.

The fact sheet compares characteristics of different racial and ethnic groups in 1964 (or the closest year with available data) to today.

Population

1964	2013
20,671,914 The total estimated black population in the United States.	41,623,897 The total estimated black population in the United States.
10.8 percent The estimated percentage of the U.S. population that was black.	13.2 percent The estimated percentage of the U.S. population that was black.
1970	2013
9.6 million The total estimated Hispanic population in the United States.	54.1 million The total estimated Hispanic population in the United States.
4.7 percent The estimated percentage of the U.S. population that was Hispanic.	17.1 percent The estimated percentage of the U.S. population that was Hispanic.
1960	2013
980,337 The total Asian and Pacific Islander population in the United States.	16,632,553 The total estimated Asian population in the United States.
0.5 percent The percentage of the U.S. population that was Asian and Pacific Islander.	5.3 percent The estimated percentage of the U.S. population that was Asian.
1960	2013
551,669 The total American Indian, Eskimo and	3,910,028 The total estimated American Indian and

Aleut population in the United States.	Alaska Native population in the United States.
0.3 percent The estimated percentage of the U.S. population that was American Indian, Eskimo and Aleut.	1.2 percent The estimated percentage of the U.S. population that was American Indian and Alaska Native.

Geographic Distribution

1960	2010
59.9 percent The percentage of the black population living in the South.	56.5 percent The percentage of the black population living in the South. The South continues to have the largest concentration of African-Americans.
81.4 percent The percentage of the Asian population living in the West. The West had the largest concentration of Asians.	45.5 percent The percentage of the single-race Asian population living in the West. The West continues to have the largest concentration of Asians.
54.2 percent The percentage of the American Indian and Alaska Native population living in the West. The West had the largest concentration of the American Indian and Alaska Native population.	45.6 percent The percentage of the single-race American Indian and Alaska Native population living in the West.
1970	2010
41.0 percent The percentage of the Hispanic population living in the West. The West had the largest concentration of Hispanics.	40.8 percent The percentage of the Hispanic population living in the West.

School Enrollment

1964	2012
4.6 million Number of blacks enrolled in elementary school. In addition, 312,000 were enrolled in kindergarten.	4.9 million Number of blacks enrolled in elementary school. In addition, 646,000 were enrolled in kindergarten.
1.6 million Number of blacks enrolled in high school.	2.7 million The number of blacks enrolled in high school.
306,000 Number of blacks enrolled in college.	3 million Number of blacks enrolled in college.
1972	2012
1.9 million Number of Hispanics enrolled in elementary school. In addition, 241,000 were enrolled in kindergarten.	7.8 million Number of Hispanics enrolled in elementary school. In addition, 1.1 million were enrolled in kindergarten.
834,000 Number of Hispanics enrolled in high school.	3.8 million The number of Hispanics enrolled in high school.
242,000 Number of Hispanics enrolled in college.	3.4 million Number of Hispanics enrolled in college.

High School Graduates

1964	2012
25.7 percent The percentage of blacks age 25 and over who completed at least four years of high	85 percent The percentage of blacks age 25 and over who completed at least four years of high

school.	school.
2.4 million Number of blacks 25 and over with at least four years of high school.	20.3 million Number of blacks 25 and over with at least a high school diploma.
1974	2012
36.5 percent The percentage of Hispanics age 25 and over who completed at least four years of high school.	65 percent The percentage of Hispanics age 25 and over who completed at least four years of high school.

Note: The 2012 information in this section refers to the single-race black population.

Higher Education

1964	2012
3.9 percent The percentage of blacks age 25 and over who completed at least four years of college.	21.2 percent The percentage of blacks age 25 and over who completed at least four years of college.
365,000 Number of blacks age 25 and over who had at least a bachelor's degree.	5.1 million Number of blacks age 25 and over who had at least a bachelor's degree.
1974	2012
5.5 percent The percentage of Hispanics age 25 and over who completed at least four years of college.	14.5 percent The percentage of Hispanics age 25 and over who completed at least four years of college.

Income

1964	2012
\$24,840 (in 2012 dollars) The median family income for blacks.	\$40,517 The median family income for the single-race black population.
\$27,403 and \$17,235 (in 2012 dollars) Median income of black men and black women who worked full time, year-round.	\$39,816 and \$35,090 Median income of single-race black men and black women who worked full time, year-round.
1976	2012
\$37,642 (in 2012 dollars) The median family income for Hispanics.	\$40,764 The median family income for the Hispanic population.
\$38,240 and \$26,158 (in 2012 dollars) Median income of Hispanic men and Hispanic women who worked full time, year-round.	\$32,516 and \$29,508 Median income of Hispanic men and Hispanic women who worked full time, year-round.

Poverty

1966	2012
41.8 percent Poverty rate for blacks. Nationally, the poverty rate for all races was 14.7 percent.	27.2 percent Poverty rate for single-race blacks. Nationally, the poverty rate for all races was 15 percent.
1972	2012
22.8 percent Poverty rate for Hispanics.	25.6 percent Poverty rate for Hispanics.

Voting

1964	2012
58.5 percent The percentage of the total black population 18 years and older who voted in the 1964 presidential election.	62 percent The percentage of the total black population 18 years and older who voted in the 2012 presidential election.
69.3 percent The percentage of the total U.S. population 18 and older that voted in the 1964 presidential election.	56.5 percent The percentage of the total U.S. population 18 and older that voted in the 2012 presidential election.
1972	2012
37.5 percent The percentage of the total Hispanic population 18 years and older who voted in the 1972 presidential election.	31.8 percent The percentage of the total Hispanic population 18 years and older who voted in the 2012 presidential election.

Retirement Readiness Now Tip: Know the Sudden Signs of Stroke

By Brenda Acker-Ubah (OMS, Work/Life Staff)

Stroke is the fourth-leading cause of death in this country. There are more than 795,000 strokes each year in the United States. Stroke causes more serious long-term disabilities than any other disease. Most strokes occur in people over the age of 65, and the risk of having a stroke more than doubles each decade after the age of 55.

The National Institutes of Health developed a [website](#) to promote its campaign, KNOW STROKE. The campaign encourages people to know the signs of stroke:

- Sudden numbness or weakness of face, arm, or leg, especially on one side of the body.
- Sudden confusion, trouble speaking or understanding speech.
- Sudden trouble seeing in one or both eyes.
- Sudden trouble walking, dizziness, loss of balance or coordination.
- Sudden severe headache with no known cause.

Stroke strikes fast, so call 911 if you have any of these symptoms and get to the hospital quickly.



About FCA Today

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"Until justice is blind to color, until education is unaware of race, until opportunity is unconcerned with the color of men's skins, emancipation will be a proclamation but not a fact."

—Lyndon B. Johnson

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, July 3, 2014
Date: Thursday, July 03, 2014 4:16:34 PM
Attachments: [image002.png](#)



Publication Date: July 3, 2014

Today's Headlines

- Printed Copies Available of FCA's 2013 Annual Report on the FCS
- Reminder: Info Session Scheduled for July 8 on Commuting by Metro to McLean
- Understand Alternative Dispute Resolution with Dale Carnegie Training Guidebook
- Cafeteria Menu Available for Week of July 7
- Matos Family Shares Puppy Love Picture

These articles are published on the [FCA Today SharePoint page](#).

Printed Copies Available of FCA's 2013 Annual Report on the FCS

If you would like a copy of FCA's recently published 2013 Annual Report on the Farm Credit System, please contact the Office of Congressional and Public Affairs at x44056 or by [email](#). OCPA has a limited supply of duplicated copies.

You may also download a [PDF version](#) (73 pages, 5.99 MB) on the FCA website. All field office directors were mailed copies.

Reminder: Info Session Scheduled for July 8 on Commuting by Metro to McLean

Al Watson, with the Washington Metropolitan Area Transit Authority, will visit FCA in McLean next Tuesday, July 8, to answer questions about the new Silver Line Metro, which begins operation on Saturday, July 26, at 11:30 a.m. Mr. Watson will be available from 10 a.m. to noon in the Farm Credit Building Atrium.

Visit the [Silver Line Metro website](#) for fares and schedule information. You can transfer to the Silver Line from the following stations:

- East Falls Church
- L'Enfant Plaza
- Metro Center
- Rosslyn
- Stadium-Armory

Besides the new metro line, a new bus line will launch on Monday, July 28, to take passengers directly to the Farm Credit Building from both the Spring Hill and McLean Silver Line stations. [Fairfax Connector Bus 724](#) will operate weekdays during rush hour in the morning and afternoon. Download the [schedule](#) to have as a reference.

[Metrobus 24T](#) will continue to service the Farm Credit Building from the East Falls Church Orange and Silver Line stations.

Other buses connecting to Silver Line stations include the following:

- [Potomac and Rappahannock Transportation Commission express buses](#) from Manassas and Linton Hall in Prince William County will serve the Tysons Corner Silver Line station, replacing existing service to Vienna and West Falls Church.
- [Loudoun County Transit buses](#) will serve Wiehle-Reston East, Spring Hill, Tysons Corner and West Falls Church Silver Line stations.
- [Washington Flyer](#) will provide service between Dulles International Airport and Wiehle-Reston East Silver Line station, replacing existing service to West Falls Church.

Understand Alternative Dispute Resolution with Dale Carnegie Training Guidebook

By Wendy R. Laguarda, Dispute Resolution Specialist, OGC

Please take a few minutes with the Dale Carnegie Training tool, [Internal Conflict Resolution Guidebook](#), to find out your conflict reaction profile and the ways you can develop strategies to reduce conflict and foster teamwork in the workplace.

Cafeteria Menu Available for Week of July 7

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!

Matos Family Shares Puppy Love Picture

Editorial Note: To view the photograph mentioned below, read the [article](#) on the FCA Today SharePoint page.

To end your week before the long holiday weekend, we leave you with this puppy love photo, featuring Lyla Matos, the two-year-old daughter of Cassandra Matos (OMS) and Ricardo Matos (OMS). She is seen here planting a kiss on her grandmother's bulldog puppy, Talbot. According to Cassandra, "the two are inseparable."

The Office of Congressional and Public Affairs wishes you, your families and your canine or other pet companions a Happy Fourth of July!



About FCA Today

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"Those who won our independence believed liberty to be the secret of happiness and courage to be the secret of liberty."

—Louis D. Brandeis

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, July 7, 2014
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Publication Date: July 7, 2014

Today's Headlines

- Reminder: Metro Representative to Visit FCA Tomorrow, July 8, for Silver Line Info Session
- McLean Employees Can Purchase Discounted Tickets Online for Kings Dominion

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Metro Representative to Visit FCA Tomorrow, July 8, for Silver Line Info Session

Tomorrow, July 8, find out about commuting on the new Silver Line metro and Silver Line buses. Al Watson, from the Washington Metropolitan Area Transit Authority, will be available to answer any questions you may have from 10 a.m. to noon in the Farm Credit Building atrium.

Visit the [Silver Line Metro website](#) for fares and schedule information. For more information about bus service to Silver Line stations in Virginia and to the Farm Credit Building, see the [July 3 FCA Today article](#).

McLean Employees Can Purchase Discounted Tickets Online for Kings Dominion

In celebration of its 40th anniversary, Kings Dominion is offering \$39 single-day admission tickets through Nov. 2 if purchased online. Tickets are valid any day of the season for ages three and up. Ages two and under are free.

To purchase tickets, go to [kingsdominion/affiliates](#) and type in the following:

Username: KDFUN002
Password: KDFUN002

After placing your credit card order, print out your ticket and bring it with you to the park. For more information about Kings Dominion, visit the [Kings Dominion website](#).



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"Don't be afraid of opposition. Remember, a kite rises against, not with, the wind."

—Hamilton Wright Mabie

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, July 8, 2014
Date: Tuesday, July 08, 2014 4:18:57 PM
Attachments: [image002.png](#)



Publication Date: July 8, 2014

Today's Headlines

- Reminder: Brown Bag on 50th Anniversary of Civil Rights Act Is Tomorrow, July 9
- Office of Examination Issues Info Memo on Integrated Mortgage Disclosures
- News from the Field: Denver Field Office Employees Earn American Red Cross Certifications

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Brown Bag on 50th Anniversary of Civil Rights Act Is Tomorrow, July 9

To commemorate the 50th anniversary of the passage of the Civil Rights Act, the Special Emphasis Programs are hosting a Brown Bag Lunch tomorrow, July 9, at noon EDT. This voluntary attendance program will take place in the Marsha Martin Training Room (1101 and 1102), with videoconferencing to field offices.

The Brown Bag will feature civil rights activist Joan Trumpauer Mulholland and include a screening of a documentary on her life.

For more information, see the [July 2 FCA Today article](#).

Office of Examination Issues Info Memo on Integrated Mortgage Disclosures

Samuel R. Coleman, Director and Chief Examiner of the Office of Examination, issued an Informational Memorandum today on the Consumer Financial Protection Bureau's final rule integrating disclosures required for consumer mortgage applications and loan closings. The rule is known as the TILA-RESPA Rule (Truth In Lending Act-Real Estate Settlement Procedures Act Rule).

The memo advises Farm Credit System institutions originating closed-end consumer mortgages to review processes, software, contracts with service providers, and other aspects of their business operations to identify changes needed to comply with the TILA-RESPA Rule.

For more information, see the [Informational Memorandum](#) on the FCA website.

News from the Field: Denver Field Office Employees Earn American Red Cross Certifications

On Thursday, July 3, nine Denver field office employees received their American Red Cross cardiopulmonary resuscitation, automated external defibrillator and first aid certifications.

Congratulations to the following employees on their achievement. Their willingness to obtain this training shows their commitment to serving others. Hopefully they will never need to use the training, but they will be ready if they do.

- Regina Cacciavillani
 - Ralph Greenway
 - Angela Hanson
 - Kelli MacLean
 - Barbara Martinez
 - Skyler Ocheltree
 - Jack Schall
 - Duane Shafer
 - Skip Sorrell
-



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"Action springs not from thought, but from a readiness for responsibility."

—G. M. Trevelyan

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, July 10, 2014
Date: Thursday, July 10, 2014 5:34:13 PM
Attachments: [image002.png](#)



Publication Date: July 10, 2014

Today's Headlines

- FCA Accident Contact Card for Outlook Is Now Available
- FCA Issues News Release Responding to 2013 Regulatory Burden Solicitation
- Office of Examination Announces Vacancy for Program Manager
- Federal Women's Program Committee Clothing Drive Brings in More Than 700 Items for Donation

These articles are published on the [FCA Today SharePoint page](#).

FCA Accident Contact Card for Outlook Is Now Available

We hope you are never involved in an automobile accident, but if you are involved in one while driving a vehicle on agency business, we want you to know what to do.

The Office of Management Services previously distributed business cards with instructions to follow if you are involved in a car accident while performing agency business.

The card also provides information about contacting the Office of General Counsel, which can be done by calling 703-883-4020 during business hours or 703-883-4333 after hours; or by sending an email to AccidentReport@fca.gov.

Now, you can download a digital version of the contact card. To add it to your contacts, follow these three steps on your laptop:

1. Make sure Outlook is open.
 2. Click on [FCA Accident Contact](#) and open the file.
 3. Click **Copy to My Contacts** on the upper left menu.
1. The electronic contact card is now saved in your contacts under Accident and is available on your iPhone.

Please continue to keep your paper accident contact card in your wallet or purse. Email the [OMS Helpline](#) if you need a replacement card.

FCA Issues News Release Responding to 2013 Regulatory Burden Solicitation

FCA issued a [news release](#) today, July 10, reporting on the FCA Board's approval of a notice for publication in the Federal Register to respond to comments the agency received in response to its 2013 regulatory burden solicitation. In the notice, FCA

responds in detail to each of the five comment letters received.

Office of Examination Announces Vacancy for Program Manager

FCA has posted a vacancy announcement for Program Manager, [VH-570-41](#), in the Office of Examination, Staff Development Division. The duty station is Irving, Texas.

This position is open to commissioned FCA examiners only. The announcement is located on USAJOBS; however, because it is open to internal candidates only, you can access the announcement only through the above link.

The deadline for submitting applications is Friday, July 18.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. Important: You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

Federal Women's Program Committee Clothing Drive Brings in More Than 700 Items for Donation

By Sudi Rattana and Ashley Waldron, OE-Dallas

The Federal Women's Program Committee (FWPC) recently collected more than 700 articles of professional and business-casual clothing and accessories in an effort to deliver hope, confidence and support to individuals seeking job opportunities. The FWPC teamed up with FCA and FCSIC colleagues, fellow building tenants, friends and family for a clothing drive benefitting local charitable organizations.

Thank you to everyone who contributed to making the drive a success! Your donation will help make a difference in the life of someone in need. The FWPC members donated the new and gently used articles of clothing to organizations that assist men and women in obtaining employment by providing professional attire, a network of support and, in some cases, career development and employment retention tools.

Special recognition goes to the McLean office for collecting the most items—more than 270 articles of clothing, shoes, purses and other accessories. The items were donated to the Women Giving Back Store, which is affiliated with [Home Aid of Northern Virginia](#).

Donations in other offices were taken to [Women Escape Abusive Violent Environments](#) (WEAVE), [Vine and Branches Clothing Center](#) and [Dress for Success](#). WEAVE provides professional clothing and career development services to hundreds of women and men in Sacramento County. Vine and Branches Clothing Center provides support to those with

limited budgets, particularly single parents who are preparing to enter the workforce. Dress for Success also provides professional apparel, career counseling and ongoing support to disadvantaged women seeking employment. Additional items were also donated to the Salvation Army.



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"You can stand up and do a small thing to help somebody...You never know where the ripple effects of those small acts will go. It's just like throwing that stone into the pond, which we all did as kids. We can do that as adults and bring about change."

—Joan Trumpauer Mulholland

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, July 14, 2014
Date: Monday, July 14, 2014 4:27:28 PM
Attachments: [image002.png](#)



Publication Date: July 14, 2014

Today's Headlines

- FCA Handbook and Federal Register Databases to Move to SharePoint Tomorrow, July 15
- Cafeteria Menu Available for Week of July 14

These articles are published on the [FCA Today SharePoint page](#).

FCA Handbook and Federal Register Databases to Move to SharePoint Tomorrow, July 15

The FCA Handbook and Federal Register databases will move from Lotus Notes to SharePoint on Tuesday, July 15. The new [FCA Handbook](#) and [Federal Register](#) sites are located under the Reading Room tab.

After they move to SharePoint, the Handbook and Federal Register documents will be in Microsoft Word. When you click a link in SharePoint to open a Handbook or Federal Register document, you will get a security warning. Click **OK** to open the document.

Many Handbook and Federal Register documents contain links to other documents. Remember: To activate a link from a Word document, you must hold the Ctrl key down while clicking the link (CTRL+click). If the link is going to another Word document, the following instructions apply:

1. When you click a link to a Word document, you may get a security warning. Click **OK** to open the document.
2. You may be asked whether you want to open or save the file. Click the **Open** option.
3. Click the flashing Word button in your task bar.

1

Please note that if a Word dialog prompt (such as a Save Document prompt) is open, you cannot open another Word document until you dismiss the dialog box.

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.

Cafeteria Menu Available for Week of July 14

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"Each player must accept the cards life deals him or her: but once they are in hand, he or she alone must decide how to play the cards in order to win the game."

—Voltaire

(Today, July 14, is Bastille Day, a national holiday in France celebrating the date of the storming of the Bastille Prison in 1789. It marked the beginning of the French Revolution.)

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, July 15, 2014
Date: Tuesday, July 15, 2014 5:20:59 PM
Attachments: [image002.png](#)



Publication Date: July 15, 2014

Today's Headlines

- Ethics in Action: Patent Office Executive Investigated for Nepotism

This article is published on the [FCA Today SharePoint page](#).

Ethics in Action: Patent Office Executive Investigated for Nepotism

~ Ethics: Elevate Yourself to a Higher Standard ~

A [report](#) released July 8 by the Department of Commerce Inspector General found that Deborah Cohn, a senior official at the U.S. Patent and Trademark Office (USPTO), pressured subordinates to hire a fiancé of a close relative as an examining attorney, according to a recent article in Government Executive Magazine. After the individual was rejected for an interview, Ms. Cohn intervened and created an additional position specifically for the applicant.

"As a long-term senior manager in the federal government, she should have known about the federal laws governing hiring and should have steered clear of any appearance of impropriety. At a minimum, Commissioner Cohn should have sought ethics-related guidance from authorized ethics officials and acted accordingly," the report said. The inspector general also questioned the practice of allowing USPTO employees to make recommendations on which applicants merit interviews.

The investigation began with a whistleblower complaint. For additional details, see the [Government Executive article](#).

This case was also covered in more depth in a July 14 article on [Federal News Radio](#).



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"In civilized life, law floats in a sea of ethics."

—*Earl Warren*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, July 17, 2014
Date: Thursday, July 17, 2014 5:38:39 PM
Attachments: [image002.png](#)



Publication Date: July 17, 2014

Today's Headlines

- Office of Management Services Reposts Vacancy for Program Specialist
- New Employees and Interns Attend Orientation in McLean
- Office of Examination Welcomes Four Employees to Capital Markets Specialist Program
- Documentary on President Kennedy and the Civil Rights Movement to be Shown at National Archives on July 29
- Wiehle-Reston East Metro Station Ribbon-Cutting and Open House Scheduled for Saturday, July 19
- Celebrate National Ice Cream Day This Sunday, July 20

These articles are published on the [FCA Today SharePoint page](#).

Office of Management Services Reposts Vacancy for Program Specialist

FCA has reposted a vacancy announcement for a program specialist, VH-301-38/39, in the Office of Management Services, Administrative Operations Team. This position is advertised for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act) under vacancy announcement [VA-14-0095](#) and for all U.S. citizens under [VA-14-0097](#). If you wish to be considered under both postings, you must apply to both announcements.

The deadline for submitting applications is Wednesday, July 30.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. Important: You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

New Employees and Interns Attend Orientation in McLean

Editorial Note: To view the photograph mentioned below, read the [article](#) on the FCA Today SharePoint page.

FCA employees and interns hired since July 2013 gathered this week in McLean for new employee orientation. Throughout the week, they have attended training classes and received presentations about FCA and FCSIC and their role as federal employees.

New employees and interns are pictured below with Bill Hoffman, Chief Operating Officer, on far left. In photo from left to right: Pat Connelly (OMS), Conner Carrier (OE intern-Denver), Lorine Hines (OMS), Sonya Cerne (OIG), Tori Kaufman (OIG), Sylvia Rodriguez (OE intern-Dallas), Alex Duven (OE intern-Bloomington), Joe Linck (OE-Dallas), John Stephens (OE-Dallas), Thomas Rea (OE-McLean), Kiel Devine (OE intern-Bloomington), Sal DeMarco (OE-McLean), Bill Bravenec (OE-Dallas), Ryan Leist (ORP), Lihong McPhail (ORP), Cole Ready (OE intern-Denver), Nick Do (OE-Sacramento), Curtis Allman (OE-McLean), Adrian Lascaibar (OE intern-McLean), Sharon Luepschen (OE-Denver), Corbin West (OE-Denver), Anna Jones (OE-Denver), Stephen Adolfson (OE intern-Denver), and Kathy Gallo (OIG). Photo by Linda Toki, OMS.

Office of Examination Welcomes Four Employees to Capital Markets Specialist Program

By Curtis Bednarz, Capital Markets Program Manager, Market Risk Division (OE-Dallas)

The Office of Examination's Capital Markets Specialist (CMS) Program is adding four very talented new program participants. Internal selections are Shuja Mir (Association Examination Division, Dallas) and Clayton Milburn (Association Examination Division, Sacramento). External mid-career selections are Bill Bravenec (Market Risk Division, Dallas) and Xahra Pollard (Market Risk Division, Denver). Bill joined FCA on July 14 and Xahra will begin Aug. 11. Their rich and diverse backgrounds are briefly summarized below.

Shuja Mir, CFSA—Shuja started with FCA in June of 2007 after graduating from the University of Texas at Dallas with a bachelor's degree in finance. Shuja has been working with the Association Examination Division over the past five years as an associate examiner and more recently as an FCA examiner. He was commissioned in April 2012 and has been overseeing institutions as the examiner-in-charge and assisting on several other ongoing examinations. He received his certification as a certified financial services auditor in September 2013, and is currently in the process of obtaining his certified internal auditor certification. He is an avid sports enthusiast and loves to spend time with his family and friends. He is excited to join the Capital Markets Program and is looking forward to developing his CMS skills.

Clayton Milburn—Clayton started with FCA in June of 2009 and was commissioned as an FCA examiner in April of 2013. Clayton graduated from Metropolitan State College of Denver with a B.S. in accounting. He also holds a B.A. in business administration from Chadron State College (Nebraska) with an emphasis in management information systems and a minor in economics. He is currently working on a certified public accountant certification in the state of California, and serves on OE's Accounting Council. Clayton and his wife, Meagan, spend their free time gardening, camping, playing music and attending various concerts around the Sacramento area.

Bill Bravenec, CFA—Bill joined FCA as a senior capital markets specialist in July 2014 after serving as a senior examiner at the Federal Housing Finance Agency (FHFA) for 10

years. He spent most of his FHFA career examining interest rate risk, derivatives strategies, liquidity management, and counterparty credit risk at the Federal Home Loan Banks. Prior experience includes 10 years as a bank examiner at FDIC and three years as a senior financial analyst at Harley-Davidson Financial Services. Bill earned a B.B.A. in finance from Stephen F. Austin State University and holds the chartered financial analyst and the certified investments and derivatives auditor designations. In addition to spending time with his wife and two children, Bill enjoys playing basketball, swimming and biking. He also serves as coordinator for a "Watch Dog" volunteer program for fathers of students at a middle school in his hometown of Frisco, Texas.

Xahra Pollard—Prior to joining FCA, Xahra worked as a financial institutions examiner at the California Department of Business Oversight in Los Angeles where she was a capital markets specialist and an examiner-in-charge of credit unions with up to \$1 billion in assets. Before becoming an examiner, Xahra had a career in marketing and business development with various global investment management firms, working in New York, London and Shanghai before relocating to Los Angeles. She graduated from Mount Holyoke College with a double major in economics and Asian Studies and obtained an M.Sc. from the University of London in international business. In her free time, Xahra likes to travel, camp, backpack and participate in triathlons and running events.

Documentary on President Kennedy and the Civil Rights Movement to be Shown at National Archives on July 29

By Damien Hill, OMS

"This nation was founded by men of many nations and backgrounds. It was founded on the principle that all men are created equal, and that the rights of every man are diminished when the rights of one man are threatened."

—President John F. Kennedy, Civil Rights Address; June 11, 1963

The documentary, "Behind a Presidential Commitment," originally aired on the ABC television network in 1963. It chronicled the clash of George Wallace, governor of Alabama, with President Kennedy and his brother, Attorney General Robert F. Kennedy, over the enrollment of African-American students Vivian Malone and James Hood at the University of Alabama. A special screening of the documentary will be presented at the National Archives William G. McGowan Theater on Tuesday, July 29, at 7 p.m.

NPR's Michelle Norris Johnson will moderate a post-screening discussion featuring former "CBS Evening News" anchor Dan Rather; journalist Charlayne Hunter Gault, who in 1961 was one of the first two African-American students to enroll in the University of Georgia; Peggy Wallace Kennedy, daughter of Gov. Wallace; and Dr. Sharon Malone, sister of Vivian Malone Jones. This program is presented in partnership with the 2014 March on Washington Film Festival.

During our Brown Bag commemoration of the signing of the Civil Rights Act last Wednesday, July 9, we were fortunate to hear from a heroine of the civil rights movement, Joan Trumpauer Mulholland. In addition, we heard insightful presentations from several of FCA's Special Emphasis Program managers, including Donnie Herrera, Hispanic Emphasis Program Manager, who discussed President Kennedy's national address on civil rights on June 11, 1963. The speech, which will be shown at the National Archives event, addressed our nation's urgent need to end discrimination.

Donnie focused on five excerpts from President Kennedy's national address that resonated during 1963 and continue to be relevant to this day. These excerpts included, "Every American should enjoy the privileges of being American without regard to race." President Kennedy also stated, "We are confronted primarily with a moral issue, it is as old as the scripture and as clear as the American Constitution."

The July 29 screening of "Behind a Presidential Commitment" and the post-screening discussion are free. Use the Special Events entrance on the corner of Constitution Avenue and 7th Street, NW. The doors to the building will open 45 minutes before the program starts.

To register for the event, go to the [Access History page](#) on the website of the National Archives Foundation. Seating is on a first-come, first-served basis. Print your email confirmation and bring it with you. To reserve by phone, call 202-357-6814. Depending on available seats, walk-ins without reservations may be admitted.

This special event is a great opportunity to listen to, and interact with, people who played an integral role in the coverage and advancement of the civil rights movement.

Wiehle-Reston East Metro Station Ribbon-Cutting and Open House Scheduled for Saturday, July 19

Celebrate the opening of the new Wiehle-Reston East Silver Line Metro station this Saturday, July 19, with a ribbon-cutting at 10 a.m., followed by an Open House until 3 p.m. You can tour the facility and talk with representatives from Fairfax Connector, Metro, Dulles Rail Project and Loudoun County Transit.

The station is located at 1862 Wiehle Avenue in Reston, Virginia. On the north side of the station, a multilevel, underground transit center will provide commuter parking and a 10-bay bus terminal. The south side will have five bus bays. Bus service to Dulles Airport and the National Air and Space Museum's Udvar-Hazy Center will operate from this station.

For bike commuters, there are 15 bike racks on both the north and south sides, and a secure, reserved bike room for 200 with amenities such as "fix it" stations, assorted bike tools and an air pump. You can gain access to the bike room at any time with a \$75 annual membership, which is reduced to \$60 after the first year.

More information about the Wiehle-Reston East station is available on the [Silver Line website](#).

Celebrate National Ice Cream Day This Sunday, July 20

Cool off this Sunday, July 20, with some ice cream in honor of National Ice Cream Day. July is also National Ice Cream Month.

According to the International Ice Cream Association, the U.S. ice cream industry accounts had total revenues of \$10 billion in 2010, with take-home ice cream sales representing the largest section of the market, generating revenues of \$6.8 billion or 67.7 percent of the market's overall value. Also, about 9 percent of the milk produced by U.S. dairy farms is used to produce ice cream, contributing significantly to the economic well-being of the nation's dairy industry.



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at 703-883-4056.

"Life is like an ice-cream cone, you have to lick it one day at a time."

—Charles M. Schulz

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Subject: FCA Today - Monday, July 21, 2014
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Publication Date: July 21, 2014

Today's Headlines

- Salty Dogs Take Win Against FCA Newbies in Annual Softball Game
- Submit Entries for FCA Recruiting Slogan Contest by Friday, July 25
- Your eOPF Gets a New Look; Office of Personnel Management Updates the System
- LinkedIn Users Become Target of Recent Phishing Scam
- CRS Reports and FCS Portals Unavailable This Weekend, July 19 to 20
- Cafeteria Menu Available for Week of July 21

These articles are published on the [FCA Today SharePoint page](#).

Salty Dogs Take Win Against FCA Newbies in Annual Softball Game

By Dave Lewandrowski (ORP) and Lun Nguyen (OE-Bloomington)

Editorial Note: To view the photographs mentioned below, read the [article](#) on the FCA Today SharePoint page.

Last Wednesday, July 16, a day after America's annual midsummer classic took place, FCA filled in for the "Boys of Summer" with its own long-standing summer classic of "Youth Versus Sage on the Softball Diamond." The game between the Hayseeds and the Grizzled Ones was a hard-fought pitched battle that saw both teams open up sizeable leads only to have them cast under by the opposing team's zealed comebacks.

After six innings of a scheduled seven-inning affair, the score was knotted at 11. An opportunity to take the W home was quelled in the bottom of the seventh, and an extra inning was added.

The Hayseeds took the momentum to the top of the eighth and scored a go-ahead run, which appeared to be sufficient because the Grizzled Ones looked ready for their bedtimes. Yet despite the call of the pillow, the Aged Wonders wobbled in a run to push it to one more inning, which was declared the last no matter what. The sun was just starting to go behind the trees.

The top of the ninth saw the Hayseeds hit some pokes directly at the long-in-tooth defense; thus, the score remained tied. The bottom of the ninth looked to be in the books as well, but Lady Luck decided to shine a little sun on the Past-Their-Prime kind. They eked a run in with a sac fly on the second out to corral the hard-fought win. Then they headed directly for the oxygen.

The win stopped the slide that had tallied two consecutive recessionary years for the Salty Dogs. However, the following day likely included many more aches, pains, and doses of ibuprofen for the winning team than for their younger counterparts.

The game included a range from applauded athletics to laughable follies. Of note, Gary "Somersault" Van Meter again showed complete disregard for his body by beating a throw to first and subsequently beating his body into the ground. Kevin "Hard-Landing" McAdoo also had daring doings in the outfield. And Darius "Brick-Wall" Hale stopped a pivotal late-scoring attempt at the plate.

After the game, Dave "Farmxy" Lewandowski tutored the new recruits in a proper cooldown regime of toss-the-hay-bale and post-game nutrition at the Vienna Inn, with its world-famous chili-cheese-dogs and cold beverages. As they dined, the newbies were heard to whisper, "No wonder they're tough old mudders, they survived THIS!"

No FCA employees were seriously injured during the game (only egos). Pictured below are some of the players.

Submit Entries for FCA Recruiting Slogan Contest by Friday, July 25

The OMS Human Resources and Training Team is sponsoring a recruiting slogan contest. The current slogan is "FCA ... A Place to Grow Your Future." This slogan has served the agency well for several years, but it is now time for a fresh approach.

For the new slogan, FCA would like to emphasize its role as a leader in the world of agricultural finance and regulation. The goal is to attract the best and the brightest to our agency. As you brainstorm for slogan suggestions, keep in mind who we are and what we do. Rather than focusing on attracting those with an agricultural background, we'd like to focus more on attracting candidates with a passion for banking, finance and business.

Please submit your suggestions to Patricia Connelly by Friday, July 25. FCA's recruitment group will choose the three finalists, and FCA employees will be asked to vote on their favorite of the three. The winning slogan writer receives recognition and a gift card.

Your eOPF Gets a New Look; Office of Personnel Management Updates the System

The Office of Personnel Management (OPM) has updated the eOPF (electronic Official Personnel Folder), the system used for maintaining the digitized version of your paper personnel folder. Your eOPF is the official record of your federal work career. You can access it anytime, anywhere, via a secure website.

If you haven't visited eOPF recently, go to the [OPM website](#) and take a look. A screen will appear containing disclosure information, including terms and conditions of use. After you click **Accept**, a pop-up window will appear with the following prompt: "The website you are viewing is trying to close the window. Do you want to close this window?" Click **Yes**, and you'll be taken to the log-in screen.

After logging in, take a moment to read the welcome statement, which contains important security information about viewing your eOPF on public computers. If the text overruns the page, press the **F5** key at the top of your keyboard to snap the page into place.

Don't remember your eOPF ID or password? Click on the links directly below the **Submit** button.

Not sure if you even have an eOPF account? Have questions about any of the documents in your folder? Contact [AskHR](#) for assistance.

LinkedIn Users Become Target of Recent Phishing Scam

Be wary of emails purporting to come from LinkedIn that claim your account has been blocked because of inactivity. These emails will ask you to click a link to confirm your email address and restore access.

The link will take you to a fake LinkedIn log-on page where cybercriminals can capture your credentials and use them to access your account. They then can use your name to launch spam and scam campaigns. LinkedIn has a rich source of personal information that hackers can exploit for additional social engineering attacks.

A favorite scam trick is to claim account details require updating. Always be careful of messages that make this request. If you receive such a message, do not click on any links or open any attachments in the message.

CRS Reports and FCS Portals Unavailable This Weekend, July 19 to 20

This weekend, the Office of Management Services will perform maintenance on the CRS reports and will merge the "Submit CRS Data" and "Submit E-Data" portals into one portal. The CRS reports and FCS portals will be unavailable from July 19 at 8 a.m. EDT to Sunday, July 20, at 6 p.m. EDT.

The "Submit CRS Data" and "Submit E-Data" portals are used by the FCS institutions to submit data to us. The FCS institution accountholders have been notified about the changes occurring this weekend.

If you have access to the CRS reports, you will be able to use your VPN username and password to access the reports after the maintenance is complete. You will no longer need to use a separate account to access the CRS reports.

Please call the Client Services Helpline at 703-883-4333 or 877-322-4503 if you have questions.

Cafeteria Menu Available for Week of July 21

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



About FCA Today

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"My motto was always to keep swinging. Whether I was in a slump or feeling badly or having trouble off the field, the only thing to do was keep swinging."

—Hank Aaron

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, July 23, 2014
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Publication Date: July 23, 2014

Today's Headlines

- Dave Redden Available for Individual Retirement Counseling on Aug. 12 and Sept. 17
- Office of Examination Issues Info Memo on Farm Credit System Operating Expenses
- Regulation and Policy Lotus Notes Moved to SharePoint
- FCS Institution Directory Moved to New Application
- FCS Data Submissions Moved to SharePoint
- Access to CRS Reports Made Easy

These articles are published on the [FCA Today SharePoint page](#).

Dave Redden Available for Individual Retirement Counseling on Aug. 12 and Sept. 17

Dave Redden, FCA's contract retirement adviser, will conduct individual retirement counseling sessions on Tuesday, Aug. 12, and Wednesday, Sept. 17. Appointments will be for 45 minutes and will be held in room 3205 of the Farm Credit Building for McLean staff or by phone for field staff. Appointment slots are available at the following times:

On Aug. 12:
9:45–10:30 a.m.
11:15–noon
3:30–4:15 p.m.
4:15–5 p.m.

On Sept. 17:
10:30–11:15 a.m.
11:15 a.m.–noon
1–1:45 p.m.
1:45–2:30 p.m.
2:45–3:30 p.m.
3:30–4:15 p.m.
4:15–5 p.m.

Appointments are on a first-come, first-served basis. If you are interested in an appointment for individual counseling, please contact Cassandra Matos at x44339 or by [email](#). If you need to cancel or reschedule your appointment, please give at least 24 hours' notice.

Office of Examination Issues Info Memo on Farm Credit System Operating Expenses

Samuel R. Coleman, Director and Chief Examiner of the Office of Examination, issued an Informational Memorandum yesterday, July 22, on Farm Credit System operating expenses.

The memo informs System institutions about a trend of growth in their operating expenses.

For more information, see the [Informational Memorandum](#) on the FCA website.

Regulation and Policy Lotus Notes Moved to SharePoint

The Regulation and Policy Lotus Notes database was moved to the [Regulation Development SharePoint site](#), located under the Project Workspaces tab on FCA's SharePoint homepage.

All current and pending project documents and comment letters were moved to SharePoint and are accessible via the [Project Documents](#) and [Comment Letters](#) lists on the site. The content of the old Lotus Notes database is accessible by clicking on the [Archived Regulation and Policy link](#) on the site.

Starting Thursday, July 24, access to the Lotus Notes database will be turned off and you should use the Regulation Development SharePoint site to add new content.

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.

FCS Institution Directory Moved to New Application

The FCS Institution Directory database moved from Lotus Notes to a new application on Monday, July 21. There is a link to the new [FCS Institution Directory](#) under the FCS Information tab on FCA's SharePoint homepage.

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.

FCS Data Submissions Moved to SharePoint

The FCS Data Submissions database moved from Lotus Notes to the [FCS Data Submissions SharePoint site](#) on Monday, July 21. The old Lotus Notes content was moved to the [FCS Data Submissions Archive](#). New content will be created in the [FCS Data Submissions library](#).

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.

Access to CRS Reports Made Easy

The Office of Management Services has made it easier to access the Call Reporting System (CRS) reports on the FCA website this past weekend. You will now use your VPN username and password to access the CRS reports. Your old CRS-only account is no longer active.

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.



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*"So long as we are loved by others,
I would almost say that we are indispensable;
and no man is useless while he has a friend."*

—Robert Louis Stevenson

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, July 24, 2014
Date: Thursday, July 24, 2014 5:02:00 PM
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Publication Date: July 24, 2014

Today's Headlines

- Help Attract the Best and Brightest to FCA: Recruiting Slogan Contest Ends Tomorrow, July 25
- Hi Ho Silver Line: New Metro Begins Operation This Saturday, July 26
- The Soundtrack of the Civil Rights Movement

These articles are published on the [FCA Today SharePoint page](#).

Help Attract the Best and Brightest to FCA: Recruiting Slogan Contest Ends Tomorrow, July 25

Get your thinking caps on and submit an idea for a new FCA recruiting slogan. The contest for a new slogan ends tomorrow, July 25. Send entries to [Patricia Connelly](#) by close of business.

For more information about the contest, see the [July 21 FCA Today article](#).

Hi Ho Silver Line: New Metro Begins Operation This Saturday, July 26

For your commute to the McLean office, you will have more options next week. The Silver Line metro opens this Saturday, July 26, and the new Silver Line bus service begins next Monday, July 28.

Visit the [Silver Line Metro website](#) for fares and schedule information. The [Fairfax Connector Bus 724](#) will operate weekdays during rush hour in the morning and afternoon. It will service the Farm Credit Building from both the Spring Hill and McLean Silver Line stations. Download the [schedule](#) to have as a reference.

[Metrobus 24T](#) will continue to service the Farm Credit Building from the East Falls Church Orange and Silver Line stations.

For more information, see the [July 3 FCA Today article](#).

The Soundtrack of the Civil Rights Movement

By Damien Hill, OMS

Song lyrics and the music that accompanies them can be so much more than entertainment. Music can also be therapeutic, enlightening and inspirational. During our month-long commemoration of the 50th anniversary of the signing of the Civil Rights Act,

we've touched on the various types of written and oral communication (speeches, testimony and legislation) that motivated participants on the frontlines of the movement and buoyed the spirits of all of those involved. Just as there are specific songs that serve as the soundtrack of our lives, the civil rights movement had a soundtrack as well.

Songs such as "We Shall Not Be Moved" captured the determination of those involved in the movement in the face of oppression and discrimination. The line, "like a tree that stands by the water, we shall not be moved," is a poignant statement. It fortified the courage and faith of those on the frontlines of the movement who were protesting nonviolently but were subjected to extreme violence.

Even those who were not directly involved in the protests, rallies and marches directly associated with the movement benefited from the soothing, encouraging effects of the movement's music. These songs and motivational lyrics helped to gird them against the realities of discrimination that many faced as they went about their daily work and family responsibilities.

The song, "A Change Is Gonna Come," written by Sam Cooke in 1963, was epic in capturing the mood of the moment for the movement. The song spoke of humble beginnings, faith, expectations of change, and the foreshadowing of a major shift in American politics and society that would officially deem discrimination unacceptable. "Sam Cooke told folks to hold on—such a change was coming. Although it was occurring slowly, it would indeed happen," says Winston Black, supervisor of the FCA Mail Center. Cooke's emotional, soulful singing, accompanied by a soaring, sweeping string section and a message of unyielding perseverance, made the song extremely powerful.

Bob Dylan's song, "The Times They Are a Changin'," was one of many penned by the prolific writer that spoke to the spirit of the change and tumult that occurred during the movement.

There are many songs and poems written post-Civil Rights Act that continue to speak of the resilience of those fighting for their core belief of fairness and equity. Maya Angelou's poem, "Still I Rise," is a good example. It opens with the lines, "You may write me down in history, with your bitter twisted lies, you may trod me in the dirt, but still like dust I'll rise."

For Ily Soares on the OMS Finance Team, Michael Jackson's "Man in the Mirror" resonates in terms of working for positive change. "To make change, you have to start with yourself," says Ily.

The message in the music in regard to social justice and change is as varied in its style as it is in terms of its delivery, genre and feel. The common denominator is the creativity, drive and raw emotion expressed by writers. These songs and many others like them became iconic and timeless because of how they connected, and still connect, with the people.



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"Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that."

—Dr. Martin Luther King Jr.

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Subject: FCA Today - Monday, July 28, 2014
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Publication Date: July 28, 2014

Today's Headlines

- 2014 Property Certification Drive Starts Today, July 28
- News from the Field: Denver Office Employees Hit the Trails
- Retirement Readiness Now Tip: Think Food Safety When You Grill for a Cookout
- Cafeteria Menu Available for Week of July 28

These articles are published on the [FCA Today SharePoint page](#).

2014 Property Certification Drive Starts Today, July 28

By Damien Hill, OMS

The 2014 property certification drive begins today, Monday, July 28, and ends on Friday, Aug. 8.

The annual electronic property certification process allows you to confirm or update the property data (barcode, serial number, location) that we have assigned to you in the Property Management Tracking System. This process helps to ensure the accuracy of agency property records. Every employee (excluding contractors and interns) must submit a signed property certification form by the Aug. 8 deadline.

It's important that you review your certification form for accuracy. If you find any discrepancies, consult with your office's property custodian and try to resolve them. You may also contact the Property Management Officer (PMO), Damien Hill, at x44292 if you need more assistance.

Please follow the steps in the [Property Certification Help](#) document on the Property SharePoint site for instructions on how to view your property assignments and complete your certification. You may print out the help document for guidance.

When completing your form, remember to do the following:

- Use the "Employee Notes" section of the certification form to provide updates on property records, such as noting items that are no longer in your care. You may also use this section to note possession of a new accountable property item that is not reflected on your property certification. Accountable property items are generally those which exceed the \$500 purchase threshold but also include ViewSonic monitors.
- Once you've accessed your electronic property certification form, review it for accuracy. Then, electronically sign it via CoSign.

After you've submitted your electronic property form, you may still view it, but you will not be able to modify it. If you have questions, please contact PMO Damien Hill at x44292.

News from the Field: Denver Office Employees Hit the Trails

By Barbara Martinez, Denver field office

Editorial Note: To view the photograph mentioned below, read the [article](#) on the FCA Today SharePoint page.

On Saturday, July 26, several Denver field office employees joined together to climb Mt. Bierstadt, one of Colorado's legendary fourteeners (a mountain that is 14,000 feet or higher in elevation). This just goes to show you, the elevation does affect your better judgment!

(Top row, left to right) Kim Maslehati (wife of Shahab), Shahab Maslehati, Angela Greenlee, Ian Case, Carl Premschak

(Bottom row, left to right) Jaime Jacob, Angela Hanson, Denise Premschak (wife of Carl).

Retirement Readiness Now Tip: Think Food Safety When You Grill for a Cookout

By Brenda Acker-Ubah (OMS, Work/Life Staff)

It's summertime and having a cookout becomes the norm for a lot of families. Before grilling, make sure that food safety is at the top of your list to avoid illnesses such as salmonella and E. coli. Keep yourself and your family safe by learning more about food safety, especially during the summer months.

Read these [food safety tips for grilling](#) and check out the [Food Safety website](#) sponsored by the Department of Health and Human Services for more information.

Cafeteria Menu Available for Week of July 28

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"Only if you have been in the deepest valley, can you ever know how magnificent it is to be on the highest mountain."

—Richard M. Nixon

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, July 29, 2014
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Publication Date: July 29, 2014

Today's Headlines

- Office of Management Services Posts Vacancy for Learning Officer
- Joan Trumpauer Mulholland Provides Firsthand Account of Civil Rights Era at July FCA Brown Bag

These articles are published on the [FCA Today SharePoint page](#).

Office of Management Services Posts Vacancy for Learning Officer

FCA has posted a vacancy announcement for a learning officer, VH-301-41, in the Office of Management Services, Human Resources and Training Team. This position is advertised for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act) under vacancy announcement [VA-14-0093](#) and for all U.S. citizens under [VA-14-0104](#). If you wish to be considered under both postings, you must apply to both announcements.

The deadline for submitting applications is Tuesday, Aug. 12.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Lorine Hines at 703-883-4423 (x44423).

Joan Trumpauer Mulholland Provides Firsthand Account of Civil Rights Era at July FCA Brown Bag

By Claire Haverstock, OCPA

Joan Trumpauer Mulholland, an eyewitness and participant in the events leading to the passage of the Civil Rights Act in 1964, visited FCA on July 9 as the featured speaker for this month's Special Emphasis Programs Diversity Brown Bag. Using the metaphor of throwing a stone into a pond, she said "you never know where the ripple effects of those small acts will go."

Her small acts and those of many others in the 1960s brought about profound change. The steps leading up to the Civil Rights Act were discussed by Damien Hill (OMS), Gina Chmielewski (OE-Sacramento) and Donnie Herrera (OE-Dallas) in the introductory portion of the Brown Bag.

Damien provided an overview of the events of 1963, including Dr. Martin Luther King Jr.'s "I have a dream" speech on Aug. 28, President John F. Kennedy's assassination on Nov. 22, and President Lyndon B. Johnson's first address to the U.S. Congress on Nov. 27, where he stated, "No memorial oration or eulogy could more eloquently honor President Kennedy's memory than the earliest possible passage of the civil rights bill for which he fought so long."

Gina discussed how music became a source of inspiration and strength to civil rights protesters. She read lyrics from "I Wish I Knew How It Would Feel to Be Free," recorded by artist Nina Simone. She also read excerpts from a nationally televised speech by activist Fannie Lou Hammer to the 1964 Democratic National Convention, which described the harassment she endured when she tried to register to vote in Mississippi.

Donnie read excerpts from President Kennedy's televised address to the nation on June 11, 1963, on the urgency of passing legislation to protect the civil rights of all Americans. He introduced Ms. Mulholland, who was raised in Arlington, Virginia, during the years of segregation. By age 19, she had participated in more than three dozen sit-ins and protests, helped organize the 1963 March on Washington and crossed paths with many important players in the civil rights movement. Her story was highlighted in the documentary, "An Ordinary Hero," excerpts of which were shown at the Brown Bag.

After the screening, Ms. Mulholland spoke with admiration about Medgar Evers, a World War II veteran who worked with the NAACP in Mississippi. Ms. Mulholland often visits his grave at Arlington National Cemetery. Nothing would have happened without his efforts, she says.

She also spoke about the four college students in Greensboro, North Carolina, who stood up for change by sitting in at the Woolworth's lunch counter to protest its refusal to serve blacks. She said their small act spread like wildfire, leading thousands of students across the South to sit in at other Woolworths. These sit-ins led to many important achievements, including passage of the Voting Rights Act.

Ms. Mulholland, who participated in a lunch counter sit-in at a Woolworth in Jackson, Mississippi, explained that nonviolence was her tactic of choice—a method most other protesters chose as well. It is based on teachings in Christianity and from Gandhi. She explained that suffering has a redemptive value for those who see it and those who experience it.

As an example of the power of nonviolence, she said players from the Duke football team joined the picket line of a segregated movie theater, when just a few months earlier Duke University, which was also segregated, had threatened expulsion to student protesters. A student herself at Duke, Ms. Mulholland dropped out her freshman year to join the Freedom Rides. She later enrolled at Tougaloo, a historically black college near Jackson, from which she graduated in 1964.

She also mentioned that the young photographer who took photos at the Jackson Woolworth sit-in turned from being a segregationist to an integrationist after

photographing the sit-in for nearly three hours. After his sympathies turned, he went on to become one of the top civil rights photographers of the time. While the students took the movement to the street, the press played an important role in taking the movement to the world, Ms. Mulholland said.

Although her family opposed her activism and her decision to leave Duke, Ms. Mulholland reconciled with them later in life. However, she said her mother never changed her thinking and on the night she died complained about being in a “colored” hospital room.

“The world had just moved beyond her,” said Ms. Mulholland. Her father, who was from southwest Iowa, eventually agreed with the goal of civil rights protesters but not the technique of sit-ins and the danger it put his daughter in.

Civil rights remain important to Ms. Mulholland today. She mentioned four issues in particular: immigration reform, rights for the lesbian/gay/bisexual/transgender population, access to education, and changing for-profit prisons. She feels we also need to look carefully at recent laws regarding the identification required at election polls.

Ms. Mulholland believes our nation is becoming more divisive, which can make progress on civil rights issues difficult to achieve. To move forward, she says, we have to work together, just as the students and other activists did in the 1960s.

On the historic 50th anniversary of the Civil Rights Act, Ms. Mulholland reminded the audience to use the occasion to celebrate the changes that took place but to not forget what it took to get the legislation passed.

Note: Contact [Thais Burlew](#) if you would like to borrow the video shown at the Brown Bag, “An Ordinary Hero.”



About FCA Today

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“I saw something was wrong and decided to do something about it.”

—Joan Trumpauer Mulholland

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, July 30, 2014
Date: Wednesday, July 30, 2014 5:32:52 PM
Attachments: [image002.png](#)



Publication Date: July 30, 2014

Today's Headlines

- Crime Prevention Tips for Travelers

These articles are published on the [FCA Today SharePoint page](#).

Crime Prevention Tips for Travelers

- Going on summer vacation or traveling for your job soon? Follow the tips provided below by the Virginia State Office of Operations, Security and Preparedness to decrease the likelihood that you will be targeted for a crime while traveling.
- If you are staying in a hotel or motel, take all of your luggage and valuables to your room.
- Keep extra cash and valuables locked in the hotel safe.
- Never leave your keys or valuables unattended in your room.
- Keep a daily check of your belongings.
- If you are going out in an unfamiliar area, ask the hotel clerk if there are areas you should avoid.
- Use all locking devices inside or outside your room.
- Know who is knocking at your door before opening it.
- Report any suspicious activity to hotel or motel management.
- Do not carry your airplane tickets and passport in open view.
- Carry the smallest amount of cash that you reasonably can. Use travelers checks and credit cards as an alternative. Keep records of their numbers in a safe place, in case they are lost or stolen.
- Take a picture of your suitcases and keep the picture(s) with you. The picture(s) may be helpful in identifying your luggage if it is lost by an airline.
- While traveling, be sure your luggage is locked.

- Males are advised to carry their wallets in an inside or front trouser pocket.
 - Females are advised to carry their purses under their arm.
 - Label each piece of luggage with your name and business address.
 - Be very careful with bus, train or plane tickets. They are as good as cash.
 - If you are a tourist, try not to advertise the fact. Don't look lost or vulnerable. Walk with a purpose, and stay alert to what's happening around you.
-



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"A journey is a person in itself; no two are alike. And all plans, safeguards, policing, and coercion are fruitless. We find that after years of struggle that we do not take a trip; a trip takes us."

—John Steinbeck

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Subject: FCA Today - Thursday, July 31, 2014
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Publication Date: July 31, 2014

Today's Headlines

- Farm Credit Retrieval System Moves to SharePoint Tomorrow, Aug. 1
- Life Cycle Account Open Season Begins Tomorrow, Aug. 1
- Room and Resource Reservations Available Through Outlook
- FCA's Website Unavailable Saturday Morning, Aug. 2
- Annual Percentage Rate Calculator Software Now Available for Installation
- Read About a Conflict Resolution Technique: Stepping into Someone's Shoes

These articles are published on the [FCA Today SharePoint page](#).

Farm Credit Retrieval System Moves to SharePoint Tomorrow, Aug. 1

The Farm Credit Retrieval System (FRS) database will move from Lotus Notes to the [FCA Archive SharePoint site](#) on Friday, Aug. 1. The documents are grouped into five libraries:

- Annual Reports.
- Correspondence.
- Guidance to FCS.
- Historical Documents.
- Studies and Analysis.

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.

Life Cycle Account Open Season Begins Tomorrow, Aug. 1

The second 2014 Life Cycle Account open season begins tomorrow, Aug. 1, and ends Aug. 31. FCA's Life Cycle Account provides employees with up to \$400 for goods or services that help them balance work and life issues.

Who Can File: During the Flexible Spending Account open season last November, you had the option of forgoing the Life Cycle benefit for an increased agency contribution to your Flexible Spending Accounts. If you did not roll the \$400 Life Cycle benefit into your Flexible Spending Accounts, you may file a Life Cycle claim. If you opted to forgo the benefit in exchange for the flexible spending increase, you cannot file a Life Cycle claim.

What's Covered: The Life Cycle Account can reimburse you for many types of expenses, including adoption, child care, elder care, fitness and recreation, and insurance premiums. Examples of eligible expenses include flexible spending account deposits,

memberships to clubs or sports facilities, and equipment and apparel related to exercise or sports activities. For more information, see the [FCA Life Cycle Account PPM \(850\)](#) in SharePoint or contact [AskHR](#).

1. **How to File:** To submit a claim, follow these steps:
2. Go to [FCA Life Cycle Account](#). A Windows Internet Explorer dialog box will open.
3. Click on **Open** and read the text.
4. Click **Sign and Submit**. A pop-up window will appear.
5. Click **Send**. To confirm that the message went through, you can look in your sent mail folder in Outlook.

Because you must certify that you have incurred an eligible expense, you are not required to submit receipts.

Payments for claims will be made soon after the close of open season on Aug. 31. You can expect to receive the funds in your account by early September. Taxes will be deducted from the payment.

You may submit only one claim each fiscal year. Therefore, if you filed in March during the first 2014 Life Cycle Account open season, you cannot file again this year.

The Life Cycle Account fulfills part of FCA's policy to provide an environment that helps employees balance family and work. FCA makes every effort to honor and support the needs of its employees.

Room and Resource Reservations Available Through Outlook

Beginning today, July 31, you will no longer be able to reserve rooms and resources in Lotus Notes. For your convenience, the reservation functionality is now available through Outlook. You can quickly schedule rooms and other resources as you schedule a meeting.

The Office of Management Services created several documents available on the [IT Resource Center SharePoint site](#) to assist you in the transition. From the Resource Center page, select "Resource Reservations" on the left and choose from the following:

- A brief training presentation.
- A brief training presentation that is Section 508 captioned.
- A printable version of the instructions.
- An FAQ document that answers questions including "Can I create a reservation for a resource without inviting attendees?" and "How far in advance can I make a reservation?"

Please contact the OMS Helpline by email, helpline@fca.gov, or by phone at x4333 if you have any questions.

FCA's Website Unavailable Saturday Morning, Aug. 2

The Office of Management Services will perform maintenance on [FCA's website](#) this Saturday, Aug. 2, from 6 to 10 a.m. EDT. The website will be unavailable during this time.

Please call the Client Services Helpline at 703-883-4333 or 877-322-4503 if you have questions.

Annual Percentage Rate Calculator Software Now Available for Installation

A software application called APRWin is now available for installation on your laptop. Developed by the Office of the Comptroller of the Currency, it is an efficient tool for verifying annual percentage rates and reimbursement adjustments. It includes relevant finance charge and annual percentage rate (APR) tolerances for verifying the accuracy of annual percentage rates and finance charges on loans secured by real estate or a dwelling. This software is free for anyone to use.

To install this software on your laptop, launch the **Run Advertised Programs** applet found in the Control Panel. Click on **APR Calculator by OCC**, then click **Install**.

For questions or problems with the installation, please contact the OMS Helpline at x44333 (1-877-322-4503).

Read About a Conflict Resolution Technique: Stepping into Someone's Shoes

By Wendy Laguarda, FCA's Dispute Resolution Specialist

In her recent blog on the Mediate.com website, Cinnie Noble, a lawyer, mediator and certified coach, writes about "stepping into someone's shoes" as a way to envision a conflict situation from the other person's perspective. Read the [article](#) for questions to ask yourself the next time you have a conflict with somebody.



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"Let us ever remember that our interest is in concord, not in conflict; and that our real eminence rests in the victories of peace, not those of war."

—William McKinley

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Publication Date: August 1, 2014

Today's Headlines

- Retirement Readiness Now Tip: Review Your Beneficiary Designations for Life Insurance and Retirement Savings
- Interview with Joan Trumpauer Mulholland: A First-Person Reflection on Her Activism

These articles are published on the [FCA Today SharePoint page](#).

Retirement Readiness Now Tip: Review Your Beneficiary Designations for Life Insurance and Retirement Savings

By Brenda Acker-Ubah (OMS, Work/Life Staff)

In the event of your death, it is very important for your Federal Employees' Group Life Insurance (FEGLI) and your Thrift Savings Plan (TSP) to be paid out according to your wishes. It is critical that you review your beneficiary designations to make sure that they outline exactly who your beneficiaries are and how much each should receive.

Federal Employees' Group Life Insurance

If you submit the [SF 2823, Designation of Beneficiary Federal Employees' Group Life Insurance Program](#), the FEGLI Program will honor only the beneficiaries you have provided on that form. If you do not have a copy of the latest SF 2823 that you submitted, you should complete a new form so that you are sure that the most recent information is on file.

- As a federal employee, you must submit the form through your agency's human resource office. (FCA and FCSIC employees should send it to Brenda Acker-Ubah at ackerubahb@fca.gov.)
- Federal retirees must submit the form to the Office of Personnel Management, Retirement Services, P.O. Box 45, Boyers, PA 16017.

If you do not have a Designation of Beneficiary form on file, your beneficiary will be the first person(s) listed below who is alive on the date the payment becomes due:

- Your widow or widower.
- Your child or children. (Descendants of a deceased child may qualify.)
- Your parents in equal shares or all to the surviving parent.

- The administrator or executor of your estate.
- If none of the above, your next of kin as determined under the laws of the state in which you live.

If you are satisfied with the payment order shown above, there is no need for you to complete a Designation of Beneficiary form.

You must keep your Designation of Beneficiary form up to date. Remember that unless you change or cancel your designation, the person named—such as a former spouse—will receive the lump sum benefit.

The FEGLI Program will not honor a will or prenuptial agreement when distributing your life insurance.

Learn more about the FEGLI Program at the [OPM website](#).

Thrift Savings Plan

If you submit [Form TSP-3 Designation of Beneficiary](#), the TSP will honor only the beneficiaries named on that form.

If you do not have a Designation of Beneficiary form on file with the TSP, your money will be distributed according to the following order of precedence as required by law:

- To your spouse.
- If none, to your child or children equally, and to the descendants of deceased children.
- If none, to your parents equally or your surviving parent.
- If none, to your appointed executor or administrator of your estate.
- If none, to your next of kin who is entitled to your estate under the laws of the state in which you resided at the time of your death.

The TSP will not honor a will or prenuptial agreement when distributing your TSP account.

Learn more at the [Thrift Savings Plan website](#).

Interview with Joan Trumpauer Mulholland: A First-Person Reflection on Her Activism

By Damien Hill (OMS)

Note: The views expressed in this interview are not necessarily those of the Farm Credit Administration.

Music mogul Sean “P-Diddy” Combs, in one of his most memorable songs, says, “Don’t talk about it, be about it.” While this line may not sound like Shakespeare, its direct message can’t be confused. It’s the new version of “if you talk the talk, then walk the walk.”

There is no doubt that Joan Trumpauer Mulholland, the guest speaker at our July 9 Brown Bag on the 50th anniversary of the civil rights movement, walks the talk and is definitely “about it” in regard to her lifetime of civil rights activism.

I had the honor of interviewing Ms. Mulholland shortly after the Brown Bag. It was a humbling, exciting and inspirational moment that goes down as one of the most surreal experiences in my lifetime.

Hill: What were some of your most fulfilling or memorable events pre-Civil Rights Act signing and post-Civil Rights Act signing?

Mulholland: Wow! Post-Civil Rights Act signing, I think it was Douglas Wilder's election, followed by Obama's. This couldn't happen [before the Civil Rights Act].

Pre [signing of the act], probably getting out of that Woolworth's sit-in alive! (She laughs.) The day in Arlington, Virginia, was pretty memorable. We had been doing sit-ins in Arlington, and we took a week off so people could talk and try to work it out. Then [we] resumed the sit-ins and were served—didn't expect that.

Hill: During the Q&A session of our Civil Rights Act 50th Anniversary Brown Bag, someone asked you about your inspiration for joining the movement. Was there a calling or a clear-cut moment? What drew you into participation—to risk your life on the front lines of the civil rights movement?

Mulholland: Since I was about 10 and I realized discrepancy in the treatment of people, I had been looking for—you know, not searching—but ready for the moment to come for me. We had sort of a semi-secret meeting of our Presbyterian youth group at Duke University. There was always the possibility of being locked out of the building with the bad guys showing up. You know, things could happen. So we kept it quiet.

Some students from North Carolina College who had been leading the demonstrations came and talked with us. They made a lot of sense about legally and morally it was right to integrate the lunch counters. And then they surprised us by inviting us to join them on the picket line. That was it, didn't need to invite me twice, I knew that I'd be there.

Hill: Wow, that's really insightful. I know people talk about the progress that we've made thus far. In your earlier Q&A session, a question was posed regarding the current status of civil rights and what focus areas we should be tuned in to. Do you see the same activism in today's youth that you and many of your student colleagues exhibited during the civil rights movement? If not, what's caused today's inactivity?

Mulholland: I don't see it, but maybe things are happening that the press isn't reporting. When the principal of a high school in the District [of Columbia] "came out" and announced that he was gay on Gay Pride Day, the total support that he got from the student body—that was student activism.

We've had immigration marches—Dream Act and things in Arlington. Hundreds of students marching out from the high school demonstrating—that does it.

But there is not the one issue—national or regional—that we had with the sit-ins, but maybe lots of things are going on, but just on so many different issues. It's a hard call, you've got the "Moral Mondays" in North Carolina, and they've kind of picked up on it in Georgia. Maybe it's much more localized than we realize.

Hill: Regarding your mentioning of immigration as a hot-button issue of our day, how do you think we're progressing as a nation on that front?

Mulholland: I don't really see progress. I think we're in gridlock. I think we're in gridlock on a lot of things in this country up on the Hill—and I personally think it's a racist thing against Obama. That's my take on it. I think if Congress was not so locked-up, somebody else would be able to work out a compromise and have progress.

Maybe all of these kids down on the border will bring out the heart in some people. I hope so.

Hill: After viewing excerpts from your DVD and listening to your speech, it's apparent that you were deeply involved with and embedded in the movement with your activism. What's your biggest contribution to the movement?

Mulholland: I think the Jackson (Mississippi) sit-in stands out. Now would it have stood out as much without Fred Blackwell's photo? Uh, probably, it would have been another bad sit-in. If not for that, maybe being on Death Row (at the Parchman State Prison Farm) would stand out the most. Or certainly the time that our car was stopped on the Canton Road area. I think, again, it's the power of the press that made the Fred Blackwell photo stand out.

Hill: During today's presentation we spoke of King's "Dream" speech that alluded to blacks and whites working together to condemn racism and discrimination. From your perspective, what other multicultural involvement in the movement was prevalent in the '60s that the press missed?

Mulholland: Well they put the "Freedom Riders" as black and white—that leaves out the Chinese-Americans. We worked together with some of the Mexican-Americans down on the border where they had segregated schools and they were coming to get ideas from us, and we supported them. To say nothing of the Lumbees (the largest Native American tribe east of the Mississippi River). They ran the Klan off down in North Carolina. But everything is down to, literally and figuratively, black and white.

Hill: It's great to have, as I alluded to earlier today, living history. Just a wealth of knowledge and experience. Just to have this opportunity to tap into, and have you share your experiences with us today, and your DVD. It's just been a beautiful experience, a memorable one that I definitely will cherish. I'd just like to thank you for participating and celebrating with us and for shedding some light and some insight into this marvelous time in our country's growth and development. It's been a pleasure to have you here today.

Mulholland: Thank you and it's been a great opportunity for me. This is my form of activism now, to try to pass the story along.



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"There is nothing noble in being superior to your fellow man; true nobility is being superior to your former self."

—Ernest Hemingway

From: [newsletter](#)
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Subject: FCA Today - Monday, August 4, 2014
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Publication Date: August 4, 2014

Today's Headlines

- Classes Available at National Transportation Safety Board Training Center in Ashburn Aug. 5 and 6
- Participating in a Mediation? Try These Helpful Hints
- Shop at a Farmers Market This Week to Celebrate National Farmers Market Week
- Cafeteria Menu Available for Week of Aug. 4

These articles are published on the [FCA Today SharePoint page](#).

Classes Available at National Transportation Safety Board Training Center in Ashburn Aug. 5 and 6

Two free, full-day classes offered at the National Transportation Safety Board Training Center in Ashburn, Virginia, are open to McLean FCA Employees this week. The class tomorrow, Aug. 5, is on conflict resolution and confrontation management, and the class Wednesday, Aug. 6, is on organizing for success. If you are interested in attending either class, read the descriptions below, obtain your supervisor's approval and fill out a training request in the Training and Evals database located in Lotus Notes.

Class: Conflict Resolution and Confrontation Management

Description: Unmanaged conflict in the workplace can lead to reduced levels of teamwork and cooperation, diminished employee commitment and lower levels of quality and productivity. It also increases stress, causes higher turnover and lowers morale. But it doesn't have to be that way! Successfully managed conflict can have a healthy, positive effect on your organization. Managed conflict is an effective way to bring important issues to light and to open and strengthen the lines of communication with your co-workers, boss, vendors ... even customers.

Date: Aug. 5

Time: 8:30 a.m. – 4 p.m.

Class: Organizing for Success

Description: This course is based on 17 years of research. It was originally developed to improve the results of Franklin's time management course. This course has outperformed every other productivity course available in direct comparison by proving to save participants up to two hours a day. This course shows participants how to organize a "typical" overwhelming, chaotic day, so they can focus more on what matters most and complete more tasks and projects. In addition, the concept of improving productivity using strategic thought is included in every module of this course which improves the results participants will see daily, weekly, monthly and annually. This is a dramatic breakthrough in improving performance.

Date: Aug. 6

Time: 8:30 a.m. – 4 p.m.

Both classes are held at the National Transportation Safety Board Training Center located at 45065 Riverside Parkway, Ashburn, VA 20147. Dress is business casual.

Directions: From Rt. 28 North, take exit for Route 7 West. Continue on Route 7 West and exit at Route 607 North (Loudoun County Parkway). Stay in the right lane. At the stop sign, turn right onto George Washington Blvd. Drive approximately 0.7 miles to Riverside Parkway and turn left on Riverside Parkway.

If you have any questions about the classes or how to fill out a training request, please contact Cassandra Matos at x44339 or by [email](#).

Participating in a Mediation? Try These Helpful Hints

By Wendy Laguarda, FCA's Dispute Resolution Specialist

The goal of mediation is to reach a practical agreement that is fair for both parties. Read the [Tips for a Successful Mediation](#) developed by the U.S. Department of Health and Human Services, Health Resources and Services Administration, for ways to make the most of your mediation.

Shop at a Farmers Market This Week to Celebrate National Farmers Market Week

If you've never been to a farmers market—or if you haven't been in a while—this week, Aug. 3–9, is National Farmers Market Week and is a perfect time to make the trip.

If you're in the D.C. area, stop by USDA's Farmers Market on Friday, Aug. 8, to celebrate National Farmers Market Week. Now in its 19th year, USDA's Farmers Market is held in the USDA parking lot at the corner of 12th Street and Independence Avenue, S.W., every Friday through Nov. 21, from 10 a.m. to 2 p.m.

If you can't make it to the USDA's Farmers Market, use the USDA's [National Farmers Market Directory](#) to find a market in your area. It provides information about farmers market locations, directions, operating times and products offerings. It is searchable by zip code, product mix and other criteria. USDA's Agricultural Marketing Service Administrator Anne Alonzo announced over the weekend that the directory now lists 8,268 markets—an increase of 76 percent since 2008. Some other statistics include the following:

- The states with the most farmers markets reported are California (764 markets), New York (638 markets), Michigan (339 markets), Ohio (311 markets), Illinois (309 markets), Massachusetts (306 markets), Pennsylvania (297 markets), Wisconsin (295 markets), Virginia (249 markets) and Missouri (245 markets).
- All geographic regions saw increases in their market listings, with the most growth in the South.
- The 10 states with the biggest increases in the numbers of farmers markets include Tennessee, Louisiana, Texas, Hawaii, Massachusetts, Arkansas, North Carolina, Montana, Florida and Nebraska.

In addition, the Agricultural Marketing Service is adding the following three new local food directories, which will be available online in early 2015, giving potential customers, business partners and community planners easy, one-stop access to the most current information about different sources of local foods:

- **USDA's National Community-Supported Agriculture (CSA) Enterprise Directory:** A CSA is a farm or network/association of multiple farms that offer consumers regular deliveries of locally grown farm products during one or more harvest season(s) on a subscription or membership basis.
 - **USDA's National Food Hub Directory:** A food hub is a business or organization that actively manages the aggregation, distribution and marketing of source-identified food products to multiple buyers from multiple producers, primarily local and regional producers, to strengthen the ability of these producers to satisfy local and regional wholesale, retail and institutional demand.
 - **USDA's National On-Farm Market Directory:** An on-farm market is a farm market managed by a single farm operator that sells agricultural and horticultural products directly to consumers from a location on their farm property or on property adjacent to that farm.
-

Cafeteria Menu Available for Week of Aug. 4

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"When life gives you lemons, you make lemonade. I have several stands around here."

—James Brady

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Publication Date: August 5, 2014

Today's Headlines

- 2014 Property Certification Drive Ends This Friday, Aug. 8
- Access FHR Navigator Using Your HSPD-12 ID Card

These articles are published on the [FCA Today SharePoint page](#).

2014 Property Certification Drive Ends This Friday, Aug. 8

By Damien Hill, OMS

So far 73 electronic property certifications have been submitted. Thanks to those who have already made submissions or have begun to review their property certifications.

If you have not yet begun the certification process, please start right away. The deadline is Aug. 8. The certification process is important because it helps to ensure the accuracy and integrity of our Property Management Tracking System database.

If you notice any discrepancies with property assignments, please contact your property custodian or the Property Management Officer, Damien Hill, at 703-883-4292.

Please follow the instructions in the [Property Certification Help](#) document on the Property SharePoint site for instructions on how to view your property assignments and complete your certification. You may print out the help document for guidance.

Note: In the first step of the Help document, you must hover over the Property Certification document library link, press the Ctrl key, and click the link to access the form. Also, the process is not complete until you've signed your certification with "CoSign."

Thank you for your assistance in this process.

Access FHR Navigator Using Your HSPD-12 ID Card

Starting on Wednesday, Aug. 6, you can access FHR Navigator using your HSPD-12 ID card (PIV card). This multifactor authentication adds security to the authentication process. You may also access FHR Navigator with your username and password. However, FCA encourages you to select PIV when you access the FHR Navigator application.

If you encounter any problems using your PIV card with FHR Navigator, please revert to your username and password to access. Also, please send a message describing the

problem to the FHR Navigator support team (support@econsys.com).

When you use your PIV card to access the FHR Navigator the first time, the application will take you through the steps to register your card so that the application will recognize it. You will be asked to supply the same information you provided when you initialized your account.

FHR Navigator can be found on our SharePoint homepage. Go to the **Employee Resources** tab, select **Human Resources**, then click on the [FHR Navigator link](#) on the lower right.

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.



About FCA Today

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"The cure for anything is salt water—sweat, tears or the sea."

—Isak Dinesen

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, August 6, 2014
Date: Wednesday, August 06, 2014 5:57:30 PM
Attachments: [image002.png](#)



Publication Date: August 6, 2014

Today's Headlines

- Brown Bag Lunch Honoring Women's Equality Movement Scheduled for Aug. 13
- Reminder: Don't Move Plants in McLean Headquarters; Leave Personal Plants at Home

These articles are published on the [FCA Today SharePoint page](#).

Brown Bag Lunch Honoring Women's Equality Movement Scheduled for Aug. 13

By Deanna Block (OE-Sacramento)

The FCA/FCSIC Federal Women's Program Committee (FWPC) invites you to attend the 2014 Women's Equality Day Celebration on Wednesday, Aug. 13, at noon EDT. The voluntary attendance event will honor the women's equality movement and the leaders involved in the movement.

The presentation will include information about the evolution of the women's equality movement—from the path to suffrage, to the liberation movement of the '60s and '70s, to where we are today. A short video clip from [PBS's Makers project](#) will highlight some of the women who helped "lead the charge."

Bring your lunch for the presentation in the Marsha Martin Training Room (1101 and 1102). The event will be videoconferenced to the field offices.

Reminder: Don't Move Plants in McLean Headquarters; Leave Personal Plants at Home

The FCS Building Association has two reminders for McLean employees:

- Please leave personal plants at home. The Building Association recently discovered gnats in a plant brought from home.
- Also, please do not remove plants from the McLean offices. The plants are inventoried by room number, and any shuffling will increase upkeep costs.

If you have any questions, please contact the FCS Building Association at x44490.



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"Modern invention has banished the spinning wheel, and the same law of progress makes the woman of today a different woman from her grandmother."

—Susan B. Anthony

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, August 7, 2014
Date: Thursday, August 07, 2014 6:18:27 PM
Attachments: [image002.png](#)



Publication Date: August 7, 2014

Today's Headlines

- Change Passwords Often to Safeguard Your Identity Online
- Retirement Readiness Now Tip: Prevent Skin Cancer for a Long, Happy Retirement

These articles are published on the [FCA Today SharePoint page](#).

Change Passwords Often to Safeguard Your Identity Online

By Kathleen Reddaway, OMS

You may have read or heard media reports about Cybervor, a gang of Russian hackers who are stealing large quantities of usernames and passwords. And remember the Heartbleed bug from April?

The number one action you can take to protect yourself from threats like these is to change your passwords often for websites that have sensitive information. This includes credit card numbers, banking and financial accounts, and health records. Hackers also target social media sites, so change those passwords too.

Here are some additional guidelines to keep your information safe:

- Use a different password for each website you regularly log in to.
- Do not use your FCA/FCSIC network password with any other account.
- Make sure your passwords are long and seemingly random.
- Do not use dictionary words or easily guessed items (birthdays, relatives' names, hometowns, favorite sports teams and pets' names).
- Use words not found in the dictionary.

To safeguard your presence on the Internet, assume your identity is targeted, and change passwords for sites that contain sensitive information regularly. When in doubt, change the password out.

Retirement Readiness Now Tip: Prevent Skin Cancer for a Long, Happy Retirement

By Brenda Acker-Ubah (OMS, Work/Life Staff)

The rates of skin cancer in our nation are increasing, creating a serious public health concern we cannot ignore. The word "prevention" cannot be emphasized enough.

The Surgeon General recently released a "Call to Action to Prevent Skin Cancer." You can find more information about this on the Surgeon General's [website](#) or by clicking on the links below:

- [Executive Summary](#)
- [The Surgeon General's Call to Action to Prevent Skin Cancer](#) (PDF, 2.3 MB)
- [Fact Sheet](#) (PDF, 573 KB)
- [Consumer Booklet](#) (PDF, 732 KB)

To order printed copies of the Surgeon General's Call to Action to Prevent Skin Cancer and other materials, please call 1-800-CDC-INFO or email cdcinfo@cdc.gov and reference the publication title.



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"An ounce of prevention is worth a pound of cure."

—Benjamin Franklin

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, August 11, 2014
Date: Monday, August 11, 2014 4:54:41 PM
Attachments: [image002.png](#)



Publication Date: August 11, 2014

Today's Headlines

- Office of Regulatory Policy Announces Two Job Openings
- FCA News Releases Moved from Lotus Notes to SharePoint
- Ethics in Action: Test Your Knowledge About Accepting Gifts
- 2014 National Drunk Driving Crackdown Begins Aug. 13, Continues Through Labor Day
- Cafeteria Menu Available for Week of Aug. 11

These articles are published on the [FCA Today SharePoint page](#).

Office of Regulatory Policy Announces Two Job Openings

The Office of Regulatory Policy has two job openings on the Finance and Capital Markets Team. Both positions are advertised for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act).

One opening is for a supervisory policy analyst, VH-1101-41. It is posted on USAJOBS under vacancy announcement number [VA-14-0098](#). The other position is for a policy analyst, VH-1101-41. It is posted under vacancy announcement number [VA-14-0106](#).

The deadline for submitting applications for both openings is Monday, Aug. 25.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137) or the main extension for Human Resources and Training Team (x44135).

FCA News Releases Moved from Lotus Notes to SharePoint

The FCA News Releases Lotus Notes database has moved to the [FCA News Releases SharePoint site](#), under the News tab on FCA's SharePoint homepage. Access to the Lotus Notes database has been turned off and the new SharePoint site should be used at this time.

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.

Ethics in Action: Test Your Knowledge About Accepting Gifts

By Wendy R. Laguarda, OGC

~ *Ethics: Elevate Yourself to a Higher Standard* ~

How well do you know the gift restriction rule for federal employees? See the [Aug. 6 Government Executive article](#) to take a 14-question quiz and find out. The article also contains a link to a new report by the Congressional Research Service summarizing gift restrictions by employees in the executive branch.

2014 National Drunk Driving Crackdown Begins Aug. 13, Continues Through Labor Day

By Cassandra Matos, OMS

Drunk driving is one of the most common crimes in the United States today. It is also the deadliest and is 100 percent preventable.

To address this problem, the 2014 national drunk driving enforcement crackdown, "Drive Sober or Get Pulled Over," goes into effect across the country from Aug. 13 to Sept. 1. Visit the National Highway Traffic Safety Administration's [Drive Sober or Get Pulled Over campaign website](#) and its [Drive Sober website](#) for facts, statistics, videos and resources on drunk driving.

Spread the word that, during the weeks leading up to and through Labor Day, the police will be out there looking for drunk drivers. Keep yourself and your family safe by spreading awareness. By educating yourself and others, you will help reduce the number of lives lost each year to drunk driving.

Cafeteria Menu Available for Week of Aug. 11

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"Baseball is like driving, it's the one who gets home safely that counts."

—Tommy Lasorda

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, August 12, 2014
Date: Tuesday, August 12, 2014 5:35:35 PM
Attachments: [image002.png](#)



Publication Date: August 12, 2014

Today's Headlines

- Reminder: Women's Equality Day Brown Bag Tomorrow, Aug. 13
- Marla Goodwin Named New Commission Program Manager
- Lorine Hines Rides into Office of Management Services with Decades of HR Experience
- Monitor Your Travel Card Statements for Fraudulent Activity

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Women's Equality Day Brown Bag Tomorrow, Aug. 13

Bring your lunch tomorrow, Aug. 13, for the Diversity Brown Bag presentation featuring a video and presentation about the evolution of the women's equality movement.

Hosted by the Federal Women's Program Committee, the event will take place in the Marsha Martin Training Room (1101 and 1102) at noon EDT. Field staff may participate by videoconference.

For more information, see the [Aug. 6 FCA Today article](#).

Marla Goodwin Named New Commission Program Manager

By Sharon Wilhite, Director, Staff Development Division (OE-Dallas)

I am happy to announce Marla Goodwin as the new Commission Program Manager. Marla joined FCA in 1989. After achieving her commission, she led and participated in numerous examinations in all districts, completed a few rotational assignments in various agency offices, and was integral to establishing the Staff Development Division (SDD) in 2005.

As part of the SDD, Marla has been responsible for training new hires (associate examiners and summer interns), creating and instructing several pre-commission training courses, and was selected as an SDD supervisory senior examiner in 2009. Over the past couple of years, Marla has been instrumental in revising and improving the technical evaluations, creating the on-the-job training performance and feedback system (AECES), and leading the creation of the new examination scope and planning simulation for the commissioning test.

In addition, Marla was responsible for envisioning, creating and overseeing the leadership development program. She is in the midst of updating the job analysis for a newly commissioned examiner, which was last updated in 2006 and will ultimately be reflected

in all aspects of the commissioning program, including formal and on-the-job training, technical evaluation, and commission testing.

In her new position, Marla will continue to oversee the commissioning program, manage the leadership development program, and supervise the individuals in the program. The role will have additional responsibilities with respect to recruiting and post-commissioning training.

Please take a moment to congratulate Marla. She will be relocating to Dallas in the very near future.

Lorine Hines Rides into Office of Management Services with Decades of HR Experience

By Claire Haverstock, OCPA

Just in time for the annual employee orientation, Lorine (pronounced Loraine) Hines joined FCA on July 14 as a human resources (HR) specialist in the Office of Management Services. She reunites with her former Peace Corps HR colleagues and new FCA employees, Pat Connelly and Dave Toth.

Lorine will celebrate her 30th anniversary of federal employment this November. She began her federal career in 1984 in Worms, Germany, where her husband was stationed in the military. She worked as a secretary for Headquarters—Fifth Signal Command for nearly five years. After returning to the United States, she worked for several years at the HR office at Fort Belvoir before moving to the Pentagon and then Washington Headquarters Services.

For more than eight years, she was an HR specialist at the Peace Corps where she was responsible for staffing and recruiting. "I loved working at Peace Corps," says Lorine. "It was a great place to work professionally and I love that I left one servicing agency to come to another servicing agency."

At FCA, Lorine will continue to work on staffing and recruiting, among other duties. "Lorine's priority has always been the customer," says Pat. "She has received kudos for her proactive, customer-service style and her genuine interest in establishing rapport with her clients and her teammates."

Lorine grew up in Pueblo, Colorado, where many of her family members still live. She and her husband, who are avid motorcycle riders, often visit their family in Colorado and rent motorcycles when they go. On a recent vacation to Reno, they rented a motorcycle to ride to Lake Tahoe.

You will often find Lorine and her husband out on the road near their home in Dumfries, Virginia. They ride with a group of friends, who are fellow Harley Davidson motorcycle owners, on day trips in the area. Visit Lorine in room 3417 for any HR-related questions, to share motorcycle stories or just to say hello and welcome her to FCA. She can be reached at x44423.

Monitor Your Travel Card Statements for Fraudulent Activity

Citibank recently notified FCA of an increase in fraudulent activity on government travel card accounts. Citibank's Fraud Department has contacted several government cardholders whose accounts may have been subject to fraud.

Several of the recent fraudulent transactions occurred in Colorado with a fuel dispenser called Corner Store. However, Citibank has also seen airfare and lodging charges that

were not incurred by cardholders.

Please monitor your statements for any transactions you did not make. If you notice any unauthorized charges, contact Citibank immediately at 1-800-790-7206 and Irma Blankenship at x44055.



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"The secret of success is making your vocation your vacation."

—Mark Twain

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, August 13, 2014
Date: Wednesday, August 13, 2014 5:08:29 PM
Attachments: [image002.png](#)



Publication Date: August 13, 2014

Today's Headlines

- Reminder: Requisition Requests for FY 2014 and FY 2015 Purchases Due Friday, Aug. 15
- Xahra Pollard Joins Capital Markets Specialist Team in Denver Field Office

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Requisition Requests for FY 2014 and FY 2015 Purchases Due Friday, Aug. 15

Remember to submit requisitions for any purchases using FY 2014 or FY 2015 funds by Friday, Aug. 15.

The Aug. 15 deadline ensures that all FY 2014 documents are processed through the PRISM Procurement System by Sept. 30. Please note that requisitions submitted after the due date may not be completed by the end of FY 2014.

FY 2015 requisitions for recurring services (e.g., maintenance agreements) should also be submitted to OMS by Aug. 15. These procurement authorizations need to be in place to pay the FY 2015 invoices for the services you need. Late requisitions may result in service interruptions.

Submit all requisitions to Cindy York either as scanned documents or in hard copy.

For other FY 2014 year-end closing instructions, see the [July 25 FCA Today article](#).

Xahra Pollard Joins Capital Markets Specialist Team in Denver Field Office

By Barbara Martinez, Denver field office

The Denver field office is excited to welcome Xahra (pronounced Shara) Pollard. She is a new capital markets specialist hire.

Prior to joining FCA, Xahra worked as a financial institutions examiner at the California Department of Business Oversight in Los Angeles where she was a capital markets specialist and an examiner-in-charge of credit unions with up to \$1 billion in assets. Before becoming an examiner, Xahra had a career in marketing and business development with various global investment management firms, working in New York, London and Shanghai before relocating to Los Angeles.

She graduated from Mount Holyoke College with a double major in economics and Asian Studies, and obtained a Master of Science from the University of London in international business. In her free time, Xahra likes to travel, camp, backpack and participate in triathlons and running events.



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"You're only given a little spark of madness. You mustn't lose it."

—*Robin Williams*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, August 14, 2014
Date: Thursday, August 14, 2014 5:20:14 PM
Attachments: [image002.png](#)



Publication Date: August 14, 2014

Today's Headlines

- Office of Management Services Answers Common Questions About Travel Card Use

These articles are published on the [FCA Today SharePoint page](#).

Office of Management Services Answers Common Questions About Travel Card Use

As an FCA employee, you must use the agency's Citibank travel card for all official travel expenses. And it's important to know how to use the card properly. OMS has prepared the following FAQs to clarify rules regarding cash advances, personal use and more.

How far in advance may I take a cash advance for official travel?

No more than five days. You may take cash advances from an ATM for official travel-related expenses only after official travel has been authorized and no more than five days before your first day of travel. And you should use cash advances for out-of-pocket expenditures only.

May I charge personal expenses to my travel card?

No. Federal travel regulations prohibit the use of travel cards for personal expenses. When you are not on official travel, you may not use your travel card to take cash advances, charge fuel, make store purchases, dine out, or to pay for any other personal expenses.

May I charge my coworkers' rooms on my card?

No. Your travel card is nontransferable, and no charges may be made on behalf of another employee. If you reserve hotel rooms for a group of travelers, it is your responsibility to make sure the hotel room charges are billed to each traveler's charge card account. Before checking out, look over your bill to make sure it contains your hotel room expenses only.

May I use my personal charge card for official travel?

No. You must use the agency's travel card for all official travel expenses. Specific expenses that must be paid using the travel card include airline tickets, excess baggage fees, hotel charges, rental cars, gas for rental cars and ATM advances.

What should I do if I notice a credit balance on my travel card statement?

Contact FCA's Assistant Agency Program Coordinator, Irma Blankenship, or the Agency Program Coordinator, Veronica McCain. Irma or Veronica will review the credit balance and coordinate with Citibank if you are due a refund. Do not make personal charges to offset the credit balance.

To review FCA's official travel card policy, go to [FCA Policies and Procedures \(PPM\) 711](#).

If you have any questions concerning the travel card program, please contact Irma at x44055 or Veronica at x44031.

See the [March 6 FCA Today article](#) for changes made earlier this year to PPMs related to travel. For more information related to travel, visit the [Travel SharePoint site](#) located under Employee Resources on the SharePoint homepage.



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"I think your whole life shows in your face and you should be proud of that."

—Lauren Bacall

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, August 18, 2014
Date: Monday, August 18, 2014 5:37:25 PM
Attachments: [image002.png](#)



Publication Date: August 18, 2014

Today's Headlines

- Performance Plans and Ratings Move from Lotus Notes to SharePoint Tomorrow, Aug. 19
- FCA Issues News Release Announcing FCA Board's Approval of Proposed Rule on Stockholder Voting
- August 2014 Brown Bag: Remembering the Women's Equality Movement
- Free Fitness Classes Offered to McLean Employees Every Week Through Sept. 25
- Cafeteria Menu Available for Week of Aug. 18

These articles are published on the [FCA Today SharePoint page](#).

Performance Plans and Ratings Move from Lotus Notes to SharePoint Tomorrow, Aug. 19

On Tuesday, Aug. 19, at 9 a.m. EDT, the Office of Management Services will move the Performance Plans and Ratings from Lotus Notes to a Web application in SharePoint. Access to the Lotus Notes database will be turned off and the new application should be used at that time. The [Performance Plans](#) site is located under the Employee Resources tab.

Please contact [AskHR](#) if you have any questions.

FCA Issues News Release Announcing FCA Board's Approval of Proposed Rule on Stockholder Voting

Last Thursday, Aug. 14, FCA issued a [news release](#) about the FCA Board's approval of a proposed rule to amend FCA regulations regarding stockholder voting policies and procedures at Farm Credit System institutions. Following a 30-day period for congressional review, the proposed rule will be published in the Federal Register for a 60-day comment period.

August 2014 Brown Bag: Remembering the Women's Equality Movement

By Gina Chmielewski (OE-Sacramento)

At the Brown Bag event hosted by the Federal Women's Program Committee (FWPC) on Aug. 13, FCA staff learned about the history of the women's equality movement and notable women who led the way towards equality. From the beginning of the suffrage

movement in the mid-1800s through the cultural changes in the workplace in the 1960s and 1970s, women took risks to change the status quo.

During the presentation, attendees watched a video clip from the [PBS Women 2.0 Media Project](#), which included interviews with women such as Gloria Steinem, Barbara Walters, and Brenda Berkman who faced challenging work environments yet continued to push for change.

The effects of the women's equality movement can be seen in the workplace over time. In 1960, only 38 percent of American women worked, typically as teachers, nurses and secretaries. In addition, only 15 percent of managers were women at that time. By 2009, women worked in a variety of occupations and represented 39 percent of all managers.

The presentation also highlighted issues of the women's rights movement today:

- **The "Glass Ceiling"**: Unofficial barriers to workplace advancement for women, such as stereotypes, biases and lack of mentors.
- **Traditional work roles**: Assumptions about the occupations a woman or man might hold, which create "gender positions."
- **Work/life balance**: Strategies to handle work and life demands, such as flexible work schedules or parental leave for both women and men.
- **Cultural/social issues**: Gender violence, reproductive rights and many other issues.

Accompanying the video presentation, FWPC provided a [PowerPoint Presentation](#), which is now available on the Equal Employment Opportunity and Inclusion SharePoint site.

For full-length interviews of the women in the clip, as well as other interesting women, visit the [PBS Makers](#) website.

A DVD copy of the PBS documentary, [Makers: Women Who Make America](#), is available in the Leadership and Development/Equal Employment Opportunity and Inclusion Library in McLean. This documentary covers the women's equality movement of the 1960s through the 1970s and includes interviews with notable women from the era.

The FWPC hopes you are inspired to lead the charge towards change.

Free Fitness Classes Offered to McLean Employees Every Week Through Sept. 25

By Ava Bell, OMS Human Resources and Training Team

Are you in a slump because the summer is coming to an end? Get energized with the following free fitness classes that will be offered over the next six weeks in the McLean office.

- **Pilates** with N2Shape on Tuesdays at noon (Aug. 19, Aug. 26, Sept. 2, Sept. 9, Sept. 16, Sept. 23).
- **Total Body Conditioning** with Alfred Thompson on Wednesdays at noon (Aug. 20, Aug. 27, Sept. 3, Sept. 10, Sept. 17, Sept. 24).
- **Zumba** with Jose Ithier on Thursdays at noon (Aug. 21, Aug. 28, Sept. 4, Sept. 11, Sept. 18, Sept. 25).

All classes will be held in Suite 1500, located to the right of the McLean cafeteria.

For questions, please send an email to [AskHR](#).

Cafeteria Menu Available for Week of Aug. 18

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"We need to remember across generations that there is as much to learn as there is to teach."

—Gloria Steinem

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, August 19, 2014
Date: Tuesday, August 19, 2014 5:40:24 PM
Attachments: [image002.png](#)



Publication Date: August 19, 2014

Today's Headlines

- Office of Examination Welcomes Back Adrian Lascaibar to McLean Office
- Sign Up for August Classes on Supervising Teleworkers and Having "Courageous" Conversations
- Travel Documents for FY 2014 Due This Friday, Aug. 22
- Total Body Conditioning Fitness Class Changes Location

These articles are published on the [FCA Today SharePoint page](#).

Office of Examination Welcomes Back Adrian Lascaibar to McLean Office

By Scott Fatula (OE-McLean)

The Office of Examination added another associate examiner to its class of 2014 today. Adrian Lascaibar interned with us this summer and returned today after graduating from the University of Florida a couple weeks ago.

He obtained his bachelor's degree in finance with a minor in entrepreneurship. While in school, Adrian worked as an outreach assistant in the Office of Admissions and served as the assistant treasurer of the student government. He was also a member of the Hispanic Student Association.

As an FCA intern, he gained valuable experience, completing a group project on compensation and participating in several examinations. We're excited to welcome Adrian back as an associate examiner in the McLean headquarters.

Sign Up for August Classes on Supervising Teleworkers and Having "Courageous" Conversations

By Cassandra Matos, OMS

Two free classes offered at the National Transportation Safety Board Training Center in Ashburn, Virginia, are open to McLean FCA employees next week. The class on Wednesday, Aug. 27, is for supervisors only and is titled "Telework for Supervisors." The class on Thursday, Aug. 28, is titled "Courageous Conversations" and is open to both supervisors and nonsupervisors.

If you are interested in attending one of these classes, read the descriptions below, obtain your supervisor's approval and fill out a training request in the Training and Evals

database located in Lotus Notes.

Class: Telework for Supervisors

Description: This training provides you with the information and resources needed as a telework manager. The one-day workshop is highly interactive and focuses on proven skills and techniques gleaned by the facilitator's 25 years' leadership experience. The ability to create and maintain a "motivating environment" is crucial to success as a leader. Join us as the facilitator shares her lessons learned in a creative and insightful training workshop, providing professional skills for your toolbox and insights from designing and implementing telework training programs for FEMA, U.S. Treasury and other agencies.

Date: Aug. 27

Time: 8:30 a.m. – 4 p.m.

Class: Courageous Conversations

Description: This course will show participants how to make the most challenging of conversations easier, whether they're with a boss, colleague or employee. It will outline typical conversational patterns, how we get stuck in them and how to have more conversational and physical ease in a difficult moment. The outcome will be an easier and more strategic blueprint of how to manage these conversations.

Date: Aug. 28

Time: 9 a.m. – 1 p.m.

Both classes are held at the National Transportation Safety Board Training Center located at 45065 Riverside Parkway, Ashburn, VA 20147. Dress is business casual.

Directions: From Rt. 28 North, take exit for Route 7 West. Continue on Route 7 West and exit at Route 607 North (Loudoun County Parkway). Stay in the right lane. At the stop sign, turn right onto George Washington Blvd. Drive approximately 0.7 miles to Riverside Parkway and turn left.

If you have any questions about the classes or how to fill out a training request, please contact Cassandra Matos at x44339 or by [email](#).

Travel Documents for FY 2014 Due This Friday, Aug. 22

Use the following guidelines to meet fiscal year-end reporting deadlines for FY 2014 and FY 2015 travel documents.

FY 2014 Travel Documents

- All authorizations for travel that will take place before or on Sept. 30 should be approved in Concur Government Edition (CGE) by Aug. 22.
- Authorizations for unplanned travel occurring during the month of September must be approved in CGE prior to Sept. 30.
- Although OMS would appreciate the submission of travel vouchers for FY 2014 travel by Sept. 30, vouchers may be submitted at a later date, but no later than Nov. 1.

If you canceled any travel plans after the travel authorizations were approved, you should also cancel the travel in CGE. If you need assistance, please call the ARC Travel help desk.

Split Travel Documents

Following are guidelines for travel that begins in FY 2014 and continues into FY 2015:

- When a ticket is purchased for travel that crosses both fiscal years, the entire

- ticket is charged to the initial year (FY 2014).
- Per diem is charged to the fiscal year in which the travel takes place.
- Other travel costs, including costs incidental to travel, are charged to the fiscal year in which they occur.

Since reservations are booked online, the split travel authorization will be initially prepared as one document in CGE. When the approved authorization is submitted for processing, ARC Travel Services will create an amendment to include expenses for the September portion of the trip and a separate authorization for the October portion. ARC Travel Services will contact the traveler or document preparer if further information is needed. Both of these documents will need to be rerouted for approval.

Please keep in mind that you will need to create two vouchers for split travel, one from the September authorization and one from the October authorization.

FY 2015 Travel Documents

Authorizations for travel occurring on or after Oct. 1, 2014, will use FY 2015 funding. For other FY 2014 year-end closing instructions, see the [July 25 FCA Today article](#).

Total Body Conditioning Fitness Class Changes Location

The Total Body Conditioning fitness class with Alfred on Wednesdays at noon will be held in the Fitness Center. The other fitness classes will continue to be held in Suite 1500.



About FCA Today

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"Though we travel the world over to find the beautiful, we must carry it with us or we find it not."

—Ralph Waldo Emerson

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, August 21, 2014
Date: Thursday, August 21, 2014 6:07:12 PM
Attachments: [image002.png](#)



Publication Date: August 21, 2014

Today's Headlines

- OE Releases New Exam Manual
- CRS User's Guide Moves to SharePoint

These articles are published on the [FCA Today SharePoint page](#).

OE Releases New Exam Manual

The Office of Examination today, Aug. 21, released the new, revised [FCA Examination Manual](#). Access to the old Examination Manual in Lotus Notes will be turned off.

For the past couple of years, OE staff has been working hard to update, revise, and improve the Examination Manual. According to Dave Woltman (OE-Bloomington), who led the project, there are a couple of important differences between the old and new manuals.

The new manual features two separate versions—an [internal version](#) (located in SharePoint) and an [external version](#) (located on FCA's website). The internal version allows examiners to access information that is not available in the public version. A link to the Internal Exam Manual is available from the left navigation pane on the Exam Manual's SharePoint site, which is located under the Reading Room tab on FCA's SharePoint homepage.

In addition, the topic sections in the new version align with the EDGe applications and the qualitative component ratings of the Financial Institution Rating System or FIRS. Restructuring the manual in this way should make it easier for examiners to quickly find and use the information they need.

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions about accessing the Exam Manual. For questions on the structure or content of the new manual, please contact [Dave Woltman](#) at x10425 or [Dan Fennewald](#) at x10432 in the OE Examination Policy Division.

CRS User's Guide Moves to SharePoint

The CRS User's Guide moved today, Aug. 21, from Lotus Notes to the [CRS](#) SharePoint site. The content is in four libraries and lists:

- [CRS Reports](#)
- [CRS Variables](#)
- [CRS Views & Tables](#)

- [UCR Instructions](#)

Please contact the OMS Helpline at X44333 or helpline@fca.gov if you have any questions.



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"Motivation is what gets you started. Habit is what keeps you going."

—Jim Rohn

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, August 25, 2014
Date: Monday, August 25, 2014 5:05:16 PM
Attachments: [image002.png](#)



Publication Date: August 25, 2014

Today's Headlines

- FCA Mail Clerk Patty Telford Retires
- OMS Updates PPM on Anti-harassment Policy and Complaint Process
- Ethics in Action: ALS Ice Bucket Challenge
- Cafeteria Menu Available for Week of Aug. 25

These articles are published on the [FCA Today SharePoint page](#).

FCA Mail Clerk Patty Telford Retires

The Farm Credit Administration's mail clerk, Patty Telford, will retire Aug. 31 after more than 20 years of federal service. Please come by and sign her retirement board located next to Veronica McCain's office, room 3306, by Thursday, Aug. 28.

OMS Updates PPM on Anti-harassment Policy and Complaint Process

OMS has made technical changes to its [Policies and Procedures Manual \(PPM\) 849](#) on the anti-harassment policy and complaint process to incorporate the Genetic Information Nondiscrimination Act of 2008.

Ethics in Action: ALS Ice Bucket Challenge

By Wendy R. Laguarda, OGC

~ Ethics: Elevate Yourself to a Higher Standard ~

If you have been on any social media in the last few weeks, watched the evening news or clicked on a video link from a friend in your email, you may have seen people dumping buckets of ice water over their heads. This activity now sweeping the globe is called the "ALS Ice Bucket Challenge." This charitable movement is intended to promote awareness of and raise funds for researching a cure for amyotrophic lateral sclerosis (ALS), commonly known as Lou Gehrig's Disease, a disease that causes degeneration of the nerves in the brain and spinal cord.

The Ethics Staff reminds you that the Standards of Ethical Conduct prohibit us from using our official positions to suggest that FCA, FCSIC or any part of the executive branch endorses an organization (including a nonprofit organization), product, service or person. Therefore, if you want to take part in the ALS Ice Bucket Challenge, you may do so in your personal capacity only.

Cafeteria Menu Available for Week of Aug. 25

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"Integrity is doing the right thing, even when no one is watching."

—C.S. Lewis

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, August 26, 2014
Date: Tuesday, August 26, 2014 5:03:24 PM
Attachments: [image002.png](#)



Publication Date: August 26, 2014

Today's Headlines

- Peer-to-Peer Awards and Relocation Service Requests Due This Friday, Aug. 29
- Reminder: Life Cycle Open Season Ends Aug. 31
- Retirement Readiness Now Tip: Make Informed Decisions About Your Thrift Savings Plan

These articles are published on the [FCA Today SharePoint page](#).

Peer-to-Peer Awards and Relocation Service Requests Due This Friday, Aug. 29

This Friday, Aug. 29, is the deadline for both Peer-to-Peer awards and Relocation Service Requests using FY 2014 funds.

Peer-to-Peer awards should be entered and approved in the FCA Awards database no later than this Friday, Aug. 29. This will allow ample time to process the awards through the payroll system before the year-end. Awards approved in the FCA Awards database after the Aug. 29 deadline will be paid with FY 2015 funds.

New requests for relocation services must be initiated by Aug. 29. Most relocation costs are charged to the fiscal year in which the relocation travel order is issued even though events may occur in the subsequent year.

For other FY 2014 year-end closing instructions, see the [July 25 FCA Today article](#).

Reminder: Life Cycle Open Season Ends Aug. 31

FCA's Life Cycle Account provides employees with up to \$400 for goods or services to help them balance work and life issues. The account can reimburse you for many types of expenses, including adoption, child care, elder care, fitness and recreation, and insurance premiums.

The deadline to submit those claims is fast approaching. See the [Aug. 1 FCA Today article](#) for more information about how to submit your claim. For questions, please contact [AskHR](#).

Retirement Readiness Now Tip: Make Informed Decisions About Your Thrift Savings Plan

By Brenda Acker-Ubah (OMS, Work/Life Staff)

Before making decisions about retirement and your Thrift Savings Plan (TSP) account, please make sure that you have all the information you need to make the best decisions.

Read the recent [Washington Post article](#) about TSPs and IRA rollovers.



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"Aerodynamically the bumblebee shouldn't be able to fly, but the bumblebee doesn't know that so it goes on flying anyway."

—Mary Kay Ash

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, August 27, 2014
Date: Wednesday, August 27, 2014 4:06:59 PM
Attachments: [image002.png](#)



Publication Date: August 27, 2014

Today's Headlines

- Concur Government Edition Adds New Features

These articles are published on the [FCA Today SharePoint page](#).

Concur Government Edition Adds New Features

Concur Government Edition has installed enhancements to the Concur Travel System that affect federal travelers. New Concur features include the following:

- FY 2015 City Pair fares are now available.
 - System generated emails include itinerary and trip information for better identification.
 - The Line of Accounting automatically populates the default fields.
 - Receipts can now be deleted and re-added.
 - Routing officials may search under the "Approval" tab for documents that they have previously examined or approved. Searching can be by Travel Authorization Number (TANUM), Document Name, Traveler Name or date range. See [procedure](#).
 - Routing officials are required to preview the document before they can sign and approve the document.
 - Approvers and reviewers can delegate their authority without the need of a signature pin. See [instructions](#).
-



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"Imagination is more important than knowledge."

—*Albert Einstein*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, August 28, 2014
Date: Thursday, August 28, 2014 5:09:12 PM
Attachments: [image002.png](#)



Publication Date: August 28, 2014

Today's Headlines

- Wondras Welcome Third Son

These articles are published on the [FCA Today SharePoint page](#).

Wondras Welcome Third Son

Congratulations to senior FCA examiner Craig Wondra (OE-Bloomington) and his wife, Lori, on the birth of their son, Miles Howard Wondra, on Aug. 26. He was born at 7:51 p.m. at Fairview Ridges Hospital in Burnsville, Minnesota. Miles weighed 6 pounds, 9 ounces, and measured 19 inches long. Although exhausted, Craig reports that everyone is doing well. "Big brothers Mason and Graham are super excited," says Craig.



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"I think, at a child's birth, if a mother could ask a fairy godmother to endow it with the most useful gift, that gift should be curiosity."

—Eleanor Roosevelt

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, September 2, 2014
Date: Tuesday, September 02, 2014 5:08:31 PM
Attachments: [image002.png](#)



Publication Date: September 2, 2014

Today's Headlines

- U.S. Census Bureau Publishes Labor Day and Back-to-School Statistics
- Cafeteria Menu Available for Week of Sept. 1

These articles are published on the [FCA Today SharePoint page](#).

U.S. Census Bureau Publishes Labor Day and Back-to-School Statistics

Yesterday's national Labor Day holiday celebrates the achievements of the more than 155 million people aged 16 and over in the nation's workforce. The holiday also marks the end of summer vacation and beginning of the school year for 78 million American students enrolled in preschool through college.

The U.S. Census Bureau's Facts for Features series celebrates these events with two fact sheets, which include statistics such as the following:

- The largest occupations in May 2013 compared with 1910—retail salespeople top the list in 2013 with more than 4 million employees versus farmers in 1910 with more than 6 million employees.
- The 2012 real median earnings for full-time, year-round workers in 2012—\$49,398 for males and \$37,791 for females.
- The personal care aide occupation ranks as the fastest growing job, projected to grow 49 percent from 2012 to 2022, with the registered nurse occupation expected to add more positions than any other in this period (526,800).
- Twelve million school-aged children (5 to 17) spoke a language other than English at home in 2012; 8.6 million of these children spoke Spanish at home.
- 12.5 million people aged 25 and over held bachelor's degrees in business in 2012—the most popular major in the United States.
- Average earnings of full-time, year-round workers 18 and older with an advanced degree (bachelor's degree or higher) was \$82,720 in 2012 compared with \$41,248 for workers with a high school diploma.

Learn more about American workers in the [Labor Day 2014: Sept. 1](#) fact sheet, and our nation's teachers and students in [Back to School: 2014–2015](#) fact sheet.

Cafeteria Menu Available for Week of Sept. 1

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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*"...September days are here,
With summer's best of weather,
And autumn's best of cheer."*

—Helen Hunt Jackson

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, September 3, 2014
Date: Wednesday, September 03, 2014 4:15:26 PM
Attachments: [image002.png](#)



Publication Date: September 3, 2014

Today's Headlines

- Ethics in Action: Gift Rules and Use of Gift Cards
- On the Spot and Special Act Awards Due This Friday, Sept. 5
- Last Call for 2014 Property Certifications; Complete by Sept. 9

These articles are published on the [FCA Today SharePoint page](#).

Ethics in Action: Gift Rules and Use of Gift Cards

By the Ethics Staff

~ Ethics: Elevate Yourself to a Higher Standard ~

We have recently received several questions on the application of the gift rules to gift cards. As you know, the general rule is that you cannot accept anything of value from a prohibited source or given because of your official position. The general rule on gifts between employees is that you may not give anything of value to your official supervisor or accept anything of value from another employee receiving less pay than yourself. There are many exclusions and exceptions to these general rules; however, none of the exclusions or exceptions applies to the giving or accepting of cash, which is never allowed under any circumstances.

Is a gift card considered cash? Yes, if it is a generic gift card, such as a prepaid Visa/Mastercard that can be spent anywhere and that is, for all intents and purposes, the equivalent of cash. Therefore, generic gift cards cannot be given to employees. A gift card for a specific store, however, such as a Starbucks gift card, is not considered cash. In this instance, the gift card is simply a proxy for the gift of a Starbucks coffee. For questions about the use of gift cards or the application of the gift rules or any other ethics rules, please contact the ethics staff.

On the Spot and Special Act Awards Due This Friday, Sept. 5

This Friday, Sept. 5, is the deadline for entering both On the Spot and Special Act awards in the FCA Awards database. This will allow ample time to process the awards through the payroll system before the year-end. Awards approved in the FCA Awards database after the Sept. 5 deadline will be paid with FY 2015 funds.

For other FY 2014 year-end closing instructions, see the [July 25 FCA Today article](#).

Last Call for 2014 Property Certifications; Complete by Sept. 9

By Damien Hill (Property Management Officer, OMS)

Thanks to all who have completed the property certification process. Thanks also to those who are in the process of completing 2014 property certifications.

Please complete your property certification by Sept. 9 if you have yet to do so. It's important that we have 100 percent employee participation in this process.

Please follow the instructions in the [Property Certification Help](#) document on the Property SharePoint site for instructions on how to view your property assignments and complete your certification. You may print out the help document for guidance.

If you notice any discrepancies with property assignments, please contact your property custodian or me, Damien Hill, Property Management Officer, at 703-883-4292.

Note: In the first step of the help document, you must hover over the Property Certification document library link, press the Ctrl key, and click the link to access the form. Also, the process is not complete until you've signed your certification with "CoSign."



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"Appreciation is a wonderful thing: It makes what is excellent in others belong to us as well."
—Voltaire

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, September 4, 2014
Date: Thursday, September 04, 2014 5:20:28 PM
Attachments: [image002.png](#)



Publication Date: September 4, 2014

Today's Headlines

- Four FCA Examiners Complete Graduate Programs
- FCA Issues Interagency News Release on Swap Margin Requirements and Info Memo on Investment Requests

These articles are published on the [FCA Today SharePoint page](#).

Four FCA Examiners Complete Graduate Programs

By Barbara Martinez, Denver field office

Editorial Note: To view photographs of the employees mentioned below, read the [article](#) on the FCA Today SharePoint page.

The Association Examination Division is proud to announce the graduation of FCA examiners Deleana Quan (OE-Sacramento), Brianna Tomlinson (OE-Denver) and Elu Thomas (OE-Denver) from the Pacific Coast Banking School. Pacific Coast Banking School, in partnership with the University of Washington Graduate School of Business, offers a premier three-year, graduate-level educational program focused on the financial services industry, including three two-week resident sessions and two years of written extension assignments.

The Pacific Coast Banking School, in partnership with the Graduate School of Business at the University of Washington, offers a unique combination of world-class faculty, cutting-edge curriculum, and highly qualified participants that defines it as the premier national graduate school of banking.

In addition, FCA examiner Gina Chmielewski (OE-Sacramento) has recently met the requirements to receive her Master of Science in management with a finance specialty from Colorado State University-Global Campus this September.

Colorado State University-Global was the first independent, fully accredited, 100 percent online university in the country. It is also part of the renowned Colorado State University system, which includes the flagship Colorado State University in Fort Collins and the Colorado State University-Pueblo campuses.

We are so excited to share these great accomplishments of our examiners and look forward to the contributions they can provide to FCA with their continued education.

FCA Issues Interagency News Release on Swap Margin Requirements and Info Memo on Investment Requests

Yesterday, Sept. 3, FCA issued a [news release](#) with four other federal agencies, requesting

comments on a [proposed rule](#) on swap margin requirements.

Today, FCA issued an [Informational Memorandum](#) that provides guidance for investment requests by Farm Credit System institutions.



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"There are three ingredients in the good life: learning, earning and yearning."
—Christopher Morley

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, September 8, 2014
Date: Monday, September 08, 2014 4:00:32 PM
Attachments: [image002.png](#)



Publication Date: September 8, 2014

Today's Headlines

- Farm Bureau Representative to Discuss Immigration Reform at Brown Bag Lunch Sept. 10
- Specify Room Setup When Reserving McLean Meeting Rooms
- Ethics in Action: Former CEO of Countrywide Financial Corp. Has No Remorse
- Alternative Dispute Resolution: What Exactly Does a Mediator Do in a Mediation?
- Bloomington Field Office Spends an Evening at the Lanes
- Cafeteria Menu Available for Week of Sept. 8

These articles are published on the [FCA Today SharePoint page](#).

Farm Bureau Representative to Discuss Immigration Reform at Brown Bag Lunch Sept. 10

FCA's Hispanic Emphasis Program invites you to attend the Brown Bag Lunch on Wednesday, Sept. 10, at noon EDT. The speaker, Kristi Boswell, Director of Congressional Relations for the American Farm Bureau Federation, will discuss agriculture's need for immigration reform, the potential impact on the farm economy of reform, and the politics of the issue.

FCA is holding this voluntary attendance program in commemoration of Hispanic Heritage Month, which runs from Sept. 15 through Oct. 15.

The presentation will be held in the Marsha Martin Training Room (1101 and 1102). It will be videoconferenced to the field offices.

Specify Room Setup When Reserving McLean Meeting Rooms

To view a screenshot for the instructions below, read the [article](#) on the FCA Today SharePoint page.

When reserving McLean Room 1141 and the Marsha Martin Training Room (1101/1102) in Outlook, please make sure you specify the type of room setup required, including special seating arrangements (U-shape, theater, number of attendees, tables, etc.).

To simplify the process, rather than emailing Betty Bradley, you can insert the room setup information in the space provided in the meeting/room reservation request. If a room setup is not specified, the FCS Building Association will not prepare the room, and it will be in the format of the previous meeting.

If you have further questions, please contact the OMS Helpline at x44333.

Ethics in Action: Former CEO of Countrywide Financial Corp. Has No Remorse

By Wendy R. Laguarda, OGC

Ethics: Elevate Yourself to a Higher Standard ~

If you viewed the ethics training video of Justin Paperny, whose professed remorse seemed questionable, you may find former Countrywide Financial Corporation CEO Angelo Mozilo's blatant lack of remorse refreshing. The four minute [video](#) is worth viewing for yet another distressing insight into the world of high finance.

Alternative Dispute Resolution: What Exactly Does a Mediator Do in a Mediation?

By Wendy R. Laguarda, FCA's Dispute Resolution Specialist

Read this brief [fact sheet](#) by expert mediator James Melamed, in which he explains the role of a mediator. Mr. Melamed is CEO of Mediate.com.

Bloomington Field Office Spends an Evening at the Lanes

By Tony Haas, Bloomington field office

Editorial Note: To view photographs of this event, read the [article](#) on the FCA Today SharePoint page.

The Bloomington field office concluded its Summer Picnic Event Series with an evening at Sky Deck Lanes in the Mall of America. While some examiners hadn't laced up the glow-in-the-dark cosmic bowling shoes for over a decade, everyone had fun engaging in a little intra-office competition.

The pace picked up among the five teams of bowlers, with a few "turkeys" occurring. But in the end, Dave Woltman led the charge for Team 2, taking home the coveted FCA Bowling Championship Trophy Plaque.

Cafeteria Menu Available for Week of Sept. 8

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



About FCA Today

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"I have become my own version of an optimist. If I can't make it through one door, I'll go through another door—or I'll make a door. Something terrific will come no matter how dark the present."

—Joan Rivers

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, September 9, 2014
Date: Tuesday, September 09, 2014 5:18:57 PM
Attachments: [image002.png](#)



Publication Date: September 9, 2014

Today's Headlines

- Reminder: Brown Bag on Immigration Reform Is Tomorrow, Sept. 10
- OE Issues Info Memo on National Oversight Plan for Fiscal Year 2015
- Denver Field Office Enjoys End of Summer

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Brown Bag on Immigration Reform Is Tomorrow, Sept. 10

To commemorate Hispanic Heritage Month, FCA's Hispanic Emphasis Program is hosting a Brown Bag Lunch tomorrow, Sept. 10, at noon EDT on immigration reform. This voluntary attendance program will take place in the Marsha Martin Training Room (1101 and 1102), with videoconferencing to field offices. The Brown Bag will feature the American Farm Bureau Federation's Director of Congressional Relations, Kristi Boswell.

For more information, see the [Sept. 8 FCA Today article](#).

OE Issues Info Memo on National Oversight Plan for Fiscal Year 2015

The Office of Examination issued an Informational Memorandum today, Sept. 9, on the National Oversight Plan for Fiscal Year 2015. The memo lists the following four National Oversight Plan risk topics as priorities for the upcoming year:

- Portfolio management in volatile times.
- Allowance for loan loss in volatile times.
- Large, complex and shared assets.
- Board governance and nominating committees.

For more information, see the [Informational Memorandum](#) on the FCA website.

Denver Field Office Enjoys End of Summer

By Barbara Martinez, Denver field office

Editorial Note: To view photographs of this event, read the [article](#) on the FCA Today SharePoint page.

On Thursday, Sept. 4, the Denver field office celebrated the end of summer with a potluck picnic at Silo Park in Greenwood Village, Colorado. Family and friends joined us as we closed out another beautiful Colorado summer with volleyball, corn hole, and (of course) food.



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*"We know that in September, we will wander through the warm winds of summer's wreckage.
We will welcome summer's ghost."*

—Henry Rollins

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, September 10, 2014
Date: Wednesday, September 10, 2014 5:31:34 PM
Attachments: [image002.png](#)



Publication Date: September 10, 2014

Today's Headlines

- Training Authorizations, Personal Property Loss Claims and Purchases Due This Friday, Sept. 12

These articles are published on the [FCA Today SharePoint page](#).

Training Authorizations, Personal Property Loss Claims and Purchases Due This Friday, Sept. 12

This Friday, Sept. 12, is the deadline for training authorizations not paid by credit card, personal property loss claims, and GSA purchases or other blanket-purchase agreements. They must be submitted to the Office of Management Services by Friday to ensure that FY 2014 obligations can be processed on time.

For more information and for other FY 2014 year-end closing instructions, see the [July 25 FCA Today article](#).



About FCA Today

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"If I were given the opportunity to present a gift to the next generation, it would be the ability for each individual to learn to laugh at himself."

—Charles M. Schulz

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, September 11, 2014
Date: Thursday, September 11, 2014 4:29:31 PM
Attachments: [image002.png](#)



Publication Date: September 11, 2014

Today's Headlines

- Reflections by Board Chair Jill Long Thompson on Thirteenth Anniversary of September 11 Attacks
- SQL Server Maintenance Scheduled for Saturday, Sept. 13
- Retirement Readiness Now Tip: Get Shingles Vaccine

These articles are published on the [FCA Today SharePoint page](#).

Reflections by Board Chair Jill Long Thompson on Thirteenth Anniversary of September 11 Attacks

Editorial Note: The Board Chair delivered the following statement at the FCA Board meeting today.

Thirteen years ago today our nation changed forever. The attacks on September 11 took 2,977 lives.

While these brutal attacks appalled and frightened, they also strengthened our resolve to stand up to those who threaten us. And they strengthened our appreciation for the kind of country we live in and the democratic and capitalist ideals upon which our nation is built.

We at the Farm Credit Administration have the privilege of regulating a government-sponsored enterprise that reflects these ideals and adds value to our capitalist economy. As cooperatives, the banks and lending associations of the Farm Credit System are democratic organizations, owned and controlled by their borrowers. Just as our democratic nation champions the ideal of equal opportunity for all, the System's banks and associations are open to all who are creditworthy and meet the eligibility requirements to borrow from the System.

As we go forward in time, further and further from that tragic day, I hope we will never forget the lives lost and the lessons learned. I hope we will never lose our appreciation for the great fortune we enjoy as Americans. And I hope that we, as citizens of this great democracy, will never cease to work toward the ideals for which our country stands.

SQL Server Maintenance Scheduled for Saturday, Sept. 13

The Office of Management Services will perform SQL server maintenance on Saturday, Sept. 13, between 7 and 9 a.m. EDT. All internal applications that use SQL data, such as TRS and the FCS Directory, will be intermittently unavailable during this period. FCA's external website will not be affected.

Please call the Client Services Helpline at 703-883-4333 or 877-322-4503 if you have questions.

Retirement Readiness Now Tip: Get Shingles Vaccine

By Brenda Acker-Ubah (OMS, Work/Life Staff)

Almost one-third of all Americans will develop shingles during their lifetime. Your risk of shingles increases as you get older. People 60 years of age or older should get vaccinated against this painful disease.

Get more information on shingles (herpes zoster) by going to the [CDC website](#).



About FCA Today

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"If we learn nothing else from this tragedy, we learn that life is short and there is no time for hate."

—Sandy Dahl, wife of Flight 93 pilot Jason Dahl

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, September 12, 2014
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Publication Date: September 12, 2014

Today's Headlines

- FCA Issues News Release on Approval of Fall 2014 Unified Agenda, Regulatory Projects Plan
- PBS Series on FCA Creator President Franklin D. Roosevelt and other Family Members Begins Sunday, Sept. 14

These articles are published on the [FCA Today SharePoint page](#).

FCA Issues News Release on Approval of Fall 2014 Unified Agenda, Regulatory Projects Plan

FCA issued a news release yesterday, Sept. 11, reporting on the FCA Board's approval of the fall 2014 submission for the Unified Agenda of Federal Regulatory and Deregulatory Actions. It also approved the Regulatory Projects Plan for fall 2014.

For more information, see the [Sept. 11 news release](#).

PBS Series on FCA Creator President Franklin D. Roosevelt and other Family Members Begins Sunday, Sept. 14

Learn about the history of three prominent members of the Roosevelt family—Theodore, Franklin and Eleanor—in a seven-part, 14-hour film series produced by filmmaker Ken Burns, which begins this Sunday, Sept. 14, on the Public Broadcasting Service (PBS). Episode 5 covers the time period from 1933 to 1939 when President Franklin D. Roosevelt created the Farm Credit Administration.

According to PBS, "The series encompasses the history the Roosevelts helped to shape: the creation of National Parks, the digging of the Panama Canal, the passage of innovative New Deal programs, the defeat of Hitler, and the postwar struggles for civil rights at home and human rights abroad. It is also an intimate human story about love, betrayal, family loyalty, personal courage and the conquest of fear."

For more information about the documentary, including local air times and dates, see the [PBS website](#).

Read more about President Franklin D. Roosevelt and the creation of FCA by the Executive Order he signed on March 27, 1933, in the [March 5, 2013, FCA Today article](#).



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"Prosperous farmers mean more employment, more prosperity for the workers and the business men of every industrial area in the whole country."
—Franklin D. Roosevelt

From: [newsletter](#)
To: [newsletter](#)
Subject: RE: FCA Today - Monday, September 15, 2014
Date: Monday, September 15, 2014 5:01:12 PM
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Publication Date: September 15, 2014

Today's Headlines

- Wedding Bells Ring for FCA Examiner Kelli Jo Woodson
- Sign Up for September Trainings to Improve Work Skills
- U.S. Census Bureau Facts for Features Highlights Hispanic Heritage Month 2014
- Cafeteria Menu Available for Week of Sept. 15

These articles are published on the [FCA Today SharePoint page](#).

Wedding Bells Ring for FCA Examiner Kelli Jo Woodson

Editorial Note: To view photographs of Kelli Jo's wedding, read the [article](#) on the FCA Today SharePoint page.

On the morning of Aug. 9, Kelli Jo Woodson (OE-McLean) married Kyle Buettner from Manassas Park, Virginia, on her fifth-generation family farm in Fulton, Missouri. The couple exchanged vows in front of 300 of their closest family and friends in Lone Oak Chapel, the farm's serene outdoor sanctuary. Highlights included a parade of ring bearers, including the couple's nephews and their dog, Radar, as well as several flower girls, including all four of the couple's grandmothers.

Following the ceremony, the couple celebrated their nuptials with a brunch reception at the Old Farmhouse, where guests enjoyed made-to-order omelets, prime rib and a wide array of desserts. The party extended well into the afternoon, as guests relaxed under the tent, played yard games, danced to music provided by a DJ, and watched Kelli Jo sink Kyle in a dunk tank.

The couple ended the festivities with an after party at the Post Office Bar and Grill, Fulton's most beloved dive bar, followed by a bonfire near the family's lake. Kyle and Kelli Jo spent a week visiting several prominent cities along Interstate 64 prior to returning home to South Riding, Virginia.

Sign Up for September Trainings to Improve Work Skills

The Pretrial Services Agency for the District of Columbia is offering training opportunities to help you increase work productivity, manage stress, build leadership skills, reduce conflict and improve grammar. See the table below for class descriptions and schedules.

Please fill out a training request form in the Training and Evals Database and email [Cassandra Matos](#) with the class you would like to attend so she can send in your name as soon as possible.

Classes will be held at the following location:

The Pretrial Services Agency for the District of Columbia
 1025 F Street, NW
 7th Floor
 Washington, DC 20004
 Phone: 202-442-1020

Class	Date	Time	Registration Deadline
Achieving Maximum Productivity Employees are increasingly asked to do more with less. Without appropriate skills, many workers become overwhelmed and experience job burnout. This program provides the tools needed not just to catch up, but to stay on top of your workload. We'll teach you how to plan, prioritize and balance multiple projects and responsibilities. You'll be amazed at how much you can and will accomplish.	Sept. 16	9 a.m. – 4 p.m.	Close of business Sept. 15
Leadership Skills for Nonsupervisors This course builds skills in self-awareness and critical thinking that enable the participants to integrate a leadership mindset into everyday activities and to approach situations in a collaborative and self-directed manner. This highly interactive and exercise-driven course focuses on leadership at a personal level. Participants explore essential leadership behaviors and skills, and assess their own capacity for leadership, enabling them to take advantage of leadership moments—those moments when an individual chooses to think and to act like a leader regardless of formal title, position or delegated authority.	Sept. 16	9 a.m. – 4 p.m.	Close of business Sept. 15
Coaching for Success Regardless of the type of business you are in, it's critical that you work effectively with others, can get what you need from them and help them do the best job possible. Coaching skills can help you make that happen. Imagine if people inside your organization were adept at coaching, listening, questioning, providing feedback, building confidence, action planning and debriefing when working with one another. The Coaching for Success workshop helps you sharpen those critical skills—and it does so in just one day!	Sept. 17	9 a.m. – 4 p.m.	Close of business Sept. 16
Stress Management Most employees are coping with many demands from home, work and community activities. We live in a			

<p>fast-paced society that does not typically allow for enough down time to rejuvenate and de-stress. This interactive half-day workshop helps employees understand the signs of stress and teaches some simple techniques for coping with the daily stresses we all encounter.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Clearly identify the mental and physical signs of stress. • Identify common stressors. • Recognize the signs of burnout and identify the proper techniques to overcome it. • Apply effective relaxation techniques. • Employ strategies for eliminating stress. 	Sept. 18	9 a.m. – noon or 1 – 4 p.m.	Close of business Sept. 17
<p>Managing Your Emotions and Pressure in the Workplace Emotional intelligence (EQ) can be defined as “the capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions well in ourselves and in our relationships.” Research suggests that EQ is twice as important as IQ and technical skills in predicting success on the job.</p>	Sept. 23	9 a.m. – 4 p.m.	Close of business Sept. 22
<p>Conquering the Grammar Game This fun, fast-paced program will help you master simple, easy-to-remember grammar guidelines. You'll learn the basics of standard workplace English, including word usage, sentence structure and modern-day business grammar. If you're looking for a course that will teach you how to communicate effectively and accurately, you've come to the right place.</p>	Sept. 25	9 a.m. – 4 p.m.	Close of business Sept. 22
<p>Win-Win Solutions for Daily Conflict This highly energetic program teaches you the power of compromise, the art of communication and the strength of synergy. You'll learn how to handle anger and confrontation, strengthen relationships and effectively negotiate small disputes as well as highly charged arguments.</p>	Sept. 30	9 a.m. – 4 p.m.	Close of business Sept. 25

U.S. Census Bureau Facts for Features Highlights Hispanic Heritage Month 2014

Read the U.S. Census Bureau's Facts for Features series titled, [Hispanic Heritage Month 2014: Sept. 15–Oct. 15](#), to find out about the Hispanic population of the United States—our

nation's largest ethnic or racial minority, which comprises 54 million people, representing 17 percent of our total population.

Sept. 15 is the starting point for the celebration because it is the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on Sept. 16 and Sept. 18, respectively.

The observance dates back to September 1968 when Congress authorized President Lyndon B. Johnson to proclaim National Hispanic Heritage Week. It was expanded to Hispanic Heritage Month in 1989.

Cafeteria Menu Available for Week of Sept. 15

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"The heart's memory eliminates the bad and magnifies the good; and thanks to this artifice we manage to endure the burdens of the past."

—Gabriel García Márquez

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, September 16, 2014
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Publication Date: September 16, 2014

Today's Headlines

- Save the Date: CFCNCA 2014 Kickoff Scheduled for Wednesday, Oct. 8

These articles are published on the [FCA Today SharePoint page](#).

Save the Date: CFCNCA 2014 Kickoff Scheduled for Wednesday, Oct. 8

You are cordially invited to the FCA/FCSIC kickoff for the 2014 [Combined Federal Campaign of the National Capital Area](#) (CFCNCA). The event is set for Wednesday, Oct. 8, at 2:30 p.m. in the atrium of the Farm Credit Building.

The CFCNCA leadership committee and keyworkers are working hard to put together a fun program this year. After a warm welcome from campaign manager Ira Marshall (OE-McLean), the event will feature remarks by Board Chair Jill Long Thompson and a brief but lively performance by FCA actors. Afterwards, employees may browse the charity exhibits while enjoying some light refreshments.

Come join your colleagues on Oct. 8 for this fun and informative annual event. Find out how you can support the causes that mean the most to you.

For more information about the campaign, see the [FCA/FCSIC CFCNCA SharePoint page](#).



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"When will our consciences grow so tender that we will act to prevent human misery rather than avenge it?"

—Eleanor Roosevelt

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To: [newsletter](#)
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Publication Date: September 17, 2014

Today's Headlines

- Official Business Reimbursement Claims for FY 2014 Due Sept. 26
- OCPA Invites Submissions for FCA Plain Writing Award
- Sept. 17 Is Constitution and Citizenship Day

These articles are published on the [FCA Today SharePoint page](#).

Official Business Reimbursement Claims for FY 2014 Due Sept. 26

Remember to submit your claims for reimbursement of expenditures made on official business (local voucher) before the fiscal year ends. Please make sure all claims are completed and approved in Concur Government Edition no later than next Friday, Sept. 26.

For more information, see the [July 25 FCA Today article](#).

OCPA Invites Submissions for FCA Plain Writing Award

OCPA would like to invite you to submit documents for consideration for the 2014 FCA Plain Writing Award Program. You may begin submitting documents right away. The deadline for submissions is Oct. 31. Please send them to [Emily Yaghmour](#).

Last year we were pleased to receive about a dozen submissions, and we had two winners — Ryan Hellen of OE and Lynn Lotocki of OMS. (See the [Dec. 11 FCA Today article](#).)

For details about the program, see the Q & A's below. If you have any questions, please call Emily at x44066.

For more information about plain writing, see [FCA's Plain Writing SharePoint site](#).

FCA Plain Writing Award Program for 2014

How long should submissions be?

Between 3 and 5 pages. The submission may be an entire document or a portion of a document.

What types of documents may be submitted?

Any document produced for the agency may be submitted, such as reports of examination, Informational Memoranda, Bookletters, and excerpts from regulations.

Who judges the submissions?

A panel of reviewers from across the Agency will review the submissions and select a winning document.

How are documents judged?

Reviewers will receive a Plain Writing Scorecard to help them evaluate each submission. The scorecard asks them to consider the elements listed on the [Document Checklist for Plain Language](#).

In addition, the review panel will evaluate each document using the online tool StyleWriter 4 and will compare the StyleWriter scores for all submissions. Although not the sole determining factor, the StyleWriter scores will help reviewers evaluate the submissions for clarity. (For more information about StyleWriter, see the [Aug. 1, 2013, FCA Today article](#).)

What is the deadline for submissions?

Friday, Oct. 31.

To whom should I submit the documents?

Submit all documents to Emily Yaghmour at yaghmoure@fca.gov.

Why are we sponsoring this award program?

OCPA has created the FCA Plain Writing Award Program to help the agency comply with the Plain Writing Act of 2010 and related OMB requirements. The award recognizes examples of clear, effective writing and promotes plain writing.

Sept. 17 Is Constitution and Citizenship Day

Today, Sept. 17, is designated as Constitution Day and Citizenship Day to commemorate the signing of the U.S. Constitution in Philadelphia on Sept. 17, 1787. For more information, visit the [National Constitution Center website](#) and the [Library of Congress Law Library website](#).

The article below was originally published in "Executive Summary," the newsletter of the Federal Executive Institute Alumni Association, September 2014, Number 403. Reprinted with permission from the author.

Constitutional Crossroad

By Michael F. Belcher, Faculty, Federal Executive Institute

Periodically, executives ask me why FEI's Leadership for a Democratic Society program places such emphasis on the U.S. Constitution. They recognize that the Constitution is a foundational document for government service and highlights the country's core values. But even so, given the program's short duration and broad curriculum, they question why so much time and attention is given to the subject, to the point that "Thinking Constitutionally" is one of the program's three major themes.

My response is simple: "Because your time will come." I explain that whether their Federal Service career spans 4 or 40 years, they will eventually face a "constitutional crossroad." By that I mean a juncture where they are called on to make a decision that either validates or violates the U.S. Constitution. At the intersection where personal values and professional obligations cross, they will need to choose the course that is "constitutionally" correct. Often confronted with dubious looks, reflecting doubt on my intelligence and integrity, I rephrase my response: "Because you will face an 'Ollie North Moment.'" Aha!...

A decorated Marine Corps officer, Lieutenant Colonel Oliver "Ollie" North swore to "uphold and defend the Constitution of the United States." While serving as deputy director for political-military affairs in the National Security Council from 1981 to 1986, he broke that vow. During his assignment, North managed a number of sensitive missions, including leading the hunt for the terrorists responsible for the 1983 Beirut barracks bombing, and helping plan both the 1983 invasion of Grenada and the 1986 bombing of Libya. The constitutionality of his activities did not come into question until the Iran-Contra affair, when he devised a plan to divert profits from the illegal sale of weapons to Iran to Contra rebels fighting Nicaragua's Sandinista government.

Knowing the conflict was funded by the cocaine trade, Congress previously enacted legislation to halt the flow of money from the United States to Nicaragua. The Boland Amendment (to the 1982 House Appropriations Bill) prohibited the appropriation of U.S. funds by intelligence agencies for the support of the Contras. So, despite his patriotic intent to safeguard democracy at home and abroad, North's actions defied the U.S. Constitution (specifically the separation of powers between the executive and legislative branches), violated U.S. law, and broke trust with the American people. For his actions, North was dismissed by President Ronald Reagan.

Seemingly unaware and openly unrepentant, North defended his actions in July 1987 during testimony before a joint congressional committee. He stated that he believed in aiding the Contras, whom he perceived as patriots combating the Socialist regime. Arguing that the ends justified the means, he testified, "And I still, to this day, Counsel, don't see anything wrong with taking the Ayatollah's money and sending it to support the Nicaraguan freedom fighters." His secretary, Fawn Hall, went further in defending his actions, stating, "Sometimes you have to go above the written law." Or, as Senator John Kerry summarized the situation: "They were willing to literally put the Constitution at risk because they believed somehow that there was a higher order of things."

In 1988, North was indicted on 16 felony counts. On May 4, 1989, he was convicted of three: accepting an illegal gratuity, aiding and abetting in the obstruction of a congressional inquiry, and ordering the destruction of documents through his secretary. He was sentenced on July 5, 1989, to a three-year suspended prison term, two years' probation, \$150,000 in fines, and 1,200 hours of community service. In 1990, North's conviction was overturned after an appellate court found that the witnesses in his trial might have been influenced by his immunized congressional testimony.

Like Ollie North, I reached a "constitutional crossroad" as a military officer in October 2005. As the chief of operations for the U.S. Central Command Joint Intelligence and Operations Center, I monitored all military operations in the Arabian Peninsula, Central Asia, and Horn of Africa. Over the previous months, pirating of commercial vessels off the coast of East Africa had increased significantly. Although considered a "cost of doing business" by the shipping industry, these acts were seen by the U.S. Combatant Commander (who was concurrently managing conflicts in Iraq and Afghanistan) as acts of international terrorism. Annoyed by the distraction and angered by the affront to U.S. regional security efforts, he wanted the piracy to stop—and stop immediately!

This was the situation on Oct. 18 as I sat at my desk in the Joint Intelligence and Operations Center, reviewing reports and awaiting the next crisis. With negotiations under way for the release of two commercial vessels, I received notification of a third act of piracy. The Liberian-flagged MV Panagia had been seized 90 nautical miles off the coast of Somalia. Within hours, I was deep into facilitating the release of the captured ship, crew, and cargo. All three lines of my telephone were active: one line to the captain of the pirated ship, anxious for release; a second to the ship's insurance company, prepared to negotiate with funds; and a third to a U.S. Navy squadron, poised to respond with force.

Amid the chaos, a watch officer hurriedly approached me with a fourth telephone in tow. On the line was the Commander of Ground Forces in Puntland, a stable, self-proclaimed autonomous state in northeastern Somalia. Wide-eyed, the officer explained that on my direction, the Puntland Commander was prepared to launch a 300-man military force down the coast to attack the pirate camp and secure the ship's release. Dumbfounded, I stared into the mouth of the phone, stunned by the sudden and unexpected arrival of my "Ollie North Moment." Knowing I could approve the attack, save the ship, and alleviate the Commander's concerns, I also knew I could not. I knew I couldn't "pull the trigger" because it would violate the Constitution—in both letter and spirit. Through my study of history, I knew precedent existed for such a bold act. But, through my study of the Constitution, I knew it would violate our nation's most sacred principles. Diplomatically declining the offer, I dove back into the protracted negotiation process. A month later, the MV Panagia was released without further incident, and I realized I'd chosen the right path.

As a Federal executive, you never know when you will arrive at a “constitutional crossroad,” but you will. Yours may not be as obvious or easy as mine—it may involve health care, not warfare, or politics, not piracy—but, be assured, you will stand at the same juncture. As you rise in grade and tenure, you will increasingly operate in the “gray area” of policy and politics, that murky, unmarked region where personal and professional values collide and short-term priorities conflict with enduring principles. At that intersection, your actions will either stabilize or shake the constitutional structure that supports our republic. Thus, it is incumbent upon the FEI’s Leadership for a Democratic Society program to prepare you for that moment, to provide you with intellectual guideposts to aid you in navigating the tricky terrain. President George Washington was adamant that “the Constitution is the guide which I will never abandon”—nor should you, and, for that reason, neither will our program.



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“The Constitution of the United States was made not merely for the generation that then existed, but for posterity—unlimited, undefined, endless, perpetual posterity.”

—Henry Clay

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Subject: FCA Today - Thursday, September 18, 2014
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Publication Date: September 18, 2014

Today's Headlines

- It's a Boy for First-Time Parents Matt and Angela Alizadeh
- Office of Inspector General Announces Opening for Management and Program Analyst
- Office of Regulatory Policy Announces Two Positions on Credit and Mission Team
- Ethics in Action: Message from the Designated Agency Ethics Official
- Kristi Boswell Discusses Current Issues Surrounding Immigration Reform
- Sacramento Field Office Renovations Completed

These articles are published on the [FCA Today SharePoint page](#).

It's a Boy for First-Time Parents Matt and Angela Alizadeh

Matt Alizadeh (OE-Denver) and his wife, Angela, welcomed their first child, Andrew Hushang, into the world on Tuesday, Sept. 16, at 8:46 p.m. Andrew weighed 5 pounds, 15 ounces and measured 19 inches long. Although they are a little tired, Matt reports mother, baby, and he are all doing well. Congratulations to the Alizadeh family at this exciting time of their lives!

Office of Inspector General Announces Opening for Management and Program Analyst

FCA's Office of Inspector General has posted a vacancy announcement for a management and program analyst, VH-0343-37/38, advertised for internal agency candidates only under [VA-14-0118](#). This is not searchable on the USAJOBS website. You will only be able to access the announcement using the link above.

Please ensure you submit all required documentation. The deadline for submitting applications is Thursday, Sept. 25.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**,

then upload the required documents for this job announcement.

5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Lorine Hines at 703-883-4423 (x44423).

Office of Regulatory Policy Announces Two Positions on Credit and Mission Team

FCA has posted vacancy announcements for the following two positions on the Office of Regulatory Policy's Credit and Mission Team:

- Supervisory Policy Analyst, VH-1101-41: advertised for status candidates under [VA-14-0116-MP](#) and for all U.S. citizens under [VH-14-0102-DE](#).
- Policy Analyst, VH-1101-39/40: advertised for status candidates under [VA-14-0105-MP](#) and for all U.S. citizens under [VH-14-0119-DE](#).

If you wish to be considered under both postings, you must apply to both announcements for each position.

The deadline for submitting applications is Monday, Oct. 6.

To apply, follow these steps:

7. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
8. Go to the job announcement in USAJOBS.
9. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
10. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
11. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
12. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

Ethics in Action: Message from the Designated Agency Ethics Official

By Wendy R. Laguarda, OGC

~ Ethics: Elevate Yourself to a Higher Standard ~

As we come to the end of the 2014 fiscal year, the Ethics Staff would like to thank all of you for keeping our ethics program strong and relevant. We are fortunate to have such a strong commitment to ethics in government from the leadership of our Board Chair, Board Members and senior officials.

We also recognize the dedication to the ethics program by every employee at FCA and

FCSIC—a dedication that ensures that ethics remains an integral part of our daily culture, climate and operations. In fact, a day does not go by that someone does not reach out to us with an ethics concern or inquiry.

Throughout the year, many of you have sent us articles for the “Ethics in Action” column, making this outreach effort a two-way initiative. You have invited us to your staff meetings to discuss certain ethics topics and address ethics questions or concerns. You have all filed your financial disclosures and completed required ethics training on a timely basis. In short, you have all participated in keeping our ethical responsibilities at the forefront of our daily work, and we deeply appreciate it.

We thank you for a great year and look forward to serving all of you in 2015!

Kristi Boswell Discusses Current Issues Surrounding Immigration Reform

By Donnie Herrera, Hispanic Emphasis Program Manager

This month's Brown Bag session sponsored by the Hispanic Emphasis Program took place on Sept. 10 and covered the very important and controversial topic of immigration reform from an agricultural perspective. Kristi Boswell, Director of Congressional Relations for the American Farm Bureau Federation, addressed FCA staff concerning the agriculture industry's need for immigration reform but also the potential impact of such reform on the farm economy. She also provided high-level perspective on the politics of the issue.

Ms. Boswell described the four immigration reform alternatives currently being considered by Congress. “If no major reforms are approved and enforcement is the only option,” she said, “the agriculture sector would lose access to all undocumented workers, agricultural output would fall by an estimated \$30 billion to \$60 billion.” Kristi shared her thoughts on the ideal approach, which would involve enforcement with an adjustment of status and a redesigned guest worker program. She said this approach would result in no increase in food prices.

On the basis of the number of good questions she fielded, the event was well-received. I closed out the event by reminding staff that Hispanic Heritage Month begins Sept. 15 and runs through Oct. 15. This year's theme is “Hispanics: A legacy of history, a present of action and a future of success.” I also encouraged FCA staff to share in this special annual tribute by learning and celebrating the generations of Hispanic Americans who have positively influenced and enriched our nation and society.

Sacramento Field Office Renovations Completed

By Sharlene Womack, Sacramento field office

Editorial Note: To view photographs of the renovated Sacramento field office, read the [article](#) on the FCA Today SharePoint page.

The Sacramento field office underwent a minor facelift with a complete office repainting and new carpet and flooring installation. The office overhaul began Aug. 25 and was completed just before the Labor Day weekend. Office renovations also included the removal and skimming of the wallpaper in the large conference room and the reception and corner office areas, as well as a complete kitchen sink and faucet replacement. We are pleased with the final results, and the office now has a fresh, bright new look.



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"It is hard to fail, but it is worse never to have tried to succeed. In this life we get nothing save by effort."

—Theodore Roosevelt

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Publication Date: September 19, 2014

Today's Headlines

- President Obama Announces Intent to Nominate Dallas Tonsager to FCA Board
- FCA Recruiting Slogan Selected
- Looking for His Thrill on Farm Credit Hill
- Fit Friday Feature: Baked Hot Wings with Cilantro Lime Dip

These articles are published on the [FCA Today SharePoint page](#).

President Obama Announces Intent to Nominate Dallas Tonsager to FCA Board

The White House issued a news release today, Sept. 18, announcing President Barack Obama's intent to nominate Dallas Tonsager as a member of the Farm Credit Administration Board.

Dallas Tonsager served as Under Secretary for Rural Development at the U.S. Department of Agriculture (USDA) from 2009 to 2013. While at USDA, he was a Member of the Commodity Credit Corporation Board of Directors from 2010 to 2013. Previously, Mr. Tonsager served as a Member of the Farm Credit Administration Board from 2004 to 2009. As a member of the FCA Board, Mr. Tonsager also served as an ex-officio Member of the Board of Directors of the Farm Credit System Insurance Corporation. From 2002 to 2004, he was the Executive Director of the South Dakota Value-Added Agriculture Development Center. In 2001, Mr. Tonsager started two firms, Golden Plains Ventures and Tonsager Consulting. He was the South Dakota State Director for Rural Development from 1996 to 2001 and the South Dakota State Director for the Farmers Home Administration from 1993 to 1996. Earlier in his career, Mr. Tonsager served as State President of the South Dakota Farmers Union and worked on his family farm. Mr. Tonsager received a B.S. from South Dakota State University.

FCA Recruiting Slogan Selected

FCA has a new recruiting slogan: Grow Your Future at FCA... Where Agriculture and Finance Meet.

In July, OMS sponsored a recruitment slogan contest from which it received 70 submissions. OMS sincerely appreciates the interest so many people showed in this effort and would like to recognize Steve Gabriel and Zach Lund for helping shape the new slogan.

OMS initially envisioned that a recruitment working group consisting of individuals in various offices would review each submission and identify three potential new slogans. Agency staff would then vote for the winning slogan. Because the career fairs were set to begin the first week in September, the working group realized there would not be sufficient time to

complete the process as originally announced.

Looking for His Thrill on Farm Credit Hill

Editorial Note: To view Linda Toki's photographs, read the [article](#) on the FCA Today SharePoint page.

With the rutting season in Virginia just around the corner, a beautiful young buck wanders Farm Credit Hill. Linda Toki, visual information specialist in OMS, put her zoom lens to good use this afternoon.

Fit Friday Feature: Baked Hot Wings with Cilantro Lime Dip

This recipe was reprinted with permission from Health Matters at Work newsletter

Football season is here! Make this healthier version of hot wings that any football fan will love. The cilantro lime dip is a great substitute for bleu cheese or ranch dressing.

Baked Hot Wings with Cilantro Lime Dip

Serves 4

Prep time: 15 minutes

Ingredients

2 lbs whole chicken wings
½ cup reduced sugar apricot preserves
2 ½ tsp minced garlic
1 tbsp reduced sodium soy sauce
1 tsp thai-style chili garlic sauce
2 tbsp lime juice, divided
½ tsp ground black pepper, divided
1 cup non-fat, plain Greek yogurt
¼ cup chopped fresh cilantro

Instructions

- Preheat oven to 375 degrees.
 - Coat a baking sheet with cooking spray. Remove skin from wings. Lay chicken wings in a single layer on the baking sheet and spray again with cooking spray.
 - Bake for 10 minutes. While the chicken is baking, whisk apricot preserves, minced garlic, soy sauce, chili garlic sauce, 1 tbsp lime juice and ¼ tsp ground black pepper together and set aside.
 - After the wings have been in the oven for 10 minutes, coat them generously with the apricot preserve mixture. Return to the oven for another 15 minutes or until wings are cooked through and glazed is caramelized.
 - In a small bowl, whisk together Greek yogurt, 1 tbsp lime juice, cilantro and ¼ tsp ground black pepper. Serve as dipping sauce with hot wings.
-



About FCA Today

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"In wilderness I sense the miracle of life, and behind it our scientific accomplishments fade to trivia."

—*Charles A. Lindbergh*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, September 22, 2014
Date: Monday, September 22, 2014 5:32:35 PM
Attachments: [image002.png](#)



Publication Date: September 22, 2014

Today's Headlines

- Dallas Field Office Network and Phone System Unavailable During Move from Sept. 25 to 26
- Cafeteria Menu Available for Week of Sept. 22

These articles are published on the [FCA Today SharePoint page](#).

Dallas Field Office Network and Phone System Unavailable During Move from Sept. 25 to 26

In support of the Dallas field office move, the Office of Management Services (OMS) will be on-site to ensure the network, phone system and videoconferencing equipment is installed and functional in the new location.

- The Dallas network and phone system including voicemail will be unavailable beginning Thursday, Sept. 25, at 6 p.m. CDT through Friday evening, Sept. 26.
- OMS will install the network printers, individual office phones and network connections in the new offices on Sunday, Sept. 28.
- The videoconferencing rooms will be available on Monday, Sept. 29.

The phone numbers will remain the same at the new location:

500 E. John Carpenter Freeway
Suite 400
Irving, TX 75062

Please contact the OMS Helpline at x44333 or helpline@fca.gov with any questions.

Cafeteria Menu Available for Week of Sept. 22

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"You raze the old to raise the new."

—Justina Chen Headley

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, September 23, 2014
Date: Tuesday, September 23, 2014 4:49:57 PM
Attachments: [image002.png](#)



Publication Date: September 23, 2014

Today's Headlines

- Building Association Office Closed Tomorrow, Sept. 24; Reopens Sept. 29
- Review of Your Retirement and Service History Data in FHR Navigator Underway
- FCA Announces Diversity Leadership Award, Requests Nominations by Nov. 7

These articles are published on the [FCA Today SharePoint page](#).

Building Association Office Closed Tomorrow, Sept. 24; Reopens Sept. 29

The Building Association will be closed from Wednesday, Sept. 24, through Friday, Sept. 26, while staff is in Dallas assisting with the field office move. If you require assistance during this time, please contact the Engineering Staff at 703-883-4494. The office will reopen Monday, Sept. 29.

Review of Your Retirement and Service History Data in FHR Navigator Underway

To ensure the currency and accuracy of your personnel data in the [FHR Navigator](#) system, the Office of Management Services is overseeing the review of employee records related to retirement and service histories. An independent contractor will conduct assessments for every employee who entered on duty with FCA or FCSIC prior to Sept. 7, 2014.

We will verify that your federal service time is complete, computation dates for both retirement and leave are correct, and salary history and any military service are entered accurately. The Human Resources and Training Team will correct any discrepancies found. You will be notified if necessary changes are made and when the reviews are completed.

We expect to finish this project by Nov. 30. Meanwhile, if you have any questions, please send a detailed email to [AskHR](#).

FCA Announces Diversity Leadership Award, Requests Nominations by Nov. 7

The Office of Equal Employment Opportunity and Inclusion encourages you to nominate your colleagues for the 2014 Diversity Leadership award. The purpose of the award is to recognize individuals who have demonstrated a significant commitment to enhancing diversity and inclusion at FCA.

To nominate a colleague or colleagues, go to the [award nomination form](#) and compose one or two paragraphs about your colleague, explaining why you believe he or she deserves the award. The deadline for nominations is Nov. 7 at 8 p.m. EST. The winner will be announced

at the awards ceremony in December.

To make the selection process as objective as possible, the selection committee will not know the names of the nominees—they will see only the description of the things they've done to merit the award. Therefore, in your write-up, please focus on the individual's contributions to diversity and inclusion, and do not refer to the nominee's gender or any other identifying characteristics.

If you have additional questions about the award, see the questions and answers below or contact Lynn Major at 703-883-4285.

Questions and Answers about the Diversity Leadership Award

What are the criteria for the award?

A nominee for the Diversity Leadership Award must meet one or more of the following criteria:

- Demonstrate commitment to the recruitment, retention and promotion of all individuals and underrepresented groups.
- Support and promote diversity initiatives that foster a more inclusive and equitable work environment.
- Exhibit visionary and insightful leadership in confronting and resolving inequities through strategic decision-making, allocation of resources, and establishment of priorities.
- Recommend or create new and progressive best practices that support diversity and inclusion goals.
- Demonstrate commitment to the advancement of cultural diversity and inclusion at FCA or in the community.
- Demonstrate respectful and inclusive treatment when interacting with others.

May I nominate more than one person?

Yes. You may nominate as many people as you wish. You must complete a separate nomination form for each nominee.

Are supervisors and managers eligible to be nominated for this award?

Yes. However, Board Members, their Executive Assistants and Special Assistants are not eligible.

May supervisors and managers nominate colleagues?

Yes. All supervisors and managers, including Board Members, their Executive Assistants and Special Assistants, may nominate colleagues.

What is the voting process?

The names of the nominees will be removed from the nominations. Then the nominations will be provided to a selection committee composed of selected individuals from each Special Emphasis Program. The selection committee will review the nominations and vote for the winner.



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"Diversity is about all of us, and about us having to figure out how to walk through this world together."

—*Jacqueline Woodson*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, September 24, 2014
Date: Wednesday, September 24, 2014 6:17:06 PM
Attachments: [image002.png](#)



Publication Date: September 24, 2014

Today's Headlines

- Condolences
- Official Business Reimbursement Claims for FY 2014 Due This Friday, Sept. 26

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that Janice M. Anderson, of Lynn Center, Illinois, mother of Bloomington-based FCA examiner Dale Anderson, passed away on Sunday, Sept. 21. Funeral services will be held at 10:30 a.m. Saturday, Sept. 27, at Grace Lutheran Church, 115 Main Street, Ophiem, Illinois.

Her obituary is available on the [Esterdahl Funeral Home website](#).

Condolences may be left on the Esterdahl Funeral Home website link above or sent to Dale and his family at:

19274 Evenston Drive
Farmington, MN 55024

Official Business Reimbursement Claims for FY 2014 Due This Friday, Sept. 26

Remember to submit your claims for reimbursement of expenditures made on official business (local voucher) no later than this Friday, Sept. 26. All claims must be completed and approved in Concur Government Edition.

For more information, see the [July 25 FCA Today article](#).



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"That time of year thou may'st in me behold,

*When yellow leaves, or none, or few, do hang
Upon those boughs which shake against the cold,
Bare ruin'd choirs, where late the sweet birds sang."*

—William Shakespeare

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, September 25, 2014
Date: Thursday, September 25, 2014 4:23:59 PM
Attachments: [image002.png](#)



Publication Date: September 25, 2014

Today's Headlines

- Free Flu Shots Available to FCA and FCSIC Employees Oct. 15
- September 2014 Telephone Lists Now Available
- Renowned Consultant Provides Plain Writing Training on Wednesday, Oct. 29

These articles are published on the [FCA Today SharePoint page](#).

Free Flu Shots Available to FCA and FCSIC Employees Oct. 15

Influenza ("the flu") is a highly contagious disease. You can easily and unknowingly spread the flu to coworkers, family members, and others who may be at high risk for flu-related complications.

A flu shot is the best protection against the flu. Inova HealthSource will be coming to the McLean Farm Credit Building on Wednesday, Oct. 15, to make it easy and convenient for you to receive this important vaccination. Shots will be offered from 8:30 a.m. to noon in Room 1140/1141.

To schedule your appointment, please email [Brenda Acker-Ubah](#) or [Carmen Lopez](#) by close of business Friday, Oct. 10. FCA and FCSIC will pay the full cost of the vaccine for their employees. Contract workers and FCSBA employees can obtain the vaccine at a cost of \$25, payable to the provider, Inova Health Source.

Unfortunately, family members and friends cannot be accommodated. Field office employees and McLean employees who are absent on Oct. 15 may get flu shots at their convenience from any provider and be reimbursed up to \$25 after submitting a local voucher through Concur.

You are encouraged to take advantage of this opportunity to stay healthy and productive this coming flu season.

September 2014 Telephone Lists Now Available

The September 2014 [FCA Telephone Listings](#) are now available in the Administrative Handbook on SharePoint. If you have any questions or need to update a listing, please contact Cindy York (yorkc@fca.gov).

Renowned Consultant Provides Plain Writing Training on Wednesday, Oct. 29

Janice (Ginny) Redish, who holds a Ph.D. in linguistics from Harvard University, will conduct a half-day plain writing training session for FCA employees on Wednesday, Oct. 29. The

session will begin at 9 a.m. and conclude around noon. Field office employees may participate by videoconference.

Redish has trained thousands of writers and subject-matter specialists in the United States, Canada, Asia, and Europe. She has delivered the keynote address at conferences in the United States, China, England, Finland, the Netherlands, Norway, Slovenia and Spain. She has conducted workshops on plain language for several U.S. agencies, including the USDA Economic Research Service.

In addition, she helps government agencies and private companies plan, organize, design, write and test all types of communication. She is the author of "Letting Go of the Words: Writing Web Content That Works," which has a five-star customer rating on Amazon.com.

Unlike earlier plain writing training sessions, which focused on the requirements of the Plain Writing Act of 2010 and the generic principles of plain writing, this training session will focus on applying plain writing principles to FCA documents. Redish will use examples from FCA documents to show how to edit for clarity and precision.

Her training sessions are interactive. She will invite us to participate as she takes us step by step through the examples. She will help us identify problematic syntax and find ways to trim back unnecessary text to let the core message shine through.

The training session on Oct. 29 is voluntary. However, if writing or editing is a significant part of your daily work at FCA, please try to attend. Please contact [Emily Yaghmour](#) by Oct. 15 if you plan to attend.



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"A healthy outside starts from the inside."
—Robert Ulrich

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, September 26, 2014
Date: Friday, September 26, 2014 5:34:56 PM
Attachments: [image002.png](#)



Publication Date: September 26, 2014

Today's Headlines

- Ethics in Action: Ex-GSA Executive Jeff Neely Indicted for Fraud
- Fit Friday Feature: Five Ways that Playing Sports Can Improve Your Health

These articles are published on the [FCA Today SharePoint page](#).

Ethics in Action: Ex-GSA Executive Jeff Neely Indicted for Fraud

By Wendy R. Laguarda, OGC

~ Ethics: Elevate Yourself to a Higher Standard ~

Yesterday, Sept. 25, Jeff Neely, a former General Services Administration executive, was indicted on five counts of fraud by a federal grand jury. According to a recent Government Executive article, he was charged with making fraudulent reimbursement claims and false statements. If convicted, he faces a maximum sentence of five years imprisonment and a fine of \$250,000 for each violation.

For additional details, see the [Government Executive article](#).

Fit Friday Feature: Five Ways that Playing Sports Can Improve Your Health

This article was reprinted with permission from Health Matters at Work newsletter.

As the kids head back to school, many will begin their fall season of sports as well. But sports aren't just for kids. There are many reasons for adults to stay active in sports for as long as they are able.

Approximately 45 percent of Americans exercise to help manage the effects of stress. Playing sports means that you're putting aside time for yourself to do something you enjoy, which is a form of self-care. Whether you like the single-minded focus of running or walking, or prefer the camaraderie of a baseball or basketball team, you'll feel better if you play sports.

1. **Sports pump up your endorphins.** Physical activity helps increase the production of your brain's feel-good neurotransmitters, also called endorphins.
2. **Sports are meditation in motion.** After a fast-paced game of racquetball or several laps in the pool, you'll often find that you have forgotten about the day's irritations and concentrate only on your body's movements.
3. **Sports improve your mood.** Regular exercise can increase self-confidence and lower the symptoms associated with mild depression and anxiety.

4. **Sports sharpen your focus.** Physical activity can help you keep important mental skills sharp as you age, including thinking, learning and using good judgment.
5. **Sports promote good sleep and ease stress.** Exercise can also improve your sleep, which is often disrupted by stress, depression and anxiety. A good night's sleep can ease your stress levels, which gives you a better sense of command over your body and your life.

Don't let kids have all the fun! Join your company's softball team today or start a running group with your co-workers. The physical and mental benefits are worth it.



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"Winners never quit and quitters never win."
—Vince Lombardi

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, September 29, 2014
Date: Monday, September 29, 2014 5:30:36 PM
Attachments: [image002.png](#)
[image004.png](#)
[image006.png](#)
[image008.png](#)



Publication Date: September 29, 2014

Today's Headlines

- From His Family Farm to FCA's Office of Examination: Ron Boehr Retires from Long Career in Agriculture
- FCA Ethics Staff Announces 2014 Ethics in Action Award; Requests Nominations by Nov. 7
- Dallas Field Office Network and Phone System Currently Unavailable
- Cafeteria Menu Available for Week of Sept. 29

These articles are published on the [FCA Today SharePoint page](#).

From His Family Farm to FCA's Office of Examination: Ron Boehr Retires from Long Career in Agriculture

By Claire Haverstock, OCPA contractor

On Sept. 30, Ron Boehr will retire as a director and senior portfolio manager in the Office of Examination. He completes 30 years of federal service at the Farm Credit Administration, which included postings at field offices around the country.

Ron's work history dates back to his "farm kid" days on his family's farm in central Nebraska where he started working at the age of seven. He helped harvest corn and take care of cattle, swine, chickens, and guinea fowl.

If you visited his office in McLean, you would have seen his Future Farmers of America jacket proudly framed and hanging on the wall as a constant reminder of his roots. He describes growing up on a farm as "priceless," recalling that his dad put him on the seat of a John Deere tractor as a child and taught him how to throttle, clutch and turn the steering wheel.

After graduating from the University of Nebraska with a double major in agronomy and agricultural economics, Ron went to work for the Federal Land Bank of Omaha in McCook, Nebraska. He served as a loan officer and then branch manager.

FCA Career

In 1984, Ron was hired as a journeyman examiner for FCA's Spokane field office, where he served as examiner-in-charge for a number of institutions. "At that time, the Farm Credit System was in really deep trouble so I helped with the liquidation of several Production Credit Associations out West," Ron said. He was promoted to Examination Manager for the Omaha field office. Then, when the Omaha office closed in 1990, he became Examination Manager for the Sacramento field office.

In the late 1990s, Ron worked out of the Bloomington field office on a special examination assignment. He also completed a three-year graduate degree at Louisiana State University Graduate School of Banking in 1996. In 1998, he was named McLean Field Office Director.

Besides moving around to different field offices, Ron has traveled to every state in the country (except Alaska). Traveling is one of the things he'll miss most about FCA. "I always felt a little level of anxiety if I didn't have some airplane tickets," said Ron. He'll also miss the interaction with board directors at association board meetings.

In addition to traveling in the United States, Ron traveled with a group of other examiners to Russia in the mid-2000s to assist with the development of a cooperative farm credit system for small farmers and businesses. The group helped with several projects in various regions of Russia.

Ron will also miss working with examiners—providing direction and trading stories. "I had the fortune to work with people that were true pros." He says the most rewarding accomplishment of his career was playing a part in turning the System around from its dire condition in the 1980s. "It wasn't just me—it was legions of examiners that enforced safety and soundness, and enforced regulatory compliance at some pretty tough board meetings," he says. "Fast-forward 30 years, and the Farm Credit System is in the best condition that it's ever been. You think about what we were doing and it all boils down to what's best for the American farmer and that's always been my guidepost."

Parting Thoughts

Ron can attribute his long tenure at FCA to one thing—he loved what he was doing. It was never a chore to come to work, and he enjoyed working with examiners. He also feels he was successful because he was decisive yet sought input from his staff.

He advises new examiners to spend time in the "trenches" and to learn from it. "Look for opportunities to expand your knowledge—particularly agriculture knowledge," says Ron. "It's so important that we're able to know what we're talking about when we talk to the System institutions about production agriculture, marketing and just what it takes to put that bushel of corn in the bin."

In leaving, Ron also emphasizes the importance of being ethical. Since FCA holds System institutions accountable for their ethics and conduct, examiners likewise need to be sure to uphold those standards. "Ethics are such a big part of being a professional," says Ron.

Ron is planning to stay in the Northern Virginia area after retirement and has no specific plans other than relaxation, volunteer work and projects such as restoring an old car and an old motorcycle.

Happy trails to you, Ron!

FCA Ethics Staff Announces 2014 Ethics in Action Award; Requests Nominations by Nov. 7

The ethics staff encourages you to nominate your colleagues for the 2014 Ethics in Action award. The purpose of the award is to recognize individuals who have demonstrated a significant commitment to enhancing ethics at FCA.

Ethics in Action Award

To nominate a colleague or colleagues, go to the [award nomination form](#) and compose one or two paragraphs about your colleague, explaining why you believe he or she deserves the award. The deadline for nominations is Nov. 7 at 8 p.m. EST. The winner will be announced at the awards ceremony in December.

To make the selection process as objective as possible, the selection committee will not know the names of the nominees—the committee will see only the description of the things the nominees have done to merit the award. Therefore, in your write-up, please focus on the individual's contributions to ethics at FCA, and do not refer to the nominee's gender or any other identifying characteristics.

If you have additional questions about the award, see the questions and answers below or contact Wendy Laguarda at 703-883-4234.

Questions and Answers about the Ethics in Action Award

What are the criteria for the award?

A nominee for the Ethics in Action Award must meet one or more of the following criteria:

- Establishes an example by adhering to the ethics principles, laws and standards of conduct.
- Incorporates the ethics laws and standards into the daily work and operations of the office by taking part in a regular discussion of ethics and related topics.
- Considers ethics issues when undertaking office initiatives and assignments.
- Recognizes the importance of ethics education and demonstrates transparency in completing financial disclosures.
- Maintains arm's-length relationships with Farm Credit System entities, vendors and other prohibited sources in actions and words.
- Seeks counsel from the ethics staff whenever an ethics concern is at issue.

May I nominate more than one person?

Yes. You may nominate as many people as you wish. You must complete a separate nomination form for each nominee.

Are supervisors and managers eligible to be nominated for this award?

Yes. However, Board Members, their Executive Assistants and Special Assistants are not eligible.

May supervisors and managers nominate colleagues?

Yes. All supervisors and managers, including Board Members, their Executive Assistants and Special Assistants, may nominate colleagues.

What is the voting process?

The names of the nominees will be removed from the nominations. Then the nominations will be provided to a selection committee composed of the ethics staff. The selection committee will review the nominations and vote for the winner.

Dallas Field Office Network and Phone System Currently Unavailable

The Dallas field office network and phone system are not yet available. The Office of Management Services is working with the service providers to get the system up and running as soon as possible. Notification will be sent when service is restored.

In the interim, please be aware of the following:

- All callers for the Dallas office will hear the auto attendant and can follow the instructions to reach extensions. All calls for Dallas office employees will be directed to voicemail that will show up in their email.
 - VPN service will be available to Dallas employees.
 - Video conferencing services will be available soon after the network is available.
-

Cafeteria Menu Available for Week of Sept. 29

The McLean cafeteria's weekly menu is now [available](#). Bon appétit



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"No memory is ever alone; it's at the end of a trail of memories, a dozen trails that each have their own associations."
—Louis L'Amour

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, September 30, 2014
Date: Tuesday, September 30, 2014 5:07:09 PM
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Publication Date: September 30, 2014

Today's Headlines

- Want to Make Your CFC Donation Online? Come to Brown Bag Lunch for Instructions
- Mike Beckmann Joins FCA as New Learning Officer
- Dallas Field Office Employees Celebrate Move
- Ethics in Action: Why Feds Shouldn't Watch Star Trek During Work Hours
- Free Pilates Class for McLean Employees Extended Through Dec. 16

These articles are published on the [FCA Today SharePoint page](#).

Want to Make Your CFC Donation Online? Come to Brown Bag Lunch for Instructions

If you would like to contribute to the 2014 Combined Federal Campaign of the National Capital Area, join Geoffrey Chu at noon on Thursday, Oct. 9, for a Brown Bag Lunch in room 1141. Geoffrey will show you how quick and easy it is to choose your charities and make your donation online.

Feel free to bring your laptop to follow along. Geoffrey will show you how to create an account and log in to the system. He can also show you how to reset your password from last year.

Using the charity search feature on the CFCNCA website, Geoffrey will demonstrate how to find the charities that might be of interest to you. You can search by charity name or by charity category (that is, the cause you are interested in). Plus, you can even sort your results by administrative fundraising rate (AFR), which allows you to compare the overhead costs of charities.

After demonstrating the search process, Geoffrey will walk you through the process of making an online donation—either by payroll deduction, credit card payment, or e-Check.

If you've never made a CFC donation online or if you would like some refresher guidance, Geoffrey would love to help. The CFC Leadership Committee looks forward to seeing you there!

Mike Beckmann Joins FCA as New Learning Officer

On Sept. 8, Mike Beckmann joined FCA as the agency's new Learning Officer, a position on the Human Resources and Training Team in the Office of Management Services.

Before accepting this position, Mike worked as a consultant and executive coach for Stand Beside Them, a national veteran-centered nonprofit at which he coached disabled veterans. His most recent corporate experience included working for Freddie Mac in various human

capital and operational risk roles.

For most of his career, Mike has been a human resources executive in the public, academic and private sectors. During his recent tenure in the public sector, Mike served as Director of the Presidential Management Fellows Program at the U.S. Office of Personnel Management; he later served as the Deputy Associate Director responsible for learning and development centers in the federal civil service.

Mike started his professional career as a military officer, serving in the U.S. Army both on active duty and in the active reserves.

He earned his Ph.D. in Human Development from Virginia Tech in 2003. He also has an MBA and a bachelor's degree in business administration from George Washington University. He received his certification as an executive coach from Columbia University.

Mike continues to provide volunteer support to Stand Beside Them. He is also a volunteer employment coach for the military-to-civilian transition programs of the Wounded Warrior Project.

Please give Mike a warm FCA welcome. His office is on the third floor of the McLean Farm Credit Building in room 3414; his phone number is 703-883-4453.

Dallas Field Office Employees Celebrate Move

By Ashley Waldron, Dallas field office

The Dallas field office said goodbye to its home for the past 23 years at 511 East John Carpenter Freeway. To mark the last day before the big move across the street, Dallas staff celebrated amongst all the packing crates and disheveled furniture with refreshments, a group lunch and one last piñata.

We busted open the piñata after only a few swings and then took a trip down memory lane as Kim Snow and others entertained us with tales of the more memorable moments over the years at 511. We look forward to creating new memories here at 500 East John Carpenter!

Ethics in Action: Why Feds Shouldn't Watch Star Trek During Work Hours

By Wendy R. Laguarda, OGC

~ Ethics: Elevate Yourself to a Higher Standard ~

Last Thursday, Sept. 25, the Commerce Department Inspector General issued a report corroborating a whistleblower complaint that 21 employees and contractors of the National Oceanic and Atmospheric Administration attended a May 2013 lunch and matinee showing of "Star Trek: Into the Darkness" as a team-building exercise. Thirteen of the movie attendees—six government and seven contract employees—failed to charge their attendance at the movie as nonwork hours.

For additional details, see the [Government Executive article](#).

Free Pilates Class for McLean Employees Extended Through Dec. 16

The Office of Management Services is pleased to announce that Pilates with N2Shape will continue for the first quarter of the fiscal year in the McLean office. There is no Pilates class this week. The free class will resume next week on Tuesday, Oct. 7, and will be offered every Tuesday at noon through Dec. 16 in suite 1500, located to the right of the McLean cafeteria. No classes will be held during the week of Thanksgiving.

Please note that there is one remaining makeup class for Total Body Conditioning with Alfred Thompson this Wednesday, Oct. 1.

If you have questions, please send an email to [AskHR](#).



About FCA Today

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*"Sorrow and scarlet leaf,
Sad thoughts and sunny weather.
Ah me, this glory and this grief
Agree not well together!"*

—Thomas Parsons, 1880, *A Song For September*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, October 1, 2014
Date: Wednesday, October 01, 2014 4:11:08 PM
Attachments: [image002.png](#)



Publication Date: October 1, 2014

Today's Headlines

- Verify Your Email Address in FHR Navigator by Oct. 3
- Reminder: CFC Kickoff Is Just a Week Away
- Associate FCA Examiner Vacancies in Office of Examination Open Today, Oct. 1
- Tales from Recruiting: FCA Representatives Visit Texas A&M
- Denver Field Office Experiences Damaging Hail Storm

These articles are published on the [FCA Today SharePoint page](#).

Verify Your Email Address in FHR Navigator by Oct. 3

As reported in the [Aug. 5 FCA Today article](#), FHR Navigator will soon require users to supply "multifactor authentication" when logging in. Multifactor authentication enhances security by requiring users to verify their identity in two or more specific ways (for example, by supplying an ID card and entering a PIN).

In preparation for the rollout of the new authentication process, please log in to FHR Navigator and verify your email address by Oct. 3. This is very important. If you do not do this before the rollout, you will have difficulty accessing the system.

The Office of Management Services has developed [instructions](#) to walk you through the process of verifying your email. If you have any questions, please contact Brenda Acker-Ubah at x44369.

Reminder: CFC Kickoff Is Just a Week Away

Don't forget to mark your calendars for Wednesday, Oct. 8, when FCA and FCSIC employees gather to kick off the 2014 Combined Federal Campaign of the National Capital Area.

The kickoff is set for 2:30 p.m. in the atrium of the Farm Credit Building, but feel free to come down by 2 p.m. to browse the exhibits of a few of the many charities to which you can donate through the CFC.

The CFCNCA leadership committee and keyworkers are working hard to put together a fun program this year. After a warm welcome from campaign manager Ira Marshall (OE-McLean), the event will feature remarks by Board Chair Jill Long Thompson and a brief but lively performance by FCA actors. Refreshments will be served following the program.

Come join your colleagues on Oct. 8 for this fun and informative annual event. Find out how you can support the causes that mean the most to you.

For more information about the campaign, see the [FCA/FCSIC CFCNCA SharePoint page](#).

Associate FCA Examiner Vacancies in Office of Examination Open Today, Oct. 1

The Office of Examination's Staff Development Division announces 15 full-time position vacancies and 15 summer internship vacancies for associate examiners. The announcements for the full-time positions and for the summer internships opened today, Oct. 1, at 12:01 a.m. ET and close Wednesday, Oct. 8, at 11:59 p.m. ET.

Full-Time Associate FCA Examiner Positions

The 2015 Associate Examiner Program, which begins June 15, has 15 vacancies for full-time associate examiners. The announcement, number [CK1194035BD](#), is posted on USAJOBS.gov.

The positions are open to college graduates who have graduated from qualifying educational institutions/programs within two years of their application and to students scheduled to receive their qualifying degrees no later than June 15, 2015.

Veterans who were unable to apply within two years of graduation because of their military service obligation have up to six years after degree completion to apply.

Each applicant must have majored, or be majoring, in one of these fields:

- Accounting
- Agricultural business
- Agricultural finance
- Agricultural economics
- Banking
- Business administration
- Commercial/banking law
- Economics
- Finance
- Marketing
- Areas of major study directly related to the position

Summer Associate FCA Examiner Internship Positions for Students

For summer 2015, the Office of Examination has 15 vacancies for internships. These internships may begin any time between May 18 and June 15.

The announcement, number [VA-14-0121](#), is also posted on USAJOBS.gov. It is open to any U.S. citizen who meets all of the following qualifications:

- Is enrolled at least half-time in an accredited four-year college/university bachelor's or master's degree program.
- Will have completed at least his or her junior year in college by the time the internship begins.
- Has a cumulative GPA of at least 2.95.
- Has a planned graduation date not before August 2015 but not later than June 2016.
- Is majoring in one of the fields listed above.

- Is in good academic standing.
-

Tales from Recruiting: FCA Representatives Visit Texas A&M

By Sudi Rattana (OE-Dallas)

FCA recruiters showcased the agency's new recruiting banner and brochures at the fall 2014 Agricultural Career Exposition (ACE Day) at Texas A&M University on Sept. 30 in College Station, Texas. Recruiters interacted with more than 100 students and collected more than 50 resumes at the event.

The ACE Day career fair provides a way to find talented and highly qualified candidates to fill internship and full-time employment positions at FCA. It also provides an opportunity to increase name recognition and awareness of FCA on campus.

Denver Field Office Experiences Damaging Hail Storm

By Barbara Martinez, Denver field office

On Monday Sept. 29, the Denver field office was caught in a sudden hail storm. At approximately 2 p.m. nickel- to quarter-sized hail started to pound the building. The storm lasted 30 to 45 minutes. Unfortunately for those at the office, every car in the parking lot sustained cosmetic damage. Some employees are now dealing with extensive damage to their homes as well.

The local school district delayed releasing students, and the roads were blanketed with up to three inches of hail, making driving conditions difficult during the evening commute.



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"October is not only a beautiful month but marks the precious yet fleeting overlap of hockey, baseball, basketball, and football."

—Jason Love

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, October 2, 2014
Date: Thursday, October 02, 2014 4:21:28 PM
Attachments: [image002.png](#)



Publication Date: October 2, 2014

Today's Headlines

- Ethics in Action: Handy Hatch Act Pamphlet
- FCA Audio-Conference Users Are Having Connection Issues
- Office of Management Services Reports Problem with FHR Navigator Authentication Process

These articles are published on the [FCA Today SharePoint page](#).

Ethics in Action: Handy Hatch Act Pamphlet

By Wendy R. Laguarda, OGC

~ Ethics: Elevate Yourself to a Higher Standard ~

Here is a handy [Hatch Act pamphlet](#) published by the Office of Special Counsel summarizing the "do's" and "don'ts" of political activity for federal employees. If you plan to engage in political activity in connection with the upcoming midyear elections, do not hesitate to ask the ethics staff about the propriety of your activity.

FCA Audio-Conference Users Are Having Connection Issues

McLean users report they are not able to join FCA audio-conferences using the desk phone or Cisco IP Communicator. They are able to connect to the call using their iPhones. The Office of Management Services is working to diagnose the extent of the problem and correct the issues.

If you have any questions, please contact the OMS Helpline at x44333 or by email [OMS Helpline](#).

Office of Management Services Reports Problem with FHR Navigator Authentication Process

A link provided in the FHR Navigator multifactor authentication instructions, which were sent out yesterday, Oct. 1, is not working correctly. Revised instructions will be issued as soon as the problem is fixed. The Office of Management Services apologizes for the inconvenience.

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.



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"If you hear a voice within you say 'you cannot paint,' then by all means paint and that voice will be silenced."

—*Vincent Van Gogh*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, October 3, 2014
Date: Friday, October 03, 2014 5:08:19 PM
Attachments: [image002.png](#)



Publication Date: October 3, 2014

Today's Headlines

- FCA Audio-Conference Service Restored
- FHR Navigator Authentication Process Deadline Extended to Oct. 17
- Fit Friday Feature: Three Ways to Protect Yourself from Breast Cancer

These articles are published on the [FCA Today SharePoint page](#).

FCA Audio-Conference Service Restored

The issues with audio-conferencing are corrected and service has been restored.

If you have any questions, please contact the OMS Helpline at x44333 or by email at [OMS Helpline](#).

FHR Navigator Authentication Process Deadline Extended to Oct. 17

Please note that the Oct. 3 deadline to authenticate your FHR Navigator account has been extended to Oct. 17 because of the problems reported [yesterday](#) in FCA Today. Revised instructions will be issued as soon as the problem is fixed. The Office of Management Services apologizes for the inconvenience.

Please contact the OMS Helpline at x44333 or helpline@fca.gov if you have any questions.

Fit Friday Feature: Three Ways to Protect Yourself from Breast Cancer

This article was reprinted with permission from Health Matters at Work newsletter.

Except for skin cancers, breast cancer is the most common cancer in women—but it can be successfully treated. Screening tests can find cancer early, when chances for survival are highest. By doing your homework, getting screened and watching for symptoms, you can help protect yourself from breast cancer.

1. Know your risk

- Talk to both sides of your family to learn about your family health history.
- Talk to your health care provider about your personal risk of breast cancer.

2. Get screened

- Talk with your healthcare provider about which screening tests are right for you, especially if you are at higher risk.
- Have a mammogram every year starting at age 40 if you are at average risk.
- Have a clinical breast exam at least every three years starting at age 20, and every year starting at age 40.

- Sign up for a personal breast screening reminder at [komen.org/reminder](https://www.komen.org/reminder).

3. Watch for symptoms

Know what is normal for you and see your health care provider if you notice any of these breast changes:

- Lump, hard knot or thickening inside the breast or underarm area.
- Swelling, warmth, redness or darkening of the breast.
- Change in the size or shape of the breast.
- Dimpling or puckering of the skin.
- Itchy, scaly sore or rash on the nipple.
- Pulling in of your nipple or other parts of the breast.
- Nipple discharge that starts suddenly.
- New pain in one spot that doesn't go away.

You can view drawings of many of these symptoms [here](#).

Other breast cancer resources available from the Susan G. Komen organization include:

- [Understanding Breast Cancer](#)
 - [Breast Cancer Self-Awareness](#)
-



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"Hope has two beautiful daughters. Their names are anger and courage; anger at the way things are, and courage to see that they do not remain the way they are."

—St. Augustine

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, Oct. 6, 2014
Date: Monday, October 06, 2014 5:28:41 PM
Attachments: [image002.png](#)



Publication Date: Oct. 6, 2014

Today's Headlines

- Dallas Field Office Network and Phone System Now Available
- ORP Updates Current Policy Analyst Job Announcement, Reissues Another Announcement
- Summer Associate FCA Examiner Internship Job Announcement Extended Through Oct. 9
- Free Total Body Conditioning in McLean Office Extended to End of Year
- New State Tax Information Mobile Website Available
- Retirement Readiness Now Tip: Use the Social Security Retirement Planner
- Cafeteria Menu Available for Week of Oct. 6

These articles are published on the [FCA Today SharePoint page](#).

Dallas Field Office Network and Phone System Now Available

The Office of Management Services (OMS) worked night and day with multiple vendors to restore network and telephone service in the Dallas field office. With the exception of the videoconferencing equipment in the training room, all services and equipment are available. OMS will continue to troubleshoot issues with the videoconferencing equipment and will notify users when the issues have been resolved.

Please contact the OMS Helpline at x44333 or by email at Helpline@FCA.gov if you have any questions.

ORP Updates Current Policy Analyst Job Announcement, Reissues Another Announcement

The Office of Regulatory Policy has added duty station information and extended the closing date on its job announcement for a policy analyst on its Credit and Mission Team. ORP is also reposting a vacancy announcement for a policy analyst on its Finance and Capital Markets Team.

The Credit and Mission Team position, VH 1101-39/40, is advertised for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act) under vacancy announcement number [VA-14-0105-MP](#) and for all U.S. citizens under [VH-14-0119-DE](#). Originally set to close on Oct. 6, the announcement now closes on Friday, Oct. 10. See below for duty station information.

The Finance and Capital Markets Team position, VH-1101-41, was originally advertised under vacancy announcement number VA-14-0106 and is re-advertised under [VA-14-0123](#) for status candidates. Individuals who submitted applications to the prior announcement do

not need to reapply to be considered for this position. The closing date for this announcement is Friday, Oct. 10.

The preferred duty station for both positions is at our headquarters in McLean, Virginia. Upon selection, the candidate may request the option to work from one of our field office locations (Bloomington, Minnesota; Irving, Texas; Aurora, Colorado; or Sacramento, California). The request will be considered and approved on a case-by-case basis.

If the final duty location is not in McLean, Virginia, the employee may be required to travel to our McLean headquarters on a monthly basis and may need to spend extended time there.

Summer Associate FCA Examiner Internship Job Announcement Extended Through Oct. 9

The Office of Examination's summer associate FCA examiner internship positions for students, announcement [VA-14-0212](#), will be extended through 11:59 p.m. ET, Thursday, Oct. 9. The extension is necessary because of system maintenance on FHR Navigator, which will take place Wednesday, Oct. 8, from 6 until 11 p.m. ET.

The full-time associate FCA examiner job announcement [CK1194035BD](#) will not be affected; it will close as scheduled on Wednesday, Oct. 8, at 11:59 p.m. ET.

Free Total Body Conditioning in McLean Office Extended to End of Year

The Office of Management Services is pleased to announce that Total Body Conditioning with Alfred Thompson will continue for the first quarter of the fiscal year in the gym. The free class will resume this week on Wednesday, Oct. 8, and will be offered every Wednesday at noon through Dec. 31. No classes will be held during the week of Thanksgiving and Christmas.

If you have questions, please send an email to [AskHR](#).

New State Tax Information Mobile Website Available

The General Services Administration (GSA) Office of Charge Card Management has recently launched its new state tax information mobile website. This website is designed so that travelers can easily receive current tax information through their smartphones and find out which states are tax exempt. All information on the mobile website is linked to the GSA SmartPay website; changes or updates will be consistent with the main website.

To access the mobile website, go to the [GSA SmartPay website](#).

If you have any questions, please contact Irma Blankenship at x44055.

Retirement Readiness Now Tip: Use the Social Security Retirement Planner

By Brenda Acker-Ubah (OMS, Work/Life Staff)

Are you ready for retirement? Do you have all the information you need concerning Social Security? The Social Security Retirement Planner can help you now.

This planner provides detailed information about your Social Security retirement benefits under current law. It also points out things you may want to consider as you prepare for the future.

To learn more about the Social Security Retirement Planner, go to the [Social Security](#)

[Administration website.](#)

Cafeteria Menu Available for Week of Oct. 6

The McLean cafeteria's weekly menu is now [available](#). Diana has planned a special menu on Thursday, Oct. 9. Happy Oktoberfest!



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"Bittersweet October. The mellow, messy, leaf-kicking, perfect pause between the opposing miseries of summer and winter."

—Carol Bishop Hipps

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, October 7, 2014
Date: Tuesday, October 07, 2014 4:23:51 PM
Attachments: [image002.png](#)



Publication Date: October 7, 2014

Today's Headlines

- FCA/FCSIC Kicks Off Combined Federal Campaign Tomorrow
- New 2015 Payroll Planning Calendar Available on SharePoint
- Help Solve the Case of the Missing Easels
- Newsletter Available from FCA's Employee Assistance Program
- Reminder: Free Pilates Class for McLean Employees Resumes Today, Oct. 7
- Survey Work on Farm Credit Drive Today

These articles are published on the [FCA Today SharePoint page](#).

FCA/FCSIC Kicks Off Combined Federal Campaign Tomorrow

The wait is almost over! Tomorrow, Oct. 8, at 2:30 p.m. in the atrium of the Farm Credit Building, FCA and FCSIC will kick off the 2014 Combined Federal Campaign of the National Capital Area.

After a warm welcome from campaign manager Ira Marshall (OE-McLean), the event will feature remarks by Board Chair Jill Long Thompson.

Then Ed Fulmore (OMS), Kelli Jo Woodson (OE-McLean), Kevin McAdoo (OE-McLean) and Pam Cochran (OMS) will put aside their FCA roles for a few minutes to enter the world of show business. They will perform a light-hearted skit to illustrate the power of the CFC to change lives. Don't miss their exciting debut!

After the skit, Geoffrey Chu (OMS) will briefly introduce the charities that have come out to tell us about their work. Refreshments will be served following the program.

Although the event begins at 2:30 p.m., feel free to come down by 2 p.m. to browse the charity exhibits.

Come join your colleagues for this fun and informative annual event. Find out how you can support the causes that mean the most to you.

For more information about the campaign, see the [FCA/FCSIC CFCNCA SharePoint page](#).

New 2015 Payroll Planning Calendar Available on SharePoint

The Office of Management Services has developed a user-friendly, color-coded [2015 Payroll Planning Calendar](#) to keep you informed about important payroll-related dates such as time and attendance submission deadlines, electronic funds transfer paydays and observed holidays. You can find a PDF version of this calendar on SharePoint by going to the Employee Resources tab, clicking on "Human Resources," then scrolling down to the "Pay"

heading.

If you have any questions, please contact David Toth at x44422.

Help Solve the Case of the Missing Easels

If you borrowed any black collapsible easels from Linda Toki and they are still in your office, please return them to her in room 1705. If you need to keep them longer, please call Linda at x44208 and let her know when they will be returned.

Newsletter Available from FCA's Employee Assistance Program

By Brenda Acker-Ubah (OMS, Work/Life Staff)

"Newslines," a newsletter published by ComPsych Guidance Resources, the FCA Employee Assistance Program, is available online free of charge. The newsletter contains articles with links to videos and interactive features. Among the articles featured in the [latest issue](#) are the following:

- New ADA rules issued by the Equal Employment Opportunity Commission, related to pregnancy.
- A look at the current state of Family and Medical Leave Act, with regards to same-sex marriage, by state.
- Recognition of a ComPsych customer, Bright Horizons, which won the Workforce magazine Optimas Award for its EAP/work-life program.

ComPsych provides confidential support, expert information and valuable resources for every aspect of your life 24 hours a day, seven days a week, at no cost to you or your immediate family. ComPsych guidance consultants are available to assist you with your concerns at 800-460-4374 or on the [ComPsych website](#).

To view resources online, [register as a first-time user](#). Enter **EAPEssential** as the Organization Web ID.

Reminder: Free Pilates Class for McLean Employees Resumes Today, Oct. 7

Pilates with Kate resumes today, Oct. 7, at noon in suite 1500, located to the right of the McLean cafeteria.

Survey Work on Farm Credit Drive Today

The FCS Building Association has been notified by our neighbors at Liberty Crossing 1 and 2 that surveyors with Dewberry Surveying Company will be working on Farm Credit Drive today. The FCSBA does not anticipate that the work will cause any disruption on Farm Credit Drive. If you have questions or concerns, please call the FCSBA at 703-883-4490.



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*"For it is in giving that we receive."
—Francis of Assisi*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, October 8, 2014
Date: Wednesday, October 08, 2014 4:43:34 PM
Attachments: [image002.png](#)



Publication Date: October 8, 2014

Today's Headlines

- Reminder: Brown Bag With Geoffrey Chu on CFC Online Giving Begins at Noon Tomorrow, Oct. 9
- Exterior Window Washing Scheduled in McLean Oct. 10
- Linda Toki and Her Sister Publish Book of Dark Poetry
- Make the Co-op Connection: October Is National Cooperative Month

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Brown Bag With Geoffrey Chu on CFC Online Giving Begins at Noon Tomorrow, Oct. 9

Learn how to choose your charities and make your donation online for the 2014 Combined Federal Campaign of the National Capital Area at tomorrow's Brown Bag Lunch. Geoffrey Chu (OMS) will give a presentation beginning at noon in room 1141. Bring your laptop if you would like to follow along.

For more information, see the [Sept. 30 FCA Today article](#).

Exterior Window Washing Scheduled in McLean Oct. 10

On Friday, Oct. 10, a maintenance crew will wash the exterior windows of the McLean Farm Credit Building.

If you have any questions, please call the Building Association at x44490.

Linda Toki and Her Sister Publish Book of Dark Poetry

Editorial Note: For excerpts from Linda's book, read the [article](#) on the FCA Today SharePoint page.

FCA visual information specialist Linda Toki and her sister, Laura Toki, have published a book of poetry with a dark twist, or as Laura describes it, "a collection of words and images that allows glimpses into the shadowed spaces hidden in the mind." Their book is titled, "Only Black Is in Style: Unfashionably Dark Verse," published by Lulu Press, Inc.

Linda and Laura started writing poetry in the 1990s and decided to collaborate on a book several years ago. Linda says her poetry uses alliteration and rhyme, while Laura writes in a prose style. Their poetry is reminiscent of Edgar Allen Poe and other gothic writers.

The book is illustrated with photographs by Linda and Laura's husband, Paul Hromulak Jr., who both graduated from Indiana University of Pennsylvania with art degrees. Laura

graduated from the same university with a degree in secondary English education. She is a former English teacher and is currently director of curriculum development for Pennsylvania public schools.

Make the Co-op Connection: October Is National Cooperative Month

Every October since 1930, members of cooperatives have celebrated National Cooperative Month. The theme chosen by the National Cooperative Business Association for this year's celebration is "The Co-op Connection" to highlight the ways co-ops connect with each other, their communities and the world. There are more than 30,000 cooperatives in the United States in all sectors of the U.S. economy; they generate an estimated \$650 billion in sales.

In 2013, there were 2,200 agricultural cooperatives in the United States, which generated \$246 billion in sales, an increase of \$8 billion or nine percent from 2012. Farm Credit System institutions are cooperatives since each of the banks and associations are owned and controlled by the farmers who borrow from them.

"Cooperatives are member-owned, member-controlled businesses that operate for the benefit of their member-owners and their communities rather than to create profits for distant shareholders," said Secretary of Agriculture Thomas Vilsack in a recent [proclamation](#).

Examples of several well-known cooperatives include Land O'Lakes, Ocean Spray Cranberries, Sunkist Growers, United Egg Producers, American Crystal Sugar Company, Blue Diamond Growers and Dairy Farmers of America. Read more about other cooperatives in the special "Making the Co-op Connection" section of the [Rural Cooperatives magazine, September/October 2014 issue](#), September/October 2014 issue. Here are a few highlights from the issue:

- Mother's Milk Cooperative, which aggregates and markets human milk for neonatal intensive care units in hospitals. It has 1,000 members in 45 states who earn an average of \$800 per month.
- Stone Soup Farm Co-op, a worker-owned farm co-op in Hadley, Massachusetts.
- Honey Creek Market Cooperative in Plain, Wisconsin, which transformed a rural, family-owned grocery store into a consumer-owned grocery cooperative.
- Farmers on the Move, a cooperative of Hispanic farmers in Michigan. It has 14 members who farm from 5 to 50 acres. The co-op sells to retail and wholesale markets, as well as through farmers markets.
- Whitley County Farmers' Market, a cooperative of 45 vendors selling in three locations in southeastern Kentucky.

Find out more about the seven principles of a cooperative on FCA's [The Cooperative Way Web page](#).

Learn more about co-ops on the [Cooperatives Program website](#) of the U.S. Department of Agriculture.



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"When power leads man toward arrogance, poetry reminds him of his limitations. When power narrows the area of man's concern, poetry reminds him of the richness and diversity of existence. When power corrupts, poetry cleanses."

—John F. Kennedy

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, October 9, 2014
Date: Thursday, October 09, 2014 4:57:17 PM
Attachments: [image002.png](#)



Publication Date: October 9, 2014

Today's Headlines

- Asian American and Pacific Islander Program Brown Bag Lunch Features Senior White House Official Oct. 15
- FWPC's Influential Women Mentoring Series Scheduled for Oct. 23

These articles are published on the [FCA Today SharePoint page](#).

Asian American and Pacific Islander Program Brown Bag Lunch Features Senior White House Official Oct. 15

By Geoffrey Chu (OMS)

FCA's Asian American and Pacific Islander Program invites you to attend a Brown Bag Lunch on Wednesday, Oct. 15, at noon EDT. The speaker, Doua Thor, Senior Advisor for the White House Initiative on Asian Americans and Pacific Islanders, will discuss the model minority myth and its negative impacts, as well as some of the White House Initiative's current projects.

Bring your lunch for the hour-long presentation in the Marsha Martin Training Room (1101 and 1102). Field staff may participate by videoconference.

For more information about Doua Thor, read her [biography](#).

FWPC's Influential Women Mentoring Series Scheduled for Oct. 23

By Barbara Martinez (OE-Denver)

Please join the Federal Women's Program Committee on Thursday, Oct. 23, at 11 a.m. EDT for a meeting at which FCA Board Chair Jill Long Thompson will discuss her experiences working in the federal government.

Chair Long Thompson will be the first speaker in our Influential Women Mentoring Series, which is designed to assist our members in networking with women who hold high positions throughout the federal government. Our hope is that these speakers bring experience and advice that can help women throughout our agency become more successful. This is a wonderful opportunity to get to know these women better and pose questions in an informal setting.

The meeting will be in McLean room 1141 and videoconferenced to the field offices. Because space is limited, please RSVP to [Gina Chmielewski](#) no later than close of business Friday, Oct. 17, if you plan to attend. Otherwise, you are welcome to listen via audio-conference at 1-877-322-2830, conference ID 9165013.

More about Chair Long Thompson

Jill Long Thompson has many years of leadership experience from her extensive career. From 1989 to 1995, she represented northeast Indiana as a Member of the U.S. House of Representatives, serving on the Agriculture Committee and the Committee on Veterans' Affairs. From 1995 to 2001, she served as Under Secretary for Rural Development in the U.S. Department of Agriculture where she oversaw an annual budget of \$10 billion and a staff of 7,000 employees.

Long Thompson is noted for being the first and only woman to be nominated by a major party to run for Governor of Indiana and the first and only Hoosier woman to be nominated by a major party to run for the U.S. Senate.

Prior to her government service, Long Thompson taught at Indiana University, Valparaiso University and Manchester College for many years. She is also a former fellow at the Institute of Politics at Harvard University's John F. Kennedy School of Government. She holds an M.B.A and Ph.D. in Business from the Kelley School of Business at Indiana University and a B.S. in Business Administration from Valparaiso University. Long Thompson grew up on a family farm outside of Larwill, Indiana. Today, she and her husband, Don Thompson, reside on a farm near Argos, Indiana.



About FCA Today

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"The really expert riders of horses let the horse know immediately who is in control, but then they guide the horse with loose reins and very seldom use the spurs."

—Sandra Day O'Connor

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, October 10, 2014
Date: Friday, October 10, 2014 3:35:23 PM
Attachments: [image002.png](#)



Publication Date: October 10, 2014

Today's Headlines

- FCA Issues News Release on Proposed Rule Governing Compensation Disclosures
- Fit Friday Feature: Pumpkin Apple Protein Bars

These articles are published on the [FCA Today SharePoint page](#).

FCA Issues News Release on Proposed Rule Governing Compensation Disclosures

FCA issued a news release yesterday, Oct. 9, reporting on the FCA Board's approval of the proposed rule governing Farm Credit System compensation disclosures to shareholders and investors.

For more information, see the [Oct. 9 news release](#).

Fit Friday Feature: Pumpkin Apple Protein Bars

This recipe was reprinted with permission from Health Matters at Work newsletter.

You can still enjoy the flavors of fall without indulging in pumpkin lattes. Freeze these bars in individual snack size bags and grab one on your way to work, or have one as a snack after a good workout!

Be sure to use canned pumpkin instead of pumpkin pie filling, which has extra sugar added to it.

Pumpkin Apple Protein Bars

Prep Time: 10 minutes
Makes 12 bars

Ingredients

Cooking spray
1 egg
2 egg whites
1 teaspoon vanilla
3 tablespoons Splenda Brown Sugar Blend
1/3 cup canned pumpkin
1/4 cup unsweetened applesauce
1 apple, peeled and grated (use the large hole on grater)
1/2 cup old-fashioned oats
1/4 cup almond meal (almond flour)

1 scoop reduced-carb vanilla protein powder (18 g protein per scoop)
1 teaspoon cinnamon
1/2 teaspoon baking powder

Preparation

1. Preheat oven to 350 degrees F. Coat an 8x8 baking pan with cooking spray.
2. In a medium bowl, whisk together egg, egg whites, vanilla, Splenda Brown Sugar Blend, pumpkin, applesauce and grated apple.
3. In another medium bowl, mix together oats, almond meal, protein powder, cinnamon and baking powder.
4. Add wet ingredients to dry ingredients and mix until blended.
5. Pour into prepared baking dish and bake for 25 minutes.
6. Let cool before cutting and serving.

Source: American Diabetes Association



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"One cannot manage too many affairs; like pumpkins in water, one pops up while you try to hold down the other."

—Chinese Proverb

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, October 14, 2014
Date: Tuesday, October 14, 2014 4:32:49 PM
Attachments: [image002.png](#)



Publication Date: October 14, 2014

Today's Headlines

- Reminder: Brown Bag Lunch on Model Minority Myth Is Tomorrow, Oct. 15
- Reminder: Flu Vaccine Clinic Scheduled in McLean Tomorrow, Oct. 15
- Cafeteria Menu Available for Week of Oct. 13

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Brown Bag Lunch on Model Minority Myth Is Tomorrow, Oct. 15

FCA's Asian American and Pacific Islander Program is hosting a Brown Bag Lunch tomorrow, Oct. 15, at noon EDT on the model minority myth and its negative impacts. The speaker, Doua Thor, is the Senior Advisor for the White House Initiative on Asian Americans and Pacific Islanders. She will discuss some of the Initiative's current projects.

This voluntary attendance program will take place in the Marsha Martin Training Room (1101 and 1102), with videoconferencing to field offices. For more information, see the [Oct. 9 FCA Today article](#).

Reminder: Flu Vaccine Clinic Scheduled in McLean Tomorrow, Oct. 15

If you have not scheduled an appointment for tomorrow's flu vaccine clinic, it's not too late. Inova HealthSource will offer flu vaccines tomorrow, Oct. 15, from 8:30 a.m. to noon in room 1140/1141 of the McLean Farm Credit Building. Three types of vaccine will be available—regular shot, shot for age 65 or older and the flu mist, which is administered through your nose.

The shots and flu mist are free for all FCA and FCSIC employees. Contract workers and FCS Building Association employees can obtain the vaccine at a cost of \$25. Please let the nurse know what form of the vaccine you want administered. To schedule your appointment, please email [Brenda Acker-Ubah](#) or [Carmen Lopez](#).

Cafeteria Menu Available for Week of Oct. 13

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"Riches don't make a man rich, they only make him busier."
—Christopher Columbus

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, October 15, 2014
Date: Wednesday, October 15, 2014 5:09:12 PM
Attachments: [image002.png](#)



Publication Date: October 15, 2014

Today's Headlines

- Results from the 2014 Annual Employee Survey Are In
- Wear Your Red, White and Blue Tomorrow for the Combined Federal Campaign
- McLean Farm Credit Building Elevators Operating Intermittently

These articles are published on the [FCA Today SharePoint page](#).

Results from the 2014 Annual Employee Survey Are In

According to the results of the 2014 annual employee survey, FCA continues to provide a positive, mission-centered work experience for its employees. The survey, which is sponsored by the Office of Personnel Management, was sent to 275 FCA employees, 88 percent of whom responded to the survey. This response rate exceeds the 2013 response rate by 14 percentage points.

The survey focused on employee perceptions of the agency, FCA leadership, and how effectively the agency has been meeting its human capital needs. FCA employees responded favorably about their view of the agency's ability to support leadership and knowledge management (71 percent positive), results-oriented performance culture (66 percent), talent management (74 percent) and job satisfaction (71 percent).

Overall, the 2014 results are consistent with the 2013 and 2012 survey responses. In the Best Places to Work rankings by the Partnership for Public Service, FCA's scores increased by 4.8 percent over 2013 scores. FCA was ranked seventh in the [rankings for small agencies](#) in 2013.

Thank you for participating in the survey and making this agency one of the best places to work in the federal government!

Wear Your Red, White and Blue Tomorrow for the Combined Federal Campaign

Tomorrow, Oct. 16, is the second annual Red White and Blue Day of the Combined Federal Campaign of the National Capital Area (CFCNCA). Show your support for the CFC by donning patriotic colors and gathering in front of the Farm Credit Building at 11 a.m. for a photo.

As you can see, several employees gathered for last year's photo. It was posted on FCA's CFC SharePoint page, and it also appeared on the CFCNCA website.

Wear your red, white and blue again this year to show your enthusiasm for the 2014 campaign of the CFCNCA. Linda Toki and her camera will be waiting for you.

McLean Farm Credit Building Elevators Operating Intermittently

The FCS Building Association reports that the elevators in the McLean Farm Credit Building are operating with intermittent service. Technicians are working on the problem.

In the meantime, you may use stairwell B, accessible near the OMS suite on the first floor, to reach the garage. Otherwise, you may have to wait a few minutes for an elevator to be available. The Building Association will send a notice as soon as the elevators are back in normal operation.



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"Opportunity is missed by most people because it is dressed in overalls and looks like work."
—Thomas A. Edison

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, October 16, 2014
Date: Thursday, October 16, 2014 4:42:45 PM
Attachments: [image002.png](#)



Publication Date: October 16, 2014

Today's Headlines

- Condolences
- Congratulations to Three New FCA Commissioned Examiners
- Office of Examination Announces Career Opportunities for IT Specialists
- Email Server Maintenance Scheduled This Saturday, Oct. 18
- SQL Database Maintenance Scheduled Saturday, Oct. 18
- FCA Employees' Council Selects New Officers and Delegates for FY 2015
- Happy National Boss Day to FCA Managers and Supervisors

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that John C. Floyd, a retired vocational agricultural schoolteacher and rancher, father of J.C. Floyd (OE-Denver), passed away on Oct. 15 in Gonzales, Texas.

Visitation and rosary will be held at the Seydler-Hill Funeral Home in Gonzales from 5 to 7 p.m. tomorrow, Friday, Oct. 17. Funeral mass will be held Saturday, Oct. 18, at 11 a.m. at St. James Catholic Church, located at 421 N. Hamilton Street in Gonzales, with interment in the Gonzales Catholic Cemetery.

In lieu of flowers, the family suggests donations to the Gonzales Stock Show Association, the Knights of Columbus Council 5090 Scholarship Fund or a charity of your choice.

Condolences may be sent to J.C. at the following address:

21494 Grays Peak Dr.
Parker, CO 80138

Congratulations to Three New FCA Commissioned Examiners

By Sharon Wilhite, Director, Staff Development Division (OE-Dallas)

Editorial Note: To view photographs of the employees mentioned below, read the [article](#) on the FCA Today SharePoint page.

We have a few new folks joining the FCA commissioned examiner ranks after successfully completing the commissioning test last week in St. Louis. Please take a moment to congratulate the following:

Cindi Burke—Cindi started with the agency in June 2011 after receiving her master's in agricultural economics from Oklahoma State University and a B.S. in agribusiness from

Kansas State University. Cindi works for the Association Examination Division in the Denver field office.

Rachel Connolly—Rachel started with the agency in June 2011 upon graduating from University of Wisconsin, River Falls, with a B.S. in agricultural business and a minor in Spanish composition/communication. Rachel works for the Association Examination Division in the Bloomington field office.

Luke Gallegos—Luke started with the agency in June 2010 after graduating with a B.S. in dairy science and a minor in business administration from Texas A&M University. Luke works for the Market Risk Division in the new Dallas field office.

Congratulations to you all. Also, a huge thank-you to everyone who made the commissioning test a success, including the six assessors, Marla Goodwin and Bev Harris.

Office of Examination Announces Career Opportunities for IT Specialists

The Office of Examination has two internal vacancies for its IT Specialist Career Development Program, grades VH-0570-38/39/40, in the Market Risk Division. The announcement, [VA-14-0122](#), opens today, Oct. 16, and closes Nov. 3. It is open to internal FCA commissioned examiners in any field office.

Because this announcement is open to internal candidates only, you can access the announcement only through the above link. To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement through the hyperlink above.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. Go back to the [job announcement](#) page.
6. Click on the **Apply Online** button in the right-hand menu of the page and follow the instructions on the next screen.
7. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.

Your application and supporting application materials must be received by 11:59 p.m. ET on the closing date of the announcement.

When developing your resume, please read thoroughly the information under the Qualifications & Evaluations tab of the job announcement.

If you need assistance, please contact Lynn Lotocki at 703-883-4154 or x44154.

Email Server Maintenance Scheduled This Saturday, Oct. 18

Editorial Note: To view a screenshot of the security alert, read the [article](#) on the FCA Today SharePoint page.

The Office of Management Services will perform scheduled maintenance on the agency's email servers Saturday, Oct. 18, between 8 a.m. and 5 p.m. EDT. During this time, you may experience sporadic disruptions in email service.

You could receive a security alert pertaining to EM1.FCA.LOCAL on either your Outlook account or your iPhone. During this time only, you may safely select "yes" to proceed.

If you have questions, contact the OMS Helpline by email at helpline@fca.gov or by phone at x44333.

SQL Database Maintenance Scheduled Saturday, Oct. 18

The Office of Management Services will perform maintenance on the FCA SQL databases from 6 a.m. to 6 p.m. EDT Saturday, Oct. 18. TRS, CRS, the FCA Web Portal and all Excel spreadsheets and Access databases that connect to the SQL1 databases will be affected by this maintenance.

Please call the OMS Helpline at x44333 if you have any questions.

FCA Employees' Council Selects New Officers and Delegates for FY 2015

At the September 2014 FCA Employees' Council meeting, the following new officers were selected for FY 2015:

Chairperson: **Victor Amaya** (OMS)

Vice Chairperson: **Jeremy Edelstein** (ORP)

Co-Secretaries: **Jeff Pienta** (OGC) and **Destyne Edwards** (OMS)

In addition, the terms of several council delegates expired, and new representatives took their places. Following are the council's FY 2015 delegates and alternates, as well as the offices that each group represents:

Group I Delegate: **Cecelia Rodgers**; Alternate: **Kathryn Corey**

Office of the Board, Secretary to the Board, Office of Inspector General, Office of Secondary Market Oversight, Office of Congressional and Public Affairs

Group II Delegate: **Jeff Pienta**; Alternate: **Wendy Laguarda**

Office of General Counsel

Group III Delegate: **Kevin McAdoo**

Office of Examination – McLean Field Office

Group IV Delegates: **Shahab Maslehati** and **Hillary Anderson**

Office of Examination – Bloomington, Dallas, Denver and Sacramento Field Offices

Group V Delegate: **Jeremy Edelstein**; Alternate: **Ryan Leist**

Office of Regulatory Policy

Group VI Delegates: **Ron Bariring**, **Destyne Edwards** and **Victor Amaya**

Office of Management Services

The current Employees' Council would like to thank its departing members—Darius Hale, Lynn Major and Gina Chmielewski—for their time, energy and thoughtfulness in addressing issues of concern to FCA employees. The council would also like to express its appreciation to Darius Hale and Cecelia Rodgers for serving as FY 2014 chairperson and vice-chairperson.

The Employees' Council provides a means of communication between employees and management and encourages employee input on agency policies and practices affecting employees. Please contact your Employees' Council representative with any suggestions, concerns, issues or questions you would like for the council to address.

You can learn more about the Employees' Council by reading [PPM 809](#) in the Policies and Procedures Manual located on SharePoint. You can find additional information by reading the Employees' Council meeting minutes, which are posted on the [FCA Meeting Minutes SharePoint site](#).

Happy National Boss Day to FCA Managers and Supervisors

Today, Oct. 16, is National Boss Day. According to the Hallmark website, National Boss Day began in 1958 when Patricia Bays Haroski, then an employee at State Farm Insurance Company in Deerfield, Illinois, registered the holiday with the U.S. Chamber of Commerce.

Ms. Haroski's boss at State Farm was her father. She chose Oct. 16, her father's birthday, as the date for National Boss Day because she felt he was an exemplary boss. National Boss Day is also a worldwide celebration, observed in England, Australia, South Africa and other countries.

The U.S. Bureau of Labor Statistics reports that in 2012 nearly 6.4 million people worked in managerial roles. FCA currently has 46 managers and supervisors. Take a moment to express your appreciation for their leadership and hard work.



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"I've always found that the speed of the boss is the speed of the team."

—Lee Iacocca

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, October 17, 2014
Date: Friday, October 17, 2014 3:01:07 PM
Attachments: [image002.png](#)



Publication Date: October 17, 2014

Today's Headlines

- Condolences
- Sign Up for Oct. 30 Individual Retirement Sessions with Dave Redden
- McLean Kicks Off 2014 Combined Federal Campaign in Style
- Fit Friday Feature: Mental Health in the Workplace
- Cafeteria Menu Available for Week of Oct. 20

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report the unexpected passing of Pat Jones, mother of associate examiner Anna Jones and former FCA examiner Ross Jones, on Wednesday, Oct. 15.

Pat's funeral will be held this Sunday, Oct. 19, at 3:30 p.m. at The Journey of Longmont Church, located at 1285 South Fordham Street in Longmont, Colorado. In lieu of flowers, the family suggests donations to [El Comité de Longmont](#), where she taught in the English for Speakers of Other Languages (ESOL) Program.

Condolences may be sent to the following address:

The Jones Family
7183 Gold Nugget Dr.
Niwot, CO 80503

Sign Up for Oct. 30 Individual Retirement Sessions with Dave Redden

Editorial Note: All sessions scheduled with Dave Redden for Oct. 30 have been filled. Another date will be announced soon.

Dave Redden, FCA's contract retirement adviser, will conduct individual retirement counseling sessions on Thursday, Oct. 30.

Appointments will be for 45 minutes. They will be held in room 3513 of the Farm Credit Building for McLean staff or by phone for field staff. Sessions are available for the following timeslots on Oct. 30 in McLean:

11:15 a.m. – noon

1 – 1:45 p.m.

1:45 – 2:30 p.m.

3:30 – 4:15 p.m.

4:15 – 5 p.m.

Appointments are on a first-come, first-served basis. Dave will be back periodically throughout the 2015 fiscal year, so other opportunities will become available.

If you are interested in an appointment for individual counseling, please contact Cassandra Matos at x44339 or by [email](#). If you need to cancel or reschedule your appointment, please give at least 24 hours' notice.

McLean Kicks Off 2014 Combined Federal Campaign in Style

By Emily Yaghmour, OCPA

Editorial Note: To see a slideshow featuring photos from the kickoff, go to [CFC Kickoff](#). Photos and slideshow by Linda Toki (OMS).

On Wednesday, Oct. 8, McLean employees gathered in the atrium of the Farm Credit Building for an honored tradition—kicking off the annual campaign of the Combined Federal Campaign of the National Capital Area (CFCNCA).

Ira Marshall, the FCA/FCSIC Campaign Manager and Chair of the Leadership Committee, welcomed the audience, including Dr. Dean Wilkerson, the CFCNCA Loaned Executive serving FCA and FCSIC; Edith Parrish, Associate Director of the CFCNCA; and the 10 guest charities that had set up exhibits in the atrium. After brief remarks by Dr. Wilkerson, Ira encouraged those in the audience who have never before donated to the CFC to make this their first year.

"If you already give directly to charitable organizations, you may want to see if you can donate to the same organizations through the CFC," he said. "It's generally cheaper for charities to receive contributions through the CFC."

FCA Board Chair and CEO Jill Long Thompson also addressed the gathering, recognizing FCA and FCSIC employees' past generosity and inviting them to join her in making a pledge this year. "With more than 4,400 charities to choose from," she said, "the CFCNCA offers opportunities to support almost any imaginable cause."

To illustrate the power of CFC charities to transform lives, several FCA employees performed a brief skit, featuring Dave, a down-and-out veteran (Ed Fulmore, OMS), and Lizzie, his unconventional fairy godmother (Kelli Jo Woodson, OE-McLean).

Wielding a wand and dressed in an orange tutu and a leather jacket, Lizzie finds Dave on the streets, asking passersby for change. As his fairy godmother, she promises to make his wish for employment come true. She introduces him first to Darlene (Pam Cochran, OMS), who runs an organization to help people find jobs, then to Harper (Kevin McAdoo, OE-McLean), whose organization provides business attire for those in need.

With the help of these charities, Dave finds a job prospect and acquires a business suit to wear to the interview. By the end of the skit, he begins to feel hopeful. "Thank you, Lizzie. You saved my life," he tells his fairy godmother.

"No, Dave, with the help of these organizations and their donors, *you* saved your own life," she tells him.

Following the performance, Geoffrey Chu, our Deputy Campaign Manager, introduced us to the guest charities, and a representative from each charity briefly described his or her organization's mission. The audience later had the opportunity to browse the exhibits and visit with the representatives individually.

Ira concluded the program with a rousing appeal to make this another great campaign at FCA and FCSIC. And apparently employees have taken his request to heart. Already 13 employees have made pledges in the amount of \$7,460, which is approximately 14 percent of the 2014 goal of \$55,000.

The FCA/FCSIC Leadership Committee would like to thank those who have already made donations and would like to encourage others to do so. As Dave's fairy godmother would say, you don't have to have a magic wand to make good things possible. By donating to a worthy cause, you can make the world a better place in so many ways.

**Guest Charities
at the 2014 CFCNCA Kickoff
of FCA/FCSIC**

- [AIDS Children's Foundation](#)
 - [Alternative House](#)
 - [Blacks in Government](#)
 - [Friends of Fort Dupont Ice Arena](#)
 - [Jill's House](#)
 - [Lab Rescue of the Labrador Retriever Club of the Potomac](#)
 - [Mid-Atlantic Gleaning Network](#)
 - [Salvation Army National Capital Area Command](#)
 - [SkillSource Group](#)
 - [Veterans Forever Soldiers](#)
-

Fit Friday Feature: Mental Health in the Workplace

This article was reprinted with permission from Health Matters at Work newsletter.

One of every four American adults suffers from a diagnosable mental disorder in a given year. But even though mental disorders are so common, there is still a stigma associated with having mental health issues. People with mental illness are often challenged by the stereotypes and prejudice that result from misconceptions about mental illness—especially in the workplace.

In this [episode](#) of the Health Matters at Work video podcast series, our host Jerry Franz talks with representatives from Mental Health America and the Society for Human Resource Management (SHRM) about mental illness in the workplace. Watch this podcast now to learn how the American with Disabilities Act can protect you and what job accommodations may be available to help you succeed.

Cafeteria Menu Available for Week of Oct. 20

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"You make a living by what you get. You make a life by what you give."

—Winston Churchill

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Subject: FCA Today - Tuesday, October 21, 2014
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Publication Date: October 21, 2014

Today's Headlines

- Denver Field Office Gets Outdoors to Raise Money for the Combined Federal Campaign
- FCA and FCSIC Employees Don Red, White and Blue in Support of CFCNCA
- Deadline for Plain Writing Award Submissions Creeps Closer
- Ava Bell Joins Office of Inspector General
- My New Role in Blacks in Government
- Join the Party: Take the Silver Line Metro to Work

These articles are published on the [FCA Today SharePoint page](#).

Denver Field Office Gets Outdoors to Raise Money for the Combined Federal Campaign

By Barbara Martinez, Denver field office

Fifteen employees of the Denver field office participated in a fun run/walk/bike tour for the Combined Federal Campaign (CFC) kickoff this year and took advantage of the great natural resource at their doorstep, Cherry Creek State Park.

The tour took place on Thursday, Oct. 16, with a registration fee of \$5. Snacks and water were available to participants. The \$125 proceeds went to the CFC and will be shared proportionately among all charities that receive designations.

FCA and FCSIC Employees Don Red, White and Blue in Support of CFCNCA

Editorial Note: To view the photographs mentioned below, read the [article](#) on the FCA Today SharePoint page.

Showing their support for the Combined Federal Campaign of the National Capital Area, FCA and FCSIC employees observed Red, White and Blue Day on Thursday, Oct. 16. The first photo below was featured on CFCNCA's [Facebook page](#) and [Twitter feed](#), along with photos of other patriotic federal employees at other agencies.

So far, FCA and FCSIC employees have contributed around \$7,000, or about 13 percent of the \$55,000 goal. Thank you!

If you have not yet contributed to the campaign and would like to do so, go to [FCA/FCSIC's CFCNCA SharePoint homepage](#) for more information. Want to make your donations online? The SharePoint site contains links to instructions.

If you have any questions or would prefer to fill out paper donation forms, see your keyworker. A list of all keyworkers is available on the SharePoint site.

Deadline for Plain Writing Award Submissions Creeps Closer

The Halloween deadline for the 2014 FCA Plain Writing Award Program is so close it's scary. Have you or a colleague written a document that rings with clarity and precision? If so, submit that document by Oct. 31 for consideration for the 2014 Plain Writing Award. Please send submissions to [Emily Yaghmour](#).

Last year the review panel was pleased to receive about a dozen submissions, and there were two winners—Ryan Hellen of OE and Lynn Lotocki of OMS. (See the [Dec. 11 FCA Today article](#).)

For details about the 2014 program, see the [Sept. 17 FCA Today article](#).

Ava Bell Joins Office of Inspector General

Ava Bell has joined the Office of Inspector General (OIG) as a management/program analyst. She began her work in OIG yesterday, Oct. 20. She will assist in audits of organizational units and programs.

Most recently, Ava served as a program assistant on the Human Resources and Training Team, managing the AskHR database and responding to employees' AskHR questions.

Prior to joining OMS, Ava served as administrative assistant to Chief Operating Officer William Hoffman and to Secretary to the Board Dale Aultman; before that she worked in the Office of Regulatory Policy.

Ava first joined FCA in May 1988 as a summer intern in the Office of Examination and became an office assistant in the Office of Inspector General in February 1989.

Ava has a B.S. in public administration from George Mason University and a J.D. from the Washington College of Law at American University. She lives in McLean, Virginia.

"We are thrilled to have Ava's analytical skills and her broad background and knowledge of the programs at FCA," says Liz Dean, Inspector General.

My New Role in Blacks in Government

By Damien Hill, OMS

Editorial Note: On Sept. 18, Shirley Jones, president of BIG's Region XI, appointed Damien Hill as chair of the BIG Region XI Legislative Committee and liaison to the National BIG Vote Committee. Region XI has approximately 58 chapters throughout the D.C. metro area. The appointment was made during the Region XI chapter monthly meeting with many chapter presidents, delegates, members and visitors in attendance. In this first-person article, Damien discusses his plans for his new role with BIG and the importance of participating in the upcoming midterm elections.

My appointment as chair of the Blacks in Government (BIG) Region XI Legislative Committee and liaison to the National BIG Vote Committee stemmed from my interest in the BIG Get Out the Vote program. It was also a result of working with the BIG at FCA chapter and many of you in implementing highly visible and effective community outreach initiatives such as the following:

- Annual food/coat drives.
- Presentation of dynamic speakers and insights at Equal Employment Opportunity and

Inclusion and Special Emphasis Program Brown Bag events.

Voting turnout has trended downward during midterm elections recently, and I feel that it's vital for voters to turn out in big numbers every election, not simply the presidential elections. The right to vote is an extremely important one that must be protected at all times. Our right to vote is a powerful tool for making our voices heard on a range of important topics at the local, state and federal levels.

Per Ballotpedia.org, "A total of 471 seats in the U.S. Congress (36 Senate seats, including three special elections, and all 435 House seats)," are in play during the next general election, Tuesday, Nov. 4.

I feel it is incumbent upon every citizen of this great country to stand up and make our voices heard in the voting booth. It's both our privilege and responsibility. Furthermore, voting is our right, and it should and must remain a cherished, proud rite of passage for every 18-year-old just as earning a driver's license is for 16-year-olds.

In addition to bringing awareness to this midterm vote, our Legislative Committee plans to meet the following goals:

- Continue to nurture and develop the relationships established on the national, regional, and chapter level with Congressman Danny Davis' Federal Workforce Subcommittee on Oversight and Government Reform.
- Hold information sessions and provide explanatory materials on issues of importance.
- Track and become proactively involved in the legislative and regulatory processes that make and implement laws and regulations that impact all government employees.
- Advocate for legislation and policies that create a favorable and fair work environment.
- Develop relationships with partner organizations to exchange information and provide support to common goals.

I look forward to continuing to work with you on BIG at FCA community outreach efforts and more challenging initiatives as they materialize. Stay aware, stay active and stay at it! I'd also like to leave you with a related quote.

"The greatest happiness of the greatest number is the foundation of morals and legislation."
—Jeremy Bentham

Join the Party: Take the Silver Line Metro to Work

By Claire Haverstock, OCPA contractor

If you haven't tried out the new [Silver Line Metro](#), FCA Associate Director of Congressional Affairs Willy Meaux encourages you to join him one day. Willy has been taking the Silver Line to work ever since it began service this past summer. He boards the Orange Line at the Vienna station and transfers to the Silver Line at the East Falls Church station—one stop away from the McLean station. From there, he boards [Fairfax Connector Bus 724](#) for the short ride to Farm Credit Drive. (Bus 724 services the Farm Credit Building from both the Spring Hill and McLean Silver Line stations. Download the [schedule](#) to have as a reference.)

Willy says his fellow Silver Line commuters are an eclectic bunch. He commutes with many Department of Homeland Security employees, as well as mall and office workers. He enjoys the commuting time for his "daily data download"—reading Capitol Hill reports and other

news items on his iPad.

Besides daily commuters, Willy sees many travelers coming from Dulles International Airport on the Silver Line. [Washington Flyer Silver Line Express](#) provides a 10-minute bus service between Dulles International Airport and Wiehle-Reston East at a fare of only \$5. From there, the McLean station is four stops away. If you arrive by plane at the Ronald Reagan Washington National Airport, you can transfer to the Silver Line by taking the Blue Line to the Rosslyn station or the Yellow Line to the L'Enfant Plaza station.

Willy says the McLean station's parking lot is underutilized. If you have a mid-day meeting in Washington, D.C., he suggests parking there and commuting into the city by the Silver Line. It also has several bike racks and bike storage lockers for two-wheeled commuters.

Besides helping the environment and leaving the hassle of traffic behind, you can save the expense of gas and wear-and-tear on your car. As an added incentive, FCA provides a Transit Subsidy Program ([PPM 646](#)) for all full-time and part-time permanent FCA employees who regularly commute by mass transit. If you bike to work at least half of every month, you are also eligible for a monthly subsidy to cover expenses such as bike repairs, maintenance or safety equipment. Go to [Transit Subsidy Application](#) on SharePoint and fill out both the application form ([form 473](#)) and the claim form ([form 473A](#)), which must be submitted to the Office of Management Services at the end of each quarter for reimbursement.

To see what you've been missing, check out this [short Silver Line ad](#). It may convince you to join the party and be like one of these commuters, throwing away the car keys and dancing down the sidewalk. And you can practice your dance moves with Willy at the Farm Credit Drive bus stop or the McLean Silver Line station platform.

NOTE: Beginning this week, construction crews will be widening roads and shifting lanes to make room for construction of Silver Line's future Innovation Station in the median of the Dulles International Airport Access Highway between Centreville Road and Route 28. The roadwork will last approximately six weeks so expect delays if you are driving in that area.



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"There is no season when such pleasant and sunny spots may be lighted on, and produce so pleasant an effect on the feelings, as now in October."

—*Nathaniel Hawthorne*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, October 22, 2014
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Publication Date: October 22, 2014

Today's Headlines

- Reminder: FWPC's Mentoring Series Begins With Guest Speaker Jill Long Thompson on Oct. 23
- Reminder: Plain Writing Training Held Next Wednesday, Oct. 29
- Reminder: Diversity Leadership Award Nominations Due Nov. 7
- Reminder: Ethics in Action Award Nominations Due Nov. 7
- Tip of the Week: Encrypt Your Emails with a Click of a Button
- Concur Government Edition Adds Inactivity Pop-up
- Southwest Airlines and AirTran Merge

These articles are published on the [FCA Today SharePoint page](#).

Reminder: FWPC's Mentoring Series Begins With Guest Speaker Jill Long Thompson on Oct. 23

Would you like an opportunity to sit in at the Federal Women's Program Committee meeting with guest speaker FCA Board Chair Jill Long Thompson? As the first speaker in the committee's Influential Women Mentoring Series, Chair Long Thompson will share her career experience and advice.

The meeting will take place in McLean room 1141 at 11 a.m. EDT and will be videoconferenced to the field offices. Because space is limited, please RSVP to [Gina Chmielewski](#) by close of business today, Wednesday, Oct. 22, if you plan to attend. Otherwise, you are welcome to listen via audio-conference at 1-877-322-2830, conference ID 9165013.

For more information, see the [Oct. 9 FCA Today article](#).

Reminder: Plain Writing Training Held Next Wednesday, Oct. 29

Janice (Ginny) Redish, who holds a Ph.D. in linguistics from Harvard University, will conduct a half-day plain writing training session for FCA employees next Wednesday, Oct. 29. The training will be held in the Marsha Martin Training Room. It will begin at 9 a.m. and conclude around noon.

Field office employees may participate by videoconference or audio-conference. If you wish to participate via audio-conference, the call-in number is 1-877-322-2830, and the conference ID is 7034066.

Dr. Redish has trained thousands of writers and subject-matter specialists in the United States, Canada, Asia, and Europe. She is the author of "Letting Go of the Words: Writing

Web Content That Works.” For more information about Dr. Redish, see the [Sept. 25 article](#) in FCA Today.

Unlike earlier plain writing training sessions, which focused on the requirements of the Plain Writing Act of 2010 and the generic principles of plain writing, this training session will focus on applying plain writing principles to FCA documents. Dr. Redish will use examples from FCA documents to show how to edit for clarity and precision.

Her training sessions are interactive. She will invite us to participate as she takes us step by step through the examples. She will help us identify problematic syntax and find ways to trim back unnecessary text to let the core message shine through.

The training session next week is voluntary. However, if writing or editing is a significant part of your daily work at FCA, please try to attend. Please contact [Emily Yaghmour](#) if you plan to attend.

Reminder: Diversity Leadership Award Nominations Due Nov. 7

Nominations for the 2014 Diversity Leadership Award will close in two weeks, on Nov. 7 at 8 p.m. EST. Go to the [award nomination form](#) and compose one or two paragraphs about a colleague whom you would like to nominate, explaining why you believe he or she deserves the award. The winner will be announced at the awards ceremony in December.

For more information, see the [Sept. 23 FCA Today article](#).

Reminder: Ethics in Action Award Nominations Due Nov. 7

The deadline to nominate a colleague for the Ethics in Action award, which recognizes individuals who have demonstrated a significant commitment to enhancing ethics at FCA, is Nov. 7 at 8 p.m. EST. The winner will be announced at the awards ceremony in December.

To nominate a colleague or colleagues, go to the [award nomination form](#) and compose one or two paragraphs about your colleague, explaining why you believe he or she deserves the award.

For more information, see the [Sept. 29 FCA Today article](#).

Tip of the Week: Encrypt Your Emails with a Click of a Button

By Kathleen Reddaway, OMS

During this year’s IT security awareness training, we discussed how we must encrypt all emails and attachments containing personally identifiable information (PII) and sensitive information that we send outside FCA and FCSIC. Until now, the only way we knew to do this was to type the keyword [secure] into the subject line of an email. This keyword triggers our encryption appliance, Cisco Registered Envelope Service, to encrypt the email and its attachments.

But one of the pitfalls of typing in the word is that it is all-too-easy to make a typo—in which case, the information goes out unencrypted. To eliminate this pitfall and streamline the process, Steve Green suggested using a button (icon) to automate the process. Fortunately, Outlook makes this easy with a feature called Quick Step.

With Quick Step, you can create an icon on your Outlook Home tab to automatically generate a blank email with the keyword [secure] in the subject line. To create this icon, follow the steps OMS prepared in [How to Set Up an Icon in Outlook for Secure Email](#). If you take about two minutes to create this icon, you will never again have to manually encrypt your emails.

For more technology tips, visit the [IT Resource Center](#). If you have any questions, please contact OMS Helpline at extension x44333 or by email at [OMS Helpline](#).

Concur Government Edition Adds Inactivity Pop-up

Editorial Note: To view a screenshot for the instructions below, read the [article](#) on the FCA Today SharePoint page.

For security purposes, the Concur Government Edition (CGE) Travel System has recently added an inactivity pop-up window. If, after you log in to the system, 7 minutes and 30 seconds elapse with no activity, your screen will be cleared, and a pop-up will appear.

If you click on "I need more time," the system will restore the screen and you can continue. If the system is inactive for 15 minutes, it will log you out.

Southwest Airlines and AirTran Merge

Effective Nov. 1, Southwest Airlines and AirTran are merging into one airline. The new airline name is Southwest Airlines. AirTran is still operating some flights through Dec. 28, but for travel beginning on Nov. 2, flights can only be purchased through Southwest Airlines. If you have AirTran frequent flyer numbers listed in your profile in Concur Government Edition, they will no longer be effective as of Nov. 1.



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*"The secret of getting ahead is getting started."
—Mark Twain*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, October 23, 2014
Date: Thursday, October 23, 2014 5:55:59 PM
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Publication Date: October 23, 2014

Today's Headlines

- Peer Awards Database Open for 2015 Awards; Presentation Process Simplified
- National Geographic Exhibit Follows Path from Farm to Fork; Harvest Festival This Saturday, Oct. 25

These articles are published on the [FCA Today SharePoint page](#).

Peer Awards Database Open for 2015 Awards; Presentation Process Simplified

The Peer Awards database is now available for 2015. It's easier than ever to recognize a colleague for a job well-done because now you can print the \$50 award check directly from the database.

All nonsupervisory employees may present one award check per quarter. This will help ensure that recognition is spread throughout the year. The checks are to be completed online and may be presented to any employee who is not a supervisor or manager.

Follow these steps to present a Peer Award:

1. Go to the [FCA Peer Award](#) database.
2. On the check template, complete the **Pay to the Order Of** field by clicking on the dropdown arrow and selecting the recipient's name.
3. From the list of radio buttons, select the item that best describes the skills your colleague demonstrated.
4. In the **Reason for Award** field, briefly describe what your colleague did to earn the award.
5. At the top of the page, click **Submit Peer Award for Supervisor Signature**.
6. When the award is approved, you will receive an email with a link to the award. The email will thank you for submitting the award and encourage you to print it out to present to the recipient. If the recipient is located in another field office, you can drop the award check in interoffice mail. But if you and your recipient share the same location, try to present the check in person. After all, a \$50 check is nice, but personal acknowledgment is priceless.

Please note that the check cannot be cashed; the recipient receives the award through his or her regular paycheck. Therefore, these awards may only be issued to FCA permanent employees, not contractors.

If you have technical questions, please contact the [OMS Helpline](#).

National Geographic Exhibit Follows Path from Farm to Fork; Harvest

Festival This Saturday, Oct. 25

A new exhibit at the National Geographic Museum in Washington, D.C., located at 1145 17th Street NW, focuses on how food gets from farm to fork, as well as the future of food. Daily from 11 a.m. to 4 p.m., you can taste seasonal treats and see cooking demonstrations in the test kitchen. The theme of the kitchen will change every two weeks. For more information about kitchen themes, a video about the exhibit and admission prices, see [FOOD: Our Global Kitchen](#). The exhibit runs through Feb. 22, 2015; it is open daily from 10 a.m. to 6 p.m.

FOOD: Our Global Kitchen complements National Geographic's ongoing exploration of food issues, including an eight-month series in National Geographic magazine that will be released as a free iPad app in honor of World Food Day.

In addition, you can celebrate all things food this Saturday, Oct. 25, from 10 a.m. to 3 p.m. at National Geographic's [free Harvest Festival](#), DC's official Food Day celebration.



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*"With every deed you are sowing a seed,
though the harvest you may not see."*

—Ella Wheeler Wilcox

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, October 27, 2014
Date: Monday, October 27, 2014 4:58:40 PM
Attachments: [image002.png](#)



Publication Date: October 27, 2014

Today's Headlines

- Debra Miller Retires After Long Federal Career
- OMS Announces Opening for Part-Time Learning and Development Specialist
- Cafeteria Menu Available for Week of Oct. 27
- Halloween Is Just Around the Corner; Share Photos with Library of Congress

These articles are published on the [FCA Today SharePoint page](#).

Debra Miller Retires After Long Federal Career

Debra Miller in the Office of Inspector General will retire on Oct. 31 after more than 36 years of federal service. Please come by to sign her retirement board located in the OIG conference room, suite 2600, by Thursday, Oct. 30.

OMS Announces Opening for Part-Time Learning and Development Specialist

FCA has posted a vacancy announcement for a part-time learning and development specialist, VH-0201-38, on the Human Resources and Training Team in the Office of Management Services. This position is advertised under vacancy announcement [VA-14-0124](#) for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act). The deadline for submitting applications is Friday, Oct. 31.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

Cafeteria Menu Available for Week of Oct. 27

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.

Halloween Is Just Around the Corner; Share Photos with Library of Congress

It's that time of year to break out the candy. In 2013, the U.S. Census Bureau estimates there were 41.2 potential trick-or-treaters for Halloween—children age 5 to 14—across the United States. Other statistics are published in the Census Bureau's Facts for Features series on [Halloween Oct. 31, 2014](#). For example, in 2012, the following U.S. businesses benefitted from this holiday:

- 1,216 costume rental and formal wear establishments.
- 1,333 manufacturers that produce chocolate and cocoa products.
- 439 manufacturers that produce nonchocolate confectionary products.

And since we can't have Halloween without pumpkins, the agricultural industry also benefits. In 2013, 50,900 acres of pumpkins were harvested in the United States, with a total estimated production value of \$149.9 million. Illinois led production, with 547.6 million estimated pounds produced.

If you plan to take photos during any fall celebrations, consider submitting your images to the American Folklife Center at the Library of Congress. The center is inviting Americans participating in holidays this time of year—Halloween, All Souls Day, All Saints Day, Día de los Muertos—to photograph hayrides, haunted houses, parades, trick-or-treating and other celebratory and commemorative activities to contribute to a new collection documenting contemporary folklife. Through Nov. 5, post your photos to the photo-sharing site [Flickr](#) under a creative commons license with the tag **#FolklifeHalloween2014**.

The Library of Congress will share selected images via the blog Folklife Today in a series of posts beginning in November 2014.

For more information about participating in the project, see [Folklife Today](#).



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"These are the nights when the wolves are silent and only the moon howls."

—George Carlin

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, October 28, 2014
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Publication Date: October 28, 2014

Today's Headlines

- J.C. Floyd Selected as Associate Director and Team Leader for ORP's Finance and Capital Markets Team
- 2014 Federal Employee Viewpoint Results Now Available
- Reminder: Sign Up Today for Plain Writing Training Scheduled Tomorrow, Oct. 29
- Office of Examination Announces Opening for IT Specialist
- Halloween Treats Coming Your Way This Week, Courtesy of Team CFC at FCA/FCSIC

These articles are published on the [FCA Today SharePoint page](#).

J.C. Floyd Selected as Associate Director and Team Leader for ORP's Finance and Capital Markets Team

Gary Van Meter, Director of the Office of Regulatory Policy (ORP), today announced that John C. (J.C.) Floyd has been selected to serve as Associate Director and Team Leader for the Finance and Capital Markets Team in ORP. The appointment is effective Nov. 16. Since 2007, J.C. has served as a senior capital markets specialist in the Denver field office, examining the financial operations of Farm Credit System institutions and ensuring those institutions continue to serve the financing needs of agriculture and rural America in a safe and sound manner. In his new position, J.C. will serve as a primary point of contact for questions about finance and capital markets policy interpretations and will work to ensure consistency in positions taken by the Farm Credit Administration. Following a six-month period as a coop student hire in 1987, J.C. began his career with FCA in 1988 as an examiner in the Atlanta field office, examining System institutions in the Southeast. J.C. received his commission as an FCA examiner in 1992 and became a capital markets specialist in 1997. In March 1999, he transferred to the Denver field office.

Prior to joining FCA, J.C. served as a naval officer for seven years in Norfolk, Virginia, on board the USS Austin; at Naval Facility Argentia, Newfoundland, Canada; and at Brunswick Naval Air Station in Brunswick, Maine, before deciding to return to Texas to pursue a master's degree.

J.C. is a graduate of Texas A&M University where he received undergraduate and graduate degrees in agricultural economics. Born and raised in rural south-central Texas, J.C. became involved in agriculture via 4-H and Future Farmers of America at a young age. J.C.'s dad was a high school vocational agriculture teacher in Luling, Texas, and later Gonzales, Texas. J.C. is an avid Aggie sports fan.

2014 Federal Employee Viewpoint Results Now Available

In an [Oct. 15 FCA Today article](#), the Office of Management Services shared highlights from the 2014 Federal Employee Viewpoint Survey. But if you would like more information, see the complete survey results at [2014 Annual Employee Survey Results](#).

If you have any questions or comments, contact [Ask HR](#).

Reminder: Sign Up Today for Plain Writing Training Scheduled Tomorrow, Oct. 29

Tomorrow, Oct. 29, the Office of Congressional and Public Affairs is sponsoring a half-day plain writing workshop for any interested staff. If writing and editing are important parts of your job, this workshop is for you. Please contact [Emily Yaghmour](#) if you plan to attend.

The presenter, Janice (Ginny) Redish, holds a Ph.D. in linguistics from Harvard University. She will conduct the training in McLean's Marsha Martin Training Room from 9 a.m. to 12:30 p.m. EDT. For more information about Dr. Redish, see the [Sept. 25 article](#) in FCA Today.

Field office employees may participate by videoconference or audio-conference. If you wish to participate via audio-conference, the call-in number is **1-877-322-2830**, and the conference ID is **7034066**.

NOTE: If you plan to attend the conference remotely, please let Emily Yaghmour know by 8 p.m. EDT today so she can email you the handouts.

Office of Examination Announces Opening for IT Specialist

The Office of Examination has one vacancy for an FCA examiner (IT specialist), grades VH-0570-39/40, in the Market Risk Division. The announcement opens today, Oct. 28, and closes Nov. 11. This position is advertised for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act) under vacancy announcement [VA-14-0125](#).

The deadline for submitting applications is Monday, Nov. 11.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Lorine Hines at 703-883-4423 (x44423).

Halloween Treats Coming Your Way This Week, Courtesy of Team CFC at FCA/FCSIC

Halloween is coming to FCA and FCSIC employees in the Farm Credit Building thanks to the keyworkers of the FCA/FCSIC Combined Federal Campaign of the National Capital Area (CFCNCA). Get your sweet tooth ready—you can expect a sneak CFC treat by the end of the week.

For information about the campaign, including how to give and whom to contact for more

information, see the FCA/FCSIC 2014 CFCNCA [SharePoint page](#). Or, if you prefer, go straight to the [CFCNCA website](#) and click the "Donate Now" button.

And for all you social media users, be sure to "like" the photo of FCA employees Ed Fulmore and Kelli Jo Woodson, lead actors in FCA's CFCNCA kickoff skit, who were featured Saturday, Oct. 25, on CFCNCA's [Facebook page](#). You can also retweet the photo posted on the CFCNCA's [Twitter feed](#).



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"October is the fallen leaf, but it is also a wider horizon more clearly seen. It is the distant hills once more in sight, and the enduring constellations above them once again."
—Hal Borland

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, October 29, 2014
Date: Wednesday, October 29, 2014 4:35:14 PM
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Publication Date: October 29, 2014

Today's Headlines

- OMS Plans Incremental Update for Adobe Acrobat
- Reminder: Internal Vacancies for IT Specialists in Office of Examination Close Nov. 3
- Thrift Savings Plan Enrollees Can Contribute \$500 More Next Year
- Ethics in Action: U.S. Office of Special Counsel Issues Press Release on Hatch Act Case
- Be Aware of Disability Issues in the Workplace

These articles are published on the [FCA Today SharePoint page](#).

OMS Plans Incremental Update for Adobe Acrobat

Starting on Thursday, Oct. 30, the Office of Management Services will distribute an incremental update, 10.1.12, to Adobe Acrobat X Pro. This mandatory update will install silently in the background and will *not* force a reboot. It will install whether you are logged on in the office or over a VPN connection.

Security mitigations, software bug fixes and minor enhancements are included in this update. For a complete listing of the changes included in this update, go to the [Adobe website](#).

If you have questions, contact the OMS Helpline by email at Helpline@fca.gov or by phone x44333.

Reminder: Internal Vacancies for IT Specialists in Office of Examination Close Nov. 3

The Office of Examination has two internal vacancies for its IT Specialist Career Development Program, grades VH-0570-38/39/40, in the Market Risk Division. The announcement, [VA-14-0122](#), is currently open and closes Nov. 3. It is open to internal FCA commissioned examiners in any field office.

Because this announcement is open to internal candidates only, you can access the announcement only through the above link.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement through the hyperlink above.

3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. Go back to the [job announcement](#) page.
6. Click on the **Apply Online** button in the right-hand menu of the page and follow the instructions on the next screen.
7. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.

Your application and supporting application materials must be received by 11:59 p.m. ET on the closing date of the announcement.

When developing your resume, please read thoroughly the information under the Qualifications & Evaluations tab of the job announcement.

If you need assistance, please contact Lorine Hines at 703-883-4423 or x44154.

Thrift Savings Plan Enrollees Can Contribute \$500 More Next Year

The Internal Revenue Service has increased the cap on annual individual contributions to employer-sponsored retirement savings plans, including the Thrift Savings Plan, to \$18,000 for 2015—up from \$17,500 in 2014.

Employees age 50 and older are eligible to contribute an additional \$6,000 starting in 2015—up from \$5,500 in 2014—in catch-up contributions. So their individual contributions cannot exceed \$24,000 for the year. Those interested in catch-up contributions need to make a separate election request for that option.

The first pay period for 2015 contributions will be pay period 25, which starts Dec. 14 through Dec. 27, 2014. Employees will need to make this change in their [myEPP](#) for pay period 25 prior to the last day of that pay period.

For more information, see [Contributions Limits](#) on the Thrift Savings Plan website.

Ethics in Action: U.S. Office of Special Counsel Issues Press Release on Hatch Act Case

By Wendy R. Laguarda, OGC

~ Ethics: Elevate Yourself to a Higher Standard ~

The following press release from the U.S. Office of Special Counsel highlights the dangers of running for partisan office and engaging in political fundraising while still a federal employee.

OSC Files Complaint for Disciplinary Action in Hatch Act Case

WASHINGTON, D.C./October 24, 2014 –

On October 22, 2014, the U.S. Office of Special Counsel (OSC) filed a complaint for disciplinary action with the Merit Systems Protection Board (MSPB) against James Murry, an employee of the U.S. Army Corps of Engineers (USACE) for violating the Hatch Act.

The employee, a maintenance mechanic for USACE, is currently an independent

candidate in the partisan election for sheriff in Jefferson County, Arkansas. He filed his notice of candidacy in defiance of repeated advice from both USACE and OSC that the Hatch Act prohibited him from running while he is a federal employee. In order to run in a partisan election, Mr. Murry was notified that he must resign from federal employment. He refused to do so, or to drop out of the race.

Moreover, he hosted a fundraiser in support of his campaign even though USACE had circulated regular notices to employees about the Hatch Act's restrictions on political activity.

The Hatch Act prohibits employees from being candidates in partisan elections – even as independent candidates – and from knowingly soliciting, accepting, or receiving political contributions from any person. In its complaint, OSC charged the employee with violating both of these prohibitions and asked the MSPB to order appropriate disciplinary action in accordance with the Hatch Act. Available penalties include suspension, removal from employment, debarment from federal service, or a civil fine.

Be Aware of Disability Issues in the Workplace

Editorial Note: To view profiles mentioned below, read the [article](#) on the FCA Today SharePoint page.

October is National Disability Employment Awareness Month, a commemoration dating back to 1945, when Congress enacted a law declaring the first week in October of each year “National Employ the Physically Handicapped Week.” In 1962, the word “physically” was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities.

In 1988, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month. This year's theme is “Expect. Employ. Empower.” Learn more about National Disability Employment Awareness Month by visiting the Department of Labor's [Office of Disability Employment Policy website](#).

Stop by Linda Toki's exhibit for National Disability Employment Awareness Month in the Atrium of the Farm Credit Building to see resources such as [disability etiquette tips](#) and profiles of people who have made significant contributions to society despite their disabilities.



About FCA Today

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*“The only disability in life is a bad attitude.”
—Scott Hamilton*

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To: [newsletter](#)
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Publication Date: October 30, 2014

Today's Headlines

- Tim Nerdahl Selected as Senior Policy Analyst for Capital Markets
- Submit Entries for 2014 FCA Plain Writing Award by Tomorrow, Oct. 31
- Prepare for Open Season: Health Benefits Fair Scheduled Nov. 4 in McLean
- FCA Issues Joint News Release Asking for Comments on Proposed Flood Insurance Rule
- Play the Pumpkin Weight Guessing Game to Win Free Meal at Farm Credit Café

These articles are published on the [FCA Today SharePoint page](#).

Tim Nerdahl Selected as Senior Policy Analyst for Capital Markets

Gary Van Meter, Director of the Office of Regulatory Policy (ORP), today announced that Tim Nerdahl has been selected to serve as a senior policy analyst for capital markets on the Finance and Capital Markets Team in ORP. The appointment is effective Nov. 2.

Since 2010, Tim has been a senior financial analyst in ORP, serving primarily as project manager for investment and derivative rulemakings. Prior to that, Tim was on rotational assignment for two years with ORP. Tim became an FCA capital markets specialist in 1998 and an FCA commissioned examiner in 1992. He joined FCA in 1988.

In his spare time, Tim builds and repairs golf clubs. He is also an avid college and professional sports fan.

Submit Entries for 2014 FCA Plain Writing Award by Tomorrow, Oct. 31

Before you head off with the kiddos to trick-or-treat or start handing out Halloween candy, remember to submit your entry to the 2014 FCA Plain Writing Award Program. Tomorrow, Oct. 31, is the deadline for submissions.

For details about the 2014 program, see the [Sept. 17 FCA Today article](#). Please send submissions to [Emily Yaghmour](#).

Prepare for Open Season: Health Benefits Fair Scheduled Nov. 4 in McLean

FCA will hold a health benefits fair next week, Tuesday, Nov. 4, from 11:30 a.m. to 1:30 p.m. in the atrium of the Farm Credit Building.

Representatives of the Federal Employees Health Benefits Program and the Federal Employee Dental and Vision Insurance Program will be on-site to provide you with Open

Season materials and to answer questions.

A representative from our flexible spending accounts vendor, Benefit Allocation Systems, will also be on-site to answer questions on flexible spending and the Benny card.

Look for more articles on Open Season in the near future.

FCA Issues Joint News Release Asking for Comments on Proposed Flood Insurance Rule

Last Friday, Oct. 24, FCA and four other federal regulatory agencies issued a news release announcing the approval of a joint notice of proposed rulemaking to amend regulations pertaining to loans secured by property located in special flood hazard areas. Comments will be due Dec. 29.

For more information, see the [Oct. 24 news release](#).

Play the Pumpkin Weight Guessing Game to Win Free Meal at Farm Credit Café

Editorial Note: To view photos mentioned below, read the [article](#) on the FCA Today SharePoint page.

Next week, remember to do your civic duty and vote in federal, state and local elections on Tuesday, Nov. 4. But this week, you are invited to vote on the weight of the giant pumpkin displayed in the Farm Credit Café.

Café Manager Diana Garcia has ballots prepared—just fill out your best guess with name and contact information before the cafeteria closes tomorrow, Oct. 31, at 2:30 p.m. She will determine the winner and let voters know the results on Monday. Prizes are as follows:

First place: breakfast and lunch
Second place: lunch
Third place: breakfast

Diana is also serving some delicious homemade Halloween treats through the end of the week. See photos of the cafeteria staff with the mystery-weight pumpkin and festive Halloween decorations and treats.



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"Linus: Each year, the Great Pumpkin rises out of the pumpkin patch that he thinks is the most sincere. He's gotta pick this one. He's got to. I don't see how a pumpkin patch can be more sincere than this one. You can look around and there's not a sign of hypocrisy. Nothing but sincerity as far as the eye can see."

—Charles M. Schulz, *It's the Great Pumpkin, Charlie Brown*

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Publication Date: October 31, 2014

Today's Headlines

- Daylight Saving Time Ends Sunday Morning, Nov. 2
- Excused Absences Allowed for Voting Next Tuesday, Nov. 4
- Fit Friday Feature: Don't Get Spooked—5 Things You Can Do to Support a Sick Co-Worker
- Breast Cancer Awareness Month Comes to a Close; Think Pink All Year
- Cafeteria Menu Available for Week of Nov. 3

These articles are published on the [FCA Today SharePoint page](#).

Daylight Saving Time Ends Sunday Morning, Nov. 2

When you go to bed Saturday, don't forget to turn your clocks back one hour. You can get moving a little later Sunday morning and enjoy an extra hour of sleep thanks to the end of daylight saving time at 2 a.m. on Nov. 2.

Interested in the history of Daylight Saving Time? See the [Nov. 2, 2012, FCA Today article](#).

Excused Absences Allowed for Voting Next Tuesday, Nov. 4

Don't forget to vote on Tuesday, Nov. 4! Keep in mind that federal employees may be granted an excused absence for voting in the upcoming elections.

The federal government has a longstanding policy of granting employees limited time off from work to vote in federal, state, county, or municipal elections, or in referendums on any civic matter in their community.

Since polling places are typically open for extended periods of time, and an increasing number of jurisdictions offer early voting options, the Office of Personnel Management (OPM) advises that excused absences should rarely be needed. However, excused absences may be granted to permit an employee:

- To report for work three hours after the polls open;
- To leave from work three hours before the polls close;
- To travel to a voting place beyond normal commuting distance if absentee ballot is not permitted (up to one day); and
- To vote during early voting periods if the employee will not be available to vote on election

day, or early voting hours are the same as, or exceed, voting hours on the day of election.

The time of day you normally arrive at and depart from work should be used to determine the amount of leave you need to vote. OPM also cautions that an employee may not be granted an excused absence if an employee's non-workday for a compressed or other alternative work schedule falls on a day that his or her polling place is open for voting.

Please be sure to notify your supervisor before taking any time off from work to vote. When you record your time, remember it is considered administrative leave and is not charged as annual leave.

Check the times the polls are open in your state and make your plans to vote now.

Fit Friday Feature: Don't Get Spooked—5 Things You Can Do to Support a Sick Co-Worker

This article was reprinted with permission from Health Matters at Work newsletter.

The serious illness of a co-worker can shake the foundation of a workplace, affecting the dynamics, productivity and atmosphere. People often find they are unprepared to deal with their own feelings about a co-worker's illness. They may be afraid to say or do the wrong thing. And most want to help, but aren't sure how they can.

The most important thing you can do for yourself and for your co-worker is to communicate. Most employees generally appreciate the interest, support and concern of their co-workers. Obviously, your level of involvement with a sick co-worker will depend on the relationship you had prior to the illness. But here are five things that anyone can do to show support:

1. Ask the person with the illness if they want to talk about it. If they don't, respect their privacy but let them know you are there for them. Avoid saying "I know how you feel" or offering unsolicited advice on treatments.
2. Send a card, telephone or visit if a co-worker is on leave or in the hospital. A small act of kindness can make a big difference.
3. Ask the person with chronic illness how you can help. Be specific: help with errands, difficult tasks, meals, etc.
4. Keep the office relationship as "normal" as possible. Continue to treat them the same as you did before their illness.
5. Offer to find helpful resources. You can search for local resources and support for a variety of chronic illnesses at www.healthmattersatwork.org.

Because there are so many different kinds of chronic illnesses, it's important to have a basic understanding of the disease. Some conditions, like epilepsy, diabetes, asthma or heart disease, can be managed long-term. Others are progressive, like autoimmune diseases or dementia. Learning about the condition can help better understand what your co-worker is going through. But if you do research your co-worker's condition, don't assume that you can give them medical advice.

A few things to understand about chronic illness

Chronic illness can mean your co-worker has chronic pain, which requires making adjustments to many aspects of their life. These tips provide a better idea of what they are going through and what you can expect at work:

- Illness can often affect a person's mobility or independence. This is often a huge adjustment to make, especially for a younger person.
- Bad days can be really hard to get through and the frustration can sometimes be overwhelming. Your co-worker may not be as patient or relaxed as usual.
- Illnesses don't always make sense. On Monday, your co-worker may be fine and by Tuesday, they could be in tears with pain. "Flare-ups" can start in a matter of minutes (e.g. asthma attacks). Or they may build up over days, meaning that plans have to be adjusted or postponed. Flare-ups are often very difficult to predict.
- If your co-worker seems to disappear off the social radar for a while, it may just be

that they're not feeling well at the time—not that they don't want to catch up or socialize with you.

- No two people are the same, even if they suffer with the same condition. Don't assume that your grandma's arthritis is the same as the arthritis that affects your athletic friend.
-

Breast Cancer Awareness Month Comes to a Close; Think Pink All Year

While today is the last day of Breast Cancer Awareness Month, you should remind your loved ones to continue to be vigilant about signs and symptoms of breast cancer all year long. And don't forget to monitor your own health.

In the president's [proclamation](#) of October as National Breast Cancer Awareness Month, he reminds us that when breast cancer is caught early, treatments work best and survival rates increase. "This year, more than 230,000 women and 2,000 men will be diagnosed with breast cancer in America... During National Breast Cancer Awareness Month, we recognize all those who know the anguish of breast cancer, and we redouble our efforts to improve care and bring attention to this disease."

Read the [Oct. 3 Fit Friday Feature](#) in FCA Today, to learn about three ways to protect yourself from breast cancer.

For more information about breast cancer prevention and treatment, as well as the latest research, visit the [National Cancer Institute's website](#) and the [CDC's Breast Cancer Awareness website](#).

Cafeteria Menu Available for Week of Nov. 3

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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*It's Halloween! It's Halloween!
The moon is full and bright
And we shall see what can't be seen
On any other night.*

*Skeletons and ghosts and ghouls,
Grinning goblins fighting duels,
Werewolves rising from their tombs,
Witches on their magic brooms.*

*In masks and gowns we haunt the street
And knock on doors for trick or treat.
Tonight we are the king and queen,
For tonight it's Halloween!*

—Jack Prelutsky

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Publication Date: November 3, 2014

Today's Headlines

- President Obama Announces Intent to Nominate Jeffery S. Hall to FCA Board
- Office of Examination Extends Deadline for Internal Vacancies for IT Specialists to Nov. 5
- BIG at FCA's Annual "Share the Harvest" Food Drive and Coat Drive Begin Today, Nov. 3
- Pumpkin Weight-Guessing Contest Winners Announced

These articles are published on the [FCA Today SharePoint page](#).

President Obama Announces Intent to Nominate Jeffery S. Hall to FCA Board

The White House issued a news release Nov. 1 announcing President Barack Obama's intent to nominate Jeffery S. Hall as a member of the Farm Credit Administration Board. If confirmed, he would replace Leland A. Strom.

Mr. Hall is the President of The Capstone Group, a firm he co-founded in 2009. He was the State Executive Director in Kentucky for the U.S. Department of Agriculture's Farm Service Agency from 2001 to 2009.

Previously, from 1994 to 2001, he served as the Assistant to the Dean at the University of Kentucky College of Agriculture. Prior to that, Mr. Hall was a Legislative Assistant in the Office of U.S. Senator Mitch McConnell. He has held leadership positions in a number of non-profit organizations. Mr. Hall received a B.S. from Purdue University.

Office of Examination Extends Deadline for Internal Vacancies for IT Specialists to Nov. 5

The Office of Examination has extended the deadline for two internal vacancies for its IT Specialist Career Development Program, grades VH-0570-38/39/40, in the Market Risk Division. The announcement, [VA-14-0122](#), will close Nov. 5. It is open to internal FCA commissioned examiners in any field office.

Because this announcement is open to internal candidates only, you can access the announcement only through the above link.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement through the hyperlink above.

3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. Go back to the [job announcement](#) page.
6. Click on the **Apply Online** button in the right-hand menu of the page and follow the instructions on the next screen.
7. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.

Your application and supporting application materials must be received by 11:59 p.m. ET on the closing date of the announcement.

When developing your resume, please read thoroughly the information under the Qualifications & Evaluations tab of the job announcement.

If you need assistance, please contact Lorine Hines at 703-883-4423 or x44154.

BIG at FCA's Annual "Share the Harvest" Food Drive and Coat Drive Begin Today, Nov. 3

By Damien Hill, President, Blacks in Government at FCA

Blacks in Government at FCA (BIG at FCA) kicks off its 14th annual Share the Harvest food drive and its fourth annual coat drive today, Nov. 3. The drives continue through Tuesday, Nov. 25. We call our drive period our "Season of Giving." Collection boxes for both food items and coats will be placed in the atrium of the McLean Farm Credit Building near the staircase.

Nonperishable food items collected during the food drive will be delivered to So Others Might Eat (SOME) in Washington, D.C. Proceeds will be used to help fill SOME's annual holiday dinner boxes for seniors in need, and to support other events and programs sponsored by the organization.

All nonperishable food items are gladly accepted; however, preferred items for dinner boxes are as follows:

- tuna, sardines, canned salmon
- canned meat
- canned sweet potatoes
- string beans
- gravy
- cranberry sauce
- fruit cocktail
- boxed instant mashed potatoes
- macaroni and cheese

- drink mix or juice concentrate

All coats collected during the drive will also be delivered to SOME, which, in addition to providing meals, provides clothing and housing for those in need. We'd like to receive coats that are in good condition and free of tears or stains. We'd prefer that donated coats are washed before donation; however, if you're unable to clean the coat before donating it, simply pin a note inside the coat stating "unwashed."

Last year's Share the Harvest food drive yielded more than 201 pounds of canned goods and other nonperishable items. Our third annual coat drive yielded 10 coats. Over the past 13 years, FCA employees have donated more than a half ton of food to SOME.

SOME's goal is "restoring hope and dignity one person at a time." Let's do our part to help them accomplish this important mission during BIG at FCA's Season of Giving. To learn more about this nonprofit, visit [SOME's website](#).

Special thanks to FCA employees who have made this and other BIG at FCA events successful. Your support is greatly appreciated.

Pumpkin Weight-Guessing Contest Winners Announced

The results are in from the Giant Pumpkin Contest. Diana Garcia, Sodexo General Manager of the Farm Credit Café in McLean, revealed that the actual weight of the giant pumpkin was 18 pounds, 4 ounces. Congratulations to the following winners who will enjoy free meals in the cafeteria.

Tie for first place with a guess of 18 pounds, 2 ounces—free breakfast and lunch:

Walt Gardiner (ORP)

Christine Johnson (OMS)

Second place with a guess of 18 pounds—free lunch:

Lihong McPhail (ORP)

Third place with a guess of 17 pounds, 4 ounces—free breakfast:

Mark Bowen (FCSIC)



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"Always vote for principle, though you may vote alone, and you may cherish the sweetest reflection that your vote is never lost."

—President John Quincy Adams

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Publication Date: November 4, 2014

Today's Headlines

- Thanksgiving Message from Board Chair and CEO Jill Long Thompson
- Flexible Spending Account Open Enrollment Begins Nov. 10
- Reminder: Deadline for 2014 Diversity Leadership Award Is Nov. 7
- Support Charities "Back Home" Through the CFCNCA

These articles are published on the [FCA Today SharePoint page](#).

Thanksgiving Message from Board Chair and CEO Jill Long Thompson

In acknowledgement of everyone's efforts and contributions during this busy year, I am happy to announce that the day after Thanksgiving, Friday, Nov. 28, will be a day of administrative leave for FCA employees.

The Agency will be closed for business so that employees may be with family and friends. Employees whose normal flex day falls on this day will be granted an "in-lieu-of" day.

On behalf of the FCA Board, I wish you all a wonderful Thanksgiving holiday, and offer a heartfelt "thank-you."

Best Wishes,
Jill Long Thompson

Flexible Spending Account Open Enrollment Begins Nov. 10

Open enrollment for the 2015 FCA and FCSIC Flexible Spending Accounts (FSA) program begins on Monday, Nov. 10, and runs through Monday, Dec. 8. Remember, you must enroll in this program every year if you wish to continue to participate. You will receive enrollment instructions by email from Benefit Allocation Systems on Nov. 7.

FCA's Contribution

Every year, as FCA/FCSIC employees, we receive an agency contribution to our flexible spending accounts. The 2015 benefit will be \$900, as it was in 2014. If you wish, you may elect to combine your \$400 Life Cycle benefit with the \$900 FSA contribution for a total agency contribution of \$1,300. Even if you do not wish to contribute your own funds to an FSA, you must enroll in the program every year to receive this agency benefit.

You may distribute the agency contributions as you see fit: you may apply the full amount to the Health Care FSA or to the Dependent Care FSA, or you may distribute the contributions across the two accounts.

Your Contribution

Of course, you may also choose to contribute your own funds to one or both FSAs, but there are limits to the contributions you may make to these accounts. For 2015, the annual limit for the Health Care FSA has increased to \$2,550; the annual limit for the Dependent Care FSA remains the same at \$5,000.

The annual limit for the Health Care FSA applies only to *your* contributions—not to agency contributions. Therefore, if you apply \$1,300 in agency contributions to the Health Care FSA, you may still contribute \$2,550 of your own funds to the account. However, the annual limit of \$5,000 on the Dependent Care FSA includes both employee and agency contributions.

The Benny Card

The Prepaid Benefit Card (or the Benny Card) will continue to be available to make eligible purchases easier for you. If you already have a card, Benefit Allocation Systems will load the amount you choose onto your Prepaid Benefit Card. If you joined FCA or FCSIC in 2014 and do not yet have a card, you will receive a card in the mail. Please notify David Toth at 703-883-4433 if you no longer have your Prepaid Benefit Card and would like one, or if you do not receive a card in the mail.

How to Access FSA Info

To access your FSA information, visit MyEnroll.com. If you've forgotten your log-in information, click on "Request User ID & Password" at the MyEnroll.com home page. The information will be sent to you immediately by email.

Contact OMS's Human Resources and Training Team at 703-883-4135 if you have questions regarding enrollment or specifics on the FSA and Life Cycle benefits.

Reminder: Deadline for 2014 Diversity Leadership Award Is Nov. 7

Nominations for the 2014 Diversity Leadership Award will close this Friday, Nov. 7, at 8 p.m. EST. Go to the [award nomination form](#) and compose one or two paragraphs about a colleague whom you would like to nominate, explaining why you believe he or she deserves the award. The winner will be announced at the awards ceremony in December.

For more information, see the [Sept. 23 FCA Today article](#).

Support Charities "Back Home" Through the CFCNCA

This year for the first time, the Combined Federal Campaign of the National Capital Area (CFCNCA) allows us to donate to local charities all over the United States—not just to those in the Washington, D.C., metropolitan area.

If you didn't grow up in the National Capital Area and you'd like to make a donation to a charity in your hometown, go to the [Charity Search tool](#) and type in the name of the charity you are interested in. If it's in the database, you can support the charity through the CFC.

To learn more about this new feature, watch this [two-minute slide presentation](#), featuring picturesque scenery and quaint shots of small-town America. Most photos were taken by Linda Toki, visual information specialist in the Office of Management Services.

For more information about the CFCNCA, go to the [SharePoint site](#) of the FCA/FCSIC Combined Federal Campaign. This site contains instructions for making online donations, as well as a list of keyworkers.



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"Our lives begin to end the day we become silent about things that matter."

—Martin Luther King Jr.

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Publication Date: November 5, 2014

Today's Headlines

- Reminder: Ethics in Action Award Deadline Is Nov. 7
- IRS Changes Limits for Thrift Savings Plan in 2015

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Ethics in Action Award Deadline Is Nov. 7

The deadline to nominate a colleague for the Ethics in Action award, which recognizes individuals who have demonstrated a significant commitment to enhancing ethics at FCA, is this Friday, Nov. 7, at 8 p.m. EST. The winner will be announced at the awards ceremony in December.

To nominate a colleague or colleagues, go to the [award nomination form](#) and compose one or two paragraphs about your colleague, explaining why you believe he or she deserves the award.

For more information, see the [Sept. 29 FCA Today article](#).

IRS Changes Limits for Thrift Savings Plan in 2015

The IRS has raised the annual limit by \$500 on the contributions federal employees may make to their Thrift Savings Plan (TSP) accounts. In 2015, we may contribute up to \$18,000.

Catch-up contributions for individuals 50 and older also increased for 2015—from \$5,500 in 2014 to \$6,000 in 2015. See the Q and A's below for more information.

How much can I contribute each pay period?

If you would like to contribute the maximum allowed for 2015, you would deduct \$693 per pay period for an even distribution of contributions over 26 pay periods. If you will be 50 or older during 2015, you may contribute an additional \$231 per pay period in catch-up provisions.

When should I make my allocations?

If you would like to make an even distribution of deductions over 26 pay periods in 2015, you must make TSP allocations by Monday, Dec. 14.

What if I don't change my contributions?

If you do nothing, your regular TSP allocations will carry over from last year to next year. However, catch-up contributions do not carry over. They automatically stop at the end of each year, so you must make a new election annually to take advantage of this additional benefit.

How do I change my contributions?

Simply visit the [Employee Personal Page](#) to make your 2015 allocation. Click on TSP under personal info, then click self-service. Next, enter the amount and choose pay period 25 (Dec. 14–27) for 2015 changes. Click on TSP Catch-Up and repeat the previously mentioned steps to re-enroll for catch-up contributions.

What if I have questions?

Please send a message to [AskHR](#). Your question will be assigned to the right person to answer it.

For more information, see the [Oct. 29 FCA Today article](#).

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"I know nothing grander, better exercise, better digestion, more positive proof of the past, the triumphant result of faith in human kind, than a well-contested American national election."
—Walt Whitman

From: [newsletter](#)
To: [newsletter](#)
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Date: Thursday, November 06, 2014 5:21:32 PM
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Publication Date: November 6, 2014

Today's Headlines

- Mental Health Is Topic of Nov. 12 Brown Bag
- Reminder: Tomorrow, Nov. 7, Is Last Day to Nominate Colleagues for 2014 Diversity Leadership Award
- Reminder: Opening for Supervisory IT Specialist in OMS Closes Tomorrow, Nov. 7
- Open Season Begins Nov. 10 for Health, Dental and Vision Insurance Programs
- FCA Will Update Network Password Policy
- Ethics in Action: Federal Employees Should Pass on "Grass" or Marijuana, Even If Legal

These articles are published on the [FCA Today SharePoint page](#).

Mental Health Is Topic of Nov. 12 Brown Bag

FCA's Disability Awareness Program is hosting a Brown Bag Lunch on mental health titled "In Our Own Voice" next Wednesday, Nov. 12, at noon EST. The presentation will explore the experiences of individuals from different walks of life who have been diagnosed with mental health conditions, and how they overcame these challenges to lead meaningful lives.

The two speakers, Yasmine Rassam and Kate Wichmann, will discuss their own journeys concerning mental health. They are affiliated with the National Alliance on Mental Illness of Northern Virginia (NAMI).

This voluntary attendance program will be held in the Marsha Martin Training Room (1101 and 1102). Field staff may participate by videoconference.

Reminder: Tomorrow, Nov. 7, Is Last Day to Nominate Colleagues for 2014 Diversity Leadership Award

Nominations for the 2014 Diversity Leadership Award will close tomorrow, Friday, Nov. 7, at 8 p.m. EST. Go to the [award nomination form](#) and compose one or two paragraphs about a colleague whom you would like to nominate, explaining why you believe he or she deserves the award. The winner will be announced at the awards ceremony in December.

For more information, see the [Sept. 23 FCA Today article](#).

Reminder: Opening for Supervisory IT Specialist in OMS Closes Tomorrow, Nov. 7

The deadline for submitting applications for the supervisory IT specialist position, VH-2210-

39/40, is tomorrow, Friday, Nov. 7. This Technology Team position in the Office of Management Services is advertised exclusively to FCA employees under vacancy announcement [VA-14-0126](#) and to status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act) under [VA-14-0129](#). If you wish to be considered under both postings, you must apply to both announcements.

The internal announcement is not searchable on the USAJOBS website. You will only be able to access it using the link provided ([VA-14-0126](#)).

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

Open Season Begins Nov. 10 for Health, Dental and Vision Insurance Programs

The Open Season for the Federal Employees Health Benefits (FEHB) program and the Federal Employees Dental/Vision Insurance Program (FEDVIP) begins Monday, Nov. 10, and runs through Monday, Dec. 8.

This is your annual opportunity to sign up for coverage as a new enrollee, add family members to an existing plan or choose a new plan.

The FEHB Program

For information about FEHB plans, visit the [Federal Benefits Open Season website](#). It contains the [2014 Guide to Federal Benefits](#), [Plan Information](#), and a [plan search page](#) with a tool that lets you identify and compare health plans available in your area.

On the Plan Information page, select the state in which you live to see a list of plans available to you. Click on the plan brochure for information about each plan. Note: Rather than distributing paper copies of plan brochures, OMS encourages you to access the plans electronically. This will help lower administrative costs and conserve natural resources. However, a limited supply of paper brochures will be available in suite 3400 of the McLean Farm Credit Building and in the field offices. If you need more assistance, please send an email to [AskHR](#) or contact a member of the Human Resources and Training Team.

The agency will continue to pay 80 percent of your benefit premium regardless of which plan you choose. A comprehensive premium rate comparison for FCA and FCSIC employees across FEHB plans will be published in an upcoming FCA Today article.

Review Your Current FEHB Plan

Even if you want to keep your current FEHB plan, review the 2015 brochure to be sure that it will continue to meet your needs next year. Every plan brochure contains a section about changes for 2015. Please review this section carefully for changes that may affect your benefit coverage. Your FEHB enrollment will automatically continue from year to year unless

you change or cancel your plan.

However, a number of plans will drop out of the FEHB or reduce their service areas at the end of the 2014 plan year. If you are currently enrolled in one of those plans, you must select another plan during open season, or you will end up with no health care coverage for 2015.

How to Enroll in, Cancel or Change an FEHB Plan

Use the [NFC Employee Personal Page](#) (myEPP) to make open season changes. If you don't already have a PIN, you can obtain one through [myEPP](#) by selecting "New User Sign Up" from the Log In page.

Make your open season enrollment, plan change or cancellation before close of business Monday, Dec. 8. All FEHB open season elections will be effective Sunday, Jan. 11, 2015. If you change plans or options, any covered expenses incurred through Jan. 10, 2015, will be paid according to the benefits of your current plan or option. If your 2014 plan is leaving the FEHB program, you will continue to be covered under that plan's benefits through Jan. 10, 2015. FEHB payroll deductions for 2015 will begin in pay period 1 (official pay date: Feb. 6, 2015).

The FEDVIP Program

You may enroll in a FEDVIP plan for self only, self plus one, or self and family coverage. Enrollees must pay the total premium for FEDVIP, which will be withheld from their salary on a pre-tax basis.

Although you must be eligible for FEHB to enroll in FEDVIP, you are not required to be enrolled in FEHB to enroll in a FEDVIP plan. Eligible family members include an enrollee's spouse (including legally married same-sex spouses) and unmarried dependent children who are less than 22 years old or incapable of self-support. (Please note that under FEDVIP dependent children are only covered until age 22, not age 26 as with FEHB.)

How to Enroll in, Cancel or Change a FEDVIP Plan

To enroll in, change or cancel a FEDVIP plan, go to the [BENEFEDS home page](#). Your FEDVIP enrollments will automatically continue from year to year unless you change or cancel the plan. There are 10 dental plans and four vision plans that may be available to you depending on where you live and work. FEDVIP plan brochures are available on the BENEFEDS website under the [Compare Plans tool](#).

FEDVIP coverage, including any plan changes, will be effective Thursday, Jan. 1, 2015. FEDVIP payroll deductions for 2015 will begin in pay period 1 (official pay date: Feb. 5, 2015).

Consumers' Checkbook Guide to Health Plans

The 2015 version of Consumers' Checkbook Guide to Health Plans is available electronically. You may access the [Guide](#) on the Consumers' Checkbook website by entering your name and FCA email address. The site will send you an email with an assigned username and password to log on.

You may also access the guide on SharePoint by following these steps:

1. Go to [FCA's SharePoint Home Page](#).
2. Under the Employee Resources tab, click Human Resources.
3. Under the Benefits heading, select Consumers' Checkbook Guide to Health Plans.
4. Once you have accessed the website, you will need to enter your name and FCA email address.
5. The site will send you an email with an assigned username and password to log on.

If you have any problems or questions accessing the site through FCA's SharePoint Home Page, please contact Helpline at x44333 (1-877-322-4503) or helpline@fca.gov.

FCA Will Update Network Password Policy

To protect our network accounts against the increasing number of cyber threats, FCA will now require employees to change their network passwords every six months. The Office of Management Services will enforce the network password change during December and June of each year.

The policy takes effect next month. Sometime between Dec. 4 and 18, you must change your FCA network password. Instructions and frequently asked questions to help guide you through the process of changing your password will be available in early December.

Ethics in Action: Federal Employees Should Pass on "Grass" or Marijuana, Even If Legal

By Jeff Pienta, OGC

~ *Ethics: Elevate Yourself to a Higher Standard* ~

While Oregon, Alaska, the District of Columbia and the city of South Portland, Maine, joined Colorado and Washington to legalize marijuana in the recent elections, federal employees are prohibited from using an illegal drug. A [March 2014 "Ask the Lawyer" column](#) of the Federal Times explains that marijuana remains illegal under the federal Controlled Substances Act. Using marijuana on- or off-duty could result in a misconduct action. It could also adversely affect a determination on whether you are suitable for federal employment.



About FCA Today

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*"And above all, watch with
glittering eyes the whole
world around you because the
greatest secrets are always
hidden in the most unlikely
places. Those who don't
believe in magic will never find it."*

—Roald Dahl

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, November 7, 2014
Date: Friday, November 07, 2014 5:41:27 PM
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Publication Date: November 7, 2014

Today's Headlines

- Honor Our Veterans on Veteran's Day, Nov. 11
- Ethics in Action: Don't Use Public Office for Relative's Private Gain—Immigration Officials Charged with Nepotism
- Fit Friday Feature: Ignoring Your Kidneys is Risky Business

These articles are published on the [FCA Today SharePoint page](#).

Honor Our Veterans on Veteran's Day, Nov. 11

Next week on Veteran's Day, Nov. 11, we will honor the nearly 20 million military veterans in the United States. Give thanks to all of them, including the 38 FCA, FCSIC and FCS Building Association employees who have served our country. FCA's visual information specialist Linda Toki created an "[Honoring Our Veterans](#)" poster, which lists all of our veterans' names and service dates. It is displayed in the atrium of the Farm Credit Building and in all field offices.

According to statistics in the 2013 Community Survey published on the U.S. Census Bureau's [website](#), a large number of living veterans have served during multiple wartime periods, including 58,445 during the Vietnam Era and both periods of the Gulf War, and 39,890 during World War II, the Korean War and the Vietnam Era.

For more information about the origin of Veteran's Day, see the [Nov. 8, 2013, FCA Today article](#).

Ethics in Action: Don't Use Public Office for Relative's Private Gain—Immigration Officials Charged with Nepotism

By Wendy R. Laguarda, OGC

~ Ethics: Elevate Yourself to a Higher Standard ~

The Justice Department's Inspector General Michael Horowitz released a report last week that faulted two immigration administrators and a judge for violating nepotism and ethics rules. These rules prohibit federal employees from using their official positions to advocate for employment for their relatives.

The investigation focused on the improper hiring of four students who were relatives of the three most senior officials in the organization. The officials pressed subordinates to give their relatives paid positions and internships.

In addition, Inspector General Horowitz found that hiring relatives for internships was a

common practice at the office. "We also found that the practice of hiring relatives of employees into Student Temporary Employment Program positions in the Executive Office for Immigration Review generally was widespread, constituting 16 percent of hires into the program from 2007 through 2012," said Horowitz.

The investigation began after the Immigration Review Office proposed it. For additional details, see the [Government Executive article](#).

Fit Friday Feature: Ignoring Your Kidneys is Risky Business

This article was reprinted with permission from Health Matters at Work newsletter.

Do you have high blood pressure or diabetes? Do you use pain relievers? Do you smoke? If you answered "yes" to any of these questions, then join us on Wednesday, Nov. 19, at 1 p.m. to learn how to protect your kidneys from disease and failure.

Because kidney disease is typically "symptom silent" until the very late stages, many people don't realize that their kidneys have been damaged. One in every three American adults is currently at risk for developing kidney disease. This risk increases to one in two over the course of a lifetime. Community Health Charities is partnering with the National Kidney Foundation so that you can learn the latest about how to keep your kidneys healthy.

[Register](#) for this free webinar to learn:

- Risk factors for kidney disease.
 - How your kidneys function and the vital role they play in your overall health.
 - How diabetes, high blood pressure and other conditions affect your kidneys.
 - What lifestyle measures you can take to reduce your risk of developing kidney disease.
 - Simple tests you can request to assess your level of kidney function.
-



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"But the freedom that they fought for, and the country grand they wrought for, Is their monument to-day, and for aye."

—Thomas Dunn English

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, November 10, 2014
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Publication Date: November 10, 2014

Today's Headlines

- Reminder: Brown Bag on Mental Health Issues Scheduled Nov. 12
- Office of Examination Issues Info Memo on Recent Amendments to 2013 Mortgage Rules
- OPM Provides Guidance to Federal Health Plan Carriers on Ebola Virus
- Pilates N2Shape Class Is Canceled Tomorrow, Nov. 11
- Cafeteria Menu Available for Week of Nov. 10

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Brown Bag on Mental Health Issues Scheduled Nov. 12

When you return from the Veterans Day holiday on Wednesday, Nov. 12, consider attending the Brown Bag Lunch hosted by FCA's Disability Awareness Program. It features two speakers who will give first-hand perspectives on living with mental health conditions.

The Brown Bag will begin at noon EST in the Marsha Martin Training Room (1101 and 1102). Field staff may participate by videoconference.

Office of Examination Issues Info Memo on Recent Amendments to 2013 Mortgage Rules

The Office of Examination issued an Informational Memorandum Friday, Nov. 7, on recent amendments to the 2013 mortgage rules under Regulation Z, which implements the Truth in Lending Act. It also provides information about annual adjustments to the threshold amounts that trigger certain requirements under Regulation Z and Regulation M, which implements the Consumer Leasing Act.

For more information, see the [Informational Memorandum](#) on the FCA website.

OPM Provides Guidance to Federal Health Plan Carriers on Ebola Virus

The first cases of the Ebola virus disease diagnosed in the United States highlight the importance of effective strategies to identify those at risk and limit further exposure. The Department of Health and Human Services, Department of Defense, Department of State, Department of Homeland Security, Department of Veterans Affairs and other federal agency personnel are involved in the global or domestic response to Ebola. The Centers for Disease Control and Prevention has taken the clinical lead for the United States and posts pertinent information on its [website](#).

The Office of Personnel Management is issuing guidance on Federal Employee Health

Benefits Plan (FEHB) carrier responsibilities for handling enrollees and family members exposed to Ebola virus. Carriers will notify their contract specialists if their plans become involved in arranging the care of an FEHB enrollee or family member exposed to or infected with the Ebola virus.

Pilates N2Shape Class Is Canceled Tomorrow, Nov. 11

Because the office is closed tomorrow, Nov. 11, the Pilates N2Shape class in McLean will not be held. It will resume next Tuesday, Nov. 18, from noon to 1 p.m. in room 1500 of the Farm Credit Building. Enjoy the Veterans Day holiday!

Cafeteria Menu Available for Week of Nov. 10

The McLean cafeteria's weekly menu is now [available](#). The cafeteria will be closed tomorrow in observance of Veteran's Day. A special [Thanksgiving menu](#) is planned for Thursday, Nov. 13. Bon appétit.



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"As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them."

—John F. Kennedy

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, November 12, 2014
Date: Wednesday, November 12, 2014 5:01:13 PM
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Publication Date: November 12, 2014

Today's Headlines

- Reminder: New Network Password Policy Takes Effect Next Month
- CFCNCA Designates Tomorrow, Nov. 13, Online Giving Day
- Turkey and All the Fixings Served at Farm Credit Café Tomorrow, Nov. 13

These articles are published on the [FCA Today SharePoint page](#).

Reminder: New Network Password Policy Takes Effect Next Month

To protect our network accounts against the increasing number of cyber threats, FCA will now require employees to change their network passwords every six months. The Office of Management Services will enforce the network password change during December and June of each year.

The policy takes effect next month. Sometime between Dec. 4 and 18, you must change your FCA network password. Instructions and frequently asked questions to help guide you through the process of changing your password will be available in early December.

CFCNCA Designates Tomorrow, Nov. 13, Online Giving Day

The Combined Federal Campaign of the National Capital Area (CFCNCA) hopes to set a record tomorrow, Nov. 13, for the most donations made online in one day in a workplace campaign. You can help make it possible—not only to set a CFCNCA record but, more importantly, to allow the charities to carry out their missions.

To date, 26 people have pledged \$22,032 to the campaign. That's 42 percent of our goal. Let's make it more than 50 percent by the end of the day tomorrow and be recognized as the top small federal agency to pledge online on CFCNCA's Online Giving Day!

Payroll deduction is an easy way to give more to the causes you care about. Here are just a few of the many good things that you can make possible:

- \$2 per pay period will buy five mosquito nets to help prevent malaria.
- \$5 per pay period can plant 5,000 new oysters to restore local populations.
- \$10 per pay period can vaccinate ten low-income senior citizens against pneumonia.
- \$25 per pay period feeds and cares for 400 disaster victims.

No matter what cause you support, you'll find it in the CFC. Search through the more than 22,000 approved charities that are part of the CFC and support your favorites with a generous CFC pledge. You can search for charities and make your pledge at www.cfcnca.org.

Turkey and All the Fixings Served at Farm Credit Café Tomorrow, Nov. 13

Get a taste of Thanksgiving early by feasting on a full Thanksgiving meal at the McLean Farm Credit Café tomorrow, Nov. 13. The meal will be served during regular lunchtime hours, from 11:30 a.m. to 1:30 p.m. The [menu](#) includes turkey, five sides, pie, rolls and cranberry sauce.

You can buy the full meal, including a fountain drink, for \$12.49 or have turkey, cranberry sauce and two sides for \$6.99.

Happy Thanksgiving from all your friends at the Farm Credit Café—Diana, José and Elias!



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"But Thanksgiving is more than eating, Chuck. You heard what Linus was saying out there. Those early Pilgrims were thankful for what had happened to them, and we should be thankful, too. We should just be thankful for being together. I think that's what they mean by 'Thanksgiving,' Charlie Brown."

—Charles M. Schulz (Marcie in "A Charlie Brown Thanksgiving")

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, November 14, 2014
Date: Friday, November 14, 2014 5:00:09 PM
Attachments: [image002.png](#)



Publication Date: November 14, 2014

Today's Headlines

- Employee Training Survey Opens Nov. 17
- Technical Issue Resolved for Flexible Spending Account Enrollment
- Christine Johnson Recognized as Outstanding Human Resources Professional
- CFCNCA Online Giving Day Results Are In: Goal Exceeded!
- 2014 BIG at FCA Season of Giving Helps Those in Need
- Fit Friday Feature: Spiced Turkey Breast with Apple Chutney
- Cafeteria Menu Available for Week of Nov. 17

These articles are published on the [FCA Today SharePoint page](#).

Employee Training Survey Opens Nov. 17

On Monday, Nov. 17, you will be asked to participate in an online survey to help the Office of Management Services better understand the training and development needs of FCA employees. The survey is anonymous and your participation is voluntary.

The results of this survey will be used to modernize the current learning framework for FCA employees. The survey will be open for your input from Nov. 17 to Dec. 1. Further information on how to complete this survey will be sent to you on Monday.

Technical Issue Resolved for Flexible Spending Account Enrollment

Benefit Allocation Systems, which administers our flexible spending accounts, has corrected the technical issue reported yesterday with the enrollment system. If you plan to max out your employee contribution to \$2,550, you may now do so.

If you have any questions, please contact David Toth at ext. 44422.

Christine Johnson Recognized as Outstanding Human Resources Professional

Christine Johnson, human resources (HR) specialist, received the Charles A. Bradshaw Award at the annual conference of the Small Agency Human Resources Council on Nov. 7. The Council is composed of HR directors for agencies with no more than 3,500 employees.

Each year, HR directors from participating agencies nominate HR employees who meet the criteria for the award. The submissions are then reviewed by the Council's co-chairs.

"Ms. Johnson's contributions clearly relate to enhancing federal HR customer service overall," the co-chairs said when they selected Christine for the 2014 award.

Christine's manager, Pat Connelly, says "Christine has a passion for enhancing the efficiencies and creativity of HR professionals and of raising their visibility as strategic partners in the federal government system. Christine continually looks for opportunities for improvement not only for her HR colleagues at FCA but for HR colleagues in other agencies and for customers across the agency and across the government."

The award honors Mr. Bradshaw, "whose career in federal personnel management was characterized by outstanding achievement, innovative leadership and an unparalleled service orientation towards those for whom, and with whom, he worked." The award has been given for the past 20 years since his death.

A plaque containing gold plates engraved with the winners' names and their agencies has been circulating for 20 years. The winning awardee's agency can display the plaque for a year; then it goes to the next awardee's agency. Christine also received her own personally engraved plaque.

CFCNCA Online Giving Day Results Are In: Goal Exceeded!

by Ira Marshall, CFCNC Campaign Manager and Committee Chair

Yesterday, to help us meet our Online Giving Day goal, 12 individuals pledged \$7,094 to Combined Federal Campaign charities. Our goal for the day was to bring our total contributions up to 50 percent of our overall goal of \$55,000 for the 2014 campaign. I am now happy to report that we are at 53 percent!

Our Combined Federal Campaign loaned executive, Dean Wilkerson, reported that Online Giving Day generated \$2 million in contributions—the biggest giving day in the Combined Federal Campaign of the National Capital Area (CFCNCA). She congratulated FCA for contributing to its success. Of the 10 agencies under her responsibility, only FCA exceeded the 50 percent mark of their dollar goal.

Since the kickoff, we have received a total of 38 pledges in the amount of \$29,126. The FCA/FCSIC team of the CFCNCA would like to thank all employees who gave during Online Giving Day, as well as those who gave in the days before. Your generosity helps make this world a better, kinder place.

Let's continue with this momentum so that we can reach (or exceed!) our \$55,000 goal even before the current Dec. 15 deadline of the Combined Federal Campaign.

For step-by-step instructions for online giving, see the FCA/FCSIC [CFC SharePoint page](#), or go directly to the [CFCNCA website](#) to make your pledge. We are halfway there. Let's bring it on home!

2014 BIG at FCA Season of Giving Helps Those in Need

By Damien C. Hill, President, Blacks in Government at FCA

FCA's "Share the Harvest" food drive is off to a bountiful start with 70 pounds of nonperishable food items collected to date. Special thanks to all who have contributed and to those who plan to do so.

"The cupboards are bare," says Anne Ourand, a coordinator at the So Others Might Eat Organization (SOME). Our contributions make a difference and are vital to providing a warmer, more comfortable winter to those who could use our help. If you can, please make a donation by Tuesday, Nov. 25.

The coat drive, an equally important component of our Season of Giving, is also underway through Tuesday, Nov. 25. Please check your closets for winter coats that you can spare, as they can be put to good use by those in need this winter.

Proceeds from both collection drives will be donated to SOME. Thanks again for your support.

Fit Friday Feature: Spiced Turkey Breast with Apple Chutney

This recipe was reprinted with permission from Health Matters at Work newsletter.

Are you tired of traditional Thanksgiving turkey? Spice up your holiday meal with this sweet and savory recipe from the American Diabetes Association. The apple chutney adds delicious servings of fruit.

Spiced Turkey Breast with Apple Chutney

Makes: 16 servings

Serving Size: 3 oz. turkey, 2 tbsp. chutney

Ingredients

1 turkey breast (5 to 6 lbs.)
3 tbsp. orange juice
2 tsp. peeled, grated fresh ginger
1 tsp. ground cinnamon
1 tsp. ground cloves
1 tsp. ground allspice
1/4 tsp. salt
1/4 tsp. freshly-ground black pepper

Apple Chutney

1 small red onion, minced
1/3 cup brown sugar or 1/4 cup brown sugar substitute
1/4 cup rice vinegar
2 tbsp. raisins
1/2 tsp. peeled, minced fresh ginger
1/4 tsp. ground cinnamon
1/4 tsp. ground cloves
1/4 tsp. crushed red pepper flakes
3 cups peeled, diced apples (such as Jonathan or Fuji)

Directions

Preheat the oven to 400 degrees. Pat the turkey breast dry and place on a rack set in a shallow roasting pan. Loosen the skin by inserting your fingers, gently pushing between the skin and the meat.

In a small bowl, combine the orange juice, ginger, cinnamon, cloves, allspice, salt and black pepper. Rub this mixture on the breast meat, under the skin. Insert a meat thermometer into the meaty part of the breast, making sure it doesn't touch the breastbone. Roast the breast uncovered for about 75 minutes, or until the meat thermometer registers 170 degrees. Check the turkey every 15 minutes or so as it roasts to avoid any overbrowning. Cover with foil if the breast meat starts to get too brown. After 30 minutes of roasting, you may also lower the oven to 350 degrees if the turkey is cooking too quickly.

Meanwhile, prepare the chutney. In a saucepan, combine the red onion, brown sugar, rice vinegar, raisins, ginger, cinnamon, cloves and crushed red pepper, then bring to boiling. Cover, reduce the heat and simmer for 5 minutes. Remove the pan from heat and cool for 10 minutes. Fold in the apples.

Place the turkey breast on a platter and let it stand, loosely covered with foil, for about 10 minutes before serving. Slice the turkey, discard the skin and serve with the apple chutney. You can store the remaining 1 cup of apple chutney, covered, in the refrigerator for up to three days.

Cafeteria Menu Available for Week of Nov. 17

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"My sorrow, when she's here with me, thinks these dark days of autumn rain are beautiful as days can be; she loves the bare, the withered tree; she walks the sodden pasture lane."
—Robert Frost

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, November 17, 2014
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Publication Date: November 17, 2014

Today's Headlines

- Employee Training Survey Now Open; Closes Dec. 1
- Wendy Laguarda Shares Her Father's Memories of Honor Flight for Veterans
- Celebrate American Indians and Alaska Natives This November
- From the Farm Credit Café to Your Kitchen: Recipes from Sodexo

These articles are published on the [FCA Today SharePoint page](#).

Employee Training Survey Now Open; Closes Dec. 1

The Office of Management Services (OMS) needs your help to better understand the training and development needs of FCA employees. Please complete the anonymous [SharePoint survey](#) to share the following:

- Your feedback on current training.
- How you prefer to receive training.
- What you would like to see more of.
- Any other thoughts on this topic.

Note: This survey does not concern training associated with the precommissioning program.

The survey consists of 24 questions; it should take about 15 minutes to complete. It will be open for your input through Dec. 1.

After receiving your feedback, OMS will hold open focus groups in both McLean and the field offices to share the results of the survey. Your opinion is valued and will be used to create an updated learning and development framework for the agency.

OMS thanks you in advance for your participation.

Wendy Laguarda Shares Her Father's Memories of Honor Flight for Veterans

In commemoration of Veterans Day, Assistant General Counsel Wendy Laguarda shares a report by her father, Bob Rachlin, a World War II veteran who recently participated in an Honor Flight to Washington, D.C.

During World War II, Mr. Rachlin served for six months of combat in Europe as part of the 84th Infantry Division of the U.S. Army. He fought in Germany and in Belgium, at the Battle

of the Bulge.

At last week's Board meeting, Board Chair and CEO Jill Long Thompson read portions of Mr. Rachlin's report.

Honor Flight Network is a nonprofit organization created solely to honor America's veterans for all their sacrifices. It transports veterans at no charge to Washington, D.C., to visit and reflect at memorials. Top priority is given to the senior veterans—World War II survivors, along with other veterans who may be terminally ill.

Read Mr. Rachlin's [account](#) of his visit to Washington, D.C., with the Honor Flight Network.

Celebrate American Indians and Alaska Natives This November

Native American Heritage Month, celebrated each November, dates back to May 1916 when the first American Indian Day was celebrated in New York. According to the U.S. Census Bureau's recently published [fact sheet](#), Red Fox James, a Blackfeet Indian, rode horseback from state to state, getting endorsements from 24 state governments, to have a day to honor American Indians.

In 1990, President George H.W. Bush signed a joint congressional resolution designating November 1990 as National American Indian Heritage Month. Similar proclamations have been issued every year since 1994.

Today there are 5.2 million American Indians and Alaska Natives in the United States, representing two percent of the total population in 2013. The Census Bureau projects this group will grow to 11.2 million by 2060.

In 2013, the states with more than 100,000 American Indian and Alaska Native residents, alone or in combination, were California, Oklahoma, Arizona, Texas, New Mexico, Washington, New York, North Carolina, Florida, Alaska, Michigan, Oregon, Colorado and Minnesota.

For information about commemorative events and exhibits, see the [Native American Heritage month website](#), a collaborative project of the Library of Congress, National Endowment for the Humanities, National Gallery of Art, National Park Service, Smithsonian Institution, United States Holocaust Memorial Museum, and U.S. National Archives and Records Administration.

If you are in McLean, stop by Linda Toki's Native American Heritage Month exhibit in the atrium or read about it in the [Nov. 20, 2012, FCA Today article](#).

From the Farm Credit Café to Your Kitchen: Recipes from Sodexo

Still remembering that delicious Thanksgiving meal prepared by Diana and her staff at the Farm Credit Café last week? Or sorry you missed it? In the spirit of sharing, Diana provided a few [Sodexo recipes](#) to FCA staff so you can recreate some of the dishes at home. They are scaled down to a family portion size.



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*"Humankind has not woven the web of life.
We are but one thread within it.
Whatever we do to the web, we do to ourselves.
All things are bound together.
All things connect."
—Chief Seattle, 1854*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, November 18, 2014
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Publication Date: November 18, 2014

Today's Headlines

- It's a Girl for New Parents Mindy and Kevin Stultz
- Office of Management Services Answers Common Questions About Business Travel
- Remember to Turn Off Office Space Heaters at Night
- Get Into the Holiday Spirit With a Baked Treat From Our CFC Keyworkers

These articles are published on the [FCA Today SharePoint page](#).

It's a Girl for New Parents Mindy and Kevin Stultz

Congratulations to Bloomington-based FCA examiner Mindy Stultz and husband Kevin who are proud new parents of a baby girl, Amara Chae Stultz. She was born yesterday, Nov. 17, at 4:07 a.m. at Northfield Hospital in Northfield, Minnesota. She weighed 7 pounds, 5 ounces, and measured 20.75 inches long. Mom, Dad and baby are all doing well!

Office of Management Services Answers Common Questions About Business Travel

As a follow-up to an [Aug. 14 FCA Today article](#) about travel card use, the Office of Management Services has prepared the following FAQs about business travel. Please review these guidelines so you are ready to hit the road for FCA.

1. Can I be reimbursed for taking a taxi to dinner from my hotel?

It depends. If the hotel has a restaurant, then, no, you may not be reimbursed for taxis to take you to and from dinner.

However, if you cannot get a meal at the hotel *and* there is no local transit system, shuttle service, or courtesy car that you can use, the taxi fare to and from the nearest restaurant would be an allowable expense.

2. Can I claim per diem for breakfast if it is included in the cost of my lodging?

Yes. A meal provided by a common carrier or a complimentary meal provided by a hotel/motel does not affect your per diem. See [§301-11.17](#).

3. What rate for meals and incidental expenses (M&IE) will I receive if a meal is furnished by the Government or it is included in a registration fee?

The cost of the meal is deducted from the total M&IE for the day. Meal costs are provided in the table below; they vary across the six geographic tiers into which the

continental United States is divided.

For example, if the meal that was furnished was lunch and your travel location was in the fourth geographic tier, then your M&IE allowance for the day would be \$46 (\$61 minus \$15).

Deductions for meals furnished by the Government do not lower the allowance for incidentals—you will receive \$5 per day regardless.

The Agency travel system deducts the cost of furnished meals automatically.

See [§301-11.18](#).

	Geographic Tiers in the Continental United States					
	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Tier 6
Breakfast	\$7	\$8	\$9	\$10	\$11	\$12
Lunch	\$11	\$12	\$13	\$15	\$16	\$18
Dinner	\$23	\$26	\$29	\$31	\$34	\$36
Incidentals	\$5	\$5	\$5	\$5	\$5	\$5
Total M&IE	\$46	\$51	\$56	\$61	\$66	\$71

4. But what if medical restrictions or religious beliefs prevent me from eating the meal provided by the Government or included in a registration fee?

You are allowed to claim the full M&IE allowance if

- you are unable to consume the furnished meal because of medical requirements or religious beliefs; or
- you purchase a substitute meal to satisfy your medical requirements or religious beliefs.

5. How do I know the geographic tier in which my travel took place?

Go to [Per Diem Rates](#) on the GSA website and enter the zip code or the city and state in which you were traveling.

6. Can I use my Government charge card for a local taxi fare?

You may use the Government travel charge card for official business expenses associated with local travel, such as tolls, taxi fare, and parking.

You may *not* use your travel charge card for lunches or other non-travel expenses while you are on local travel (see [PPM 711, Government Travel Charge Card](#)). Instead, you will be reimbursed through a local travel voucher.

7. Why must I use a Government charge card for airfare, lodging, and car rentals?

Federal travel regulations require you to do so. See [§301-51.1](#).

8. When I receive a new credit card, what should I do if I need to make changes?

First, activate the credit card. Then call our service provider, Bureau of the Fiscal Service, at 304-480-8000 and select option 1. Describe the necessary changes. Staff at the Bureau will make all the changes. Do not attempt to change your charge card

information yourself.

9. Whom should I contact if my Government travel card is lost or stolen, or if the card is used for unauthorized purchases?

You should immediately contact Citibank at 1-800-790-7206 and Irma Blankenship at 703-883-4055 or Veronica McCain at 703-883-4031. Both Irma and Veronica are credit card program coordinators for FCA.

Remember to Turn Off Office Space Heaters at Night

If you have a space heater to provide supplemental heating in your office, please be sure to turn it off when you leave for the day. Leaving unattended space heaters running creates a potential fire hazard and wastes electricity.

The McLean Farm Credit Building security staff checks each office nightly. Space heaters found running after hours will be removed from the office by security, brought to the FCS Building Association office, and will not be returned.

Get Into the Holiday Spirit With a Baked Treat From Our CFC Keyworkers

hol-i-days (plural noun): 1. the time of year when treats are abundant and diets are forgotten; 2. the time of year when everyone is a bit happier and a bit more giving; 3. the most WONDERFUL time of the year!

As the holiday season approaches, the FCA/FCSIC keyworkers of the Combined Federal Campaign of the National Capital Area (CFCNCA) invite you to get in the holiday spirit by participating in the annual November baked goods event. Put the calories aside and lend your support to the Combined Federal Campaign!

This Thursday, Nov. 20, keyworkers will travel to each office offering baked goods in exchange for a small donation. Proceeds from this event will go to the CFCNCA as "undesignated" donations. All undesignated donations are combined and then shared proportionately among all charities and federations that receive designations.

So get ready for some holiday sweetness later this week!



About FCA Today

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*"People who love to eat are always the best people."
—Julia Child*

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Publication Date: November 19, 2014

Today's Headlines

- FCA 2014 Awards Celebration Scheduled for Dec. 11
- Expect Payment Delays During First Week of December
- How to Find Premium Rates for the Federal Employees Health Benefits Program
- GreenGov Challenge: Submit Ideas to Make the Government More Sustainable

These articles are published on the [FCA Today SharePoint page](#).

FCA 2014 Awards Celebration Scheduled for Dec. 11

The annual awards celebration will be Thursday, Dec. 11, at 2:30 p.m. in rooms 1101 and 1102 of the McLean Farm Credit Building. Field office employees are invited to attend the ceremony by videoconference.

A reception will follow the ceremony in the atrium. Field offices will plan their awards receptions according to their schedules.

Expect Payment Delays During First Week of December

The Bureau of the Fiscal Service will install required updates to our financial system during the first week of December. As a result, the Bureau will not be able to process any payments from Nov. 26 through Dec. 7.

This will not affect travelers using the Concur travel system. However, to avoid any delays in Concur payments, please approve all your vouchers in Concur by Monday, Nov. 24. Vouchers not approved by Nov. 24 will not be paid until after Dec. 8.

If you have any questions, please contact the Bureau's Travel Help Desk at 304-480-8000 (option 1).

How to Find Premium Rates for the Federal Employees Health Benefits Program

It's open season for the Federal Employees Health Benefits Program (FEHB) and one of the most frequently asked questions sent to AskHR is, "What will my health plan premium rate be for 2015?" FEHB Program premium rates for 2015 have been posted on SharePoint. Go to [Premium Rates for the FEHB Program for FCA and FCSIC Employees](#), located on the Human Resources SharePoint page under Employee Resources.

To find out how much you would pay for each plan, see the second column from the right on the spreadsheet (column G—Employee Pays). To find out how much your plan's rate will change from 2014 to 2015, see column H—Employee Change.

The agency will continue to pay 80 percent of the total FEHB premium regardless of which plan you choose. Even if you want to keep your current FEHB plan, review the 2015 brochure to be sure that it will continue to meet your needs next year. Every plan brochure contains a section on changes for 2015 (section 2). Please review this section carefully for changes that may affect your benefit coverage. You will need to make any changes by Dec. 8, which is when open enrollment ends.

Your FEHB enrollment will automatically continue from year to year unless you change or cancel your plan. For more information about enrollment and plan brochures and comparisons, see the [Nov. 6 FCA Today article](#). Please send any open season questions to [AskHR](#).

GreenGov Challenge: Submit Ideas to Make the Government More Sustainable

The White House Council on Environmental Quality needs your help. In its second GreenGov Challenge, the council is asking federal employees to submit innovative ideas about how we can make the government more efficient and sustainable through changes in our daily routines and in our interactions with co-workers, communities and neighboring agencies.

Go to the [2014 GreenGov Challenge](#) to submit your ideas by Dec. 5. Be bold and creative. Think about where to make the biggest impact.

Specifically, the council is looking for suggestions in the following categories:

- Carbon emissions reduction.
- Climate change mitigation and resilience.
- Sustainable buildings.
- Sustainable purchasing.
- Energy conservation.
- Water conservation.
- Waste reduction.
- Fleet efficiency.

After the submission period closes, the council will release the approved submissions, and all federal employees will be able to vote for their favorite ideas.

The first GreenGov Challenge launched in 2009 generated more than 165,000 votes and 5,000 ideas from more than 14,000 employees. The suggestions helped guide the development of numerous initiatives. The top ideas are summarized in the [GreenGov Final Report](#). Here are some examples from the first GreenGov Challenge:

- Tom in Washington, D.C., suggested that federal buildings become more bike-friendly. In response, a group of agencies collaborated to develop a guide for implementing a successful bicycle commuting program in the D.C. metro area.
 - Adam in Boston suggested planting more drought-tolerant and native plant species. The council followed up by issuing guidance for federal landscapes that included a focus on these types of plants.
 - An employee at the Office of Personnel Management wanted to see solar panels installed on agency buildings. This year, the council announced the installation of new solar panels on the White House, and it launched the Capital Solar Challenge, which will lead to the installation of solar panels on federal buildings all over D.C.
-



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*"Treat the earth well.
It was not given to you by your parents,
it was loaned to you by your children.
We do not inherit the Earth from our Ancestors,
we borrow it from our Children."
—Native American Proverb*

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Today's Headlines

- Mir Family Welcomes New Addition
- FCA Network Services to Be Disrupted This Saturday Evening, Nov. 22
- Submit Your Timecard No Later Than Close of Business on Wednesday, Nov. 26
- Remember to Make Plans for Your Use-or-Lose Leave by Nov. 29
- Associate FCA Examiner Internship Vacancies in Office of Examination Open Monday, Nov. 24
- CFC Statement from Board Chair Jill Long Thompson
- Office of Management Services Shares Best Practices for FCA Network Password
- Skip Your Smoking Break Today, Nov. 20, for the Great American Smokeout

These articles are published on the [FCA Today SharePoint page](#).

Mir Family Welcomes New Addition

Congratulations to Dallas-based FCA examiner Shuja Mir and wife Samira who are proud new parents of a baby boy, Imaad Hussain Mir. He was born yesterday, Nov. 19, at 5:55 p.m. weighing in at 6 pounds, 15.5 ounces, and measuring 20.5 inches long. Mom, Dad and baby are all doing well!

FCA Network Services to Be Disrupted This Saturday Evening, Nov. 22

The Office of Management Services will perform scheduled maintenance on the agency's servers this Saturday, Nov. 22, between 6 and 10 p.m. EST. During this maintenance, you may experience sporadic disruptions in all network services.

Submit Your Timecard No Later Than Close of Business on Wednesday, Nov. 26

Because of the upcoming holidays, the Human Resources Training Team asks you to submit your timecard for pay period 22 no later than close of business on Wednesday, Nov. 26.

If you have questions, please call Carmen Lopez or David Toth at 703-883-4135.

Remember to Make Plans for Your Use-or-Lose Leave by Nov. 29

Make plans now for any use-or-lose annual leave that you will accrue through Jan. 10, 2015. The deadline is Saturday, Nov. 29, to submit those leave requests to your supervisor. You will have until Friday, Jan. 9, 2015, to use leave accrued in 2014. The maximum carryover for annual leave remains 240 hours for employees at level 41 and below.

The 2014 leave year began Jan. 12, 2014, and ends Jan. 10, 2015. It consists of 26 pay periods. You accrue annual leave for each full biweekly pay period for which you are employed during the leave year. Your leave accrues according to your leave category, as shown below.

<i>During leave year 2014, if you are in leave category...</i>	<i>you will have accrued...</i>
4	104 hours
6	160 hours
8	208 hours

For more information on use-or-lose leave, please see the [fact sheet](#) on the Office of Personnel Management website. If you have any questions, send an email to [AskHR](#).

Associate FCA Examiner Internship Vacancies in Office of Examination Open Monday, Nov. 24

The Office of Examination's Staff Development Division announces seven remaining summer internship vacancies for associate examiners. The announcement for summer internships opens Monday, Nov. 24, at 12:01 a.m. ET and closes Tuesday, Dec. 2, at 11:59 p.m. ET. These internships may begin any time between May 18 and June 15, 2015.

The announcement, number [VA-14-0138](#), is posted on USAJOBS.gov. Please keep in mind that you cannot apply until 12:01 a.m. on Monday, Nov. 24.

It is open to any U.S. citizen who meets all of the following qualifications:

- Is enrolled at least half-time in an accredited four-year college/university bachelor's or master's degree program.
 - Will have completed at least his or her junior year in college by the time the internship begins.
 - Has a cumulative GPA of at least 2.95.
 - Has a planned graduation date not before August 2015 but not later than June 2016.
 - Is in good academic standing.
 - Is majoring in one of the following fields:
 - Accounting
 - Agricultural business
 - Agricultural finance
 - Agricultural economics
 - Banking
 - Business administration
 - Commercial/banking law
 - Economics
 - Finance
 - Marketing
 - Areas of major study directly related to the position
-

CFC Statement from Board Chair Jill Long Thompson

Next week is Thanksgiving—the holiday that invites us to reflect on the many gifts for which we are thankful. Generally, we think of our family, our friends, our homes, and our jobs. And these truly are blessings worthy of gratitude. But one thing we don't often think to be grateful for is the power we have to do good.

When I help someone in need or support a cause that I believe in, I feel a deep sense of satisfaction. In helping others, we help ourselves—we add meaning to our lives. For the power I have to help others, I am extremely grateful.

And the Combined Federal Campaign makes exercising this power easy. With thousands of charities from which to choose, we can support almost any conceivable cause.

Every year FCA and FCSIC employees give generously to the Combined Federal Campaign. I invite you to do so again this year. Exercise the power you have to do good. Bring comfort to the hungry and homeless. Support research to cure the sick. Make the world better and brighter for all of us.

If you have already made a donation, I thank you for your generosity. If you have not yet given, please consider doing so. Even a small gift can make a big difference.

As employees of the Farm Credit Administration and the Farm Credit System Insurance Corporation, we can also feel good about the work we do every day to help ensure credit to farmers, ranchers, and other rural Americans.

And while I'm taking stock of all I have to be grateful for this year, I'm going to think of you, my colleagues and friends at FCA and FCSIC. It is an honor to serve with you. I wish you all a very happy Thanksgiving.

Sincerely,
Jill Long Thompson
Board Chair and CEO

Office of Management Services Shares Best Practices for FCA Network Password

FCA's new policy for network password change takes effect next month. Sometime between Dec. 4 and 18, you must change your FCA network password. Instructions and frequently asked questions to help guide you through the process of changing your password will be available in early December.

Here are some guidelines for creating and safeguarding your FCA network password.

1. What are the requirements for FCA network passwords?	<p>The password must be a minimum of 13 characters, and it must contain all of the following:</p> <ul style="list-style-type: none">• English upper-case letters (A, B, C . . . Z)• English lower-case letters (a, b, c . . . z)• Numerals (0, 1, 2, 3 . . . 9)• Special symbols and punctuation marks (% , \$, ; , #)
2. What are the basic best practices for passwords?	<p>Never use your FCA network password with any other account—it must be unique.</p> <p>Never use your username as the password to your account.</p> <p>Do not share your password.</p> <p>Do not use a word from the dictionary.</p> <p>Do not use personal information such as a child's name, birth date, pet name, license plate number, social security number, home or business address.</p> <p>Do not use keys in a natural progression, such as "1234," or "abcabc."</p> <p>Do not write the password on a post-it note and stick it</p>

	<p>to your monitor or in your office area. Do not use password-saving features. If the password must be written down, store it in a secure place and destroy it when it's no longer needed. Change the password immediately if it has been compromised. You will not be allowed to use your 25 previously used unique passwords. Always use the password-protected screensaver if you leave your laptop, even for a few minutes. Always log off your laptop at the end of the day.</p>
3. What techniques can I use to create my network password?	<p>Create an acronym that you can easily remember. For example, you could turn <i>Hello to you, too!</i> into <i>H3ll0 2 U! 2!</i> Create an acronym from an easy-to-remember piece of information. Pick a phrase that is meaningful to you, such as <i>My son's birthday is 12 December, 2004!</i>. Using that phrase as your guide, you could create the password, <i>Msb12/Dec,4!</i>. Create an acronym related to your favorite hobby or sport. For example, <i>I love to play badminton</i> could become <i>ILuv2PlayB@dm1nt()n</i>.</p>

Skip Your Smoking Break Today, Nov. 20, for the Great American Smokeout

Today is the Great American Smokeout, sponsored every year by the American Cancer Society on the third Thursday of November to encourage smokers to make a plan to quit smoking, even for one day. This year, the organization's message is that it is never too late to quit smoking and the benefits are almost immediate. By quitting, you will have fewer illnesses such as colds and the flu. You will also lower your risk of heart attack, stroke and chronic lung disease.

By participating in the Great American Smokeout, you will experience these immediate health improvements:

- Just 20 minutes after quitting, your heart and blood pressure drop.
- In just 12 hours, the carbon monoxide level in your blood drops to normal.
- In as little as 2 weeks, your circulation improves and your lung function increases.

See the American Cancer Society's [Great American Smokeout website](#) for free tips and tools to help you quit smoking or call 1-800-227-2345.

The Centers for Disease Control and Prevention also offers resources about quitting smoking on its [Great American Smokeout Web page](#).

Plus, the entire month of November is National Lung Cancer Awareness Month. Go to the [American Lung Association's website](#) for more resources to help you stop smoking.



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*"Give thanks for unknown blessings already on their way."
—Native American saying*

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Today's Headlines

- FERS Information Session for New and Mid-Career Employees Scheduled Dec. 9
- Individual Retirement Counseling Sessions with Dave Redden Available Dec. 10
- McLean Duplicating Services Moved to New OMS Team and Location
- Exit Door to Upper Level Garage Closed for Repair
- Bloomington Field Office Learns About Northern Lights Combined Federal Campaign at Potluck
- The Reason for the Season: An Interview with SOME's Anne Ourand; BIG at FCA Food and Coat Drives Ends Nov. 25
- Fit Friday Feature: Don't Neglect Your Mental Health During the Holidays
- Cafeteria Menu Available for Week of Nov. 24

These articles are published on the [FCA Today SharePoint page](#).

FERS Information Session for New and Mid-Career Employees Scheduled Dec. 9

On Tuesday, Dec. 9, from 1 to 4 p.m., Dave Redden will be in the Marsha Martin Training Room (1101–1102) conducting a Federal Employees Retirement System (FERS) information session. The session will be geared towards new and mid-career employees and will cover the following:

- Basic FERS information.
- Eligibility.
- Benefit computations.
- Credit for service.
- Disability retirement.

Please use the [Course Sign-Up Sheet](#) to sign up for this informative session and indicate if you will be attending via videoconference.

If you have any questions, please contact Cassandra Matos (matosc@fca.gov).

Individual Retirement Counseling Sessions with Dave Redden Available Dec. 10

Dave Redden, FCA's contract retirement adviser, will conduct individual retirement counseling sessions on Wednesday, Dec. 10.

Appointments will be for 45 minutes and will be held in room 3205 of the Farm Credit

Building for McLean staff or by phone for field staff. Sessions are available for the following timeslots:

8–8:45 a.m.
11:15 a.m.–noon
1–1:45 p.m.
1:45–2:30 p.m.
3:30–4:15 p.m.

Appointments are on a first-come, first-served basis. Dave will be back periodically throughout the 2015 fiscal year so other opportunities will become available.

If you are interested in an appointment for individual counseling, please contact Cassandra Matos at x44339 or by [email](#). If you need to cancel or reschedule your appointment, please give at least 24 hours' notice.

McLean Duplicating Services Moved to New OMS Team and Location

The Office of Management Services (OMS) is pleased to announce that its Administrative Operations Team will now handle all duplicating requests in McLean. Ed Fulmore will serve as the primary duplicating operator. All duplicating and binding equipment is now located in room 1143, across from the gym.

To request a duplicating or binding request, please complete [FCA form 425](#) and send it to the [Helpline](#). To make the most efficient use of materials and equipment, all jobs requiring 50 copies or more should be done by the Duplicating staff. The team is ready to help meet all your duplicating and binding needs.

If you have any questions, please contact the team's support service supervisor Winston Black at x44294.

Exit Door to Upper Level Garage Closed for Repair

If you park in the upper level garage, you will need to use the garage entrance door to both enter and exit for the next two weeks while we await delivery of a replacement gear box and spring. So please be extra cautious when both entering and exiting.

The upper level garage entrance door will remain open between 6 a.m. and 7 p.m. Monday through Friday. If you leave work after 7 p.m., please move your car to the front parking lot. Otherwise you will need to ask the security guard on duty to open the garage door. On weekends, please park in front of the building. Please contact the FCS Building Association (FCSBA) at fcsba@fca.gov or x44490 if you have any questions.

Bloomington Field Office Learns About Northern Lights Combined Federal Campaign at Potluck

Editorial Note: To view photos of this event, read the [article](#) on the FCA Today SharePoint page.

On Thursday, Nov. 20, the Bloomington field office gathered for a Thanksgiving-themed potluck, which featured fall comfort foods. After everyone's appetite was satisfied, FCA examiner and the Bloomington office Combined Federal Campaign coordinator Peter Desens gave a brief presentation on the [Northern Lights Combined Federal Campaign](#). Northern Lights is the Combined Federal Campaign that includes parts of Minnesota, Iowa, North Dakota and Wisconsin.

The Reason for the Season: An Interview with SOME's Anne Ourand; BIG at FCA Food and Coat Drives Ends Nov. 25

By Damien C. Hill, President, Blacks in Government at FCA

Editorial Note: To view photos by Linda Toki (OMS), read the [article](#) on the FCA Today SharePoint page.

We've all heard the saying that it's good to put a face to a name, but in regards to making a contribution to a charitable organization, I think it's great to put a mission to an organization. The mission statement of So Others Might Eat (SOME) is "restoring hope and dignity, one person at a time."

SOME accomplishes this mission by providing food, clothing, coats, living arrangements (permanent, supportive and affordable housing), and job training, which is essential for helping the extremely poor and homeless to become self-sufficient.

SOME volunteers and staff members serve breakfast and lunch to 500 to 800 people daily. According to SOME employee Carthell Anderson, the SOME dining room may have smaller crowds for its annual Thanksgiving meal due to the 15th Annual Safeway Feast of Sharing, which will be held at the Washington Convention Center. This special event has served Thanksgiving dinner to as many as 5,000 people in past years.

To gain insight into the many ways SOME supports the D.C. community, I reached out to Anne Ourand, assistant volunteer coordinator at SOME. Anne first began volunteering at SOME 20 years ago.

Damien: Please provide some background on your meal service operation.

Anne: In our dining room we have Provide-a-Meal groups. For instance, the First Baptist Church of Washington may come in and provide lunch to dining room visitors for the first week of the month. We have churches that send volunteers on a regular basis. For instance, my church provides the third lunch of the month. Lockheed Martin may provide the first breakfast of the month. These volunteers provide all of the required foods for the meal, and they sometimes stay to cook the meal. Our staff steps in to cook the meal for volunteer groups that donate food for breakfast or lunch.

On days that we don't have a Provide-a-Meal volunteer group donation scheduled, we have to provide our own meals, which come from other various donations. We may also have to purchase food or sometimes get items from the Food Bank.

Our warehouse across the street provides food items for individuals in need to take to their homes. One of our major goals is to keep that warehouse stocked with food.

Damien: Well we're trying to help you keep that warehouse stocked. What are some of the ways you raise money for SOME?

Anne: We're preparing for our big charity gala this Saturday night (Nov. 22) at the National Building Museum. The event raises a lot of money for our cause, and it always has thousands of attendees. Participation in this event is somewhat exclusive, but our annual Turkey Trot is another key high-visibility fundraiser for SOME.

Turkey trot registration is \$35 and is more accessible to those in the general public who may want to do their part in helping.

Damien: What drew you to volunteer at SOME?

Anne: To me, helping the people who come here is a passion of mine, and you have to really love it because it's very demanding—it's never-ending. It's complicated but it's fun and it's rewarding, and SOME is a great organization with great staff that devotes so much of their energy to helping people like Latonya, who is in charge of our clothing room.

Damien: Hello, Latonya, nice to meet you. Actually we're running a coat drive as well.

Anne: *Really?* We need coats! Are we getting coats?

Damien: Yes, we're glad to be able to assist in that area.

Anne: Good, because people are rolling in needing coats. But what's so great about SOME is that if a person wants to change their life, SOME gives them the tools to do that. It's not just like, "Here's your food—goodbye," we have a whole social service department to get them the services that they need—to get them a job, to get housing. Those are the goals.

Damien: That's what impressed me about SOME, through the years. It's not just a food service operation, it's about helping people to get back on their feet.

The BIG at FCA Season of Giving comes to a close next Tuesday, Nov. 25. All coats and food items collected will be donated to SOME. To learn more about this organization and its assistance programs and the 2014 Turkey Trot Walk/Run, please visit SOME.org.

Fit Friday Feature: Don't Neglect Your Mental Health During the Holidays

This article was reprinted with permission from Health Matters at Work newsletter.

The holiday season is supposed to be a time full of joy, parties and gathering with friends and family. But this time of year can be extremely stressful and dangerous for people who suffer from mental health issues. The bottom line: good health is more than a number on a scale. Mental health is a very important part of your overall well-being.

The holidays can be times of stress for everyone. Try as much as possible to maintain your daily routine and keep yourself on track:

- Get enough sleep.
- Eat regular meals.
- Exercise.
- Take medication.
- Keep any appointments with mental health professionals.
- Attend support groups.

During the holidays, you may find yourself at extended family gatherings or at parties with people who do not understand mental illness. There may be times when you want to excuse yourself and go to a quiet place. While you should not continually isolate yourself, there are times when solitude can be a time of replenishment and deeply satisfying.

If someone in your family suffers from mental health issues, plan ahead by preparing those who do not know about the situation. You can help them find ways to be relaxed yet respectful of any special needs. Someone living with a mental illness can feel further disconnected from others if people ignore or avoid them.

Despite our good intentions, remember that the holidays rarely turn out as planned. Set realistic goals and be flexible. The holidays are about love and caring for one another. Try to let go of the image of the "perfect" holiday and focus on making it a special time for you and your family, no matter what the circumstances.

For more tips about mental health during the holidays, view this [online brochure](#) or visit the National Alliance on Mental Illness at nami.org.

Note: Volunteers with the Northern Virginia chapter of the National Alliance on Mental Illness presented the Brown Bag Lunch at FCA on Nov. 12. The chapter participates in the local Combined Federal Campaign under the CFC number 30076. For more information, visit

Cafeteria Menu Available for Week of Nov. 24

The McLean cafeteria's weekly menu is now [available](#). The cafeteria will be closed Thursday, Nov. 27, and Friday, Nov. 28, in observance of the Thanksgiving holiday. Bon appétit.



About FCA Today

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*"When you are in doubt, be still, and wait;
when doubt no longer exists for you, then go forward with courage.
So long as mists envelop you, be still;
be still until the sunlight pours through and dispels the mists
—as it surely will.
Then act with courage."*

—Ponca Chief White Eagle (1800s to 1914)

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, November 24, 2014
Date: Monday, November 24, 2014 5:16:19 PM
Attachments: [image002.png](#)



Publication Date: November 24, 2014

Today's Headlines

- Condolences
- BIG at FCA Food and Coat Drives End Tomorrow, Nov. 25
- Reminder: Complete Employee Training Survey by Dec. 1
- Free Exercise Classes Canceled This Week in McLean
- Retirement Readiness Now Tip: November is National Diabetes Month

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that Donald Jordan, of Lascassas, Tennessee, brother of FCA writer/editor Emily Yaghmour, passed away on Sunday, Nov. 23. Donald was one of the last dairy farmers left in Rutherford County, Tennessee. He was 67. A funeral service will be held on Wednesday, Nov. 26, at 11 a.m. at Jennings and Ayers Chapel in Murfreesboro, Tennessee.

In lieu of flowers, the family suggests donations to Tennessee Baptist Children's Homes, Inc., in Brentwood, Tennessee, or Club YES-Youth Empowerment Services in Murfreesboro, Tennessee. For more information and to leave online condolences, see Donald's obituary at the [Jennings and Ayers Funeral Home website](#).

Condolences may also be sent to Emily at the following address:

Emily Yaghmour
1537 Powells Tavern Place
Herndon, VA 20170

BIG at FCA Food and Coat Drives End Tomorrow, Nov. 25

Tomorrow, Nov. 25, marks the end of BIG at FCA's Season of Giving. It is your last opportunity to drop off food or coat donations. Please deliver donations to the collection boxes in the atrium of the McLean Farm Credit Building near the staircase.

A driver from SOME (So Others Might Eat) will pick up the donations at 10 a.m., so please stop on the first floor to leave your items when you come into work in the morning.

For more information about types of nonperishable food items and coats preferred, see the [Nov. 3 FCA Today article](#).

Read Damien Hill's interview with Anne Ourand, SOME's assistant volunteer coordinator, in the [Nov. 21 FCA Today article](#). It also includes Linda Toki's photographs taken at SOME's

facility in Washington, D.C.

Reminder: Complete Employee Training Survey by Dec. 1

The Office of Management Services Human Resources and Training Team would like you to complete an anonymous online survey to help the team better understand the training and development needs of FCA employees. Your participation is voluntary.

Please go to the [SharePoint Survey](#) to participate. To date, 68 employees have completed the survey. The survey consists of 24 questions and should take about 15 minutes to complete. It will be open for your input through Dec. 1.

Note: This survey does not concern training associated with the precommissioning program.

For more information, see the [Nov. 17 FCA Today article](#).

Free Exercise Classes Canceled This Week in McLean

Because of the upcoming holiday, the free Pilates with Kate and Body Conditioning with Alfred classes held in McLean on Tuesdays and Wednesdays at noon will be canceled for Nov. 25 and Nov. 26. Classes will resume on Tuesday, Dec. 2, and Wednesday, Dec. 3. Happy Thanksgiving!

Retirement Readiness Now Tip: November is National Diabetes Month

By Brenda Acker-Ubah (OMS, Work/Life Staff)

The American Diabetes Association reminds you that November is National Diabetes Month. In 2012, 29.1 million Americans, or 9.3 percent of the population, had diabetes—up from 2010, when there were 25.8 million Americans with diabetes, or 8.3 percent of the population. Diabetes was the seventh leading cause of death in the United States in 2010.

Other facts about diabetes from the American Diabetes Association:

Prevalence

- Nearly 30 million children and adults in the United States have diabetes.
- Another 86 million Americans have prediabetes and are at risk for developing type 2 diabetes.
- Recent estimates project that as many as one in three American adults will have diabetes in 2050 unless we take steps to stop diabetes.

Toll on Health

- People with diabetes are nearly twice as likely to be hospitalized for a heart attack or stroke.
- Diabetes causes nearly 50 percent of all cases of kidney failure.
- More than half of all amputations in adults occur in people with diabetes.
- More than half a million American adults have advanced diabetic retinopathy, greatly increasing their risk for severe vision loss.
- About 60 to 70 percent of people with diabetes have mild to severe forms of nerve damage that could result in pain in the feet or hands, slowed digestion, sexual dysfunction and other nerve problems.

Learn more about this disease and the ways you can lower your risk for developing it by going to the [American Diabetes Association website](#).



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"The season for enjoying the fullness of life—partaking of the harvest, sharing the harvest with others, and reinvesting and saving portions of the harvest for yet another season of growth."

—*Denis Waitley*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, November 25, 2014
Date: Tuesday, November 25, 2014 4:54:58 PM
Attachments: [image002.png](#)



Publication Date: November 25, 2014

Today's Headlines

- Reminder: Timecards Due Tomorrow, Nov. 26
- ORP Issues Info Memo on Farm Service Agency Programs
- Join Race for CFC Wednesday, Dec. 3
- Donate Toys for Tots through Dec. 12

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Timecards Due Tomorrow, Nov. 26

Because of the upcoming holidays, please submit your timecard for pay period 22 no later than close of business tomorrow, Wednesday, Nov. 26.

If you have questions, please call Carmen Lopez or David Toth at 703-883-4135.

ORP Issues Info Memo on Farm Service Agency Programs

Gary K. Van Meter, Director of the Office of Regulatory Policy, issued an Informational Memorandum today on lending, training, and outreach opportunities with the Farm Service Agency.

For more information, see the [Informational Memorandum](#) on the FCA website.

Join Race for CFC Wednesday, Dec. 3

Are you feeling a little anxious about the inevitable weight gain from your upcoming Thanksgiving and other holiday feasts? Never worry, never fear, the Race for CFC will soon be here!

FCA/FCSIC's Combined Federal Campaign (CFC) team is hosting the Fourth Race for CFC event at noon on Wednesday, December 3. This special campaign activity is intended to galvanize CFC supporters while raising visibility and additional funds for the campaign, which is scheduled to end Dec. 15.

The event will start and end just outside the McLean Farm Credit Building. The race will follow the path that circles the Liberty Crossing II complex and is approximately one mile long. Both runners and walkers are welcome at this event. You will need to bring your government badges.

A donation of any amount would be appreciated from participants. The proceeds will go to the CFC and will be shared proportionately among all charities and federations that receive

designations.

As of today, the CFC team has collected 44 pledges in the amount of \$33,149, meeting 60 percent of its goal. Don't miss the opportunity to unite with your coworkers to run or walk off that Thanksgiving feast while continuing to raise money to support the charities of the Combined Federal Campaign of the National Capital Area.

If you are interested in participating, please contact your keyworker listed on the FCA/FCSIC 2014 CFCNCA [SharePoint page](#).

Donate Toys for Tots through Dec. 12

The Farm Credit Club is once again sponsoring the Toys for Tots campaign collection for the U.S. Marine Corps. You can help make a difference in a child's life this holiday season by picking up a new, unwrapped toy (value of \$10) when you are out shopping. A collection box will be placed in the atrium by the stairs the week after Thanksgiving for collecting the toys.

The campaign ends on Friday, Dec. 12. If you have any questions, please contact Gaye Calhoun at extension 44222.



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*"Heap high the board with plenteous cheer and gather to the feast,
And toast the sturdy Pilgrim band whose courage never ceased."*

—Alice W. Brotherton

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, December 1, 2014
Date: Monday, December 01, 2014 5:54:51 PM
Attachments: [image004.png](#)



Publication Date: December 1, 2014

Today's Headlines

- External Telephone Service in Bloomington Disrupted Today, Dec. 1
- Training Survey Deadline Extended Until Tomorrow, Dec. 2
- Reminder: 2014 Federal Benefits Open Season Ends Monday, Dec. 8
- News from the Field: Sacramento Office Shares Knowledge During Potluck
- Be Alert to Holiday Phishing Scams and Malware Campaigns
- Ethics in Action: Inspector General Gives IRS Poor Marks for Detecting and Preventing Conflicts of Interest
- Cafeteria Menu Available for Week of Dec. 1

These articles are published on the [FCA Today SharePoint page](#).

External Telephone Service in Bloomington Disrupted Today, Dec. 1

Bloomington employees are unable to make or receive external phone calls. However, by using the five-digit internal extension, they can call FCA staff in other offices, and staff from other offices can call them.

The Office of Management Services is working to restore full service. The internal extension includes the site code plus the last four digits of the direct-dial number. Internal extensions are available in the Corporate Directory on the IP phone or in the [FCA telephone listings](#) in the [Administrative Handbook](#). The direct-dial numbers are also available in Outlook.

Following are the site codes for FCA's five office locations:

- 1 – Bloomington
 - 2 – Dallas
 - 3 – Denver
 - 4 – McLean
 - 5 – Sacramento
-

Training Survey Deadline Extended Until Tomorrow, Dec. 2

Since employees may still be on leave because of the Thanksgiving holiday, the Office of Management Services Human Resources and Training Team has extended the deadline for completing the training survey until tomorrow, Dec. 2, at 5 p.m. EST. Please go to the [SharePoint Survey](#) to submit your input. The survey consists of 24 questions and should take about 15 minutes to complete.

Note: This survey does not concern training associated with the precommissioning program.

Reminder: 2014 Federal Benefits Open Season Ends Monday, Dec. 8

The federal benefits open season ends on Monday, Dec. 8. You have through Monday to enroll in a plan or make changes to your current benefit elections. If you do not want to change your Federal Employees Health Benefits (FEHB) or Federal Employees Dental and Vision Insurance Program (FEDVIP) elections from last year, you do not need to do anything. Your coverage will continue into the 2015 plan year. Following are quick guides with links to websites to make your open season changes.

Quick Guide to Changing Your Health Plan

To enroll in, or make changes to, a health plan, use the [NFC myEPP](#) website and follow these steps:

1. Click the **I Agree** button under the warning statement.
2. Log in with your user ID and password or click on **New User Sign Up** for first-time registration. Click on **Forgot Your User ID?** and **Forgot Your Password?** separately to reset each of them.
3. Select **Health Insurance** under **Personal Info**.
4. Click the **Self-Service** button in the upper right corner.
5. Click the button for the enrollment action you wish to take (Change Plan, Change Self Only to Family, etc.).
6. Complete the next form (if any) and click **Continue**.
7. Double-check your entry and click **Submit**.

You should receive an email from the system confirming your election.

Quick Guide to Changing Your Dental or Vision Plan

To enroll in, or make changes to, a dental or vision plan, use the [BENEFEDS](#) website and follow these steps:

1. Log in with your user ID and password under **Registered Users** or click on the **Enroll Now** button for first-time registration. If you have forgotten your user ID, you will need your Social Security number to reset it. If you have forgotten your password, you will need your user ID.
2. Select **Enroll in FEDVIP Dental Plan** or **Enroll in FEDVIP Vision Plan**.
3. Enter all the required information on the **Create Your Account** page for first-time enrollment.
4. Answer the eligibility questions on the **Determine Your Program Eligibility** page and click **Continue**.
5. Select your plan on the **Choose Your Plan** page and click **Continue**.
6. Review your selection and click **Submit**.

You should receive an email from BENEFEDS confirming your election.

Quick Guide to Changing Your Flexible Spending Accounts

For changes to your flexible spending accounts, use the [MyEnroll](#) website and follow the steps below. **Important:** You must enroll in this program every year to receive the agency's contribution to your flexible spending account. (See [Nov. 4 FCA Today article](#).)

1. Log in with your user ID and password. If you don't know them, click on **Click Here to Request Your User ID and/or Password**.
2. Click the **Yes** button to agree to the privacy notice.
3. Click the **Go** button in the red **Annual Open Enrollment** bar.
4. Click the green **Begin Your Enrollment** button after you read the Welcome page.
5. Review the Instructions page and click the **Save & Next** button.
6. Review your Personal Information, make any changes (e.g., marital status) and click the **Save & Next** button.
7. Review and make changes to your dependent information, if applicable, and click the **Save & Next** button.
8. Select how you wish to apply the \$400 life cycle contributions—Life Cycle (taxable) or Flexible Spending Accounts (not taxable). Enter the amount you want to contribute to your Health Care FSA and Dependent Care FSA and click the **Save & Next** button.
9. Review your elections summary and electronically sign by clicking **I Accept**, and click the

Finalize button.

If you need assistance with your open season elections, please send an email to [AskHR](#).

News from the Field: Sacramento Office Shares Knowledge During Potluck

By Sharlene Womack, Sacramento field office

Editorial Note: To view photos of this event, read the [article](#) on the FCA Today SharePoint page.

Sacramento field office staff shared an early Thanksgiving meal on Thursday, Nov. 20, during their quarterly knowledge transfer meeting.

Staff received updates from the Association Examination Division and Market Risk Division and discussed a range of topics, including shared assets/participations and accounting topics (audit committee operational audits versus Sarbanes-Oxley Act audits, other property owned, and nonqualified allocated equities).

The luncheon also featured a general roundtable discussion with updates from examiners-in-charge on their respective institutions. The meeting was insightful, and the food was delicious too!

Be Alert to Holiday Phishing Scams and Malware Campaigns

The Office of Management Services reminds users to stay alert as you browse online over the holiday season.

E-cards from unknown senders may contain malicious links. Fake advertisements or shipping notifications may deliver infected attachments. Spoofed email messages and fraudulent posts on social networking sites may request support for phony causes.

The guidance below will help you avoid security breaches, identity theft or financial loss:

- Do not follow unsolicited links or download attachments from unknown sources.
- Immediately change any passwords you might have revealed.
- If you used the same password for multiple resources, make sure to change it for each account, and do not use that password in the future.
- Check out security tips from the U.S. Department of Homeland Security to learn more about [Shopping Safely Online](#), [Avoiding Social Engineering and Phishing Attacks](#), and [Protecting Personal Internet-Enabled Devices](#).

Report receipt of phishing emails to [Kathleen Reddaway](#).

Ethics in Action: Inspector General Gives IRS Poor Marks for Detecting and Preventing Conflicts of Interest

By Wendy R. Laguarda, OGC

~ *Ethics: Elevate Yourself to a Higher Standard* ~

According to a recent [Washington Post article](#), the Treasury Inspector General for Tax Administration found that dozens of Internal Revenue Service employees have earned money preparing tax filings since 2009 in violation of agency policy, and one pleaded guilty last year to illegally accessing taxpayer data to conduct a private business.

The audit found that only about half of the 6,000 IRS staffers who held other jobs in 2011 had obtained the required authorization for outside work.

To ensure that you, as an FCA or FCSIC employee, do not engage in official matters that conflict with your personal activities, you are required to obtain approval from the Ethics staff for most outside activities or employment. Even part-time, temporary outside jobs, such as retail positions during the holiday season, require approval by the Ethics staff.

To request approval, fill out [form 451](#) on the Ethics SharePoint site. If you already have a form on file, keep in mind that you must update the form if your federal employment status changes or if your outside business or employment activities change; any changes would make any prior approval incomplete, inaccurate or obsolete.

For more information, see [Outside Employment Activities](#) on the Ethics SharePoint site.

Cafeteria Menu Available for Week of Dec. 1

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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*"The stripped and shapely
Maple grieves
The ghosts of her
Departed leaves.*

*The ground is hard,
As hard as stone.
The year is old,
The birds are flown."*

—John Updike

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, December 2, 2014
Date: Tuesday, December 02, 2014 5:05:34 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 2, 2014

Today's Headlines

- Reminder: Sign Up for Dec. 9 FERS Information Session
- Make Your CFC Pledge on Giving Tuesday; Gear Up for CFC Race Tomorrow, Dec. 3

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Sign Up for Dec. 9 FERS Information Session

Next Tuesday, Dec. 9, from 1 to 4 p.m., Dave Redden will be in the Marsha Martin Training Room (1101–1102) conducting a Federal Employees Retirement System (FERS) information session for new and mid-career employees. Please use the [Course Sign-Up Sheet](#) to register and indicate if you will be attending via videoconference.

For more information, see the [Nov. 21 FCA Today article](#).

If you have any questions, please contact Cassandra Matos (matosc@fca.gov).

Make Your CFC Pledge on Giving Tuesday; Gear Up for CFC Race Tomorrow, Dec. 3

Move over, Black Friday and Cyber Monday! Make way for Giving Tuesday. The Tuesday after Thanksgiving is rapidly becoming known as Giving Tuesday, a day when we spend our hard-earned dollars to support worthy causes and to give to those who are less fortunate.

If you haven't had a chance yet to make a donation through the Combined Federal Campaign of the National Capital Area (CFCNCA), today is a perfect opportunity.

And don't forget your sneakers when you come to work tomorrow, Dec. 3. We're supposed to have a brief respite from the wet and cold just in time for our fourth annual Race for CFC. The high is supposed to be near 60 degrees. It's a great opportunity to show your support for the CFC and to get out for a little fresh air with your colleagues.

The race begins at noon. It starts and ends in front of the Farm Credit Building, following the path that circles the Liberty Crossing II complex. The race is approximately one mile long. Both runners and walkers are welcome. If you plan to join the race, please bring your government badge.

The FCA/FCSIC CFC Leadership Committee welcomes donations of any amount from race participants. The proceeds will go to the CFCNCA and will be shared proportionately among all charities and federations that receive designations.

As of today, FCA and FCSIC employees have made 48 pledges in the amount of \$39,801, bringing us to 72 percent of our \$55,000 campaign goal. The campaign is scheduled to end on Dec. 15. For more information, go to the 2014 CFCNCA [SharePoint page](#).



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"No one is useless in this world who lightens the burdens of another."

—Charles Dickens

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, December 3, 2014
Date: Wednesday, December 03, 2014 5:19:51 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 3, 2014

Today's Headlines

- FCA Issues Updated Policy on Compensatory Time
- Bloomington Field Office Network and Phone System Unavailable During Move from Dec. 3 to 5
- News from the Field: Bloomington Field Office Holds Awards Ceremony and Readies for Office Move
- FCA Employees Deliver "BIG-Time" During BIG at FCA's Season of Giving
- Race for CFC Postponed Until Tuesday, Dec. 9

These articles are published on the [FCA Today SharePoint page](#).

FCA Issues Updated Policy on Compensatory Time

The agency made a couple of important change to [PPM 802](#) regarding compensatory (comp) time.

PPM 802 has been changed as follows:

- You can carry comp time for 26 pay periods after earning it. Generally, exempt employees will lose the comp time after the 26 pay periods.
- You are encouraged but not required to use compensatory time before annual leave. This may help avoid forfeiture of earned compensatory time.

Before this change, normally employees could only carry compensatory time for 13 pay periods and they were supposed to use it before using annual leave.

If you have questions about comp time please send them to [AskHR](#).

Bloomington Field Office Network and Phone System Unavailable During Move from Dec. 3 to 5

In support of the Bloomington field office move, the Office of Management Services (OMS) will be on-site to ensure the network, phone system and videoconferencing equipment is installed and functional in the new location.

- The Bloomington network and phone system, including voicemail, will be unavailable from 6 p.m. EST Wednesday, Dec. 3, through Friday evening, Dec. 5.
- OMS will install the network printers, individual office phones and network connections in the new offices on Sunday, Dec. 7.
The videoconferencing rooms will be available on Monday, Dec. 8.

•

The phone numbers will remain the same at the new location:

7900 International Dr.
Suite 200
Bloomington, MN 55425

Please contact the OMS Helpline at x44333 or helpline@fca.gov with any questions.

News from the Field: Bloomington Field Office Holds Awards Ceremony and Readies for Office Move

By Paula Purcelli, Bloomington field office

Editorial Note: To view photos of the awards presentation, read the [article](#) on the FCA Today SharePoint page.

Chief Examiner Robert Coleman visited the Bloomington office on Nov. 20 to present awards. Special Act or Service Awards were presented to Dave Woltman, Lun Nguyen, Ryan Schumacher, Patrick Fairchild, Erica Haakenson, Craig Wondra and Mike Duffy. In addition, Scott Mennenga received his commissioned examiner certificate.

During the visit, Robert, together with Rick Albrecht of the FCS Building Association, completed a final walk-through of the new office space. The office will be moving to its new location this Friday, Dec. 5.

"We have been at our current office since February 2003 and although we have enjoyed the location, the building is outdated and has issues typical of a building its age," says Chet Slipek, Deputy Chief Examiner and Director of the Office of Examination's Market Risk Division.

Field office staff will report to the new office on Monday, Dec. 8. The new location is approximately 1.5 miles east of the current location, at 7900 International Drive, Suite 200, in Bloomington.

FCA Employees Deliver "BIG-Time" During BIG at FCA's Season of Giving

By Damien Hill, President, Blacks in Government at FCA

Editorial Note: To view a photo from the collection drive, read the [article](#) on the FCA Today SharePoint page.

Thanks to the collaborative effort of BIG at FCA and McLean employees, the 14th annual Share the Harvest food collection drive yielded 313 pounds of nonperishable food in just three weeks! Also, our fourth annual coat drive yielded eight coats over the same span.

Proceeds from both drives, collectively known as the BIG at FCA Season of Giving were donated to the So Others Might Eat (SOME) organization in Washington, D.C. SOME arranged for the pick-up of these items from FCA last Tuesday, Nov. 25.

As federal and state programs and budgets continue to dwindle, the contributions that people like us make become increasingly important. The holiday season represents the time of year when some eat too much and others eat too little. Thanks so much for choosing to make a difference during BIG at FCA's Season of Giving.

If you'd like to print off a charitable donation receipt for your food or coat donation, follow these steps:

1. Go to the [BIG SharePoint page](#) and right click on the donation receipt.
2. Select print picture.

3. Select preferences.
4. Under the Printing Shortcuts tab, find the Orientation box in the lower right quadrant of the window and select Landscape.
5. Click OK.
6. Select the desired printer and print receipt.

BIG at FCA graciously thanks you all for your contributions.

Race for CFC Postponed Until Tuesday, Dec. 9

Because of muddy trail conditions, the Race for CFC has been postponed until Tuesday, Dec. 9.

All other details remain the same. The race will begin at noon in front of the Farm Credit Building. If you plan to participate, please bring your government badge.

The FCA/FCSIC Leadership Committee for the Combined Federal Campaign of the National Capital Area looks forward to seeing you there!



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"I slept and I dreamed that life is all joy. I woke and I saw that life is all service. I served and I saw that service is joy."
—Khalil Gibran

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, December 4, 2014
Date: Thursday, December 04, 2014 5:17:08 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 4, 2014

Today's Headlines

- Submit Your Timecard No Later Than Noon on Thursday, Dec. 11
- Change Your Network Password by Dec. 18

These articles are published on the [FCA Today SharePoint page](#).

Submit Your Timecard No Later Than Noon on Thursday, Dec. 11

Submit your timecard no later than noon in your time zone on Thursday, Dec. 11. The National Finance Center has expedited the processing schedule for pay period 24 to deliver salary payments to employees during the holiday season.

Please note: You may see an earlier-than-usual "pending" notice in your bank account, depending on when your financial institution retrieves and processes its transactions over the holidays. You are encouraged to verify payment posting through your financial institution.

If you have questions, please call Carmen Lopez or David Toth, Office of Management Services Human Resources and Training Team, at 703-883-4135.

Change Your Network Password by Dec. 18

FCA's new policy for network passwords takes effect today. You have two weeks from today, Dec. 4, to change your password. You must change your password by Dec. 18.

Please use the resources below to help you with this process. They are available in SharePoint at the [IT Resource Center](#).

- [Instructions](#) to change your network password on your laptop, your smartphone and your FCA iPad.
- [Frequently Asked Questions](#) to help guide you through the network password change process.

The new policy requires us to change our network passwords every six months. After you change your password this month, you won't have to change it again until June.

As announced in a [Nov. 6 FCA Today article](#), FCA has implemented the new policy to protect our network accounts against an increasing number of cyber threats.

If you have questions, contact the OMS Helpline by email at Helpline@fca.gov or by phone at x44333.



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"How many lessons of faith and beauty we should lose, if there were no winter in our year!"

—Thomas Wentworth Higginson

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, December 5, 2014
Date: Friday, December 05, 2014 4:19:59 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 5, 2014

Today's Headlines

- Cafeteria Menu Available for Week of Dec. 8
- Fit Friday Feature: Exercise Tip—Winter Workouts for People with Asthma or Arthritis

These articles are published on the [FCA Today SharePoint page](#).

Cafeteria Menu Available for Week of Dec. 8

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.

Fit Friday Feature: Exercise Tip—Winter Workouts for People with Asthma or Arthritis

This article was reprinted with permission from Health Matters at Work newsletter.

Cold days are coming! Winter weather can exacerbate existing conditions like asthma, arthritis and chronic migraines, just to name a few. But just because the trees are bare and there's a chill in the air doesn't mean you have to forgo your daily walks outside for the dreaded treadmill.

Here are some tips to help keep you moving during the cold winter season.

- Avoid strenuous exercise in cold dry air, as cooling and drying of the bronchial airways can trigger an asthma attack.
- Keep your inhalers warm in order to avoid a cold aerosol spray.
- Be sure to "warm up" and "cool down" after strenuous exercise.
- Be sure to drink plenty of liquids before and after exercise. Even in cold weather, it is easy to become dehydrated.
- Exercise indoors when outdoor temperatures are dropping. Changes in temperature or barometric pressure, a measure that refers to the weight of the surrounding air, can trigger joint pain.
- The best year-round exercise for asthma and arthritis sufferers is swimming in an indoor heated pool.

It is important to get outside on sunny days, even when it's cold. Sun exposure triggers vitamin D production in the skin. Bones also need this "sunshine vitamin" to help absorb bone-strengthening calcium properly. If you have the winter blues, a little sunshine can also improve your mood.

Not getting outside during winter months slows down production and decreases your body's

store of vitamin D. When possible, take a brisk, outdoor walk for 20 minutes daily.



About FCA Today

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"Though no one can go back and make a brand new start, anyone can start from now and make a brand new ending."

—Carl Bard

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, December 8, 2014
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[image002.png](#)



Publication Date: December 8, 2014

Today's Headlines

- Open Season Ends Today, Dec. 8
- Reminder: FERS Info Session Scheduled Tomorrow Afternoon, Dec. 9
- Reminder: FCA's Toys for Tots Campaign Underway
- Tickets Go on Sale Tomorrow: CFCNCA Team Raffles Off Bountiful Gift Baskets
- A Message from Kenneth A. Spearman Regarding the 2014 Combined Federal Campaign
- Race for CFC Canceled Tomorrow, Dec. 9
- Remember Our Fallen at Pearl Harbor

These articles are published on the [FCA Today SharePoint page](#).

Open Season Ends Today, Dec. 8

The federal benefits open season ends today. **Remember:** you must enroll in the Flexible Spending Accounts (FSA) program every year to continue to participate and to take advantage of the contribution the agency makes to employee flexible spending accounts.

If you do not want to change your Federal Employees Health Benefits (FEHB) or Federal Employees Dental and Vision Insurance Program (FEDVIP) elections from last year, you do not need to do anything. Your coverage will continue into the 2015 plan year.

- **For FSA annual enrollment:** Use the [MyEnroll](#) website.
- **For FEHB changes:** Use the [NFC Employee Personal Page](#) (myEPP). If you don't already have a PIN, you can obtain one through [myEPP](#) by selecting "New User Sign Up" from the Log In page.
- **For FEDVIP enrollment or changes:** Go to the [BENEFEDS home page](#).

Also, please disregard any letter you may have received by mail from the FSAFEDS flexible spending account program, which is administered by OPM. The flexible spending account program in which FCA and FCSIC employees participate is administered by Benefit Allocation Systems. The letter from FSAFEDS was sent to some of our employees by mistake.

For a quick guide with links to websites and step-by-step instructions for making your open season changes, see the [Dec. 1 FCA Today article](#). Please send any open season questions to [AskHR](#).

Reminder: FERS Info Session Scheduled Tomorrow Afternoon, Dec. 9

Tomorrow, Dec. 9, from 1 to 4 p.m. EST, Dave Redden will be in the Marsha Martin Training Room (1101–1102) conducting a Federal Employees Retirement System (FERS) information session. Please use the [Course Sign-Up Sheet](#) to register and indicate if you will be attending via videoconference.

The session will be geared towards new and mid-career employees and will cover the following:

- Basic FERS information.
- Eligibility.
- Benefit computations.
- Credit for service.
- Disability retirement.

If you have any questions, please contact Cassandra Matos (matosc@fca.gov).

Reminder FCA's Toys for Tots Campaign Underway

There is still time to take part in the Toys for Tots campaign. When you are out doing your holiday shopping, remember to pick up a new, unwrapped toy with a perceived value of \$10.

The campaign runs until Dec. 19, so don't miss an opportunity to make a youngster's Christmas a little brighter. If you have any questions, please contact Gaye Calhoun at 703-883-4222.

Tickets Go on Sale Tomorrow: CFCNCA Team Raffles Off Bountiful Gift Baskets

Purchase a raffle ticket at the McLean Farm Credit Café for a chance to win one of two deluxe gift baskets prepared by the leadership team of the FCA/FCSIC Combined Federal Campaign of the National Capital Area (CFCNCA). For the coffee lovers, there is a basket overflowing with items from Starbucks. The other basket contains scrumptious items for a romantic Italian dinner.

Ticket sellers will be in the cafeteria Tuesday through Thursday of this week from 11:30 a.m. to 1:30 p.m. One ticket costs \$2 and three tickets cost \$5. You can also purchase tickets anytime directly from Lynn Major (OE, room 3205).

The drawing will be held in the lunch area just outside the Farm Credit Café on Thursday, Dec. 11, at 2 p.m. Cross your fingers and come downstairs to see if you will be one of the lucky winners.

Proceeds from the raffle will go to the CFCNCA as "undesignated" donations. All undesignated donations are combined and then shared proportionately among all charities and federations that receive designations.

A Message from Kenneth A. Spearman Regarding the 2014 Combined

Federal Campaign

FCA Board Member and FCSIC Chairman Kenneth Spearman has recorded a [brief message](#), wishing FCA and FCSIC employees happy holidays and encouraging us to contribute to the Combined Federal Campaign of the National Capital Area.

“Even with a small donation,” Mr. Spearman says, “you can make it possible for charities to carry out their important missions.”

As of today, Dec. 8, FCA and FCSIC employees have contributed \$44,091, or 80 percent of our \$55,000 goal.

Race for CFC Canceled Tomorrow, Dec. 9

Mother Nature has not smiled upon the Race for the CFC this year. The weather forecast calls for a wintry mix tomorrow morning and rain in the afternoon.

Since these are hardly ideal conditions and the race has already been rescheduled once, the Leadership Committee of the Combined Federal Campaign of the National Capital Area has decided to cancel it this year.

However, while the weather forces us to cancel this event, the bigger, more important race is still on—the race to meet our \$55,000 goal. We’re 80 percent of the way there.

If you haven’t yet done so, please consider making a donation to the CFCNCA. Making a donation is quick and easy. Go to [FCA’s CFCNCA SharePoint website](#) to find out how.

Remember Our Fallen at Pearl Harbor

Yesterday, Dec. 7, was the 73rd anniversary of the attack on Pearl Harbor, Hawaii, by Japanese forces. The attack claimed the lives of more than 2,400 Americans. The following day, President Franklin D. Roosevelt declared Dec. 7 to be a “date which will live in infamy” during a joint session of Congress, which was broadcast live to the entire nation on radio.

Congress immediately passed a formal declaration of war against Japan, which marked our official entry into World War II. More than 81 percent of American homes tuned in to hear the President’s speech—the largest audience in U.S. radio history. Following the speech, Americans went to military recruiting stations in record numbers to enlist.

“Today, with solemn gratitude, we recall the sacrifice of all who served during World War II, especially those who gave their last full measure of devotion and the families they left behind,” says President Obama in his [proclamation](#) of National Pearl Harbor Remembrance Day, 2014.

For more information about the attack on Pearl Harbor, see the [Dec. 6, 2013, FCA Today article](#).



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“Yesterday, Dec. 7, 1941 — a date which will live in infamy — the United States of America was

suddenly and deliberately attacked by naval and air forces of the Empire of Japan... No matter how long it may take us to overcome this premeditated invasion, the American people in their righteous might will win through to absolute victory... With confidence in our armed forces, with the unbounding determination of our people, we will gain the inevitable triumph—so help us God."

*—Franklin D. Roosevelt, speech before Joint Session of Congress,
Dec. 8, 1941*

From: [newsletter](#)
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[image002.png](#)



Publication Date: December 9, 2014

Today's Headlines

- Deadline for Changes to FEHB Program Extended Through Tomorrow, Dec. 10
- Reminder: Annual Awards Ceremony Is Dec. 11
- Office Closed Dec. 26; President Declares Official Holiday
- Support the CFC: Join Geoffrey Chu for Final Training Session on Online Giving Tomorrow, Dec. 10
- Get Your Tickets Today, Dec. 9: CFCNCA Team Raffles Off Bountiful Gift Baskets
- Guess How Many Gumdrops Are in the Jar

These articles are published on the [FCA Today SharePoint page](#).

Deadline for Changes to FEHB Program Extended Through Tomorrow, Dec. 10

If you would still like to change your Federal Employees Health Benefits (FEHB) plan, you can. Because of technical issues with the National Finance Center's Employee Personal Page application, yesterday's deadline has been extended through tomorrow, Wednesday, Dec. 10.

This extension applies only to those who were already enrolled in the FEHB program in 2014—not to those who just signed up for the first time for coverage in 2015. For more information, please read the [National Finance Center Customer Notification](#) or contact [AskHR](#).

To make changes to your FEHB, go to [my EPP](#). If you don't already have a PIN, you can obtain one through [myEPP](#) by selecting "New User Sign Up" from the Log In page.

Please note that open enrollment ended yesterday as scheduled for the Federal Employees Dental and Vision Insurance Program (FEDVIP) and for Flexible Spending Accounts.

Reminder: Annual Awards Ceremony Is Dec. 11

The annual awards ceremony is this Thursday, Dec. 11, at 2:30 p.m. in rooms 1101 and 1102 of the McLean Farm Credit Building. Field office employees are invited to attend the ceremony by videoconference.

A reception will follow the ceremony in the atrium.

Office Closed Dec. 26; President Declares Official Holiday

President Obama has issued an [executive order](#) making Friday, Dec. 26, 2014, an official holiday for federal employees.

According to the order, "all executive branch departments and agencies of the Federal Government shall be closed and their employees excused from duty on Friday, December 26, 2014, the day after Christmas Day."

Employees whose normal flex day falls on this day will be granted an "in-lieu-of" day that should be taken within the same pay period (PP25).

All employees should enter eight hours of holiday/administrative leave for Dec. 26. If you work an alternate schedule (that is, 9- or 10-hour days), you must use another form of leave for the balance of your schedule for that day.

If you have questions, please call the Human Resources and Training Team, Office of Management Services, at 703-883-4135.

Support the CFC: Join Geoffrey Chu for Final Training Session on Online Giving Tomorrow, Dec. 10

Would you like to contribute to the Combined Federal Campaign this year? Cross this task off your to-do list tomorrow.

Join Geoffrey Chu at 11:30 a.m. tomorrow, Dec. 10, for a final training session in online giving. It will be held in the computer training room near the Office of Management Services on the first floor. Geoffrey will show you how quick and easy it is to choose your charities and make your donation online.

Feel free to bring your laptop to follow along. Geoffrey will show you how to create an account and log in to the system. He can also show you how to reset your password from last year.

Using the charity search feature on the CFCNCA website, Geoffrey will demonstrate how to find the charities that might be of interest to you. You can search by charity name or category. Plus, you can even sort your results by administrative fundraising rate, which allows you to compare the overhead costs of charities.

After demonstrating the search process, Geoffrey will walk you through the process of making an online donation—either by payroll deduction, credit card payment, or e-Check.

If you've never made a CFC donation online or if you would like some refresher guidance, Geoffrey would love to help. The CFC Leadership Committee looks forward to seeing you there!

Get Your Tickets Today, Dec. 9: CFCNCA Team Raffles Off Bountiful Gift Baskets

Purchase a raffle ticket at the McLean Farm Credit Café for a chance to win one of two deluxe gift baskets prepared by the leadership team of the FCA/FCSIC Combined Federal Campaign of the National Capital Area (CFCNCA). For coffee lovers, there is a basket overflowing with items from Starbucks. The other basket contains scrumptious items for a romantic Italian dinner.

Ticket sellers will be in the cafeteria today through Thursday of this week from 11:30 a.m. to 1:30 p.m. One ticket costs \$2 and three tickets cost \$5. You can also purchase tickets

anytime directly from Lynn Major (OE, room 3205).

The drawing will be held in the lunch area just outside the Farm Credit Café on Thursday, Dec. 11, at 2 p.m. Cross your fingers and come downstairs to see if you will be one of the lucky winners.

Proceeds from the raffle will go to the CFCNCA as “undesigned” donations. All undesigned donations are combined and then shared proportionately among all charities and federations that receive designations.

Guess How Many Gumdrops Are in the Jar

Diana Garcia, Sodexo General Manager of the Farm Credit Café in McLean, announces another guessing contest. This time, it's gumdrops. Guess how many gumdrops are in the jar (without going over) and you could win one of the following prizes:

- First Place: Big Box o' Chocolates
- Second Place: Jumbo Lindor Truffle

One guess per person. Drawing will be Friday, Dec. 19, after the café closes at 1:30 p.m.

Happy Holidays from the Farm Credit Café staff!



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“Success is not final, failure is not fatal: it is the courage to continue that counts.”
—Winston Churchill

From: [newsletter](#)
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[image002.png](#)



Publication Date: December 10, 2014

Today's Headlines

- Office of Examination Selects IT Risk Specialists
- Reminder: Submit Your Timecard by Noon Tomorrow, Dec. 11
- Internet Services Unavailable This Thursday After 8 p.m. EST
- Reminder: Change Your Network Password by Dec. 18

These articles are published on the [FCA Today SharePoint page](#).

Office of Examination Selects IT Risk Specialists

By Michael A. Anderson, CISA, Operations Risk Program Manager

Tuyen Kim Pham (Association Examination Division, Dallas) and Dr. Ira D. Marshall (Association Examination Division, McLean) were recently selected for the Office of Examination's IT risk specialist examiner positions. Both Tuyen and Ira are seasoned commissioned examiners that bring a lot of knowledge, examination skills and energy to the Operations Risk Program. We look forward to their continued contributions in their roles as both safety and soundness examiners and IT specialists. Their backgrounds are briefly summarized below.

Please join us in congratulating these individuals.

Tuyen Kim Pham, CISA, CBRA—Tuyen started with FCA in July 1987 after graduating from the University of Nebraska at Omaha with a bachelor's degree in banking and finance. Tuyen was commissioned in March 1995 and received her Certified Information System Auditor designation in 2003. In September 2014, Tuyen received the designation as a Certified Business Resilience Auditor.

Ira D. Marshall, CISA, CRISC—Ira earned a bachelor's degree in finance with a minor in education from Lynchburg College in 2000. He completed his Master of Science degree in management information systems and obtained an Information Systems Analyst certificate from Bowie State University in 2002. He joined FCA in March 2004 with experience as an accounts manager in the property management industry. Ira earned his FCA commissioned examiner designation in December 2007. Ira officially became Dr. Ira D. Marshall upon earning his doctorate of management in organizational leadership in December 2013.

Reminder: Submit Your Timecard by Noon Tomorrow, Dec. 11

Please remember to submit your timecard no later than tomorrow, Dec. 11, at noon in your time zone. The National Finance Center has expedited the processing schedule for pay period 24 to deliver salary payments to employees during the holiday season.

Please note: You may see an earlier-than-usual “pending” notice in your bank account, depending on when your financial institution retrieves and processes its transactions over the holidays. You are encouraged to verify payment posting through your financial institution.

If you have questions, please call Carmen Lopez or David Toth, Human Resources and Training Team, Office of Management Services, at 703-883-4135.

Internet Services Unavailable This Thursday After 8 p.m. EST

Internet services, including external email, VPN connectivity, sending/receiving email on agency iPhones, Internet browsing and access to the FCA and FCSIC websites, will be unavailable tomorrow, Thursday, Dec. 11, from 8 p.m. through midnight. During this time, the Office of Management Services (OMS) will install a new firewall to better combat the increase in malware and other security-related threats.

Please call the OMS Helpline at x44333 or email Helpline@FCA.gov if you have any questions.

Reminder: Change Your Network Password by Dec. 18

FCA's new policy to change your network password every six months is in effect. You must change your password by Thursday, Dec. 18.

Please use the following sources to help you with this process. They are available in SharePoint at the [IT Resource Center](#).

- [Instructions](#) to change your network password on your laptop, your smartphone and your FCA iPad. (Note: The Office of Management Services revised these instructions since they were first published on Dec. 4. If you printed them out at that time, please disregard that version and go to the link again.)
- [Frequently Asked Questions](#) to help guide you through the network password change process.

The new policy requires us to change our network passwords every six months. After you change your password this month, you won't have to change it again until June.

As announced in a [Nov. 6 FCA Today article](#), FCA has implemented the new policy to protect our network accounts against an increasing number of cyber threats.

If you have questions, contact the OMS Helpline by email at Helpline@fca.gov or by phone at x44333.



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"The pessimist complains about the wind; the optimist expects it to change; the realist adjusts the sails."

—William Arthur Ward

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, December 11, 2014
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[image002.png](#)



Publication Date: December 11, 2014

Today's Headlines

- FCA Issues News Release on Proposed Rule on Mergers and Consolidations
- Office of Examination Announces Leadership Development Program Opening for Commissioned Examiners
- A Message From Leland A. Strom Regarding the 2014 Combined Federal Campaign

These articles are published on the [FCA Today SharePoint page](#).

FCA Issues News Release on Proposed Rule on Mergers and Consolidations

FCA issued a news release today, Dec. 11, reporting on the FCA Board's adoption of a proposed rule to modify FCA regulations related to the mergers, consolidations and charter amendments of Farm Credit System banks and institutions.

For more information, see the [Dec. 11 news release](#).

Office of Examination Announces Leadership Development Program Opening for Commissioned Examiners

The Office of Examination has one internal vacancy for its Leadership Development Program, grades VH-0570-38/39, in the Staff Development Division. The announcement, [VA-14-0130](#), opens today, Dec. 11, and closes Dec. 30. It is open to internal FCA commissioned examiners.

Because this announcement is open to internal candidates, you can access the announcement only through the above link.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement through the hyperlink above.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. Go back to the [job announcement](#) page.
6. Click on the **Apply Online** button in the right-hand menu of the page and follow the

instructions on the next screen.

7. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.

Your application and supporting application materials must be received by 11:59 p.m. ET on the closing date of the announcement.

When developing your resume, please read thoroughly the information under the Qualifications & Evaluations tab of the job announcement.

If you need assistance, please contact Lynn Lotocki at 703-883-4154 or x44154.

A Message From Leland A. Strom Regarding the 2014 Combined Federal Campaign

FCA Board Member Leland Strom has recorded a [brief message](#), offering his holiday blessings and inviting FCA and FCSIC employees to contribute to the Combined Federal Campaign.

Mr. Strom also offered his thanks to FCA and FCSIC employees for their past generosity. "You've always amazed me at how deep you dig into your pockets to provide to those in need. . . . Thank you for what you have done not just for FCA but what you have done for your local communities and people all across this country. I hope again that you will strongly consider giving to the Combined Federal Campaign."



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"Help thy brother's boat across and lo! thine own has reached the shore."

—Hindu Proverb

From: [newsletter](#)
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Subject: FCA Today - Friday, December 12, 2014
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[image002.png](#)



Publication Date: December 12, 2014

Today's Headlines

- Internet Services Unavailable After 8 p.m. EST Tonight, Dec. 12
- Reminder: Deadline for TSP Allocations Is Dec. 15
- Automatic Door Openers Installed for Entrances to Upper and Lower Level Garage Elevator Lobbies
- Dianna Becerra, Becky Orlich Win CFC Raffle
- 95 Express Lanes Open This Sunday, Dec. 14
- Fit Friday Feature: Caregiving—Fall into a Healthy Routine

These articles are published on the [FCA Today SharePoint page](#).

Internet Services Unavailable After 8 p.m. EST Tonight, Dec. 12

Internet services, including external email, VPN connectivity, sending/receiving email on agency iPhones, Internet browsing and access to the FCA and FCSIC websites, will be unavailable tonight, Friday, Dec. 12, from 8 p.m. through midnight. During this time, the Office of Management Services (OMS) will perform scheduled maintenance.

Please call the OMS Helpline at x44333 or email Helpline@FCA.gov if you have any questions.

Reminder: Deadline for TSP Allocations Is Dec. 15

If you want to maximize your Thrift Savings Plan (TSP) contributions for 2015, you only have until **Monday, Dec. 15**, as previously reported in a [Nov. 5 FCA Today article](#).

The IRS has raised the annual limit by \$500 on the contributions federal employees may make to their TSP accounts. In 2015, we may contribute up to \$18,000.

The first pay period for 2015 contributions will be pay period 25, which starts Dec. 14 through Dec. 27, 2014. Employees will need to make this change in their [myEPP](#) for pay period 25 prior to the last day of that pay period.

Employees age 50 and older are eligible to contribute an additional \$6,000 starting in 2015—up from \$5,500 in 2014—in catch-up contributions. So their individual contributions cannot exceed \$24,000 for the year. Those interested in catch-up contributions need to make a separate election request for that option.

How much can I contribute each pay period?

If you would like to contribute the maximum allowed for 2015, you would deduct \$693 per pay period for an even distribution of contributions over 26 pay periods. If you will be 50 or

older during 2015, you may contribute an additional \$231 per pay period in catch-up provision.

Note: If you are currently 49 and turn 50 in 2015, you will not be able to enter the extra catch-up contribution in myEPP until pay period 1. The additional catch-up amount will equal \$250 per pay period, since it will be distributed across 24 pay periods.

When should I make my allocations?

If you would like to make an even distribution of deductions over 26 pay periods in 2015, you must make TSP allocations by Monday, Dec. 15.

What if I don't change my contributions?

If you do nothing, your regular TSP allocations will carry over from last year to next year. However, catch-up contributions do not carry over. They automatically stop at the end of each year, so you must make a new election annually to take advantage of this additional benefit.

What if I have questions?

Please send a message to [AskHR](#). Your question will be assigned to the right person to answer it.

Automatic Door Openers Installed for Entrances to Upper and Lower Level Garage Elevator Lobbies

Access to the elevator lobbies in the upper and lower level garages will soon be more convenient. Workers are currently installing a new feature that will allow you to push a button to automatically open the door to the elevator lobby. You will now have the following two options to open the door:

- Push the button to open the door automatically.
- Pull the door open as you do now.

Note: For security reasons, you will still need to use your ID card to gain entrance to the elevator lobbies. Once the light turns green, you may open the door.

Contact the FCS Building Association at fcsba@fca.gov or x44490 if you have any questions.

Dianna Becerra, Becky Orlich Win CFC Raffle

Editorial Note: To view photos of the raffle drawing and basket winners, read the [article](#) on the FCA Today SharePoint page.

Congratulations to Dianna Becerra, Office of Regulatory Policy, and Becky Orlich, Office of General Counsel, for winning the Combined Federal Campaign gift basket raffle held yesterday. Dianna won the first prize—a basket chockfull of Italian treats. Becky took home a basket of goodies from Starbucks.

But the biggest winner of the raffle was the Combined Federal Campaign of the National Capital Area. The raffle generated \$288 in proceeds for the campaign. The proceeds will go to the campaign as “undesignated” funds, to be distributed proportionately among all charities and federations that receive designations.

95 Express Lanes Open This Sunday, Dec. 14

Starting this Sunday evening, Dec. 14, you can travel on the 29 miles of the new 95 Express

Lanes in Virginia and it will be free. The free-ride period will last two weeks, through Dec. 28. Beginning Monday, Dec. 29, you must have an E-ZPass transponder to use the Express Lanes or you will be fined.

Although free, HOV3 rules remain in effect for the middle lanes. You must have at least three people in your vehicle or risk getting a ticket during peak periods, with the exception of holidays. Carpools with three or more people can continue to travel toll-free beginning Dec. 29 with an E-ZPass Flex transponder.

Motorcycles will not need an E-ZPass to use the 95 Express Lanes.

The 95 Express Lanes extend from the Edsall Road area in Fairfax County to Garrisonville Road in Stafford County.

For more information, see the [95 Express Lanes website](#).

Fit Friday Feature: Caregiving—Fall into a Healthy Routine

This article was reprinted with permission from Health Matters at Work newsletter.

Most Americans will become caregivers at some point in their lives. Approximately 66 percent of family caregivers are women. The typical caregiver is married and employed, with children under the age of 18 at home.

It's no surprise that many caregivers find themselves burning the candle at both ends, as they juggle work and parental responsibilities with their caregiving duties. Studies have shown that 40 to 70 percent of family caregivers have clinically significant symptoms of depression, while 63 percent report having poor eating habits. Extreme stress can take as much as 10 years off a family caregiver's own life.

Caregiving is no easy task, but there are many things that caregivers can do to save time and keep themselves healthy.

First, cut out everything that wastes your time. For example:

- **Overworking.** Calm down and pace yourself – do what's expected and do it well, but don't overdo it.
- **Overjoining.** Cut just a few activities and you'll have more free time.
- **Writing checks.** Switch to online banking and save at least an hour a month, plus postage costs.
- **Watching real-time TV.** The DVR and TiVo set you free: race through commercials, compress one-hour shows into 40 minutes and watch everything on your own schedule.

Now incorporate some time-savers:

- **Recruit the kids.** Your children can earn extra money folding laundry, taking out the garbage, sweeping out the garage, unloading the dishwasher, making beds and more.
- **Work from a list.** Write a simple, daily "To-Do" list and check off tasks one-by-one to accomplish more even faster. Keep a running grocery list on the refrigerator door so you can shop efficiently.
- **Have a place for everything.** You'll save tons of time when you need to find something fast. For example, always put your keys, wallet and cell phone on your entryway table.
- **Use the OHIO rule (Only Handle It Once).** For example, sort and deal with mail immediately. Put dishes directly into the dishwasher, not the sink.

Caregivers are often so busy and overwhelmed that they don't ask for help. It's very

important to make your needs known and reach out when you need a break. Some ways that you can seek help include:

- **Talk to your employer.** Telecommuting, job-sharing and/or rearranging your schedule can help to minimize stress.
- **Involve older children.** Older children living at home may be able to help you with caregiving duties.
- **Reach out to other family and friends.** A family conference can help sort out everyone's tasks and schedules. Friends and neighbors may also be willing to provide transportation and help with shopping, household chores or repairs.
- **Take a break from caregiving.** Even if it is only 15 or 20 minutes a day, make sure you do something just for you.
- **Find support.** Many charities offer local and online support groups for caregivers.
- **Seek professional help.** Caregivers may feel lonely, anxious, guilty, angry, scared, frustrated, confused, lost and/or tired. If these feelings are overwhelming you, contact your doctor for help.

Caregivers often forget that taking care of themselves is just as important as taking care of their loved one. Perhaps even more important—after all, you can't be an effective caregiver if your own health is suffering. To stay healthy, all caregivers should:

- **Exercise.** Whether it's a 20-minute walk outside or taking a yoga class, exercising is a great way to take a break, decrease stress and increase your energy.
- **Eat healthy.** Focus on your own health and nutrition by taking the time to eat well. If needed, ask others to fix healthy meals for you.
- **Get sufficient rest.** If you feel tired during the day, you are not getting enough sleep.
- **Practice stress-reducing techniques.** These include breathing exercises, yoga and massage.

For more tips to help caregivers stay physically and mentally healthy, please visit <http://healthmattersatwork.org/Caregiving>.



About FCA Today

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"Happiness is an attitude. We either make ourselves miserable, or happy and strong. The amount of work is the same."

—Francesca Reigler

From: [newsletter](#)
To: [newsletter](#)
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[image002.png](#)



Publication Date: December 15, 2014

Today's Headlines

- iTunes Upgrade Now Available for Installation
- CFCNCA Campaign Extended Until Dec. 31; FCA and FCSIC Already Exceed Goal
- Ryan Hellen Runs Dallas Marathon
- Repairs Complete: Garage Door Now Functions Properly
- Cafeteria Menu Available for Week of Dec. 15

These articles are published on the [FCA Today SharePoint page](#).

iTunes Upgrade Now Available for Installation

For those of you who sync your iPhones with iTunes, you will need to install the latest version of Apple iTunes, 12.0.1, on your laptops. If you have an iPhone with iOS version 8.1.1, your laptop will not recognize your phone without this update.

To install this upgrade on your laptop, follow these steps:

1. Click on the Start icon in the bottom left corner of your screen.
2. Select Control Panel.
3. Select **Run Advertised Programs**.
4. Click on **iTunes 12.0.1 Upgrade**, then click **Run**.
5. Follow the instructions on the yellow screen, and be sure to close all running applications before continuing with the iTunes upgrade.

For questions or problems with the installation, please call the OMS Helpline, x44333, or email Helpline@FCA.gov.

CFCNCA Campaign Extended Until Dec. 31; FCA and FCSIC Already Exceed Goal

By Ira Marshall, OE-Association Examination Division

The Combined Federal Campaign of the National Capital Area has extended its 2014 campaign until Dec. 31. The campaign was originally set to conclude today, Dec. 15.

However, it gives me great pleasure to announce that FCA and FCSIC met their \$55,000 goal by the original deadline. As of today, 66 employees have contributed \$55,931.35 to CFC charities through the CFCNCA.

As campaign manager and chair of the leadership committee for 2014, I would like to let

you know how grateful and thankful I am for your generous support and contributions to the CFCNCA thus far. Through your charitable gifts, you have given assistance to those in need and supported causes that make this world better for all of us. Your contributions have helped changed the lives of others. Thank you for making this possible!

If you have not made a contribution to the CFCNCA and would like to do so, you still can. Your contribution would be most welcome. As the table below shows, FCA and FCSIC employees go above and beyond the annual campaign goal year after year. Let's see how far we can go this year!

Again, I offer my heartfelt gratitude to you for making this year's campaign a success. And I wish you the happiest of holidays.

	Goal	Total Collected	Percentage of Goal
2009	\$47,000	\$55,131	117
2010	\$48,500	\$67,186	139
2011	\$50,000	\$68,263	137
2012	\$51,000	\$74,278	146
2013	\$53,000	\$77,656	147
2014	\$55,000	\$55,931 so far	102 percent and counting!

Ryan Hellen Runs Dallas Marathon

By Shanon Ratliff (OE-Dallas)

Despite the unusual humid and breezy conditions for December, capital markets specialist examiner Ryan Hellen crossed the finish line of the Dallas Marathon in 2 hours and 59 minutes on Dec. 14. Ryan ran with more than 4,600 other marathoners and 20,000 runners from 49 states and multiple countries. The race was the 44th running of this Boston Marathon qualifying event, previously known as the White Rock Marathon.

Ryan is an avid runner. He competed in the 2007 Fort Worth, Texas, Cowtown Marathon, finishing it in 3 hours and 28 minutes. He is a member of the White Rock Running Co-op and has been training for the Dallas Marathon since August.

Ryan credits his co-workers with aiding in his success. "I would never have been able to accomplish my goal without the support and good natured ribbing I received from my co-workers—especially for all of the dinners and happy hours I have missed while training for the marathon."

While he is not sure he will tackle another marathon in the near future, Ryan plans to keep pounding the pavement with several 5K and 10K runs in January and February.

Repairs Complete: Garage Door Now Functions Properly

The sensor on the exit door of the upper level garage has been repaired. You may now use the exit door to leave the garage.

Please contact the FCS Building Association (FCSBA) at fcsba@fca.gov or x44490 if you have any questions.

Cafeteria Menu Available for Week of Dec. 15

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



About FCA Today

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"He who wished to secure the good of others, has already secured his own."
—Confucius

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[image002.png](#)



Publication Date: December 16, 2014

Today's Headlines

- Reminder: Office Closed Dec. 26; Timecard Instructions Provided
- Deadline to Change Your Network Password Is Thursday, Dec. 18
- Citibank Issues New "Chip and PIN" Charge Cards in 2015

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Office Closed Dec. 26; Timecard Instructions Provided

President Obama has issued an [executive order](#) making Friday, Dec. 26, 2014, an official holiday for federal employees.

Employees whose normal flex day falls on this day will be granted an "in-lieu-of" day that should be taken within the same pay period (pay period 25).

According to a [memorandum](#) from the Office of Personnel Management, all full-time Flexible Work Schedule employees are entitled to a maximum of eight hours of basic pay. As [PPM 821](#) indicates, FCA employees are on flexible work schedules. Each part-time employee is entitled to basic pay for the number of hours scheduled for the holiday, not to exceed eight hours (see [5 U.S.C. 6124](#)).

On their timecards, full-time employees should enter eight hours of holiday/administrative leave for Dec. 26. If you work an alternate schedule (that is, 9- or 10-hour days), you must use another form of leave for the balance of your schedule for that day—for example, one or two hours of annual leave, compensatory time off or credit time.

If you have questions, please call the Human Resources and Training Team, Office of Management Services, at 703-883-4135.

Deadline to Change Your Network Password Is Thursday, Dec. 18

Remember to change your network password by this Thursday, Dec. 18. Please use the following sources to help you with this process. They are available in SharePoint at the [IT Resource Center](#).

- [Instructions](#) to change your network password on your laptop, your smartphone and your FCA iPad. (Note: The Office of Management Services revised these instructions since they were first published on Dec. 4. If you printed them out at that time, please disregard that version and go to the link again.)
- [Frequently Asked Questions](#) to help guide you through the network password change process.

The new policy requires us to change our network passwords every six months. After you change your password this month, you won't have to change it again until June.

As announced in a [Nov. 6 FCA Today article](#), FCA has implemented the new policy to protect our network accounts against an increasing number of cyber threats.

If you have questions, contact the OMS Helpline by email at Helpline@fca.gov or by phone at x44333.

Citibank Issues New “Chip and PIN” Charge Cards in 2015

In 2015, Citibank will begin issuing new charge cards with encrypted microprocessors to replace its current magnetic stripe-only cards. The embedded microchips make the cards extremely difficult to counterfeit.

By adopting the “Chip and PIN” technology, Citibank is complying with a requirement in the President's recent executive order, [Improving the Security of Consumer Financial Transactions](#).

The new cards will continue to carry a magnetic stripe so that you can still use the cards at merchants who are not yet equipped to read the microchip.

You can expect to receive your new card when your old card expires.

If you would like to learn more, see the Citibank [fact sheet](#). It describes the transition process and explains how to activate your new card when you receive it.

If you need further assistance, please contact Irma Blankenship at x44055 or Veronica McCain at x44031.



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“The bamboo that bends is stronger than the oak that resists.”

—Japanese Proverb

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[image002.png](#)



Publication Date: December 18, 2014

Today's Headlines

- Last Chance to Change Your Network Password Is Today, Dec. 18
- Reminder: FCA Toys for Tots Campaign Ends Tomorrow, Dec. 19
- Submit Your Timecard No Later Than Noon on Wednesday, Dec. 24
- New Telephone Lists Now Available
- Reinstall iTunes Upgrade to Fix Errors
- FCAHome SharePoint Site Now Available Over the VPN
- OE Issues Info Memo on Cybersecurity Framework and Other Recent Guidance
- FCA Honors 15 Employees at 2014 Awards Ceremony

These articles are published on the [FCA Today SharePoint page](#).

Last Chance to Change Your Network Password Is Today, Dec. 18

Today, Dec. 18, is the deadline to change your network password. After you change your password this month, you won't have to change it again until June.

If you have not already changed your password, follow the [instructions](#) posted on the [IT Resource Center](#) SharePoint site. You may also wish to consult the [Frequently Asked Questions](#).

If you have questions, contact the OMS Helpline by email at Helpline@fca.gov or by phone at x44333.

Reminder: FCA Toys for Tots Campaign Ends Tomorrow, Dec. 19

Thanks to those of you who have already contributed to this year's Marine Corps "Toys for Tots" campaign. The Farm Credit Club would like to remind others that you can help make a difference in a child's life this holiday season by remembering to pick up a new, unwrapped toy with a perceived value of \$10 when you are out holiday shopping.

The campaign ends tomorrow, Friday, Dec. 19. All contributions may be dropped in the red brick collection box near the steps in the McLean Farm Credit Building atrium. If you have any questions, please contact Gaye Calhoun at extension 44222.

Submit Your Timecard No Later Than Noon on Wednesday, Dec. 24

Submit your timecard no later than noon in your time zone on Wednesday, Dec. 24. The National Finance Center has expedited the processing schedule for pay period 25.

As a reminder, President Obama has issued an [executive order](#) making Friday, Dec. 26,

2014, an official holiday for federal employees. All employees should enter eight hours of holiday/administrative leave for Dec. 26. If you work an alternate schedule (that is, 9- or 10-hour days), you must use another form of leave for the balance of your schedule for that day.

If you have questions, please call Carmen Lopez or David Toth, Human Resources and Training Team, Office of Management Services, at 703-883-4135.

New Telephone Lists Now Available

The December 2014 [FCA Telephone Listings](#) are now available in the Administrative Handbook on SharePoint.

If you have any questions or need to update a listing, please contact Cindy York (yorkc@fca.gov).

Reinstall iTunes Upgrade to Fix Errors

The iTunes 12 upgrade announced Monday in an [FCA Today article](#) isn't working properly for some users. Helpline reports that, for some people who installed the upgrade, iTunes fails to start afterwards and displays error messages.

Yesterday, the Office of Management Services (OMS) made corrections to the upgrade package to fix the problem. If you are one of the users who can no longer open iTunes after upgrading, please try the upgrade again. Follow the steps in the previous article to run the upgrade.

OMS apologizes for any inconvenience. For questions or if the problem persists, please call the OMS Helpline, x44333, or email Helpline@FCA.gov.

FCAHome SharePoint Site Now Available Over the VPN

The Office of Management Services corrected the issue and the FCAHome SharePoint page is now available over the VPN.

Please call the OMS Helpline, x44333, or email Helpline@FCA.gov if you have questions.

OE Issues Info Memo on Cybersecurity Framework and Other Recent Guidance

The Office of Examination issued an Informational Memorandum Dec. 16 on best practices and recent guidance for managing cybersecurity risk.

For more information, see the [Informational Memorandum](#) on the FCA website.

FCA Honors 15 Employees at 2014 Awards Ceremony

Editorial Note: To view photos of the ceremony in McLean and receptions in McLean and Sacramento, read the [article](#) on the FCA Today SharePoint page.

At this year's annual FCA awards ceremony, held Dec. 11, 15 employees were recognized. The ceremony was held in the McLean office, with field offices participating by videoconference and FCA Board members presenting.

The agency's highest recognition—the Chairman's Award—was presented by FCA Board Chair and CEO Jill Long Thompson to the following trio: **J.C. Floyd, Becky Orlich** and **Jennifer Cohn**.

FCA Board Member Kenneth Spearman presented the agency's second-highest recognition—the Distinguished Service Award—to four employees: **Michael Anderson**, **Doug Gandy**, **Lun Nguyen** and **Mike Duffy**.

Other awards presented included the following:

- Impact Award: **Patricia Connelly** and **Erica Haakenson**
- Ethics in Action Award: **Debbie Kleinwachter**
- Diversity Leadership Award: **Gina Chmielewski**
- Plain Writing Award: **Sara Lynn Major** and **Jennifer Cohn**
- Length of Service Award (40 years): **Christine Quinn**
- Length of Service Award (35 years): **Kim Snow** and **Gary Van Meter**

Summaries of all the awards presented are listed below. Photos of McLean office by Linda Toki, OMS. Photos of Sacramento field office by Anita Bravard, OE-Sacramento.

Chairman's Award
<p>J.C. Floyd, Becky Orlich and Jennifer Cohn developed the proposed capital rule, which is critical to the mission of the Farm Credit System and the Agency.</p> <p>Crafting this rule was a monumental task. It involved extensive research, analysis, and writing. These individuals met several times with the FCS Capital Workgroup. They reviewed the Basel Accords, as well as the capital rules of other federal bank regulators and other countries. One of their biggest challenges was to ensure that the new capital framework would account for the cooperative structure of the Farm Credit System.</p> <p>"Through their hard work and dedication, they produced a proposed rule that was both well-reasoned and well-written," said Chair Long Thompson. "The 521-page rule revises and updates our capital rules and, ultimately, will strengthen the safety and soundness of the Farm Credit System and its ability to serve agriculture."</p>
Distinguished Service Award
<p>Michael Anderson plays many roles at FCA. As a supervisory senior examiner and a program manager in charge of the Operations Risk Specialists Group, he has helped recruit and develop a group of technical specialists. He has frequently delivered presentations at Systemwide meetings, using these opportunities to encourage institutions to improve board governance, standards of conduct, information security, and compliance. As examiner-in-charge of the System's largest bank, he directs the work of many examiners, meets frequently with bank representatives, and keeps agency management informed of any issues.</p> <p>Doug Gandy, the Deputy Chief Financial Officer and Associate Director of the Finance Team, has worked on three important projects this year. First, he oversaw the transition from the GovTrip travel system to Concur. The agency also transitioned to a new financial management system this year, and he oversaw this migration as well, ensuring that the process went smoothly. And finally, Doug has been instrumental in the agency's efforts to win approval for its 2016 budget.</p> <p>Lun Nguyen was a vital participant in the panel that developed the assessment questionnaire and online test we now use to identify highly qualified applicants for associate examiner positions. In addition, Lun co-created a new planning simulation activity, called ESP, to use at the commissioning test. He has also served as an assessor for the commissioning test and has helped the agency recruit new employees. While continuing to serve as examiner-in-charge of his assigned institution, he served as trainer-in-charge of numerous examination activities, and he coordinated the 2014 Summer Intern Program.</p> <p>Mike Duffy played a major role in keeping the Credit Specialist Program on track after the former program manager left in January of this year. Earlier this year, he ran the</p>

Credit Training Meeting in Denver—setting the agenda, arranging for the guest speakers, and helping coordinate videoconferencing. In addition, he has worked with the new Credit Specialist Program manager to update and improve credit examination guidance. He further developed the agency's loan portfolio management guidance and drafted an informational memorandum to the System on increased volatility and credit risk.

Impact Award

Patricia Connelly leads the Human Resources Team in the Office of Management Services. Since joining the agency, she has fully staffed the Human Resources Team, ensuring a smooth transition for payroll and other functions when a key employee retired. "She has worked with all offices at the agency to understand their needs and to develop strong supportive relationships," said Board Member Kenneth Spearman. "She has brought a positive problem-solving approach to the human resources function and has increased morale and productivity."

Erica Haakenson is an FCA examiner who has made a significant impact by strengthening knowledge-sharing at FCA. "She suggested holding more frequent field office meetings and discussing issues that affect OE staff across divisions," said Mr. Spearman. "Her suggestion resulted in a workgroup, presentations, and other initiatives to further promote staff development in OE."

Ethics in Action Award

Debbie Kleinwachter and her team manage the agency's ethics SharePoint site and our financial disclosure systems. This oversight requires extensive understanding of the ethics rules. She has taken part in many discussions of ethics-related topics with the Ethics staff and with her team. "She accompanied our Ethics staff to a conference of the Office of Government Ethics at which FCA had a booth to showcase our eFiling systems," said Board Chair Long Thompson. "And she and her team work every day to ensure that these filing systems continue to function properly. In short, Debbie and her team are an integral, though often invisible, part of the Ethics Program at FCA."

Diversity Leadership Award

Gina Chmielewski has worked hard to foster an inclusive, equitable work environment here at FCA. "She has helped organize several events this past year to encourage employees to discuss barriers to inclusion and how to overcome them," said Board Chair Long Thompson. "The Learning In to Leadership Brown Bag Lunch fostered discussion about the scarcity of women in upper-level management positions and what organizations can do to develop future leaders. She helped organize another Brown Bag Lunch that focused on the experiences of women during the 1960s and '70s and how we can learn from these experiences to meet today's challenges. She also helped organize the Influential Women Speakers Series, giving employees the opportunity to hear from women in high leadership positions about their experiences and challenges."

Note: David Kuhler, Director of OE's Association Examination Division, presented Gina Chmielewski with her award at the Sacramento field office reception on Dec. 17.

Plain Writing Award

Sara Lynn Major and **Jennifer Cohn** were honored for their work on the frequently asked questions about the diversity and inclusion rule. "One of the most critical skills any professional can have is the ability to write clearly. For us, as employees of a federal regulator, that is especially true," said Board Member Leland Strom. "This document, which is posted on our website, demonstrates many of the hallmarks of plain writing. It is a model of effective communication."

Length of Service Award

Christine Quinn (40 years) served two stints as a summer intern at Kelly Air Force Base in San Antonio. After working briefly for Texas A&M University and Fairfax County Government, she joined the Farm Credit Administration in June 1974, and she's been here ever since. She started out as a communications professional in what we now know as the Office of Congressional and Public Affairs. She eventually became OCPA's Assistant Director. Christine is a graduate of the Federal Executive Institute's prestigious four-week leadership program; since then, she has been active in the institute's Alumni Association, having served as its president for two years.

Kim Snow (35 years) began his government career with the Federal Deposit Insurance Corporation, where he became a commissioned examiner. He came to FCA in 1986 in search of greener pastures. He started out in the Oklahoma City office and later transferred to Dallas. Over the years, Kim has served as examiner-in-charge of many institutions. In recent years, he has been a valued resource for advice on evaluating large, complex assets.

Gary Van Meter (35 years) also has 35 years of government service. He served our nation from 1972 to 1974 as an enlisted member in the U.S. Marine Corps. From 1981 to 1986, he was an officer in the U.S. Navy Judge Advocate General's Corps. He joined FCA in 1988 as a senior attorney in the Office of the General Counsel. Seventeen years later, he transferred to the Office of Regulatory Policy, serving first as Deputy Director and eventually as Office Director.

Other employees recognized for 2014 Length of Service Awards in the program were as follows:

30 years Joan Marie Dec Carl L. Grilliot Lorine Hines Doris J. Holland Mark A. Leonard Charles R. Rawls	25 years Michael J. Duffy Damien C. Hill Bruce A. Hudson Kenneth Klein Sara L. Major Rebecca S. Orlich Allen J. Pexa Kathleen L. Reddaway Linda M. Toki	20 years William R. Bravenec Jr. William J. Hoffman Carmen O. Lopez Eric M. Ovsiew
15 years Ava Bell Shirley R. Hixson Inga Smulkstys	10 years Christel N. Beckers Salvatore M. Iannetta Lori R. Markowitz Ira D. Marshall Lun Van Nguyen Jr. Nancy D. Tunis Sharlene C. Womack	5 years Mohammed Alizadehardebili John W. Allen Hillary Anderson Deanna J. Block Benjamin Doerr Alan G. Dull Katherine E. Friedman Grant Gaither Erica L. Haakenson Travis S. Hendricks Yun Huang Tori B. Kaufman Jed E. Michal Clayton D. Milburn Sudarack Rattana Mitchell S. Schoenberg Ashley M. Waldron

Refreshments were served in the atrium of the Farm Credit Building following the ceremony. The Sacramento field office held a reception and white elephant gift exchange on Dec. 17.



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"In the arena of human life the honors and rewards fall to those who show their good qualities in action."

—*Aristotle*

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Publication Date: December 19, 2014

Today's Headlines

- Mark Johansen Selected as Associate Director and Team Leader for ORP's Credit and Mission Team
- Big Haul for Toys for Tots in McLean Office
- Tom Smith Is Gumdrop Guessing Winner; Debbie Kleinwachter Comes in Second
- Cafeteria Menu Available for Week of Dec. 22; Closed Dec. 24 to Jan. 2

These articles are published on the [FCA Today SharePoint page](#).

Mark Johansen Selected as Associate Director and Team Leader for ORP's Credit and Mission Team

Gary Van Meter, Director of the Office of Regulatory Policy (ORP), announced the selection of Mark Johansen as Associate Director and Team Leader for the Credit and Mission Team in ORP. Mark will immediately begin his duties as Team Leader while also continuing to serve as FCA Board Member Strom's Executive Assistant, a temporary duty he has performed since June 2013.

Before accepting the position as Executive Assistant to Board Member Strom, Mark served as senior policy analyst on ORP's Credit and Mission Team. Among his primary assignments in ORP were overseeing the Young, Beginning, and Small (YBS) farmer program area and serving on the Interagency Flood Insurance Workgroup. Mark also served as special adviser to the FCA Board for YBS and local food systems, providing advice on serving YBS farmers and those involved in local food systems.

Mark came to FCA in 1986 as an examiner. He joined the Enforcement Division in 1988 and the Office of Regulatory Policy in 1999. Before coming to FCA, he served as a loan officer at USDA's Farmers Home Administration.

Mark graduated from the Banking School of the South at Louisiana State University and holds an animal science degree from the University of New Hampshire, as well as an applied science degree from State University of New York at Cobleskill. From 1981 to 1983, Mark served in the Peace Corps as an animal health extensionist in Belize.

Big Haul for Toys for Tots in McLean Office

By Gaye Calhoun, Office of the Board

McLean's Toys for Tots campaign was a big success again this year. We delivered close to 100 toys to the McLean Fire Department today, Dec. 19. Thanks to everyone for helping many little children have a very happy holiday!

Tom Smith Is Gumdrops Guessing Winner; Debbie Kleinwachter Comes in Second

The winner of the Farm Credit Café's gumdrop guessing contest is FCS Building Association engineer Tom Smith. Because of the upcoming holidays, Sodexo General Manager Diana Garcia ended the contest yesterday, a day early. The total number of gumdrops in the jar was 483 and Tom guessed 460. He takes home the giant box of chocolates.

Debbie Kleinwachter's guess of 455 won her the second-place prize of a jumbo truffle. "Guesses ranged from 65 to a whopping 2,300," said Diana. "Thanks to everyone who participated and happy holidays."

Cafeteria Menu Available for Week of Dec. 22; Closed Dec. 24 to Jan. 2

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.

The cafeteria will only be open Monday and Tuesday next week. It will be closed for the holidays from Wednesday, Dec. 24, to Friday, Jan. 2, and will reopen for regular service on Jan. 5.



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"Gratitude unlocks the fullness of life. It turns what we have into enough, and more. It turns denial into acceptance, chaos to order, confusion to clarity. It can turn a meal into a feast, a house into a home, a stranger into a friend. Gratitude makes sense of our past, brings peace for today, and creates a vision for tomorrow."

—Melody Beattie

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[image002.png](#)



Publication Date: December 22, 2014

Today's Headlines

- Issue with ID Card Logon Resolved
- Office of Management Services Works with OPM Concerning Recent Breach
- Update: Citibank to Begin Issuing New "Chip and PIN" Travel Cards in January
- 2014 CFCNCA Campaign Heads into Final Two Weeks
- Beware of Package Delivery Scams Delivered to Your Inbox

These articles are published on the [FCA Today SharePoint page](#).

Issue with ID Card Logon Resolved

The vendor corrected the issue with using your ID card to log on to your laptop. You may now use your ID card to log on. You may need to select "other credentials" at the logon screen before entering your ID card PIN. The Office of Management Services will continue to monitor the situation.

If you have any questions, please contact the OMS Helpline at x44333 or Helpline@FCA.gov.

Office of Management Services Works with OPM Concerning Recent Breach

As you may have heard in the news, the Office of Personnel Management (OPM) is alerting more than 48,000 federal employees their personal information may have been exposed following a breach at KeyPoint Government Solutions, which conducts background investigations of federal employees seeking security clearances. While there is no conclusive evidence that personally identifiable information was taken by the intruder, OPM has elected to conduct notifications out of an abundance of caution.

Four FCA employees were possibly affected by the breach and the Office of Management Services has contacted each of the employees directly. Three of the employees were from the Office of Management Services and one from the Office of the Board.

Coincidentally, some FCA employees have received phishing emails allegedly from OPM. Please be aware that OPM is notifying employees by certified mail and will not contact any employee by email. These messages are not related to the breach. If you receive a phishing email, please contact [Kathleen Reddaway](#).

If you have any further questions, please contact Joan Dec at x44032 or Decj@fca.gov.

Update: Citibank to Begin Issuing New "Chip and PIN" Travel Cards in

January

As the new year quickly approaches and as a follow-up to the [Dec. 16 FCA Today article](#), the Office of Management Services wanted to provide an update on the rollout of the new Citibank travel cards with “Chip and PIN” technology.

Beginning in January, travelers whose cards expire on Feb. 28, 2015, will be the first group to receive the Chip and PIN enhanced travel cards.

Citibank will replace other travel cards with the Chip and PIN cards according to the following schedule:

- Through June, cards replaced each month when they expire.
- In June or July, cards reissued in bulk if not yet replaced and if used within the last 15 to 18 months.
- All remaining cards not used within 18 months replaced when they expire.

All new applications processed after Jan. 14 will automatically be issued a Chip and PIN card, as well as any card reported lost or stolen.

If you need further assistance please contact Irma Blankenship at x44055 or Veronica McCain at x44031.

2014 CFCNCA Campaign Heads into Final Two Weeks

As announced in the [Dec. 15 FCA Today article](#), the deadline for the Combined Federal Campaign of the National Capital Area (CFCNCA) has been extended to Dec. 31. As of today, 67 employees have contributed \$56,087 to CFC charities through the CFCNCA, which is 102 percent of our goal. Here are some other interesting figures about the CFCNCA:

- 22,000....the number of participating charities.
- 5....the number of minutes it takes to make your pledge either online or using a paper pledge form.
- 10....the number of days left until this year’s campaign closes.
- Millions and millions....the number of people federal employees help through their CFC donations.
- Infinite....the size of the impact your donation will have in your local community, throughout our country and around the world.

As you enjoy special moments with family and friends during the holidays, the FCA/FCSIC CFCNCA committee hopes you will take a moment to spread holiday cheer to our neighbors in need by making your 2014 Combined Federal Campaign donation. So when you’re finishing up your holiday shopping, remember it’s quick, easy and safe to give online at www.cfcnca.org.

For more information, see the FCA/FCSIC Combined Federal Campaign [SharePoint site](#).

And in case you missed it, the SharePoint site contains a [two-minute slide presentation](#) by FCA visual information specialist Linda Toki. It describes a new option to donate to locate charities all over the United States—not just to those in the Washington, D.C., metropolitan area. The slideshow features many of Linda’s own photos of picturesque scenery and quaint shots of small-town America.

Beware of Package Delivery Scams Delivered to Your Inbox

The Federal Trade Commission learned of a phony “delivery failure notification” email making the rounds. It looks like it’s from the U.S. Postal Service—but it’s not. The email

says you missed a delivery. But, it says, if you print the attached form and take it to your local post office, you can pick up your package and avoid penalties. The message might also include a link for more details.

Here's the truth: the email is bogus and there is no package. And if you download the attachment or click on a link, you're likely to end up with a virus or [malware](#) on your laptop.

Con artists often use the names and logos of familiar organizations to get under your guard. So how do you tell what's legit and what's a scam? Here are some ways to spot a bogus email:

- It tells you to click on a link or download an attachment.
- It urges you to take immediate action.
- It asks you to "re-confirm" personal or financial information.

Another sure sign an email is a scam? If you hover over the link in the email, it won't show the official website of the supposed sender—in this case, the U.S. Postal Service website.



About FCA Today

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"Year's end is neither an end nor a beginning but a going on, with all the wisdom that experience can instill in us."
—Hal Borland

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, December 23, 2014
Date: Tuesday, December 23, 2014 5:28:42 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 23, 2014

Today's Headlines

- Reminder: Submit Your Timecard by Noon Tomorrow, Dec. 24
- 2014 FCA Employee Annual Report Available on SharePoint
- Free Exercise Classes Canceled This Week in McLean

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Submit Your Timecard by Noon Tomorrow, Dec. 24

Please remember to submit your timecard no later than noon in your time zone tomorrow, Dec. 24.

All employees should enter eight hours of holiday/administrative leave for Dec. 26. If you work an alternate schedule (that is, 9- or 10-hour days), you must use another form of leave for the balance of your schedule for that day.

If you have questions, please call David Toth, Human Resources and Training Team, Office of Management Services, at 703-883-4135.

2014 FCA Employee Annual Report Available on SharePoint

The [2014 FCA Employee Annual Report](#) published by the Office of Management Services (OMS) has been posted to SharePoint. Hard copies are available in the atrium of the Farm Credit Building until Jan. 2. OMS has shipped copies to field offices.

After Jan. 2, you may pick up the report from the OMS magazine rack in suite 1700.

Free Exercise Classes Canceled This Week in McLean

Because of the upcoming holidays, the free Pilates with Kate and Body Conditioning with Alfred classes held in McLean on Tuesdays and Wednesdays at noon will be canceled today, Dec. 23, and tomorrow, Dec. 24. Classes will resume on Tuesday, Dec. 30, and Wednesday, Dec. 31. Happy Holidays!



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[Claire Haverstock](#). If you have questions about submitting news items, please call Christine Quinn at 703-883-4108 or the Office of Congressional and Public Affairs at 703-883-4056.

*"For the unlearned, old age is winter;
for the learned, it is the season of the harvest."*

—*The Talmud*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, December 24, 2014
Date: Wednesday, December 24, 2014 5:05:37 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 24, 2014

Today's Headlines

- Reminder: Submit Your Timecard by Noon Today, Dec. 24
- Year-End Awards Processing Scheduled for Pay Period 26
- Office of Congressional and Public Affairs Reposts Vacancy for Writer-Editor
- Warning About Electronic Billing Ploy

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Submit Your Timecard by Noon Today, Dec. 24

Timecards are due today, Dec. 24, at noon in your time zone.

If you have questions, please call David Toth, Human Resources and Training Team, Office of Management Services, at 703-883-4135.

Year-End Awards Processing Scheduled for Pay Period 26

Please note that any peer or on-the-spot awards that have not yet been processed will be processed in pay period 26. They will be paid on or about Jan. 20, 2015, and will be part of tax year 2015.

The National Finance Center is preparing end-of-year federal W-2 forms, and this will avoid having to resubmit corrected W-2s.

Office of Congressional and Public Affairs Reposts Vacancy for Writer-Editor

FCA has reposted a vacancy announcement for a writer-editor, VH-1082-37, in the Office of Congressional and Public Affairs. This position is advertised for all U.S. citizens under vacancy announcement [VA-14-0132](#).

The deadline for submitting applications is Friday, Jan. 2.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved**

- Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
 6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

Warning About Electronic Billing Ploy

Federal employees are being targeted by a phishing campaign masked as an unpaid bill. While FCA's automated defenses should prevent these, you, as an informed user, are the best defense FCA has.

The email message, with the subject line "UNPAID INVOIC" or a variation thereof, says the recipient has an unpaid bill. An attached invoice purports to show payment information, but if the PDF file is opened, malware is installed.

Analysis conducted on the malware showed that the campaign could lead affected computers to become more susceptible to a banking malware. This sort of exploit gives malicious actors remote access to infected machines and the ability to intercept sensitive login information such as usernames and passwords.



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"I will honor Christmas in my heart, and try to keep it all the year."

—Charles Dickens

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, December 29, 2014
Date: Monday, December 29, 2014 6:26:40 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 29, 2014

Today's Headlines

- Carl Premschak Retires
- Closing Date Extended for Job Announcement for Credit Risk Specialists
- Combined Federal Campaign of the National Capital Area Ends at Stroke of Midnight, Dec. 31

These articles are published on the [FCA Today SharePoint page](#).

Carl Premschak Retires

By Barbara Martinez and Michael Anderson, Denver Field Office

On Dec. 10, staff in the Denver field office joined together to honor supervisory FCA examiner Carl Premschak. Carl's wife, Denise, and his son and daughter-in-law joined the celebration. Carl will retire on Jan. 2, after serving more than 37 years with the federal government.

Carl began his federal career in the Federal Deposit Insurance Corporation 37 years ago. He later moved to FCA where he was instrumental in developing our Loan Portfolio Management examination guidance and the Director's Role, a handbook for directors on the boards of Farm Credit System institutions.

More importantly, Carl was instrumental in developing FCA examiners during the late 80s and early 90s—a critical period in the history of FCA and the System. He left his mark on the careers of many examiners during that time. After working with Carl on extended on-the-job training assignments, Bloomington examiners referred to themselves as having been “Premschakalized.”

Carl's skills and professionalism were also appreciated by System institutions. At a board meeting this past August, AgriBank board director Lyndon Limberg gave Carl an informal but touching tribute.

Carl has been a great asset to FCA and the federal government. We are grateful for the many lessons he has taught us over the years, and we wish him the best during his retirement.

Closing Date Extended for Job Announcement for Credit Risk Specialists

FCA has extended the closing date for a vacancy announcement ([VA-14-0134](#)) in the Office of Examination for three FCA examiner positions (credit risk specialists), VH-570-38/39. Instead of closing today, Dec. 29, the announcement will close next Monday, Jan. 5. It opened on Dec. 5.

This position is advertised for all FCA duty locations and is open to FCA commissioned examiners only. Although the announcement is posted on the USAJOBS website, it is not searchable on the website; you will only be able to access it using the link above.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

Combined Federal Campaign of the National Capital Area Ends at Stroke of Midnight, Dec. 31

There are only three days left to make your donation to the [Combined Federal Campaign of the National Capital Area](#).

Through your contribution, you can protect endangered species, feed hungry children, create cures for deadly diseases, assist veterans, and help your community in thousands of other ways. No matter what cause you choose to support, you can be sure that your contribution makes it possible for these charities to do their important work.

You can make your donation through payroll deduction, credit/debit card, check or cash, but you only have until Dec. 31 if you plan to do so.

For more information, see the FCA/FCSIC Combined Federal Campaign [SharePoint site](#).



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" Let our New Year's resolution be this: we will be there for one another as fellow members of humanity, in the finest sense of the word."

—Goran Persson

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, January 5, 2015
Date: Monday, January 05, 2015 5:15:18 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: January 5, 2015

Today's Headlines

- Learn About Unconscious Bias at Brown Bag This Wednesday, Jan. 7
- Closing Date Extended for Job Opening for Leadership Development Program
- Cafeteria Menu Available for Week of Jan. 5

These articles are published on the [FCA Today SharePoint page](#).

Learn About Unconscious Bias at Brown Bag This Wednesday, Jan. 7

The Office of Equal Employment Opportunity and Inclusion is sponsoring a one-hour Brown Bag on the topic of unconscious bias. The session will be held at noon on Wednesday, Jan. 7, in McLean room 1500. Note: This room is off to right of the cafeteria. There will be a sign posted guiding you to the meeting room. Also, please note there is limited space for eating in this room. Field office employees may participate by videoconference.

The purpose of this session will be to explore strategies for addressing unconscious bias in the workplace. The session will have three parts:

- Part one will include working in small groups to discuss employees' own research into the field of unconscious bias (suggested research sites are provided below).
- Part two will be small group discussions on how we can turn "theory to practice" and create ways to reduce our own unconscious bias.
- Part three will be a shared exercise where we discuss how we can apply our learning within FCA.

Pre-session Learning Resources

To actively participate in the Brown Bag session, you are strongly encouraged to review current online information on the topic of unconscious bias. Suggested Web resources include the following:

- [Proven Strategies for Addressing Unconscious Bias in the Workplace](#) (PDF, 20 pages).
- [Google course on unconscious bias](#) (approximately one-hour-long webinar).
- [Unconscious Bias: It Starts With You and Me](#), Huffington Post article by Trudy Bourgeois.

You may also wish to take the Implicit Association Test. This online test is sponsored by Project Implicit, an academic research community. You will have to register to take the test. Results of your participation are not released to FCA. Registration requires only an email address and an optional response to demographic data. Access the test on the [Project Implicit website](#).

The Office of Equal Employment Opportunity and Inclusion looks forward to your participation in this Brown Bag session.

Closing Date Extended for Job Opening for Leadership Development Program

The closing date for the internal vacancy (grades VH-0570-38/39) for the Leadership Development Program in the Office of Examination has been extended until Tuesday, Jan. 13. The announcement, [VA-14-0130](#), opened on Dec. 11 and was originally set to close on Dec. 30. It is open to internal FCA commissioned examiners.

Please note: Although the announcement is posted on the USAJOBS website, it is not searchable on the website; you will only be able to access it using the link above.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement through the hyperlink above.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. Go back to the [job announcement](#) page.
6. Click on the **Apply Online** button in the right-hand menu of the page and follow the instructions on the next screen.
7. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.

Your application and supporting application materials must be received by 11:59 p.m. ET on the closing date of the announcement.

When developing your resume, please read thoroughly the information under the Qualifications & Evaluations tab of the job announcement.

If you need assistance, please contact Lynn Lotocki at 703-883-4154 or x44154.

Cafeteria Menu Available for Week of Jan. 5

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"You may have a fresh start any moment you choose, for this thing that we call 'failure' is not the falling down, but the staying down."
—Mary Pickford

From: [newsletter](#)
To: [newsletter](#)
Subject: CORRECTED DATE: FCA Today - Tuesday, January 6, 2015
Date: Tuesday, January 06, 2015 7:03:21 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: January 6, 2015

Today's Headlines

- FCA Board Approves Compensation Program for 2015
- Sign Up for Individual Retirement Counseling Sessions in January
- Interested in OE Commissioning Program Training?
- Coming Soon: Improvements to the Marsha Martin Training Center in McLean
- CampusWire Alerts Sent to McLean FCA and FCSIC Employees Today, Jan. 6

These articles are published on the [FCA Today SharePoint page](#).

FCA Board Approves Compensation Program for 2015

The FCA Board has approved the FCA Compensation Program for 2015. In addition to a merit salary adjustment, FCA has authorized a new 401k savings program to supplement the TSP plan. Final details on the new program are being developed and will be provided as soon as possible. In addition, the Board has authorized exploration and development of an independent dental and vision benefit program for FCA employees.

The tables below contain FCA's 2015 salary ranges, merit matrix and locality rates. The program adjustments will be effective Jan. 11. By tomorrow, you will receive an email from FCA's Chief Human Capital Officer, Stephen Smith, with specifics about your pay increase, along with more information about the new benefit programs that we are establishing.

Base Salary Range Structure										
Grade	First Quintile		Second Quintile		Third Quintile		Fourth Quintile		Fifth Quintile	
45	183,315	207,157	207,158	230,988	230,989	254,822	254,823	278,653	278,654	302,486
44	159,273	179,978	179,979	200,683	200,684	221,389	221,390	242,094	242,095	262,800
43	140,059	158,266	158,267	176,473	176,474	194,681	194,682	212,888	212,889	231,096
42	122,421	138,335	138,336	154,249	154,250	170,165	170,166	186,079	186,080	201,994
41	107,004	120,914	120,915	134,824	134,825	148,736	148,737	162,646	162,647	176,556
40	93,528	105,686	105,687	117,844	117,845	130,004	130,005	142,162	142,163	154,321
39	81,750	92,377	92,378	103,004	103,005	113,632	113,633	124,259	124,260	134,887
38	71,453	80,742	80,743	90,030	90,031	99,320	99,321	108,608	108,609	117,897
37	62,457	70,576	70,577	78,695	78,696	86,815	86,816	94,934	94,935	103,053
36	54,591	61,688	61,689	68,784	68,785	75,882	75,883	82,978	82,979	90,075
35	47,715	53,918	53,919	60,120	60,121	66,324	66,325	72,526	72,527	78,729
34	41,706	47,127	47,128	52,549	52,550	57,971	57,972	63,393	63,394	68,814
33	36,454	41,193	41,194	45,932	45,933	50,672	50,673	55,411	55,412	60,150
32	34,716	39,229	39,230	43,742	43,743	48,256	48,257	52,769	52,770	57,282
31	33,066	37,364	37,365	41,663	41,664	45,961	45,962	50,260	50,261	54,558
30	31,491	35,584	35,585	39,678	39,679	43,772	43,773	47,866	47,867	51,959

2015 Merit Matrix						
Rating	Q1	Q2	Q3	Q4	Q5	Exceeds Range Maximum
Outstanding	2.4%	2.2%	2.0%	1.8%	1.6%	1.6%
Excellent	1.9%	1.7%	1.5%	1.3%	1.1%	1.1%
Fully Successful	1.4%	1.2%	1.0%	0.8%	0.6%	0.6%

Minimally Successful	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unsatisfactory	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

FCA 2015 Locality Rates (unchanged from 2014)

McLean	Bloomington	Dallas	Denver	Sacramento	Rest of US
18.4%	13.7%	14.0%	13.0%	16.1%	8.3%

Sign Up for Individual Retirement Counseling Sessions in January

Dave Redden, FCA's contract retirement adviser, will conduct individual retirement counseling sessions on Thursday, Jan. 22, and Thursday, Jan. 29.

Appointments will be for 45 minutes and will be held in room 3226 of the Farm Credit Building for McLean staff or by phone for field staff. Sessions are available for the following timeslots, all of which are in Eastern Standard Time.

Jan. 22

9:45–10:30 a.m.
1:30–2:15 p.m.
3:15–4 p.m.

Jan. 29

9–9:45 a.m.
11:30 a.m.–12:15 p.m.
12:45–1:30 p.m.
1:30–2:15 p.m.
2:15–3 p.m.
3:15–4 p.m.
4–4:45 p.m.

Appointments are on a first-come, first-served basis. Dave will be back periodically throughout the 2015 fiscal year so other opportunities will become available.

If you are interested in an appointment for individual counseling, please contact Cassandra Matos at x44339 or by [email](#). If you need to cancel or reschedule your appointment, please give at least 24 hours' notice.

Interested in OE Commissioning Program Training?

By Marla Goodwin, Supervisory Program Manager, OE Staff Development Division

Since the Office of Examination (OE) Commissioning Program (program) was first developed, there has been interest in its formal training courses from both OE and non-OE staff who are not in the program.

The courses offered range from the technically specific (Credit I and II, and Finance I, II, and III, etc.) to soft skill and project management, such as Communications I and II and EIC (Examiner-in-Charge) School. All courses include some lecture and a good deal of practical, examination-related application to reinforce concepts.

To explore possible training options offered through the program, go to the SharePoint site, [OE Commissioning Program Training](#). Under **Documents**, the site lists all program courses and includes enrollment guidance for non-program participants. **It is imperative that non-program participants follow the enrollment guidance in order to attend any of the program courses.**

You will also see that most of the courses listed link directly to certain student materials, scrubbed for exercises, case studies, other activities and all tests. We will update formal training during 2015. Following the update, we will create and publish overviews of each course in the program.

In the meantime, please contact me at goodwinm@fca.gov if you have any questions about training opportunities or the enrollment process.

Coming Soon: Improvements to the Marsha Martin Training Center in McLean

Renovation of the Marsha Martin Training Center is underway. Once complete, the room will offer many improvements over the existing amenities:

- All video equipment is being replaced to provide HD quality.
- The existing two screens will be replaced with a larger 5-by-14-foot screen that can display one to four images.

- Two cameras will be installed for videoconferences, eliminating the need for portable equipment.
- A confidence monitor will be installed on the pillar by the podium to assist presenters.
- Monitors on each pillar will provide additional viewing angles throughout the room.
- The sound system is being upgraded and custom microphones are being added.
- Fresh paint, ceiling tiles and lighting will brighten the room.

The room will be unavailable during renovations for approximately two months. A temporary location for larger conferences is set up in room 1500, located through the glass doors to the right of the cafeteria.

You can make reservations for room 1500 by selecting "McLean Marsha Martin Center (temporarily moved to 1500)" as the room. Please make sure to specify your room setup in the notes section on the reservation. For further information on making reservations, visit the [IT Resource Center](#) SharePoint site.

If you have any questions, please contact the OMS Helpline at x44333 or Helpline@FCA.gov.

CampusWire Alerts Sent to McLean FCA and FCSIC Employees Today, Jan. 6

Because of the inclement weather, automated CampusWire phone calls went to McLean FCA and FCSIC employees this morning. If you did not receive this CampusWire notification, please give [Cindy York](#) your telephone information to be added.



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*"Winter is the king of showmen,
Turning tree stumps into snowmen
And houses into birthday cakes
And spreading sugar over lakes.
Smooth and clean and frosty white,
The world looks good enough to bite.
That's the season to be young,
Catching snowflakes on your tongue.
Snow is snowy when it's snowing,
I'm sorry it's slushy when it's going."*

—Ogden Nash

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, January 7, 2015
Date: Wednesday, January 07, 2015 5:19:02 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: January 7, 2015

Today's Headlines

- FCA Ranks as Eighth Best Place to Work Among Small Agencies
- McLean FCA and FCSIC Employees Donate Almost \$75,000 to CFC; Paper Pledges Still Accepted

These articles are published on the [FCA Today SharePoint page](#).

FCA Ranks as Eighth Best Place to Work Among Small Agencies

The Farm Credit Administration has been recognized as the eighth best place to work among small agencies in the federal government in 2014. The agency's employee satisfaction and commitment score is 71.6, up 1.4 points over last year's score.

At the same time, the survey shows that government-wide federal employee satisfaction has dropped for the fourth consecutive year. In 2014, federal employee job satisfaction and commitment fell 0.9 points to a score of 56.9 out of 100.

The Best Places to Work rankings are produced by the Partnership for Public Service—a nonprofit, nonpartisan organization committed to improving the effectiveness of government. The rankings provide an overview of each agency and subcomponent, trend data and expert analysis of what the results mean.

The rankings include the views of more than 392,700 civil servants on topics such as effective leadership, pay, teamwork, diversity and work-life balance. The 389 federal organizations are ranked under four categories: small agencies, mid-size agencies, large agencies and agency subcomponents. Our score was higher than 89 percent of every federal organization surveyed.

For scores and rankings for the Farm Credit Administration, see the [Best Places to Work Agency Report](#).

To see the full listings for the 2014 Best Places to Work in the Federal Government, you can go to the [Partnership for Public Service website](#). To find FCA's peer group, click on the **View Overall Rankings** tab and select **Small Agency Rankings** from the dropdown menu.

The input of each FCA employee is sincerely appreciated. It is your participation and contribution that makes FCA a great place to work.

If you have any questions or comments regarding the Best Places to Work rankings, please send them to Mike Beckmann at beckmannm@fca.gov.

McLean FCA and FCSIC Employees Donate Almost \$75,000 to CFC; Paper Pledges Still Accepted

Once again, FCA and FCSIC employees have given generously to the charities of the Combined Federal Campaign of the National Capital Area (CFCNCA). As of midnight Dec. 31, 2014, they had made ninety-three pledges to the 2014 campaign. Total contributions amounted to \$74,810.35—136 percent of the FCA/FCSIC \$55,000 campaign goal.

Although the campaign is no longer accepting online donations, it will continue to accept paper pledges until Friday, Jan. 16. Please contact your keyworker if you would like a paper pledge form.

Stay tuned to FCA Today for an article later this month announcing the final totals for FCA and FCSIC, as well as the grand total for the CFCNCA.



About FCA Today

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"Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. The only way to do great work is to love what you do."

—Steve Jobs

From: [newsletter](#)
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Subject: FCA Today - Thursday, January 8, 2015
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Attachments: [image001.png](#)
[image002.png](#)



Publication Date: January 8, 2015

Today's Headlines

- Commuter Survey Coming Next Week
- Implementation of Password Change Policy Now Complete
- Retirement Readiness Now Tip: Time to Think About Filing 2014 Tax Returns

These articles are published on the [FCA Today SharePoint page](#).

Commuter Survey Coming Next Week

Expect to receive the annual commuter survey from commutersurvey@gsa.gov beginning Jan. 12. The General Services Administration is administering the survey on FCA's behalf.

You will have until Friday, Jan. 16, to complete the survey, which will take less than 10 minutes. The survey is based on a "typical" week of commuting. The survey helps FCA measure and report greenhouse gas emissions related to employee commuting, as required by Executive Order 13514. This information also helps identify alternative commute options that may be offered in the future.

If you do not receive an email message with a link to the survey, please check your junk email folder. If the message is not there or you have questions, please contact Veronica McCain at x44031.

Implementation of Password Change Policy Now Complete

The Office of Management Services (OMS) implemented a new requirement for employees to change their network (VPN) passwords every six months. OMS appreciates employees' timely response in changing their passwords by the Dec. 18 deadline.

Since the beginning of the implementation process, employees have been able to log on to the network with their usernames and passwords. Starting Jan. 12, however, you must use your HSPD-12 ID card (smartcard) to log on to your FCA laptop and the VPN; you will no longer have the option to log on with your username and password.

Only those who have not been issued smartcards, have lost their cards, or have defective smartcards may continue to log on with their usernames and passwords.

Important: If you cannot log on to the network using your smartcard, it is critical that you note any error message and contact the OMS Helpline at 703-883-4333 (1-877-322-4503). Until the issue is resolved, you can use your username and password to log on. In addition, if you do not have a smartcard and you are prompted to log on using a smartcard, please contact the OMS Helpline.

Retirement Readiness Now Tip Time to Think About Filing 2014 Tax Returns

By Brenda Acker-Ubah (OMS, Work/Life Staff)

The IRS will begin accepting tax returns electronically on Jan. 20. It will begin processing paper returns at the same time.

The IRS reminds taxpayers that filing electronically is the most accurate way to file a tax return and the fastest way to get a refund.

For information about IRS Free File software and the 2015 filing season, go to the [IRS website](#).



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"The purse of the people is the real seat of sensibility. Let it be drawn upon largely, and they will then listen to truths which could not excite them through any other organ."

—Thomas Jefferson

From: [newsletter](#)
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[image002.png](#)



Publication Date: January 9, 2015

Today's Headlines

- News from the Field: Denver Office United in Orange
- FCA Issues News Release on Auditor's Report on FY 2014 Financial Statements
- Cafeteria Menu Available for Week of Jan. 12
- Fit Friday Feature: Reset Your Health Clock for 2015

These articles are published on the [FCA Today SharePoint page](#).

News from the Field: Denver Office United in Orange

By Michael Anderson (OE-Denver)

Editorial Note: To view photo mentioned below, read the [article](#) on the FCA Today SharePoint page.

The Denver office showed off its orange and blue colors in support of the Denver Broncos' "United in Orange" campaign to support the team in its quest for the Super Bowl. The Denver Broncos will play the Indianapolis Colts this Sunday, Jan. 11, at 2:40 p.m. MST. Go Broncos!

FCA Issues News Release on Auditor's Report on FY 2014 Financial Statements

FCA issued a news release yesterday, Jan. 8, on the presentation to the FCA Board of the auditor's report on the audit of FCA's fiscal year 2014 financial statements.

For more information, see the [Jan. 8 news release](#).

Cafeteria Menu Available for Week of Jan. 12

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.

Fit Friday Feature: Reset Your Health Clock for 2015

This article was reprinted with permission from Health Matters at Work newsletter.

On average, nearly 50 percent of Americans will make a New Year's resolution. Many of these resolutions will focus on health. But being healthy is more than just exercising, eating right and drinking water. Whether you are young, old or somewhere in between, prevention and early detection can significantly reduce your risk of illness, disability or an early death.

It's Never Too Late

As baseball legend Mickey Mantle once said, "If I knew I was going to live this long, I'd have taken better care of myself."

Many of us probably feel the same about our current health status, wishing that we could rewind the clock to a time when our bodies were young, healthy and unmarked by age and bad decisions. In our 30s, people may be concerned about the sudden appearance of a few gray hairs and a laugh line or two. But in our 40s, we often wish those were our only complaints. We become keenly aware of every mole, ache, pain, twinge, lump and bump on our body because these could be potential signs of something bigger. Even as we age, we are never too young to invest in our future health—and we are never too old to start taking care of ourselves properly.

The trick is learning how to prevent the chronic diseases you may be at risk for and knowing when to go to the doctor for a health screening. Taking the time to learn your family's health history, staying aware of changes in and on your body and taking immediate action when something doesn't seem right can greatly impact your health. Don't rely on your doctor to remind you to get a mammogram or colonoscopy—being proactive about your health can save your life.

Community Health Charities offers this printable version of [Health Screening Tips](#) for men and women from age 20 to age 60 and beyond. We also invite you to visit our [Facebook page](#), where you can enter your age and gender to generate a list of the specific health screenings you need.

Even if you are dealing with a chronic disease or condition, with the right tools and education you can still achieve your optimal health—no resolution necessary.

Please visit www.healthmattersatwork.org to learn more and find risk factors and prevention tips for many chronic diseases and conditions.



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"In life, as in football, you won't go far unless you know where the goalposts are."

—Arnold H. Glasow

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[image002.png](#)



Publication Date: January 13, 2015

Today's Headlines

- Sal Iannetta and Ira Marshall Selected for Policy Analyst Positions
- Reminder: Individual Retirement Counseling Sessions Available in January
- Confirm Your Access to Your eOPF Folder
- 2014 W-2 Forms Are Coming Soon

These articles are published on the [FCA Today SharePoint page](#).

Sal Iannetta and Ira Marshall Selected for Policy Analyst Positions

Gary Van Meter, Director of the Office of Regulatory Policy (ORP), announced the selection of Sal Iannetta and Ira Marshall as Policy Analysts for the Credit and Mission Team in ORP. Sal and Ira will begin working in ORP on Jan. 25.

Sal Iannetta has served in the Office of Examination as examiner-in-charge (EIC) of institutions with high complexity and elevated risk, often requiring more than normal supervision.

Sal began his career with the agency in the McLean field office in 2004 and earned his commission in 2007. In addition to his responsibilities as an EIC, he has served as a coach for associate examiners and has led special-asset examinations.

Sal graduated from York College of Pennsylvania with a B.S. in management and minors in banking and finance, international business, and entrepreneurial studies. He also completed the Graduate School of Banking at the University of Wisconsin in 2011.

Presently he is pursuing his MBA from the University of Massachusetts—Amherst through the Isenberg School of Management. In addition, after completing a few remaining courses, he will hold certification through the Office of Personnel Management's Leadership Development Program (LEAD).

A native of Scranton, Pennsylvania, Sal resides in Washington, D.C., with his wife, Christie, and daughter, Isabel.

Ira Marshall came to FCA in 2004 with experience as an assistant property manager and accounts manager in the property management industry.

After earning his commission in 2007, he has served as an examiner-in-charge for several large, complex institutions. He has also served as a commissioning test assessor and has conducted training for pre-commissioned examiners.

In addition, Ira has served on several special projects at FCA—most recently as the

FCA/FCSIC Combined Federal Campaign Manager and as a member of the team that developed the revised regulation on diversity and inclusion in the strategic business planning of Farm Credit System institutions.

Ira recently earned his doctorate of management in organizational leadership. He also has a Master of Science degree from Bowie State University in management information systems, and he holds two certifications: Certified Information Systems Auditor (CISA) and Certified in Risk and Information Systems Control (CRISC).

He is an active member of the Alumni Association Board of Directors at Lynchburg College, where he earned his undergraduate degree in finance and a minor in education.

Ira's affinity for, and interest in, rural America stems from his childhood visits to the rural southeastern Virginia farm of his grandmother, who raised row crops and swine.

Reminder: Individual Retirement Counseling Sessions Available in January

Dave Redden, FCA's contract retirement adviser, will conduct individual retirement counseling sessions on Thursday, Jan. 22, and Thursday, Jan. 29.

Appointments will be for 45 minutes and will be held in room 3226 of the Farm Credit Building for McLean staff or by phone for field staff. Sessions are available for the following timeslots all of which are in Eastern Standard Time.

Jan.22

9:45–10:30 a.m.

1:30–2:15 p.m.

3:15–4 p.m.

Jan. 29

9–9:45 a.m.

11:30 a.m.–12:15 p.m.

1:30–2:15 p.m.

2:15–3 p.m.

3:15–4 p.m.

Appointments are on a first-come, first-served basis. Dave will be back periodically throughout the 2015 fiscal year so other opportunities will become available.

If you are interested in an appointment for individual counseling, please contact Cassandra Matos at x44339 or by [email](#). If you need to cancel or reschedule your appointment, we ask that you give us at least 24 hours' notice. Thank you.

Confirm Your Access to Your eOPF Folder

Editorial Note: To view the screenshot mention below, read the [article](#) on the FCA Today SharePoint page.

You should have received email notification of your salary adjustment for FCA's 2015 Compensation Plan last week. Your salary changes will be effective pay period 1, which began on Jan. 11. When the SF-50 Notification of Personnel Action documenting your adjustment is available for review in your eOPF, you will receive a new document notification from eOPF.

If you do not regularly log in to your eOPF account, you may have to change or request a new password. Because pay adjustments affecting the entire federal employee population will be processed at the same time, the Office of Personnel Management expects a tremendous surge in eOPF Helpdesk requests during this pay period. You can avoid a potential delay in accessing your eOPF by confirming your access now—before eOPF notices

go out to all federal employees. See the instructions below.

Instructions for Confirming Access to Your eOPF Folder

1. Go to the [SAHRC eOPF page](#) of the Office of Personnel Management.
2. Click **Accept**.
3. A pop-up will appear with the warning: "The webpage you are viewing is trying to close the window. Do you want to close this window?" Click **Yes**.
4. The next screen (see screenshot below) will open in a new browser window. Enter your eOPF ID and password. Remember that the ID and password are case sensitive.
5. If you don't know your eOPF ID number, click the second link below the **Submit** button.
6. If you don't know your password or it doesn't work, you can use the self-service feature to change it. Click the link directly below the **Submit** button. Passwords must be at least 12 characters long and contain at least one uppercase letter, one lowercase letter, one number and one special character.

Taking a moment now to perform these steps will enable you to access your eOPF as soon as the pay adjustment SF-50 has been loaded.

2014 W-2 Forms Are Coming Soon

The National Finance Center (NFC) has begun printing and mailing W-2 forms for calendar year 2014. The mailing process will continue through Friday, Jan. 30. Your 2014 W-2 information should also be available on your [Employee Personal Page](#) (EPP) sometime between Friday, Jan. 16, and Monday, Jan. 19.

If your W-2 is not on your EPP by then, it may have needed correction or manual intervention by NFC. If you have not received your W-2 by Jan. 30, contact the Human Resources and Training Team, Office of Management Services, at x44135.

Please contact [AskHR](#) if you have any questions.



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"To shorten winter, borrow some money due in spring."

—W.J. Vogel

From: [newsletter](#)
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Publication Date: January 14, 2015

Today's Headlines

- Reminder: Complete Commuter Survey by Jan. 16
- Network Maintenance this Friday Evening, Jan. 16
- Associate FCA Examiner Vacancy Announcement Closes This Friday, Jan. 16
- Ethics in Action: USDA Senior Official Charged With Hatch Act Violations

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Complete Commuter Survey by Jan. 16

The commuter survey was distributed to FCA employees on Monday, Jan. 12. Please be sure to complete the survey by Friday, Jan. 16.

The General Services Administration is administering the survey on FCA's behalf. The survey helps FCA measure and report greenhouse gas emissions related to employee commuting, as required by Executive Order 13514. This information also helps identify alternative commute options that may be offered in the future.

If you did not receive the survey, please contact Veronica McCain at x44031.

Network Maintenance this Friday Evening, Jan. 16

The Office of Management Services will perform maintenance on the network this Friday, Jan. 16, from 8 p.m. through midnight EST. Access to shared network drives (K:, M:, Q:), network printing and certain applications, such as TRS, will be disrupted. Email will continue to flow.

Please call the OMS Helpline, x44333, or email Helpline@FCA.gov if you have questions.

Associate FCA Examiner Vacancy Announcement Closes This Friday, Jan. 16

The 2015 Associate Examiner Program, which begins June 15, has 15 vacancies for full-time associate examiners. The announcement, [CK1280690BD](#), is posted on USAJOBS.gov.

These positions are open to college graduates who have graduated from qualifying educational institutions/programs within two years of their application and to students scheduled to receive their qualifying degrees no later than June 15, 2015.

Veterans who were unable to apply within two years of graduation because of their military service obligation have up to six years after degree completion to apply.

Each applicant must have majored, or be majoring, in one of these fields:

- Accounting
- Agricultural business
- Agricultural finance
- Agricultural economics
- Banking
- Business administration
- Commercial/banking law
- Economics
- Finance
- Marketing
- Areas of major study directly related to the position, such as dairy or animal science

Please note that for applicants with graduate degrees, both the graduate and undergraduate degrees must be in one of the fields noted above.

If you have any questions, please call Lynn Lotocki at x44154.

Ethics in Action: USDA Senior Official Charged With Hatch Act Violations

By Wendy R. Laguarda, OGC

~ Ethics: Elevate Yourself to a Higher Standard ~

On Jan. 12, the U.S. Office of Special Counsel (OSC) filed a Hatch Act complaint for disciplinary action against a senior official with the U.S. Department of Agriculture (USDA). OSC's complaint alleges that the official, a career member of the Senior Executive Service, violated the Hatch Act when the official solicited political contributions from co-workers, including a subordinate.

The complaint alleges the USDA official made the following violations of the Hatch Act in 2011 and 2012:

- The official approached a subordinate and outlined the official's proposal to establish a political action committee (PAC) in support of President Barack Obama's 2012 reelection campaign in the hope of obtaining a political appointment. If appointed, the official promised to help the subordinate obtain a career Senior Executive Service position. The official asked the subordinate for a \$2,400 contribution on three occasions.
- The official informed another USDA co-worker of the proposed PAC and asked the co-worker to contribute \$2,000. The official told the co-worker that donating to PACs is how federal employees advance their careers.

According to OSC's complaint, the official learned of the Hatch Act's restriction against soliciting, accepting or receiving political contributions at least as early as 1998. In 2010 and 2011, the official received USDA emails and briefings on the Hatch Act.

The Hatch Act is a federal law that ensures federal programs are run in a nonpartisan fashion, protects federal employees from political coercion in the workplace and ensures a merit-based civil service.

For more information, see the [OSC press release](#).



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"If we all worked on the assumption that what is accepted as true is really true, there would be little hope of advance."

—Orville Wright

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Publication Date: January 15, 2015

Today's Headlines

- Tomorrow, Jan. 16, Is Last Chance to Submit Paper Pledges for CFCNCA
- Ethics in Action: Admirals and Others Caught Up in Navy Bribery Scandal
- Participate in Day of Service on Martin Luther King Jr. Holiday, Jan. 19

These articles are published on the [FCA Today SharePoint page](#).

Tomorrow, Jan. 16, Is Last Chance to Submit Paper Pledges for CFCNCA

The 2014 Combined Federal Campaign of the National Capital Area (CFCNCA) is wrapping up. The last day to submit paper pledges is tomorrow, Friday, Jan. 16. Please contact your keyworker or someone from the FCA/FCSIC Combined Federal Campaign leadership committee if you would like a paper pledge form.

For a list of keyworkers/leadership committee members and for more information, see the FCA/FCSIC Combined Federal Campaign [SharePoint site](#).

Ethics in Action: Admirals and Others Caught Up in Navy Bribery Scandal

By Wendy R. Laguarda, OGC

~ Ethics: Elevate Yourself to a Higher Standard ~

Leonard Glenn Francis, a contractor with the U.S. Navy, is expected to plead guilty today, Jan. 15, for a bribery scandal that unfolded in the fall of 2013. As previously reported in a [Sept. 30, 2013, FCA Today article](#) and a [Dec. 30, 2013, FCA Today article](#), Mr. Francis was arrested in September 2013 for bribing Navy officers with prostitutes, cash, luxury travel and other favors in exchange for classified information to win Navy contracts.

According to yesterday's Washington Post, five other people have pleaded guilty in the case, including a Navy captain, a retired lieutenant commander, an enlisted officer and a senior Naval Criminal Investigative Service agent. Two admirals and other Navy officers have been suspended or reassigned pending internal military investigations.

For additional details, see the Jan. 14 Washington Post [article](#).

Participate in Day of Service on Martin Luther King Jr. Holiday, Jan. 19

In recognition of Dr. Martin Luther King Jr.'s legacy of service to all, Congress designated the Martin Luther King Jr. federal holiday as a national day of service in 1994. It selected the Corporation for National and Community Service as the agency charged with leading the

MLK Day of Service, which is next Monday, Jan. 19.

To commemorate the 2014 MLK Day of Service, citizens in all 50 states delivered meals, refurbished schools and community centers, and collected food and clothing. Volunteers also recruited mentors, supported job seekers, built homes and provided other services for veterans and military families, and helped citizens improve their financial literacy skills.

Visit the [Corporation for National and Community Service website](#) for more information on the MLK Day of Service.

Search for volunteer opportunities on the [All for Good-Points of Light website](#). Enter your location and select MLK Day of Service from the drop-down menu.



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"Life's most persistent and urgent question is: 'What are you doing for others?'"

—Martin Luther King Jr.

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[image002.png](#)



Publication Date: January 16, 2015

Today's Headlines

- Complete Commuter Survey by Close of Business Today, Jan. 16
- Training Database Moves from Lotus Notes to SharePoint
- OMS Highlights Changes to PPM 843: Training, Development, Professional Certifications, Licenses and Membership Fees
- Cafeteria Menu Available for Week of Jan. 19
- Fit Friday Feature: Exercise Tip—Five Ways to Make Exercise a Lifestyle

These articles are published on the [FCA Today SharePoint page](#).

Complete Commuter Survey by Close of Business Today, Jan. 16

Today, Jan. 16, is the last day to complete the commuter survey. On Monday, Jan. 12, you should have received the annual commuter survey from commutersurvey@gsa.gov. Check your junk email folder if you do not remember receiving it.

The survey helps FCA measure and report greenhouse gas emissions related to employee commuting, as required by executive order 13514. This information also helps identify alternative commuting options that may be offered in the future.

If you did not receive the survey, please contact Veronica McCain at x44031.

Training Database Moves from Lotus Notes to SharePoint

The Training and Evals Database in Lotus Notes will be migrated to SharePoint in three phases. Please see below for guidance that will help you transition to this new training application.

First phase (beginning on Jan. 19): New training requests should be created in the new [training application](#). It will use SharePoint workflows to gather the necessary approvals.

Optional training for supervisors will be available soon. The Office of Management Services (OMS) will send out training session dates and times in a subsequent article.

Step-by-step instructions for both employees and supervisors are located on SharePoint at the following links:

- [Training request instructions for employees](#)
- [Supervisor approval process for training requests](#)

Second phase (must be completed by Jan. 23):

1. If you have a training request(s) with an overdue course evaluation you must complete the course evaluation or indicate that you did not attend. OMS sent reminders to all course attendees with overdue course evaluations.
2. If you have a training request(s) for future training currently in Lotus Notes, you will need to recreate the training request in SharePoint. OMS will send you an email reminder for each of your future training courses that are currently in Lotus Notes.

Third phase: Old training requests will be migrated from Lotus Notes to an archived SharePoint list. These archived training requests will be read-only.

Download [additional guidance and frequently asked questions](#) on filling out a training request.

Please contact the OMS Helpline at 703-883-4333 or helpline@fca.gov if you have any questions.

OMS Highlights Changes to PPM 843: Training, Development, Professional Certifications, Licenses and Membership Fees

As a result of recommendations made by the Office of Inspector General following the audit on training and conference expenses, the Office of Management Services (OMS) has updated [PPM 843: Training, Development, Professional Certifications, Licenses and Membership Fees](#).

The workflows in the new SharePoint training application reflect the cost threshold updates and routing of approvals. In addition, some of the changes are highlighted below:

Training Tuition Cost Thresholds

- Office directors should preapprove training tuition over \$7,000 (previously \$5,000) and recommend training tuition over \$15,000 (previously \$10,000).
- Supervisors should preapprove training up to \$7,000 (previously \$5,000). For tuition over \$7,000 supervisors should provide a justification and recommendation to the Office Director.
- The learning officer must approve training tuition that exceeds \$15,000.
- Unit training contacts should work with OMS to pay for all training that exceeds \$3,000. Training requests that exceed \$3,000 will be automatically routed to OMS.

Employee Obligations (Service Agreements)

You must sign a service agreement when you will receive more than 80 hours of training for one course or \$15,000 (previously \$10,000) tuition for training on a particular subject matter in any given 12-month period. The service agreement states that:

- For a training course that exceeds 80 hours, you agree to serve FCA for 12 months following the course completion date.
- For tuition exceeding \$15,000 (previously \$10,000) on a particular subject matter in any given 12-month period, you agree to serve FCA for 12 months following the course completion date.
- If you voluntarily leave FCA before completing the service agreed to, you will reimburse FCA for the tuition paid in connection with the training.

The official approving your training may waive your obligation if it is determined it is in the best interest of FCA to do so. Any waivers must be documented in writing, approved by the office director and provided to the learning officer.

Academic Degrees

Earning an academic degree is generally not a valid primary reason for FCA to sponsor your training courses, but it may be a by-product resulting from fulfillment of FCA training needs.

An office director, in consultation with the OMS director and learning officer, may authorize training leading to an academic degree. You should work with your supervisor to outline your educational path by year and include a written justification of how it will benefit the agency. You should present the justification and educational path to your office director as well as the OMS director and learning officer. You should also provide your immediate supervisor with documentation of grades you earn as you complete each course.

Individual Development Plans (IDPs)

Office directors have the discretion, but are not required, to utilize IDPs in their offices. A section in PPM 843 provides guidance on developing and using IDPs. OMS no longer requires IDPs; however, it may request IDP records at any time for budget purposes.

Cafeteria Menu Available for Week of Jan. 19

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.

Fit Friday Feature: Exercise Tip—Five Ways to Make Exercise a Lifestyle

This article was reprinted with permission from Health Matters at Work newsletter.

Exercising more is one of the most popular New Year's resolutions every January, leading to packed gyms across the country. But the excitement about exercise often tapers off quickly—until we resolve to try again next year.

Do you want this year to be different? The benefits of exercise go far beyond fitting into your favorite pair of jeans. Regular exercise can help you decrease stress, reduce pain and sleep better. The key is learning how to make exercise a lifestyle, not a daily chore.

The Arthritis Foundation provides these tips to help you make the small choices that will ultimately lead to a healthier lifestyle:

- **Become aware of emotions** you associate with the experience of exercise. Tune into your well-being and joy when you are active. Choosing to be active is much easier when your mind says, "This is fun!" or "This feels good!"
- **Visualize** walking around the block to get your mail and playing with your kids or grandkids. Let those thoughts inspire creativity, so you begin to make other feel-good exercise plans.
- **Live in the present**, which is the only "place" where you can be active. Actions happen now, not in the past or future. In-the-moment opportunities—such as taking the stairs instead of the elevator, riding a bike instead of driving or taking a walk on your lunch break instead of gobbling fast food—provide ways for you to make fitness a part of your life and should be included in your daily exercise routine.
- **Create your belief system**, make your choices and take a step. After experiencing the endorphin release caused by physical activity that can reduce pain, believe that exercise can make you feel better. Choose to be active over being still.
- **Cultivate a relationship with exercise** to create and live an exercise lifestyle. Each day, we engage in activities that care for our body, such as taking a shower, eating, sleeping and brushing our teeth. These actions have become a lifestyle and there are likely aspects of each one that you enjoy. The same can be said for exercise.

The Arthritis Foundation provides a variety of [exercise videos](#), including stretching, yoga and "anywhere" exercises that you can do at work and at home.



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"A bear, however hard he tries, grows tubby without exercise."

—A.A. Milne

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[image002.png](#)



Publication Date: January 20, 2015

Today's Headlines

- Save the Date: Feb. 18 Is Mandatory Substance Abuse Training for All Employees

These articles are published on the [FCA Today SharePoint page](#).

Save the Date: Feb. 18 Is Mandatory Substance Abuse Training for All Employees

The Office of Management Services (OMS) is coordinating the rollout of a mandatory webinar-based training on substance abuse. The training is scheduled on Wednesday, Feb. 18. An instructor with Compsych will facilitate two sessions—one for supervisors and one for nonsupervisors. Each session is one hour. Details on both sessions are below.

Time:

- 11 a.m.–noon EST for nonsupervisory employees
- 1–2 p.m. EST for supervisors

Location:

- Bloomington: large conference room
- Dallas: large conference room
- Denver: large conference room
- McLean: suite 1500
- Sacramento: large conference room

What to bring:

- Pen and paper

OMS will send out meeting invitations to all employees/supervisors for their appropriate training time slot. You are encouraged to be present on the day of this training. If you are unavailable on this day, please contact Cassandra Matos, matosc@fca.gov, to arrange a time to attend a make-up session.



About FCA Today

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Quinn at 703-883-4108 or the Office of Congressional and Public Affairs at 703-883-4056.

"Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that."

—Martin Luther King Jr.

From: [newsletter](#)
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Subject: FCA Today - Wednesday, January 21, 2015
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[image002.png](#)



Publication Date: January 21, 2015

Today's Headlines

- Alfred Returns to McLean Office for Two Total Body Conditioning Make-up Sessions
- New Records Officer Ted Dukes Brings Federal Experience and Rural Roots to FCA

These articles are published on the [FCA Today SharePoint page](#).

Alfred Returns to McLean Office for Two Total Body Conditioning Make-up Sessions

Make-up sessions for the Total Body Conditioning fitness class with Alfred are Jan. 28 and Feb. 4 at noon in the McLean Fitness Center.

New Records Officer Ted Dukes Brings Federal Experience and Rural Roots to FCA

By Claire Haverstock, OCPA contractor

Ted Dukes, FCA's new records officer, brings more than two decades of experience in records management with the federal government. He started at FCA on Dec. 15 as a member of the Administrative Operations Team in the Office of Management Services.

During his 17-year tenure at the National Archives and Records Administration (NARA), Ted held several positions. He started working as a part-time trainee at NARA's Atlanta Federal Records Center while pursuing a master's degree in history at the University of West Georgia in Carrollton. When he graduated in 1996, he was hired full-time at NARA. While at the Atlanta Federal Records Center, he worked in the Records Management Branch, the Archival Branch, the Micrographics Section and the Administrative Branch.

In 2001, Ted moved to the Washington, D.C., area to work in NARA's headquarters office in College Park, Maryland. He was an account representative in the Federal Records Center Program where he worked with the Treasury and Justice Departments and all their subagencies on their reimbursable accounts for their storage services.

In addition to his other duties, Ted taught workshops in NARA's downtown Washington, D.C., office and at regional sites across the country. "I was really heavily involved in the National Archives National Faculty, which was responsible for teaching records management workshops, especially as part of their accreditation program for records managers," Ted explains. "I was on the team that developed the curricula for the workshops."

In addition to working at NARA, Ted worked at the Forest Service for two years as the records officer. Most recently, he was the deputy records officer at the Administrative Office of the Courts for five years.

Ted comes to FCA with a family background in agriculture. For most of his youth, he lived in Waycross, Georgia, in the southeastern part of the state. His relatives all lived in the area, and many were small farmers who sustained themselves off of their crops. "My grandmother had a large vegetable garden until she was 90 years old, when the family made her quit," says Ted. He remembers many summers with his extended family at his grandmother's house, where the family would gather to can vegetables when the crops came in.

In addition to family farming, Ted was a member of Future Farmers of America (now National FFA Organization) and the 4-H Club in his youth. He and his fellow FFA members planted corn in a big field behind the high school. When they sold the harvest, they kept the profits. He remembers one plowing misadventure that may have changed his career path. "I once drove the tractor through the high school fence when the teacher was showing me how to drive it. I decided farming wasn't for me," says Ted.

Ted is happy to be at FCA. In his last job as deputy records officer at the Administrative Office of the Courts, he decided he wanted a bigger challenge. FCA appealed to him for its size. "I was looking to become involved in a smaller agency where I would have overall responsibility for the program," says Ted. Since arriving, he has been impressed with how friendly and welcoming everyone is at FCA.

Ted lives in Falls Church, Virginia, where he enjoys watching sports, especially college football. His favorite teams are the Georgia Bulldogs or any Southeastern Conference team. He also likes the Atlanta Braves baseball team. In his free time, he hikes and plays tennis.

Stop by room 3511 in the McLean office or call x44042 to introduce yourself to Ted. You may even have your own tractor story to share.



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"To read a poem in January is as lovely as to go for a walk in June."

—Jean-Paul Sartre

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[image002.png](#)



Publication Date: January 22, 2015

Today's Headlines

- President Obama Announces Intent to Nominate Jeffery Hall to FCA Board
- OMS to Push Out Microsoft Office 2010 Service Pack 2
- Pay Your Citibank Travel Card Electronically
- USB Adapter Found in Upper Level Garage
- Bloomington FCA Examiner Al Pexa Retires

These articles are published on the [FCA Today SharePoint page](#).

President Obama Announces Intent to Nominate Jeffery Hall to FCA Board

The White House has announced President Barack Obama's intent to nominate Jeffery S. Hall as a member of the Farm Credit Administration Board. If confirmed, he would replace Leland A. Strom and would serve a term that expires on October 13, 2018.

Mr. Hall is the President of The Capstone Group, a firm he co-founded in 2009. He was the State Executive Director in Kentucky for the U.S. Department of Agriculture's Farm Service Agency from 2001 to 2009. Previously, from 1994 to 2001, he served as the Assistant to the Dean at the University of Kentucky College of Agriculture. Prior to that, Mr. Hall was a Legislative Assistant in the Office of U.S. Senator Mitch McConnell. He has held leadership positions in a number of nonprofit organizations. Mr. Hall received a B.S. from Purdue University.

OMS to Push Out Microsoft Office 2010 Service Pack 2

On Monday, Jan. 26, the Office of Management Services Technology Team will begin distributing Microsoft Office 2010 Service Pack 2 to FCA laptops.

Service Pack 2 provides improved security, performance and stability. There are no functional changes to any of the Office applications, which include Word, PowerPoint, Excel, Outlook, Access, Publisher, Communicator, Live Meeting, InfoPath and OneNote.

This upgrade is one of the steps that must be completed before the agency's email servers can be upgraded to Exchange Server 2013. The Exchange Server upgrade is expected to occur in the next few months.

The Service Pack 2 upgrade package is relatively large. To maximize performance, the OMS Technology Team will use the following schedule to deploy the upgrade to laptops:

- McLean—begins Jan. 26
- Bloomington—begins Feb. 2
- Dallas—begins Feb. 9
- Denver—begins Feb. 17
- Sacramento—begins Feb. 23

The upgrade will install whether you are connected to the network from your office or accessing the network through the VPN. If your laptop is not available on the scheduled deployment date for your field office location, the upgrade will install the next time you log on. The software installs silently in the background as you work. You won't need to exit any of the Office applications and no reboot is necessary.

For questions or to report issues, please call the OMS Helpline, x44333, or email Helpline@FCA.gov.

Pay Your Citibank Travel Card Electronically

You can now pay your FCA Citibank travel card online with a credit card. The process is fast and easy. Follow the instructions below:

1. Go to the [Citibank Commercial Cards website](#).
2. Log in with your username and password.
3. Select "Citibank Online Statement" on the right side of the page under Web-based Tools.
4. On the next page, select "Sign On" to begin the registration process.
5. Be sure to have a hard copy of your bank statement available so you can supply the required information.

Once you've completed registration, you're all set to begin making electronic payments. Please keep in mind that if you make your payment by telephone, you will be charged an additional \$14.95 as a service fee.

If you have any questions, please contact Irma Blankenship x44055 or Veronica McCain x44031.

USB Adapter Found in Upper Level Garage

A USB adapter was found near the entrance to the upper level garage of the Farm Credit Building today, Jan. 22. If you lost it, please contact Christine Quinn at x44108 or stop by room 4243.

Bloomington FCA Examiner Al Pexa Retires

By Chet Slipek, OE-Bloomington

Editorial Note: To view photos from Al's retirement celebration, read the [article](#) on the FCA Today SharePoint page.

FCA examiner Al Pexa, based in Bloomington during his FCA career, is retiring on Jan. 24. His last official day in the office is today, Jan. 22. Al began his career with FCA in January of 1989 with the Bloomington office. At the time, Al had just graduated from the University of Minnesota, where he studied agricultural business. Prior to joining FCA, Al worked for 14 years as a general laborer for the former Minnesota Valley Breeders Association. Al grew up on dairy farm in New Prague, Minnesota.

Since being commissioned as an FCA examiner in 1992, Al served as examiner-in-charge (EIC) for many institutions throughout the country. With a strong agricultural background and expertise in credit, Al's skills were a natural fit in reviewing complex loans, credit administration and loan portfolio management. He has served as a great role model for others, particularly the newer examiners. Many will especially miss his common sense and easygoing nature.

Al has many hobbies and interests outside of FCA. However, his favorite pastime by far is fishing. Al frequently spends weekends with his family at their cabin in northern Minnesota. He is particularly fond of ice fishing. Many in the Bloomington office have enjoyed the pickled pike that he frequently shared during office potluck lunches, and the fish stories that went with them.

I recently asked Al to share thoughts about his experiences as an examiner and working for FCA.

What did you like most about working for FCA?

There are two things that really stand out for me—the people and staying in touch with agriculture. When I started working for FCA, it did not take me long to understand that the people here are among the best I have met. They have made the challenging parts of our job easier, and I have developed many friendships that will not end with my retirement. After growing up on a farm, my involvement with FFA [now National FFA Organization] and 4-H, and my post-high school job on a large scale dairy farm, it shouldn't be a surprise that agriculture was my primary interest in life. Working for FCA allowed me to closely monitor how agriculture was evolving and actually be an essential participant in what I consider the most important industry in the world.

What are your most memorable moments?

From 2010 to 2013, I was the EIC for two institutions operating under enforcement actions. The work was frequently tedious to say the least. Management and board discussions were long and difficult at times. Success for these institutions came slowly. I take great pleasure in knowing that both institutions no longer operate under an enforcement action and their business operations are now successful. On several occasions during my time with these institutions, I was thanked by the CEO or a board member for my advice and candor.

I just called the CEO of one of those institutions to tell him of my retirement and extend my best wishes to him. In our discussion, he again thanked me and told me that I was instrumental in the association's turnaround. Knowing this individual, I had no doubts about his sincerity. While I have received many compliments from System employees over my career, these comments will stick with me for the rest of my life. That is because they came from a CEO of an institution that nearly failed, and for me those comments validated the importance of the examiner's role.

What words of advice would you have to offer to any newer examiners?

I would tell new examiners that the sooner they learn how to develop good working relationships with System institutions, the sooner they will begin experiencing job satisfaction through positive contributions to the System. I personally believe that the most

important thing an examiner does is to forge strong and productive relationships with System management and employees.

After receiving my commission and being assigned my first institution, I remember the difficulty of getting one CEO to agree to take corrective action. I look back to that time and remember that my conclusions were not as balanced as they are today. I was not giving the institution sufficient credit for the positive things they were doing and focused almost entirely on the negatives and need for corrective action. As my time with FCA progressed, I began to place more emphasis on the strengths of the current process. Frequently, I would sell my recommendation as an enhancement to an already successful process where the improvements were necessary because of a changing environment or modified regulatory direction.

In my opinion, management is much more receptive to recommendations when you demonstrate, while remaining independent, that you fully understand their controls and safeguards. I also found that the ability to give detailed examples of potential ways to address recommendations was much appreciated by management. With this approach, I believe FCA in its regulatory role is viewed as more credible and respected by the System. Equally as important, examiners will have more satisfaction in the job and contributions they are making to agriculture.

How do you hope to spend most of your time in retirement?

Over the next few months, I will be slowly relocating to my home in northern Minnesota and a new way of life. I expect most of my time to be spent working on improvements to the property, fishing, hunting and gardening. I am not certain about travel, but will consider an occasional trip and/or possibly spending a month in a warmer climate during Minnesota's long winters. I really enjoy Minnesota's winters, but so often they are just a little too long. Of course I want to spend some time watching my granddaughter grow up and helping her become a good fisherman.

We all wish Al the best in his retirement. May all the fish he catches be keepers.



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"May the holes in your net be no larger than the fish in it."

—Irish Blessing

From: [newsletter](#)
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[image002.png](#)



Publication Date: January 23, 2015

Today's Headlines

- FHR Navigator Audit Nears Completion
- Security Alert: Be Wary of Emails, Text Messages and Phone Calls Purporting to Be From the IRS
- Ed Fulmore Receives MBA Diploma
- News from the Field: Denver Field Office Holds Annual Chili Cook-off
- Fit Friday Feature: Granola Bars

These articles are published on the [FCA Today SharePoint page](#).

FHR Navigator Audit Nears Completion

The independent audit of personnel data in the [FHR Navigator](#) retirement system against the [electronic Official Personnel Folders](#) of all FCA and FCSIC employees is expected to be complete in mid-February.

The audit includes a thorough review of each employee's complete federal service history, including computation dates for both retirement and leave, salary history and any military service and FICA (Federal Insurance Contributions Act) taxes.

The audit will include employees on board with FCA or FCSIC as of December 31, 2014.

Please be assured that, if corrections are needed to your service computation dates, you will be notified of the changes before they are made, and you will have an opportunity to meet with human resources staff to review the changes. If no corrections are necessary, you will also receive an email notice to that effect.

The Office of Management Services appreciates your patience during this important process. Meanwhile, if you have any questions, please send an email to [AskHR](#).

Security Alert: Be Wary of Emails, Text Messages and Phone Calls Purporting to Be From the IRS

It is income tax season—a time when hackers claiming to be from the IRS try to deceive people into responding to bogus emails, phone calls and text messages relating to income tax payments.

The IRS reports an aggressive and sophisticated phone scam targeting taxpayers all over the country. Callers claim to be employees of the IRS but are not. If you receive such a phone call, you should hang up immediately. Remember that the first contact with the IRS will not be a call from out of the blue, but through official correspondence sent through the mail.

For more information on what to do if you receive a suspicious IRS-related communication, go to [Report Phishing and Online Scams](#) on the IRS website.

Ed Fulmore Receives MBA Diploma

Ed Fulmore has an MBA in contracting, acquisition and procurement, and now he has the diploma to prove it.

Although he graduated from Strayer University in March 2014, an administrative delay kept him from receiving his diploma until recently. His undergraduate degree is also from Strayer, where he earned a bachelor's of business administration in human resources.

Ed completed his MBA while working as an Army Junior ROTC teacher at T.C. Williams High School in Alexandria, Virginia, and during his first five months as a support services assistant in FCA's Mail Center in McLean. He says juggling work and school was a struggle, especially having to grade papers and write lesson plans for his high school students after going to graduate school at night. When he began working at FCA in November 2013, he spent many after-work hours studying and going to class.

"My faith in God and the support of my wife gave me the motivation that I needed to follow through," Ed says.

When asked about any advice he would give others pursuing another degree, Ed says, "It is never too late to increase your learning potential. Education is the key to your individual success and no matter what your situation is, always think about going above your current education level."

Congratulations to Ed on obtaining his belated MBA diploma!

Read more about Ed, including his 27 years of military service, in the [June 16, 2014, FCA Today article](#).

News from the Field: Denver Field Office Holds Annual Chili Cook-off

By Barbara Martinez (OE-Denver)

Yesterday, Jan. 22, the Denver field office held its annual chili cook-off. Guest judge Ryan Schumacher, senior FCA examiner (OE-Bloomington), used his expertise in food tasting to evaluate seven chili recipes from participating staff. Associate examiner Corbin West took the coveted chili cook-off winner trophy to be proudly displayed in his office.

Congratulations to the winning chefs!

- First place: Corbin West
 - Second place: Anna Jones
 - Third place: Robin Boston
-

Fit Friday Feature: Granola Bars

This recipe was reprinted with permission from Health Matters at Work newsletter.

If one of your New Year's resolutions is to stop eating unhealthy snacks, you'll love this recipe from the National Kidney Foundation. Keep a few bars in your desk at work or grab them on the go!

Granola Bars

Servings: 26

Serving size: 1 bar

Prep time: 30 minutes

Cook time: 25 minutes

Ingredients

4 Tbsp semi-sweet chocolate chips

2 tsp vanilla extract

3 1/3 cups rolled oats

8 Tbsp light corn syrup

5 Tbsp butter

6 Tbsp reduced-fat and/or low-sodium peanut butter

4 Tbsp honey

1/2 cup packed brown sugar

3 oz caramel candies (about 10 candies)

6 oz unsalted pretzel rounds

Cooking Instructions

- Preheat oven to 350 degrees F.
- In a large bowl, stir together peanut butter, honey, butter, brown sugar, corn syrup and vanilla until smooth.
- Add all other ingredients (oats, pretzels, chocolate chips and caramels). Stir well.
- Press the mixture into 13 x 9 inch greased pan.
- Bake for 20–25 minutes.
- Let cool on wire rack before cutting into bars.
- Cut into 1 x 4 1/2 inch bars.



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"Love keeps the cold out better than a cloak."
—Henry Wadsworth Longfellow

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[image002.png](#)



Publication Date: January 26, 2015

Today's Headlines

- Voluntary Leave Bank Enrollment Begins Today, Jan. 26
- New Members Selected for Information Resources Management Operations Committee
- Cafeteria Menu Available for Week of Jan. 26

These articles are published on the [FCA Today SharePoint page](#).

Voluntary Leave Bank Enrollment Begins Today, Jan. 26

The enrollment period for the 2015 Voluntary Leave Bank Program begins today, Jan. 26, and runs through Tuesday, Feb. 17. The program allows you to donate annual or sick leave to the leave bank, where it is held in reserve for members with personal or family medical emergencies.

All FCA employees who are eligible to earn leave may make contributions to the leave bank during the enrollment period. Contributions will be deducted from 2015 leave accounts. You may only donate the minimum number of hours indicated on the application.

To receive donations through the leave bank in any given year, you must have made your membership contribution during the official open enrollment period for that year. To maintain eligibility to draw from the bank's reserve year after year, you must renew your membership each year during the open season.

Employees who join the agency after the leave bank open season closes have 30 days to enroll in the program.

The registration form is available on the [2015 Leave Bank SharePoint site](#). Please read the [2015 Leave Bank Instructions](#) about completing the form.

If you have any questions regarding enrollment or the electronic enrollment form, please contact the OMS Helpline at x44333 or send an email to [AskHR](#).

New Members Selected for Information Resources Management Operations Committee

The Information Resources Management Operations Committee (IRMOC) supports the Chief Information Officer, Steve Smith, in his responsibility for FCA's Information Resources Management program. The committee's overarching responsibility is to recognize and address the agency's information and technology needs.

Beginning in February 2015, the IRMOC will be composed of the following members:

- Michael Anderson
- Thais Burlew
- Jeremy Del Moral
- Gaylon Dykstra
- Angela Hanson
- Debbie Kleinwachter
- Jerry Lindlauf
- Jeannie Shaffer (Designated Chair)
- Jane Virga
- Russ Fayer

Thank you to previous members Joe Connor, Doug Gandy, Chet Slipek and Christine Quinn for their commitment and dedication to fulfilling their IRMOC responsibilities to ensure the IT needs of the agency were met.

Over the past few years, IRMOC was instrumental in bringing new technologies to FCA that promote effectiveness. Instant messaging, the VoIP phone system, SharePoint, smartphones and additional videoconferencing equipment are some examples of technology changes that enhanced communication and collaboration. Wireless access points and more robust laptops increased user productivity. IRMOC also combined the efforts of individual offices in identifying institution risk to create a broader risk analysis project to benefit the agency in its oversight of the Farm Credit System.

Additional information about IRMOC duties and membership is available on the Policies, Procedures, and Guidance SharePoint site, [Duties of the IRM Operations Committee \(IRMOC\)](#).

Cafeteria Menu Available for Week of Jan. 26

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"Don't complain about the snow on your neighbor's roof when your doorstep is unclean."

—Confucius

From: [newsletter](#)
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[image002.png](#)



Publication Date: January 27, 2015

Today's Headlines

- President Obama Announces Intent to Nominate Tonsager to FCA Board
- Brianna Tomlinson Selected to the OE Leadership Development Program
- Pilates Class Canceled in McLean Today, Jan. 27

These articles are published on the [FCA Today SharePoint page](#).

President Obama Announces Intent to Nominate Tonsager to FCA Board

The White House issued a news release Monday, Jan. 26, announcing President Barack Obama's intent to nominate Dallas P. Tonsager as a member of the Farm Credit Administration Board. If confirmed, he would replace Jill Long Thompson and would serve a term that expires on May 21, 2020.

Mr. Tonsager served as Under Secretary for Rural Development at the U.S. Department of Agriculture (USDA) from 2009 to 2013. While at USDA, he was a member of the Commodity Credit Corporation Board of Directors from 2010 to 2013.

Previously, Mr. Tonsager served as a member of the FCA Board from 2004 to 2009, when he also served as an ex-officio member of the Board of Directors of the Farm Credit System Insurance Corporation. From 2002 to 2004, he was the Executive Director of the South Dakota Value-Added Agriculture Development Center.

In 2001, Mr. Tonsager started two firms, Golden Plains Ventures and Tonsager Consulting. He was the South Dakota State Director for Rural Development from 1996 to 2001 and the South Dakota State Director for the Farmers Home Administration from 1993 to 1996.

Earlier in his career, Mr. Tonsager served as State President of the South Dakota Farmers Union and worked on his family farm. Mr. Tonsager received a B.S. from South Dakota State University.

Brianna Tomlinson Selected to the OE Leadership Development Program

By Marla Goodwin, Supervisory Program Manager, OE Staff Development Division

We are pleased to announce that Brianna Tomlinson, FCA examiner from the Denver field office, was selected to the Office of Examination Leadership Development Program.

Brianna brings an impressive resume of leadership successes. Since earning her FCA commission in 2011, she has served as examiner-in-charge (EIC) for some of the larger, more complex FCS institutions. Yet even while performing her duties as EIC, she continued to work to enhance her knowledge and skills. In August 2014, she graduated from the

Pacific Coast Banking School.

In addition, she has both a genuine desire and proven ability in developing the skills and abilities of others. She completed a successful rotation as a temporary trainer in the Staff Development Division (SDD) in 2013, and she is a volunteer coach of her hometown high school's cross-country team each fall.

As a new entrant to the Leadership Development Program, Brianna will attend formal training for the next 24 to 30 months. During this period, she will also serve a rotation on the Staff Development Division. Through on-the-job responsibilities, she will continue to develop leadership skills consistent with the Office of Personnel Management's executive core qualifications (ECQs). Her responsibilities on the SDD will include the following:

- Acting as supervisor and coach of SDD staff.
- Serving as trainer-in-charge of examination activities performed exclusively by the newest employees.
- Assuming instructor responsibilities for one or more Commissioning Program formal training courses.
- Gradually assuming higher levels of responsibility for parts of the Summer Intern Program in preparation for becoming the program coordinator.
- Actively participating in SDD leadership planning and decision-making, including recruiting, development and personnel issues and initiatives.
- Leading a special project requiring her to demonstrate a more advanced level of one or more ECQs.

To honor her professional commitments, Brianna will not begin the SDD rotation until early August but will assume some SDD assignments before then as time and resources allow.

Clearly, her examination experience, solid work ethic, and proven dedication to team goals are valued commodities, and SDD looks forward to having her full-time. Please take a moment to congratulate Brianna on her selection!

Pilates Class Canceled in McLean Today, Jan. 27

Because of the inclement weather today, Jan. 27, the Pilates N2Shape class in McLean will not be held. It will resume next Tuesday, Feb. 3, from noon to 1 p.m. in room 1500 of the Farm Credit Building.



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"The starting point of all achievement is desire."
—Napoleon Hill

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[image002.png](#)



Publication Date: January 28, 2015

Today's Headlines

- Condolences
- News from the Field: Denver Field Office Receives Gold CFC Award

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that Terry Coleman Hillerich, father of Diana Garcia, McLean Café's General Manager, passed away Saturday, Jan. 24.

The funeral service will be held on Friday, Jan. 30, at 10 a.m. at the National Funeral Home, 7482 Lee Highway, Falls Church, VA 22042. His [obituary](#) is available on the National Funeral Home website.

Condolences may be sent to Diana at the following address:

6920 Highland Street
Springfield, VA 22150

News from the Field: Denver Field Office Receives Gold CFC Award

By Jaime Jacob, OE-Denver

Editorial Note: To view photos of the Denver field office's award, read the [article](#) on the FCA Today SharePoint page.

The generous giving tradition in the Denver field office continues to thrive. For the 2014 Rocky Mountain Combined Federal Campaign (RMCFC), we donated a total of \$8,398, higher than last year's amount of \$7,714 and well above the goal of \$4,680. This resulted in a Gold Benchmark Award.

The contributions from the Denver field office helped the RMCFC on its way to a grand total of \$2.5 million. The RMCFC includes approximately 37,500 federal employees and military personnel in 20 counties.

Thank you for your compassionate contributions and all the best in 2015!



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"Remember that the happiest people are not those getting more, but those giving more."
—H. Jackson Brown Jr.

From: [newsletter](#)
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[image002.png](#)



Publication Date: January 29, 2015

Today's Headlines

- Office of Examination Issues Informational Memorandum on Portfolio Management
- Write "Plainly" to Comply With Federal Law

These articles are published on the [FCA Today SharePoint page](#).

Office of Examination Issues Informational Memorandum on Portfolio Management

The Office of Examination issued an Informational Memorandum today, Jan. 29, on portfolio management in volatile times.

For more information, see the [Informational Memorandum](#) on the FCA website.

Write "Plainly" to Comply With Federal Law

On Tuesday, Jan. 27, the Center for Plain Language released its annual Federal Plain Language Report Card. This year the organization reviewed 126 documents submitted by federal agencies.

The agencies were graded on writing, visual presentation and compliance with the Plain Writing Act of 2010, which requires federal employees to write all "covered" documents in plain language.

The results of the Center for Plain Language's review were the following:

- **Highest scores:** Homeland Security, Securities and Exchange Commission, and Social Security Administration.
- **Most improved:** Homeland Security.
- **Lowest scores:** Education, Interior and State, all of which failed to comply with the basic requirements of the Plain Language Act of 2010.

See the full [2014 Federal Plain Language Report Card](#) on the Center for Plain Language website. Also see "['Rigorously Disentangle' and Other Examples of Bad Federal Writing](#)," which appeared in the Washington Post yesterday.

Note that FCA documents that would be considered covered by the Plain Writing Act

include, but are not limited to, the following:

- Reports of Examination
- Informational Memoranda
- Bookletters
- Policy Statements
- Agency reports
- Text for the website
- Regulatory preambles

For more information about plain writing, including FCA's annual Plain Writing Award, see the [Plain Writing SharePoint page](#) or contact Emily Yaghmour, FCA's Plain Language Coordinator, at x44066 or at yaghmoure@fca.gov.



About FCA Today

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*"Out of intense complexities intense simplicities emerge.
Broadly speaking, the short words are the best, and the old words when short are best of all."
—Winston Churchill*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, January 30, 2015
Date: Friday, January 30, 2015 5:23:49 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: January 30, 2015

Today's Headlines

- Fit Friday Feature: You Can Quit—Tips on Smoking Cessation
- U.S. Census Bureau Publishes Statistics on Super Bowl XLIX

These articles are published on the [FCA Today SharePoint page](#).

Fit Friday Feature: You Can Quit—Tips on Smoking Cessation

This article was reprinted with permission from Health Matters at Work newsletter.

Cigarette smoking is the number one cause of preventable disease and death worldwide. Here in the United States, smoking-related diseases claim over 393,000 American lives each year.

Approximately 90 percent of smokers start before the age of 21. But the good news is that 70 percent of current smokers want to quit. Saving money and improving health top the list of reasons that many smokers try to give up cigarettes for good.

Everyone can quit—but you don't have to quit alone. It takes most smokers several times before they quit for good. Community Health Charities partnered with the American Lung Association to present this helpful webinar about smoking cessation.

Watch this [webinar](#) to learn about:

- Why people smoke and why they quit.
- What works and what doesn't work.
- Available programs to help you quit.
- Nicotine and non-nicotine medications.
- Other resources.

Visit the [American Lung Association website](#) to learn about the Freedom from Smoking program.

U.S. Census Bureau Publishes Statistics on Super Bowl XLIX

If you plan to attend a Super Bowl XLIX party on Sunday, Feb. 1, you can impress your friends by brushing up on some facts about the homes of the New England Patriots, the Seattle Seahawks and the host site. The U.S. Census Bureau's Facts for Features series titled, [Super Bowl XLIX: Feb. 1, 2015](#), commemorates the NFL championship game with demographic statistics about the metro areas of both teams and the stadium location. Read selected statistics below.

New England (Patriots)

10th

Where Boston, Massachusetts, ranked on the list of the nation's most populous metropolitan areas.

44.8 percent

Percentage of Boston metro area residents 25 and older who had a bachelor's degree or higher in 2013; 91.2 percent had at least graduated from high school. The respective national figures were 29.6 percent and 86.6 percent.

\$72,907

Median household income for the Boston metro area. The national median was \$52,250.

\$363,200

Median home value of owner-occupied homes in the Boston metro area. The national median was \$173,900.

Seattle (Seahawks)

15th

Where Seattle, Washington, ranked on the list of the nation's most populous metropolitan areas.

39.4 percent

Percentage of Seattle metro area residents 25 and older who had a bachelor's degree or higher in 2013; 91.7 percent had at least graduated from high school. The respective national figures were 29.6 percent and 86.6 percent.

\$67,479

Median household income for the Seattle metro area. The national median was \$52,250.

\$307,900

Median home value of owner-occupied homes in the Seattle metro area. The national median was \$173,900.

Super Bowl XLIX Host Site

12th

Where Phoenix, Arizona, ranked on the list of the nation's most populous metropolitan areas.

87th

Where Glendale, Arizona, ranked on the list of the nation's most populous cities (location of University of Phoenix Stadium where Super Bowl XLIX will be played).

29.2 percent

Percentage of Phoenix metro area residents 25 and older who had a bachelor's degree or higher in 2013, which is not statistically different from the national figure of 29.6 percent; 86.5 percent had at least graduated from high school, which is not statistically different from the national figure of 86.6 percent.

\$51,847

Median household income for the Phoenix metro area, which is not statistically different from the national median of \$52,250.

\$177,900

Median home value of owner-occupied homes in the Phoenix metro area. The national median was \$173,900.



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"The truth is the Super Bowl long ago became more than just a football game. It's part of our culture like turkey at Thanksgiving and lights at Christmas, and like those holidays beyond their meaning, a factor in our economy."

—Bob Schieffer

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, February 2, 2015
Date: Monday, February 02, 2015 5:38:36 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 2, 2015

Today's Headlines

- Cafeteria Menu Available for Week of Feb. 2

These articles are published on the [FCA Today SharePoint page](#).

Cafeteria Menu Available for Week of Feb. 2

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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*"The day is ending,
The night is descending;
The marsh is frozen,
The river dead.*

*Through clouds like ashes
The red sun flashes
On village windows
That glimmer red."*

—Henry Wadsworth Longfellow, Afternoon in February

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, February 3, 2015
Date: Tuesday, February 03, 2015 7:57:07 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 3, 2015

Today's Headlines

- Condolences
- Condolences
- McLean FCA and FCSIC Employees Pledge Record Amount to 2014 Combined Federal Campaign
- Federal Government Issues Warning About Heightened Phishing Risk This Tax Season

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that Joyce Guyette, stepmother of Lorine Hines, human resources specialist, passed away Saturday, Jan. 31.

The funeral service will be held tomorrow, Wednesday, Feb. 4, at 2 p.m., at the Church of Newport, 63 Third Street, Newport, Vermont 05855. Her [obituary](#) is available at the Curtis-Britch Funeral Home website.

Condolences may be sent to Lorine at the following address:

Lorine Hines
c/o K. Duckless
827 Lake Roads
Newport, VT

Condolences

We are sad to report that Mary L. Black, of Portsmouth, Virginia, mother of Winston Black, OMS support services supervisor, passed away on Wednesday, Jan. 28.

The family will receive friends between 6 and 7 p.m. for her viewing on Thursday, Feb. 5. Her funeral will be held Friday, Feb. 6, at 2 p.m. Both services are at Metropolitan Funeral Service, Portsmouth Boulevard Chapel, 5605 Portsmouth Blvd., Portsmouth, Virginia 23701. Flowers may be sent to this address. The office can be reached at 757-628-1000.

For more information and to leave online condolences, see Mary L. Black's [obituary](#) at the Metropolitan Funeral Service website.

Condolences may be sent to Winston at the following address:

Winston Black

McLean FCA and FCSIC Employees Pledge Record Amount to 2014 Combined Federal Campaign

The results are in for the 2014 Combined Federal Campaign of the National Capital Region (CFCNCA), and FCA and FCSIC employees stepped up again to make it a record year—a total of \$75,070. Thanks to the generosity of FCA and FCSIC employees, we topped our goal of \$55,000 by 136.5 percent!

Out of 156 FCA and FCSIC employees in McLean, 94 employees or more than 60 percent contributed to the CFC. This is one of the highest participation rates in the federal government in the National Capital Area. Our per capita contribution was \$481, while the per capita contribution for the entire CFCNCA was \$130.

The grand total for the 2014 CFCNCA was nearly \$49 million. Out of the 373,831 federal employees in the region, 77,457 pledged to the 2014 CFC campaign. This represents a participation rate of about 21 percent.

“Thank you to the keyworkers and the CFC leadership team at FCA and FCSIC for your hard work and efforts to make this campaign a success,” said Ira Marshall, 2014 CFC campaign manager. “I also offer my sincere thanks to all the FCA and FCSIC employees who gave so generously. Without your dedication, participation and contributions, our record results would not have been possible.”

Federal Government Issues Warning About Heightened Phishing Risk This Tax Season

With tax season underway, the IRS and the United States Computer Emergency Readiness Team caution you to remain aware of phishing attempts to obtain sensitive data, credentials and payment information. Scam artists use phishing emails and text messages to launch malware when you open the message or an attachment. They also use emails and text messages to lure you to a website with malicious content.

To avoid becoming a victim, be alert to phishing attempts that appear to come from the IRS. The IRS does not communicate by email, text messages or social media channels to request personal or financial information. Follow these procedures to report suspicious phishing campaigns:

- **Email:** If you receive an email claiming to be from the IRS, do not reply or click on attachments or links. Forward the email to phishing@irs.gov and then delete the original email.
- **Text Message:** If you receive a suspicious text message, do not reply or click on attachments or links. Forward the text to 202-552-1226 and then delete the original message.
- **Website:** If you find a website that claims to be the IRS and suspect it is fraudulent, send the URL of the suspicious site to phishing@irs.gov with subject line “Suspicious website.”

If believe you might have revealed sensitive account information, change your password for that account. If you use the same password for multiple accounts, change the password for each account and do not use the password again. Be alert to unexplainable password changes for any account.

If you notice unexplainable charges to your financial accounts, contact your financial institution immediately and close those accounts.

For more detailed information, see the [Security Tip](#) published by the IRS and the United States Computer Emergency Readiness Team.



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"A mother is the truest friend we have, when trials heavy and sudden fall upon us; when adversity takes the place of prosperity; when friends desert us; when trouble thickens around us, still will she cling to us, and endeavor by her kind precepts and counsels to dissipate the clouds of darkness, and cause peace to return to our hearts."

—Washington Irving

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, February 4, 2015
Date: Wednesday, February 04, 2015 7:19:20 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 4, 2015

Today's Headlines

- Commuter Survey Results Show FCA Saves Energy, Reduces Emissions

These articles are published on the [FCA Today SharePoint page](#).

Commuter Survey Results Show FCA Saves Energy, Reduces Emissions

As part of the General Services Administration's initiative to measure the carbon footprint of each federal agency, FCA staff members recently participated in the 2014 Employee Commuting Survey. Results reveal that FCA continues to contribute to the government-wide initiative to save energy and reduce emissions.

Since the survey was started in 2008, the commuting practices of FCA employees have contributed to an 18 percent reduction in greenhouse gas emissions. In addition, as participation in telework continues to expand and employees telework more frequently, average daily commuting times have decreased, contributing to a greater life/work balance for FCA employees.

For those employees who are unable to participate in telework because of their job function or responsibilities, FCA encourages the use of carpooling, biking or public transportation. FCA offers generous subsidies to those employees interested in using public transportation, and additional information on the transit subsidy program is available by contacting [AskHR](#).

As with previous years, FCA participation was outstanding, with 81 percent of employees providing a response. We continue to search for creative ways to reduce our carbon footprint. If you have an idea, please forward it to [Ted Dukes](#), who coordinates FCA's Sustainability Program. Thanks to all employees who took time out of their busy schedules to complete the survey!



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"Of all the questions which can come before this nation, short of the actual preservation of its existence in a great war, there is none which compares in importance with the great central task of leaving this land even a better land for our descendants than it is for us."

—*Theodore Roosevelt*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, February 5, 2015
Date: Thursday, February 05, 2015 4:58:39 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 5, 2015

Today's Headlines

- SQL Server Maintenance Scheduled for Saturday, Feb. 7
- Feb. 11 Brown Bag Revisits and Celebrates a Century of Black Life, History and Culture in America
- Claim Your Items Found in Upper Level Garage
- Sophisticated Cyberattack Affects Anthem Blue Cross Blue Shield

These articles are published on the [FCA Today SharePoint page](#).

SQL Server Maintenance Scheduled for Saturday, Feb. 7

The Office of Management Services will perform server maintenance on Saturday, Feb. 7, between 8 and 11 a.m. EST. All internal applications that use SQL data, such as TRS and the FCS Directory, will be intermittently unavailable during this period. All other network services including FCA's external website will not be affected.

As a reminder, please lock your timecard by close of business tomorrow, Friday, Feb. 6.

Please call the OMS Helpline at x44333 or email Helpline@FCA.gov with questions.

Feb. 11 Brown Bag Revisits and Celebrates a Century of Black Life, History and Culture in America

By Damien Hill, President, Blacks in Government at FCA

Please join us next Wednesday, Feb. 11, at noon in room 1500 for a Brown Bag celebration of African American History Month. Field staff are welcome to participate by videoconference or audio conference. Call-in number is 1-877-322-2830 and conference ID is 11111.

Blacks in Government at FCA and the FCA Office of Equal Employment Opportunity and Inclusion will welcome guest speaker William (Bill) Pretzer, Ph.D., senior curator of history at the Smithsonian National Museum of African American History and Culture. He will join us in this celebration and offer a special presentation titled "The 100-Year Campaign to Create a National Museum of African American History and Culture." The museum is currently under construction on the National Mall near the Washington Monument and is scheduled to open in 2016.

This year's African American History Month theme is "A Century of Black Life, History and Culture in America." This theme offers the opportunity to delve into historic moments, infamous tragedies, joyous triumphs, and the unity, healing and growth experienced in our great nation. Please join us for this special presentation.

To learn more about African American History Month, see Linda Toki's display in the atrium of the Farm Credit Building, read President Obama's [proclamation](#) and visit the federal government's [African American History Month website](#).

Claim Your Items Found in Upper Level Garage

Editorial Note: To view photos of the items mentioned below, read the [article](#) on the FCA Today SharePoint page.

A USB adapter and a Toyota car key were found in the upper level garage of the Farm Credit Building. See photos of both items below.

On Jan. 22, the USB adapter was found near the entrance to the upper level garage. If you lost it, please contact Christine Quinn at x44108 or stop by room 4243.

On Jan. 21, the Toyota car key was found in the upper level garage. If you lost it, please see the security guard at the Farm Credit Building front entrance on the second floor or call the security desk at x44199.

Sophisticated Cyberattack Affects Anthem Blue Cross Blue Shield

Anthem Blue Cross Blue Shield has announced that it has been a victim of a cyberattack. Although there is no evidence of compromised health data, members are being offered free credit repair and ID protection services. Anthem will directly contact individuals who may have been affected.

For more information please visit www.anthemfacts.com or call 1-877-263-7995.



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"Bringing the gifts that my ancestors gave, I am the dream and the hope of the slave. I rise. I rise. I rise."

—Maya Angelou, "Still I Rise"

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, February 6, 2015
Date: Friday, February 06, 2015 5:06:46 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 6, 2015

Today's Headlines

- Office of Management Services Publishes Fact Sheet on New 401(k) Plan
- Cafeteria Menu Available for Week of Feb. 9
- Fit Friday Feature: Exercise Tip—Stay Active with Fitness Apps

These articles are published on the [FCA Today SharePoint page](#).

Office of Management Services Publishes Fact Sheet on New 401(k) Plan

As a part of the agency's communication plan for the new 401(k) retirement benefit plan, the Office of Management Services has prepared a four-page fact sheet to discuss some of the provisions and provide examples of how the plan can impact your retirement savings.

Download the [fact sheet](#) for more information.

Cafeteria Menu Available for Week of Feb. 9

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.

Fit Friday Feature: Exercise Tip—Stay Active with Fitness Apps

This article was reprinted with permission from Health Matters at Work newsletter.

Trying to get or stay in shape? There's an app for that! Smartphone apps can help people meet their fitness goals by motivating them to move, tracking their progress and providing a sense of accomplishment.

New fitness apps become available every day, including pedometers, yoga instructions, calorie counters, heart rate monitors and workout planners. Whatever apps you use, it's important to consult your doctor, physical therapist or other health professional before beginning any new exercise program.

If you're ready to give fitness apps a try, here are a few to consider:

[All-In Pedometer](#)

What it offers: A precise way to count steps, monitor distance and time spent walking, as well as your speed at the moment, average speed and how many calories you have burned. This app also helps you determine the type and intensity of exercise you need to reach individualized weight and fitness goals and allows you to enjoy your favorite music while you do it.

Available for: iPhone, iPod touch

[IMapMy](#)

What it offers: Fitness tracking using your phone's built-in GPS monitor. Use it to record the details of your workout (with separate versions for walking, bicycling and hiking) including duration, distance, pace, speed and elevation, calories burned and route traveled on an interactive map. Sync with a heart-rate monitor to save and upload information about your workout to MapMyFitness.com.

Available for: Android, Blackberry, iPhone, iPod touch

[Office Exercise](#)

What it does: Offers prompts to people who are sedentary all day, whether behind a desk or in front of a TV, to move periodically. Also offers simple stretches and relaxation techniques that almost anyone can perform, regardless of health conditions or fitness levels.

Available for: Android

[VirtuaGym Fitness Home & Gym](#)

What it offers: Full workouts for home and gym with clear 3-D illustrations, directions and a virtual personal trainer.

Available for: Android

[Yoga Free](#)

What it offers: Access to 200 yoga poses with instructions, photos, custom-built programs and video instructions from an experienced yoga instructor.

Available for: iPhone and iPod touch

Whether you are at work or at home, fitness apps like these can help you keep moving throughout the day.



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"Half our life is spent trying to find something to do with the time we have rushed through life trying to save."

—Will Rogers

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, February 10, 2015
Date: Tuesday, February 10, 2015 4:49:27 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 10, 2015

Today's Headlines

- Reminder: Brown Bag on National Museum of African American History and Culture Is Tomorrow, Feb. 11
- FCA Phone and Network Services Unavailable from 7 to 9 p.m. EST Thursday, Feb. 12

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Brown Bag on National Museum of African American History and Culture Is Tomorrow, Feb. 11

To commemorate African American History month, Blacks in Government at FCA and the FCA Office of Equal Employment Opportunity and Inclusion, are hosting a Brown Bag Lunch tomorrow, Feb. 11, at noon EST. The event will feature guest speaker William (Bill) Pretzer, Ph.D., senior curator of history at the Smithsonian National Museum of African American History and Culture.

This voluntary attendance program will take place in room 1500, with videoconferencing to field offices. Field staff may also participate by audio conference. Call-in number 1-877-322-2830 and conference ID is 11111.

For more information, see the [Feb. 5 FCA Today article](#).

FCA Phone and Network Services Unavailable from 7 to 9 p.m. EST Thursday, Feb. 12

FCA phone and network services will be intermittently unavailable Thursday, Feb. 12, between 7 and 9 p.m. EST. During this time, the Office of Management Services (OMS) will perform scheduled maintenance on the phone system. A software upgrade to your Cisco phone will be installed. When your phone restarts, it will cause your laptop to be disconnected from the network. The phone upgrade takes about 15 minutes.

Please call the OMS Helpline at x44333 or email Helpline@FCA.gov if you have any questions.



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"My whole life, my whole soul, my whole spirit is to blow that horn."

—*Louis Armstrong*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, February 11, 2015
Date: Wednesday, February 11, 2015 4:13:35 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 11, 2015

Today's Headlines

- FCA Website Maintenance Scheduled for Saturday, Feb. 14
- Voluntary Leave Bank Enrollment Ends Feb. 17
- Anthem Warns U.S. Customers About Email Scam After Data Breach
- Guess the Number of Jelly Beans at Farm Credit Café; Valentine's Day Treats Available

These articles are published on the [FCA Today SharePoint page](#).

FCA Website Maintenance Scheduled for Saturday, Feb. 14

The Office of Management Services will perform maintenance that will affect parts of the FCA website on Saturday, Feb. 14, between 7 a.m. and 6 p.m. EST. The CRS reports, Locate a Lender application, FCS directory, and the OCPA and OIG subscription applications will be intermittently unavailable during this time.

Please call Helpline at 703-883-4333 or 877-322-4503 if you have questions

Voluntary Leave Bank Enrollment Ends Feb. 17

The enrollment period for the 2015 Voluntary Leave Bank Program ends Tuesday, Feb. 17. The program allows you to donate annual or sick leave to the leave bank, where it is held in reserve for members with personal or family medical emergencies.

All FCA employees who are eligible to earn leave may make contributions to the leave bank during the enrollment period. Contributions will be deducted from 2015 leave accounts. You may only donate the minimum number of hours indicated on the application. Employees who join the agency after the leave bank open season closes have 30 days to enroll in the program.

The registration form is available on the [2015 Leave Bank SharePoint site](#). Please read the [2015 Leave Bank Instructions](#) about completing the form.

If you have any questions regarding enrollment or the electronic enrollment form, please contact the OMS Helpline at x44333 or send an email to [AskHR](#)

Anthem Warns U.S. Customers About Email Scam After Data Breach

Health insurer Anthem Inc. warns customers about an email scam targeting former and current members whose personal information may have been breached in the recent massive cyberattack.

An email allegedly from Anthem asks recipients to click on a link to obtain credit monitoring. If you receive such an email, do not click on links or provide any information on any website.

Anthem will contact current and former members about the attack only via mail delivered by the U.S. Postal Service. Anthem is not calling members regarding the breach and is not asking for credit card information or Social Security numbers over the phone.

For more information about the Anthem cyberattack, see the [Feb. 5 FCA Today article](#).

Guess the Number of Jelly Beans at Farm Credit Café; Valentine's Day Treats Available

Editorial Note: To view photos of the jelly bean jar and prizes mentioned below, read the [article](#) on the FCA Today SharePoint page.

It's time to get your thinking caps on again. Diana Garcia, Farm Credit Café general manager, is sponsoring another guessing game. This time you have to guess how many jelly beans are in the jar without going over. Winners will be announced after the café closes tomorrow, Feb. 12, at 1:30 p.m. The top two closest guessers will receive a box of Godiva chocolates. Only one entry per customer is allowed.

In celebration of Valentine's Day, Diana is making cookie pops and Rice Krispies Treats (\$2.59 each), which you can preorder. She suggests using them as teacher gifts or as a surprise in your child's lunchbox. The cookies or treats can be personalized with a name or message. Diana also has chocolate-dipped pretzels (\$1.99) and heart brownies (\$2.59) for sale.



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"You know you're in love when you can't fall asleep because reality is finally better than your dreams."

—Dr. Seuss

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, February 12, 2015
Date: Thursday, February 12, 2015 5:07:00 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 12, 2015

Today's Headlines

- Individual Retirement Counseling Sessions Available March 4
- Ethics in Action: Navy Officials Accused of Taking Bribes

These articles are published on the [FCA Today SharePoint page](#).

Individual Retirement Counseling Sessions Available March 4

Dave Redden, FCA's contract retirement adviser, will conduct individual retirement counseling sessions on Wednesday, March 4.

Appointments will be for 45 minutes and will be held in room 3205 of the Farm Credit Building for McLean staff or by phone for field staff. Sessions are available for the following timeslots on March 4 in McLean:

8–8:45 a.m.
8:45–9:30 a.m.
9:45–10:30 a.m.
10:30–11:15 a.m.
11:15 a.m.–noon
1–1:45 p.m.
1:45–2:30 p.m.
2:45–3:30 p.m.
3:30–4:15 p.m.
4:15–5 p.m.

Appointments are on a first-come, first-served basis. Dave will be back periodically throughout the 2015 fiscal year so other opportunities will become available.

If you are interested in an appointment for individual counseling, please contact Cassandra Matos at x44339 or by [email](#). If you need to cancel or reschedule your appointment, we ask that you give us at least 24 hours' notice. Thank you.

Ethics in Action: Navy Officials Accused of Taking Bribes

By Wendy R. Laguarda, OGC

~ Ethics: Elevate Yourself to a Higher Standard ~

On Tuesday, CNN reports that the Navy censured three admirals in connection with a fraud and bribery investigation. The admirals violated U.S. Navy ethics regulations by improperly accepting gifts from defense contractor Glenn Defense Marine Asia.

Three other Navy officers previously pled guilty to federal charges in the corruption case. The officers allegedly traded classified information in exchange for luxury travel and hotel stays, as well as prostitution services.

Read more about the investigation in this [Feb. 11 CNN article](#) and in this [Jan. 15 FCA Today article](#).



About FCA Today

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"There is no such thing as a minor lapse of integrity."

—Tom Peters

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, February 13, 2015
Date: Friday, February 13, 2015 4:59:35 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 13, 2015

Today's Headlines

- Microsoft Patch for Jasbug Vulnerability to Be Distributed Today, Feb. 13
- Loveland, Colorado May Be the Valentine's Day Capital of the World

These articles are published on the [FCA Today SharePoint page](#).

Microsoft Patch for Jasbug Vulnerability to Be Distributed Today, Feb. 13

The Office of Management Services Technology Team will push a Microsoft security patch to all agency laptops starting this evening.

When you click the button to shut down your laptop this evening, a message will appear, stating that updates are installing before the laptop shuts down. In addition, the next time you boot up your laptop, a message will appear, stating that Windows is configuring updates.

This security patch corrects the recently discovered "Jasbug" vulnerability in many Windows operating systems.

If you have questions or concerns, please call the OMS Helpline, x44333, or email Helpline@FCA.gov.

Loveland, Colorado May Be the Valentine's Day Capital of the World

By Ralph Greenway (OE-Denver)

For one day each year, the Colorado town of Loveland might just be "the love capital of the world."

Each year, people from around the world send preaddressed, prestamped Valentines through this northern Colorado city in order to get them stamped with the city's romantic postmark. They are then sent on to their final destinations.

This year marks Loveland's 69th annual Valentine's Day remailing program. The program is sponsored by the Loveland Chamber of Commerce. Chamber volunteers, most of whom are seniors, do the stamping in the Chamber conference room two weeks a year through Feb. 14. Volunteers stamp over 130,000 envelopes every year.

The 2015 Valentine's Day stamp includes this year's poem or "cachet" featuring an image of the western-style Dan Cupid.

Read more about this tradition in the [Feb. 8 Saratogian News article](#) and the [Jan. 6 Denver](#)

[Post article](#). More information is also available on the [Loveland Chamber of Commerce website](#).



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*"With hat atilt and cheeks aglow,
Dan Cupid draws his golden bow.
He sends his arrow straight and true,
With Loveland's love from me to you."*

—Loveland, Colorado 2015 poem

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, February 18, 2015
Date: Wednesday, February 18, 2015 4:48:44 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 18, 2015

Today's Headlines

- FCA Issues News Release on Board Approval of Farmer Mac Proposed Rule and Spring 2015 Unified Agenda
- José Rodriguez and Lihong McPhail Win Godiva Chocolates in Jellybean Contest
- Cafeteria Menu Available for Week of Feb. 16

These articles are published on the [FCA Today SharePoint page](#).

FCA Issues News Release on Board Approval of Farmer Mac Proposed Rule and Spring 2015 Unified Agenda

FCA issued a news release on Feb. 12 reporting on the FCA Board's approval of a proposed rule that would enhance existing regulations on Farmer Mac board governance and standards of conduct.

In addition, the Board approved FCA's spring 2015 submission for the Unified Agenda of Federal Regulatory and Deregulatory Actions. It also approved the Regulatory Projects Plan for spring 2015.

For more information, see the [Feb. 12 news release](#) and [related fact sheet](#).

José Rodriguez and Lihong McPhail Win Godiva Chocolates in Jellybean Contest

The winners of the Valentine's Day jellybean-guessing contest at the Farm Credit Café were José Rodriguez, FCS Building Association engineer, with a guess of 1,550, and Lihong McPhail, ORP financial analyst, with a guess of 1,525. The actual count was 1,631 jellybeans. José and Lihong both take home a box of Godiva chocolates.

The FCS Building Association has some smart guessers—José's co-worker, Tom Smith, won the [gumdrop-guessing contest](#) in December. And you may recall that Lihong also won second place and a prize of a free lunch in last fall's [pumpkin weight-guessing contest](#).

Cafeteria Menu Available for Week of Feb. 16

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"Laughter is the sun that drives winter from the human face."

—Victor Hugo

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, February 19, 2015
Date: Thursday, February 19, 2015 5:39:29 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 19, 2015

Today's Headlines

- Robin Boston and Clarke Cheeke Selected for OSMO Rotational Assignments
- Drug-Free Workplace Training Webinar Held Yesterday, Feb. 18; Video Recording Soon to Be Available
- Respond to Survey on SharePoint Training Needs
- Happy Chinese New Year!

These articles are published on the [FCA Today SharePoint page](#).

Robin Boston and Clarke Cheeke Selected for OSMO Rotational Assignments

Laurie Rea, Director of the Office of Secondary Market Oversight (OSMO), is pleased to announce the selection of Robin Boston and Clarke Cheeke for the career development opportunities associated with the examination, oversight and risk analysis of the Federal Agricultural Mortgage Corporation (Farmer Mac). Robin and Clarke will devote approximately 25 percent of their time to the examination of Farmer Mac and other policy and risk projects during their rotation with OSMO.

Robin Boston serves in the Office of Examination's Association Examination Division as examiner-in-charge (EIC) of Ag New Mexico, ACA, and as assistant EIC of Florida, ACA.

Robin began her career with the agency in 2008 in the Denver field office and earned her commission in 2011. In addition to serving as EIC of institutions requiring more than normal supervision, she served as a mentor and assisted numerous associate examiners as they learned the examination process.

Robin is a native of Adair, Oklahoma, and graduated from Oklahoma State University (OSU). She earned both her master's and bachelor's degrees from OSU in business administration with an emphasis in management.

Robin resides in Parker, Colorado, with her husband, Matt, and their two terriers.

Clarke Cheeke serves in the Office of Examination's Market Risk Division as EIC of Farm Credit West.

Clarke began his career with the agency in the Denver field office in 2006 and earned his commission in 2009. He served as a trainer in the Staff Development Division from 2010 to 2014, when he also served as EIC of several associations.

A native of Corvallis, Oregon, Clarke graduated from Colorado State University with a bachelor's degree in business administration with a concentration in finance. He is currently attending the Pacific Coast Banking School, with an expected graduation date of August 2016.

Clarke resides in Parker, Colorado, with his wife, Meaghan, and their two Labrador retrievers.

Drug-Free Workplace Training Webinar Held Yesterday, Feb. 18; Video Recording Soon to Be Available

The Office of Management Services thanks you for attending yesterday's mandatory drug-free workplace training. This training is required by Executive Order 12564 and Public Law 100-71. We are also required to report annually to the Department of Health and Human Services on these training sessions (as noted in 3 CFR 1986 Comp., p. 224).

ComPsych, which manages our Employee Assistance Program (EAP), provided the live webinar training to staff in McLean and the field offices. Several employees participated through their FCA-provided laptops. A recorded copy of the ComPsych presentation will be available sometime later this month for those who were unable to attend the training.

To take advantage of resources provided by FCA's EAP program, go to www.GuidanceResources.com (Company Web ID Code: EAPEssential). You may also call Guidance Resources at 800-460-4374. Trained intake counselors are available 24 hours a day, 7 days a week.

If you have any questions, please contact [AskHR](#).

Respond to Survey on SharePoint Training Needs

The Office of Management Services will upgrade SharePoint the first week of April. SharePoint 2013 has a new user interface and several enhanced features.

To help OMS staff better understand your SharePoint training needs, please complete the [SharePoint Training Assessment](#) by March 4. The survey is anonymous, and your feedback would be greatly appreciated.

OMS will provide more information about the training and rollout soon.

Happy Chinese New Year!

Editorial Note: Adapted from an [article](#) in FCA This Week, Feb. 13, 2002.

Today, February 19, is a national holiday in China—the first day of the Chinese New Year. It is also known as the Spring Festival.

Chinese New Year starts with the new moon on the first day of the new year and ends on the full moon 15 days later. The 15th day of the new year, which is March 5 this year, is called the Lantern Festival, which is celebrated at night with lantern displays and children carrying lanterns in a parade.

Each year corresponds to one of 12 different zodiac signs and animals. This year is considered the year of the goat or sheep—animals that share the same Chinese character.

The Chinese calendar is based on a combination of lunar and solar movements. The lunar cycle is about 29.5 days. To "catch up" with the solar calendar, the Chinese insert an extra month once every few years (seven years out of a 19-year cycle)—just as the Gregorian calendar adds an extra day every four years. This is why, according to the solar calendar,

the Chinese New Year falls on a different date each year.

New Year's Eve and New Year's Day are celebrated as a family affair, a time of reunion and thanksgiving. The traditional celebration includes a religious ceremony given in honor of Heaven and Earth, the gods of the household and the family ancestors.

The presence of ancestors is acknowledged on New Year's Eve with a dinner arranged for them at the family banquet table. The spirits of the ancestors, together with the living, celebrate the onset of the new year as one great community. The communal feast is called weilu, or "surrounding the stove." It symbolizes family unity and honors the past and present generations.

To learn more about how Chinese New Year is celebrated, see [Chinese New Year 2015: History, Traditions and Predictions for the Year of the Goat](#) in today's International Business Times.

For a guide to Chinese New Year events in the Washington, D.C., metropolitan area, including the parade and festival in D.C.'s Chinatown this Sunday, Feb. 22, from 2 to 5 p.m., read the [About.com article](#).



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"If you want one year of prosperity, grow grain. If you want 10 years of prosperity, grow trees. If you want 100 years of prosperity, grow people."

—Chinese Proverb

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, February 20, 2015
Date: Friday, February 20, 2015 4:59:06 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 20, 2015

Today's Headlines

- Ricardo Matos Selected as OMS Helpline Supervisor
- Concur Adds Password Reset Option
- Cafeteria Menu Available for Week of Feb. 23
- Fit Friday Feature: Banana Split

These articles are published on the [FCA Today SharePoint page](#).

Ricardo Matos Selected as OMS Helpline Supervisor

Ricardo Matos has been selected as the Office of Management Services Helpline Supervisor. In his new role on the OMS Technology Team, Ricardo will be responsible for overseeing Helpline operations and providing excellent customer service.

Ricardo began his career with FCA as a network administrator in 2007 and has since been involved in many key technological initiatives, including the network infrastructure, audio and videoconferencing, VoIP phone system and mobile device initiatives. With more than nine years of hands-on experience, he brings a wealth of customer support knowledge to the position.

A native of Gaithersburg, Maryland, Ricardo earned a Bachelor of Arts degree in information systems from the University of Maryland, Baltimore County. He resides in Ashburn, Virginia, with his wife, Cassandra, and their three-year-old daughter, Lyla.

Concur Adds Password Reset Option

Concur now has a password reset function. To reset your password, click on the "Forgot your password?" link at the bottom of the Concur login page. Concur will then send you a new temporary password that will be valid for 24 hours.

If you have not logged in to Concur since this recent enhancement, Concur will automatically prompt you to establish your security questions when you log in. This is important because the password reset function will only work if you have established security questions and a government email address.

If you have any questions, please contact the Travel Helpdesk at 304-780-8000, option 1.

Cafeteria Menu Available for Week of Feb. 23

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.

Fit Friday Feature: Banana Split

This recipe was reprinted with permission from Health Matters at Work newsletter.

Love sweets, but don't love the calories? Enjoy this healthy version of a classic treat to celebrate American Heart Month.

Banana Split

Ingredients:

- 1 fresh pineapple, small bite-size chunks
- 2 ½ cups of fresh strawberries, sliced (about 1 ½ containers)
- 3 bananas, sliced thin
- 1 pkg of instant fat-free, sugar-free chocolate fudge pudding
- 1 pkg of instant fat-free, sugar-free vanilla pudding
- 4 cups of skim milk
- 8 oz fat-free or sugar-free Cool Whip
- 2 Tbsp of chopped pecans
- 5 to 6 maraschino cherries

Directions:

1. Mix chocolate pudding with two cups of skim milk and put aside to set. Keep chilled.
2. Mix vanilla pudding with two cups of skim milk and put aside to set. Keep chilled.
3. Cut up pineapple and strawberries and put in separate containers. Keep cold until ready to serve.
4. When ready to serve, in a trifle bowl, layer pineapple, vanilla pudding, strawberries and chocolate pudding. Slice bananas and layer on top.
5. Top with 5 to 6 Tbsp of Cool Whip. Sprinkle on chopped pecans. Top with cherries and serve.

For more healthy recipes, visit the [Minneapolis Heart Institute Foundation website](#).



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*"Hold fast to dreams
For when dreams go
Life is a barren field
Frozen with snow."*

—Langston Hughes

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, February 23, 2015
Date: Monday, February 23, 2015 4:57:16 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 23, 2015

Today's Headlines

- Senate Hearing on FCA Board Nominations Scheduled Tomorrow, Feb. 24

These articles are published on the [FCA Today SharePoint page](#).

Senate Hearing on FCA Board Nominations Scheduled Tomorrow, Feb. 24

Tomorrow, Feb. 24, the Senate Committee on Agriculture, Nutrition and Forestry will hold its first hearing of the 114th Congress. The hearing will concern implementation of the Agricultural Act of 2014 and FCA Board nominations.

The hearing will begin at 9:30 a.m. EST and will be held in 328A Russell Senate Office Building. Space will be limited. The hearing will be webcast live on the [committee website](#).

Panel participants include the following:

Panel I:

- Rich Felts; wheat, corn, soybean and livestock producer; Liberty, Kansas
- Ronnie Lee; cotton, peanut, wheat, corn, soybean, pecan and cattle producer; Bronwood, Georgia
- Clay Mitchell; corn and soybean producer; Buckingham, Iowa
- Michael DeRuiter; cherry, apple and peach producer; Hart, Michigan

Panel II:

- Tom Vilsack, Secretary, U.S. Department of Agriculture

Panel III: FCA Board Nominations

- Jeffery S. Hall, of Kentucky
 - Dallas P. Tonsager, of South Dakota
-



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Quinn at 703-883-4108 or the Office of Congressional and Public Affairs at 703-883-4056.

"How far you go in life depends on your being tender with the young, compassionate with the aged, sympathetic with the striving and tolerant of the weak and strong. Because someday in your life you will have been all of these."

—George Washington Carver

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, February 25, 2015
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Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 25, 2015

Today's Headlines

- Reminder: Respond to Survey on SharePoint Training Needs by March 4
- Marijuana Use Still Illegal for Federal Employees

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Respond to Survey on SharePoint Training Needs by March 4

To help the Office of Management Services staff better understand your SharePoint training needs, please complete the [SharePoint Training Assessment](#) by March 4. The survey is anonymous, and your feedback will be greatly appreciated.

OMS will upgrade SharePoint the first week of April. SharePoint 2013 has a new user interface and several enhanced features.

Marijuana Use Still Illegal for Federal Employees

Starting at midnight tomorrow, Washington, D.C., will become the fourth jurisdiction in the United States (after Colorado, Washington State and Alaska) to legalize the recreational use of marijuana. But federal employees everywhere are still prohibited from using marijuana either on or off duty.

Executive Order 12564, which President Reagan issued in 1986, specifically requires federal employees to refrain from the use of illegal drugs. Because marijuana is listed as a Schedule I substance under the federal Controlled Substances Act, it is illegal under federal law, regardless of state or district law.

For more information, see [No 'high times' for federal employees](#), which appeared last year in the Federal Times.



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"February, when the days of winter seem endless and no amount of wistful recollecting can

bring back any air of summer."

—*Shirley Jackson*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, February 26, 2015
Date: Thursday, February 26, 2015 5:08:07 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 26, 2015

Today's Headlines

- Email and Website Maintenance Scheduled This Weekend Beginning Friday, Feb. 27, at 8 p.m. EST
- Associate FCA Examiner Internship Vacancies Open Friday, Feb. 27
- The Smithsonian National Museum of African American History and Culture: A Building with Quite the Story to Tell

These articles are published on the [FCA Today SharePoint page](#).

Email and Website Maintenance Scheduled This Weekend Beginning Friday, Feb. 27, at 8 p.m. EST

The Office of Management Services will perform scheduled maintenance this weekend from 8 p.m. EST Friday, Feb. 27, through 6 p.m. EST on Saturday, Feb. 28. The following services will be impacted:

- **Email and iPhones:** Sporadic disruptions to email services including Outlook, Outlook Web Access (OWA), and iPhones. Note to OWA users: After this upgrade, OWA users will need to temporarily input their login information twice until OMS completes the upgrade to Exchange 2013.
- **Website:** The Lender Locator application will be intermittently unavailable during this time.

All other services will be available. If you have questions please call the OMS Helpline, x44333, or email Helpline@FCA.gov.

Associate FCA Examiner Internship Vacancies Open Friday, Feb. 27

The Office of Examination's Staff Development Division announces summer internship vacancies for associate examiners. The announcement, which is open only for the McLean duty location, opens tomorrow, Feb. 27, at 12:01 a.m. ET and closes Friday, March 6, at 11:59 p.m. ET. These internships may begin anytime between May 18 and June 15, 2015.

The announcement, number [VA-15-0155](#), is posted on USAJOBS.gov. Please keep in mind that you cannot apply until 12:01 a.m. Friday, Feb. 27.

It is open to any U.S. citizen who meets all of the following qualifications:

- Is enrolled at least half-time in an accredited four-year college/university bachelor's or master's degree program.

- Will have completed at least his or her junior year in college by the time the internship begins.
 - Has a cumulative GPA of at least 2.95.
 - Has a planned graduation date not before August 2015 but not later than June 2016.
 - Is in good academic standing.
 - Is majoring in one of the following fields:
 - Accounting
 - Agricultural business
 - Agricultural finance
 - Agricultural economics
 - Banking
 - Business administration
 - Commercial/banking law
 - Economics
 - Finance
 - Marketing
 - Areas of major study directly related to the position
-

The Smithsonian National Museum of African American History and Culture: A Building with Quite the Story to Tell

By Damien C. Hill, President, Blacks in Government

"This is not a museum by African Americans for African Americans. The notion that is so important here is that African American culture is used as a lens to understand what it means to be American."
 —Dr. Lonnie Bunch III, Smithsonian National Museum of African American History and Culture, Founding Director

On Wednesday, Feb. 11, Dr. William (Bill) Pretzer, senior curator of the Smithsonian National Museum of African American History and Culture (NMAAHC), was the featured speaker at a Brown Bag on the 100-year mission to create the museum. This was a timely visit as this year's African American History month theme examines "100 Years of Black Life, History and Culture in America." He discussed logistics of construction, featured exhibits and themes, and artifacts that will be housed in the museum.

The new museum is tentatively scheduled to open to the public by late summer of 2016. Admission will be free, as it is for all 19 Smithsonian museums along the Mall, as well as the National Zoological Park.

The museum will be located at the foot of the National Mall. Dr. Pretzer noted that it would serve the dual role of museum and memorial. A portion of the Washington monument grounds was formerly Notley Young's plantation, circa 1796, which bordered the Potomac River. Young conveyed eight squares of land, which was appropriated for the city of Washington, D.C., (formerly known as Federal City) and its public buildings.

NMAAHC Origins

Dr. Pretzer stated that in 1915 African American soldiers visited Washington, D.C., and noticed many statues of white generals and no representation of African American soldiers, who, Pretzer also noted, "have served in every war on American soil."

These soldiers asked about a museum to recognize African American soldiers. "It was 1915," Pretzer said, "so they were flatly told no." The promotion and passage of congressional legislation for the holiday honoring Dr. Martin Luther King Jr. spurred momentum and new talks of a national African American museum and the Martin Luther King Jr. memorial on the Mall. Luminaries including James Baldwin, Jackie Robinson, Representative John Lewis and countless others pushed for the museum as well.

The NMAAHC will be the only national museum devoted exclusively to documenting African American history. Of the approximately 16,000 museums nationwide, Pretzer said, only 200 were designed to cover African American history. The NMAAHC plans to reach out to, and coordinate with, as many museums as it can.

The NMAAHC, which was created by an act of Congress in 2003, will cost approximately \$500 million to build, with a 50/50 split of taxpayer dollars and private donations to provide funding. In contrast, the cost of an upcoming façade renovation of the Smithsonian Air and Space Museum will cost \$200 million.

If You Build It, They Will Come

"Most Smithsonian museums took 20 years to build," Pretzer said, but Dr. Lonnie Bunch III, the Founding Director of the NMAAHC, advocated strongly for completing the museum in 10 years. "That was quite an ambitious goal," said Pretzer. "I'm sad to say that we've fallen behind schedule. The museum will be completed in 11 years now, instead of in 10 years."

The museum's state-of-the-art building will be a green structure, and it will be designed to meet leadership and environmental design gold certification. It will easily be identified on the Mall by its distinctive and stately bronze, three-tiered corona. It's been said that the structure is designed to evoke the art of an ancient West African kingdom.

Museum Galleries

The NMAAHC will include a collection of galleries that will focus on various aspects of the African American experience and history:

1. History Galleries

- Slavery and Freedom
- Defining Freedom: The Era of Segregation
- Beyond 1968

2. Community Galleries

- Making a Way
- Power of Place
- Sports
- Military History

3. Culture Galleries

- Cultural Expressions
- Taking the Stage
- Musical Crossroads
- Visual Arts Gallery

For the latest information about the NMAAHC, please visit the [museum website](#).

View the [YouTube video](#) about the museum to gain perspective on the proposed footprint of

the galleries. Dr. Pretzer and his colleagues refer to it as the NMAAHC “building fly-through.”

Be sure to visit the National Mall’s newest Smithsonian museum near the end of summer 2016 because, as Dr. Pretzer says, “it offers something for everybody.”



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“I had no idea that history was being made. I was just tired of giving up.”

—*Rosa Parks*

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To: [newsletter](#)
Subject: FCA Today - Friday, February 27, 2015
Date: Friday, February 27, 2015 5:45:54 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: February 27, 2015

Today's Headlines

- Reminder: Email and Website Maintenance Begins at 8 p.m. EST Tonight, Feb. 27; Ends at 6 p.m. EST Saturday, Feb. 28
- First 2015 Life Cycle Account Open Season Begins Monday, March 2
- Office of Management Services Posts Vacancy for Accountant
- Office of Examination Announces Program Support Specialist Position for Internal Candidates
- Review Results From Your Retirement Account Audit
- Playwright August Wilson Documented a Century of Black Life in America
- Fit Friday Feature: Why You Should Track Your Heart Rate
- Cafeteria Menu Available for Week of March 2

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Email and Website Maintenance Begins at 8 p.m. EST Tonight, Feb. 27; Ends at 6 p.m. EST Saturday, Feb. 28

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- **Website:** The Lender Locator application will be intermittently unavailable during this time.

All other services will be available. If you have questions, please call the OMS Helpline, x44333, or email Helpline@FCA.gov.

First 2015 Life Cycle Account Open Season Begins Monday, March 2

The first 2015 Life Cycle Account open season begins Monday, March 2, and ends March 31. FCA's Life Cycle Account provides employees with up to \$400 for goods or services that help them balance work and life issues.

Who Can File: During the Flexible Spending Account open season last November, you had

the option of forgoing the Life Cycle benefit for an increased agency contribution to your Flexible Spending Accounts. If you did not roll the \$400 Life Cycle benefit into your Flexible Spending Accounts, you may file a Life Cycle claim. If you opted to forgo the benefit in exchange for the flexible spending increase, you cannot file a Life Cycle claim.

What's Covered: The Life Cycle Account can reimburse you for many types of expenses, including adoption, child care, elder care, fitness and recreation, and insurance premiums. Examples of eligible expenses include flexible spending account deposits, memberships to clubs or sports facilities, and equipment and apparel related to exercise or sports activities. For more information, see the [FCA Life Cycle Account PPM \(850\)](#) in SharePoint or contact [AskHR](#).

How to File: To submit a claim, follow these steps:

1. Go to [FCA Life Cycle Account](#). A Windows Internet Explorer dialog box will open.
2. Click on **Open** and read the text.
3. Click **Sign and Submit**. A pop-up window will appear.
4. Click **Send**. To confirm that the message went through, you can look in your sent mail folder in Outlook.

Because you must certify that you have incurred an eligible expense, you are not required to submit receipts.

Payments for claims will be made soon after the close of open season, which is March 31. You can expect to receive the funds in your account by early April. Taxes will be deducted from the payment. You may submit only one claim each fiscal year. A second Life Cycle Account open season will be held Aug. 1 through 31.

The Life Cycle Account fulfills part of FCA's policy to provide an environment that helps employees balance family and work. FCA makes every effort to honor and support the needs of its employees.

Office of Management Services Posts Vacancy for Accountant

FCA has posted a vacancy announcement for a VH-510-37/38 accountant in the Office of Management Services, Finance Team. This position is advertised for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act) under vacancy announcement [VA-15-0153](#).

The deadline for submitting applications is Friday, March 13.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. Go back to the job announcement page.
6. Click on the **Apply Online** button in the right-hand menu of the page and follow the instructions on the next screen.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

Office of Examination Announces Program Support Specialist Position for Internal Candidates

FCA has posted a vacancy announcement for a program support specialist, VH-301-37/38, in the Office of Examination, Office of the Chief Examiner. This announcement, [VA-15-0152](#), is open to agency employees only.

Please note: Although the announcement is posted on the USAJOBS website, it is not searchable on the website; you will only be able to access it using the link above.

The deadline for submitting applications is Friday, March 13.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Lorine Hines at 703-883-4423 (x44423).

Review Results From Your Retirement Account Audit

You should have received an email yesterday regarding the results of the audit of your FHR Navigator retirement account. The email was sent to you from Retirement@fca.gov, an email account created specifically for this purpose.

Please follow the instructions in the email to verify that the results of the audit are correct. If you believe there is an error in the results, please send an email to Retirement@fca.gov by March 15.

For more information about the audit, see the [January 23 article](#) in FCA Today.

Playwright August Wilson Documented a Century of Black Life in America

By Damien C. Hill, President, Blacks in Government

As we close out African-American History Month 2015 and the reflection on a century of African-American history and culture in America, let's take a moment to reflect on the chronological enormity of a century. Just attempting to recall a fraction of the depth of experiences, setbacks, advances and occurrences encompassed during such a span is both awe-inspiring and mind-boggling. Trying to document the aforementioned would dramatically and exponentially increase the degree of difficulty. Enter one August Wilson.

August Wilson is one of the most unapologetically insightful and talented writers or playwrights, if you will, born in America. He's an African-American who was the first and

only playwright to ever create 10 plays about a specific people, with each play covering a decade to collectively document a century of a people's lives and times. These plays included "Two Trains Running," "The Piano Man" and "Fences."

A film on his life, titled "August Wilson: The Ground on Which I Stand," examines the man and his work. The film, part of PBS's Masters Series, initially aired on Feb. 20 but can be viewed at your leisure (nonwork hours) on the [PBS website](#).

Fit Friday Feature: Why You Should Track Your Heart Rate

This article was reprinted with permission from Health Matters at Work newsletter.

Even if you're not an athlete, knowing your heart rate can help you monitor your fitness level and might even help you spot developing health problems.

Your heart rate, or pulse, is the number of times your heart beats per minute. Normal heart rate varies from person to person. Knowing yours can be an important way to gauge your own heart health.

The best places to find your pulse are:

- Wrists
- Inside of your elbow
- Side of your neck
- Top of the foot

To get the most accurate reading, put your finger over your pulse and count the number of beats in 60 seconds. Your "resting heart rate" is when the heart pumps the lowest amount of blood you need because you're not exercising. If you are sitting or lying down, you are calm and relaxed and you aren't ill, your heart rate is normally between 60 (beats per minute) and 100 (beats per minute).

But a heart rate that is lower than 60 doesn't usually signal a medical problem. It could be the result of taking a drug such as a beta blocker. A lower heart rate is also common for people who get a lot of physical activity or are very athletic, because their heart muscle is in better condition and doesn't need to work as hard to maintain a steady beat.

Other factors that can affect your heart rate are:

- **Air temperature:** When temperatures and humidity soar, the heart pumps a little more blood. So your pulse rate may increase, but usually no more than five to 10 beats a minute.
- **Body position:** When resting, sitting or standing, your pulse is usually the same. Sometimes your pulse may go up a little bit for the first 15 to 20 seconds after you stand, but after a couple of minutes it should settle down.
- **Emotions:** If you're stressed, anxious or even extraordinarily happy, your emotions can raise your pulse.
- **Body size:** Body size usually doesn't usually change pulse. If you're very obese, you might see a higher resting pulse than normal, but usually not more than 100.
- **Medication use:** Meds that block your adrenaline (beta blockers) tend to slow your pulse, while too much thyroid medication or too high of a dosage will raise it.

When to Call Your Doctor

Your pulse is one tool to help get a picture of your health. If you're on a beta blocker to decrease your heart rate, lower blood pressure or to control arrhythmia, your doctor may ask you to monitor and log your heart rate. Keeping tabs on your heart rate can help your doctor determine whether to change the dosage or switch to a different medication. If your pulse is very low or if you have frequent episodes of unexplained fast heart rates, especially

if they cause you to feel weak or dizzy or faint, tell your doctor.

The U.S. Centers for Disease Control provides more information about your target heart rate and estimated maximum heart rate on its [website](#).

Cafeteria Menu Available for Week of March 2

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



About FCA Today

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"Confront the dark parts of yourself, and work to banish them with illumination and forgiveness. Your willingness to wrestle with your demons will cause your angels to sing. Use the pain as fuel, as a reminder of your strength."

—August Wilson

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, March 2, 2015
Date: Monday, March 02, 2015 3:59:00 PM
Attachments: [image002.png](#)



Publication Date: March 2, 2015

Today's Headlines

- Office of Management Services Establishes 401(k) Email Address
- Voicemail Messages Not Showing in Outlook
- Be Aware of Change to FHR Navigator Login Procedures to Review Your Retirement Account Audit Results

These articles are published on the [FCA Today SharePoint page](#).

Office of Management Services Establishes 401(k) Email Address

The Office of Management Services has established an email address, 401k@fca.gov, to receive general staff questions on the 401(k) program. If you have general questions on the 401(k) plan or the implementation, please email 401k@fca.gov and someone will respond within 24 hours.

For personalized savings or retirement questions, please continue to use AskHR@fca.gov.

Voicemail Messages Not Showing in Outlook

Voicemail messages from the phone system are currently not going into your Outlook email on your laptop or your agency iPhone. The Office of Management Services is working to correct the problem. In the meantime, you can retrieve your messages from your desk phone or the soft phone on your laptop.

If you have questions, please call the OMS Helpline, x44333, or email Helpline@FCA.gov.

Be Aware of Change to FHR Navigator Login Procedures to Review Your Retirement Account Audit Results

When you log into FHR Navigator for the first time with your PIV card, you will be asked to register your card. This process will require your last name, social security number and date of birth. The Office of Management Services confirmed these procedures this morning with EconSys, Inc., who are the sponsors of FHR Navigator.

For more information about your FHR Navigator retirement account audit, see the [Feb. 27 FCA Today article](#).



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"A life is like a garden. Perfect moments can be had, but not preserved, except in memory. LLAP"

—Leonard Nimoy

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, March 3, 2015
Date: Tuesday, March 03, 2015 5:00:47 PM
Attachments: [image002.png](#)



Publication Date: March 3, 2015

Today's Headlines

- Last Chance: Respond to Survey on SharePoint Training Needs by March 4

These articles are published on the [FCA Today SharePoint page](#).

Last Chance: Respond to Survey on SharePoint Training Needs by March 4

To help OMS staff better understand your SharePoint training needs, please complete the [SharePoint Training Assessment](#) by tomorrow, March 4. The survey is anonymous, and your feedback will be greatly appreciated.

The Office of Management Services will upgrade SharePoint the first week of April. SharePoint 2013 has a new user interface and several enhanced features.



About FCA Today

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"Look up at the stars and not down at your feet. Try to make sense of what you see, and wonder about what makes the universe exist. Be curious."

—Stephen Hawking

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, March 4, 2015
Date: Wednesday, March 04, 2015 5:32:46 PM
Attachments: [image002.png](#)



Publication Date: March 4, 2015

Today's Headlines

- Condolences
- Office of Examination Selects Four Staff Members for Credit Specialist Program
- Women's History Month Brown Bag on March 11 Features "Standing Tall" Video
- Check OPM Operating Status Tomorrow Morning
- OCPA Launches "Ask the Editor"

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that Nancy Sue Jones Simmons, mother of Molly Sproles, FCSIC's administrative management assistant, passed away Friday, Feb. 27.

The memorial service will be held at 1 p.m., Saturday, March 14, at Lower United Methodist Church, 120 Lowe Church Road, Hartfield, VA 23071 (phone 804-776-6250).

Her [obituary](#) is available at the Bristow-Faulkner website.

Flowers may be sent to the church or memorials may be made to your favorite charity or sent to the Middlesex County Volunteer Rescue Squad Inc., P.O. Box 98, Deltaville, VA 23043.

Condolences may be sent to Molly and her family at the following address:

Molly Sproles
9636 Blincoe Court
Burke, VA 22015

Office of Examination Selects Four Staff Members for Credit Specialist Program

By Doug Alford, Credit Specialist Program Manager

I am pleased to announce the selection of the following individuals for the Office of Examination's Credit Specialist Program.

Deanna Block started her career with FCA in 2009 after working for the American-Chilean Chamber of Commerce in 2008 and the Sacramento Asian Pacific Chamber of Commerce in 2007. She graduated from the University of California, Davis, in 2007 with a Bachelor of Arts and a double major in international relations and Spanish.

After receiving her FCA commissioning certification in November 2013, Deanna has worked as the examiner-in-charge (EIC) of Fresno-Madera, ACA, and as the assistant EIC of American AgCredit, ACA, and FCS of Texas, ACA. She has developed her credit skills by leading and participating in several loan review activities at large and complex institutions, including American AgCredit, ACA, and Northwest, ACA.

Deanna works in the Association Examination Division out of the Sacramento field office. She is attending the Pacific Coast Graduate Banking School, with an expected graduation date of August 2016. She is also an active member of the Federal Women's Program Committee.

Clarke Cheeke started his career with FCA in 2006 after graduating from Colorado State University with a bachelor's degree in business administration and a concentration in finance. Clarke earned his commissioning certification in 2009 and served as a trainer in the Staff Development Division from 2010 to 2014. As a trainer, Clarke helped associate examiners build their skills through on-the-job training. In 2013 and 2014, he led the Credit I course.

Clarke now works in the Market Risk Division out of the Denver field office where he serves as EIC of Farm Credit West. He is also working on rotational assignment with the Office of Secondary Market Oversight where he will participate in the examination, oversight and risk analysis of Farmer Mac and other policy and risk projects. Clarke is attending the Pacific Coast Graduate Banking School, with an expected graduation date of August 2016.

Peter Desens started his career with FCA in 2008 after graduating from the University of Wisconsin—River Falls with a B.S. in dairy science and an agricultural business minor. Peter earned his commissioning certification in 2012.

Since becoming commissioned, Peter has led examination activities at large and complex institutions, and he has performed shared-asset reviews at AgStar, ACA, and American AgCredit, ACA. He also served as the assistant EIC and the asset lead for American AgCredit, ACA, in 2014. Currently, he serves as the EIC of Farm Credit Leasing and ProPartners Financial.

Peter works in the Market Risk Division out of the Bloomington field office and is active in his family beef farm. He completed a two-year training program at the Agricultural Lending Institute in 2014.

Elu Thomas started his career with FCA in 2006 after graduating from Metro State College of Denver with a management degree and an emphasis in finance and economics. Elu earned his commissioning certification in 2010.

Since becoming commissioned, Elu has served as the EIC on several examinations and is currently the EIC of Frontier, ACA, and AgHeritage, ACA. He also led the examination of AgriBank's board governance and standards of conduct in 2014 and was a member of an FCA workgroup tasked to develop regulatory guidance for board election processes.

Elu works in the Association Examination Division out of the Denver field office. In 2014, he graduated from the Pacific Coast Graduate Banking School in the top 10 percent of his class. His work at banking school included a management report/thesis on farmland values and the prospects for a correction.

These individuals were selected from a very talented and competitive pool of candidates who applied for these positions. Please join me in congratulating them on their selection for this career path development program. They will officially join the Credit Specialist Program on March 22.

Women's History Month Brown Bag on March 11 Features "Standing Tall" Video

By Barbara Martinez (OE-Denver)

The FCA/FCSIC Federal Women's Program Committee (FWPC) is excited to invite you to the Wednesday, March 11 Brown Bag presentation in celebration of Women's History Month. The event will take place in McLean room 1500 at noon EST; it will be videoconferenced to all field offices. The event features a video by social psychologist Amy Cuddy titled "Your Body Language Shapes Who You Are."

We hope you join us for this fun and informative session in which we will learn a little about how our body language affects how others view us and, more importantly, how we feel about ourselves. In the video, Ms. Cuddy also discusses the physical and psychological effects of body language.

More about Amy Cuddy: Amy Cuddy wasn't supposed to become a successful scientist. In fact, she wasn't even supposed to finish her undergraduate degree. Early in her college career, Cuddy suffered a severe head injury in a car accident, and doctors said she would struggle to fully regain her mental capacity and finish her undergraduate degree.

However, she proved them wrong. Today, Cuddy is a professor and researcher at Harvard Business School, where she studies how nonverbal behavior and snap

judgments affect people from the classroom to the boardroom. Also, her training as a classical dancer (another skill she regained after her injury) is evident in her fascinating work on “power posing”—how your body position influences others and even your own brain.

Check OPM Operating Status Tomorrow Morning

Because of the inclement weather expected in the Washington, D.C., area tomorrow, March 5, check the federal government’s operating status on the [OPM website](#) before coming to work. Most local TV and news radio stations also broadcast the federal government’s operating status information.

Last year, the Office of Management Services (OMS) discontinued the regular use of the CampusWire telephone notification system for McLean employees. The exception will be if there is a specific problem that affects the Farm Credit Building, such as a power outage.

OMS encourages employees to [subscribe](#) to the OPM listserv to receive email notifications on any changes in operating status for the federal government in the Washington, D.C., area or [download the OPM Alert mobile app](#). The app provides a real-time look at the operating status for federal government offices in the Washington, D.C., area.

Features of the OPM Alert mobile app include the following:

- Ability to instantly view the current operating status.
- Optional push notifications when status changes occur.
- Previous status updates.
- OPM’s general dismissal and closure procedures for the Washington, D.C., area.

When severe weather conditions occur at a field office location, field office management determines how to respond. If there is a closure or other event, field office staff and appropriate contacts will continue to receive an automated CampusWire phone call.

In addition, you may call the FCA and FCSIC Employee Information Line at **703-883-4001** to find out if there are any special instructions or additional measures being taken to protect employees. The message will be updated by 5:30 a.m. If phone service to the McLean office is disrupted, you may call the Denver field office at 1-877-322-3362 and enter extension 4001 to get the same information.

OCPA Launches “Ask the Editor”

Today, March 4, is National Grammar Day 2015. In observance of this most holy of holidays, the Office of Congressional and Public Affairs is launching a series of articles called “Ask the Editor.”

Over the years, OCPA has received occasional questions from FCA employees on grammar, punctuation, word use and general questions about writing style. Each article in the series will consist of one of these questions and our response. We will publish an article each Wednesday, keeping the name of the requester

anonymous.

To ensure we have enough content to keep this going for a while, we invite you to keep the questions flowing. Got a comma or capitalization question? Send it in. Got a subject-verb agreement question? Send it in. Got a convoluted mess of a sentence that you need help recasting? Send it in. Email all questions to newsletter@fca.gov, and type "Ask the Editor" in the subject field.

We will research the issue and do our level best to come up with a defensible answer. Note we didn't say "correct" answer. Mathematics deals in certainties; language, not so much.

To start the series off with a bang, we will tackle a question so pressing, so frequently debated, that it's second only to what's the meaning of life: Do you—or don't you—use a comma before the conjunction in a series of three or more items? Tune in next week for the answer.

In the meantime, celebrate National Grammar Day by reading about grammar's "glamorous" past in [What Is Grammar?](#) on About.com. For perspective on the value of knowing grammar, read About.com's [Why Does Grammar Matter?](#)

Happy Grammar Day from the editors at OCPA!



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"What I know about grammar is its infinite power. To shift the structure of a sentence alters the meaning of that sentence."

—Joan Didion

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, March 6, 2015
Date: Friday, March 06, 2015 5:51:34 PM
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Publication Date: March 6, 2015

Today's Headlines

- Condolences
- News from the Field: Sacramento Office Celebrates Gold Status in NorCal Combined Federal Campaign
- [Secure] Email Feature Is Now Available
- OMS Provides Update on Data Breach at Anthem (Blue Cross and Blue Shield)
- Through the Lens of Linda Toki: Snow Covers Farm Credit Headquarters
- Time to Spring Forward: Daylight Saving Time Begins Sunday, March 8
- Fit Friday Feature: Cancer—You Can Make It Work
- Cafeteria Menu Available for Week of March 9

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that Janet Joy (Jech) Loftis, mother of Dawn Johnson, Denver-based supervisory examiner, passed away Monday, March 2.

Funeral services will be held Monday, March 9, 1 p.m., at the First Christian Church, 302 East Sixth, Pawhuska, Oklahoma 74056 (918-287-3703).

Her [obituary](#) is available on the Bartlesville Examiner-Enterprise website.

In lieu of flowers, Janet asked that people consider a donation to help others through Christ's Cupboard in Pawhuska, Oklahoma, or [The Journey Home Hospice](#) in Bartlesville, Oklahoma.

Condolences may be sent to Dawn and her family at the following address:

Dawn Johnson
6925 S. Fultondale Cir.
Aurora, CO 80016

News from the Field: Sacramento Office Celebrates Gold Status in NorCal Combined Federal Campaign

By Linda Jew (OE-Sacramento)

The Sacramento field office achieved gold status in the NorCal Combined Federal Campaign by raising \$10,660 for the 2014/2015 campaign. We received the Gold Plaque at a NorCal CFC celebration on Feb. 26. The Gold Plaque is awarded to organizations that raise more than 125 percent of their benchmark amount.

The amount raised by Sacramento employees for the NorCal CFC region contributed to the more than \$3.1 million raised during the CFC campaign period. Well done, Sacramento! Let's see if we can do it again for the 2015/2016 campaign.

[Secure] Email Feature Is Now Available

The Office of Management Services corrected the problem with [Secure] email. Using [Secure] as the first word in the subject field will now encrypt the email.

If you have any questions about [Secure] email, please contact Helpline at extension x44333 or by email at [OMS Helpline](#).

OMS Provides Update on Data Breach at Anthem (Blue Cross and Blue Shield)

Anthem Inc. has set up a dedicated website ([AnthemFacts.com](#)) and a toll-free number (1-877-263-7995) where members can access information about a data breach that occurred in early February. (See [Feb. 5](#) and [Feb. 11](#) FCA Today articles.)

If your information was affected by the breach, Anthem will notify you by mail through the U.S. Postal Service. Do not click on any links or open any attachments from unsolicited emails. Some Anthem members have received emails purporting to be from Anthem that offer credit monitoring, but Anthem has not sent, nor will it send, unsolicited emails regarding this event.

The data breach involved personally identifiable information on 80 million Anthem customers, including some federal employees. The compromised data includes Social Security numbers, names, birthdays, home addresses, email addresses and employment data.

Cybercriminals are using this event as a lure for spear-phishing campaigns by sending fake email messages from Anthem regarding the breach.

Through the Lens of Linda Toki: Snow Covers Farm Credit Headquarters

Linda Toki, FCA's visual information specialist, photographed the snowy scenery that FCA employees in McLean encountered when they returned to work today after yesterday's snowstorm. Enjoy her [March 6 slideshow](#).

Time to Spring Forward: Daylight Saving Time Begins Sunday,

March 8

If you are weary of the winter weather, rest assured that spring is around the corner—Daylight Saving Time begins this Sunday, March 8.

Don't forget to set your clocks ahead by one hour Saturday night. Daylight Saving Time officially begins at 2 a.m. Sunday.

Read more about the history of Daylight Saving Time on the [NASA website](#).

Fit Friday Feature: Cancer—You Can Make It Work

This article was reprinted with permission from Health Matters at Work newsletter.

It's no surprise that cancer is the disease that employees fear most. Approximately 40 percent of men and women will be diagnosed with cancer at some point during their lifetime. And many employees who don't have cancer take care of someone else who does.

The good news is that more than one-third of all cancers are related to lifestyle factors that can be changed, including lack of exercise, poor diet and tobacco use. Early prevention and education also improve your chances of staying cancer-free. Whether you have cancer or want to learn more about your cancer risk, these resources can help you manage cancer in the workplace.

Cancer on the Job

- [Help wanted: Nine ways to reduce your chances of discrimination on the job](#) – Working often fulfills a critical financial and emotional need for cancer survivors and their caregivers. The Leukemia & Lymphoma Society offers tips to help you avoid discrimination because of your cancer history.
- [Returning to work after cancer treatment](#) – How much should you tell your co-workers? What are your legal protections? Get answers to these questions and more.
- [Back to work after a bone marrow transplant](#) – Be The Match Foundation offers advice for employees who have this life-saving procedure.
- [Twelve ways to cope with the double demands of caregiving and working](#) – According to the AARP, most caregivers of cancer patients also work full or part time. The Leukemia & Lymphoma Society offers these tips to help balance your roles more effectively.
- [Money matters: Insurance and financial advice from Susan G. Komen](#) – Major issues such as insurance coverage, paying for medication and getting to and from treatments can be challenging for any cancer patient.

Preventing and Surviving Cancer

- [Six ways to prevent unhealthy air at work](#) – Protect yourself from lung cancer, the number 1 cancer killer in the United States, and other diseases by following these tips from the American Lung Association.
- [Are you at risk for colon cancer?](#) – It's not just an old person's disease. All men and women should be screened for colon cancer beginning at age 50, if not earlier.
- [Learn about liver cancer](#) – Liver cancer is one of the few cancers on the rise

in the United States. This brochure from the American Liver Foundation is available in more than 10 languages.

- [Breast exams can save your life](#) – Susan G. Komen explains why regular breast exams are so important. The Breast Cancer 101 interactive tool can help you learn even more.
 - [Download the Dr. Oz Ovarian Cancer Symptom Tracker](#) – There is no screening test for ovarian cancer. The National Ovarian Cancer Coalition offers this free tool to all women.
 - [Do you have a child with cancer?](#) – Learn more about St. Jude, where no child is ever denied treatment because of a family's inability to pay.
 - [Eight steps to improve your chances of surviving cancer](#) – The Cancer Research Institute provides this guide to understanding and coping with cancer, including making treatment decisions and finding support.
-

Cafeteria Menu Available for Week of March 9

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



About FCA Today

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"Indoors or out, no one relaxes in March, that month of wind and taxes, the wind will presently disappear, the taxes last us all the year."

—Ogden Nash

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, March 10, 2015
Date: Tuesday, March 10, 2015 4:53:34 PM
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[image002.png](#)



Publication Date: March 10, 2015

Today's Headlines

- Tonsager and Hall Confirmed by Senate
- Reminder: Women's History Month Brown Bag on Body Language Is Tomorrow, March 11
- Total Body Conditioning Classes with Alfred Canceled
- Ethics in Action: Four Fun Poems on Misuse of Government Resources

These articles are published on the [FCA Today SharePoint page](#).

Tonsager and Hall Confirmed by Senate

The Senate voted late yesterday to confirm the appointments of Dallas P. Tonsager and Jeffery S. Hall to the FCA Board. Their terms on the Board will expire on May 21, 2020, and Oct. 13, 2018, respectively.

The final step in the appointment process is for President Obama to sign each member's commission. After the commissions are signed, the members will be sworn in, and their service as Board members will begin.

Reminder: Women's History Month Brown Bag on Body Language Is Tomorrow, March 11

To commemorate Women's History Month, the FCA/FCSIC Federal Women's Program Committee is hosting a Brown Bag Lunch tomorrow, March 11, at noon EDT on body language. This voluntary attendance program will take place in McLean room 1500, with videoconferencing to field offices. It will feature a video by social psychologist Amy Cuddy titled "Your Body Language Shapes Who You Are."

If you are out of the office, you can listen in by calling 1-877-322-2830 and entering conference ID 11111. Download the [Standing Tall Brown Bag PowerPoint presentation](#) to follow along.

For more information, see the [March 4 FCA Today article](#).

Total Body Conditioning Classes with Alfred Canceled

The Total Body Conditioning fitness class with Alfred, held every Wednesday in the McLean Farm Credit Fitness Center, is canceled tomorrow, March 11. No future classes with Alfred are scheduled.

Ethics in Action: Four Fun Poems on Misuse of Government Resources

~ *Ethics: Elevate Yourself to a Higher Standard* ~

For your reading pleasure, the FCA Ethics Program shares the following four poems concerning misuse of government resources. They were written by Mark Stone, Chief, Government Ethics Law, at Wright-Patterson Air Force Base in Ohio.

1. A poem concerning misuse of the government travel card

You Scream, I Scream, We All Scream for a Big Screen

The Final Four will soon be here.
You'll watch it with your girlfriend near.

You've got to have that wide screen view
to make her think you're well to do.

You crave that big screen. There's no doubt.
The problem is your card's maxed out.

But do not use your travel card.
You'll take a fall and will land hard.

2. A poem concerning misuse of a government vehicle (GOV)

A G.I.'s GOV

My gosh, I see
a GOV
parked at the Colonel's house.

And in the car,
from him not far,
I see the Colonel's spouse.

And off they go,
golf clubs in tow,
to meet their sweet tee time.

But I have got
a different thought.
I think I'll drop a dime.

3. A poem concerning misuse of a government computer

www.government-computer-temptation.com

By the bye, there's a curse
that's decidedly worse
than an Internet gaming addiction.

It's called unemployment,
no cash for enjoyment,
because of your own dereliction.

So when you are faced
with a yen for the taste
of gambling, remember the motto:

"At work do not roam.
Go online at home
for poker and blackjack and Lotto."

4. A poem concerning the propriety of temporary duty (TDY) travel

Take Me Out to the Bowl Game

The team will play
on New Year's Day.
You want to fly there gratis.

You'd like to know
if you can go
there in a TDY status.

To clarify,
a TDY
must meet a mission need.

An agenda of fluff
is by no means enough.
You must do an official deed.

I know as a fan
of the Falcons you plan
to fly there and spectate and cheer.

But blessing this travel
would surely unravel
my ethics counselor career!



About FCA Today

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"Forget what the world thinks of you stepping out of your place; think your best thoughts, think your best words, work your best works, looking to your own conscience for approval."

—Susan B. Anthony

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, March 11, 2015
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Attachments: [image001.png](#)
[image002.png](#)



Publication Date: March 11, 2015

Today's Headlines

- New PPM Describes Domestic Partner Health Insurance Subsidy
- Zumba Classes Return to McLean Every Thursday Through May 28
- Ask the Editor: To Use or Not to Use a Serial Comma

These articles are published on the [FCA Today SharePoint page](#).

New PPM Describes Domestic Partner Health Insurance Subsidy

FCA recently published [PPM 861 Domestic Partner Health Insurance Subsidy Program](#). This program, approved by the FCA Board in January, extends benefits to all employees regardless of their sexual orientation. It subsidizes health insurance premiums to the same-sex domestic partners of FCA employees residing in states in which same-sex marriages are not legally recognized. This PPM describes the requirements and implementing procedures for this Domestic Partner Health Insurance Subsidy Program.

Zumba Classes Return to McLean Every Thursday Through May 28

Bring your workout clothes tomorrow, March 12, for the Zumba Fitness class with Jose Ithier in room 1500 across from the Farm Credit Café. These free classes will be held at noon every Thursday through May 28.

Ask the Editor: To Use or Not to Use a Serial Comma

Editorial Note: This article is the first in a series of articles that will address questions posed by FCA and FCSIC staff on grammar and plain language. To submit a question, send an email to newsletter@fca.gov and type "Ask the Editor" in the subject field. All submissions will be anonymous when posted to FCA Today. For more information about plain writing, see the [Plain Writing SharePoint page](#).

Question: I was wondering if you could provide me with some additional details on how to properly use commas with a list of items of three or more things. For example, I noticed that in the [recent FCA Today plain writing article](#), it seems that comma use varied.

For example the second paragraph of the newsletter showed a list as follows: "The agencies were graded on writing, visual presentation and compliance with the Plain Writing Act of 2010, which requires federal employees to write all 'covered' documents in plain language."

And then the listing of highest scores in the same newsletter: "Highest scores: Homeland Security, Securities and Exchange Commission, and Social Security Administration."

I feel like there has been various information floating around on how to properly use commas for lists, so some additional clarification would be helpful. I just remember that

when I was younger, my English teachers had stated to always use a comma before the conjunction word, so not to confuse the reader in thinking the second two nouns should go together. Due to this confusion, I just wanted to learn the real reasons behind why we wouldn't need them, since it has been so ingrained in my head to always use the comma. I can go ahead and blame that on my high school English teacher.

Answer: The comma to which you refer—the one preceding *and* or *or* in a series of three or more items—is called the serial or Oxford comma. In school, I also was taught always to use the serial comma. I later learned that not all language authorities support the serial comma in all instances. Let's take a look at two of the most commonly used style guides in the United States, the Chicago Manual of Style and the Associated Press.

- Chicago is one of the oldest, most comprehensive style guides on the market. It is a strong proponent of the serial comma. See section 6.18 of the 16th edition. Chicago is widely used in book publishing and academic circles. It also appears to be widely used among government agencies.
- The Associated Press is commonly used by the news industry. AP may be the most prominent member of the anti-serial comma camp. AP states that you should specifically *not* use a comma before the conjunction in a series of simple items.

Therefore, according to Chicago, it would be correct to insert a comma before the *and* in the sentence, "The flag is red, white, and blue." And according to AP, the final comma would be incorrect.

So what's a writer to do? Which rule should you follow? In the Office of Congressional and Public Affairs, we base this decision on the audience for a document. In all documents *except news releases and newsletter articles*, we use the serial comma because the serial comma appears to be more commonly used in general government writing. Not only does Chicago support the serial comma, so too does the Government Publication Office, or GPO, Manual. However, to be consistent with the style of most news reporting, we omit the serial comma in news releases and newsletter articles.

Now, let's take a look at the two sentences in the newsletter article you mentioned in your question. We appear to apply AP's comma rule in the first sentence but not in the second. At first, I thought you had caught us in an inconsistency (it's been known to happen). On closer inspection, however, I'm happy to report that, in this instance at least, we were consistent with AP rules.

AP does indeed call for omitting the serial comma—but only in a "simple series" like *red, white and blue*. If "an integral element of [a] series requires a conjunction," AP actually instructs writers to use the serial comma.

The list in the first sentence is fairly simple: "writing, visual presentation and compliance"; therefore, we omitted the serial comma to be consistent with AP. The list in the second sentence is more complex: "Homeland Security, Securities and Exchange Commission, and Social Security Administration." As you can see, one of the items, "Securities and Exchange Commission," contains a conjunction. For this reason, use of the comma before the conjunction at the end of the series is consistent with AP.

Having said all of this, I would like to point out that this is one reason I personally prefer the serial comma. There are two exceptions to AP's serial comma rule. In addition to requiring the serial comma when one element in a series contains a conjunction, AP also calls for using the comma in a complex series of phrases. Since most noneditors don't know about these exceptions, using the serial comma in some instances and not in others can look inconsistent or sloppy to many readers.

And, unfortunately, even with a simple series of items, omission of the serial comma can sometimes cause confusion. Consider the following sentence: "I rely on assistance from my best friends, my mentor and my mother." Without the serial comma, the reader could

interpret the author to mean that she relies on two people: her mentor and her mother, who are her best friends.

In fact, court cases have turned on this very interpretation. See the article, "[Statutory Interpretation in the Age of Grammatical Permissiveness](#)," by Susan Hankin, associate professor and Director of Legal Writing, University of Maryland School of Law. The legal profession in general appears to advocate for the serial comma. Bryan Garner's "Legal Writing in Plain English" states unequivocally, "Use a comma to separate items in a series—including the last and next-to-last."

At the same time, those who object to the serial comma have at least one compelling argument: it's redundant. I agree. As an editor, redundancy bothers me, but for the reasons cited above, I've made my peace with the small redundancy that the serial comma creates.

The bottom line? Unless you are writing a news release or an article for the newsletter, I would use the serial comma in all situations. It's easy. It generally promotes clarity. And it would make your high school English teacher proud.



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"He who asks a question is a fool for a minute; he who does not remains a fool forever."

—Chinese Proverb

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, March 13, 2015
Date: Friday, March 13, 2015 5:39:33 PM
Attachments: [image002.png](#)



Publication Date: March 13, 2015

Today's Headlines

- Office of Management Resources to Distribute Internet Explorer 11
- USAJOBS Unavailable Tomorrow, March 14
- Celebrate Pi Day and Einstein's Birthday Tomorrow, March 14
- Cafeteria Menu Available for Week of March 16; Café Debuts New Look
- Fit Friday Feature: Mixed Baby Greens with Pomegranate, Gorgonzola and Pecans

These articles are published on the [FCA Today SharePoint page](#).

Office of Management Resources to Distribute Internet Explorer 11

Beginning on Wednesday, March 18, an upgrade to Internet Explorer, Version 11 (IE11), will be distributed to all FCA laptops on the network. IE11 provides Web browsing and security enhancements. Please note the following concerning the installation:

- The upgrade will install whether you are connected to the network from your office or accessing the network through the VPN.
- It will install in the background as you work, and no reboot will be necessary.
- When you shut down your laptop at the end of the day, a message will appear indicating that the Windows update is installing. This adds only a few seconds to the shutdown process. When Windows starts up again, a similar message will appear. Again, this only adds a few seconds to the logon process. These same messages will appear a second time—the next time you shut down and reboot.

If you use Windows gadgets on your desktop, please be aware that they will no longer work after the IE11 installation. Gadgets have been discontinued because of security risks, and Microsoft no longer supports them.

If you have questions or concerns, please call the OMS Helpline, x44333, or email

Helpline@FCA.gov.

USAJOBS Unavailable Tomorrow, March 14

The USAJOBS website will not be available Saturday, March 14, beginning at midnight tonight through midnight tomorrow EDT. Because of this scheduled maintenance, you will not be able to search for or apply to jobs during the downtime.

Celebrate Pi Day and Einstein's Birthday Tomorrow, March 14

Math lovers everywhere know that tomorrow, March 14, is Pi Day. The date, 3.14, is the numeric equivalent of pi—the symbol for the ratio of the circumference of a circle to its diameter, which remains the same no matter the size of the circle.

With the use of computers, pi has been calculated to over 1 trillion digits past the decimal. Tomorrow is a special Pi Day because 9:26:53 happens to be pi to the ninth digit, a date and time that won't happen again until 2115.

Coincidentally, scientist Albert Einstein was born on March 14. A day-long [Pi Day celebration](#) takes place in Princeton, New Jersey, where Einstein lived and taught the last two decades of his life. It features several contests, such as pi recitations, pie-eating and the best Einstein look-a-like.

Since Einstein never learned to drive a car, he biked or walked everywhere. On Pi Day, a "Pi x Pi(e)" bike tour will take riders past his office buildings and favorite places in downtown Princeton, with a visit to a local orchard for free pie tasting. The tour is 9.86 miles round trip (3.14×3.14).

Read more about the history of pi on the [National Council of Teachers of Mathematics website](#).

Cafeteria Menu Available for Week of March 16; Café Debuts New Look

The McLean cafeteria's weekly menu is now [available](#). Bon folláin and Happy St. Patrick's Day!

General manager Diana Garcia invites you to visit the Farm Credit Café and check out its new look. She says it's the first "Café refresh" in more than 10 years. "This is only phase one and another phase will be coming in another month or so," said Diana. "We replaced all of the smallwares and all of the servingware. In addition, the cookie jars, the pizza block and the salad dressing counter were replaced."

Diana reminds you that if you would like any special orders or menu items, you can text her at 571-228-3754.

Fit Friday Feature: Mixed Baby Greens with Pomegranate, Gorgonzola and Pecans

This recipe was reprinted with permission from Health Matters at Work newsletter.

Eating your “greens” on St. Patrick’s Day has never been more delicious! The first step in fighting cancer is preventing it before it starts. That is why City of Hope researchers are studying the cancer-fighting potential in the foods we eat. For more recipes, see the [City of Hope Superfoods Recipe Collection](#).

Mixed Baby Greens with Pomegranate, Gorgonzola and Pecans

Servings: 8

Ingredients:

5 cups mixed baby greens
5 cups baby arugula
1 cup pomegranate seeds
2 oz pecans, chopped (about 28 halves)
1/2 cup (4 oz) gorgonzola cheese, crumbled

Pomegranate Vinaigrette:

5 tbsp of pomegranate juice
3 tbsp of champagne vinegar
1 tbsp shallot, finely minced
1 tbsp honey
5 tbsp extra virgin olive oil
Salt and fresh pepper

Directions:

For the vinaigrette, combine pomegranate juice, olive oil, vinegar, honey, salt and pepper in a small glass jar and shake vigorously.

Toss mixed greens in a salad bowl and top with pecans, gorgonzola and pomegranate seeds. Drizzle with vinaigrette right before serving.



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“May you have the hindsight to know where you've been, the foresight to know where you are going, and the insight to know when you have gone too far.”
—Irish proverb

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Publication Date: March 16, 2015

Today's Headlines

- President Designates New Chairman and CEO of FCA
- Message From Former Chair Long Thompson
- A Farewell Message From FCA Board Member Lee Strom
- Office of Management Services Announces Opening for Human Resources Specialist

These articles are published on the [FCA Today SharePoint page](#).

President Designates New Chairman and CEO of FCA

Kenneth A. Spearman has been designated by President Barack Obama as Chairman and CEO of the Farm Credit Administration, effective March 13, 2015.

Message From Former Chair Long Thompson

It has been a pleasure and an honor for me to serve with you here at the Farm Credit Administration. I'm proud of our achievements over the past five years, and I feel privileged to have worked with you to accomplish all we've done. Thank you for your hard work and dedication.

I wish you the best as you continue your work to ensure that the Farm Credit System achieves its mission and remains safe and sound. The work you do benefits far more than the farmers and ranchers who borrow from the System—it helps provide food security for our nation and the world.

I wish each of you professional success and personal happiness, and I hope our paths cross many times in the future.

Sincerely,
Jill Long Thompson

A Farewell Message From FCA Board Member Lee Strom

All FCA staff,

After more than eight years as an FCA Board member, the time has arrived for me to say goodbye. I would like to express my thanks and deep sense of gratitude to all of the FCA staff across the entire agency. Your dedication and tireless commitment to the safety and soundness of the Farm Credit System and Farmer Mac has not only made it one of the strongest financial entities in the United States, but also secured a bright future for the agriculture industry as it continues to provide food and fiber to a changing and growing world.

For the past 37 years I have had a connection to the System, first as a young and beginning farmer with my first loan, and since 1981 in a variety of leadership roles on boards of numerous System institutions. I have seen the most difficult days, such as those witnessed during the 1980s, and the most prosperous, like those of recent years.

It has been a wonderful journey for me personally, as my wife, Twyla, and children will attest. But the most rewarding aspect has been the chance to work alongside professionals like all of you, to get to know many of you personally, and to be a part of the FCA "Family."

My best wishes to all of you and thanks again for your kindness and dedication. It has been my sincere pleasure.

Board Member Lee Strom

Office of Management Services Announces Opening for Human Resources Specialist

FCA has posted a vacancy announcement for a VH-201-38 HR Specialist (HR Development) in the Office of Management Services, Human Resources and Training Team.

This position is advertised for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act) under vacancy announcement [VA-15-0150-MP](#) and for all U.S. citizens under [VA-15-0151-DE](#). To receive consideration under both postings, you must apply to both announcements.

The deadline for submitting applications is Wednesday, March 25.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. Go back to the job announcement page.
6. Click on the **Apply Online** button in the right-hand menu of the page and follow the instructions on the next screen.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).



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"Every spring is the only spring, a perpetual astonishment."

—Ellis Peters

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To: [newsletter](#)
Subject: FCA Today - Tuesday, March 17, 2015
Date: Tuesday, March 17, 2015 4:59:55 PM
Attachments: [image002.png](#)



Publication Date: March 17, 2015

Today's Headlines

- Sign Up Now for SharePoint Training
- Ticketing Process Changes for Frontier Airlines
- Celebrate National Ag Day Tomorrow, March 18
- FCA's Irish Eyes Are Smiling
- Census Bureau and President Obama Commemorate 2015 Irish-American Heritage Month

These articles are published on the [FCA Today SharePoint page](#).

Sign Up Now for SharePoint Training

By Geoffrey Chu, Victor Amaya and Debbie Kleinwachter

The SharePoint upgrade is coming with new innovation and welcome improvements! Rocking a new and fluid user interface; a faster, better and stronger search; an enhanced mobile experience; drag-and-drop capabilities; and a new OneDrive for personal documents, SharePoint will provide a renewed user experience we believe you'll truly enjoy.

We asked for and heard your feedback from the SharePoint Training Survey. We appreciate your input, and we incorporated it into the training to focus on features that are most important to you.

The upgrade will occur on the weekend of April 4. You may choose whether to take a training session before the upgrade or after the upgrade. See the tables below to find out when training sessions will be offered for your office location. Please send an email to [Cindy York](#) with your preferred date and time for your location.

Offered on a first-come, first-served basis, the sessions are limited to 35 slots for McLean and 20 for each field office. The training is hands-on, so please bring your laptop.

We're really excited to show you the awesome new features of SharePoint and highly encourage you to sign up for a training session. We look forward to seeing you there!

Training Sessions Before Upgrade			
	Tuesday, March 31	Wednesday, April 1	Thursday, April 2
9–11 a.m.	McLean		McLean
10 a.m.– noon		Bloomington and Dallas	
Noon– 2 p.m.	Denver		Sacramento
2–4 p.m.		McLean	

Training Sessions After Upgrade			
	Tuesday, April 7	Wednesday, April 8	Thursday, April 9
9–11 a.m.		McLean	McLean
10–noon	Bloomington and Dallas		
11:30 a.m.–1:30 p.m.		Sacramento	
Noon– 2 p.m.			Denver
2–4 p.m.	McLean		

Ticketing Process Changes for Frontier Airlines

Effective immediately, Frontier Airlines is requiring that reservations be automatically ticketed upon reservation. This change means that the ticket purchase and the online Travel Management Center (TMC) fee will occur before the authorization is approved in the travel system.

Therefore, to comply with agency policy and federal travel regulations, please obtain approval from your supervisor before making reservations with Frontier Airlines.

Please note that if you are combining a Frontier reservation with another airline reservation, that second reservation will be processed normally in the travel system, and a second TMC fee will be incurred.

Celebrate National Ag Day Tomorrow, March 18

Tomorrow, March 18, is [National Ag Day](#). Every spring, producers, agricultural associations, corporations, universities, government agencies and others across the country join together in recognition—and appreciation—of agriculture in our country.

This year's Ag Day theme is "Agriculture: Sustaining Future Generations." National Ag Day is organized by the Agriculture Council of America. For more information, follow the [National Ag Day blog](#) and learn about the [National Ag Day video and written essay contest winners](#).

Read Ag Day [Fun Facts About the Food We Eat](#) and [Flora, Fauna and Food for](#)

[Thought.](#)

FCA's Irish Eyes Are Smiling

Editorial Note: To view photo mentioned below, read the [article](#) on the FCA Today SharePoint page.

To celebrate St. Patrick's Day, several FCA employees wearing green gathered for a picture by FCA visual information specialist, Linda Toki. Pictured below, left to right, are the following employees: Tom Wild (OMS), Richard Bodine (OE), Tom Gist (OE), Laura Burke (OE), Michelle McCann (OE), Pam Cochran (OMS), Bruce Hudson (OSMO) and Laurie Rea (OSMO).

Census Bureau and President Obama Commemorate 2015 Irish-American Heritage Month

Happy St. Patrick's Day and Irish-American Month! According to the Census Bureau's [Irish-American Heritage Month \(March\) and St. Patrick's Day \(March 17\): 2015](#) fact sheet, the holiday was originally a religious holiday to honor St. Patrick, who introduced Christianity to Ireland in the fifth century, but it has evolved into a celebration of all things Irish.

The world's first St. Patrick's Day parade occurred on March 17, 1762, in New York City, featuring Irish soldiers serving in the English military. This parade became an annual event, with President Truman attending in 1948.

Every year since 1991, Congress has proclaimed March as Irish-American Heritage Month, and the President has issued a commemorative proclamation, such as President Barack Obama's [2015 Irish-American Heritage Month proclamation](#).

"Early immigrants from Ireland shaped our founding documents, and in the decades and centuries since, Irish-American heroes—like the courageous members of the Fighting 69th—have fought and died to protect a Government of, by, and for the people," says the President. "During Irish-American Heritage Month, let us celebrate the people-to-people ties between our nations and continue together our work to forge a brighter tomorrow for every American and Irish child."

There are 33.3 million U.S. residents who claimed Irish ancestry in the 2013 American Community Survey—more than seven times the population of Ireland (4.6 million). Irish was the nation's second-most frequently reported European ancestry, trailing German. In Massachusetts, 21.2 percent of the population claim Irish ancestry, which is among the highest in the nation.

California has 2.5 million people claiming Irish ancestry, which is the highest of any state. And Dublin, California, is the most populous of the 16 places or county subdivisions in the United States that share the name of Ireland's capital, Dublin, with 52,105 residents.



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*"Saint Patrick was a gentleman
Who, through strategy and stealth,
Drove all the snakes from Ireland—
Here's a bumper to his health,
But not too many bumpers,
Less we lose ourselves and then
Forget the good St. Patrick
And see the snakes again!"*

—Irish Toast

From: [newsletter](#)
To: [newsletter](#)
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Publication Date: March 18, 2015

Today's Headlines

- All-Employee Meeting Tomorrow, March 19
- FCA Issues News Releases on Board Members
- Ask the Editor: Did I Lie or Did I Lay?

These articles are published on the [FCA Today SharePoint page](#).

All-Employee Meeting Tomorrow, March 19

Chairman Spearman will hold a brief all-employee meeting tomorrow, Thursday, March 19. The meeting will begin at 11:30 a.m. EDT in the atrium. Videoconferencing will be available for the field offices. Please make every effort to attend.

FCA Issues News Releases on Board Members

Editorial Note: To view photos of the swearing-in ceremony of Jeffery Hall as FCA Board member by Board Chairman Kenneth A. Spearman on March 17, 2015, at FCA headquarters, read the [article](#) on FCA Today SharePoint page.

FCA issued three news releases this week announcing the designation of Kenneth A. Spearman as FCA Board Chairman and Chief Executive Officer, and the appointments of Dallas Tonsager and Jeffery Hall as FCA Board members.

For more information, see the news releases on the FCA website:

- [Kenneth A. Spearman Is Designated Chairman of the Farm Credit Administration](#)
 - [Dallas Tonsager Assumes Position as Member of Farm Credit Administration Board](#)
 - [Jeffery Hall Appointed to Farm Credit Administration Board](#)
-

Ask the Editor: Did I Lie or Did I Lay?

By Emily Yaghmour, OCPA

Editorial Note: This article is the second in a series of articles that address questions posed by FCA

and FCSIC staff on grammar and plain language. To submit a question, send an email to newsletter@fca.gov and type "Ask the Editor" in the subject field. All submissions will be anonymous when posted to FCA Today. For more information about plain writing, see the [Plain Writing SharePoint page](#).

Question: Please define, use and explain the proper use of "Lie, Lay, Lain and Laid."

Answer: I'm so glad you asked this question. How to use those words correctly trips up lots of good writers. To really get a handle on this issue, it's helpful to review the concept of transitive and intransitive verbs.

A transitive verb has a direct object. Consider this sentence:

I ate my veggies.

I is the subject, *ate* is the verb, and *my veggies* is the direct object. Transitive verbs "act" upon the direct object. What did I eat? My veggies.

An intransitive verb, on the other hand, has no direct object:

I am tired.

I is the subject, *am* is the verb, and *tired* is an adjective modifying *I*.

Here's another example of an intransitive verb:

She looks tired.

She is the subject, *looks* is the verb, and *tired* is an adjective modifying *she*.

In both examples, the verb is intransitive because it doesn't "do" anything to an object.

Now let's look at *lie*, *lay*, *lain* and *laid*. First of all, we'll sort them into two camps—the "lie" camp and the "lay" camp.

To Lie

Lie means to recline, and it is intransitive. It doesn't "do" anything to an object. *Lie* just lies around, being lazy. Here's an example in present tense:

When I'm tired, I lie down.

The simple past of *lie* is *lay*.

When I got tired yesterday, I lay down.

But *lay* is not only the simple past of *lie*, it's also the present tense of the transitive verb *lay*. And this, I believe, is the source of most of the confusion regarding these words.

The word *lain* is the past participle of *lie*. (If you haven't heard the word *participle* since sixth grade, don't be intimidated: It's just a verb form that indicates past or present action and can be used as an adjective.) Here is an example in which the past participle of *lie* is used to form the past perfect tense:

I had lain down before he called.

To Lay

Lay means to put. It is transitive because it requires a direct object. Here's an example:

When the baby gets sleepy, his mother lays him in his cradle.

In the independent clause, *his mother* is the subject, *lays* is the verb, and *him* is the direct object of *lay*. Who is the mother laying? Him.

The simple past of the transitive verb *lay* is *laid*.

I started worrying as soon as I laid my head on the pillow.

I is the subject of the dependent clause, *laid* is the verb, and *my head* is the direct object. What did I lay? My head.

The past participle of the transitive verb *lay* is also *laid*.

By the time his mother came home, I had already *laid* the baby down for his nap.

I is the subject of the independent clause, *laid* is the verb, and *baby* is the direct object. What did I lay? The baby.

So we have the intransitive verb *lie*, whose simple past is *lay* and whose past participle is *lain*. And we have the transitive verb *lay*, whose simple past is *laid* and whose past participle is *laid*.

Test Your Lie-Lay Literacy

The best way to get good at using these words correctly every time is a little practice. Check out the following two online quizzes:

- GrammarBook.com
- [William Allen White University of Kansas School of Journalism and Mass Communications](http://WilliamAllenWhiteUniversityofKansasSchoolofJournalismandMassCommunications)

But don't beat yourself up if you still find yourself occasionally stumped. It's hard to keep the words straight when they are constantly misused around you. Pop singers are forever using *lie/lay* incorrectly. Eric Clapton, for instance. Shame on him! He should have told Sally to lie down—not lay down.

At least Simon and Garfunkel got it right in their giant hit. They knew they needed the transitive verb when they sang, "Like a bridge over troubled water, I will lay me down."



About FCA Today

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[Emily Yaghmour](#), and [Claire Haverstock](#). If you have questions about submitting news items, please call Christine Quinn at 703-883-4108 or the Office of Congressional and Public Affairs at 703-883-4056.

"Nostalgia is like a grammar lesson: you find the present tense, but the past perfect!"

—Owens Lee Pomeroy

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, March 20, 2015
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Publication Date: March 20, 2015

Today's Headlines

- Associate FCA Examiner Vacancy Announcement for Recent Graduates Opens Monday, March 23
- Federal Women's Program Committee Encourages You to "Stand Tall"
- Having Trouble Opening TRS?
- Through the Lens of Linda Toki: Visitor Flies Into McLean
- Fit Friday Feature: Early Detection Can Save Your Life—Register for Free Colon Cancer Webinar on March 24
- Cafeteria Menu Available for Week of March 23

These articles are published on the [FCA Today SharePoint page](#).

Associate FCA Examiner Vacancy Announcement for Recent Graduates Opens Monday, March 23

The Office of Examination's Staff Development Division announces job openings for associate examiner positions in all duty locations. The openings are for recent college graduates.

The announcement opens Monday, March 23, at 12:01 a.m. ET and closes Friday, March 27, at 11:59 p.m. ET. The announcement, [CK1346707BD](#), is posted on USAJOBS.gov.

Please note that the **Apply Online** link will not appear until the announcement opens. Beginning at 12:01 a.m. Monday, March 23, the link will appear on the first page of the announcement just above the **Print Preview** link.

These positions are open to college graduates who have graduated from qualifying educational institutions/programs within two years of their application and to students scheduled to receive their qualifying degrees no later than June 15, 2015.

Veterans who were unable to apply within two years of graduation because of their military service obligation have up to six years after degree completion to apply.

Each applicant must have majored, or be majoring, in one of these fields:

- Accounting

- Agricultural business
- Agricultural finance
- Agricultural economics
- Banking
- Business administration
- Commercial/banking law
- Economics
- Finance
- Marketing
- Areas of major study directly related to the position such as dairy or animal science

Please note that, for applicants with graduate degrees, both the graduate and undergraduate degrees must be in one of the fields listed above.

If you have any questions, please call Lynn Lotocki at x44154.

Federal Women's Program Committee Encourages You to "Stand Tall"

By Gina Chmielewski (OE-Sacramento)

During a Brown Bag event hosted by the Federal Women's Program Committee (FWPC) on March 11, FCA staff learned how our body language affects how others view us and how we feel about ourselves.

We watched a video presentation by Amy Cuddy, a social psychologist and professor at Harvard Business School. Ms. Cuddy shared how body language can affect perceptions of power, causing others to perceive us in negative ways. Research by her team determined that nonverbal communication can have a biological effect on cortisol (a stress hormone) and testosterone (a power hormone).

Adopting a power pose, such as standing up straight and opening up your arms in a Wonder Woman or Superman stance, can increase your testosterone levels while decreasing your cortisol levels. Ms. Cuddy suggested the following in helping you "stand tall":

- **Two minutes**—Adopt a power pose for two minutes to make yourself feel more powerful before a key meeting.
- **Fake it until you become it**—Even if you don't feel powerful at the present, you can change your nonverbal communication and over time feel powerful.
- **Be conscious of nonverbals**—Be aware if you are mirroring others, and adjust your body language to how you want to be perceived.

We hope you found the video presentation beneficial and will use some of these techniques at your next big meeting or presentation. For more information, see the

[PowerPoint presentation](#) used at the Brown Bag event. This presentation, along with resources from other diversity events, is available on the [Equal Employment Opportunity and Inclusion SharePoint site](#).

Also see [Amy Cuddy: Your Body Language Shapes Who You Are](#) on the TED website. A [transcript](#) of Ms. Cuddy's video is available on the Federal Women's Program SharePoint site.

In recognition of Women's History Month, we presented a list of events in your area during March. We encourage you to check out your local museums, cultural institutions or community events and learn more about how women shaped the past, are shaping the present, and will shape the future.

McLean Area

- [Women's History Month in Washington, DC](#)
- [Smithsonian Education – Women's History Month 2015](#)

Bloomington Area

- [Women's History Month in Minnesota](#)
- [Celebrate Women's History Month](#)

Dallas Area

- [Women's History Month Lecture Series](#)
- [Library Live! Women's History Month](#)

Denver Area

- [Denver Firefighters Museum Exhibit](#)
- [Women's History Month Art Exhibit](#)

Sacramento Area

- [Sacramento Food Film Festival: Terra Firma](#)
- [Women's History Month Museum Events](#)

All Locations

- [Unsung Heroes Documentary](#)
-

Having Trouble Opening TRS?

Editorial Note: To view screenshots for the instructions below, read the [article](#) on the FCA Today SharePoint page.

After the recent upgrade to Internet Explorer 11, some users have had difficulty accessing TRS. OMS is working to resolve the issue. In the meantime, please follow the steps below:

1. Click this link: [TRS](#). The following window will appear.
2. Click **Open**. The following window will appear.
3. Click **Run**. TRS should now launch for you.

Please call the OMS Helpline at x44333 or email Helpline@FCA.gov if you have questions.

Through the Lens of Linda Toki: Visitor Flies Into McLean

Editorial Note: To view photos mentioned below, read the [article](#) on the FCA Today SharePoint page.

On this snowy March 20, FCA visual information specialist Linda Toki photographed a hawk outside her window in the McLean office. Are there any ornithologists who can identify the type of hawk this is?

Fit Friday Feature: Early Detection Can Save Your Life—Register for Free Colon Cancer Webinar on March 24

This article was reprinted with permission from Health Matters at Work newsletter.

Colon cancer is one of the most preventable cancers, as long as you step up to be screened on schedule. Are you 50 or older? Is there a history of colon cancer in your family? The idea of a colorectal cancer screening makes many people nervous and it's easy to procrastinate. But early detection means a chance at a longer life. Over 90 percent of people diagnosed when colon cancer is found at the beginning stage survive more than five years.

Community Health Charities is partnering with the Colon Cancer Alliance on Tuesday, March 24 from 1 to 2 p.m. ET to present an informative webinar about colon cancer and why it's so important to get screened. [Register for this webinar now](#) to learn more about colon cancer and your screening options from experts in the field. You will also hear from patients who have already been screened, so you know exactly what to expect.

About the Speakers

David Greenwald, MD is Director of the [Einstein/Montefiore Gastroenterology Fellowship Program](#). He focuses on capsule endoscopy for various disease states, including obscure and occult GI bleeding, inflammatory bowel disease and abdominal pain. He also studies the risks of infection and issues of safety concerning GI endoscopy. Dr. Greenwald is a past president of the New York Society for Gastrointestinal Endoscopy and currently serves as their Education Director. He was Governor of the Southern New York Region for the American College of Gastroenterology (ACG) from 2006 to 2010 and became Chairman of the ACG Board of Governors in 2010. Dr. Greenwald is currently a Trustee for the ACG.

Jessica Lee is a colon cancer survivor whose cancer was detected during a routine colonoscopy. You can read more about Jessica's story [here](#).

Donald Nease, Jr., MD is an Associate Clinical Professor of Family Medicine at the University of Colorado-Denver, where he is Associate Director of the SNOCAP PBRN Collaborative in the Colorado Health Outcomes Program. Dr. Nease is also Senior Medical Director with The Advisory Board, Co. Dr. Nease's work is dedicated to improving the delivery of primary health care from the level of individual doctor-patient interactions to population-based interventions. His research is conducted largely within community primary care practices, most notably in the areas of Depression, Cancer Prevention and Health Information Systems.

Cafeteria Menu Available for Week of March 23

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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*"And Spring arose on the garden fair,
Like the Spirit of Love felt everywhere;
And each flower and herb on Earth's dark breast
rose from the dreams of its wintry rest."*

—Percy Bysshe Shelley

From: [newsletter](#)
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Publication Date: March 23, 2015

Today's Headlines

- New Telephone Lists Now Available
- Pay Your Taxes to Comply with Ethics Rule

These articles are published on the [FCA Today SharePoint page](#).

New Telephone Lists Now Available

The March 2015 [FCA Telephone Listings](#) are now available in the Administrative Handbook on SharePoint. A list of notaries in McLean has been added to the organization listing. If you have any questions or need to update a listing, please contact Cindy York (yorkc@fca.gov).

Pay Your Taxes to Comply with Ethics Rule

Paying income taxes is good citizenship. But for federal employees, there is an added ethical obligation. That is because Office of Government Ethics regulation 5 CFR § 2635.809 outlines the responsibility of federal employees to "satisfy in good faith their obligations as citizens, including all just financial obligations, especially those such as federal, state, or local taxes that are imposed by law."

Since 1993, the Internal Revenue Service (IRS) has tracked how well federal employees adhere to this ethics rule. The IRS produces a summary report every year, identifying the delinquency rate for civilian employees of federal agencies and departments.

In its report of September 30, 2014, the IRS reported that 1.78 percent of FCA staff had some type of federal income tax delinquency. This is the same percentage reported for 2013. Even though FCA's delinquency rate is significantly below the average federal agency rate of 4.0 percent, we maintain a goal of full tax compliance.

The IRS is ready to assist you in meeting your tax obligations. Forms, publications, electronic payment options, and other information are available at www.irs.gov. You can also visit your local IRS office or call 1-800-829-1040 for assistance with filing returns or resolving any balance you owe.

Please do your part in improving tax compliance and helping to foster public confidence in our government.



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"The hardest thing to understand in the world is the income tax."

—*Albert Einstein*

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Publication Date: March 24, 2015

Today's Headlines

- Reminder: Life Cycle Open Season Ends March 31

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Life Cycle Open Season Ends March 31

The deadline to submit Life Cycle Account claims is fast approaching. See the [Feb. 27-FCA Today article](#) for more information about how to submit your claim.

FCA's Life Cycle Account provides employees with up to \$400 for goods or services to help them balance work and life issues. The account can reimburse you for many types of expenses, including adoption, child care, elder care, fitness and recreation, and insurance premiums.

If you have questions, please contact [AskHR](#).



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*"It's spring! Farewell
To chills and colds!
The blushing, girlish
World unfolds
Each flower, leaf
And blade of sod—
Small letters sent
To her from God."*

—John Updike

From: [newsletter](#)
To: [newsletter](#)
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Publication Date: March 25, 2015

Today's Headlines

- Reminder: SharePoint Training Starts Next Week; Sign Up Now
- Ask the Editor: How to Use Those Pesky Latin Abbreviations

These articles are published on the [FCA Today SharePoint page](#).

Reminder: SharePoint Training Starts Next Week; Sign Up Now

By Geoffrey Chu, Victor Amaya and Debbie Kleinwachter (OMS)

The SharePoint upgrade is rapidly approaching! Sign up for a slot now to explore the cool new features of SharePoint 2013.

Rocking a new and fluid user interface, a faster, better and stronger search, an enhanced mobile experience, drag and drop capabilities, and a new OneDrive for personal documents, we believe you'll truly enjoy the experience.

The upgrade will occur on the weekend of April 4. The first week of training starts on March 31 and will be prior to the upgrade. The second week of training starts on April 7 and will be after the upgrade. Each session will last approximately two hours and will be hands-on, so bring your laptop.

Sessions are limited to 35 slots for McLean and 20 for each field office. Sessions are first come, first serve. We're really excited to show you the awesome new features of SharePoint and highly encourage you to sign up for a training session. We look forward to seeing you there!

Please send an email to [Cindy York](#) with your preferred date and time for your specific office location. All times are in Eastern Daylight Time.

Training Sessions Before Upgrade			
	Tuesday, March 31	Wednesday, April 1	Thursday, April 2
9–11 a.m.	McLean		McLean
10 a.m.– noon		Bloomington and Dallas	
Noon–2 p.m.	Denver		Sacramento

2–4 p.m.		McLean	
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Training Sessions After Upgrade			
	Tuesday, April 7	Wednesday, April 8	Thursday, April 9
9–11 a.m.		McLean	McLean
10 a.m.– noon	Bloomington and Dallas		
11:30 a.m.– 1:30 p.m.		Sacramento	
Noon–2 p.m.			Denver
2–4 p.m.	McLean		

Ask the Editor: How to Use Those Pesky Latin Abbreviations

By Emily Yaghmour, OCPA

Editorial Note: This article is part of a series of articles that address questions posed by FCA and FCSIC staff on grammar and plain language. To submit a question, send an email to newsletter@fca.gov and type "Ask the Editor" in the subject field. All submissions will be anonymous when posted to FCA Today. For more information about plain writing, see the [Plain Writing SharePoint page](#).

Question: When you are writing and want to provide an example, in which situations do you use "e.g." or "i.e."? Does it matter how many items are to be listed in the example? Here is a sample sentence:

When reviewing an institution's loan portfolio management program, be sure to request documents ahead of time (e.g., policies, procedures and business plans).

In this example, the writer is listing out possible items to collect, so would "e.g." or "i.e." be more applicable?

Another sample sentence:

Please describe any areas of training you would like to see in the future (e.g., communication, leadership, etc.).

Does the use of the "e.g." or "i.e." depend if you will add the word "etc." or if you are providing examples that are not the entire list?

Answer: Excellent questions! Let me tackle your first one first.

What do they mean?

E.g. and *i.e.* mean entirely different things, but they are often conflated.

E.g. means "for example." It's an abbreviation for the Latin words *exempli gratia*.

Carol keeps all kinds of creepy pets (e.g., snakes, lizards and spiders).

The *e.g.* makes it clear that these are just a few examples of the strange pets Carol keeps.

I.e. means “that is to say.” It is used to clarify or paraphrase the text it follows. It’s an abbreviation for the Latin words *id est*.

States in the Pacific Northwest (*i.e.*, Washington, Oregon and Idaho) receive far more rain than states in the Southeast.

The *i.e.* makes it clear that these states constitute the whole of the region known as the Pacific Northwest. They are not examples of states in this region.

Here’s another good example of a sentence using *i.e.*:

Human error contributed to the accident at Chernobyl (*i.e.*, the technology was only partly to blame).

The text following *i.e.* paraphrases or clarifies the text preceding it.

Which do I use?

In both sample sentences you provided, *e.g.* is the correct term because both sentences involve examples.

When reviewing an institution’s loan portfolio management program, be sure to request documents ahead of time (*e.g.*, policies, procedures, and business plans).

Because the writer used *e.g.*, the readers know that policies, procedures and business plans are only some of the documents they should request ahead of time. The same is true for your second example:

Please describe any areas of training you would like to see in the future (*e.g.*, communication, leadership, etc.).

Communication and leadership are examples of areas in which someone might wish to receive training. They are not the only possibilities.

And, no, it doesn’t matter how many items are to be listed in an example. As long as the list contains examples, *e.g.* is the correct term.

What about *etc.*?

Etc. is actually redundant when used with *e.g.* Ending a list with *etc.* means the list is incomplete, but a list of examples is inherently incomplete. Therefore, I would strike the *etc.* from your example sentence and say the following instead:

Please describe any areas of training you would like to see in the future (*e.g.*, communication or leadership).

A few do’s and don’ts.

- Don’t use *etc.* in an *e.g.* list.
- Use a comma after *i.e.* and *e.g.*
- Use periods after each letter.
- Enclose the text in parentheses:

Many former presidents (*e.g.*, Ford, Carter and Reagan) supported the legislation.

Mnemonic device, anyone?

So the difference between the two terms is pretty clear, but it's still easy to get them mixed up. Here's a little trick to keep them straight:

- e.g. = "egg-sample"
- i.e. = "in essence" or "in other words"

And if you still can't remember? No problem! Just say "for example" or "in other words." Good old plain English works just fine.

In fact, the [Federal Plain Language Guidelines](#) advises writers to avoid the terms entirely: "Few people know what they mean, and they often confuse the two. Write out the lead-in to your example: 'for example' or 'such as.'"



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"The chief virtue that language can have is clearness, and nothing detracts from it so much as the use of unfamiliar words."

—Hippocrates

From: [newsletter](#)
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Subject: FCA Today - Thursday, March 26, 2015
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Publication Date: March 26, 2015

Today's Headlines

- Individual Retirement Counseling Sessions with Dave Redden Available May 6
- Printed Copies Available of 2014 Annual Information Statement of the Farm Credit System

These articles are published on the [FCA Today SharePoint page](#).

Individual Retirement Counseling Sessions with Dave Redden Available May 6

Dave Redden, FCA's contract retirement adviser, will conduct individual retirement counseling sessions on Wednesday, May 6.

Appointments will be for 45 minutes and will be held in room 3205 of the Farm Credit Building for McLean staff or by phone for field staff. Sessions are available for the following timeslots on May 6 in McLean:

8–8:45 a.m.
8:45–9:30 a.m.
9:45–10:30 a.m.
1–1:45 p.m.
1:45–2:30 p.m.
2:45–3:30 p.m.
3:30–4:15 p.m.
4:15–5 p.m.

Appointments are on a first-come, first-served basis. If you are interested in an appointment for individual counseling, please contact Cassandra Matos at x44339 or by [email](#). If you need to cancel or reschedule your appointment, we ask that you give us at least 24 hours' notice. Thank you.

Printed Copies Available of 2014 Annual Information Statement of the Farm Credit System

Printed copies of the [2014 Annual Information Statement of the Farm Credit System](#) have been distributed in the agency. If you did not receive one and would

like a copy, please contact the Office of Congressional and Public Affairs at x44056 or by [email](#).



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"When daffodils begin to peer, With heigh the doxy, over the dale, Why, then comes in the sweet o' the year; For the red blood reigns in the winter's pale."

—William Shakespeare

From: [newsletter](#)
To: [newsletter](#)
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[image004.png](#)



Publication Date: March 27, 2015

Today's Headlines

- Use National Travel to Buy Refundable Tickets from Frontier Airlines
- Cafeteria Menu Available for Week of March 30
- Fit Friday Feature: Five Surprising Ways You Could Be Damaging Your Kidneys

These articles are published on the [FCA Today SharePoint page](#).

Use National Travel to Buy Refundable Tickets from Frontier Airlines

Effective immediately, Frontier Airlines will not allow the online purchase of a refundable ticket. To book a refundable ticket, you must contact National Travel, FCA's Travel Management Center. A full-service fee will be charged. This is an issue with Frontier Airlines, not with Concur.

Cafeteria Menu Available for Week of March 30

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.

Fit Friday Feature: Five Surprising Ways You Could Be Damaging Your Kidneys

This article was reprinted with permission from Health Matters at Work newsletter.

Your kidneys work 24/7 to keep your body healthy by filtering out toxins and regulating blood pressure. Damage to these vital organs could be irreversible, yet so many are unaware of what might be harmful.

During National Kidney Month in March, the National Kidney Foundation (NKF) offers information about five surprising ways you might be harming your kidneys:

Long term use of Non-Steroidal Anti-Inflammatory Drugs (over-the-counter painkillers, known as NSAIDs): As many as five percent of new cases

of chronic kidney failure each year may be caused by the overuse of painkillers. Long-term use, especially at high doses, has a harmful effect on kidney tissue and structures. These drugs can also reduce blood flow to the kidney.

Cigarette smoking: People who smoke are more likely to have protein in their urine, which is a sign of kidney damage. Smokers are also more likely to need dialysis or kidney transplants.

Exposure to contrast dye (commonly used in x-ray procedures such as angiograms and CT scans): Sometimes the dye can cause serious problems in the kidneys, which is known as contrast induced nephropathy (CIN). CIN is a rare complication and may be preventable, but it's important to discuss any concerns with your doctor before the procedure.

Consuming large quantities of salt: Diets that are high in sodium increase blood pressure levels. High blood pressure damages the kidneys over time, and is a leading cause of kidney failure.

Drinking large amounts of cola-based soft drink beverages: Studies have shown that drinking two or more colas a day (diet or regular) is linked to a higher risk of developing chronic kidney disease.

More than 26 million Americans, or one of every nine adults, have kidney disease. Millions more are at increased risk for getting it – but most of them don't know it. NKF recommends these [two simple tests to check for kidney disease](#). You can also test your risk and knowledge about kidney disease by taking this [Kidney Quiz](#).

To learn more, please visit www.kidney.org.



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"Wise sayings often fall on barren ground, but a kind word is never thrown away."

—Arthur Helps

From: [newsletter](#)
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[image004.png](#)



Publication Date: April 1, 2015

Today's Headlines

- Ask the Editor: Do Quotation Marks Come Before Periods or After?

This article is published on the [FCA Today SharePoint page](#).

Ask the Editor: Do Quotation Marks Come Before Periods or After?

By Emily Yaghmour, OCPA

Editorial Note: This article is part of a series of articles that address questions posed by FCA and FCSIC staff on grammar and plain language. To submit a question, send an email to newsletter@fca.gov and type "Ask the Editor" in the subject field. All submissions will be anonymous when posted to FCA Today. For more information about plain writing, see the [Plain Writing SharePoint page](#).

Question: When ending a sentence with a phrase in quotes, does the period go before or after the ending quotation marks?

"capitalized cropland value".

or

"capitalized cropland value."

Answer: The period always comes before the ending quotation mark, never after. That's the short answer to your question. Read on for the long answer.

Brits Vs. Yanks

True story: A few years ago, when I hadn't been editing for long, a document came across my desk that was loaded with periods following quotation marks. Without a second thought, I reversed the order, moving the periods in front of the quotation marks. Then I went on vacation.

I got on an airplane, picked up a magazine and settled down to read. That's when I saw it—a sentence in which the period followed the ending quotation mark.

Maybe it was a typo? I riffled through the pages, looking for other instances, and I

found loads of them. Unless the quoted material was a complete sentence, the period fell, without fail, outside the quotation marks.

I shut the magazine, leaned back and looked out at the clouds. I was certain I had lost any credibility as an editor. How could I have gotten that so wrong? I looked down at the magazine on my lap. "The Economist." I had heard of it, but I had never read it. I opened it to the inside cover. It appeared the main editorial office was in London. Maybe this was British style, not American. I got my hands on an American publication and confirmed my hope: The Brits do it one way, we Americans do it another. Oh, what a relief it was.

Logic Vs. The Rebel Way

So if American editors consistently put the periods inside the quotation marks, why do we Americans so often get it wrong in our writing? Maybe because the wrong way (aka, the UK way) is more logical. Consider this example:

"I'll see you back at the ranch."

In this case, both the Brits and the Yanks would agree about the period placement. But now let's look at this one:

Over the summer, I read "Catcher in the Rye."

We Americans would place the period before the final quotation mark, but the British would insist that the period goes after the quotation mark because it punctuates the whole sentence, not the quoted material. And they have a point.

The Brits apply the same logic to the comma: Unless the quoted material itself contains a comma, put the comma outside the quotation marks. We Americans, however, always place the comma inside the quotation marks.

U.K. way: His favorite book is "To Kill a Mockingbird", which Harper Lee wrote in 1960.

U.S. way: His favorite book is "To Kill a Mockingbird," which Harper Lee wrote in 1960.

So there you go. Logical or not, we are determined to be different from the British. That's okay, I guess. After all, we are rebels, right?

The only problem is, we aren't consistent. In the case of the question mark (as well as the colon and semicolon), we march in step with Her Royal Majesty. Take a look at these two sentences:

"Will I see you back at the ranch?"
Have you read "Catcher in the Rye"?

Like our friends across the pond, we place the question mark inside the quotation mark when the quoted material contains the question, but we place the question mark outside when the question applies to the whole sentence.

So on top of all the other weird exceptions in the English language, we Americans have to remember one more—don't apply the same logic to periods and commas that you use for question marks, colons and semicolons.

Any Chance of Change?

In May 2011, "Slate" magazine posted an entertaining piece about the [rise of logical punctuation](#). People today are spending less time reading carefully edited prose and more time reading Facebook posts and IMs. Our reading is not reinforcing the punctuation rules we learned in sixth grade.

As a result, more and more Americans are putting their commas and periods where it makes the most sense—not necessarily where U.S. language authorities say you should. In fact, a few American publications have officially adopted logical punctuation.

Does this mean we're bound for a change? After all, language does evolve.

Well, yes, but probably not fast enough for anyone alive today. According to the author of the "Slate" piece, "the old way is just too established."

So the bottom line? Unless you plan to immigrate to the British Isles, keep your periods and commas inside the quotation marks at all times.



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"England and America are two countries separated by the same language."

—George Bernard Shaw

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, April 2, 2015
Date: Thursday, April 02, 2015 5:52:04 PM
Attachments: [image002.png](#)
[image004.png](#)



Publication Date: April 2, 2015

Today's Headlines

- Ashley Waldron Receives Certified Fraud Examiner Designation
- The Next Big Thing Is Almost Here, SharePoint 2013!
- Important: Take This Action Following SharePoint Upgrade
- SharePoint Content Unavailable During Scheduled Upgrade This Weekend, April 4 and 5

These articles are published on the [FCA Today SharePoint page](#).

Ashley Waldron Receives Certified Fraud Examiner Designation

By Shanon Ratliff, Supervisory Senior Examiner

Dallas-based commissioned examiner Ashley Waldron is now a certified fraud examiner (CFE). After diligent self-study, Ashley received the CFE designation from the Association of Certified Fraud Examiners.

In preparing for the 500-question multiple-choice certification test, Ashley studied materials that provided her with more in-depth knowledge of fraud prevention and deterrence, financial transactions and fraud schemes, investigation and examination techniques, interviewing and reporting practices, and fundamental legal concepts involved in fraud examinations.

She is looking forward to using her knowledge and honing her fraud detection skills during future exams. Congratulations, Ashley.

The Next Big Thing Is Almost Here, SharePoint 2013!

By Debbie Kleinwachter, OMS

Are you frustrated with search? Do you want to find content easily? Does SharePoint seem too cumbersome?

Then sign up for a SharePoint training session now! It's all about helping you become more efficient in the workplace and making your life easier.

Don't believe us? Here's what your colleagues are saying about the training:

"Helpful."

"Empowering!"

"Engaging."

“Content was lively, interesting and well organized. Exercises were adequate for attendees to obtain a good feel of the program.”

“Probably the best IT-related training I have attended at FCA.”

FCA's SharePoint gurus, Victor Amaya and Geoffrey Chu, are delivering the training. Feel confident that you will have the best of the best walking you through the training.

Please send an email to [Cindy York](#) with your preferred date and time for your specific office location. All times are in Eastern Daylight Time.

Time is running out, so sign up now! You'll be glad you did.

Training Sessions After Upgrade			
	Tuesday, April 7	Wednesday, April 8	Thursday, April 9
9–11 a.m.		McLean	McLean
10 a.m.– noon	Bloomington and Dallas		
11:30 a.m.– 1:30 p.m.		Sacramento	
Noon– 2 p.m.			Denver
2–4 p.m.	McLean		

Important: Take This Action Following SharePoint Upgrade

After the SharePoint upgrade is complete (at 11 p.m. EDT on April 5), you will see one of the prompts below when you try to open a new feature called OneDrive.

Please remember to leave the checkboxes checked and press OK. Failure to do so will force you to manually move your documents and create your newsfeed.

OneDrive is a new feature that allows you to store and share all kinds of files with your colleagues in SharePoint.

Get the most out of SharePoint

☒ Let's get social!

Use recommended settings to allow others to see certain activities in the newsfeed. [LEARN MORE](#)



☒ One library is all you need!

Move your existing My Site documents to your OneDrive for Business, the place to store, sync, and share your work. [LEARN MORE](#)



OK

No Thanks

Get the most out of SharePoint

☒ Let's get social!

Use recommended settings to allow others to see certain activities in the newsfeed. [LEARN MORE](#)



OK

No Thanks

SharePoint Content Unavailable During Scheduled Upgrade This Weekend, April 4 and 5

The Office of Management Services will upgrade SharePoint this weekend, beginning at midnight EDT on Friday, April 3, and continuing through Sunday, April 5, at 11 p.m. EDT.

All SharePoint content will be unavailable during this period. This includes the SharePoint content on the FCA website, such as the FCA Handbook and Informational Memorandums.

Please call the OMS Helpline at x44333 if you have any questions.



About FCA Today

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"Learning is a treasure that will follow its owner everywhere."

—*Chinese Proverb*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, April 3, 2015
Date: Friday, April 03, 2015 5:51:19 PM
Attachments: [image002.png](#)
[image004.png](#)



Publication Date: April 3, 2015

Today's Headlines

- Office of Examination Issues Info Memo on Amendments to Regulations X and Z
- Ethics in Action: What's the Difference Between a Bribe and an Illegal Gratuity?
- Exercise Tip: Don't Let Asthma Stop Your Outdoor Exercise Routine

These articles are published on the [FCA Today SharePoint page](#).

Office of Examination Issues Info Memo on Amendments to Regulations X and Z

Yesterday, Samuel R. Coleman, Director and Chief Examiner of the Office of Examination, issued the following Informational Memorandum: [Amendments to Asset-Size Exemption Thresholds Under Regulation Z and Integrated Mortgage Disclosures Under Regulation X and Regulation Z](#).

The memo addresses

- the Consumer Financial Protection Bureau's amendment to the asset-size exemption threshold for certain requirements, including escrow accounts, and
- the Truth in Lending Act-Real Estate Settlement Procedures Act integrated mortgage disclosure.

Ethics in Action: What's the Difference Between a Bribe and an Illegal Gratuity?

~ Ethics: Elevate Yourself to a Higher Standard ~

The headlines are replete with public officials accepting improper gifts. Two criminal laws govern the acceptance of improper gifts by those of us in public service:

- Under the bribery law at 18 U.S.C. § 201(b), a public official may not demand, seek, receive, accept or agree to accept anything of value "in return for being influenced in the performance of any official act."
- Under the illegal gratuities statute at 18 U.S.C. § 201(c), a public official may

not demand, seek, receive, accept or agree to accept anything of value “for or because of any official act” performed or to be performed by the employee.

In the U.S. Supreme Court decision in [United States v. Sun-Diamond Growers of California](#), 526 U.S. 398 (1999), the court explained that the feature distinguishing 18 U.S.C. § 201(b) and 18 U.S.C. § 201(c) is the intent element.

Both statutes involve the improper acceptance of a gift, defined as anything of value. The distinguishing feature of each crime, however, is its intent. Bribery requires intent “to influence” an official act or “to be influenced” in an official act, whereas an illegal gratuity requires only that the gratuity be given or accepted “for or because of” an official act.

In other words, for bribery there must be a quid pro quo—a specific intent to give or receive something of value in exchange for an official act. An illegal gratuity, on the other hand, may constitute merely a reward for some future act that the public official will take (and may already have determined to take), or for a past act that he has already taken.

The more serious bribery conviction can carry a sentence of up to 15 years in prison. For the lesser crime of an illegal gratuity, imprisonment can be up to two years.

If you have an interest in further understanding the subtleties of these laws, the Sun-Diamond Growers opinion is worth reading. Authored by Justice Scalia, it offers a very teachable and colorful read, as the opening paragraph shows:

“Talmudic sages believed that judges who accepted bribes would be punished by eventually losing all knowledge of the divine law. The Federal Government, dealing with many public officials who are not judges, and with at least some judges for whom this sanction holds no terror, has constructed a framework of human laws and regulations defining various sorts of impermissible gifts, and punishing those who give or receive them with administrative sanctions, fines, and incarceration.”

Exercise Tip: Don't Let Asthma Stop Your Outdoor Exercise Routine

This article was reprinted with permission from Health Matters at Work newsletter.

With springtime upon us, many look ahead with excitement to warmer weather, flowers in bloom and more hours of daylight. But for some, these signs of spring also bring the common frustrations associated with asthma and allergies. This is especially true for people who enjoy exercising outdoors.

When we exercise, we breathe harder, which causes water loss from our lungs and cools the lungs' moist lining. This water loss drops the temperature of our lungs and can cause asthma symptoms. Symptoms may include coughing, wheezing, a feeling of chest tightness or shortness of breath. You may experience symptoms once you begin exercising, or soon after it ends.

Asthma and allergy symptoms don't have to control your life or your exercise routine! These helpful hints from the American Lung Association will help you enjoy the budding new season.

- **Identify your triggers.** Each season comes with its own set of potential asthma and allergy triggers. A trigger can be something in the environment (like pollen), a chemical that you are exposed to, stress or emotions. In order to control your asthma, it is important to know what may trigger your asthma symptoms and how to limit your exposure to that trigger. [Check](#)

[here](#) for a more detailed list of asthma triggers and work with your healthcare provider to identify what may be causing your asthma symptoms.

- **Get ready, get set, get outside!** With the warmer weather comes an increase in outdoor activity and the threat of new seasonal triggers. As flowers begin to bloom, pollen and air quality may play a role in your efforts to control asthma and allergy symptoms. Common springtime triggers found outside may include pollen, flowers, weeds, trees, grass, pollution and even temperature changes. If you plan to move your physical activity outside, remember to scope out the environment first and be aware of any obvious triggers. The quality of the air we breathe outdoors affects each of us and can be especially troublesome for people with asthma. [Check daily air quality levels and air pollution forecasts in your area.](#)
- **Talk with your doctor.** Tell your doctor what physical activities you would like to participate in and the symptoms you experience during exercise. Together, you can create an exercise plan that helps you take advantage of nicer weather. Use this [Staying Active with Exercise-Induced Asthma Checklist](#) to help guide the conversation at your next doctor's visit. You should always talk with your doctor before starting any new physical activity or exercise routine.
- **Keep medications on hand.** Make sure to use your medications as prescribed. Your doctor may recommend that you take your quick-relief medicine prior to activity to help avoid an asthma episode. Make sure to keep your quick-relief medicine close by in case you have trouble breathing. Use your quick-relief medicine as soon as you begin to have symptoms of an asthma episode.
- **Find the exercise that's right for you.** Consider physical activities that have periods of inactivity, such as baseball. Swimming is often a good choice since the warm, moist air may keep symptoms away. If you begin to feel symptoms, stop the activity immediately, take your quick-relief medication and follow your [Asthma Action Plan](#).
- **Warm up and cool down.** Ease your body into physical activity with a long warm-up and cool-down routine. If you are working with a trainer, be sure to let the trainer know if you need longer warm-up and cool-downs or additional rest periods during activity.

Ready to spring forward and start an outdoor exercise routine? With proper planning and caution, people with asthma and allergy symptoms can do it. To learn more, please visit www.lung.org.



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"Be content with what you have, rejoice in the way things are. When you realize there is nothing lacking, the whole world belongs to you."

—Lao Tzu

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, April 6, 2015
Date: Monday, April 06, 2015 4:20:07 PM
Attachments: [image002.png](#)



Publication Date: April 6, 2015

Today's Headlines

- Ryan Hellen Runs the Texas Independence Relay
- Cafeteria Menu Available for Week of April 6

These articles are published on the [FCA Today SharePoint page](#).

Ryan Hellen Runs the Texas Independence Relay

By Shanon Ratliff, Supervisory Senior Examiner

Editorial Note: To view photos from the relay, read the [article](#) on FCA Today SharePoint page.

Ryan Hellen, running enthusiast and Dallas-based capital market specialist examiner, has hit the roads again. His most recent accomplishment was the Texas Independence Relay on March 28 and 29.

As a member of the 12-person "Pulled Pork and Hamstrings" team, Ryan ran four relay legs totaling 24 miles of the 40-leg, 200-mile course. The team completed the course in 25 hours and 48 minutes, with an average team pace of 7 minutes 45 seconds per mile, giving them an overall 12th-place finish. This was Ryan's second running of the relay, and this year he was privileged to run the last leg of the relay for his team.

"Relay races are fun because of all of the camaraderie that goes with running with your friends," says Ryan, "and if they weren't friends before, they will be afterwards. Spending 24-plus sleepless hours with each other just brings people together—although the van doesn't smell the best by the end the race."

The Texas Independence Relay pays homage to the state's history. The relay course starts in Gonzales, Texas, (hometown of J.C. Floyd in ORP) and ends at the historic San Jacinto Battleground. The course begins where the Texas Revolution started and ends where the final battle was won. For more information, see [Texas Independence History](#).

Cafeteria Menu Available for Week of April 6

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"Texas will again lift it's head and stand among the nations. It ought to do so, for no country upon the globe can compare with it in natural advantages."

—Sam Houston

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, April 7, 2015
Date: Tuesday, April 07, 2015 5:23:51 PM
Attachments: [image002.png](#)



Publication Date: April 7, 2015

Today's Headlines

- Congratulations to Two New FCA Commissioned Examiners
- Webinar on "Landscape of Agriculture" Scheduled April 14 and 16

These articles are published on the [FCA Today SharePoint page](#).

Congratulations to Two New FCA Commissioned Examiners

By Sharon Wilhite, Director, Staff Development Division (OE-Dallas)

Congratulations are in order for two newly commissioned examiners who successfully completed the Commissioning Program by passing the commissioning test last week. Please take a moment to congratulate the following:

Skyler Ocheltree—Skyler started with the agency in June 2011 after completing a summer internship the preceding summer. Skyler works out of the Denver field office on the Market Risk Division.

Jake Tetreault—Jake also began working with the agency in June 2011 and works in the Denver field office on the Association Examination Division. Way to go, Jake and Skyler!

Webinar on "Landscape of Agriculture" Scheduled April 14 and 16

A two-part webinar, Landscape of Agriculture Today and Tomorrow, will be offered April 14 and 16 at **11 a.m. EDT** in all FCA offices. The webinar should last roughly two hours on each day. It will be shown in the following locations:

Tuesday, April 14

McLean	Marsha Martin Training Room
Denver	Small Conference Room
Dallas	Large Conference Room
Sacramento	Large Conference Room
Bloomington	Small Conference Room

Thursday, April 16

McLean	Marsha Martin Training Room
Denver	Large Conference Room
Dallas	Large Conference Room
Sacramento	Large Conference Room
Bloomington	Large Conference Room

The ag lending market is changing dramatically—new customers with new market opportunities, new competitors and new risks. This program will focus on the challenges and opportunities in the new market, as well as the fundamental forces shaping agriculture today.

Topics to be addressed include the following:

- The implications of the current downturn in farm incomes.
- The longer-term business climate for the agricultural industry.
- What to watch to assess the future business climate for agriculture.
- Lending to the modern farm business.
- Assessing the risks in farm credits.
- Risk management strategies to review with your farm customer.

About the Presenter

Dr. Mike Boehlje is a distinguished professor in the Department of Ag Economics and the Center for Food and Agricultural Business at Purdue University. His research interests include alternative systems of coordination of the food and industrial product chain, the industrialization of agriculture, and alternative financial and organizational structures for farm and agribusiness firms. His research has been published by many agricultural publications, and he's a well-known speaker at many state and national Ag Banking Conferences. In addition, he serves on the faculty of the Graduate School of Banking at the University of Wisconsin-Madison.

Dr. Boehlje delivered a similar presentation to FCA employees in May 2010. He has consulted with FCA and boards and senior management at many Farm Credit institutions.



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"Agriculture is our wisest pursuit, because it will in the end contribute most to real wealth, good morals and happiness."

—Letter from Thomas Jefferson to George Washington (1787)

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, April 8, 2015
Date: Wednesday, April 08, 2015 4:04:43 PM
Attachments: [image002.png](#)



Publication Date: April 8, 2015

Today's Headlines

- Office of Management Services Posts Vacancy for IT Customer Support Specialist
- Office of Management Services Posts Vacancy for IT Network Specialist
- March 2015 Life Cycle Payments to Be Processed in Pay Period 7
- Morning Mail Delivery Change in McLean
- Don't Be Duped by Fake Government Websites

These articles are published on the [FCA Today SharePoint page](#).

Office of Management Services Posts Vacancy for IT Customer Support Specialist

FCA has posted a vacancy announcement for an IT customer support specialist, VH-2210-37/38, in the Office of Management Services, Technology Team. This announcement is open to status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act). It is posted on USAJOBS under vacancy announcement number [VA-15-0158](#).

The deadline for submitting applications is Wednesday, April 22.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59

p.m. ET on the closing date of the announcement.
If you need assistance, please contact Christine Johnson (x44137).

Office of Management Services Posts Vacancy for IT Network Specialist

FCA has posted a vacancy announcement for an IT network specialist, VH-2210-34/35, in the Office of Management Services, Technology Team. This position is advertised for recent college graduates under vacancy announcement [CK136469BD](#).

The deadline for submitting applications is Wednesday, April 22.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Lorine Hines at 703-883-4423 (x44423).

March 2015 Life Cycle Payments to Be Processed in Pay Period 7

The Human Resources and Training Team in the Office of Management Services will process Life Cycle payments this pay period (pay period 7). If you signed up for the Life Cycle program during the March 2015 open season, this payment will be direct-deposited into your bank account between April 13 and 17.

If you have any questions regarding the Life Cycle Program or your application, please contact Human Resources at x44135 or send an email to [AskHR](#).

Morning Mail Delivery Change in McLean

Starting April 13, the morning mail run will deliver newspapers only. The afternoon mail run will remain a full-service mail delivery.

If you have mail that needs same-day delivery, please bring it to the FCA Mail Center before 10:30 a.m. Also, UPS packages should be received by the Mail Center no later than 3:30 p.m. for same-day shipment.

Changes to the morning mail delivery will allow the Mail Center to operate more efficiently while still providing the best service to its customers. If you have any

questions, please contact Winston Black, FCA Mail Center supervisor, at x44292.

Don't Be Duped by Fake Government Websites

More and more hackers are hosting fraudulent government services websites, warns the U.S. Computer Emergency Readiness Team. The hackers use the sites to acquire personally identifiable information (PII) and to collect fraudulent fees from consumers.

Here's how the scam works.

Let's say you lost your Social Security card. You get on your computer and type Social Security card in the search engine. Like most users, you click on the first result. Unfortunately, fraudulent websites are often the first to appear in search results.

You go to the website, complete the form for replacing your card, and submit the form online—believing all the while that you are submitting it to the Social Security Administration. You may even be required to pay a fee to complete the service. Next, you are notified you need to send your birth certificate, driver's license, employee badge or other personal item to a specified address. You are told to wait a few days to several weeks for processing.

By the time you realize it's a scam, fraudulent charges have been billed to your credit card and criminals are using your Social Security number and other PII for any number of illicit purposes. The potential harm is even worse for those who send their birth certificates or other government-issued identification to the perpetrator.

How can you avoid being the victim of a scam like this?

The FBI recommends that you make sure you are communicating or requesting services or merchandise from a legitimate source. When dealing with government websites, look for the .gov domain instead of a .com domain (for example, look for www.ssa.gov and not www.ssa.com). Here are more tips to protect yourself when using government services or contacting agencies online:

- Use search engines or other websites to research the advertised services or person/company you plan to deal with.
 - Search the Internet for any negative feedback or reviews on the government services company, its website, its email address, telephone number or other searchable identifiers.
 - Research the company policies before completing a transaction.
 - Be cautious when surfing the Internet or responding to advertisements and special offers.
 - Be cautious when dealing with persons or companies from outside the country.
 - Keep a record of all your online transactions.
-



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"Flowers... are a proud assertion that a ray of beauty outvalues all the utilities of the world."
—Ralph Waldo Emerson

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, April 9, 2015
Date: Thursday, April 09, 2015 3:43:57 PM
Attachments: [image002.png](#)



Publication Date: April 9, 2015

Today's Headlines

- Save the Date: Don't Miss the FCA/FCSIC Awards Finale of the 2014 Combined Federal Campaign
- Have You Added Your Picture to Your SharePoint Profile Yet?
- Ask the Editor: How to Punctuate Dates

These articles are published on the [FCA Today SharePoint page](#).

Save the Date: Don't Miss the FCA/FCSIC Awards Finale of the 2014 Combined Federal Campaign

Please join FCA Board Chairman Ken Spearman and your colleagues in FCA and FCSIC for the Awards Finale of the 2014 Combined Federal Campaign of the National Capital Area (CFCNCA). The ceremony will be held at 2 p.m. on Thursday, April 23, in the atrium of the McLean Farm Credit Building.

Representatives from the CFCNCA will be present to recognize FCA and FCSIC for their generous contributions to the 2014 campaign. In addition, FCA and FCSIC Campaign Chair Ira Marshall will recognize keyworkers and others who were active in the 2014 campaign.

Don't miss this opportunity to celebrate the success of the 2014 campaign. Refreshments will be served following the ceremony.

Have You Added Your Picture to Your SharePoint Profile Yet?

With the roll-out of the new SharePoint interface, the Office of Management Services is encouraging employees to add photos of themselves to their SharePoint profile. Don't have a professional photo of yourself to upload? Never fear! OMS is offering portrait sessions with visual information specialist Linda Toki in McLean.

Make an appointment with Linda, and she will take a headshot of you that will be perfect for uploading to your SharePoint profile. Contact Linda Toki at 44208 or tokil@fca.gov for an appointment, and get ready to say cheese!

Ask the Editor: How to Punctuate Dates

By Emily Yaghmour, OCPA

Editorial Note: This article is part of a series of articles that address questions posed by FCA and FCSIC staff on grammar and plain language. To submit a question, send an email to newsletter@fca.gov and type "Ask the Editor" in the subject field. All submissions will be anonymous when posted to FCA Today. For more information about plain writing, see the [Plain Writing SharePoint page](#).

Question: When stating a month and year, such as November of 2011, do you write "November 2011" or "November, 2011"?

Answer: According to both the Associated Press Stylebook and the Chicago Manual of Style, a date containing only a month and a year would not include a comma. The correct style would be "November 2011."

Commas are used only in dates presented in the month-day-year format:

July 4, 1776

April 8, 2015

Unless the sentence ends after the date, you should also place a comma after the year when using the month-day-year format:

She was born on March 5, 1945, in Chicago, Illinois.



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"I'm tired of wasting letters when punctuation will do, period."

—Steve Martin

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, April 10, 2015
Date: Friday, April 10, 2015 2:39:44 PM
Attachments: [image002.png](#)



Publication Date: April 10, 2015

Today's Headlines

- FCA Issues News Releases on Board Meeting and Appointment of Executive Assistant to Board Member
- Office of Management Services Posts Vacancy for Training Technician
- Office of Examination Seeks Housing for 2015 McLean Interns
- Fit Friday Feature: Breakfast Egg and Ham Burrito

These articles are published on the [FCA Today SharePoint page](#).

FCA Issues News Releases on Board Meeting and Appointment of Executive Assistant to Board Member

FCA issued a news release this week announcing the appointment of Kevin Kramp as executive assistant to FCA Board member Jeffery Hall. The agency also issued a news release on the quarterly report on the economic conditions affecting agriculture and on the condition of the Farm Credit System, which was received by the FCA Board at its monthly meeting on April 9.

For more information, see the news releases on the FCA website:

- [Kevin Kramp Named Top Aide to FCA Board Member](#)
 - [FCA Board Receives Report on Economic Conditions Affecting Agriculture and Update on Farm Credit System Condition](#)
-

Office of Management Services Posts Vacancy for Training Technician

FCA has posted a vacancy announcement for a training technician, VH-1702-32, in the Office of Management Services, Human Resources and Training Team. This is a term position not to exceed 13 months but can be extended up to four years based on agency needs. It is open to all U.S. citizens. It is posted on USAJOBS under vacancy announcement number [VA-15-0160](#).

The deadline for submitting applications is Friday, April 17.

To apply, follow these steps:

If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.

1. Go to the job announcement in USAJOBS.
 2. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
 3. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
 4. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
 5. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.
- If you need assistance, please contact Christine Johnson (x44137).
-

Office of Examination Seeks Housing for 2015 McLean Interns

The Staff Development Division of the Office of Examination is seeking housing for its 2015 McLean summer interns who will begin work on Monday, May 18 or June 1. The interns are rising seniors and usually work at the agency until early August when they return to their university studies. If you are interested in housing an intern or know someone who is, please contact Sharon Wilhite directly at WilhiteS@FCA.gov or 469-359-4107.

Please note: Any housing arrangements made directly between an intern and an FCA employee are a private matter. You will not be reimbursed from the agency for any expenses incurred.

Fit Friday Feature: Breakfast Egg and Ham Burrito

This recipe was reprinted with permission from Health Matters at Work newsletter.

Tired of the same boring breakfast? Take Easter eggs to the next level with this satisfying and tasty burrito. You can experiment with different veggies in this recipe as well.

Breakfast Egg and Ham Burrito

Prep time: 15 minutes

Makes 4 burritos

Ingredients

4 eggs
4 egg whites
Dash of hot pepper sauce
¼ teaspoon ground black pepper
2 tablespoons reduced-fat cheddar cheese, shredded
2 teaspoons trans-fat free margarine
4 slices reduced-sodium deli style ham (about 3 ounces), chopped
¼ cup onion, diced
¼ cup green and/or red pepper, diced
4 corn tortillas, heated
4 teaspoons salsa

Instructions

1. In a medium bowl, whisk together the eggs, egg whites, hot pepper sauce, black pepper and cheese.
2. Heat the margarine in a medium non-stick pan over medium heat. Add the ham and sauté for 2-3 minutes. Remove the ham from the pan.

3. Add the onions and green peppers to the hot pan, and cook for about 5 minutes. Add the ham back to pan.
 4. Reduce the heat to low and add the eggs to pan. Gently stir the eggs with a spoon or spatula and continue lightly cooking over low heat until the eggs are cooked and set.
 5. Evenly divide the egg mixture into 4 servings. Spoon each portion of the egg mixture into a tortilla and top each with 1 teaspoon salsa. Fold the tortilla to close.
-



About FCA Today

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"Spring is when you feel like whistling even with a shoe full of slush."

—Doug Larson

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, April 13, 2015
Date: Monday, April 13, 2015 3:27:00 PM
Attachments: [image002.png](#)



Publication Date: April 13, 2015

Today's Headlines

- Reminder: Two-Part Webinar on Landscape of Agriculture Begins Tomorrow, April 14; Concludes April 16
- FCA Posts Vacancy Announcement for Administrative Assistant
- FCA Farm Credit Club is Back and Looking for Volunteers
- Cafeteria Menu Available for Week of April 13

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Two-Part Webinar on Landscape of Agriculture Begins Tomorrow, April 14; Concludes April 16

Join your colleagues tomorrow, April 14, for the "Landscape of Agriculture Today and Tomorrow" webinar. The webinar will continue on Thursday, April 16. The presenter, Dr. Boehlje, is a distinguished professor in the Department of Ag Economics and the Center for Food and Agricultural Business at Purdue University. He delivered a similar presentation to FCA employees in May 2010. He has consulted with FCA and boards and senior management at many Farm Credit institutions.

The two-hour presentation will begin tomorrow at **11 a.m. EDT** in the following FCA offices:

Tuesday, April 14	
McLean	Marsha Martin Training Room
Denver	Small Conference Room
Dallas	Large Conference Room
Sacramento	Large Conference Room
Bloomington	Small Conference Room

Download the [handout](#) for tomorrow's presentation on SharePoint.

If you are unable to attend either session, you may view the recording at a later date by contacting Cassandra Matos at x44339 or matosc@fca.gov.

For more information, see the [April 7 FCA Today article](#).

FCA Posts Vacancy Announcement for Administrative Assistant

FCA has posted a vacancy announcement for an administrative assistant, VH-0303-34/35, with multiple openings throughout the agency. This position is advertised for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act) under vacancy announcement [VA-14-0162](#).

The deadline for submitting applications is Wednesday, April 15.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Lorine Hines (x44423).

FCA Farm Credit Club is Back and Looking for Volunteers

FCA's Farm Credit Club is a social organization of volunteer employees who plan and organize teambuilding and morale-raising events throughout the year that also help to subsidize the annual employee picnic. This is the perfect opportunity for new employees to meet and work with a diverse pool of talented FCA employees and a great way for experienced FCA staff to demonstrate their FCA spirit.

Anyone interested in participating in the 2015 Farm Credit Club is invited to attend a meeting on Wednesday, April 15, at 2 p.m. EDT. Please join us in room 1141 to develop our plans for an exciting new year. Field staff may participate by videoconference.

If you have any questions, please contact Carmen Lopez at 703-883-4142 (x44142).

We look forward to seeing you all there!

Cafeteria Menu Available for Week of April 13

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



About FCA Today

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"We have neglected the truth that a good farmer is a craftsman of the highest order, a kind of artist."

—Wendell Berry

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, April 14, 2015
Date: Tuesday, April 14, 2015 4:59:44 PM
Attachments: [image002.png](#)



Publication Date: April 14, 2015

Today's Headlines

- FCA Sets New Implementation Date for 401(k) Plan, Selects Funds and Adjusts Initial FCA Contribution
- Help Us Keep the McLean Health Room Clean and Tidy
- Elevator Upgrades Underway in McLean
- Annual Golf Outing for McLean Employees Scheduled May 7
- No Cause for Alarm

These articles are published on the [FCA Today SharePoint page](#).

FCA Sets New Implementation Date for 401(k) Plan, Selects Funds and Adjusts Initial FCA Contribution

FCA plans to implement the new 401(k) plan on June 28. FCA has chosen a simple list of options from which employees may choose as part of the 401(k) plan. The options are funds grouped into three categories: Target Funds, Asset Allocation Funds and Sector Funds.

Target Funds

The target funds category contains Vanguard funds with target retirement dates ranging from 2015 to 2045. Target funds usually have a mix of stocks, bonds and cash equivalent securities that begin with a higher risk-return position and gradually become less risky as the investor ages and nears retirement. You can choose from the following options:

- | | |
|-----------------------------------|-------|
| • Vanguard Target Retirement 2015 | VTXVX |
| • Vanguard Target Retirement 2020 | VTWNX |
| • Vanguard Target Retirement 2025 | VTTVX |
| • Vanguard Target Retirement 2030 | VTHRX |
| • Vanguard Target Retirement 2035 | VTTHX |
| • Vanguard Target Retirement 2040 | VFORX |
| • Vanguard Target Retirement 2045 | VTIVX |

Asset Allocation Funds

These provide investors with a portfolio of the three main asset classes—stocks,

bonds and cash equivalents—in a variety of securities. This category contains three funds—each with a different risk profile.

- **Aggressive**—Wells Fargo Advantage
Diversified Capital Builder I EKBXX
- **Moderate**—Columbia Balanced CLREX
- **Conservative**—Vanguard
Wellesley Income VWINX

Sector Funds

The final category contains funds that allow you to select specific sectors of the market. This category is divided into six subcategories—large cap, mid cap, small cap, international/foreign, specialty, and debt/bonds. See the table below for the fund options.

Large Cap

Clearbridge Aggressive Growth	SAGYX
Parnassus Core Equity	PRILX
Vanguard 500 Index	VFIAX

Mid Cap

Hennessy Focus	HFCIX
Putnam Equity Spectrum	PYSYX
Vanguard Mid Cap Value Index	VMVIX

Small Cap

Wells Fargo Advantage Small Cap Value	ESPNX
Vanguard Strategy Small Cap	VSTCX

International/Foreign

Nuveen International Growth	NBQIX
Oppenheimer Intl Small Company	OSMYX
MFS International Value	MINHX

Specialty

Janus Global Life Science	JFNIX
T. Rowe Price Media & Telecom	PRMTX
PIMCO Real Estate Real Return Strategy	PRRSX
Prudential Jennison Utility	PRUZX

Debt/Bonds

TCW Total Return Bond	TGLMX
Ivy High Income/High Yield Bond	IVHIX
Goldman Sachs Emerging Mkt Debt	GSDIX
Fidelity Convertible Securities	FICVX

Choosing a Fund

If you're not sure what funds to choose, don't worry. During May, FCA will offer several new retirement planning courses to help prepare you to choose the investment fund that's right for you.

Then, a few weeks before the 401(k) program takes effect, the Office of Management Services will arrange for training at all office locations to teach you

how to set up and manage your 401(k) account.

Streamlined Implementation

As originally proposed, FCA will contribute 1 percent of your salary to your account each pay period, and it will match your own contributions up to 2 percent of your salary. With the implementation date of June 28, we have simplified and streamlined implementation. FCA will contribute 3 percent of your salary (no matching required) for the period beginning Jan. 11, 2015, until June 28, 2015, the expected implementation date.

If you have any questions, please send them to 401K@fca.gov.

Help Us Keep the McLean Health Room Clean and Tidy

The McLean Health Room, room 3619, is available for your use when you feel under the weather. It is cleaned daily and the trash is removed. For your convenience, paper sheets are supplied to cover the cot and to use as a blanket. Please remember to leave the Health Room ready for the next person by following these steps:

- Throw away the paper sheets after use.
- Spray the cot with the antibacterial spray provided.
- Take your personal items, including pillows and blankets, with you.
- Unlock the door and leave it open when not in use.

Please contact the FCS Building Association at fcsba@fca.gov or x44490 if you have any questions.

Elevator Upgrades Underway in McLean

Contractors have begun work on upgrading the Farm Credit Building elevators, which are original to the building and now more than 30 years old.

Work to replace the motors and control units will take about 10 weeks per elevator to complete. The work will be staggered to ensure that two elevators are operational at all times.

Please contact the FCS Building Association at fcsba@fca.gov or x44490 if you have any questions.

Annual Golf Outing for McLean Employees Scheduled May 7

Join your fellow employees for the 2015 spring golf outing, Thursday, May 7, at Pleasant Valley Golf Club in Chantilly, Virginia. Tee times begin at 8:30 a.m. The format is standard captain's choice scramble.

If you plan to participate, please sign up and pay the \$75 entry fee to Kevin McAdoo, room 3117, or Sal Iannetta, room 4519, no later than Tuesday, April 21. The fee includes greens and cart fees, practice range balls (prior to tee time), buffet lunch, foursome coupon for winning group and two-for-one greens fee coupon.

If paying by check, make payable to Kevin L. McAdoo. Please provide the names

of members of your foursome.

Friends, family and Farm Credit Building associates are welcome to join!

No Cause for Alarm

Employees on the west side of the Farm Credit Building may have noticed a number of emergency vehicles in the parking lots surrounding our neighbor, the National Counterterrorism Center. We have learned that it was a medical incident that caused the response. So it's safe to remain at your workstation.



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"In levying taxes and in shearing sheep it is well to stop when you get down to the skin."

—Austin O'Malley

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, April 15, 2015
Date: Wednesday, April 15, 2015 5:01:58 PM
Attachments: [image002.png](#)



Publication Date: April 15, 2015

Today's Headlines

- Office of Management Services Posts Internal Vacancy for Administrative Operations Specialist (Trainee)
- Ask the Editor: How to Keep Your Numbers in Agreement

These articles are published on the [FCA Today SharePoint page](#).

Office of Management Services Posts Internal Vacancy for Administrative Operations Specialist (Trainee)

FCA has posted a vacancy announcement under the [FCA Upward Mobility Program](#) (UPMO) for an administrative operations specialist (trainee), VH-0301-34, in the Office of Management Services, Administrative Operations Team.

This UPMO opportunity, [VA-15-0163](#), is open to current FCA employees in grades that meet the requirements for the UPMO program and the position as described in the vacancy announcement.

Note: This internal announcement is not searchable on the USAJOBS website. You will only be able to access it using the link above.

The deadline for submitting applications is Monday, April 27.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59

p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson (x44137).

Ask the Editor: How to Keep Your Numbers in Agreement

By Emily Yaghmour, OCPA

Editorial Note: This article is part of a series of articles that address questions posed by FCA and FCSIC staff on grammar and plain language. To submit a question, send an email to newsletter@fca.gov and type "Ask the Editor" in the subject field. All submissions will be anonymous when posted to FCA Today. For more information about plain writing, see the [Plain Writing SharePoint page](#).

Question: Is the following sentence correct?

Employees, with their supervisor's approval, may telework.

Or should it be "supervisors' approval"?

Answer: "Supervisors' approval" is correct because not all employees share the same supervisor.

If this feels awkward to you, you could make "employees" singular:

With his or her supervisor's approval, an employee may telework.

Or better still:

With your supervisor's approval, you may telework.

Here's another example of a sentence with number-agreement problems:

Eagles often build their nest on a cliff top.

Since all eagles don't share one gigantic nest on one lone cliff top, we need to make both "nest" and "cliff top" plural:

Eagles often build their nests on cliff tops.



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"Character is like a tree and reputation like a shadow. The shadow is what we think of it; the tree is the real thing."

—*Abraham Lincoln (Today is the 150th anniversary of the president's death.)*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, April 17, 2015
Date: Friday, April 17, 2015 3:52:21 PM
Attachments: [image002.png](#)



Publication Date: April 17, 2015

Today's Headlines

- March 2015 Call Report Changes Take Effect This Weekend
- Office of Management Services Posts Internal Vacancies for IT Specialists
- Office of Examination Issues Info Memo on Notices of Prohibition
- Fit Friday Feature: Exercise Tip—Eight Ways to Stay Active at Work 4/17
- Free Admission Offered at National Parks This Weekend

These articles are published on the [FCA Today SharePoint page](#).

March 2015 Call Report Changes Take Effect This Weekend

The Office of Management Services will implement the March 2015 call report changes beginning Friday, April 17, at 10 p.m. EDT and ending Sunday, April 19, at 5 p.m. EDT. The CRS web reports will be intermittently unavailable during this time.

The changes include new variables and schedules. For more information, download [New Variables in CRS beginning March 31, 2015](#).

To view the changes, see the [red-lined Call Report Schedules and Instructions](#).

The FCS institutions will submit their March 2015 Call Reports during the second half of April.

Office of Management Services Posts Internal Vacancies for IT Specialists

FCA has posted a vacancy announcement for multiple IT specialist (APPSW) positions, VH-2210-38/39/40, in the Office of Management Services, Applications Team. These positions are open to current agency employees only. The announcement, [VA-15-0157](#), opens today April 17.

Note: This internal announcement is not searchable on the USAJOBS website. You will only be able to access it using the link above.

The deadline for submitting applications is Monday, April 27.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
 2. Go to the job announcement in USAJOBS.
 3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
 4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
 5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
 6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.
-
- If you need assistance, please contact Christine Johnson (x44137).

Office of Examination Issues Info Memo on Notices of Prohibition

Yesterday, Samuel R. Coleman, Director and Chief Examiner of the Office of Examination, issued the following Informational Memorandum: [Notice of Prohibition and Orders of Removal, Suspension, or Prohibition](#). The memo provides information on Notices of Prohibition that FCA issued on April 15, 2015, to the following individuals:

- Angela B. Britt (a former employee of Land Bank South, FLCA)
- Larry J. Malone (a former employee of Southwest Georgia Farm Credit, ACA)
- Gregory T. Smith (a former employee of First South Farm Credit, ACA)

These individuals are prohibited from serving in a Farm Credit System institution as a result of a conviction of a criminal offense involving dishonesty or breach of trust.

Fit Friday Feature: Exercise Tip—Eight Ways to Stay Active at Work 4/17

This article was reprinted with permission from Health Matters at Work newsletter.

More research continues to find that sitting too much for long periods of time is harmful to our health. Taking just a few minutes to walk around the office is better than sitting for hours on end in a chair. Take every opportunity you can to get up and move! Remember, the more you move, the more calories you burn. And if you have diabetes, the easier it is to keep your blood glucose levels on target.

Here are a few simple ways to stay active throughout the day:

At Work

- Take the stairs instead of the elevator at the office and in the parking garage.
- Get up once an hour while you are at work and take a quick walk around your office.

- Stand up and stretch at your desk.
- If you go out for lunch, walk to the restaurant.
- If you take public transportation to work, get off a stop earlier and walk the rest of the way to your office.
- Use a speaker or mobile phone so you can pace around your office during conference calls.
- Try some chair exercises during the day while at your desk.
- When appropriate, tap or wiggle your foot while working at your desk.

At Home

- If you have a dog, take it for a walk around the block.
- Do your own yard work such as mowing the lawn or raking leaves.
- Do your own housework such as vacuuming, dusting or washing dishes.
- Play with the kids! Try a game of catch or throw a Frisbee around.
- Walk in place during the commercials of your favorite television show.
- Carry things upstairs or from the car in two trips instead of one.
- Walk around the house or up and down the stairs while you talk on the phone.

While You're Out and About

- Park at the far end of the shopping center lot and walk to the store.
- Walk down every aisle of the grocery store.
- If you are at the airport and waiting for a flight, walk up and down through the terminal.
- On a road trip, stop every few hours to stretch and walk around.

Just a few minutes of extra activity each day can make a difference. For more fitness tips, visit the [American Diabetes Association website](#).

Free Admission Offered at National Parks This Weekend

Enjoy the spring weather at a national park this weekend! The National Park Service is partnering with the National Park Foundation, the official charity of America's national parks, to present [National Park Week](#)—April 18 to 26—a presidentially proclaimed celebration of our national heritage. To kick off the celebration, the Foundation is offering fee-free days this Saturday, April 18, and Sunday, April 19.

Look at the [list of 127 national parks](#) offering free entrance this weekend and start making your weekend plans. For tips on planning your trip, see the [National Park Service website](#).



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Public Affairs at 703-883-4056.

"Climb the mountains and get their good tidings. Nature's peace will flow into you as sunshine flows into trees. The winds will blow their own freshness into you, and the storms their energy, while cares will drop off like autumn leaves."

—John Muir

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, April 20, 2015
Date: Monday, April 20, 2015 5:02:34 PM
Attachments: [image002.png](#)



Publication Date: April 20, 2015

Today's Headlines

- Condolences
- Last Call for SharePoint Training
- It's Administrative Professionals Week 2015—Show Your Appreciation
- Cafeteria Menu Available for Week of April 20

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that Ben Weaver, husband of former FCA employee Jean Weaver, passed away on Wednesday, April 15. Jean retired in 2005 after 41 years of service at FCA.

Her husband's memorial service will be held on Thursday, April 23, at 11:30 a.m. at Adams-Green Funeral Home, 721 Elden Street, Herndon, Virginia. Visitation will be from 9:30 to 11:30 a.m. before the service.

For more information, see the [Adams-Green Funeral Home website](#).

Condolences may be sent to Jean at the following address:

Jean Weaver
2562 Huntington Drive
Herndon, VA 20171

Last Call for SharePoint Training

SharePoint 2013 has arrived! If you weren't able to make it to one of the SharePoint training sessions, you're in luck.

FCA's SharePoint gurus, Geoffrey Chu and Victor Amaya, will provide one final session on Tuesday, April 28, at 10 a.m. EDT. Training will be held in the Marsha Martin Training Room and will be videoconferenced to field offices.

You won't want to miss out on this limited opportunity. Come see what the buzz is all about!

Please send an email to [Cindy York](#) to sign up for the session.

It's Administrative Professionals Week 2015—Show Your Appreciation

This week—April 19 to 25—is Administrative Professionals Week and Wednesday, April 22, is Administrative Professionals Day. According to the [International Association of Administrative Professionals](#), there are more than 22 million administrative and office support professionals working in the United States. Some other facts about the observance include the following:

- U.S. Secretary of Commerce Charles Sawyer proclaimed the first observance of National Secretaries Week as June 1 to 7, 1952. Wednesday, June 4, 1952, was designated the first National Secretaries Day.
- In 1955, the National Secretaries Association changed the dates to the last full week of April.
- The name of the observance was changed to Professional Secretaries Day/Week in 1981 when the National Secretaries Association became Professional Secretaries International.
- In 1998, Professional Secretaries International changed its name to the International Association of Administrative Professionals, and in 2000, it designated the celebration as Administrative Professionals Day/Week.

Take the time this week to let the administrative professionals in your life know you appreciate their service.

Cafeteria Menu Available for Week of April 20

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"Next to excellence is the appreciation of it."

—William Makepeace Thackeray

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, April 22, 2015
Date: Wednesday, April 22, 2015 6:00:11 PM
Attachments: [image002.png](#)



Publication Date: April 22, 2015

Today's Headlines

- News from the Field: Bloomington Field Office Celebrates Administrative Professionals Day
- Reminder: Awards Ceremony for Combined Federal Campaign of the National Capital Area Is Thursday, April 23
- Reminder: Sign Up for Annual Golf Outing for McLean Employees Scheduled May 7
- Happy Earth Day 2015!

These articles are published on the [FCA Today SharePoint page](#).

News from the Field: Bloomington Field Office Celebrates Administrative Professionals Day

By Tony Haas (OE-Bloomington)

Editorial Note: To view a photo from Bloomington's Administrative Professionals Day celebration, read the [article](#) on FCA Today SharePoint page.

To celebrate Administrative Professionals Day, the Bloomington field office took a little time on Tuesday afternoon to gather together, enjoy some cake and thank Paula Purcelli for the work she does as Bloomington's administrative professional.

Thank you, Paula, for all the work you do, both seen and unseen! We appreciate you!

Reminder: Awards Ceremony for Combined Federal Campaign of the National Capital Area Is Thursday, April 23

Don't forget to mark your calendar for the awards ceremony of the 2014 Combined Federal Campaign of the National Capital Area (CFCNCA). It will be held at 2 p.m. this Thursday, April 23, in the atrium of the McLean Farm Credit Building.

CFCNCA representatives will recognize FCA and FCSIC for their generous contributions to the 2014 campaign. In addition, FCA Board Chairman Ken Spearman will address the audience, and Campaign Chair Ira Marshall will recognize keyworkers and others who were active in the 2014 campaign.

Refreshments will be served following the ceremony.

Reminder: Sign Up for Annual Golf Outing for McLean Employees Scheduled May 7

There is still time to join your fellow employees for the 2015 spring golf outing, Thursday, May 7, at Pleasant Valley Golf Club in Chantilly, Virginia. Tee times begin at 8:30 a.m. The format is standard captain's choice scramble.

If you plan to participate, please sign up and pay the \$75 entry fee to Kevin McAdoo, room 3117, or Sal Iannetta, room 4519, no later than Friday, April 24. The fee includes greens and cart fees, practice range balls (prior to tee time), buffet lunch, foursome coupon for winning group, and two-for-one greens fee coupon.

If paying by check, make payable to Kevin L. McAdoo. Please provide the names of members of your foursome. If you are interested and you do not have a foursome, no problem. We can easily put together individual golfers to make a team!

Friends, family and Farm Credit Building associates are welcome to join!

Happy Earth Day 2015!

Think green today, April 22, for the 45th anniversary of Earth Day. The event was first observed on April 22, 1970, in rallies across the country. It launched the environmental movement, which led to laws restricting water and air pollution, protecting endangered species, and other sustainability initiatives.

The [Earth Day Network](#), a nonprofit founded by the organizers of the first Earth Day, plans events with partners in 192 countries to celebrate Earth Day each year.

In honor of Earth Day and Earth Week (April 16 to 22), the U.S. Census Bureau published [Facts for Features: Earth Day: April 22, 2015](#), with statistics about energy and the environment.

For more information about the history of Earth Day, see the [April 22, 2013, FCA Today article](#).



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"A true conservationist is a man who knows that the world is not given by his fathers, but borrowed from his children."

—*John James Audubon*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, April 24, 2015
Date: Friday, April 24, 2015 5:24:05 PM
Attachments: [image002.png](#)



Publication Date: April 24, 2015

Today's Headlines

- Condolences
- Fit Friday Feature: Is My Loved One an Addict?
- Cafeteria Menu Available for Week of April 27

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that Milton Calhoun of McLean, Virginia, husband of Gaye Calhoun, Special Assistant to Board Member Jeff Hall, passed away on Wednesday, April 22. He was 82.

Milton enjoyed many years as a restaurateur in Northern Virginia at La Boheme in Falls Church, and as owner of The Pikestaff and The Dorey Seafood restaurants in McLean. For more about Milton, please see the obituary below.

A funeral service will be held on Monday, April 27, at 10 a.m. at the National Funeral Home, 7482 Lee Highway, Falls Church, Virginia. Interment at National Memorial Park and a reception will follow.

To leave online condolences, go to www.nationalfh-mp.com. Condolences also may be sent to Gaye at the following address:

1634 Macon Street
McLean, VA 22101

Obituary for Milton Taylor Calhoun

Long-time resident of McLean, VA, Milton Calhoun, 82, passed away early on the morning of April 22, 2015 of cardiac arrest.

He is survived by his wife Gaye Calhoun; son Brett Calhoun and wife Jennifer and their two sons Johnny and Brian; daughter Tara Brown; son Pete Calhoun and his son Ashton; son Barry Telano and wife Lynda and their daughters Tiffany and Tracy; and son Jack Telano and his two sons Jason and Brent. He was preceded in death by his daughter Judy Calhoun.

Milton was born in Calhoun, LA, on Aug. 24, 1932 to Huey and Clotea Calhoun. He will be missed by his brothers, sisters and their spouses: Pat Tedeton; Hugh and Grace Calhoun; Bill and Melinda Calhoun; Jo and Shelby Funderbuck; Barbara and David Smith; Robert and Shirley Calhoun; and nieces and nephews.

Milton attended Oklahoma A&M. He served in the Air Force, and (in a former life) as a Confederate soldier in the Civil War.

Milton enjoyed many years as a restaurateur in Northern Virginia at La Boheme in Falls Church, and as owner of The Pikestaff and The Dorey Seafood restaurants in McLean.

Milton was a real people person and an energetic storyteller. He loved to be in the middle of a conversation, that's for sure. Over the years he enjoyed good food, fishing, golf, the racetrack, the Redskins, a cold beer and the love and company of his family and friends.

Viewing and ceremony will be held on Monday, April 27, 2015, at 10 AM at the National Funeral Home, 7482 Lee Highway, Falls Church, VA, 22042. Interment at National Memorial Park and a reception will follow immediately.

All are welcome to attend and online condolences may be made at www.nationalfh-mp.com.

Fit Friday Feature: Is My Loved One an Addict?

This article was reprinted with permission from Health Matters at Work newsletter.

The use and abuse of alcohol and drugs are serious issues that should not be ignored or minimized. Never sit back and hope they just go away. If left untreated, use and abuse can develop into alcoholism or drug dependence. As a result, it is very important to recognize the signs and symptoms of alcohol and drug abuse early.

Physical warning signs of alcohol or drug abuse

- Eyes that are bloodshot or pupils that are smaller or larger than normal
- Frequent nosebleeds (which could be related to snorted drugs such as meth or cocaine)
- Changes in appetite or sleep patterns
- Sudden weight loss or weight gain
- Seizures without a history of epilepsy
- Deterioration in personal grooming or physical appearance
- Injuries/accidents and they won't or can't tell you how they got hurt
- Unusual smells on breath, body or clothing
- Shakes, tremors, incoherent or slurred speech
- Impaired or unstable coordination

Behavioral warning signs of alcohol or drug abuse

- Drop in attendance and performance at work or school
- Loss of interest in extracurricular activities, hobbies, sports or exercise
- Complaints from co-workers, supervisors, teachers or classmates
- Unusual or unexplained need for money, borrowing or stealing, missing money or valuables
- Silent, withdrawn, engaging in secretive or suspicious behaviors
- Sudden change in relationships, friends, favorite hangouts and hobbies
- Frequently getting into trouble (arguments, fights, accidents, illegal activities)

Psychological warning signs of alcohol or drug abuse

- Unexplained change in personality or attitude
- Sudden mood changes, irritability, angry outbursts or laughing at nothing
- Periods of unusual hyperactivity or agitation
- Lack of motivation, inability to focus, appears lethargic or "spaced out"
- Appears fearful, withdrawn, anxious, or paranoid with no apparent reason

When Abuse Becomes Addiction

Alcoholism and drug dependence involve all of the symptoms of alcohol and drug abuse, but also involve another element—physical dependence.

1. **Tolerance:** Tolerance means that, over time, you need more alcohol or drugs to feel the same effects. Do they drink or use more drugs than they used before? Do they drink or use more drugs than other people without showing obvious signs of intoxication?

2. **Withdrawal:** As the effect of alcohol or drugs wears off, the person may experience withdrawal symptoms: anxiety or jumpiness, shakiness or trembling, sweating, nausea or vomiting, insomnia, depression, irritability, fatigue, headaches or loss of appetite. Do they drink or use to steady their nerves or stop the shakes in the morning? Drinking or drugging to relieve or avoid withdrawal symptoms is a sign of alcoholism and addiction.

In severe cases, withdrawal from alcohol and drugs can be life-threatening and involve hallucinations, confusion, seizures, fever and agitation. These symptoms can be dangerous and should be managed by a physician who is trained and experienced in dealing with alcoholism and addiction.

3. **Loss of control:** Drinking or drugging more than they wanted to, for longer than they intended to or despite telling themselves that they wouldn't do it this time.

4. **Desire to stop, but can't:** They have a persistent desire to cut down or stop their alcohol or drug use, but all efforts to stop and stay stopped have been unsuccessful.

5. **Neglecting other activities:** They are spending less time on activities that used to be important to them (hanging out with family and friends, exercising, pursuing hobbies, etc.) because of the use of alcohol or drugs.

6. **Alcohol and drugs take up greater time, energy and focus:** They spend a lot of time drinking or using drugs, thinking about it or recovering from the effects. They have few (if any) interests, social or community involvements that don't revolve around the use of alcohol or drugs.

7. **Continued use despite negative consequences:** They drink and use even though they know it's causing problems. For example, they realize that their alcohol or drug use is interfering with their ability to do their job, damaging their marriage or causing health problems, yet they continue to drink or use.

What Can You Do?

Helping a loved one struggling with alcoholism or drug dependence can be heartbreakingly painful. But with help, it can also be remarkably rewarding. At times, it can seem so overwhelming that it would be easier to ignore it, pretend that nothing is wrong and hope it just goes away. But in the long run, denying it or minimizing it will be more damaging to you and to your loved one.

[National Council on Alcohol and Drug Dependence Affiliates](#) offer many services, including help for individuals and family members. If you are concerned about your own alcohol or drug use, or that of someone you care about, please reach out now.

To get you started, here are some important suggestions:

- **Learn all you can about alcoholism and drug dependence:** Visit www.ncadd.org for many educational resources.
- **Speak up and offer your support:** Talk to the person about your concerns and offer your help and support. Like other chronic diseases, the earlier addiction is treated, the better.
- **Express love and concern:** Don't wait for your loved one to "hit bottom." You may be met with excuses, denial or anger, so be prepared to respond

with specific examples of behavior that has you worried.

- **Don't expect the person to stop without help:** You may have heard it before—promises to cut down or stop—but it doesn't work. Treatment, support and new coping skills are needed to overcome addiction to alcohol and drugs.
- **Support recovery as an ongoing process:** Once your loved one is receiving treatment or going to meetings, remain involved. Continue to show that you are concerned about their successful long-term recovery.

Things you don't want to do:

- **Don't preach:** Don't lecture, threaten, bribe, preach or moralize.
 - **Don't be a martyr:** Avoid emotional appeals that may only increase feelings of guilt and the compulsion to drink or use other drugs.
 - **Don't cover up,** lie or make excuses for them and their behavior.
 - **Don't assume their responsibilities:** Taking over their responsibilities protects them from the consequences of their behavior.
 - **Don't argue when using:** When the person is using alcohol or drugs, they can't have a rational conversation.
 - **Don't feel guilty** or responsible for their behavior—it's not your fault.
 - **Don't join them:** Don't try to keep up with them by drinking or using.
-

Cafeteria Menu Available for Week of April 27

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



About FCA Today

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"Appreciation is the highest form of prayer, for it acknowledges the presence of good wherever you shine the light of your thankful thoughts."

—Alan Cohen

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Today's Headlines

- Mandatory Substance Abuse Training: Recordings Now Available
- Deadline for Claims for 2014 Flexible Spending Account Is Monday, June 15

These articles are published on the [FCA Today SharePoint page](#).

Mandatory Substance Abuse Training: Recordings Now Available

If you missed the mandatory substance abuse training held on Feb. 18, the recordings are now available for you to view. Please follow the links below to either the employee overview or the supervisor overview. Transcriptions of each recording are also available.

Send an email to Cassandra Matos (matosc@fca.gov) when you have successfully completed the training. Please contact Cassandra if you have any questions.

- [An Employee Overview of Substance Abuse in the Workplace](#)
 - [Transcription](#)
 - [A Supervisor's Guide to the FCA Drug-Free Workplace Program](#)
 - [Transcription](#)
-

Deadline for Claims for 2014 Flexible Spending Account Is Monday, June 15

The deadline for submitting claims for reimbursement from the 2014 balance in your Flexible Spending Account (FSA) is coming soon. You must submit all flexible spending claims by Monday, June 15, for expenses incurred on or before March 15. After June 15, you will have to forfeit any unclaimed balance for 2014.

If you have any questions, contact Human Resources at x44135, or send an email to [AskHR](#).



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"There is no glory in star or blossom till looked upon by a loving eye; There is no fragrance in April breezes till breathed with joy as they wander by."

—William C. Bryant

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Publication Date: April 29, 2015

Today's Headlines

- A Message From the Chief Operating Officer
- Dallas Tonsager Selects Wendy Laguarda as Executive Assistant
- Maternity/Paternity Leave Fact Sheet Now Available
- Ask the Editor: How to Punctuate Vertical Lists

These articles are published on the [FCA Today SharePoint page](#).

A Message From the Chief Operating Officer

During the week of May 4, all permanent employees who worked for FCA on Dec. 31, 2014, will receive an email from the U.S. Office of Personnel Management containing a link to the 2015 Federal Employee Viewpoint Survey.

I encourage you to take the time to complete the survey. It should only take about 20 minutes, and it is completely anonymous. Your participation is important because the higher the participation rate, the more useful the results will be.

This year we have decided to participate in the full survey, which is more comprehensive than the one we asked you to complete last year. With the full survey, we hope to receive more detailed feedback on the strengths of our organization and the challenges we face.

Please tell us how we can make your work life more rewarding and productive. I will personally review the survey results, and I will work closely with the Board and senior management to find ways to make improvements.

The deadline for completing the survey is Monday, June 15. Please contact [AskHR](#) if you have any questions. Thank you in advance for your participation.

Bill Hoffman
Chief Operating Officer

Dallas Tonsager Selects Wendy Laguarda as Executive Assistant

FCA Board Member and FCSIC Chairman Dallas Tonsager has selected Wendy Laguarda, OGC, to serve temporarily as his Executive Assistant. The appointment is effective May 1.

Wendy will replace Inga Smulkstys, who has accepted a position as Vice President for Programs and Operations with the Alliance for Justice in Washington, D.C. Inga's last day will be May 1.

During her tenure as Executive Assistant, Wendy will continue to perform her regular duties as Designated Agency Ethics Official in OGC.

Maternity/Paternity Leave Fact Sheet Now Available

The Office of Management Services has developed a fact sheet on FCA's flexible workplace policies and programs for parents and expectant parents. The fact sheet, [The Facts on Maternity/Paternity Leave](#), is on the Employee Resources SharePoint site.

FCA supports the needs of working mothers and fathers, and it has a comprehensive program of workplace flexibilities to support employees who are expecting, or who have recently experienced, the birth or adoption of a child. These flexibilities include an absence and leave policy, alternative work schedule program, a flexiplace (telecommuting) program, and flexibilities for nursing mothers.

Questions may be directed to [Ask HR](#).

Ask the Editor: How to Punctuate Vertical Lists

By Emily Yaghmour, OCPA

EDITOR'S NOTE: This article is part of a series of articles that address questions posed by FCA and FCSIC staff on grammar and plain language. To submit a question, send an email to newsletter@fca.gov and type "Ask the Editor" in the subject field. All submissions will be anonymous when posted to FCA Today. For more information about plain writing, see the [Plain Writing SharePoint page](#).

Question: In the example below, should the final item in the list end with a period? Or would no punctuation be correct? I have also seen commas and semicolons used in bulleted lists. Which is correct?

Delivery of agricultural commodities significant to U.S. economy:

- 1.5 million jobs
- More than \$352 billion in output
- Over \$41 billion in labor earnings
- Greater than \$74 billion is in value added on U.S. economy.

Answer: You will see lists punctuated in many different ways. But since I rely heavily on the Chicago Manual of Style, I will share with you Chicago's guidance on this topic. How to punctuate the vertical list depends largely on the text that

precedes the vertical list.

If the introductory text consists of a grammatically complete sentence, then you place a colon after the introductory text and use no punctuation at the end of the list items. See the example on the left in the table below. If the introductory text constitutes the beginning of a sentence, and the bulleted items complete the sentence, then you omit the colon after the introductory text, and you use commas or semicolons in the list of items. See the example on the right.

Vertical List Introduced by a Complete Sentence	Vertical List Introduced by an Incomplete Sentence
On the day of the examination, you must bring the following: <ul style="list-style-type: none">• Two pencils• Scratch paper• A ruler• A calculator	On the day of the examination, you must bring <ul style="list-style-type: none">• two pencils,• scratch paper,• a ruler, and• a calculator.

As you can see, the introductory text on the left is a complete sentence, with “you” as a subject, “must bring” as the verb, and “the following” as the direct object of the verb. The list that follows is not a grammatical part of the introductory sentence and therefore requires no punctuation. You may capitalize each item if you choose, but you should not use ending punctuation—unless the items constitute complete sentences. (More on this in a moment.)

In the example on the right, the introductory text is an incomplete sentence. The items in the vertical list grammatically complete the sentence begun in the introductory text. Each item is a direct object of the verb, “must bring.”

Think of it this way. You should punctuate this sentence just as you would if the series of items were not arranged in a vertical list:

On the day of the examination, you must bring two pencils, scratch paper, a ruler, and a calculator.

When do you use semicolons instead of commas? You separate items with a semicolon when at least one of the items already contains a comma. To demonstrate, I’ll complicate the earlier list just a bit.

On the day of the examination, you must bring

- two pencils, pens, or markers;
- scratch paper;
- a ruler; and
- a calculator.

We use semicolons after each item in the list because one of the items already contains commas.

And what happens when list items are complete sentences? Each list item would then receive ending punctuation as shown in the following example:

Follow these steps to change the brightness on the screen of your iPhone 5:

1. Select the **Settings** icon.
2. Select **Wallpapers & Brightness** from the menu.
3. On the line at the top of your screen, drag the circle left or right to adjust the brightness of your screen.

Now, let's get back to your example. (I'll bet you thought I'd never get there.) You would not place a period at the end of the final list item in your example unless you punctuated the other items as well. Also, I would suggest making the link between the introductory element and the items in the list more apparent. Perhaps you could recast the sentence as follows:

The delivery of agricultural commodities significant to the U.S. economy resulted in

- 1.5 million jobs,
- more than \$352 billion in output,
- over \$41 billion in labor earnings, and
- greater than \$74 billion in value added to the U.S. economy.

As you can see, because the list grammatically completes the sentence begun in the introductory element, each list item begins with a lowercase letter and ends in punctuation.

The punctuation and capitalization rules would be different if you recast the sentence as follows:

The delivery of agricultural commodities significant to the U.S. economy provides the following benefits:

- 1.5 million jobs
- More than \$352 billion in output
- Over \$41 billion in labor earnings
- Greater than \$74 billion in value added to the U.S. economy

In this case, a colon is correct after the introductory text because the text constitutes a grammatically complete sentence. And since none of the list items contains a complete sentence, no ending punctuation is used.



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*"Why can't somebody give us a list of things that everybody thinks and nobody says,
and another list of things that everybody says and nobody thinks?"*

—Oliver Wendell Holmes

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Publication Date: April 30, 2015

Today's Headlines

- Interested in the OE Leadership Development Program? See What Insiders Have to Say!
- OMS to Perform Email Maintenance on Friday, May 1, from 10 p.m. Until Midnight
- OMS Announces Changes to Employee Time Cards
- FCA and FCSIC Hit the CFCNCA Award Jackpot

These articles are published on the [FCA Today SharePoint page](#).

Interested in the OE Leadership Development Program? See What Insiders Have to Say!

By Marla Goodwin, Supervisory Program Manager, OE Staff Development Division

The Staff Development Division (SDD) will soon announce two positions to begin this summer in the Office of Examination's Leadership Development Program (LDP). If you think you might be interested in applying, read on for more information.

The program involves a 24- to 30-month rotation in SDD during which participants attend formal training and receive on-the-job training opportunities to help them develop the "executive core qualifications" identified by the Office of Personnel Management (OPM). On-the-job training opportunities include the following:

- Serving as an FCA examiner/trainer
- Helping create and provide formal Commissioning Program instruction
- Overseeing the Summer Internship Program
- Serving in a supervisory role
- Pursuing an individualized development opportunity based on the participant's interests and developmental needs

Rather than describing the program in detail, I've asked three of our second-year participants to give you an honest overview of the challenging opportunities provided by the LDP. Thanks to Lun Nguyen, Shahab Maslehati and Matt Alizadeh for sharing their perspectives.

Lun Nguyen

"When I applied for the Leadership Development Program, I was looking for a change. I was on AED [the Association Examination Division] at the time serving as EIC [examiner-in-charge] for two to three institutions, working on other exams between EIC assignments, and coaching AEs [associate examiners]."

"I enjoyed what I did, but I felt like there was more that I could do for OE, and I knew there were other areas in OE that I could experience. I enjoy working with other people and I thought the LDP would be perfect to change things up, gain exposure (personally and professionally), and help others progress through their career."

"Did I think I had enough experience and knowledge to lead and instruct people at the time? I would be lying if I said yes. I had coached a few people while working on AED, but in SDD I knew I would be working with our newest examiners rather than AEs with over two years on the job."

"However, I found my EIC and examination experience helped me answer most questions AEs had. I was surprised by how much I actually knew. And if I did not know the answer to their question, I knew where to find it or who to ask."

"I am now in my second year in the LDP. I truly enjoy working/interacting with AEs, and it is very rewarding watching their progress through the Commissioning Program."

"It is a lot of work, and as a result, it can be challenging to fill out my timecard! Work consists of things you may associate with SDD such as compliance HEAs [horizontal examination activities], loan review, finance review, TE [technical evaluation] review, and pre-com training instruction. And, of course, you still have your EIC responsibilities."

"However, there are several areas you may not anticipate working on, such as serving as a supervisor and delivering performance evaluations; revamping, delivering, and maybe even leading formal training; working on recruitment, formal training, Commissioning Program, leadership, and other OE/agency committees/workgroups; selecting applicants for SI/AE interviews; managing a summer internship program/project; and being part of the EMT [Executive Management Team] managers' meeting."

"Through the LDP, I have experienced many more aspects of OE and the agency beyond the examination of an institution. I have grown in my career because of the LDP, and I would do it all over again if I had the chance."

Shahab Maslehati

"The SDD's Leadership Development Program has been one of the most challenging yet rewarding experiences during my nine-year tenure. Until the LDP, my training and experiences had centered on building a strong technical understanding of examination processes and knowledge of FCS institutions. However, to round out my development and prepare for new opportunities, I wanted to hone a critical aspect of my development: leadership. And the LDP delivered—big time!"

"Specifically, the LDP provided unique opportunities to develop my communication

and other 'soft skills.' Among the formal training courses I attended, the OPM's Leadership Assessment Program and the University of Minnesota's Coaching for Executives were two standouts.

"Following those and other courses in the program, I was able to immediately apply learned skills via on-the-job opportunities. A short list of my LDP opportunities included leading the Communications 2 work group in creating and delivering new formal training; assuming delegated supervisory duties of AEs and SIs; serving as reviewer of the 2014 summer intern project; overseeing the 2015 Summer Internship Program; and, most recently, participating in an OE Manager's Meeting. These were in addition to being an active EIC and providing direct on-the-job training to AEs and SIs.

"I highly recommend the LDP program to self-driven, highly motivated individuals looking to take the next step forward in their career. The program encourages and nurtures growth, using objective and comprehensive development competencies to track your progression—so you always know where you stand.

"Furthermore, the personalized coaching and mentoring from SDD's management (and fellow LDP participants) was invaluable and aided me along the way. I look forward to continuing to grow and build on my newly obtained skill set in the coming years in FCA."

Matt Alizadeh

"Participating in the LDP has been a very rewarding experience. One of the most exciting parts of the job is related to the level of enjoyment I received when the 'light bulb' has come on for an employee. It is truly fulfilling when someone has struggled with a concept and you are able to explain it in different terms and they have an 'aha moment.'

"Also, the special projects I have led or been a part of combine with the multiple roles I have played (e.g., trainer, classroom instructor, EIC, acting supervisor) have allowed me to demonstrate and further hone one of my strengths—project management.

"Possibly more than anything else, I have enjoyed the individuals I have worked with in LDP—from SDD leadership to associate examiners and summer interns. The newer employees are very talented, well-rounded individuals who are naturally inquisitive. This reinforced my own technical skills when their questions caused me to investigate particular exam topics, procedures or practices that, over time, I started to take for granted. The enthusiasm newer employees have for the job is contagious and, while I have always been motivated to succeed, I found it further inspired me to be the best I could be both technically and as a leader.

"Ultimately, there are few things more gratifying than knowing your influence will positively impact people and an organization for years to come. I feel greatly rewarded in knowing I have been such an influence."

If you have any questions about the LDP, please contact me, Marla Goodwin, SDD Program Manager. Also, feel free to discuss your interest with our LDP participants!

OMS to Perform Email Maintenance on Friday, May 1, from 10

p.m. Until Midnight

The Office of Management Services will perform scheduled maintenance on the email appliance on Friday, May 1, from 10 p.m. EDT until midnight. During this time, you may experience intermittent email disruptions when sending and receiving external email.

If you have any questions, please contact the OMS Helpline at x44333 or Helpline@FCA.gov.

OMS Announces Changes to Employee Time Cards

You will notice some changes on your time card beginning May 6. To meet new reporting requirements by the Office of Personnel Management, our time cards must now include the following:

- New fields to track flexiplace hours and instances
- A new project code to reflect leave associated with the Family Medical Leave Act (Note: This code is to be used only by employees who have been authorized to take leave under the act.)

An article will appear next week in FCA Today with step-by-step guidance for completing the new fields in your time card.

If you have any questions regarding these updates, please contact Human Resources at x44135 or send an email to [AskHR](#).

FCA and FCSIC Hit the CFCNCA Award Jackpot

The hard work that FCA and FCSIC put in on the 2014 Combined Federal Campaign of the National Capital Area (CFCNCA) paid off big time.

On behalf of FCA and FCSIC, FCA Board Chairman Ken Spearman accepted the CFCNCA President's Award from Annece Perry, Deputy Executive Director of the CFCNCA. The award was presented at a ceremony on April 23 in the atrium of the Farm Credit Building.

"To get the award, your employees only needed to contribute an average of \$275," Ms. Perry said as she presented the award, "but FCA and FCSIC employees exceeded that amount, contributing an average of \$481 per donor."

Dr. Dean Wilkerson, the CFCNCA loaned executive serving FCA and FCSIC, also delivered remarks, thanking the audience and the leadership committee for their participation in the 2014 campaign. Also in attendance at the ceremony were Edith Parrish, CFCNCA associate director, and FCA Board Members Dallas Tonsager and Jeffrey Hall.

Chairman Spearman delivered brief remarks in which he thanked employees for their consistent generosity over the years. "As an employee of the regulator of the

Farm Credit System, each and every one of you plays an important role in ensuring a safe and dependable source of credit to agriculture and rural America," he said. "What you do every day helps contribute to the success of American agriculture and to food security for our nation and our world. And by giving to the CFC, you have extended your positive influence to the world."

In his remarks at the ceremony, FCA/FCSIC Campaign Manager Ira Marshall recapped three awards we received at a CFCNCA ceremony on March 12 in Washington, D.C. Out of 68 agencies in the small agency category, we received the Best Overall Communications Award and the Best Campaign Writing Award for the skit performed at the kickoff.

An individual FCA employee also received recognition at the March ceremony. Emily Yaghmour, OCPA, was one of three civilians to receive the CFCNCA Hero of the Year. She follows in the footsteps of Laura Burke and Linda Toki, who won the same award for the 2010 CFCNCA campaign. And in 2012, Walt Gardiner received the Legacy Donor Award for his many contributions to the CFCNCA over the years.

At the April 23 ceremony at FCA, Chairman Spearman, Deputy Campaign Manager Geoffrey Chu, and Ira also presented awards to the FCA/FCSIC keyworkers of the 2014 campaign and recognized the critical role they played in the success of the campaign. The 2014 keyworkers were Pam Cochran, Deb Buccolo, Jeremy Edelstein, Destyne Edwards, Steve Green, Tori Kaufman, Erica King, Wendy Laguarda, Ryan Leist, Carmen Lopez, Lihong McPhail, Eric Ovsiew and Molly Sproles.

Chairman Spearman, Geoffrey, and Ira also presented Special Service Awards to the following employees.

- For acting in the skit at the kickoff: Ed Fulmore, Pam Cochran, Jeremy Edelstein, Carmen Lopez and Kevin McAdoo. Kelli Jo Buettner, who no longer works for FCA, was also recognized.
- For assistance with campaign communications in FCA Today: Claire Haverstock.
- For serving on the FCA/FCSIC Leadership Team for the 2014 campaign: Dave Toth, campaign treasurer; Lynn Major, coordinator; Darius Hale, coordinator; Linda Toki, graphics coordinator; Carrie White, individual in charge of our charity recruitment; Emily Yaghmour, communications and skit coordinator; and Geoffrey Chu, deputy campaign manager.

In his concluding remarks, Ira said, "Congratulations to the keyworkers and leadership committee members who helped make this campaign such a success, but the highest honor goes to the many donors who contributed so generously to the 2014 campaign. Because of your generosity, countless individuals will have a better year this year. You can be very proud of that."

Donations from FCA and FCSIC employees contributed to the \$49.2 million raised by the CFCNCA in 2014. The CFCNCA met 95 percent of its \$52 million goal.

"In September," Ira said, "we will begin focusing on the 2015 campaign. I hope

you will continue your support of the CFCNCA, and I look forward to another exciting, successful campaign." At Chairman Spearman's request, Ira will again serve as the campaign manager in 2015.



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"If your actions inspire others to dream more, learn more, do more, and become more, you are a leader."

—John Quincy Adams

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Today's Headlines

- A Message From Chairman Spearman
- Planting the Seeds of a Secure Financial Future: OMS Offers Spring Workshops
- Lotus Notes Server Shuts Down May 31
- Received Your New Citibank Travel Card Yet?
- FCA Upgrades to Microsoft Exchange 2013
- Helpline Team Offers Open House and Tours of Marsha Martin Training Center Tomorrow, May 6

These articles are published on the [FCA Today SharePoint page](#).

A Message from Chairman Spearman

This week—May 3 to May 9—is Public Service Recognition Week. Every year since 1985, our nation holds this week of observance to honor federal, state, county and local government employees for their service and dedication. As Chairman of the Farm Credit Administration, I would like to thank each and every one of you for answering the call to serve your nation as a government employee.

In the work you do every day—whether you are examining an institution, writing a regulation, fixing a computer, or sorting the mail—you are supporting our nation's agricultural industry. As we work on tasks that seem so far removed from farm life, it's easy to lose sight of this, but it's true.

As the regulator of the Farm Credit System, we help ensure that farmers, ranchers, and others involved in the agricultural industry can obtain the credit they need to do the important work of feeding our nation and our world.

But your public service doesn't stop there. The generosity that you show year after year in your donations through the Combined Federal Campaign is simply inspirational. This is true both for employees in McLean and in the field offices. Not only are your donations generous, but you are also generous in the time and energy you dedicate to making the campaigns successful.

I am particularly grateful to the fine work Ira Marshall has done over the past year in leading our efforts to raise contributions for the Combined Federal Campaign of the National Capital Area. Thanks to him, his leadership team, and our dedicated keyworkers, the 2014 campaign was a resounding success. One of our employees, Emily Yaghmour, was even named a CFCNCA Hero of the Year for 2014, as Laura Burke and Linda Toki were for 2010.

But we also have many unsung heroes among us—like Kathy O'Dowd, for instance.

Kathy spent last weekend with members of her church putting together school supply packages to send to developing nations.

And I know that there are many others like Kathy throughout FCA and FCSIC—individuals who collect food, coats and toys for the needy; who organize care packages for our soldiers; who volunteer regularly to help others and support worthy causes.

Thank you for all that you do—both at work and on your own time—to help others and keep our nation strong. It is a privilege and an honor for me to serve with you.

Kenneth A. Spearman
Board Chairman and CEO

Planting the Seeds of a Secure Financial Future: OMS Offers Spring Workshops

During May and June, the Office of Management Services will offer three workshops on employee benefits and financial education.

All employees are invited to attend these seminars. Each presentation will be available by video to all field offices and by audio to employees working remotely. See below for more information on each.

Course Title	Presenter	Date, Time & Location	Description
Retirement Planning	G.B. Bose	Tuesday, May 26, from 11 a.m. to 1 p.m. EDT in the Marsha Martin Training Room	Designed for mid- to late-career employees , this workshop provides information on retirement savings and investment options. It will teach you how to plan for retirement and to calculate how much you need to meet your retirement goals.
Financial Literacy	G.B. Bose	Tuesday, May 26 from 2:15 to 3:45 p.m. EDT in the Marsha Martin Training Room	Designed for early-career employees , this course seeks to overcome two impediments to effective financial literacy training: information overload and procrastination. During the workshop, you will have the opportunity to test your financial literacy. You will be able to ask questions and receive guidance on how to frame your financial planning—from where you are now to the end of your working career.
Roth TSP/2015 Federal Benefits Updates	Dave Redden	Tuesday, June 2, from 1 to 4 p.m. EDT in the Marsha Martin Training Room	Designed for all employees , this workshop provides an overview of the latest federal benefits updates and the value or applicability of the Roth TSP to support your retirement planning.

About G.B. Bose

Mr. Bose is the president and CEO of Washington Retirement Planning Specialists and has more than 22 years of experience in the financial services sector. He holds a master of computer science degree and an M.B.A. in finance from The Wharton School, where he has also taught at the graduate level. From either of Mr. Bose's workshops, you will walk away with valuable information and a roadmap for your financial future.

About Dave Redden

Mr. Redden has been providing retirement planning and related counseling services for federal employees since 1987. He is a recognized expert on federal retirement plans and an accomplished speaker and author on topics related to retirement planning.

If you would like to attend any of these workshops, go to [Course Sign-Up](#), check the box next to the workshop you plan to attend, and click **Finish**.

Please contact Cassandra Matos (matosc@fca.gov) if you have any questions.

Lotus Notes Server Shuts Down May 31

The migration of content out of Lotus Notes is complete. If you know of any content in a Notes database that still needs to be moved to another application, please contact Debbie Kleinwachter at x44355. OMS plans to shut down the Lotus Notes server on Sunday, May 31.

If you rely on links in the Lotus Notes databases to take you to migrated content, you need to create some Internet Explorer bookmarks so that you can easily access this content after the Lotus Notes server is shut down.

If you don't know how to create bookmarks, don't worry—it's easy. Go to [Use Favorites to Save Websites You Like](#), which is located on the Microsoft website, and follow the instructions there.

Please contact the OMS Helpline at X44333 or helpline@fca.gov if you have any questions.

Received Your New Citibank Travel Card Yet?

As reported in FCA Today on [Dec. 16](#) and [Dec. 22](#), Citibank is replacing our old travel cards with cards containing "Chip and PIN" technology.

If your government travel card has expired, or will expire soon, and you have not received your new card, please contact Irma Blankenship at x44055 so that she can check the status of your new card. When you receive your new card, please call Citibank to have it activated.

Keep in mind that the envelope in which the card is mailed looks like junk mail. The card is mailed to your home address in a plain white envelope (no company logo), with only a return address of P.O. Box 6239, Sioux Falls, South Dakota.

Soon, OMS will distribute a wallet-sized card with information about what to do if your travel card is ever lost or stolen. If you have any questions, please contact Irma at x44055.

FCA Upgrades to Microsoft Exchange 2013

Tomorrow, May 6, the Office of Management Services will begin upgrading the agency's

email system to Microsoft Exchange 2013. The rollout will be complete by Sunday, May 31.

OMS will stagger the upgrade by office and location and will notify each group of users by email prior to the upgrade. You can continue to use your email while the upgrade runs in the background.

Changes Provided by the Upgrade

- When you are away from the office, you will no longer have to log on to the VPN to open Outlook on your laptop—you can just click on your Outlook icon.
- You will notice more consistency in the layout and color scheme between FCA Webmail and the new SharePoint. For more information, go to [Training Videos—Outlook Web App](#) on the FCA SharePoint site.
- You will also notice a few subtle changes in Outlook on your laptop.

If you have any questions, please contact the OMS Helpline at x44333 or Helpline@FCA.gov.

Helpline Team Offers Open House and Tours of Marsha Martin Training Center Tomorrow, May 6, from 1 to 3 p.m.

The Helpline team invites you to tour the new and improved Marsha Martin Training Center tomorrow, May 6. Notable upgrades to the room include more than 90 LED ceiling lights, 5 LED TVs, and a 185-inch screen.

Join the team for a quick tour, including a short demonstration and behind-the-scenes look at the projectors and mirrors. Tours will be offered at the following times:

- 1 p.m.
- 1:30 p.m.
- 2 p.m.
- 2:30 p.m.

Following the Training Center tour, join team members in Suite 1700 to see their new space and learn about the changes made to enhance the customer experience. They look forward to seeing you!

If you have any questions, please contact the Helpline at x44333 or Helpline@FCA.gov.



About FCA Today

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"The best way to find yourself is to lose yourself in the service of others."

—Ralph Waldo

Emerson

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To: [newsletter](#)
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[image011.png](#)



Publication Date: May 6, 2015

Today's Headlines

- FCA Receives Communicator Awards of Distinction
- Human Resources Staff Offers Guidance for Completing New Flexiplace Fields on Time Card
- Time Card Now Includes Project Code for Leave Under Family Medical Leave Act
- OMS Issues Temporary Alternative to Log On to Network

These articles are published on the [FCA Today SharePoint page](#).

FCA Receives Communicator Awards of Distinction

In the 2015 Communicator Awards competition, FCA received three Awards of Distinction—one for the 2013 Annual Report, one for the new recruiting brochure, and one for the photography used in the 2014 Combined Federal Campaign of the National Capital Area.

The winning materials were designed by, and the winning photographs were all taken by, Linda Toki, FCA's visual information specialist. Linda has been creating stunning visual materials for FCA since 1991 when she joined the agency.

According to its website, the Communicator Awards is "the leading international awards program recognizing big ideas in marketing and communications. Founded two decades ago, the Communicator Awards receives over 6,000 entries from companies and agencies of all sizes, making it one of the largest awards of its kind in the world."

Submissions for the Communicator Awards are judged by the Academy of Interactive & Visual Arts, "an invitation-only group consisting of top-tier professionals from acclaimed media, communications, advertising, creative and marketing firms."

Human Resources Staff Offers Guidance for Completing New Flexiplace Fields on Time Card

Starting tomorrow, May 6, you will see some new fields to complete on your time card. These fields have been added to comply with new flexiplace reporting requirements from the Office of Personnel Management. The fields are designed to track your flexiplace (or telework) hours.

Take a look at the screenshot below—this is what the time card will now look like. It will have two new rows at the top of the card. In the first row, you record your "routine" flexiplace hours; in the second, you record your "situational" flexiplace hours.

Count	Total	Su1	Mo1	Tu1	We1	Th1	Fr1	Sa1	Week1	Su2	Mo2	Tu2	We2	Th2	Fr2	Sa2	Week2
Routine Flexiplace Hours	1	8.00															
Situational Flexiplace Hours	1	5.00			5.00												

Project Hours - Right-click Project for Hierarchy		May 03	May 04	May 05	May 06	May 07	May 08	May 09	Week 1	May 10	May 11	May 12	May 13	May 14	May 15	May 16	Week 2
Hours Type	Project	Su	Mo	Tu	We	Th	Fr	Sa	Total	Su	Mo	Tu	We	Th	Fr	Sa	Total
77.00 Regular Time	Acctg Guidance & Support	8.00	8.00	5.00	8.00	8.00			37.00	8.00	8.00	8.00	8.00	8.00			40.00
3.00 Annual Leave Used	Leave				3.00				3.00								0.00

What's the difference between routine and situational flexiplace hours? If you have an arrangement with your supervisor allowing you to routinely work certain hours of your work week at home, then those are your routine flexiplace hours. If you occasionally obtain permission to telework during hours you would normally be in the office, then those would be your situational flexiplace hours.

How to complete the new fields

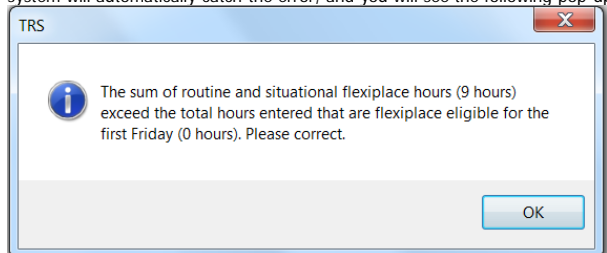
To make sure you know how to record your telework hours, let's walk through an example:

Let's say you are on a normal eight-hour schedule and you regularly flexiplace on the second Thursday of each pay period. In addition, let's say your supervisor granted approval for you to work five hours from home on the first Wednesday of the pay period because you were taking annual leave in the afternoon to attend a ceremony at your child's school. How would you complete the flexiplace rows of your time card?

As shown in the screenshot above, you would record eight hours in the routine row on the second Thursday of the pay period, and you would record five hours in the situational row on the first Wednesday of the pay period.

But what if you make a mistake?

Let's say you are regularly scheduled to take off on the first Friday of the pay period, but you mistakenly record nine hours of flexiplace for that day. The system will automatically catch the error, and you will see the following pop-up.



Just click **OK** and correct your time card.

What if you don't work any flexiplace hours during a pay period?

In that case, just ignore those first two rows and complete your time card as you normally would. When you save your time card, the following pop-up will appear.



Click **Yes** to continue. Or, if you realize that you have forgotten to record some flexplace hours, click **No**, and enter the hours in the proper fields. If you have any questions regarding these updates, please contact Human Resources at x44135 or send an email to [AskHR](#).

Time Card Now Includes Project Code for Leave Under Family Medical Leave Act

If you have requested and been approved for leave under the Family Medical Leave Act (FMLA), you may take up to 12 weeks (480 hours) of leave in a one-year period. You may take FMLA leave as unpaid leave, paid leave, or some combination of the two (See [PPM 822 Absence and Leave](#) for information on the circumstances and requirements for FMLA leave.)

To make sure you record your FMLA leave properly on your time card, follow these instructions:

1. Select a transaction type, such as **Leave Without Pay** or **Annual Leave Taken**.

Project Hours - Right-click Project for Hierarchy

Total Transaction Hours Type	Project	May 03 Su	May 04 Mo	May 05 Tu	May 06 We	May 07 Th	May 08 Fr	May 09 Sa	Week 1 Total	May 10 Su	May 11 Mo	May 12 Tu	May 13 We	May 14 Th	May 15 Fr	May 16 Sa	Week 2 Total
0.00 Regular Time									0.00								

Transaction Type	Code	Type
Injury Leave Taken	67	Nonpremium
Leave Without Pay (LWOP)	71	Nonpremium
Military Leave - Emergency	68	Nonpremium
Military Leave - Regular	65	Nonpremium
Overtime Earned	21	Premium

2. From the Project list, select the new code: 3429.

Project Hours - Right-click Project for Hierarchy

Total Transaction Hours Type	Project	May 03 Su	May 04 Mo	May 05 Tu	May 06 We	May 07 Th	May 08 Fr	May 09 Sa	Week 1 Total	May 10 Su	May 11 Mo	May 12 Tu	May 13 We	May 14 Th	May 15 Fr	May 16 Sa	Week 2 Total
0.00 Regular Time									0.00								

Project Name	Number	Description
Flood Insurance (CMP)	3329	Join the FFIEC agencies in the development of a joint policy statement on Civil Money Penalties (CMP) under the National Flood Insurance Reform Act of 1994.
FMLA Leave	3429	Leave taken under the Family and Medical Leave Act of 1993 (FMLA).
FOIA & Release of Info.	3252	Freedom of Information Act (FOIA) and Release of Information activities.
Funding Approvals	3205	Administer and process FCA's approval of the System's issuances of joint and several debt obligations.
General Administration	3002	General administrative activities which cannot be

Example of Time Card Showing FMLA Leave

Below is the time card of an employee who is under an FMLA arrangement. She has decided to use a combination of paid and unpaid leave. She used 40 hours of paid annual leave and 24 hours of paid sick leave for a total of 64 hours. Having exhausted her paid leave, she recorded the remaining 16 hours as leave without pay. In all cases—for sick leave, annual leave, and leave without pay—she used FMLA Leave as the project code because she took the leave under an FMLA arrangement.

Project Hours - Right-click Project for Hierarchy

Total Transaction Hours Type	Project	May 03 Su	May 04 Mo	May 05 Tu	May 06 We	May 07 Th	May 08 Fr	May 09 Sa	Week 1 Total	May 10 Su	May 11 Mo	May 12 Tu	May 13 We	May 14 Th	May 15 Fr	May 16 Sa	Week 2 Total
40.00 Annual Leave Used	FMLA Leave	8.00	8.00	8.00	8.00	8.00			40.00								0.00
24.00 Sick Leave Used	FMLA Leave								0.00	8.00	8.00	8.00					24.00
16.00 Leave Without Pay (LWOP)	FMLA Leave								0.00				8.00	8.00			16.00

If you have any questions concerning FMLA or our time-recording system, please email [AskHR](#) for assistance.

OMS Issues Temporary Alternative to Log On to Network

Some users are receiving the following error message when they try to log on to their laptops using their government-issued ID cards: "The system could not log you on. The revocation status of the smart card certificate used for authentication could not be determined."

Until further notice, OMS is enabling all employees to log on to the network using their domain (VPN) usernames and passwords. If you are unable to log on using your government-issued ID card, follow these steps:

1. Reboot.
2. Enter your BitLocker PIN (the four-digit PIN you use to log on to your laptop).
3. Wait 30 seconds at the control/alt/delete screen.
4. Log on using your username and password.

The problem arose because the vendor responsible for checking the validity of the certificates on the cards is having server problems. OMS will let you know when the issue is resolved.

Call the Helpline at x44333 (1-877-322-4503) if you need assistance.



About FCA Today

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Congressional and Public Affairs at 703-883-4056.

"To achieve great things, two things are needed: a plan and not quite enough time."

—Leonard Bernstein

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Publication Date: May 7, 2015

Today's Headlines

- Ed Fulmore Selected for Upward Mobility Position
- Office of Examination Announces Career Opportunity for Leadership Development Program

These articles are published on the [FCA Today SharePoint page](#).

Ed Fulmore Selected for Upward Mobility Position

Ed Fulmore has been selected for an Upward Mobility position on the Administrative Operations Team in OMS. In his new position, Ed will receive training and be given development assignments to prepare him to serve as a specialist in various administrative and operational services for OMS.

Since beginning his career at FCA, Ed has received numerous compliments on the outstanding customer service he provides to staff. Ed graduated from Strayer University with an MBA in contracting, acquisition and procurement. His undergraduate degree is also from Strayer, where he earned a bachelor of business administration in human resources.

Office of Examination Announces Career Opportunity for Leadership Development Program

A [job announcement](#) opened today for two vacancies in the Office of Examination's Leadership Development Program. The announcement, open to commissioned FCA examiners only, is for two positions in any FCA field office location. The announcement closes May 22.

Interested in the OE Leadership Development Program? [See What Insiders Have to Say!](#)

The announcement is located on USAJOBS; however, because it is open to internal candidates, it may only be viewed through the above link. To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement through the hyperlink above.
3. Click on the **How to Apply** tab to find out which documents you must

submit when you apply, then save those documents on your computer for easy access.

4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. Go back to the [job announcement](#) page.
6. Click on the **Apply Online** button in the right-hand menu of the page and follow the instructions on the next screen.

If you need assistance, please contact Lynn Lotocki at 703-883-4154 or x44154.



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"A good leader takes a little more than his share of the blame, a little less than his share of the credit."

—Arnold H. Glasow

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Publication Date: May 11, 2015

Today's Headlines

- Four FCA Examiners Receive Promotions
- Office of Examination Announces Supervisory FCA Examiner Opening (Temporary Promotion)
- What Kind of Laptop Do You Need? Answer OMS Survey
- Cafeteria Menu Available for Week of May 11

These articles are published on the [FCA Today SharePoint page](#).

Four FCA Examiners Receive Promotions

By Marla Goodwin, Supervisory Program Manager, Staff Development Division

The Office of Examination is proud to announce the promotions of FCA examiners Matt Alizadeh, Robin Boston, Shahab Maslehati and Mindy Stultz to grade VH-39. These promotions are in recognition of their high levels of performance, leadership and communications skills, and willingness to take on additional, more challenging assignments. Please join us in congratulating them on their well-deserved promotions!

Matt Alizadeh

When Matt joined FCA in 2009, he was already an experienced professional, having spent three years with a nationally recognized insurance company and having interned with CoBank during his college years.

In 2011, when he was an associate examiner in the Staff Development Division, Matt's technical skills and leadership resulted in his acing the technical evaluations and being selected as a summer intern project lead.

He continued to excel when he transitioned to the Market Risk Division where he received recognition for acting as lead of one of the more complex institutions in the System, assisting in the EDGe and Loan Workpaper Database initiatives, and serving in a variety of lead examination roles.

In early 2013, Matt earned his commission, and in FY 2014, he began a new journey when he entered the OE Leadership Development Program. He established and has already successfully met many program-related goals. For example,

despite unexpected obstacles along the way, he completed his tier 3 capstone project ahead of schedule; the project involved creating new simulation materials for technical evaluations.

Currently, Matt is creating formal training for summer interns, and he will oversee the training at both the summer intern kickoff and the new employee orientation. He will also work with Shahab Maslehati to finalize the 2015 Summer Intern Program plan—an especially challenging project given this will be a historically large class.

And Matt will take on these responsibilities even as he continues to perform his other responsibilities, which include supervising associate examiners, serving as an FCA examiner and trainer, and serving as examiner-in-charge (EIC) of Farm Credit of Southern Colorado.

Robin Boston

Robin was hired in June 2008 in the Denver field office, having just received her MBA from Oklahoma State University. Since earning her FCA commission in October 2011, she has led the examinations of several associations, including a very challenging institution that is under a written agreement with FCA. Robin has also provided meaningful examination work to assist other EICs of institutions under formal enforcement actions.

She has made valuable contributions in other areas as well, such as serving as a mentor to noncommissioned examiners, providing recommendations to improve the examiner scheduling process, and participating in the 2014 OE Job Analysis Focus Group to determine current job tasks and proficiencies.

She has been recognized for her use of plain writing principles and has recently been selected for a rotation assignment leading the examination of assets and portfolio management on the Farmer Mac examination. Both for her technical skills and her positive attitude in taking on new assignments, Robin has emerged as a very valuable examiner in the Denver office.

Shahab Maslehati

Shahab has been part of many "firsts" here at FCA. He joined us as a member of the historic class of 2006—the first class under our new OE framework and the first official Staff Development Division class. Shahab earned his commission in the first redesigned test administered in October 2009. And he was selected into the Capital Markets Specialist Program in 2011, becoming one of the first from our newly commissioned staff to enter a specialist program.

In the years that followed, Shahab has accepted challenging assignments. From serving as EIC of an institution under enforcement to conducting finance exam activities for Farmer Mac to participating in System bank examinations to chairing the OE Employee Council, Shahab has readily stepped up and produced.

In 2013, for yet another "first," Shahab was selected to be part of the first class in the OE Leadership Development Program. In addition to excelling in training and coaching, he led the Communications II Formal Training Workgroup, where he tackled an area in which he wanted to improve while also providing great value to the next generation of OE examiners.

Currently, in partnership with Matt Alizadeh, he is finalizing the 2015 Summer Intern Program plan. His specific responsibilities include overseeing all on-the-job training activities and managing the Summer Intern Program project. Shahab also continues to serve as a delegated supervisor to associate examiners, an FCA examiner trainer, an EIC, and the chairman of the OE Employee Council.

Mindy Stultz

Mindy was hired in June 2007 in the Bloomington field office, having just graduated from Iowa State University with a bachelor's degree in agricultural business and international agriculture.

Since earning her commission in October 2011, she has led several association examinations of varying size and complexity, including one institution under an enforcement action. With Mindy as EIC, the association continued to improve and was eventually returned to normal supervision.

She has also very effectively led examinations of normal-risk associations, including one where she identified some needed improvements in lending, portfolio management, internal controls and other areas. She has had a key role in assisting on other examinations as well; on one such examination she identified standards-of-conduct violations at the institution.

Mindy has also made significant contributions in other areas. She has served on the OE Employee Council since 2012. As a member of the Knowledge Transfer Group, she has recommended improvements to communication and information sharing. And for the EIC School, she has served as a curriculum creator and an instructor.

Mindy has emerged as an excellent resource for peers and other examiners in the Bloomington office.

Office of Examination Announces Supervisory FCA Examiner Opening (Temporary Promotion)

The Office of Examination has one vacancy for a supervisory FCA examiner, full time – temporary promotion, not to exceed six months, grades VH-0570-39/40. The announcement opens today, May 11, and closes May 22. This position, [VA-15-0166](#), is advertised for current FCA commissioned examiners only.

The individual who is selected for this position will receive the following:

- A paid, furnished apartment.
- Reimbursement for per diem expenses (meal and incidental expenses only).
- A flexible work schedule (5-4/9), which permits a return home on the Thursday prior to the flex Friday.
- A rental car.

The deadline for submitting applications is Friday, May 22.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must

submit when you apply, then save those documents on your computer for easy access.

4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Lorine Hines at 703-883-4423 (x44423).

What Kind of Laptop Do You Need? Answer OMS Survey

The Office of Management Services (OMS) is beginning efforts to replace the agency's current Lenovo Thinkpad laptops and needs your feedback.

In addition to traditional business-class laptops, we will consider very lightweight ultrabook systems during this replacement cycle. These systems are much lighter, but come with smaller screens and have fewer ports. We need your help to better understand your business needs and preferences in a laptop, as well as associated software.

Please complete this [Laptop Survey](#) to share

- how you use your laptop outside of the office,
- your preference for items such as screen size and weight,
- components and ports you may be willing to forgo in favor of a much lighter device,
- your business software needs, and
- your suggestions for a smooth rollout and preferences for training.

We will use your input along with several other criteria to find suitable models to evaluate. In addition to your needs, we will consider the latest technologies, industry ratings, references, ease of serviceability nationwide, manufacturing life cycle, speed of delivery, manufacturer viability, costs and adherence to government procurement regulations.

The survey is anonymous and consists of 19 questions; it should take about five minutes to complete. It will be open for your input through May 14.

OMS thanks you in advance for your participation.

Cafeteria Menu Available for Week of May 11

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



About FCA Today

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Public Affairs at 703-883-4056.

"Horticulturally, the month of May is opening night, Homecoming, and Graduation Day all rolled into one."

—*Tam Mossman*

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Today's Headlines

- Note of Appreciation from Gaye Calhoun
- A Message From the Chief Operating Officer
- Reminder from Office of Inspector General: Use Government Charge Cards for Official Purposes Only
- Make a Difference at FCA: Join a Special Emphasis Program

These articles are published on the [FCA Today SharePoint page](#).

Note of Appreciation from Gaye Calhoun

I would like to express my heartfelt thanks to all of my FCA friends who came to Milton's funeral. It was such an honor to have you there and meant so much to me and my family. Thanks to everyone for the cards, flowers, words of sympathy, and support during this very difficult time. I am grateful to you all.

Gaye

A Message From the Chief Operating Officer

Almost 40 percent of you have already responded to the 2015 Federal Employee Viewpoint Survey. This high initial response is good news. For those of you who completed the survey, your feedback is greatly appreciated. Thank you.

For those of you who have not yet had the chance to complete the survey, please do so. The deadline is June 15. Your feedback will help us to continue our efforts to make the Farm Credit Administration one of the best places to work in the federal government.

A link to the survey was sent out last week in an email to all permanent employees who worked for FCA on Dec. 31, 2014. The address from which the email was sent is EVS@opm.gov. To find the email quickly, search your Inbox for "Federal Employee Viewpoint Survey."

If you are a permanent employee who has been on the FCA staff since Dec. 31 and you did not receive the email, please contact Cassandra Matos at matosc@fca.gov.

Reminder from Office of Inspector General: Use Government Charge Cards for Official Purposes Only

On May 7, Government Executive published an [article](#) discussing a Pentagon investigation. Employees charged more than \$1 million at casinos and adult entertainment establishments on their government charge cards. Please keep in mind that government charge cards are to be used only for official travel and purchases.

The following PPMs provide more information on FCA's policies regarding travel:

- PPM 711, [Government Travel Charge Card](#)
 - PPM 708, [Travel and Relocation](#)
 - PPM 826, [Disciplinary and Adverse Actions](#)
-

Make a Difference at FCA: Join a Special Emphasis Program

By Lynn Major, FCA Diversity Coordinator

During the month of June, each Special Emphasis Program (SEP) will host an information session. We invite you to come to one or all of these sessions. The SEP managers will provide details in the upcoming weeks.

Top Five Reasons to Join a Special Emphasis Program

5. It brings people together.

Uniting people from diverse backgrounds and offices to work towards common goals helps build camaraderie and teamwork.

4. You learn a lot.

Working with SEP, you will learn more about the functions and operations of our agency.

3. It promotes personal and professional growth.

You will discover hidden talents that will contribute to your personal and professional development. You will have opportunities to network across the agency and to attend training activities.

2. You can promote change.

Sharing your ideas and creativity can bring new or enhance existing initiatives and programs to the agency.

1. You can make a difference.

Every person counts! Make a difference, meet new people and get outside of your box.

Wondering who our SEP managers are?

Angela Hanson, Federal Women's Program

Donnie Herrera, Hispanic Emphasis Program

Geoffrey Chu, Asian American and Pacific Islander Program

Damien Hill, Blacks in Government

Joseph Connor, Persons with Disabilities Program



About FCA Today

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"A single arrow is easily broken, but not ten in a bundle."

—Japanese proverb

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Publication Date: May 14, 2015

Today's Headlines

- Last Chance: Answer Laptop Survey by Close of Business Today, May 14
- External Email Maintenance Scheduled Saturday Evening, May 16
- Prepare Your Office for Carpet Cleaners in Farm Credit Building, May 30 to 31
- Deadline for Claims for 2014 Flexible Spending Account Is Monday, June 15
- 2015 FCA Golf Outing Results Are In

These articles are published on the [FCA Today SharePoint page](#).

Last Chance: Answer Laptop Survey by Close of Business Today, May 14

The Office of Management Services (OMS) is beginning efforts to replace the agency's current Lenovo Thinkpad laptops and needs your feedback. In addition to traditional business-class laptops, we will consider very lightweight ultrabook systems during this replacement cycle. These systems are much lighter, but come with smaller screens and have fewer ports. We need your help to better understand your business needs and preferences in a laptop, as well as associated software.

Please complete this [Laptop Survey](#) to share

- how you use your laptop outside of the office,
- your preference for items such as screen size and weight,
- components and ports you may be willing to forgo in favor of a much lighter device,
- your business software needs, and
- your suggestions for a smooth rollout and preferences for training.

We will use your input along with several other criteria to find suitable models to evaluate. In addition to your needs, we will consider the latest technologies, industry ratings, references, ease of serviceability nationwide, manufacturing life cycle, speed of delivery, manufacturer viability, costs and adherence to government procurement regulations.

The survey is anonymous and consists of 19 questions; it should take about five minutes to complete. It will be open for your input through close of business today, May 14.

OMS thanks you in advance for your participation.

External Email Maintenance Scheduled Saturday Evening, May 16

The Office of Management Services will perform scheduled maintenance on the McLean email appliance from 9 until 11 p.m. EDT, Saturday, May 16. During this time, you may experience intermittent disruptions when sending and receiving external email on your devices and in Outlook.

If you have any questions, please contact the OMS Helpline, x44333 or Helpline@fca.gov.

Prepare Your Office for Carpet Cleaners in Farm Credit Building, May 30 to 31

Workers will clean all the carpets in FCA offices and hallways in the McLean Farm Credit Building. The work takes place on Saturday, May 30, through Sunday, May 31.

Please make sure boxes of paper, cell phone charger wires, cables and other items are off the floor. The cleaners will move all lightweight chairs, wastebaskets, plants and other furnishings while they are cleaning. The FCS Building Association thanks you for your cooperation.

If you have any questions, please call the Building Association at x44490.

Deadline for Claims for 2014 Flexible Spending Account Is Monday, June 15

The deadline for submitting claims for reimbursement from the 2014 balance in your Flexible Spending Account (FSA) is coming soon. You must submit all flexible spending claims by Monday, June 15, for expenses incurred on or before March 15. After June 15, you will have to forfeit any unclaimed balance for 2014.

If you have any questions, contact Human Resources at x44135, or send an email to [AskHR](#).

2015 FCA Golf Outing Results Are In

By Kevin McAdoo, OE and golf outing coordinator

EDITOR'S NOTE: To view photos of this event, read the [article](#) on FCA Today SharePoint page.

The 2015 spring golf outing on May 7 at Pleasant Valley Golf Club was a great success! A total of eight teams and 32 individuals, representing employees of FCA and the FCS Building Association and their family members and friends, participated.

Team Results

- 1st place: Jeremy Del Moral, OSMO; Karla Cruz, wife; Brandon Petelin, friend; Oliver Davies, friend, with a score of 64 or 8 under par

- 2nd place: Patrick Tewell, OE; Al Eaves, friend; Hal Johnson and Kevin McAdoo, OE, with a score of 67 or 5 under par

- 3rd place tie: Kenneth Spearman, Board Chairman and CEO; Maria Spearman, wife; Russell Middleton, OB; Rick Albrecht, FCSBA; Sal Iannetta, ORP; Ivan Dale, friend; Mike Varrone, friend; Dave O'Lenick, friend, with scores of 69 or 3 under par

Contest Winners

Longest drive:

- Male: Rick Albrecht
- Female: Joy Strickland, OGC

Closest to the pin:

- Male: Tom Holland, retired FCA employee
- Female: Maria Spearman

Thanks once again to everyone who participated!



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"Golf is like a love affair. If you don't take it seriously, it's no fun; if you do take it seriously, it breaks your heart."

—Arthur Daley

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Publication Date: May 15, 2015

Today's Headlines

- FCA Issues News Release on Final Rule on Stockholder Voting Procedures
- Fit Friday Feature: Lessen the Impact of Alzheimer's at Work
- Cafeteria Menu Available for Week of May 18

These articles are published on the [FCA Today SharePoint page](#).

FCA Issues News Release on Final Rule on Stockholder Voting Procedures

Yesterday, May 15, FCA issued a [news release](#) announcing the FCA Board's approval of a final rule to amend FCA regulations regarding stockholder voting policies and procedures at Farm Credit System institutions. The rule was proposed in August 2014 and will become effective 30 days after publication in the Federal Register.

Fit Friday Feature: Lessen the Impact of Alzheimer's at Work

This article was reprinted with permission from Health Matters at Work newsletter.

Do you care for a family member with Alzheimer's disease or another dementia? If so, you are not alone. In 2013, 15.5 million caregivers provided unpaid care valued at more than \$220 billion. For working adults, the struggle to balance career, parenthood and caregiving can be very difficult.

An estimated 5.2 million Americans have Alzheimer's disease, including 200,000 people with early-onset Alzheimer's. Many people with early-onset Alzheimer's are in their 40s and 50s. They have families, careers or are even caregivers themselves when Alzheimer's strikes.

Whether you are a caregiver or faced with an early-onset diagnosis, use these resources to help lessen the impact of Alzheimer's at work.

[Register for June 2 webinar](#)—Age is no longer just a number, as many Americans are living and working longer. At any age, there are lifestyle habits we can adopt to help maintain and even potentially improve our health. Register now to learn more!

[10 warning signs: Is it Alzheimer's or just aging?](#)—Your memory often changes as you grow older, but memory loss that disrupts your daily life and/or work is not a typical part of aging. Read this online brochure to learn more.

[10 questions to ask if you are diagnosed while working](#)—If you are diagnosed with early-onset Alzheimer's while still employed, it is critical that you educate yourself about the benefits available through your employer.

[7 options for employees with early-onset Alzheimer's](#)—You may find work-related tasks more difficult to perform as the disease advances. This online brochure explains what you can do about your job.

[Lower your risk of Alzheimer's](#)—The most important risk factors (age, family history and heredity) can't be changed, but emerging evidence suggests there may be other factors we can influence.

[The caregiver's crisis](#)—View the results of a recent survey that highlights the growing number of working women who care for a family member with dementia.

[Create a caregiving action plan](#)—Use the Alzheimer's Navigator, a free online tool from the Alzheimer's Association, to create a personalized action plan that meets your specific needs.

[Caregiver stress check](#)—Do you feel overwhelmed? These eight questions can help determine if your own health is at risk.

[Ask for help](#)—The Alzheimer's Association Care Team Calendar is a free online tool that organizes family and friends who want to help with caregiving duties.

[4 important steps for working with care providers](#)—Leaving your loved one in the care of another is never an easy thing to do. But by working closely with providers and staying involved, you can help ensure all care needs are being met.

[7 ways to get the most out of doctor visits](#)—Good health care requires a partnership between the patient, family and physician. Learn how to plan ahead and what questions to ask during your visits.

[You are not alone](#)—At work or at home, ALZConnected provides a safe place to connect with other people who are impacted by Alzheimer's.

[Get the newsletter](#)—Sign up for weekly e-news from the Alzheimer's Association to learn how to provide the best possible care.

[Get help](#)—Find your local chapter of the Alzheimer's Association or visit their Community Resource Finder for a comprehensive listing of Alzheimer's and dementia resources, community programs and services.

To learn more, please visit the [Alzheimer's Association website](#).

Cafeteria Menu Available for Week of May 18

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"The blues was bleeding the same blood as me."

—B.B. King

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Publication Date: May 18, 2015

Today's Headlines

- Complete No FEAR Act Training by June 5
- Office of Management Services Announces Vacancy for Support Services Assistant
- Office of Management Services Announces Vacancy for IT Specialist in Data Management

These articles are published on the [FCA Today SharePoint page](#).

Complete No FEAR Act Training by June 5

The No FEAR Act requires federal employees to take special training every two years. To comply with this requirement, go to [Instructions for 2015 No FEAR Act Training](#). This document contains a link to the online training, as well as step-by-step instructions to register for and complete the training.

The training consists of six videos, which average five minutes in length, followed by an assessment. You can watch at your own pace and pause the videos if needed. The training will be tracked to ensure all employees take it and pass the assessment with a score of 80 percent or higher.

If you forget your login username/password after registering, please call 1-800-515-4577, ext. 6515, for assistance. The deadline to complete the training is June 5.

If you have any questions, please call Thais Burlew at x44290.

Office of Management Services Announces Vacancy for Support Services Assistant

FCA has posted a vacancy announcement for a support services assistant, VH-303-34, in the Office of Management Services Administrative Operations Team.

This position opens today, May 18, and is posted on USAJOBS under vacancy announcement number [VA-14-0169](#) for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act).

The deadline for submitting applications is Friday, May 22. The full performance level of this position is VH-35.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

Office of Management Services Announces Vacancy for IT Specialist in Data Management

The Office of Management Services Application Team has one vacancy for an IT specialist in data management, VH-2210-39. The announcement opened May 15. This position, [CK1388941BD](#), is advertised for U.S. citizens and status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act).

The deadline for submitting applications is Sunday, May 31.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Lorine Hines at 703-883-4423 (x44423).



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"Farming looks mighty easy when your plow is a pencil and you're a thousand miles from the corn field."

—Dwight D. Eisenhower

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Publication Date: May 19, 2015

Today's Headlines

- Condolences
- Office of Examination Welcomes 2015 Summer Interns
- McLean Garage Cleaning Begins June 5; Staff Must Move Vehicles That Evening

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that John F. Gardiner III of Millersville, Maryland, brother of FCA senior economist Walt Gardiner, passed away on Wednesday, May 13. Last year, he retired as president of Potomac Basin Group Associates, a Beltsville insurance brokerage.

John is survived by his wife of 29 years, the former Valerie Avedon, as well as his two children, father, four siblings, and eight nieces and nephews.

For more information, see John's [obituary](#) in the Baltimore Sun. A funeral service was held today, May 19, at Our Lady of the Fields Roman Catholic Church in Millersville.

Condolences may be sent to Walt at the following address:

Walt Gardiner
2221 Malraux Drive
Vienna, VA 22182-5042

Office of Examination Welcomes 2015 Summer Interns

EDITOR'S NOTE: To view photos of FCA's new summer interns, read the [article](#) on the FCA Today SharePoint page.

The first wave of summer interns started yesterday, May 18, in all five field offices. The next wave of interns will start June 1. Please join the Office of Examination in giving a warm FCA welcome to the following interns.

Bloomington

Sierra Solum—Sierra is a rising junior at the University of Wisconsin-River Falls (UWRF) where she studies agriculture business and minors in food science. Over the years, she has worked as a farmhand on her family farm. She is also a member of the National Honors Society, the UWRF Association of Women in Agriculture, and a number of other organizations at her school.

Dallas

Gerard Gunner—Gerard attends Florida A&M University where he majors in agribusiness and minors in economics. He plans to graduate in May 2016. Gerard comes to FCA after completing a financial management internship with United Partners for Human Services. He has also interned for West Corporation and Homes & Land, a marketing firm.

Denver

Nicole Currie—Nicole is a senior at Colorado State University where she is pursuing a degree in business administration with a concentration in finance. She is a member of the Honors Society and the dean's list. Nicole recently studied abroad in Prague, Czech Republic. She has also interned for Optima Financial and Sprouts Extraordinaire.

Kyle Harvey—Kyle is a rising junior at Purdue University where he studies agribusiness finance and minors in agricultural systems management. He has been a member of Purdue's dean's list. Kyle has experience as a field scout intern and a crop insurance intern.

McLean

James (Brooks) Eskew—Brooks attends Texas A&M University in College Station. He majors in agricultural economics with a real estate and finance option. He has worked as a customer service representative with Texas A&M University Transportation Services and as a student employee in the Office of the University CEO. Brooks has been a member of several student organizations where he counseled and mentored freshmen to help them successfully transition to college life.

Keegan Mitchell—Keegan is working toward his master of economics at North Carolina State University. He has an undergraduate degree from the University of Arizona in agricultural business economics and management. Keegan brings a wealth of experience to his internship with FCA. He cofounded a nonprofit organization that builds boarding schools in Southern Sudan and rehabilitates child soldiers. He has interned at a winery and worked at a 16,000-cow dairy. He also works with the Special Olympics each year.

William (Will) Peeler—Will attends the University of Louisville where he majors in accounting and finance. He's the chief financial officer of Helping Hands Serving Hearts, a nonprofit organization in which Louisville students help the elderly with household tasks so they can continue to live independently. Will has also interned at Louisville Ladder and the Make-A-Wish Foundation. He studied abroad last summer with the American University of Rome, and he coaches a competitive girls' soccer team.

Sacramento

Cecilia Garcia—Cecilia is a rising junior at the University of California, Merced, where she studies business management and economics. She is a member of the university's Investment Club and the National Society of Collegiate Scholars. Over the years, she has worked as a research assistant for the economics department.

McLean Garage Cleaning Begins June 5; Staff Must Move Vehicles That Evening

The upper and lower levels of the parking garage of the Farm Credit Building will be cleaned the weekend of June 5 to 7.

If you will be working past 6 p.m. on June 5, please move your vehicle to the front parking lot or to a parking space near the building. The garage will remain closed through Sunday evening, June 7.

Vehicles left in the garage will be towed at their owners' expense.



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"A successful life isn't just about what career path you're on, or what milestone you've met, or what the numbers are on your direct deposit. Success is about becoming the kind of person you want to be."

—Katie Couric

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Publication Date: May 20, 2015

Today's Headlines

- Instructions for No FEAR Act Training Clarified
- Additional Defibrillators Installed in McLean Headquarters

These articles are published on the [FCA Today SharePoint page](#).

Instructions for No FEAR Act Training Clarified

Some users have reported technical issues with the 2015 No FEAR Act Training. Before you complete the training, be sure to read the [Instructions for 2015 No FEAR Act Training](#). This document contains a link to the online training, as well as step-by-step instructions to register and complete the training. The training takes approximately 45 minutes to complete.

In particular, keep in mind the following:

- Once you have created your new account, you will need to retrieve the confirmation email. It may appear in your junk email folder. The subject will be "va.fca2014.cyberfeds.com: account confirmation." The email will contain a link to confirm your account. After clicking on it, you can log in to the cyberfeds site with the username and password you created.
- The training consists of six videos, which average five minutes in length. Each video will open in a separate window, so when you are finished viewing one, close the window to go back to the slide with the all the videos listed to access the next one. You can watch at your own pace and pause the videos if needed.
- After you are done viewing all six videos, click the forward arrow (bottom left corner) to go to the assessment page. You must complete the assessment with a score of 80 percent or higher to complete your mandatory training requirement. If you score 79 percent or lower, review the videos again and retake the assessment until you score at least 80 percent.
- At the end of the assessment, you will see your results. Click "Continue" and review the instructions for obtaining your certificate. Click on the "Exit Activity" link at the top right side of the page.
- On the No FEAR Act Training homepage, click on the "Course Completion Certificate" link on the left navigation bar under "Social Activities" to print your certificate.

If you forget your login username/password after registering, please call 1-800-515-4577, ext. 6515, for assistance. The deadline to complete the training is June

5.

If you have any questions, please contact Cassandra Matos at matosc@fca.gov.

Additional Defibrillators Installed in McLean Headquarters

The McLean headquarters now has six additional portable automated external defibrillators (AED). You will soon find these units mounted in public areas on the first, third and fourth floors, including one in the exercise room. A portable AED is also kept at the guard's desk on the second floor. All FCA field offices are equipped with a portable AED as well.

These Zoll AEDs are top-of-the-line units, designed to assist you in saving the life of a person suffering from sudden cardiac arrest, whether the person requires a shock or not. In fact, only half of cardiac arrest victims need a shock but nearly all require cardiopulmonary resuscitation (CPR).

The AEDs feature a CPR feedback tool that monitors what you are doing and provides feedback to help you do it well. Audio and visual prompts help you rescue with confidence and clarity.

FCA/FCSIC emergency floor monitors are currently receiving recertification in American Red Cross first aid, CPR and defibrillator use.



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"Speak what you think today in hard words and tomorrow speak what tomorrow thinks in hard words again, though it contradict everything you said today."

—Ralph Waldo Emerson

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Publication Date: May 21, 2015

Today's Headlines

- Asian American and Pacific Islander Program Holds Membership Drive; Info Session Scheduled June 4
- Vacancies in Office of Examination Are Extended to May 29
- Reminder: Retirement Planning and Financial Literacy Workshops Scheduled Tuesday, May 26

These articles are published on the [FCA Today SharePoint page](#).

Asian American and Pacific Islander Program Holds Membership Drive; Info Session Scheduled June 4

By Geoffrey Chu, Asian American and Pacific Islander Special Emphasis Program Manager

Ní hǎo! Xin chào! Namastē! Annyeonghaseyo! Hello! May officially marks Asian American and Pacific Islander (AAPI) Heritage Month. It's a time to celebrate the tremendous diversity within the AAPI community and to recognize the significant contributions that AAPIs have made to this great nation. What better way to commemorate AAPI Heritage Month than to join FCA's very own AAPI Special Emphasis Program!

You can make a difference. Join our program to help promote employment and development opportunities for the AAPI community and to raise awareness of our diverse cultures right here at FCA.

I invite you to learn about what our program has to offer during an informational session on June 4 at 2 p.m. EDT in room 3226 in McLean and via videoconference in the small conference rooms in the field offices. I am looking forward to seeing you there!

Vacancies in Office of Examination Are Extended to May 29

The following two postings in the Office of Examination have been extended to Friday, May 29, 11:59 p.m. EDT:

- Supervisory FCA examiner (temporary promotion, not to exceed six months) under announcement number [VA-15-0166](#)
- FCA examiner—long-term rotational Leadership Development Program under

announcement number [VA-15-0167](#)
Both announcements are open to FCA commissioned examiners only.
To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Lorine Hines at 703-883-4423 (x44423).

Reminder: Retirement Planning and Financial Literacy Workshops Scheduled Tuesday, May 26

Two workshops will be offered Tuesday, May 26—one on retirement planning for mid- to late-career employees, and one on financial literacy designed for early-career employees.

All employees are invited to attend these seminars. Each presentation will be available by video to all field offices and by audio to employees working remotely. See below for more information on each.

Course Title	Date, Time & Location	Description
Retirement Planning	Tuesday, May 26, from 11 a.m. to 1 p.m. EDT in the Marsha Martin Training Room	Designed for mid-to late-career employees , this workshop provides information on retirement savings and investment options. It will teach you how to plan for retirement and to calculate how much you need to meet your retirement goals.
		Designed for early-career employees , this course seeks to overcome two impediments to

Financial Literacy	Tuesday, May 26, from 2:15 to 3:45 p.m. EDT in the Marsha Martin Training Room	effective financial literacy training: information overload and procrastination. During the workshop, you will have the opportunity to test your financial literacy. You will be able to ask questions and receive guidance on how to frame your financial planning—from where you are now to the end of your working career.
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About Presenter G.B. Bose

Mr. Bose is the president and CEO of Washington Retirement Planning Specialists and has more than 22 years of experience in the financial services sector. He holds a master of computer science degree and an M.B.A. in finance from The Wharton School, where he has also taught at the graduate level. From either of Mr. Bose's workshops, you will walk away with valuable information and a roadmap for your financial future.

If you would like to attend either of these workshops, go to [Course Sign-Up](#), check the box next to the workshop you plan to attend, and click **Finish**.

Please contact Cassandra Matos (matosc@fca.gov) if you have any questions.



About FCA Today

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"The gem cannot be polished without friction, nor man perfected without trials."

—Chinese Proverb

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Publication Date: May 26, 2015

Today's Headlines

- Potters Welcome Second Daughter
- Examiners Tour Large Commercial Dairy
- Ethics in Action: 2015 Annual Ethics Training Course Now Available
- Fit Friday Feature: Sunscreen 411—Maximize Your Protection
- Cafeteria Menu Available for Week of May 25

These articles are published on the [FCA Today SharePoint page](#).

Potters Welcome Second Daughter

Jessica Potter (OE-Denver) and her husband Rees welcomed a beautiful baby girl to the family this weekend. Lillie May Potter came fast and healthy on Saturday, May 23. She weighs 8 lbs., 14.8 oz., and was 20.5 inches long. Big sister Paisley is loving her new role.

Examiners Tour Large Commercial Dairy

By Cris Beckers, OE-Denver

While on-site in Twin Falls, Idaho, for loan examination activities at Northwest, ACA, examiners had the opportunity to learn more about a large, commercial dairy facility.

On an evening tour of a borrower's operation, examiners observed the staff as they milked the cows, and discovered the complexities of milking 3,000 cows and feeding 1,300 calves daily. The examiners also learned about the dairy's cleaning procedures, the differences between organic and conventional milk products, and the metabolism of antibiotics in cows and related withdrawal protocol to ensure the safety of the milk.

Ethics in Action: 2015 Annual Ethics Training Course Now Available

~ Ethics: Elevate Yourself to a Higher Standard ~

Greetings from the Ethics staff. We are pleased to inform you that we rolled out

our required 2015 Annual Ethics Training course to all "covered employees" earlier today.

If you did not receive the email invitation today, then we have determined that you are not required to take this course either because you are not a covered employee or because you joined FCA or FCSIC recently and thus already received ethics training recently. However, *all* employees are welcome to take this training course and also to provide feedback to the Ethics staff by taking the completion survey on the last slide.

We hope you enjoy this course, and please let us know if you have questions or concerns.

[Part I, 2015 Ethics Annual Training](#)

[Part II, 2015 Ethics Annual Training](#)

[Part III, 2015 Ethics Annual Training](#)

Wendy Laguarda, DAEO, x44234
Charlie Rawls, ADAEO, x44021
Jeff Pienta, DEO, x44431

Fit Friday Feature: Sunscreen 411—Maximize Your Protection

This article was reprinted with permission from Health Matters at Work newsletter.

We all know that sunscreen is essential in reducing the risk of skin cancer. But we often skimp on it, forget to reapply it or forgo it altogether before hitting the outdoors. That helps explain our skin cancer numbers.

That helps explain why skin cancer is the most common cancer in the United States, with more than 3.5 million people diagnosed with basal and squamous cell skin cancer each year. Melanoma, the most deadly type of skin cancer, accounts for more than 76,000 cases of skin cancer.

With summer just getting started, now's the perfect time to brush up on sun safety. These sunscreen tips will help you get the best protection against the sun.

1. Read the label

First, check the ingredients listed on the product's label. They should be both effective and safe.

Look for a sunscreen that contains at least one of the following: ecamsule, avobenzene, oxybenzone, titanium dioxide, sulisobenzene or zinc oxide. These ingredients provide what's known as broad-spectrum protection, reducing damage from both UVA and UVB rays.

Sometimes, evaluating the ingredients can be easier said than done. Most sunscreens contain a litany of unfamiliar chemicals or compounds, and some may even contain ingredients that can be potentially dangerous. For example, retinylpalmitate (which is derived from vitamin A) is found in many products, but has also been linked to an increased risk of skin cancer.

2. Understand the meaning of SPF

When it comes to a sunscreen's sun protection factor, better known as SPF, consumers need to understand how the ratings work.

The SPF factor rates how effective the sunscreen is in preventing sunburn caused by UVB rays. If you'd normally burn in 10 minutes, SPF 15 multiplies that by a factor of 15, meaning you could go 150 minutes before burning.

It may seem like the higher the SPF rating the better, but that's not necessarily

true. While higher SPF numbers do mean more protection, the increase isn't substantial. For example, according to the American Cancer Society:

- SPF 15 sunscreens filter out about 93 percent of UVB rays
- SPF 30 filters about 97 percent
- SPF 50 filters about 98 percent
- SPF 100 filters about 99 percent

For the vast majority of people, SPF 15 is fine. People who have very fair skin, a family history of skin cancer or conditions like lupus that increase sensitivity to sunlight should consider SPF 30 or higher. And of course, if you're planning to be out in the sun for extended periods of time, err on the side of caution and go with a higher SPF.

To get the most out of sunscreen, apply generously at least every three to four hours. The American Cancer Society suggests using about 1 ounce (or about a palmful) of sunscreen to cover arms, legs, neck and face. Do this 15 to 30 minutes before you bare your skin. Sunscreens must be absorbed into the skin to be effective via a chemical reaction with the UV rays.

3. Know the UV index

When getting ready to head outdoors for the day, check the UV index to assess the strength of UV radiation. The higher the number, the easier it is to sunburn. UV rays tend to be the strongest between the hours of 10 a.m. and 4 p.m. If the UV index is more than 6, even the shade can penetrate UV radiation from the sun. The UV index can be found online, through apps and on some news outlets.

While all sunscreens protect against UVB rays, which are the main cause of sunburns, not all sunscreens protect against UVA rays, which lead to premature skin aging and wrinkling. To get protection for both types of UV rays, use a broad spectrum sunscreen. These types of sunscreens are the only products that can claim to protect against skin cancer and early skin aging.

4. Slip, slop, slap, seek and slide!

Improve your sun safety with these five words:

Slip on a shirt

Slop on sunscreen

Slap on a wide-brimmed hat

Seek shade

Slide on a pair of sunglasses

No sunscreen will protect you completely, so it's important to take as much precaution as possible to lower the risk of skin cancer and other sun-induced damage.

Cafeteria Menu Available for Week of May 25

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"Bravery is the capacity to perform properly even when scared half to death."

—Omar Bradley (U.S. General, commanded U.S. ground forces in Normandy invasion in World War II)

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Publication Date: May 27, 2015

Today's Headlines

- CRS Users' Group Seeks Suggestions for Call Report Changes
- CPR, First Aid and Defibrillator Training Offered June 18 in McLean
- Tom Gist Harbors Newspaper Thieves Beneath His Deck
- Willy Meaux's Baseball Movie to Be Screened May 31 in Washington, D.C., Film Festival

These articles are published on the [FCA Today SharePoint page](#).

CRS Users' Group Seeks Suggestions for Call Report Changes

The Consolidated Reporting System (CRS) Users' group is asking for your suggestions for changes to the March 2016 call reports. Examples include adding or deleting call report data elements, clarifications to instructions and new data validation rules. If you propose a new data element, you must propose instructions for the data element.

The deadline to propose changes is Wednesday, June 10.

Please follow these steps to submit a request:

1. Go to [Request for CRS Changes](#), a document library on the [CRS SharePoint site](#).
 2. Click **New document**.
 3. Fill out the form.
 4. Save the document.
-

CPR, First Aid and Defibrillator Training Offered June 18 in McLean

FCA will offer cardiopulmonary resuscitation (CPR), first aid and automated external defibrillator (AED) training for McLean employees at FCA headquarters on Thursday, June 18, from 9 a.m. to 2:30 p.m., in the Marsha Martin Training Room (rooms 1101 and 1102). The American Red Cross provides professional, high-quality instruction from certified instructors using Red Cross training equipment and materials.

As part of the agency's Emergency Preparedness Program, staff in FCA and FCSIC have been designated to serve as emergency floor monitors during continuity events and crises. Each year, these employees receive certification training from the American Red Cross on CPR, first aid and appropriate use of the AED. If you are not a monitor but wish to attend, you may also participate.

The training will teach you how to minimize pain caused by sudden illness until help arrives, overcome reluctance to act in emergency situations, care for life-threatening respiratory or cardiac emergencies in adults, and use the AED.

Class size is limited, and slots are filled on a first-come, first-served basis. If you wish to attend, please obtain your supervisor's approval and send an email to [Cassandra Matos](#) by June 15.

Tom Gist Harbors Newspaper Thieves Beneath His Deck

By Emily Yaghmour, OCPA

Tom Gist, a supervisory examiner in the McLean office, and his wife Kathy were quoted in a recent Washington Post article about a disturbing development in Northern Virginia suburbs: the stealing of newspapers. And who are the elusive thieves? Foxes.

Two years ago, a fox had a litter of kits beneath the deck of the Gists' Fairfax, Virginia, home. The mother fox must have been an avid student of current events because she kept a stash of stolen newspapers in her den. And not all of the newspapers were in English. "We also discovered copies of Korea News among the papers under our deck," the Gists told the Post. "Clearly, our fox was bilingual."

For a chuckle and a reminder that we share Northern Virginia with these red- and gray-coated creatures, read [When the Great Fox Uprising Occurs, Don't Say I Didn't Warn You](#).

Willy Meaux's Baseball Movie to Be Screened May 31 in Washington, D.C., Film Festival

FCA's Associate Director of Congressional Affairs, Willy Meaux, is pleased to announce that a movie he coproduced, "The Game Comes Home," has been accepted by [Our City Film Festival](#). The screening will be at the Southwest Library in Washington, D.C., at 2 p.m. on Sunday, May 31. The library is located at the Waterfront Metro stop at 900 Wesley Place, SW, Washington, DC 20024. Admission to the event is free.

The film was the topic of an [August 2013 FCA Brown Bag](#), where Willy discussed the film and showed the audience an 11-minute clip featuring the African American baseball legends who made up the Washington baseball dynasty known as the Homestead Grays.

This is your chance to see the director's cut version of the film, which is 126 minutes. Jeff Herberger, Willy's coproducer and director of the film, will be at the May 31 event to introduce the film. This director's cut contains some footage that Willy and Jeff did not include in the original release, which was about 16 minutes shorter.

"One of the brief gems worth looking for is footage never seen before until we discovered it in the National Archive film vault—famed 1924 World Champion pitcher Walter Johnson throwing a baseball, a pitching style any kid in Little League should see because the throwing motion gave him remarkable longevity as a pitcher," says Willy.

"Another one of the highlights of making this film for me was the opportunity to interview legends Mickey Vernon and Chuck Hinton, players of the Washington Senators' era, both so beautifully humble, yet so accomplished, who sadly have both passed away. Viewers will also get to see Griffith Stadium, the original Washington ball park that is now the location of Howard University Hospital."

"This is a chance to see the whole nine innings of 'The Game Comes Home,'" says Willy. "If you want something to do with your true D.C. baseball fans, this is not a bad way to pass time on a Sunday."



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"Baseball is a game where a curve is an optical illusion, a screwball can be a pitch or a person, stealing is legal and you can spit anywhere you like except in the umpire's eye or on the ball."

—James Patrick Murray

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Publication Date: May 29, 2015

Today's Headlines

- Angela Hanson Earns Certification in Risk Management Assurance
- FCA Posts Job Announcement for Agricultural Economist
- FCSIC Posts Opening for Public Affairs Summer Intern
- Fit Friday Feature: Register for June 2 Webinar on Healthy Habits for Aging Well
- Cafeteria Menu Available for Week of June 1

These articles are published on the [FCA Today SharePoint page](#).

Angela Hanson Earns Certification in Risk Management Assurance

By Duane Shafer, OE-Denver

Denver-based commissioned examiner Angela Hanson recently earned the Certification in Risk Management Assurance from the Institute of Internal Auditors.

In obtaining this certification, Angela gained the skills to evaluate the dynamic components that compose an institution's governance and enterprise risk management program, and to provide advice and assurance around these issues. During her studies, she became very familiar with the internal control and enterprise risk management frameworks of COSO, the Committee of Sponsoring Organizations of the Treadway Commission.

She is looking forward to using her knowledge and applying these concepts during future exams. Congratulations, Angela!

FCA Posts Job Announcement for Agricultural Economist

FCA has posted a vacancy announcement on USAJOBS for an agricultural economist, VH-0110-38/39/40, on the Agricultural and Economic Policy Team in the Office of Regulatory Policy.

This position is advertised for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act) under vacancy announcement [VA-15-0175-MP](#) and for all U.S. citizens under [VA-15-0165-DE](#). If

you wish to be considered under both postings, you must apply to both announcements.

The full performance level of this position is VH-40. The deadline for submitting applications is Monday, June 29. To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

FCSIC Posts Opening for Public Affairs Summer Intern

The Farm Credit System Insurance Corporation (FCSIC) has posted a vacancy announcement, [VA-15-0173](#), for a public affairs summer intern through the federal government's Pathways Program. The position, VH-1099-32, is in the Risk Management Division. This position is advertised for those who are eligible under the student program or the Veterans Employment Opportunities Act.

The full performance level of this position is VH-34. The deadline for submitting applications is Monday, June 8.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59

p.m. ET on the closing date of the announcement.
If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137) or Lorine Hines at 703-883-4423 (x44423).

Fit Friday Feature: Register for June 2 Webinar on Healthy Habits for Aging Well

This article was reprinted with permission from Health Matters at Work newsletter.

Age is no longer just a number, as many Americans are living and working longer. In 2000, workers over the age of 55 made up just 13 percent of the U.S. labor force—by 2020, that number is projected to jump to 25 percent. The Bureau of Labor Statistics predicts that 31 percent of Americans between the ages of 65 to 74 will still be working in 2020. It's clear that aging well is not just a luxury, but a necessity for many.

For centuries, we've known that the health of the brain and the body are connected. But now, science is able to provide insights into how to optimize our physical and cognitive health as we age. June is Alzheimer's and Brain Awareness Month and Community Health Charities has partnered with Alzheimer's Association to share their program "Healthy Habits for a Healthier You," which is designed for individuals of any age who are looking for information on ways to age as well as possible.

At any age, there are lifestyle habits we can adopt to help maintain and even potentially improve our health. These habits can also help to keep our brains healthy as we age and possibly delay the onset of cognitive decline. On **Tuesday, June 2, from 1 to 2 p.m. (EDT)**, the Alzheimer's Association will discuss four areas of lifestyle habits that are associated with healthy aging:

- Cognitive ability
- Physical health and exercise
- Diet and nutrition
- Social engagement

Webinar participants will learn about current research and the steps we can take now to improve and maximize our overall health. To register now, please click [here](#).

About the Speaker: Ellen Carbonell

Ellen Carbonell, MSW, LCSW, is Associate Director of Family Programs for the Alzheimer's Association national office. She is responsible for developing and producing dementia-related family programs for chapter implementation nationwide. Trained as a clinical social worker, Ms. Carbonell has over 30 years of experience working with individual and family programs in mental health, vocational, educational, clergy and voluntary health care settings.

Cafeteria Menu Available for Week of June 1

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"When you come to the end of your rope, tie a knot and hang on."

—Franklin D. Roosevelt

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Publication Date: June 1, 2015

Today's Headlines

- Farm Credit Club Asks for Employees' Recipes for New Edition of FCA Cookbook
- Reminder: Sign Up for Retirement Planning Seminar Scheduled Tomorrow, June 2
- Reminder: Complete No FEAR Act Training by June 5
- Reminder: McLean Garage Cleaning Begins This Friday, June 5; Staff Must Move Vehicles by 6 p.m.
- Monthly Refrigerator Cleaning Scheduled for McLean

These articles are published on the [FCA Today SharePoint page](#).

Farm Credit Club Asks for Employees' Recipes for New Edition of FCA Cookbook

By Carmen Lopez, Interim President of the Farm Credit Club

EDITOR'S NOTE: To read an excerpt from FCA's 2009 cookbook, read the [article](#) on the FCA Today SharePoint page.

The 2015 Farm Credit Club invites you to submit recipes for a new edition of the FCA cookbook. As we've done in the past, we'd like to include recipes that represent the diversity of our staff. Send us a recipe that reflects the heritage of your family—something perhaps that has been passed down through the generations. Then tell us a bit about the recipe and your family's heritage.

Don't have a good recipe that reflects your heritage? No problem! Just send us one of your favorite recipes—something that has special meaning for you. We're looking for any recipe with a juicy story behind it.

It could be the first recipe you fixed for your spouse (or your spouse fixed for you). It could be the dish that you use as a bribe to get your kids to do a chore. (If you mow the yard, I'll make a banana pudding.) It could be the signature dish you fix for every family reunion. It could be something of your own creation made with whatever you had in the pantry one day. The possibilities are endless!

We would like to publish both the recipe and the story, family history, or tradition behind it. Please submit your recipes, stories and photos (if you have them) to [Linda Toki](#), OMS, by June 30. Be sure to include the name of the recipe, the ingredients and their quantities, cooking directions, preparation and cooking time, and recipe yield.

We plan to issue the cookbook by late summer or early fall. We look forward to hearing from you!

Reminder: Sign Up for Retirement Planning Seminar Scheduled Tomorrow, June 2

Learn about the latest updates to federal benefits and the value or applicability of the Roth TSP to support your retirement planning at Dave Redden's seminar tomorrow, June 2, from 1 to 4 p.m. EDT in the Marsha Martin Training Room. The presentation will also be available by videoconference to all field offices, and by audio-conference by calling **1-877-322-2830** and using conference ID **7034339**.

Class handouts are [available](#) on FCA's Learning SharePoint site.

Mr. Redden has been providing retirement planning and related counseling services for federal employees since 1987. He is a recognized expert on federal retirement plans and an accomplished speaker and author on topics related to retirement planning.

If you would like to attend, go to [Course Sign-Up](#), check the box next to the June 2 workshop, and click **Finish**.

Please contact Cassandra Matos (matosc@fca.gov) if you have any questions.

Reminder: Complete No FEAR Act Training by June 5

The No FEAR Act requires federal employees to take special training every two years. All FCA and FCSIC employees must complete the training by Friday, June 5. Go to [Instructions for 2015 No FEAR Act Training](#) to access the link to the online training, as well as step-by-step instructions to register for and complete the training. Please remember the following steps:

1. Registration

Once you have created your new account, you will need to retrieve the confirmation email. It may appear in your junk email folder. The subject will be "va.fca2014.cyberfeds.com: account confirmation." The email will contain a link to confirm your account. After clicking on it, you can log in to the cyberFEDS site with the username and password you created.

2. Training

The training takes approximately 45 minutes to complete and consists of six videos, which average five minutes in length, followed by an assessment. You can watch at your own pace and pause the videos if needed. Each video will open in a separate window, so when you are finished viewing one, close the window to go back to the slide with all the videos listed to access the next one.

3. Assessment

The training will be tracked to ensure all employees take it and pass the assessment with a score of 80 percent or higher. After you have viewed all six videos, click the forward arrow (bottom left corner) to go to the assessment page.

At the end of the assessment, you will see your results. If you score 79 percent or lower, review the videos again and retake the assessment until you score at least 80 percent. Click **Continue** and review the instructions for obtaining your certificate. Click on the **Exit Activity** link at the top right side of the page. On the No FEAR Act Training homepage, click on the **Course Completion Certificate** link on the left navigation bar under **Social Activities** to print your certificate.

If you forget your login username/password after registering, please call 1-800-515-4577, ext. 6515, for assistance.

If you have any questions, please contact Cassandra Matos at matosc@fca.gov.

Reminder: McLean Garage Cleaning Begins This Friday, June 5; Staff Must Move Vehicles by 6 p.m.

The upper and lower levels of the parking garage of the Farm Credit Building will be cleaned this weekend, June 5 to 7.

If you will be working past 6 p.m. on Friday, please move your vehicle to the front parking lot or to a parking space near the building. The garage will remain closed

through Sunday evening.

Vehicles left in the garage will be towed at their owners' expense.

If you have any questions, please contact the Building Association at x44490.

Monthly Refrigerator Cleaning Scheduled for McLean

Beginning on Friday, June 12, and each subsequent Friday after the FCA Board meetings (second Thursday of the month), the FCS Building Association will clean refrigerators in the McLean Farm Credit Building.

Please mark any items you have in the refrigerators with your name before close of business every Thursday on which a Board meeting is held. Any item not marked with the owner's name and any rotten items will be thrown away.

If you have any questions, please contact the Building Association at x44490.



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"Always remember: If you're alone in the kitchen and you drop the lamb, you can always just pick it up. Who's going to know?"

—Julia Child

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Publication Date: June 2, 2015

Today's Headlines

- Reminder: Asian American and Pacific Islander Program Holds Membership Drive; Info Session Scheduled June 4
- Federal Women's Program Committee Kicks Off Membership Drive on June 16
- Travel Management Center Fees Change June 4
- Citibank Rolls Out Additional Credit Card Security
- Free Zumba Classes in McLean Continue Through September

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Asian American and Pacific Islander Program Holds Membership Drive; Info Session Scheduled June 4

By Geoffrey Chu, Asian American and Pacific Islander Special Emphasis Program Manager

Did you know that the current U.S. surgeon general, Vivek Murthy, is of Asian descent? Or what about the deputy secretary for the Department of Labor, Chris Lu?

More than 4,000 Asian Americans and Pacific Islanders (AAPI) hold public office across 39 states and through the highest levels of the federal government. Many of them had help from resources such as special emphasis programs.

Help us embrace and celebrate diversity at FCA. Join our program to promote employment and development opportunities for the AAPI community and to raise awareness of our diverse cultures right here at FCA.

I invite you to learn about what our program has to offer during an informational session on June 4. The session will be held at 2 p.m. EDT in room 3226 in McLean and via videoconference in the small conference rooms in the field offices. I am looking forward to seeing you there!

Federal Women's Program Committee Kicks Off Membership Drive on June 16

By Sudi Rattana (OE-Dallas)

The FCA/FCSIC Federal Women's Program Committee (FWPC) invites you to attend an information session on Tuesday, June 16, at 2 p.m. EDT. Come join us to learn about FWPC's mission, community service activities and sponsored events. We want to make sure we present programs that reflect the concerns and interests of FCA and FCSIC employees, and we could use your help in doing so.

The Federal Women's Program is a federally mandated program that helps to achieve equal opportunity for all employees in the workplace without regard to gender. The

program does not advocate for special or preferential treatment of women, nor is membership limited to just women. However, the FWPC recognizes the value created by developing, promoting and retaining qualified women throughout all levels of the federal workforce. The FWPC focuses on issues that help women reach their goals and provides a long-term benefit to FCA and FCSIC.

Over the past several years, the FWPC has sponsored many programs and events:

- Woman of the Year Award
- Business clothing and cell phone drives
- FWPC survey and report
- Networking/mentoring series
- Women's History Month and Women's Equality Day

If you are interested in learning more about the FWPC, please attend the information session, visit the [FWPC site](#) or talk to any current committee members. A meeting invitation will be sent out to all employees. We hope to see you on June 16.

Travel Management Center Fees Change June 4

Effective this Thursday, June 4, Travel Management Center (TMC) fees will go up. However, travel authorization and voucher (TAV) fees will not change. See the table below for the new fees.

Service	Old Fee	New Fee
<i>TAV Fees</i>		
Local voucher	\$6.80	Unchanged
Temporary duty (TDY) voucher	\$14.75	Unchanged
<i>TMC Fees</i>		
Self-service domestic or international with air and/or rail	\$7.30	\$8.26
Non-self-service domestic with air and/or rail	\$30.49	\$34.30

Citibank Rolls Out Additional Credit Card Security

With the release of Chip and PIN-based credit cards, which use an encrypted microprocessor to help prevent fraud, fraudsters may turn to e-Commerce sites. To protect online transactions, Citibank (Citi) implemented "3D Secure" last week. This e-Commerce fraud prevention tool shares data between merchants and issuers to help improve fraud detection and prevention.

3D Secure technology allows merchants to send card issuers additional data, such as IP addresses and device IDs. With the added data, 3D Secure can help Citi detect more instances of online fraud. Likewise, the data allow Citibank to help reduce false declines for valid transactions by building profiles of valid purchase behavior.

Under 3D Secure, Citi will continue to authorize transactions as it did before, using criteria such as credit and single-purchase limits.

In a small number of cases, a cardholder may be prompted to enter a one-time passcode received by text message or email in order to verify that the cardholder is, in fact, the person making the transaction. Cardholders without mobile numbers or email addresses on file are allowed to authenticate transactions by answering security questions.

If a transaction cannot be authenticated, the person making the purchase will receive a message stating the transaction could not be authenticated and asking the purchaser to contact Citi Customer Service using the toll-free number on the back of the card. Citi's Customer Service representatives are available 24 hours a day, seven days a week, to help resolve such issues.

View Citi's [Frequently Asked Questions](#) for additional details.

Free Zumba Classes in McLean Continue Through September

Great news: Zumba classes have been extended through the end of September! Bring your workout gear and join your co-workers for a free Zumba fitness workout with the one and only Jose Ithier. Jose is a Zumba instructor at several area gyms, the White House and Gallaudet University.

The class will be held in room 1500 of the Farm Credit Building, every Thursday from noon to 12:45 p.m.



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"The journey of a thousand miles begins with one step."

—Lao Tzu

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Publication Date: June 3, 2015

Today's Headlines

- Office of Examination Welcomes Four More 2015 Summer Interns
- Reminder: McLean Garage Cleaning Begins This Friday, June 5; Staff Must Move Vehicles by 6 p.m.
- Factors Leading to Success in Mediation

These articles are published on the [FCA Today SharePoint page](#).

Office of Examination Welcomes Four More 2015 Summer Interns

By Sharon Wilhite, Director, Staff Development Division (OE-Dallas)

EDITOR'S NOTE: To view photos of FCA's new summer interns, read the [article](#) on the FCA Today SharePoint page.

The last of the 12 summer interns started Monday, June 1, with one in Dallas and the remaining three in McLean. Please take a moment to introduce yourself and welcome each on board. We will be rolling out the welcome mat again on June 15 when most of our 21 new associate examiners start. In the meantime, please welcome our newest interns.

Dallas

Hannah Hubbard—Hannah is a rising senior at Texas A&M University, working on her Bachelor of Science in agribusiness management. Hannah has studied abroad in Ghana, Africa, as the university's Ag Economics Ambassador and participated in several leadership roles at the university, including mentoring incoming freshmen. She completed a couple of internships during the summers and grew up on a farm where the family has a cattle operation as well as a farrow-to-finish hog operation.

McLean

Jonathan Balchus—Jonathan is a graduate student at the University of Georgia, completing his master's degree in agricultural business. Jonathan received a B.S. in agricultural business from the same university, where he specialized in finance, accounting and marketing. He also studied abroad at the Swiss Institute of Technology. Jonathan worked at a dairy operation as a field employee and sales representative throughout high school and college.

Reginald (Reggie) Lesesne—Reggie is a rising senior at the University of Maryland at College Park, working on a Bachelor of Science in business administration with a concentration in finance. Reggie completed an internship as a financial assistant at the Clarice Smith Performing Arts Center. He is involved in several academic enrichment opportunities at the university, including Sports Management Fellows and Smith Business Academy.

Dillon Lunder—Dillon is a rising senior also at the University of Maryland at College Park. He studies finance and supply chain management in the Robert H. Smith School of Business. Dillon is involved in several leadership activities at the university and was the

assistant manager at a local company.

Reminder: McLean Garage Cleaning Begins This Friday, June 5; Staff Must Move Vehicles by 6 p.m.

The upper and lower levels of the parking garage of the Farm Credit Building will be cleaned this weekend, June 5 to 7.

If you will be working past 6 p.m. on Friday, please move your vehicle to the front parking lot or to a parking space near the building. The garage will remain closed through Sunday evening.

Vehicles left in the garage will be towed at their owners' expense.

If you have any questions, please contact the Building Association at x44490.

Factors Leading to Success in Mediation

By Wendy Laguarda, Dispute Resolution Specialist for FCA and FCSIC

I have been conducting mediations for the Sharing Neutrals (SN) program in the government since 1998. The SN program, administered by staff at the U.S. Department of Health and Human Services, enables agencies to share federal employee-trained mediators at no cost.

What are the factors that lead to the best success in mediation? In my experience, such factors include the following:

- **An understanding of the process before choosing mediation.** If the parties think that the mediators decide the issues, they will be very disappointed. Mediators act only as neutrals and are there to facilitate the process. It is the parties themselves who do the work and carve out their resolution.
- **A desire to participate in good faith.** Many times I perceive that the agency sends supervisors/managers who do not really want to be there. If the parties show up with no real intention to reach resolution, the mediation will not be successful.
- **Being prepared to bring settlement options to the table.** Both the aggrieved party and the agency should come to the mediation with settlement options in mind. The options cannot be one-sided or unrealistic. To reach settlement, both parties should be prepared to give and take.
- **Competent representation.** Both the aggrieved party and the agency have a right to representation. I have found that when an aggrieved party is accompanied by a competent and caring representative (often an attorney), the chances for success in reaching resolution increase greatly. Similarly, the chance for reaching resolution is increased when the agency representative (such as an attorney from the Office of General Counsel, a labor relations representative, or a union representative) is prepared and engaged in the process.

FCA also has two other trained mediators, Phil Shebest (OGC) and Liz Dean (OIG). Because FCA and FCSIC are so small, we do not conduct mediations "at home" because we could not properly serve as neutrals. However, we are available to answer your questions or concerns about the process.



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"What is one to say about June, the time of perfect young summer, the fulfillment of the promise of the earlier months, and with as yet no sign to remind one that its fresh young beauty will ever fade."

—Gertrude Jekyll

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Publication Date: June 4, 2015

Today's Headlines

- Save the Date: FCA's 2015 Diversity and Inclusion Celebration to Be Held July 16
- Paula Brown Is FCA's New Contract Retirement Counselor
- What Can Blacks in Government Do for You? Find Out at Membership Drive Info Session on June 9
- Reminder: Tomorrow, June 5, Is Last Day to Complete No FEAR Act Training
- Reminder: McLean Garage Cleaning Begins Tomorrow, June 5; Staff Must Move Vehicles by 6 p.m.

These articles are published on the [FCA Today SharePoint page](#).

Save the Date: FCA's 2015 Diversity and Inclusion Celebration to Be Held July 16

Summer is here! It's time to get outside for fun and fellowship with your McLean colleagues. Please save the afternoon of July 16 for FCA's 2015 Diversity and Inclusion Celebration combined with the Farm Credit Club Picnic. Look for more details next month.

Field office coordinators will provide field office employees with information about their diversity and inclusion celebrations.

Paula Brown Is FCA's New Contract Retirement Counselor

Paula Brown, our new part-time retirement counselor, specializes in retirement, benefits and FHR Navigator. She is on board as a contractor for FCA completing the final phase of the retirement audit in addition to counseling employees and facilitating upcoming retirements. Paula has extensive expertise as the retirement officer with the Congressional Budget Office and has worked with a number of other federal agencies.

Paula is located in the Office of Management Services on the Human Resources and Training Team. She can be reached at x44370 or by email at BrownP@FCA.gov.

What Can Blacks in Government Do for You? Find Out at Membership Drive Info Session on June 9

By Damien Hill, President, Blacks in Government (BIG) at FCA

As president of Blacks in Government (BIG) at FCA, I would like to invite you to an informational session on Tuesday, June 9, at 2 p.m. EDT. Come join us to learn how BIG

at FCA can contribute to your personal and professional development. We provide opportunities for members to manage important events, attend training and participate in discussions with FCA staff and leadership. Also, through BIG at FCA, you have a chance to get involved in community outreach and volunteer events. These experiences will help you grow in many ways, both personally and professionally. BIG at FCA is a chapter of the National Organization of Blacks in Government, an advocacy organization for equal opportunity for blacks at the federal, state and local levels. The organization strives to promote fair hiring practices, training and advancement for workers.

BIG at FCA has been a Special Emphasis Program at FCA since the summer of 2001. Over the years, our group has partnered with EEO directors and shared cultural history with staff. We have provided insight into the African American experience through special presentations, Brown Bags and FCA Today articles.

Through the events we have sponsored, our speakers have engaged in candid discussion with FCA staff and leadership. These interactions and events help us grow individually and collectively as an agency. If you are interested in working with us, please join us next week.

The session will be held in room 3226 in McLean, and it will be provided by videoconference in the small conference rooms in the field. I look forward to seeing you there!

Reminder: Tomorrow, June 5, Is Last Day to Complete No FEAR Act Training

The deadline to complete the No FEAR Act training is tomorrow, June 5. The No FEAR Act requires federal employees to take special training every two years. Go to [Instructions for 2015 No FEAR Act Training](#) to access the link to the online training, as well as step-by-step instructions to register for and complete the training.

For more information, see the [June 1 FCA Today article](#).

If you forget your login username/password after registering, please call 1-800-515-4577, ext. 6515, for assistance.

If you have any questions, please contact Cassandra Matos at matosc@fca.gov.

Reminder: McLean Garage Cleaning Begins Tomorrow, June 5; Staff Must Move Vehicles by 6 p.m.

The upper and lower levels of the parking garage of the Farm Credit Building will be cleaned this weekend, June 5 to 7.

If you will be working past 6 p.m. tomorrow, June 5, please move your vehicle to the front parking lot or to a parking space near the building. The garage will remain closed through Sunday evening.

Vehicles left in the garage will be towed at their owners' expense.



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"We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color."

—Maya Angelou

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Publication Date: June 8, 2015

Today's Headlines

- Guidelines to Keep Your Information Safe
- Cybersecurity Breach Did Not Affect TSP Accounts
- Update on OPM Data Breach
- Federal Employee Viewpoint Survey Deadline Is June 15

These articles are published on the [FCA Today SharePoint page](#).

Guidelines to Keep Your Information Safe

In response to the OPM cybersecurity incident involving the exposure of personal information of current and former federal employees, the Office of Management Services offers the following guidelines to keep your information safe.

Follow Best Practices

- Change your passwords often for websites that have your sensitive information. This includes credit card accounts, banking and financial accounts, and health records. Hackers also target social media sites, so change those passwords too.
- Use a different password for each website you regularly log in to.
- Make sure your passwords are long and random.
- **Never** use your FCA network password with any other account—your FCA password must be unique.
- **Never** use your username as the password to your account.
- Do **not** share your password.
- Do **not** use a word from the dictionary.
- Do **not** use personal information such as your child's name, your birth date, pet name, license plate, social security number, or home or business address.
- Do **not** use keys in a natural progression, such as "1234," or "abcabc."
- Do **not** write the password on a post-it stuck to your monitor or in your office area.
- Do **not** use password-saving features.
- **If** the password must be written down, store it in a secure place and destroy it when it is no longer needed.
- Change the password **immediately** if it has been compromised.
- **Always** use the password-protected screen saver if you leave your laptop, even for a few minutes.
- **Always** log off your laptop at the end of the day.

Create Secure Passwords

- Your FCA network password must be a minimum of 12 characters with English uppercase letters, English lowercase letters, numerals, special symbols and punctuation marks (% , \$, ; , #).
- Create an acronym that you can easily remember by combining numbers and letters and punctuation marks. For example, you could turn *Hello to you, too!* into *H3ll0 2 U, 2!*
- Create an acronym from an easy-to-remember piece of information. For example, pick a phrase that is meaningful to you, such as *My son's birthday is 12 December, 2004!* Using that phrase as your guide, you might use *Msbi12/Dec,4!* for your password.
- Create an acronym by relating your password to a favorite hobby or sport. For example, *I love to play badminton* could become *ILuv2PlayB@dm1nt()n*.

Be Wary of Phishing Expeditions

At this time, there will be an increase in the number of phishing emails and text messages supposedly from OPM. Phishing emails are phony messages that appear to be from someone legitimate. They are intended to compromise personally identifiable and sensitive information or to send malware. To avoid becoming a victim, be alert to emails and text messages that appear to come from OPM. If you receive a questionable or suspicious email, follow these steps:

- Do not click on or submit any information to Web pages or addresses in the email.
- Do not follow unsolicited Web links in these emails.
- Be suspicious of unsolicited phone calls, visits or email messages from individuals asking about you, your employees, your colleagues, or any internal information. If an unknown individual claims to be from a legitimate organization, try to verify his or her identity directly with the company.
- Do not provide personal information or information about your organization, including its structure or networks, unless you are certain of a person's authority to have the information.
- Do not reveal personal or financial information in an email, and do not respond to email solicitations for this information. This includes following links sent by email.
- Do not send sensitive information over the Internet before checking a website's security (for more information, see [Protecting Your Privacy](#) on the website of the U.S. Computer Emergency Readiness Team).
- Pay attention to the URL of a website. A malicious website may be very similar to a legitimate site, but the URL may use a variation in spelling or a different domain (e.g., .com vs. .net).
- If you are unsure whether an email request is legitimate, try to verify it by contacting the company directly. Do not use contact information provided on a website connected to the request; instead, check previous statements for contact information. Information about known phishing attacks is also available online from groups such as the [Anti-Phishing Working Group](#).
- Report receipt of phishing emails to [Kathleen Reddaway](#).

Cybersecurity Breach Did Not Affect TSP Accounts

The Thrift Savings Plan accounts of federal employees were not compromised in the recent cyberattack on the Office of Personnel Management, reports Government Executive. According to a notice posted Friday on the TSP website, "TSP account numbers are not shared with OPM." For more information, see the [June 5 article](#) in Government Executive.

Also see a related article in the same publication, [5 Things You Can Do to Protect Yourself After the Massive OPM Data Breach](#).

Update on OPM Data Breach

On Friday, June 5, OPM informed us that it would send us the names of individuals affected by the data breach on Monday, June 8. We have not yet received this information from OPM. We will provide the information to affected individuals as quickly as possible after we receive it.

Federal Employee Viewpoint Survey Deadline Is June 15

Three out of every four FCA employees have completed the Federal Employee Viewpoint Survey. Thanks to everyone who has participated.

If you haven't already taken the survey, I encourage you to do so. I want you to know that we value your input. The survey takes about 15 minutes to complete. It closes on Monday, June 15.

According to feedback from this survey in previous years, FCA is one of the best places to work in the federal government, but there is always room for improvement. Please provide your feedback to help us continue to find ways to improve our workplace.

William Hoffman

Chief Operating Officer



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*"The rain set early in tonight,
The sullen wind was soon awake,
It tore the elm-tops down for spite,
And did its best to vex the lake:
I listened with heart fit to break.
When glided in Porphyria; straight
She shut the cold out and the storm,
And kneeled and made the cheerless grate
Blaze up and all the cottage warm;"*

—Robert Browning

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Publication Date: June 10, 2015

Today's Headlines

- Additional Portable Automated External Defibrillators (AEDs) Installed in McLean Farm Credit Building
- FCA Updates Procedures for Advancing Sick and Annual Leave

These articles are published on the [FCA Today SharePoint page](#).

Additional Portable Automated External Defibrillators (AEDs) Installed in McLean Farm Credit Building

Portable AEDs are now available on every floor of the Farm Credit Building. In addition to the unit at the guard's desk on the second floor, there are wall-mounted units in the following locations:

First floor:

- Coffee station in OMS suite 1700
- McLean Exercise Room

Third floor:

- Coffee station in OMS suite 3500
- OE copier room (3215)

Fourth floor:

- OB copier room
- OGC coffee station (across from 4401)

These Zoll AEDs are top-of-the-line units, designed to assist you in saving the life of a person suffering from sudden cardiac arrest, whether the person requires a shock or not. Only half of all cardiac arrest victims need a shock, but nearly all will require cardiopulmonary resuscitation (CPR).

These AEDs feature a CPR feedback tool that can actually see what you are doing and provide feedback to help you do it well. Audio and visual prompts help you rescue with confidence and clarity.

FCA and FCSIC emergency floor monitors are currently receiving recertification training in American Red Cross first aid, CPR and defibrillator use.

FCA Updates Procedures for Advancing Sick and Annual Leave

FCA has revised [PPM 822](#) to conform with President Obama's memorandum on childbirth and

the agency's recently published [Maternity and Paternity Fact Sheet](#). The revisions concern how supervisors should address advances for sick and annual leave. The revised paragraphs are provided below.

Advance Annual Leave

Advanced annual leave should be granted to the maximum extent practicable, in accordance with annual leave laws and regulations and consistent with mission needs. Supervisors may advance the amount of annual leave an employee would accrue during the remainder of the leave year. Note that this means that the later in the leave year the employee requests advanced annual leave, the smaller the amount that may be advanced. Supervisors are advised to advance annual leave to the extent permitted by law for purposes related to pregnancy and childbirth. Supervisors may grant advanced annual leave for the same reasons it grants annual leave as specified in law and regulation, irrespective of the employee's existing annual leave balance. New employees are eligible to receive advanced annual leave.

Advance Sick Leave

Upon request, supervisors will approve advanced sick leave to the extent permitted by law, in accordance with sick leave laws and regulations and consistent with mission needs. Supervisors are also advised to advance sick leave to the extent permitted by law for purposes related to pregnancy and childbirth. Full and part time employees are eligible for a maximum of 240 hours (30 days) of advanced sick leave for purposes of a serious health condition or related to pregnancy, childbirth or adoption of a child and a maximum of 160 hours (20 days) for general family care purposes. Advance leave may also be granted to care for a family member, during pregnancy, recovery after childbirth, or to adopt a child as outlined in these procedures. This advance may be made regardless of whether the employee has annual leave to his/her credit.



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"Life is a shipwreck but we must not forget to sing in the lifeboats."

—Voltaire

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Publication Date: June 11, 2015

Today's Headlines

- OPM Publishes FAQs on Cybersecurity Incident
- How the Amendment to the Federal Records Act Affects You
- Ethics in Action: Gearing Up for the 2016 Election
- Reminder: June 15 Is Last Day to Complete 2015 Federal Employee Viewpoint Survey
- Reminder: Send In Your Recipes for New Edition of FCA Cookbook
- Reminder: Deadline for Claims for 2014 Flexible Spending Account Is Monday, June 15
- Monthly Refrigerator Cleaning Scheduled for McLean Tomorrow, June 12

These articles are published on the [FCA Today SharePoint page](#).

OPM Publishes FAQs on Cybersecurity Incident

Today we learned from OPM that most—approximately 95 percent—current FCA employees were affected by the OPM cybersecurity incident. The most authoritative and complete information we have found is the list of frequently asked questions on OPM's website. They are provided below.

In addition, we have received questions about whether the cybersecurity breach affected Thrift Savings Plan accounts or bank accounts used for direct deposit of pay and reimbursement claims.

On June 8 we reported that Thrift Savings Plan accounts of federal employees were not compromised. For more information, see the [June 5 article](#) in Government Executive.

The [National Finance Center](#), which is part of the U.S. Department of Agriculture, processes payroll for FCA and was not affected by the cybersecurity breach. However, NFC has posted a notice on its website stating that it is scanning the Employee Personal Page (EPP) application to ensure it has not been compromised. Currently, the EPP is not available.

1. What happened?

Within the last year, the Office of Personnel Management (OPM) has undertaken an aggressive effort to update its cybersecurity posture, adding numerous tools and capabilities to its various networks. As a result, in April 2015, OPM became aware of a cybersecurity intrusion affecting its information technology (IT) systems and data. Since the incident was identified, OPM has partnered with the U.S. Department of Homeland Security U.S. Cyber Incident Response Team (US-CERT) and the Federal Bureau of Investigation (FBI) to determine the impact to current and former Federal personnel. OPM immediately implemented additional security measures and will continue to improve the security for the sensitive information it manages. The FBI has opened an investigation in order to identify and hold accountable the person(s) responsible for this

incident.

OPM will send notifications to approximately 4 million individuals whose personally identifiable information (PII) may have been compromised. Since the investigation is ongoing, additional PII exposures may come to light; in that case, OPM will conduct additional notifications as necessary. In order to mitigate the risk of fraud and identity theft, OPM will offer credit report access, credit monitoring and identity theft insurance and recovery services at no cost to them [employees], through CSID®, a company that specializes in identity theft protection and fraud resolution.

2. Were these employees OPM employees or employees from across the executive branch? Was the legislative or judicial branch impacted by this intrusion?

OPM services the Federal workforce so the affected population includes Executive Branch agencies and employees.

3. Were members of the military affected by the breach?

This incident did not affect military records. No contractors were affected unless they previously held Federal civilian positions. The incident affected current and former Federal civilian personnel, including Department of Defense civilian employees.

4. Have the police been notified? If so, with which police department and what is the case number?

Since the incident was identified, OPM has partnered with US-CERT and the FBI to determine the full impact to Federal personnel and investigate the intrusion. Federal law enforcement continues to investigate the matter and assist with remediation efforts. OPM immediately implemented additional security measures and will continue to improve security for the sensitive information it manages.

5. When did this happen?

The intrusion occurred in December 2014. OPM became aware of the intrusion into its systems in April 2015 after implementing tough new measures to deter and detect cyberattacks. During its investigation with its agency partners, the FBI and US-CERT, OPM became aware of potentially compromised data in May 2015.

6. What systems were affected?

For security reasons, OPM cannot publicly discuss specifics of the systems that might be affected by the compromise of personnel data. Additionally, due to the ongoing investigation, it would be inappropriate to publicly provide information that may impact current work by law enforcement. OPM has added additional security controls to better protect overall networks and systems and the data they store and process.

7. What personal information was compromised?

OPM maintains personnel records for the Federal workforce. The kind of data that may have been compromised in this incident could include names, Social Security numbers, dates and places of birth, and current and former addresses. It is the type of information you would typically find in a personnel file, such as job assignments, training records, and benefit selection decisions, but not the names of family members or beneficiaries and not information contained in actual policies. The notifications to potentially affected individuals will state exactly what information may have been compromised.

8. How many people are involved?

Approximately 4 million current and former Federal employees.

9. Why didn't OPM tell affected individuals about the loss of the data sooner?

OPM became aware of the intrusion in April 2015. OPM worked with US-CERT as quickly as possible to assess the extent of the malicious activity and to identify the records that may have been compromised. During the investigation, OPM became aware of potentially compromised data in May 2015. As with any such event, it takes time to conduct a thorough investigation and to identify the affected individuals.

It is important to note that this is an ongoing investigation that could reveal additional exposure; if that occurs, OPM will conduct additional notifications as necessary.

Protecting the integrity of the information entrusted to OPM is the agency's highest priority.

10. What is OPM doing to prevent this kind of loss from happening again?

Because cyber threats are evolving and pervasive, OPM is continuously working to

identify and mitigate threats when they occur. OPM evaluates its IT security protocols on a continuous basis to make sure that sensitive data is protected to the greatest extent possible, across all networks where OPM data resides—including those managed by government partners and contractors.

11. Has the information been misused?

At this time, we have no evidence that there has been any use or attempted use of the information compromised in this incident. This is an ongoing investigation and OPM will continue to be vigilant to ensure that necessary security measures are in place to further strengthen and protect our networks, systems, and data.

12. I did not receive a letter stating that my information was compromised, but feel that I should have. Can you help me?

OPM is aware of the affected data and the networks and the data on which it resides. OPM will begin sending notifications to individuals whose PII may have been compromised on June 8, 2015. These notifications will take place on a rolling basis through June 19, 2015. The email will come from opmcio@csid.com and it will contain information regarding credit monitoring and identity theft protection services being provided to those Federal employees impacted by the data breach. In the event OPM does not have an email address for the individual on file, a standard letter will be sent via the U.S. Postal Service.

13. What are the risks of identity theft with the information that was compromised?

Receiving a letter does not mean that the recipient is a victim of identity theft. OPM is recommending that people review their letters and the recommendations provided. In order to mitigate the risk of fraud and identity theft, we are offering credit monitoring service and identity theft insurance through CSID, a company that specializes in identity theft protection and fraud resolution. All potentially affected individuals will receive a complimentary subscription to CSID Protector Plus for 18 months. Every affected individual, regardless of whether or not they explicitly take action to enroll, will have \$1 million of identity theft insurance and access to full-service identity restoration provided by CSID.

14. How long will it take to inform all the potential victims involved in the incident?

OPM will begin conducting notifications to affected individuals using email and/or USPS First Class mail on June 8, 2015, and will continue notifications on a rolling basis through June 19, 2015.

15. What has been the operational or mission impact to OPM?

There has been no operational impact to OPM. OPM has continued to operate at full capacity since the incident occurred.

16. Can my family members also receive services if they are part of my file/records?

Family members of employees were not affected by this breach.

17. May employees be granted duty time and use government telephones and computers to contact CSID to determine whether their employment information was accessed and to register for identify theft coverage?

OPM strongly encourages agencies to allow employees to reach out to CSID while on duty time. If an employee does not have Internet access, OPM strongly encourages agencies to work with those individuals, as appropriate, to provide them access.

How the Amendment to the Federal Records Act Affects You

By Ted Dukes, OMS, and Jane Virga, OGC

FCA employees should be aware of a recent change in the law governing federal records management. This change affects the way we conduct agency business.

On Nov. 26, 2014, Congress amended the Federal Records Act (see 44 U.S.C § 2911) and created new requirements for preserving email and text messages that are sent or received during the course of official agency business.

As a result of this amendment, if you use a personal email or text messaging account to transmit or receive a message that constitutes a federal record, you must either

- copy the email or text message to your official federal government email account or
- within 20 days of the original creation or transmission, forward the email or text message to your federal government email account.

This change in the law does not mean that you may use your personal email or text account to conduct agency business. To ensure security and confidentiality, you must continue to use agency telephones, tablets and laptops to conduct FCA business. However, if other resources are used to communicate agency business, the new law's requirements will help ensure that federal records are maintained in FCA's official recordkeeping system. To ensure compliance with this mandate, FCA policies and procedures will soon be updated to reflect this important change.

As a reminder: all Federal employees have recordkeeping responsibilities. As a federal employee, you must exercise care in

- identifying when a federal record must be created,
- maintaining federal records in designated recordkeeping systems, and
- disposing of federal records according to a records disposition schedule.

Federal records are materials made or received by an agency under federal law or in connection with the transaction of public business that are appropriate for preservation as evidence of the agency's activities or because of the informational value of the data they contain.

Federal records may be in paper or electronic form. Employees must ensure that the records they create and those received from external sources are filed in an officially designated recordkeeping system so that records can be readily retrieved and are appropriately preserved.

If you have any questions or need additional information, please contact Ted Dukes or Jane Virga.

Ethics in Action: Gearing Up for the 2016 Election

~ *Ethics: Elevate Yourself to a Higher Standard* ~

The Office of Special Counsel has prepared a slideshow reviewing the Hatch Act for federal employees. [Gearing Up for the 2016 Election: What Every Employee Needs to Know about the Hatch Act](#) discusses who is covered by the Hatch Act, types of prohibited political activity and penalties.

Reminder: June 15 Is Last Day to Complete 2015 Federal Employee Viewpoint Survey

If you haven't already taken the 2015 Federal Employee Viewpoint Survey, please do so before the survey closes on Monday, June 15.

A link to the survey was sent on May 5 in an email to all permanent employees who worked for FCA on Dec. 31, 2014. The address from which the email was sent is EVS1@opm.gov. To find the email quickly, search your Inbox for "Federal Employee Viewpoint Survey."

If you are a permanent employee who has been on the FCA staff since Dec. 31 and you did not receive the email, please contact Cassandra Matos at matosc@fca.gov.

Reminder: Send In Your Recipes for New Edition of FCA Cookbook

The 2015 Farm Credit Club is collecting recipes for a new edition of the FCA cookbook. Club members would like to publish both the recipe and the story, family history, or tradition behind it.

Please submit your recipes, stories and photos (if you have them) to [Linda Toki](#), OMS, by June 30. Be sure to include the name of the recipe, the ingredients and their quantities, cooking directions, preparation and cooking time, and recipe yield.

For more information and an excerpt from the 2009 FCA Cookbook, see the [June 1 FCA Today article](#).

Reminder: Deadline for Claims for 2014 Flexible Spending Account Is Monday, June 15

The deadline for submitting claims for reimbursement from the 2014 balance in your Flexible Spending Account (FSA) is Monday, June 15, for expenses incurred on or before March 15. After June 15, you will have to forfeit any unclaimed balance for 2014.

If you have any questions, contact Human Resources at x44135, or send an email to [AskHR](#).

Monthly Refrigerator Cleaning Scheduled for McLean Tomorrow, June 12

Tomorrow, June 12, and each subsequent Friday after the FCA Board meetings (second Thursday of the month), the FCS Building Association will clean refrigerators in the McLean Farm Credit Building.

Please mark any items you have in the refrigerators with your name before close of business today. Any item not marked with the owner's name and any rotten items will be thrown away.

If you have any questions, please call the Building Association at x44490.



About FCA Today

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"Security in IT is like locking your house or car – it doesn't stop the bad guys, but if it's good enough they may move on to an easier target."

—Paul Herbka

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, June 12, 2015
Date: Friday, June 12, 2015 5:09:22 PM
Attachments: [image002.png](#)



Publication Date: June 12, 2015

Today's Headlines

- National Finance Center Completes Security Scan of Employee Personal Page
- Office of Regulatory Policy Announces Opening for Supervisory Accountant
- FCA Issues News Release on FCA Reports
- Ethics in Action: The Dangers of Arranging to Be a Consultant Before Retirement
- Claire Haverstock Joins Staff of OCPA as Writer-Editor
- Summer Interns Enjoy Kickoff in Dallas
- Cafeteria Menu Available for Week of June 15

These articles are published on the [FCA Today SharePoint page](#).

National Finance Center Completes Security Scan of Employee Personal Page

As reported yesterday in FCA Today, the National Finance Center, which is part of the U.S. Department of Agriculture and processes payroll for FCA, was scanning the [Employee Personal Page \(EPP\) application](#) to ensure it had not been compromised.

A [notice](#) posted today on the National Finance Center website states the security scans have been completed and no systems or applications were compromised. The EPP is now available.

Office of Regulatory Policy Announces Opening for Supervisory Accountant

FCA has posted a vacancy announcement for a supervisory accountant, VH-0510-41, on the Operations, Management and Accounting Team in the Office of Regulatory Policy. This position is advertised for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act) under vacancy announcement [VA-15-0171](#). The deadline for submitting applications is Monday, July 6. To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click

Update Application in the vacancy announcement. **Important:** You must reselect your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.

6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

FCA Issues News Release on FCA Reports

FCA issued a news release yesterday, June 11, reporting on the FCA Board's receipt of the 2014 annual report on the Farm Credit System's young, beginning and small farmer (YBS) lending mission performance. According to the report, each YBS category's share of the System's total new farm loans rose from 2013 to 2014.

The FCA Board also received the quarterly report on economic conditions affecting agriculture and an update on System conditions. In addition, the Board received the Office of Examination semiannual report on operations, as well as the quarterly report on supervisory and oversight activities.

For more information, see the [news release](#) and [related fact sheet](#).

Ethics in Action: The Dangers of Arranging to Be a Consultant Before Retirement

~ *Ethics: Elevate Yourself to a Higher Standard* ~

The Commerce Department Inspector General is seeking suspension and debarment of a former National Weather Service executive from any future contracting work following an investigation that revealed the official set himself up to work as a consultant after retirement from the same job, raising his pay by \$43,000. He also collected a \$50,000 housing allowance and allegedly pressed the agency to hire a relative.

Read more in the [June 8 Government Executive article](#).

Claire Haverstock Joins Staff of OCPA as Writer-Editor

The Office of Congressional and Public Affairs (OCPA) is pleased to announce that Claire Haverstock was selected for its part-time writer-editor position, effective April 5.

For more than two years, Claire has worked as a temporary contract writer-editor in OCPA. She selects and publishes the daily news clips, writes and posts articles to FCA Today's SharePoint page, and helps maintain the FCA external website. She interviews new and retiring employees for FCA Today. Claire has reported on several Brown Bag presentations and created a few series of articles for FCA Today, including [80 Years and Counting](#) and [Plain Writing Wednesday](#).

Before coming to FCA, Claire worked for several years at the Library of Congress in two divisions—the Hispanic Division, as assistant to the Chief and editorial assistant, and at the Congressional Research Service, as an editor and congressional relations specialist. She also worked in public affairs and communication as a contractor for the U.S. Agency for International Development and several agencies under the U.S. Department of Health and Human Services. In these positions, Claire developed website content, wrote and edited an online newsletter, provided outreach during the H1N1 pandemic of 2009 to 2010, and staffed several health information clearinghouses.

As the daughter of a Citibank executive, Claire lived abroad for 10 years. She grew up in Panama City, Panama; Caracas, Venezuela; and Princeton, New Jersey. She earned a bachelor's degree from Vassar College.

Claire lives in Fairfax, Virginia, with her husband, two teens and three dogs. Unlike her colleague Emily Yaghmour, she was happy to say goodbye to the long winter and is enjoying warm weather activities, such as hiking, biking and canoeing/kayaking. She also enjoys attending the baseball/football/basketball games and Boy Scout activities of her 13-year-old son, Nathan. Her 17-year-old daughter, Eliza, is graduating from high school and will soon leave home to attend the University of Virginia.

Please stop by room 4128 to officially welcome Claire. If you find any articles to include in the FCA News Clips or think of an interesting story idea or quote for FCA Today, please send her an [email](#) or call her at x44024.

Summer Interns Enjoy Kickoff in Dallas

By Nicole Currie, OE-Denver intern

EDITOR'S NOTE: To view photos from this event, read the [article](#) on the FCA Today SharePoint page.
The 2015 FCA summer interns are in Dallas for the Summer Internship Kickoff this week. They went to Top Golf on Wednesday for some fun team building and later celebrated the birthday of associate FCA examiner Mark Siso at NYLO Soda Bar in downtown Dallas.

Cafeteria Menu Available for Week of June 15

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



About FCA Today

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"Rest is not idleness, and to lie sometimes on the grass under the trees on a summer's day, listening to the murmur of water, or watching the clouds float across the sky, is by no means a waste of time."

—John Lubbock

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, June 15, 2015
Date: Monday, June 15, 2015 6:39:10 PM
Attachments: [image002.png](#)



Publication Date: June 15, 2015

Today's Headlines

- Heyam Ibelli Joins FCA as Administrative Assistant to Chief Operating Officer
- Condolences

These articles are published on the [FCA Today SharePoint page](#).

Heyam Ibelli Joins FCA as Administrative Assistant to Chief Operating Officer

Heyam Ibelli is the new administrative assistant to Chief Operating Officer Bill Hoffman. Her first day was June 1.

Heyam comes to FCA with wide-ranging career and life experience. She has lived all over the world. She has a bachelor of psychology degree from Ain Shams University in Cairo, Egypt.

She spent more than a decade working in Jeddah, Saudi Arabia, first as an assistant director and later as educational director for special education, helping children with special needs and disabilities.

In 2008, she and her family moved to Moscow, Russia, where she trained preschool teachers for teaching children with special needs. She moved to Muscat, Oman, in 2009 and worked for almost two years as a protocol assistant and personal translator for Richard Schmierer, the American ambassador to Oman.

In late 2011, she and her family moved to Tunis, Tunisia, where she eventually took a position as chief of event planning and production for Gordon Gray, the U.S. ambassador to Tunisia. On Sept. 14, 2012, following an attack on the U.S. embassy and the American school, Heyam and her family were evacuated from Tunis, along with all U.S. embassy families. They came to Washington, D.C., where Heyam later began work in the civil service at the Department of State.

She and her two children (Savanna, 13, and Ryan, 11) now live in Falls Church. Heyam is looking forward to a quieter life. Because of the shorter commute she enjoys as an employee at FCA, she now has more time to spend with her children.

Heyam says she loves being busy and active. She likes to swim, play tennis, and go horseback riding.

Please take a moment to stop by and give a warm welcome to this world traveler. Heyam's desk is in the open suite outside the Board room on the fourth floor.

Condolences

We are sad to report that Della Willis, mother of Claire Haverstock, writer-editor, passed away Monday, June 8.

The funeral service will be held Saturday, July 25, at 11 a.m., at St. Barnabas' Episcopal Church, 4801 Ravensworth Road, Annandale, VA 22003. In lieu of flowers, the family suggests donations to St. Barnabas' Episcopal Church or A Forever Home Rescue Foundation (dog rescue nonprofit). For more information, see her [obituary](#) published in yesterday's Washington Post.

Condolences may be sent to Claire at the following address:

Claire Haverstock
4600 Pickett Road
Fairfax, VA 22032



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"Courage doesn't always roar. Sometimes courage is the little voice at the end of the day that says I'll try again tomorrow."

—Mary Anne Radmacher

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, June 16, 2015
Date: Tuesday, June 16, 2015 9:52:49 PM
Attachments: [image002.png](#)



Publication Date: June 16, 2015

Today's Headlines

- OMS Offers Demonstration of Automated External Defibrillator (AED)
- Reminder: FCA's 2015 Diversity and Inclusion Celebration to Be Held July 16

These articles are published on the [FCA Today SharePoint page](#).

OMS Offers Demonstration of Automated External Defibrillator (AED)

The Office of Management Services (OMS) invites you to a demonstration of an AED on Wednesday, July 15, at 10:30 a.m. in the McLean atrium.

Join us for a presentation by Glenn Guinto, the American Red Cross representative for the capital area. Mr. Guinto will demonstrate the basic functions and capabilities of an AED. The device is designed to help you save the life of a person suffering from sudden cardiac arrest. This information session will teach you how to use an AED so you will be better prepared to operate one in an emergency.

We have seven AED units positioned throughout McLean for easy access. (For locations of these units, see the [FCA Today article](#) for June 10.) Our AEDs are equipped with a CPR feedback tool to enable you to see what you are doing and provide feedback so you can do it well.

We look forward to seeing you on July 15 at 10:30 a.m. If you have any questions, please contact Kathleen Reddaway, ext. 44418.

Reminder: FCA's 2015 Diversity and Inclusion Celebration to Be Held July 16

If you haven't already done so, mark your calendars for the afternoon of July 16, when FCA will host the 2015 Diversity and Inclusion Celebration and Farm Credit Club Picnic. Stay tuned for more details next month.

Field office coordinators will provide field office employees with information about their diversity and inclusion celebrations.



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"Even a happy life cannot be without a measure of darkness, and the word happy would lose its meaning if it were not balanced by sadness. It is far better to take things as they come along with patience and equanimity."

—*Carl Jung*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, June 17, 2015
Date: Wednesday, June 17, 2015 6:13:47 PM
Attachments: [image002.png](#)



Publication Date: June 17, 2015

Today's Headlines

- Denver Field Office Network and Phone System Unavailable From June 17 to 19
- Hispanic Emphasis Program Is Now HOLA-FCA; Info Session Set for June 25
- Office of Management Services Issues FY 2015 Year-End Closing Instructions
- New Telephone Lists Now Available

These articles are published on the [FCA Today SharePoint page](#).

Denver Field Office Network and Phone System Unavailable From June 17 to 19

In support of the Denver field office move, the Office of Management Services (OMS) will be on-site to ensure the network, phone system and videoconferencing equipment are installed and functional in the new location.

- The Denver network and phone system, including voicemail, will be unavailable from 6 p.m. EDT Wednesday, June 17, through Friday evening, June 19.
- OMS will install the network printers, individual office phone connections, and network connections in the new offices on Sunday, June 21.
- The videoconferencing rooms will be available on Tuesday, June 23.

The phone numbers will remain the same at the new location:

8101 E. Prentice Ave.

Suite 1200

Greenwood Village, CO 80111

Please contact the OMS Helpline at x44333 or helpline@fca.gov with any questions.

Hispanic Emphasis Program Is Now HOLA-FCA; Info Session Set for June 25

By Donnie Herrera, OE-Dallas

The Hispanic Emphasis Program has a new name. We are now the Hispanic Organization for Leadership and Advancement at FCA or HOLA-FCA for short. Please join us to find out who we are and what we're all about on Thursday, June 25, at 3 p.m. EDT in room 3226 in McLean. Field office employees may participate by videoconference.

Our members have been working diligently to get the program off the ground since its inception in 2013, and we are looking for additional members to join us on our journey. There are no requirements or barriers to becoming a member. You need only to support, participate in and attend program activities and events. This is your opportunity to get

involved and celebrate diversity here at FCA.

You are all invited to attend next Thursday's information session. We hope you will decide to become a member of our up-and-coming organization.

Office of Management Services Issues FY 2015 Year-End Closing Instructions

By Office of Management Services

The following instructions provide guidance on fiscal year-end activities. Adhering to these instructions helps us and the Bureau of the Fiscal Service (BFS) meet reporting deadlines established by the Office of Management and Budget and the Department of the Treasury.

Submission Due Dates for FY 2015 Year-End Closing Documents

Due Date	Item	Due To
Aug. 14	FY 2015 Requisitions	OMS
Aug. 14	FY 2016 Requisitions	OMS
Aug. 21	FY 2015 Travel Authorizations	Concur Government Edition (CGE)
Aug. 28	Relocation Service Requests	BFS Relocation Services Branch
Aug. 28	Peer-to-Peer Awards	FCA Awards Database
Sept. 4	On the Spot and Special Act Awards	FCA Awards Database
Sep. 11	Training Authorizations (non-credit card)	OMS
Sept. 11	Reimbursement Claims—Personal Property Loss Claims	OMS
Sept. 21	Funds Collected on Behalf of FCA	OMS
Sept. 25	Reimbursement Claims—Official Business Expenditures (local voucher)	CGE

Year-End Purchases

FY 2015 Purchases

Please submit [requisitions](#) for year-end procurements using FY 2015 funds to OMS by **Aug. 14** to ensure timely processing in the procurement system by September 30. Please note that requisitions submitted after the due date may not be completed by the end of FY 2015.

FY 2016 Purchases

FY 2016 [requisitions](#) for recurring services (e.g., maintenance agreements) should also be submitted to OMS by **Aug. 14**. Please clearly mark all FY 2016 requisitions to avoid confusion with FY 2015 documents. These procurement authorizations need to be in place to pay the FY 2016 invoices for the services you need. Late requisitions may result in service interruptions.

Please remember that all requisitions should be given to Cindy York.

Travel Authorizations and Vouchers

FY 2015 Travel Documents

All authorizations with travel dates of September 30 or earlier should be approved in [CGE](#) by **Aug. 21**. Authorizations for unplanned travel occurring during September must be approved in CGE prior to September 30. Although OMS would appreciate the submission of travel vouchers for FY 2015 travel by September 30, vouchers may be submitted at a later date, but no later than November 1.

Any approved travel authorizations where the travel was subsequently canceled should also be canceled in CGE. If you need assistance, please call the ARC Travel help desk.

Split Travel Documents

Guidelines for travel that crosses both fiscal years:

1. The entire cost of any purchased airline, train, or bus ticket as well as any rental car fees will be charged to the initial year (FY 2015).
2. Per Diem is charged to the fiscal year in which the travel takes place.
3. Other travel costs, including costs incidental to travel, are charged to the fiscal year in which they occur.

Since reservations are booked online, the split travel authorization will be initially prepared as one document in CGE. When the approved authorization is submitted for processing, ARC Travel Services will create an amendment to include expenses for the September portion of the trip and will create a separate authorization for the October portion. ARC Travel Services will contact the traveler/document preparer if further information is needed. Both of these documents will need to be rerouted for approval.

Please keep in mind that you will need to create two vouchers for split travel, one from the September authorization and one from the October authorization.

FY 2016 Travel Documents

Authorizations for travel occurring on or after Oct. 1, 2015, will use FY 2016 funding.

Relocation Authorizations

New requests for relocation services must be initiated by **Aug. 28**. Most relocation costs are charged to the fiscal year in which the relocation travel order is issued even though events may occur in the subsequent year.

Peer-to-Peer, On the Spot, and Special Act Awards

Peer-to-Peer awards should be entered and approved in the [FCA Awards database](#) no later than **Aug. 28** to allow ample time to process them through the payroll system before the year-end.

On the Spot and Special Act awards should be entered and approved in the [FCA Awards database](#) no later than **Sept. 4**. Awards approved in the Awards database after the noted deadline will be paid with FY 2016 funds.

Credit Card Charges

BFS will send year-end instructions for credit card processing to all FCA cardholders.

Training Authorizations

Approved [FY 2015 training authorizations](#) that are not paid by credit card should be submitted to OMS for obligation of funds by **Sept. 11**. Training costs are generally charged to the year in which the training begins; however, training that begins in FY 2016 may be charged to FY 2015 if

1. it is a bona fide FY 2015 need,
2. class scheduling is beyond the agency's control, or
3. the time between the request for training and the beginning of the training session is not excessive.

Training that is given in segments is charged to the year in which each segment begins.

Reimbursement Claims

Any claim for loss or damage to personal property must be prepared and submitted in accordance with established PPM guidelines. These claims must be approved by the appropriate officials and submitted to OMS by **Sept. 11**.

Claims for Reimbursement of Expenditures on Official Business (local voucher) must be submitted for payment via CGE. All claim submissions should be completed and approved

in CGE no later than **Sept. 25**.

Deposit of Funds

Please forward funds collected or monies owed FCA to the OMS Finance Team by **Sept. 21**. OMS will forward all monies received to BFS for deposit.

For additional information or assistance regarding year-end closing activities, please contact the appropriate representative noted below.

Contact	Type of Issue	Telephone Number
Tracy Reeves	Procurement-related issues	44111
Veronica McCain	Procurement-related issues	44031
Carmen Lopez	Awards and personnel-related issues	44142
David Toth	Awards and personnel-related issues	44422
Doug Gandy	Budget-related issues	44317
David Antolini	Budget-related issues	44098
Dorie Holland	Budget-related issues	44130
Jeff McGiboney	Budget-related issues	44353
Ily Soares	Accounting-related issues	44168
ARC (BFS) Travel Help Desk	Travel-related issues	304-480-8000 Option 1

By working together, we can ensure a smooth year-end closing process with accurate and timely financial data. Thank you for your cooperation.

New Telephone Lists Now Available

The June 2015 [FCA Telephone Listings](#) are now available in the Administrative Handbook on SharePoint. If you have any questions or need to update a listing, please contact Cindy York (yorkc@fca.gov).



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"A man too busy to take care of his health is like a mechanic too busy to take care of his tools."

—Spanish Proverb

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, June 18, 2015
Date: Thursday, June 18, 2015 6:23:21 PM
Attachments: [image002.png](#)



Publication Date: June 18, 2015

Today's Headlines

- Condolences
- Change Your FCA Network (VPN) Password by July 2
- 2015 Summer Internship Kickoff Meeting Held Last Week
- Ethics in Action: Reminder—Marijuana Is NOT Legal for Federal Employees
- Reminder: Recipes for New Edition of FCA Cookbook Needed by June 30

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that Earle F. Hudson, father of Bruce Hudson, Associate Director for Examination and Supervision in the Office of Secondary Market Oversight, passed away Monday, June 15.

Funeral services will be held Monday, June 22, at 10 a.m. in the chapel of Brannen-NeSmith Funeral Home, 1121 Borum Street, Unadilla, Georgia 31091, followed by interment with military honors at noon in Andersonville National Cemetery. The family will greet friends on Sunday, June 21, from 5 to 7 p.m. at the funeral home. Memorial gifts may be made to Flint Humane Society, P.O. Box 393, Vienna, Georgia 31092.

For more information, see the [obituary](#) on the Brannen-NeSmith Funeral Home website. Condolences may be sent to Bruce at the following address:

Bruce Hudson
11538 Wildcat Court
Lusby, MD 20657

Change Your FCA Network (VPN) Password by July 2

To protect our network accounts against the increasing number of cyber threats, FCA requires employees to change their network passwords every six months. The Office of Management Services (OMS) is enforcing the network password change during December and June of each year.

You must change your FCA network password between **June 19** and **July 2**. To help you make this change, OMS has posted the following information on the IT Resource Center SharePoint site:

- [Instructions](#) for changing the network password on your laptop, smartphone and FCA iPad.
- [Frequently Asked Questions](#) to help guide you through the network password change process.

If you have questions, contact the OMS Helpline by email at Helpline@fca.gov or by

phone at x44333.

2015 Summer Internship Kickoff Meeting Held Last Week

By Matt Alizadeh (OE-Denver) and Shahab Maslehati (OE-Denver)

EDITOR'S NOTE: To view photos from this event, read the [article](#) on the FCA Today SharePoint page. The Office of Examination's summer intern class of 2015 attended kickoff training the week of June 8 in Dallas. The training event, which we planned and implemented, provided summer interns "fast-track" exposure to credit and compliance examination areas in preparation for their on-the-job work during the summer. The training also covered broad topics, such as the System's flow of funds and cooperative principles. In addition, the training event served as the springboard to launch the summer intern project activity. This year, the summer interns, led by associate examiners Tony Haas, Zach Lund and Mark Siso, are tasked with researching and analyzing OE's loan portfolio management examination conclusions. The team will identify recommendations centered on examination best practices and future scope selection. The project will continue throughout the summer and concludes with a written report and presentation. The group's energy promoted a highly successful week. In addition to learning high-level examination concepts, the summer interns also had an opportunity to build camaraderie with each other and with other OE staff. And, as the pictures illustrate, there was a little post-work fun along the way!

Ethics in Action: Reminder—Marijuana Is NOT Legal for Federal Employees

~ *Ethics: Elevate Yourself to a Higher Standard* ~

If you work or live in an area where marijuana is legal to possess or use, you may be tempted to "take advantage" of the local laws legalizing marijuana and use the drug. However, local laws do not change the drug's status in the federal workplace—it is illegal.

The Federal Employee Defense Services recently issued the following reminder: *With the ushering in of a new law legalizing the possession of marijuana in the District of Columbia, there is bound to be some amount of confusion among the roughly 500,000 federal employees who live in the area surrounding the nation's capital.*

However, there is an unequivocal answer to any questions federal employees may have about using marijuana in states or localities where it is legal: it is strictly prohibited for members of the federal workforce.

The U.S. government still considers marijuana to be an illegal drug and fully expects government personnel to abstain from its use. After an executive order passed in 1986 by President Ronald Reagan, the federal government became an explicitly drug-free workplace, with even stricter rules for personnel who have security clearances. The spreading legalization of marijuana use and possession at this point has no impact on the rules and prohibitions regarding marijuana use by federal employees.

Reminder: Recipes for New Edition of FCA Cookbook Needed by June 30

Please submit your recipes for the new edition of the FCA Cookbook sponsored by the Farm Credit Club by June 30. In addition to the recipe, submit the story, family history or tradition behind it, as well as any photos to [Linda Toki](#), OMS. Be sure to include the name of the recipe, the ingredients and their quantities, cooking directions, preparation and cooking time, and recipe yield.

For more information and an excerpt from the 2009 FCA Cookbook, see the [June 1 FCA Today article](#).



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"It will not always be summer: build barns."

—Hesiod

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, June 19, 2015
Date: Friday, June 19, 2015 4:12:09 PM
Attachments: [image002.png](#)



Publication Date: June 19, 2015

Today's Headlines

- Ryan Hellen Headed to McLean for Supervisory Senior Examiner Rotation
- Update on Cybersecurity Breach; Additional Systems Compromised
- Fit Friday Feature: Turkey Sausage and Egg Casserole
- Cafeteria Menu Available for Week of June 22

These articles are published on the [FCA Today SharePoint page](#).

Ryan Hellen Headed to McLean for Supervisory Senior Examiner Rotation

By Sharon Wilhite, Director, Staff Development Division (OE-Dallas)

It is with great pleasure I announce the selection of Ryan Hellen for the Staff Development Division's supervisory senior examiner rotation in McLean.

Ryan started with the agency in June 2006 after graduating with a B.B.A. in finance from the University of Texas at Dallas. Ryan received his commission certification in October 2009 and shortly thereafter was selected into the Capital Markets Specialist Program where he received his Capital Markets Specialist certification in April 2014.

Since commissioning, Ryan has worked in the Market Risk Division where he has been examiner-in-charge for Farm Credit West and more recently Capital Farm Credit. He has also participated on several high-profile examinations.

Ryan brings a great deal of technical expertise to the Staff Development Division and we are excited to have his help with the large number of new hires in 2015. He will begin his rotation Aug. 10. Welcome, Ryan!

Update on Cybersecurity Breach; Additional Systems Compromised

Yesterday, the Office of Personnel Management (OPM) informed us that additional systems were compromised in the OPM cybersecurity breach announced on June 4.

These systems included those that contain information related to the background investigations of current, former and prospective federal government employees, as well as other individuals for whom a federal background investigation was conducted.

OPM, the Department of Homeland Security, and the Federal Bureau of Investigation are working to determine the number of people affected by this separate intrusion. OPM stated it will notify those individuals whose information may have been compromised as soon as practicable. OPM did not provide information on how and when these notifications will occur.

Fit Friday Feature: Turkey Sausage and Egg Casserole

This recipe was reprinted with permission from Health Matters at Work newsletter.

Making breakfast for Father's Day this Sunday? Try this healthy breakfast casserole to show him how much you care.

Turkey Sausage and Egg Casserole

Serves: 10
Serving Size: 1/10 recipe

Ingredients

Cooking spray
2 cups nonfat milk
½ cup green onions, chopped
½ tsp. dry mustard
¼ tsp. salt (optional)
¼ tsp. black pepper
16 oz. egg substitute
4 slices whole wheat bread, cut into ½ inch cubes
3 pre-cooked turkey breakfast sausage patties, diced
¼ cup reduced-fat, shredded cheddar cheese

Directions

1. Preheat oven to 350° F. Coat a 9 x 13-inch baking dish with cooking spray.
2. In a medium bowl, whisk together nonfat milk, green onions, dry mustard, salt (optional), pepper and egg substitute.
3. Place bread cubes and sausage on the bottom of the baking dish, pour egg mixture evenly over bread and sausage. Top with cheddar cheese.
4. Cover pan with aluminum foil and bake for 20 minutes. Remove foil and bake for an additional 40 minutes.

Source: *The Healthy Carb Diabetes Cookbook*, American Diabetes Association

Cafeteria Menu Available for Week of June 22

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



About FCA Today

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"When I was a boy of fourteen, my father was so ignorant I could hardly stand to have the old man around. But when I got to be twenty-one, I was astonished at how much he had learned in seven years."

—Mark Twain

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Publication Date: June 22, 2015

Today's Headlines

- FCA Issues Joint News Release on Flood Insurance Rule
- American Office to Inspect Desk Chairs in McLean This Week

These articles are published on the [FCA Today SharePoint page](#).

FCA Issues Joint News Release on Flood Insurance Rule

Today FCA and four other federal financial regulators issued a news release announcing the approval of a joint final rule on flood insurance.

For more information, see the [June 22 news release](#) and related [Federal Register notice](#).

American Office to Inspect Desk Chairs in McLean This Week

American Office will be on-site in McLean on Wednesday, June 24, and Thursday, June 25, to inspect the Herman Miller desk chairs. Any needed repairs will be made at a future time.

If you have any questions, please contact the Building Association at x44490.



About FCA Today

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"When the sun is shining I can do anything; no mountain is too high, no trouble too difficult to overcome."

—Wilma Rudolph

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Publication Date: June 23, 2015

Today's Headlines

- FCA Welcomes 17 New Associate Examiners; Three More on the Way
- Morgan Duffy Joins Staff of FCS Building Association
- Exterior Window Washing Scheduled in McLean Tomorrow, June 24

These articles are published on the [FCA Today SharePoint page](#).

FCA Welcomes 17 New Associate Examiners; Three More on the Way

By Sharon Wilhite, Director, Staff Development Division (OE-Dallas)

EDITOR'S NOTE: To view photos of FCA's new associate examiners, read the [article](#) on the FCA Today SharePoint page.

Bloomington

Rachel Burkhard graduated from New Mexico State University (NMSU) with a Bachelor of Science in agricultural economics and agricultural business, as well as a bachelor's degree in natural resource economics and policy with a minor in business administration. She's also finishing her MBA from NMSU while working at the agency. During her years at NMSU, Rachel was a senator with the College of Agricultural, Consumer and Environmental Sciences, and she completed an internship with Senator Tom Udall in Washington, D.C.

Justin Kneeland graduated from Montana State University with a Bachelor of Science in accounting as well as a master's degree of professional accountancy. He's had various part-time jobs over the years and worked as a volunteer income tax assistant for two tax seasons.

Dallas

Alex Buckley graduated from Colorado State University with a B.B.A. with an emphasis in corporate finance. He was selected as a member of the university's Summit Investment Fund. Alex also completed internships with Oppenheimer and Strategic Energy Systems while in school and was vice president of the university's Finance Club.

Lori Dombrowski comes to FCA from the Veterans Benefits Administration where she was a claims examiner. Lori recently moved to Texas with her family. Before then, she lived in New York where she worked for a real estate company as a broker associate since 2005. Lori has an MBA from St. Bonaventure University.

Sylvia Rodriguez graduated from Texas Tech University with a B.B.A. with an emphasis

in finance. She is a returning summer intern with FCA. During college, Sylvia was a research analyst with the Northwest Texas Small Business Development Center, helping individuals start small businesses.

Carly Stroud graduated with a Bachelor of Science in agriculture and applied economics as well as a B.B.A. in general business from Texas Tech University. Carly has studied abroad twice—in Ethiopia and Costa Rica. While at college, Carly participated in the Agriculture Economics Association, Collegiate FFA, and the Ag Pals Mentoring Program.

Denver

Stephen Adolfson graduated with honors from Colorado State University with a B.B.A., concentrating in accounting. He is a returning summer intern with FCA. During college, Stephen was the marketing chair for the Business Diversity and Leadership Alliance, as well as president of recruitment for a fraternity.

Brent Harder graduated from Colorado State University with a B.B.A. with a concentration in corporate finance and investment analysis. He was selected as a member of the university's Summit Fund and was president of the Summit Fund in 2013. Brent completed a finance internship at Pearson PLC and competed in the CFA Institute Research Challenge where his team placed second in regionals.

Eric Martinez graduated from the University of South Carolina with a B.B.A. in business economics and entrepreneurial management. He received a Master of Science from the London School of Economics and Political Science in environment and development. Eric has completed several internships, including one at the City of Denver's Office of Sustainability and another as a feasibility analyst with Innovative Supply. Of special note, Eric was senior captain on the university's soccer team.

Daniel Strayer graduated from the University of Kentucky with a B.B.A. in finance. He has served five years with the U.S. Coast Guard as a team supervisor, division supervisor, and currently as a response division supervisor. Daniel was the vice president of the Student Veterans Association for the university.

McLean

Evan Beemer graduated from George Mason University with a Bachelor of Science in economics and a minor in international security. For the past two years, he worked at the university's Patriot Center. Last summer, he worked at a summer day camp in Hershey, Pennsylvania. He has also interned on Capitol Hill for Congressman Steve Pearce of New Mexico.

Morgan Littleton graduated with a Bachelor of Science in international business from Schiller International University in Madrid, Spain. He most recently worked as an assistant/interim bursar for the university. From 2006 to 2011, he served in the U.S. Air Force as an IT systems technician and office manager.

Kevin Lomasney graduated from Texas Tech University with a B.B.A. in accounting and marketing. He was an account manager at Cielo Systems International, a mortgage servicing specialist at PrimeWest Mortgage Corporation, and completed an audit internship at Grant Thornton LLP.

Nicholas (Nick) Peavy graduated from Virginia Tech University with a bachelor's degree in agricultural and applied economics with a focus on environmental policy. He completed a wide variety of research internships at The GIC Trade Group, Global Food Safety Forum, ConAgra Food Company and T.W. Garner Food Company. Most recently Nick was a research team leader at the Kohl Centre at Virginia Tech.

Jake Varner graduated from the University of Mississippi with a B.B.A. in banking and

finance. Most recently, Jake worked at Bermont Properties LLC Real Estate Division as a project analyst and financial manager analyzing commercial real estate development ventures.

Tiffany Wayland graduated from Virginia Tech University with a Bachelor of Science in agribusiness management and a minor in leadership and social change. Tiffany comes to us with some experience and knowledge of the Farm Credit System, having interned with Farm Credit of the Virginias, ACA. She also interned at Residential Leadership Community, tutored student athletes and worked for a veterinarian.

Sacramento

Danielle Austin graduated from California State University, Sacramento, with a Bachelor of Science in finance and graduated summa cum laude. She also received her Juris Doctor cum laude from Hofstra University School of Law. Danielle interned at a law firm in Sacramento and the U.S. District Court in New York. She was also a civil procedure teaching fellow at the university. Of special note, Danielle interned for a law firm in Dublin, Ireland.

Morgan Duffy Joins Staff of FCS Building Association

Morgan Duffy is the new administrative assistant for the FCS Building Association. Betty Bradley, who has been the Building Association's administrative assistant since 1995, will retire on July 31, and Morgan will take over her duties.

Morgan graduated in 2014 from Saint Joseph's University in Philadelphia, Pennsylvania, where she played Division 1 soccer. She is also the assistant coach of the girls' soccer team at South County High School in Lorton. She is a Virginia native whose father served in the U.S. Navy.

Please stop by suite 2550 to give Morgan a warm FCA welcome.

Exterior Window Washing Scheduled in McLean Tomorrow, June 24

On Wednesday, June 24, a maintenance crew will wash the exterior windows of the McLean Farm Credit Building.

If you have any questions, please call the Building Association at x44490.



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"Diamonds are nothing more than chunks of coal that stuck to their jobs."

—Malcolm S. Forbes

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Publication Date: June 24, 2015

Today's Headlines

- Submit Your Timecard by Noon Tomorrow, June 25
- Reminder: One Week Left to Change Your FCA Network (VPN) Password
- Alert for Citibank Cardholders: How to Set Up Fraud Alerts by Cell Phone
- All Paid FCA Employees May Now Participate in Transit Subsidy Program
- Office of Examination, Market Risk Division, Announces Opening for Senior FCA Examiner
- OPM Enhances Security of eOPF Data
- New Federal Guide on Sexual Orientation and Gender Identity Discrimination Available

These articles are published on the [FCA Today SharePoint page](#).

Submit Your Timecard by Noon Tomorrow, June 25

Because of the July 4 holiday, the National Finance Center has moved up the pay processing schedule. You must submit your timecard early this pay period (June 14 through 27). Please file your timecard by noon Thursday, June 25, in your time zone. If you have questions, please call the Human Resources and Training Team, Office of Management Services, at x44135.

Reminder: One Week Left to Change Your FCA Network (VPN) Password

As previously announced, you must change your FCA network password by next Thursday, July 2. To help you make this change, OMS has posted the following information on the IT Resource Center SharePoint site:

- [Instructions](#) for changing the network password on your laptop, smartphone and FCA iPad.
- [Frequently Asked Questions](#) to help guide you through the network password change process.

If you have questions, contact the OMS Helpline by email at Helpline@fca.gov or by phone at x44333.

Alert for Citibank Cardholders: How to Set Up Fraud Alerts by Cell Phone

The Office of Management Services has received some complaints that employees who are traveling are sometimes unaware when fraud alerts have been placed on their credit card accounts. Citibank issues the alerts by email, but employees on travel are not always able to access their email accounts. To avoid this problem, please contact Citibank customer service at 1-800-790-7206 to opt in to receive fraud alerts by text messaging. You will be required to provide your cell phone number.

All Paid FCA Employees May Now Participate in Transit Subsidy Program

FCA has recently updated its PPM on the Transit Subsidy Program ([PPM 846](#)). As of May 27, FCA's paid interns may now participate in the program. To take advantage of this benefit, please take the following steps:

1. Inform your supervisor of your planned participation in the Transit Subsidy Program and make sure you have an account on [Concur](#). If you don't already have an account on Concur, please contact BFS Travel Services Help Desk for information on how to create one. BFS Travel Services can be reached by phone at (304) 480-8000 or email at Travel@Fiscal.Treasury.Gov.
2. Complete Transit Subsidy Application Form [473](#) and send to askHR@fca.gov for review.
Note: The current reimbursement maximum is \$130 per month. If your actual expenses exceed \$130 in a month, you will only be approved for the maximum.
3. After Human Resources calculates, processes and returns the completed form, save your application on your computer.
4. Complete claim form [473A](#).
5. Return to [Concur](#) website and log in to your account.
6. Click on the **Vouchers** tab at the top of the page.
7. Select **New Voucher**.
8. Change document type to **Local Voucher**.
9. Click on **Create Document**. Once document is verified, click **Create Document** again.
10. In the **Expenses & Receipts** tab, click on **Attach Receipt Images** at the bottom of the page.
11. Upload the following three documents:
 - Form 473
 - Form 473A
 - Public transit receipts (for example, SmartTrip receipts, MARC vouchers)

Reimbursements are disbursed three to five business days after your supervisor approves your request.

If you have any questions about this program, please contact FCA's Transit Subsidy Coordinator, Miranda Johnson, at JohnsonMi@fca.gov or x44425, or send an email to askHR@fca.gov.

Office of Examination, Market Risk Division, Announces Opening for Senior FCA Examiner

FCA has posted a vacancy announcement for a senior FCA examiner (agency compliance expert), VH-0570-40, in the Office of Examination, Market Risk Division.

This position is advertised for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act) under vacancy announcement [VA-15-0177](#).

The deadline for submitting applications is Thursday, July 23.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Lorine Hines at 703-883-4423 (x44423).

OPM Enhances Security of eOPF Data

OPM has enhanced the eOPF self-service feature that allows you to obtain your eOPF ID and reset your password without assistance. When you log in the next time to your eOPF, you will be required to change your password and update your security questions and answers.

OPM made these changes to increase the security of your eOPF data. Updates include the following:

- **Resetting Your Password:** The eOPF Login Page for the self-service process will no longer redirect you to the Password Reset Page to change your password. Instead, after you correctly answer the eOPF challenge question, you will receive an email with a password reset link that is valid for only 15 minutes.
- **Requesting Your eOPF ID:** Your eOPF ID will no longer be disclosed in eOPF. If you forget your eOPF ID, you must request it and answer the security questions correctly. You will then receive an email disclosing your ID.
- **Setting Up Security Questions:** In addition to selecting from default security questions, you may now create personal, custom questions. Each answer may be no longer than 35 characters.

For additional information, please check the eOPF Quick Reference guide for [Current Users](#) if you have an established account, or for [New Users](#) if you are new to FCA or FCSIC. If you have any questions, please contact Christine Johnson at x44137.

New Federal Guide on Sexual Orientation and Gender Identity Discrimination Available

It is the policy of the federal government to provide equal employment opportunity to all individuals. Executive order 11478, as amended, expressly prohibits discrimination based on sexual orientation and gender identity within executive branch civilian employment.

To learn how to handle sexual orientation and gender identity discrimination in the federal government, a new resource guide is now available. Download [Addressing Sexual Orientation and Gender Identity Discrimination in Federal Civilian Employment: A Guide to Employment Rights, Protections, and Responsibilities](#), for more information.



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"We will never have true civilization until we have learned to recognize the rights of others."

—Will Rogers

From: [newsletter](#)
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Subject: FCA Today - Thursday, June 25, 2015
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Publication Date: June 25, 2015

Today's Headlines

- Update on Agency 401(k) Implementation
- Diversity Day Needs You!
- Reminder Change Your FCA Network (VPN) Password by Next Thursday, July 2
- Examiners Tour Diversified Vineyard and Orchard Operation

These articles are published on the [FCA Today SharePoint page](#).

Update on Agency 401(k) Implementation

As reported earlier this year, as a part of the compensation plan for 2015, FCA is implementing a 401(k) retirement savings plan for its employees. Currently, for FERS employees, the agency already contributes up to 5 percent of your adjusted salary toward your Thrift Savings Plan (1 percent in automatic contributions and up to 4 percent in matching).

Here's how the 401(k) plan will work: The agency will automatically contribute 1 percent of your salary to the 401(k) plan, and it will **match** your contributions up to 2 percent more. The plan will apply equally to all employees—whether you are under the FERS system or CSRS.

The 401(k) plan is expected to be implemented during pay period 16 (Aug. 9 to 22). However, because FCA had intended to implement the plan earlier this year, the Board voted on June 23 to authorize the agency to contribute to each employee's 401(k) plan an automatic 3 percent of the employee's adjusted salary for the portion of the 2015 calendar year prior to the implementation of the 401(k) plan.

In other words, the agency will contribute 3 percent of your adjusted salary (no matching required) from the first pay period of 2015 (Jan. 11 through 24) until the supplemental plan is implemented. **Please note:** For employees who joined the agency **after** the first pay period of 2015, the 3 percent contribution will only apply to the period beginning with your first day on the job.

The following table shows the 2015 benefit prior to the supplemental plan's implementation and the benefit following implementation of the plan.

Agency Contribution Prior to Supplemental Plan Implementation (from pay period 1 or first day on the job in 2015)	Agency Contribution After Supplemental Plan Implementation (expected in pay period 16)
3 percent automatic	1 percent automatic; 2 percent matching

Wells Fargo, one of the largest institutional retirement providers, will work with the agency to implement the 401(k) plan. It also provides the 401(k) plan for the National Credit Union Administration.

An [FCA Today article](#) published on April 14 lists the 401(k) investment options from which we may choose. Since then, three more options have been added:

- Vanguard Target Retirement 2050
- Vanguard Target Retirement 2060
- Vanguard Target Retirement Income
- Wells Fargo Stable Return fund

Prior to the implementation date, the agency will hold information sessions to help you choose the investment fund that's right for you. Also, FCA will arrange for training at all office locations to show you how to set up and manage your 401(k) account.

If you have any questions, please email them to 401K@fca.gov.

Diversity Day Needs You!

By Lynn Major, FCA Diversity Coordinator

To mark FCA's 2015 Diversity and Inclusion Day, a wide range of activities will be held in McLean and in the field offices. As part of the celebration, the Farm Credit Club picnic will be held in McLean on July 16 from noon to 3 p.m. on Farm Credit Hill.

How can you participate?

Submit a Photo: Whose parents are these? Have you ever wondered what your colleagues' parents look like? Do you think you can tell based on a photo? Here's your chance to find out. You may submit your photo in digital or hard-copy format. Hard copies will be returned to their owners after they are scanned. A nominal prize will be awarded to whomever gets the most pairings correct. The winner will be announced at the picnic. Please submit a photo of your parent(s) to [Linda Toki](#), OMS, by July 8.

Submit Items for the Display Cabinet: In past diversity events, we have used the display cabinet to share items and artifacts from different cultures, regions of the world, and family traditions (for example, pottery, masks, cloth and dolls). Please think about loaning these items for our celebration on July 16. Label them with your name and descriptive information and submit your items to [Linda Toki](#), by July 8.

Submit recipes for the Farm Credit Club cookbook: Please submit your recipes, stories and photos to [Linda Toki](#), by June 30. For more information, see the [June 1 FCA Today article](#).

Reminder Change Your FCA Network (VPN) Password by Next Thursday, July 2

The deadline to change your network password is next Thursday, July 2. To help you make this change, OMS has posted the following information on the IT Resource Center SharePoint site:

- [Instructions](#) for changing the network password on your laptop, smartphone and FCA iPad.
- [Frequently Asked Questions](#) to help guide you through the network password change process.

If you have questions, contact the OMS Helpline by email at Helpline@fca.gov or by phone at x44333.

Examiners Tour Diversified Vineyard and Orchard Operation

By Cris Beckers, OE-Denver

EDITOR'S NOTE: To view photos from this event, read the [article](#) on the FCA Today SharePoint page.

On June 16, while on-site in Pasco, Washington, for loan examination activities at Northwest, ACA, examiners had the opportunity to learn more about a large, diversified vineyard and orchard.

During an evening tour of the borrower's operation, we viewed several varieties of wine grapes in the early fruiting stages and learned about how variations in soil, air temperature and heat units will affect the maturation of the grapes and result in different subtleties in the wine.

We also viewed the cherry and apple orchards, and learned about the new V-trellis systems being used in orchards to maximize profitability through increased bins per acre and decreased labor expenses.



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"You can be drinking the wine today, but picking the grapes tomorrow."

—Jonathan Tucker

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Publication Date: June 26, 2015

Today's Headlines

- Presentation Held on July 8 to Cover Midyear Stock Market Update and Selecting a Financial Adviser
- Reminder: Change Your FCA Network (VPN) Password Before You Leave for Independence Day Holiday
- Cafeteria Menu Available for Week of June 29

These articles are published on the [FCA Today SharePoint page](#).

Presentation Held on July 8 to Cover Midyear Stock Market Update and Selecting a Financial Adviser

In a presentation on July 8 at the Farm Credit Building in McLean, Tom Graham, senior vice president for investments with [Janney Montgomery Scott, LLC](#), will provide a midyear stock market update and share his thoughts on how to select a financial adviser. The presentation will be held in the Marsha Martin Training Room from 2 to 4 p.m. EDT. It will be available by videoconference to all office locations (large conference rooms are reserved) and by audio for those who are working remotely.

Janney Montgomery Scott is the largest Philadelphia-based full-service financial services firm. It is a subsidiary of the Penn Mutual Life Insurance Company, with holdings of over \$50 billion. The firm has 107 offices, most of which are along the East Coast. Tom's office is in Alexandria, Virginia. For more information about Tom, read his [bio](#).

Please send Cassandra Matos (matosc@fca.gov) any questions you wish to have answered on the topic of selecting a financial adviser so that Tom can address them in his presentation. He will then share his firm's perspectives on the stock market based on its analysis of market trends, financial issues and global market forces. To understand the depth of market insight Tom will share during his presentation, see [Janney's March 2015 stock market review](#).

Sign up for this seminar on the [OMS SharePoint Training site](#). Field offices and audio callers, please dial in using conference call number **1-877-322-2830** and conference ID number **7034339**.

Please contact Cassandra Matos (matosc@fca.gov) if you have any questions regarding this presentation.

Reminder: Change Your FCA Network (VPN) Password Before You Leave for Independence Day Holiday

The deadline to change your network password is next Thursday, July 2. If you are taking annual leave next week for the Independence Day holiday, make the change today. To help you with this process, OMS has posted the following information on the IT Resource Center SharePoint site:

- [Instructions](#) for changing the network password on your laptop, smartphone and FCA iPad.
- [Frequently Asked Questions](#) to help guide you through the network password change process.

If you have questions, contact the OMS Helpline by email at Helpline@fca.gov or by phone at x44333.

Cafeteria Menu Available for Week of June 29

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"Some people, through luck and skill, end up with a lot of assets. If you're good at kicking a ball, writing software, investing in stocks, it pays extremely well."

—Bill Gates

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, June 30, 2015
Date: Tuesday, June 30, 2015 3:56:09 PM
Attachments: [image002.png](#)



Publication Date: June 30, 2015

Today's Headlines

- Update from Office of Personnel Management on Recent Cyber Incidents
- Reminder: Three Days Left to Change Your FCA Network (VPN) Password
- Holiday Schedule Changes for Zumba and Yoga in McLean

These articles are published on the [FCA Today SharePoint page](#).

Update from Office of Personnel Management on Recent Cyber Incidents

At the request of the Office of Personnel Management (OPM), FCA is sharing with you the following information on the recent cyber incidents affecting OPM.

Personnel Records Incident

OPM is completing the process of notifying individuals whose personally identifiable information (PII) may have been compromised by the incident announced on June 4 involving personnel records. All notices have been sent by letter or email. (To locate the email, search your inbox for a message from opmcio@csid.com.) Notification letters were sent by first class mail late last week to those individuals from whom email bounce-back messages were received.

As previously announced, OPM is offering credit monitoring services and identity theft insurance with CSID, a company that specializes in identity theft protection and fraud resolution. This comprehensive, 18-month membership includes

- credit report access,
- credit monitoring,
- identity theft insurance and
- recovery services.

This membership is available immediately at no cost to affected individuals identified by OPM.

All affected individuals are *automatically* enrolled in

- full-service identity restoration, which helps you to repair your identity following fraudulent activity, and
- up to \$1 million in identity theft insurance, which can help to reimburse you for certain expenses incurred if your identity is stolen.

This means that if your information was affected by the breach, *you are already enrolled to receive identity restoration and theft insurance services even if you have not yet contacted CSID.*

Affected employees are also being provided *the option to sign up* through CSID for credit monitoring and other identity monitoring services. To take advantage of these additional free services, you will have to call or go on-line to register with CSID. OPM encourages employees who want to sign up for credit monitoring and other identity monitoring services to wait until they receive notifications before calling CSID. For more information, see the [frequently asked questions](#) on the OPM website.

Some federal employees have expressed concern about providing their PII to CSID to register for its services. OPM has confirmed that it is not possible for CSID to provide credit monitoring services without your Social Security number, but that you will still receive identity theft protection even if you do not register.

OPM continues to work with CSID to make the online signup experience quicker and to reduce call center wait times. CSID has indicated that wait times are dependent on the volume of calls, which are usually highest between 9 and 10 a.m. CST and from noon to 1 p.m. CST.

Background Investigation Incident

The separate but related cyber incident affecting background investigations, which was announced on June 12, remains under investigation by OPM, the Department of Homeland Security, and the Federal Bureau of Investigation. The investigators are working to determine the complete list of affected individuals. Once this information is available, OPM will coordinate with agencies to send notifications to those affected individuals as soon as possible. OPM expects to be ready to provide information regarding affected individuals and its notification process during the week of July 6.

e-QIP Suspension

OPM yesterday announced the temporary suspension of the e-QIP system, a Web-based platform used to complete and submit background investigation forms. This suspension will enable OPM to implement security enhancements.

The actions OPM has taken are not the direct result of malicious activity on this network, and there is no evidence that the vulnerability in question has been exploited. Rather, OPM is taking this step proactively, as a result of its comprehensive security assessment, to ensure the ongoing security of its network. OPM expects e-QIP could be offline for four to six weeks while these security enhancements are implemented.

Resources for You

For more information about the recent cyber incidents, see [Frequently Asked Questions on Cybersecurity](#), which OPM continues to update.

For information about the measures you can take to ensure the safety of your personal information, go to [Your Personal Information: Protecting It from Exploitation](#) on the website of the National Counterintelligence and Security Center.

Steps for Monitoring Your Identity and Financial Information

- Monitor financial account statements and immediately report any suspicious or unusual activity to financial institutions.
- Request a free credit report at www.AnnualCreditReport.com or by calling 1-877-322-8228. Consumers are entitled by law to one free credit report per year from each of the three major credit bureaus—Equifax, Experian, and TransUnion—for a total of three reports every year. Contact information for the credit bureaus is available on the [Federal Trade Commission \(FTC\) website](#).

- Review resources on the FTC's [IdentityTheft.gov](https://www.ftc.gov/identitytheft) website. The FTC maintains a variety of consumer publications providing comprehensive information on computer intrusions and identity theft.
- You may place a fraud alert on your credit file to let creditors know to contact you before opening a new account in your name. Simply call TransUnion at 1-800-680-7289 to place this alert. TransUnion will then notify the other two credit bureaus on your behalf.

Precautions to Help You Avoid Becoming a Victim

- Be suspicious of unsolicited phone calls, visits, or email messages from individuals asking about you, your employees, your colleagues or any other internal information. If an unknown individual claims to be from a legitimate organization, try to verify his or her identity directly with the company.
- Do not provide personal information or information about your organization, including its structure or networks, unless you are certain of a person's authority to have the information.
- Do not reveal personal or financial information in email, and do not respond to email solicitations for this information. This includes following links sent in email.
- Do not send sensitive information over the Internet before checking a website's security (for more information, see [Protecting Your Privacy](#) on the website of the United States Computer Emergency Readiness Team (US-CERT).
- Pay attention to the URL of a website. Malicious websites may look identical to a legitimate site, but the URL may use a variation in spelling or a different domain (e.g., .com vs. .net).
- If you are unsure whether an email request is legitimate, try to verify it by contacting the company directly. Do not use contact information provided on a website connected to the request; instead, check previous statements for contact information. Information about known phishing attacks is also available online from groups such as the [Anti-Phishing Working Group](#).
- Install and maintain anti-virus software, firewalls, and email filters to reduce some of this traffic. For more information, see [Understanding Firewalls](#), [Understanding Anti-Virus Software](#), and [Reducing Spam](#) on the US-CERT website.
- Take advantage of any anti-phishing features offered by your email client and Web browser.
- Monitor your personally identifiable information and report any suspected instances of identity theft to the FBI's [Internet Crime Complaint Center](#).
- For additional information about preventative steps, go to [Identity Theft](#) on the Federal Trade Commission website. The FTC also encourages those who discover that their information has been misused to file a complaint with the commission using the contact information below.

Identity Theft Clearinghouse
Federal Trade Commission
600 Pennsylvania Avenue, NW
Washington, DC 20580
<https://www.identitytheft.gov/>
1-877-IDTHEFT (438-4338)
TDD: 1-202-326-2502

Reminder: Three Days Left to Change Your FCA Network (VPN) Password

The deadline to change your network password is this Thursday, July 2. To help you with this process, OMS has posted the following information on the IT Resource Center SharePoint site:

- [Instructions](#) for changing the network password on your laptop, smartphone and FCA iPad.
- [Frequently Asked Questions](#) to help guide you through the network password change process.

If you have questions, contact the OMS Helpline by email at Helpline@fca.gov or by phone at x44333.

Holiday Schedule Changes for Zumba and Yoga in McLean

Because of the upcoming Independence Day holiday, the free Zumba class held in McLean on Thursdays at noon is canceled this Thursday, July 2. Classes will resume on Thursday, July 9.

The noon yoga class next week in McLean on Tuesday, July 7, is also canceled. Classes will resume Tuesday, July 14.



About FCA Today

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"We on this continent should never forget that men first crossed the Atlantic not to find soil for their ploughs but to secure liberty for their souls."

—Robert J. McCracken

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, July 1, 2015
Date: Wednesday, July 01, 2015 4:35:21 PM
Attachments: [image002.png](#)
[image003.png](#)



Publication Date: July 1, 2015

Today's Headlines

- Internet Services Unavailable Thursday, July 2, Between 9 p.m. and Midnight EDT
- Please Review Lotus Notes Email Archive Databases by July 17
- Reminder: Tomorrow, July 2, Is Last Day to Change Your FCA Network (VPN) Password
- Reminder: Sign Up for July 8 Presentation on Stock Market and Selecting a Financial Adviser
- Federal Women's Program Committee Meeting on July 14 Features FCA Inspector General Elizabeth Dean as Guest Speaker

These articles are published on the [FCA Today SharePoint page](#).

Internet Services Unavailable Thursday, July 2, Between 9 p.m. and Midnight EDT

Internet services, including external email, VPN connectivity, sending/receiving email on agency iPhones, Internet browsing and access to the FCA and FCSIC websites, will be unavailable Thursday, July 2, from 9 p.m. through midnight EDT. During this time, the Office of Management Services (OMS) will perform scheduled maintenance. Please call the OMS Helpline at x44333 or email Helpline@FCA.gov if you have any questions.

Please Review Lotus Notes Email Archive Databases by July 17

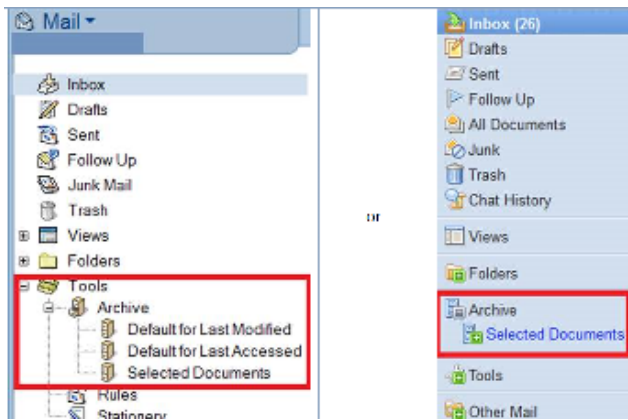
If you were employed at FCA or FCSIC in 2007, you may have created one or more Lotus Notes email archive databases. If you have a Lotus Notes email archive, you need to review it to decide if you want to keep any content.

You must complete your review and forward any documents to yourself that you wish to keep by close of business July 17. At that time, the Lotus Notes server will be shut down, and you will lose the ability to forward documents from your Lotus Notes email archives.

If you have not accessed your Lotus Notes email archives in the past year, that is probably a good indication that you do not need to retain any documents in them. **Note:** Your primary Lotus Notes email database was migrated to Outlook by early 2008 so you do not need to review your primary Lotus Notes email database.

How do I know if I have Lotus Notes Archive Databases?

1. Open your Lotus Notes mail database and expand the Archive group. Your mail will look like one of the two images below.



2. In the examples above, Selected Documents is a link to a Lotus Notes email archive. Click on **Selected Documents** to open the archive.
3. You may also have Lotus Notes archive databases that are not attached to your Lotus Notes mail database. The most common locations for the files are:

1. C:\Program Files (x86)\IBM\Lotus\Notes\Data\a_xxx.nsf and
2. M:\archive\a_xxx.nsf.

However, you could have placed them anywhere on your M drive, your Documents folder on your C drive, or in subfolders of C:\Program Files (x86)\IBM\Lotus\Notes. Most .nsf files in C:\Program Files (x86)\IBM\Lotus\Notes\Data are not email archive databases. Generally, the archive email database file names begin with the "a_" prefix. If you find an email archive on your M or C drive, it may or may not show up in your list of archives in your Lotus Notes email as shown above.

What actions do I need to take on my archive email?

When you review your archive Lotus Notes email databases, you may find that you do not need any of the documents. In that case, you do not need to take any action. If you do find documents you need to keep, you can simply forward them to yourself and they will be sent to your Outlook Inbox. **Note:** You do not need to forward documents from your primary Lotus Notes email database to Outlook because they were migrated to Outlook by early 2008.

How soon do I need to complete my review?

Close of business July 17.

Please contact the OMS Helpline at X44333 or helpline@fca.gov if you have any questions.

Reminder: Tomorrow, July 2, Is Last Day to Change Your FCA Network (VPN) Password

The deadline to change your network password is tomorrow, Thursday, July 2. To help you with this process, OMS has posted the following information on the IT Resource Center SharePoint site:

- [Instructions](#) for changing the network password on your laptop, smartphone and FCA iPad.
- [Frequently Asked Questions](#) to help guide you through the network password change process.

If you have questions, contact the OMS Helpline by email at Helpline@fca.gov or by phone at x44333.

Reminder: Sign Up for July 8 Presentation on Stock Market and Selecting a Financial Adviser

Sign up for the July 8 seminar by Tom Graham, senior vice president for investments

with Janney Montgomery Scott, LLC, to learn about the current stock market and how to select a financial adviser.

The presentation will be held from 2 to 4 p.m. EDT in the Marsha Martin Training Room with videoconferencing to all large conference rooms in the field offices. To participate by audio-conference, call **1-877-322-2830** and use conference ID number **7034339**.

If you plan to participate, register on the [OMS SharePoint Training site](#).

In addition, please send Cassandra Matos (matosc@fca.gov) any questions you wish to have answered on the topic of selecting a financial adviser so that Tom can address them in his presentation. He will then share his firm's perspectives on the stock market based on its analysis of market trends, financial issues and global market forces.

Please contact Cassandra Matos (matosc@fca.gov) if you have any questions regarding this presentation.

For more information, see the [June 26 FCA Today article](#).

Federal Women's Program Committee Meeting on July 14 Features FCA Inspector General Elizabeth Dean as Guest Speaker

By Barbara Martinez, OE-Denver

Please join the Federal Women's Program Committee on Tuesday, July 14, at 2 p.m. EDT for a meeting at which FCA Inspector General, Elizabeth Dean, will discuss her experiences working in the federal government.

Ms. Dean is the second speaker in our Influential Women Mentoring Series, which is designed to assist our members in networking with women who hold high positions throughout the federal government. Our hope is that these speakers bring experience and advice that can help women throughout our agency become more successful. This is a wonderful opportunity to get to know these women better and pose questions in an informal setting.

The meeting will be in McLean room 1141 and videoconferenced to the field offices. Because space is limited, please RSVP to me at martinezb@fca.gov no later than close of business Friday, July 10, if you plan to attend. Otherwise, you are welcome to listen via audio-conference at 1-877-322-2830, conference ID 3032441.

More About Elizabeth Dean

Before becoming Inspector General (IG) in 2013, Ms. Dean had been the Deputy Inspector General and Counsel to the Inspector General since 1989. During this time, she directed the investigative function of FCA's Office of Inspector General (OIG), periodically conducted inspections and evaluations, performed legal duties, and comanaged the OIG. From 1986 to 1989, Ms. Dean served as a senior attorney in FCA's Office of General Counsel, Litigation and Enforcement Division. She served on active duty as a U.S. Navy Judge Advocate from 1982 until 1986; she retired from the U.S. Naval Reserves in 2000. Upon completing law school in 1981, Ms. Dean worked for the Attorney General of the State of Ohio in the Criminal Activities Branch.

Ms. Dean is a member of the Executive Council of the Inspectors General on Integrity and Efficiency, a steering committee composed of IGs from various government agencies who discuss government-wide issues and shared concerns. Collectively, the members of the council work toward improving government programs and operations, and train and develop staff in the IG community. She also serves as a member of the Legislation Committee and the Inspection and Evaluation Committee.

Ms. Dean is married to Henry C. Shelley, Jr., General Counsel to the Inspector General of the Department of Defense. They have four children.

Visit the [FCA OIG website](#) to learn more about the agency's OIG.



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may be submitted by email to [Newsletter](#), [Christine Quinn](#), [Cecelia Rodgers](#), [Emily Yaghmour](#), and [Claire Haverstock](#). If you have questions about submitting news items, please call Christine Quinn at 703-883-4108 or the Office of Congressional and Public Affairs at 703-883-4056.

"Our greatest happiness does not depend on the condition of life in which chance has placed us, but is always the result of a good conscience, good health, occupation and freedom in all just pursuits."

—Thomas Jefferson

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, July 6, 2015
Date: Monday, July 06, 2015 4:37:25 PM
Attachments: [image002.png](#)



Publication Date: July 6, 2015

Today's Headlines

- Ethics in Action: Two Senior Government Officials Disciplined for Hatch Act Violations
- Submit Your Parents' Photos and Items for Display Cabinet by July 8 for Diversity Day Celebration in McLean
- Cafeteria Menu Available for Week of July 6

These articles are published on the [FCA Today SharePoint page](#).

Ethics in Action: Two Senior Government Officials Disciplined for Hatch Act Violations

~ Ethics: Elevate Yourself to a Higher Standard ~

In a [June 18 press release](#), the Office of Special Counsel announced that an administrative judge with the Merit Systems Protection Board ordered the removal of an Army Corps of Engineers employee from federal service for violating the Hatch Act. The employee, James Murry, ran as an independent candidate in a partisan election for sheriff in Jefferson County, Arkansas, and also hosted a campaign fundraiser. In another case, a senior employee with the Federal Emergency Management Agency was suspended for 112 days without pay for violating the Hatch Act when he engaged in political activity while he was at work. This included forwarding fundraising invitations, recruiting campaign volunteers, planning political events and posting messages to a party committee's Facebook page.

The Hatch Act generally prohibits federal employees from being candidates in partisan elections—even as independent candidates—and from knowingly soliciting, accepting or receiving political contributions at any time. In addition, the act generally allows most federal employees to participate in partisan political campaigns as long as they do so while not on duty in the workplace.

Submit Your Parents' Photos and Items for Display Cabinet by July 8 for Diversity Day Celebration in McLean

FCA's 2015 Diversity and Inclusion Day and Farm Credit Club picnic in McLean is coming up on July 16 from noon to 3 p.m. on Farm Credit Hill. As part of the celebration, Linda Toki, OMS, is collecting photos of your parents in digital or hard-copy format for a guessing contest to match employees with parents.

Linda is also collecting items and artifacts from different cultures, regions of the world and family traditions (for example, pottery, masks, cloth and dolls). Label them with your name and descriptive information.

If you have any photos or items for the display cabinet, please submit them by this Wednesday, July 8, to [Linda Toki](#), room 1721.

For more information, see the [June 25 FCA Today article](#).

Cafeteria Menu Available for Week of July 6

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"Like a welcome summer rain, humor may suddenly cleanse and cool the earth, the air and you."

—Langston Hughes

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, July 7, 2015
Date: Tuesday, July 07, 2015 4:23:10 PM
Attachments: [image002.png](#)



Publication Date: July 7, 2015

Today's Headlines

- SharePoint, CRS Reports and SQL Data Unavailable Sunday, July 12, Between 6 a.m. and 1 p.m. EDT
- Reminder: Learn About Stocks and Selecting a Financial Adviser at Seminar Tomorrow, July 8
- Reminder: Sign Up for July 14 Federal Women's Program Committee Meeting Featuring FCA Inspector General

These articles are published on the [FCA Today SharePoint page](#).

SharePoint, CRS Reports and SQL Data Unavailable Sunday, July 12, Between 6 a.m. and 1 p.m. EDT

The Office of Management Services will perform maintenance on Sunday, July 12, between 6 a.m. and 1 p.m. EDT. All SQL data including TRS, CRS and CRS Reports will be unavailable. All SharePoint content, including individual office sites, institution sites and links to TRS and GovTrip, will also be unavailable during this period. If you have any questions, please contact the OMS Helpline by email at helpline@fca.gov or by phone at x44333, 703-883-4333, or 877-322-4503.

Reminder: Learn About Stocks and Selecting a Financial Adviser at Seminar Tomorrow, July 8

Tom Graham, senior vice president for investments with Janney Montgomery Scott, LLC, will give a presentation at FCA tomorrow, July 8, from 2 to 4 p.m. EDT about the current stock market and how to select a financial adviser.

The presentation will be held in the Marsha Martin Training Room, with videoconferencing to all large conference rooms in the field offices. To participate by audio-conference, call **1-877-322-2830** and use conference ID number **7034339**.

If you plan to participate, register on the [OMS SharePoint Training site](#).

In addition, please send Cassandra Matos (matosc@fca.gov) any questions you wish to have answered on the topic of selecting a financial adviser so that Tom can address them in his presentation. He will then share his firm's perspectives on the stock market based on its analysis of market trends, financial issues and global market forces.

Please contact Cassandra Matos (matosc@fca.gov) if you have any questions regarding this presentation.

For more information, see the [June 26 FCA Today article](#).

Reminder: Sign Up for July 14 Federal Women's Program Committee Meeting Featuring FCA Inspector General

The Federal Women's Program Committee will host FCA Inspector General Elizabeth Dean as the second speaker in its Influential Women Mentoring Series on Tuesday, July 14, at 2 p.m. EDT. The meeting will be held in McLean room 1141 and videoconferenced to the field offices.

Because space is limited, please RSVP to Barbara Martinez at martinezb@fca.gov no later than close of business this Friday, July 10, if you plan to attend. Otherwise, you are welcome to listen via audio-conference at 1-877-322-2830, conference ID 3032441. For more information, see the [July 1 FCA Today article](#).



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"A bank is a place where they lend you an umbrella in fair weather and ask for it back when it begins to rain."

—Robert Frost

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, July 9, 2015
Date: Thursday, July 09, 2015 4:25:56 PM
Attachments: [image002.png](#)



Publication Date: July 9, 2015

Today's Headlines

- Wendy Laguarda to Become Executive Assistant to Board Member Dallas P. Tonsager
- Condolences
- Recording of Federal Women's Program Committee June 16 Meeting Now Available
- Reminder: FCA Inspector General Elizabeth Dean to Speak at July 14 Federal Women's Program Committee Meeting; RSVP by Tomorrow, July 10
- Ethics in Action: Ex-GSA Executive Jeff Neely Gets Three Months in Prison
- Deadline Extended Until Tomorrow, July 10, to Submit Parents' Photos for McLean's Diversity Day Celebration

These articles are published on the [FCA Today SharePoint page](#).

Wendy Laguarda to Become Executive Assistant to Board Member Dallas P. Tonsager

FCA Board Member Dallas P. Tonsager has selected Wendy Laguarda as his Executive Assistant. She has been serving as Mr. Tonsager's Acting Executive Assistant since May 1. Before accepting this position, Wendy served as FCA's Designated Agency Ethics Official (DAEO). In this capacity, she administered the ethics program for FCA and the Farm Credit System Insurance Corporation. In addition to her responsibilities as DAEO, she served as assistant general counsel in the Office of General Counsel and administered FCA's Alternative Dispute Resolution Program.

Prior to joining FCA in 1990, Wendy was an attorney adviser at the Office of Thrift Supervision and its predecessor agency, the Federal Home Loan Bank Board.

A graduate of Tufts University and George Washington University National Law Center, she is a member of the Maryland and District of Columbia bars, as well as a mediator certified by the Supreme Court of Virginia.

"Since 1992, I have had the privilege of being part of FCA's ethics program. It is a subject that I hold near and dear to my heart, for I truly believe that our government's emphasis on ethics is one of the strongholds of our democracy," says Wendy.

"From the Board members to the senior officials, to all of the staff, I thank you for your conscientious adherence to the ethics laws, regulations and policies; for your patience and good humor in completing the annual ethics training and the financial disclosure reports; and for putting your trust in our ethics advice. It was a pleasure to serve you all as an ethics adviser and confidant."

Condolences

We are sad to report that Bill Bravard, father of Anita Bravard, passed away on Tuesday, July 7. Anita is a Sacramento-based senior capital markets specialist in the Office of

Examination's Market Risk Division.
Condolences may be sent to Anita at the following address:
Anita Bravard
4718 Oak Twig Way
Carmichael, CA 95608

Recording of Federal Women's Program Committee June 16 Meeting Now Available

If you were unable to attend the June 16 Federal Women's Program Committee (FWPC) membership drive meeting, a recording of the information session is available in all offices. Please see Beverly Harris (McLean), Ashley Waldron (Dallas), Paula Purcelli (Bloomington), Sharlene Womack (Sacramento) or Barbara Martinez (Denver) to borrow the DVD.

If you are interested in joining the FWPC, please contact Chair [Angela Hanson](#) for more details.

Reminder: FCA Inspector General Elizabeth Dean to Speak at July 14 Federal Women's Program Committee Meeting; RSVP by Tomorrow, July 10

The Federal Women's Program Committee will host FCA Inspector General Elizabeth Dean as the second speaker in its Influential Women Mentoring Series on Tuesday, July 14, at 2 p.m. EDT. The meeting will be held in McLean in room 1141 and videoconferenced to the field offices.

Because space is limited, please RSVP to Barbara Martinez at martinezb@fca.gov no later than close of business tomorrow, July 10, if you plan to attend. Otherwise, you are welcome to listen via audio-conference at 1-877-322-2830, conference ID 3032441. For more information, see the [July 1 FCA Today article](#).

Ethics in Action: Ex-GSA Executive Jeff Neely Gets Three Months in Prison

~ *Ethics: Elevate Yourself to a Higher Standard* ~

On May 31, Jeff Neely, a former General Services Administration executive, was sentenced to three months in prison and ordered to pay more than \$10,000 in fines and restitution.

The sentencing memo detailed infractions related to the following:

- A four-day, \$822,000 conference for 300 in 2010 that included entertainment by a mind-reader, an open-bar reception and a bicycle-building exercise.
- Several false travel vouchers for items as small as gasoline purchases between June 2009 and May 2011.
- Failure to take annual leave for several days during which he performed no government work.

For additional details, read the [July 1 Government Executive article](#).

Deadline Extended Until Tomorrow, July 10, to Submit Parents' Photos for McLean's Diversity Day Celebration

As part of FCA's Diversity Day celebration, next Thursday, July 16, Linda Toki, OMS, is collecting photos of employees' parents in digital or hard-copy format for a guessing contest to match employees with parents. Hard copies will be returned after they are scanned.

A nominal prize will be awarded to whomever gets the most pairings correct. The winner will be announced at the picnic to be held from noon to 3 p.m.

If you have any photos, please submit them by tomorrow, July 10, to [Linda Toki](#), room 1721.



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"Summer has filled her veins with light and her heart is washed with noon."

—C. Day Lewis

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, July 10, 2015
Date: Friday, July 10, 2015 2:53:35 PM
Attachments: [image002.png](#)



Publication Date: July 10, 2015

Today's Headlines

- Condolences
- Update from Office of Personnel Management on Recent Cyber Incidents
- Cafeteria Menu Available for Week of July 13
- Fit Friday Feature: Keep Safe During Thunderstorms

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that Elizabeth Gabriel, mother of FCA Chief Economist Steve Gabriel, passed away yesterday, July 9. A visitation will be held on Sunday, July 12, from 6 to 9 p.m. at Advent Funeral Home, 7211 Lee Highway, Falls Church, VA 22046. A funeral mass will be held on Monday, July 13, at 1 p.m. at St. James Catholic Church, 905 Park Ave., Falls Church, VA 22046.

Condolences may be sent to Steve at the following address:

Steve Gabriel
2730 Welcome Drive
Falls Church, VA 22046

Update from Office of Personnel Management on Recent Cyber Incidents

The U.S. Office of Personnel Management (OPM) has asked FCA to provide an update on the recent cyber incidents at OPM. The information below also can be found on OPM's new online incident resource center at <https://www.opm.gov/cybersecurity>. This site will offer information regarding the OPM incidents and will direct individuals to materials, training, and useful information on best practices to secure data, protect against identity theft, and stay safe online.

On July 9, OPM announced the results of the interagency forensic investigation into the second incident 9. As previously announced, in late May 2015, as a result of ongoing efforts to secure its systems, OPM discovered an incident affecting **background investigation records** of current, former, and prospective Federal employees and contractors. Following the conclusion of the forensics investigation, OPM has determined that the types of information in these records include identification details such as Social Security numbers; residency and educational history; employment history; information about immediate family and other personal and business acquaintances; health, criminal and financial history; and other details. Some records also include findings from interviews conducted by background investigators and fingerprints. Usernames and passwords that background investigation applicants used to fill out their background

investigation forms were also stolen.

While background investigation records do contain some information regarding mental health and financial history provided by those that have applied for a security clearance and by individuals contacted during the background investigation, there is no evidence that separate systems that store information regarding the health, financial, payroll and retirement records of Federal personnel were impacted by this incident (for example, annuity rolls, retirement records, USA JOBS, Employee Express).

This incident is separate but related to a previous incident, discovered in April 2015, affecting **personnel data** for current and former Federal employees. OPM and its interagency partners concluded with a high degree of confidence that personnel data for 4.2 million individuals had been stolen. This number has not changed since it was announced by OPM in early June, and OPM has worked to notify all of these individuals and ensure that they are provided with the appropriate support and tools to protect their personal information.

Analysis of background investigation incident. Since learning of the incident affecting background investigation records, OPM and the interagency incident response team have moved swiftly and thoroughly to assess the breach, analyze what data may have been stolen, and identify those individuals who may be affected. The team has now concluded with high confidence that sensitive information, including the Social Security numbers (SSNs) of 21.5 million individuals, was stolen from the background investigation databases. This includes 19.7 million individuals that applied for a background investigation, and 1.8 million non-applicants, predominantly spouses or co-habitants of applicants. As noted above, some records also include findings from interviews conducted by background investigators and approximately 1.1 million include fingerprints. There is no information at this time to suggest any misuse or further dissemination of the information that was stolen from OPM's systems.

If an individual underwent a background investigation through OPM in 2000 or afterwards (which occurs through the submission of forms SF 86, SF 85, or SF 85P for a new investigation or periodic reinvestigation), it is highly likely that the individual is impacted by this cyber breach. If an individual underwent a background investigation prior to 2000, that individual still may be impacted, but it is less likely.

Assistance for impacted individuals. OPM is also announcing the steps it is taking to protect those impacted.

1. Providing a comprehensive suite of monitoring and protection services for background investigation applicants and non-applicants whose Social Security numbers, and in many cases other sensitive information, were stolen — For the 21.5 million background investigation applicants, spouses or co-habitants with Social Security numbers and other sensitive information that was stolen from OPM databases, OPM and the Department of Defense (DOD) will work with a private-sector firm specializing in credit and identity theft monitoring to provide services such as:

- Full service identity restoration support and victim recovery assistance
- Identity theft insurance
- Identity monitoring for minor children
- Continuous credit monitoring
- Fraud monitoring services beyond credit files

The protections in this suite of services are tailored to address potential risks created by this particular incident, and will be provided for a period of at least 3 years, at no charge.

In the coming weeks, OPM will begin to send notification packages to these individuals, which will provide details on the incident and information on how to access these services.

2. Helping other individuals who had other information included on background investigation forms — Beyond background investigation applicants and their spouses or co-habitants described above, there are other individuals whose name, address, date of birth, or other similar information may have been listed on a background investigation form, but whose Social Security numbers are not included. These individuals

could include immediate family members or other close contacts of the applicant. In many cases, the information about these individuals is the same as information generally available in public forums, such as online directories or social media, and therefore the compromise of this information generally does not present the same level of risk of identity theft or other issues.

The notification package that will be sent to background investigation applicants will include detailed information that the applicant can provide to individuals he or she may have listed on a background investigation form. This information will explain the types of data that may have been included on the form, best practices they can exercise to protect themselves, and the resources publicly available to address questions or concerns.

3. Establishing an online cybersecurity incident resource center — OPM launched a new, online incident resource center — located at <https://www.opm.gov/cybersecurity> — to offer information regarding the OPM incidents as well as direct individuals to materials, training, and useful information on best practices to secure data, protect against identity theft, and stay safe online. This resource site will be regularly updated with the most recent information about both the personnel records and background investigation incidents, responses to frequently asked questions, and tools that can help guard against emerging cyber threats.

4. Establishing a call center to respond to questions — In the coming weeks, a call center will be opened to respond to questions and provide more information. In the interim, individuals are encouraged to visit <https://www.opm.gov/cybersecurity>. Individuals will not be able to receive personalized information until notifications begin and the call center is opened. OPM recognizes that it is important to be able to provide individual assistance to those that reach out with questions, and will work with its partners to establish this call center as quickly as possible.

5. Protecting all Federal employees — In the coming months, the Administration will work with Federal employee representatives and other stakeholders to develop a proposal for the types of credit and identity theft monitoring services that should be provided to all Federal employees in the future — regardless of whether they have been affected by this incident — to ensure their personal information is always protected.

Cafeteria Menu Available for Week of July 13

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.

Fit Friday Feature: Keep Safe During Thunderstorms

The National Weather Service has a simple message: *When Thunder Roars, Go Indoors*. So far this year, 17 people in the U.S. have died from lightning strikes in 2015—and we're only halfway through summer. That is DOUBLE the number of deaths at this time last year, and every one of those was avoidable.

Outdoor safety tips:

- Do NOT seek shelter under a tree! There is no safe place outside. You must go inside a sturdy building with walls, closed windows, electricity and plumbing, or get in a hard-topped car with the windows rolled up.
- As soon as you can hear thunder or see lightning, you are in danger. Lightning can strike up to 10 miles away from the storm.
- Plan your activities so you don't get caught outside in a thunderstorm.
- If there are thunderstorms in the forecast, make sure you can quickly get to a safe shelter or reschedule the outdoor activity.
- Bring pets indoors with you. Dog houses are not safe shelters. Dogs that are chained to trees or on metal runners are particularly vulnerable to lightning strikes.

There are three main ways lightning enters structures: a direct strike, through wires or pipes that extend outside the structure, and through the ground. Once in a structure, lightning can travel through the electrical, phone, plumbing and radio/television reception

systems. Lightning can also travel through any metal wires or bars in concrete walls or flooring.

Indoor safety tips:

- Stay off corded phones. You can use cellular or cordless phones.
- Don't touch electrical equipment such as computers, TVs or cords. You can use remote controls safely.
- Avoid plumbing. Do not wash your hands, take a shower or wash dishes.
- Stay away from windows and doors that might have small leaks around the sides to let in lightning, and stay off porches.
- Do not lie on concrete floors or lean against concrete walls.
- Protect your property. Lightning generates electric surges that can damage electronic equipment some distance from the actual strike. Typical surge protectors will not protect equipment from a lightning strike. The [American Meteorological Society](#) has tips for protecting your electronics from lightning. Do not unplug equipment during a thunderstorm as there is a risk you could be struck.

For more information, sign up for notifications from the National Weather Service's [Facebook](#) and [Twitter](#) accounts, or visit the National Weather Service's [Lightning Safety website](#).



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"Wit and Humor—if any difference, it is in duration—lightning and electric light. Same material, apparently; but one is vivid, and can do damage—the other fools along and enjoys elaboration."

—Mark Twain

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, July 13, 2015
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Publication Date: July 13, 2015

Today's Headlines

- Reminder: Federal Women's Program Committee Meeting Is Tomorrow, July 14, With FCA Inspector General as Guest Speaker
- Reminder: Automated External Defibrillator Demo Scheduled July 15, 10:30 a.m., in McLean
- Reminder: Celebrate Diversity and Inclusion This Thursday, July 16
- Who Deserves a Peer Award? You Decide by Aug. 28
- FCA Issues Two News Releases and Two Info Memos

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Federal Women's Program Committee Meeting Is Tomorrow, July 14, With FCA Inspector General as Guest Speaker

The Federal Women's Program Committee will host FCA Inspector General Elizabeth Dean as the second speaker in its Influential Women Mentoring Series tomorrow, Tuesday, July 14, at 2 p.m. EDT. The meeting will be held in McLean room 1141 and videoconferenced to the field offices.

Please RSVP to Barbara Martinez at martinezb@fca.gov if you plan to attend. Otherwise, you are welcome to listen via audio-conference at 1-877-322-2830, conference ID 3032441.

For more information, see the [July 1 FCA Today article](#).

Reminder: Automated External Defibrillator Demo Scheduled July 15, 10:30 a.m., in McLean

Join your colleagues for a presentation by an American Red Cross representative on the basic functions and capabilities of an automated external defibrillator (AED) this Wednesday, July 15, in the McLean atrium at 10:30 a.m.

There are seven AED units located for easy access at the following locations:

First floor:

- Office of Management Services coffee station (1700)
- McLean exercise room

Second floor:

- Guard's desk

Third floor:

- Office of Management Services coffee station (3500)
Office of Examination copier room (3215)

Fourth floor:

- Office of the Board copier room
- Office of the General Counsel coffee station (across from 4401)

The AED is designed to help you save a person's life who is suffering from sudden cardiac arrest. Our AEDs are equipped with a CPR feedback tool to enable you to see what you are doing and provide feedback to do it well.

If you have any questions, please contact Kathleen Reddaway at x44418.

Reminder: Celebrate Diversity and Inclusion This Thursday, July 16

FCA's Diversity and Inclusion Day is almost here. In McLean, the celebration begins with events in the atrium at 11 a.m. followed by a catered picnic on Farm Credit Hill from noon to 3 p.m.

In the atrium, you can pick up your copy of the new FCA cookbook and find some interesting recipes submitted by your colleagues. You can learn about the cultural backgrounds of your colleagues by visiting the display case. It contains items from early America, Wales, Hungary, Panama, Norway, Algeria, Ethiopia and other parts of the world.

Other displays include an ancestry map, a generational grid and information about Special Emphasis Programs. You can also learn sign language, participate in an Ethiopian coffee ceremony, play the parent photo matching game and say what diversity means to you.

Field office employees will participate in diversity and inclusion celebrations at their locations.

Who Deserves a Peer Award? You Decide by Aug. 28

If you are a nonsupervisory employee, you are allotted \$50 per quarter to give to a hard-working colleague. The deadline for the fourth quarter is Aug. 28. If you do not give out your \$50 Peer Award by Aug. 28, the money will be forfeited. After selecting a colleague to recognize, you can print the \$50 award check directly from the database. The checks are to be completed online and may be presented to any employee who is not a supervisor or manager.

Follow these steps to present a Peer Award:

1. Go to the [FCA Peer Award](#) database.
2. On the check template, complete the **Pay to the Order Of** field by clicking on the dropdown arrow and selecting the recipient's name.
3. From the list of radio buttons, select the item that best describes the skills your colleague demonstrated.
4. In the **Reason for Award** field, briefly describe what your colleague did to earn the award.
5. At the top of the page, click **Submit Peer Award for Supervisor Signature**.
6. When the award is approved, you will receive an email with a link to the award.
The email will thank you for submitting the award and encourage you to print it out to present to the recipient. If the recipient is located in another office location, you can drop the award check in interoffice mail. But if you and your recipient share the same location, try to present the check in person. After all, a \$50 check is nice, but personal acknowledgment is priceless.

Please note that the check cannot be cashed; the recipient receives the award through his or her regular paycheck. Therefore, these awards may only be issued to FCA permanent employees, not contractors.

Put on your thinking caps and decide who deserves to be recognized before Aug. 28.

If you have technical questions, please contact the [OMS Helpline](#).

FCA Issues Two News Releases and Two Info Memos

FCA issued a news release on July 9, announcing Wendy Laguarda's appointment as Executive Assistant to FCA Board Member Dallas P. Tonsager, and another news release on July 8 on two reports received by the FCA Board at its monthly meeting. The first report concerned the current strength of the U.S. dollar and its implications for U.S. agriculture. The second report concerned the severe drought affecting California. In addition, Board Chairman and CEO Kenneth A. Spearman issued an Informational Memorandum on July 7 regarding the safety and soundness of the Farm Credit System. Office of Examination Director and Chief Examiner Samuel R. Coleman issued an Informational Memorandum on July 9 providing guidance to Farm Credit System institutions on whistleblower programs.

For more information, access the documents at the following links:

- [Wendy Laguarda Named Executive Assistant to FCA Board Member](#) (news release)
 - [FCA Board Receives Report on Effect of Strong Dollar on U.S. Agriculture and Report on Drought in California](#) (news release)
 - [Whistleblower Programs](#) (Informational Memorandum)
 - [Safety and Soundness of the Farm Credit System](#) (Informational Memorandum)
-



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"We have become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams."

—President Jimmy Carter

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, July 14, 2015
Date: Tuesday, July 14, 2015 4:46:02 PM
Attachments: [image002.png](#)



Publication Date: July 14, 2015

Today's Headlines

- FCA Cookbook Now Available on Farm Credit Club SharePoint Page
- Who Is Whose? Match Your Colleagues With Their Parents!
- Reminder: Opportunity to Preserve Email in Lotus Notes Archive Ends July 17

These articles are published on the [FCA Today SharePoint page](#).

FCA Cookbook Now Available on Farm Credit Club SharePoint Page

The [2015 FCA Cookbook](#) is now available as a PDF on the Farm Credit Club SharePoint page. A few printed copies will be available at the Diversity Day celebration in McLean on Thursday, and a few copies have been shipped to the field offices.

If you do not receive a print copy of the cookbook, you may print it from the PDF or ask [Linda Toki](#) to print a copy for you.

Who Is Whose? Match Your Colleagues With Their Parents!

The Farm Credit Club invites you to play the Parent Photo Matching Game. Twenty-two FCA employees have submitted photos of their parents. Can you match parent with progeny? Find out by studying [the photos](#) on the Farm Credit Club's SharePoint page. Then complete an [answer sheet](#), scan it and submit it to [Linda Toki](#) by 1 p.m. EDT on Thursday. McLean employees may also pick up an answer sheet at the Diversity Day game table in the atrium on Thursday, complete it there, and slip it into the box provided.

And don't forget the [bonus question](#)! Write your answer to the bonus question at the bottom of the answer sheet before you turn it in.

The winner(s) will be announced at close of business on Thursday. The prize is a \$15 iTunes gift card. Good luck!

Reminder: Opportunity to Preserve Email in Lotus Notes Archive Ends July 17

As announced on July 1 in FCA Today, you must complete your review of your Lotus Notes email archive databases and forward any documents that you wish to keep by close of business July 17. Please see [the original article](#) for more information. Please contact the OMS Helpline at X44333 or helpline@fca.gov if you have any questions.



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"In France, cooking is a serious art form and a national sport."

—*Julia Child*

Bastille Day, the French national holiday, commemorates the storming of the Bastille prison, which took place on July 14, 1789, and marked the beginning of the French Revolution.

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, July 15, 2015
Date: Wednesday, July 15, 2015 6:33:26 PM
Attachments: [image002.png](#)



Publication Date: July 15, 2015

Today's Headlines

- FCA News Clips Will Not Be Published July 16 and 17
- Reminder: Farm Credit Club Picnic Is Tomorrow, July 16
- Who Will Be Volleyball Champs? Find Out at Farm Credit Club Picnic Tomorrow, July 16
- Experience a Traditional Ethiopian Coffee Ceremony Tomorrow at 11 a.m. in McLean
- Office of Inspector General Reminder: Record Your Time and Attendance Scrupulously

These articles are published on the [FCA Today SharePoint page](#).

FCA News Clips Will Not Be Published July 16 and 17

The Office of Congressional and Public Affairs will not publish the FCA News Clips on Thursday, July 16, and Friday, July 17. We will resume publication of the clips on Monday, July 20.

Reminder: Farm Credit Club Picnic Is Tomorrow, July 16

As part of tomorrow's Diversity and Inclusion Day, the Farm Credit Club is hosting a picnic on Farm Credit Hill. It should be a nice warm sunny day. Feel free to bring a comfy change of clothes.

Want to know what's on the menu? Hamburgers, cheeseburgers, hot dogs, chicken, sausage, potato salad and a variety of drinks.

For more information about the day's events, see the [July 13 FCA Today article](#).

Who Will Be Volleyball Champs? Find Out at Farm Credit Club Picnic Tomorrow, July 16

By Dave Lewandrowski, ORP

EDITOR'S NOTE: To view photos from the volleyball tournament, read the [article](#) on the FCA Today SharePoint page.

The return of FCA's picnic on Farm Credit Hill prompted the return of the need for some quality team-building sand time. Four teams (OE-Summer Interns, OE-Associate Examiners, OMS Express and the Policy Wonks Plus One) have competed to earn the right to strut their volleyball serve and spike skills as part of the FCA picnic. The teams played a round-robin format vying for the chance to compete at the picnic for

the overall championship. The results of the tournament produced an internal OE final match-up as both OE teams claimed the best records in the qualifying round. So to see which OE team gets to claim the title of "King of Farm Credit Hill," make plans to find a good spot to watch the action tomorrow afternoon!

Experience a Traditional Ethiopian Coffee Ceremony Tomorrow at 11 a.m. in McLean

By Damien Hill, President, Blacks in Government

EDITOR'S NOTE: To view a photo of this ceremony from Damien's trip to Ethiopia, read the [article](#) on the FCA Today SharePoint page.

Come down to the atrium at 11 tomorrow morning to enjoy a strong cup of "buna" (Ethiopian for coffee) to kick off the Diversity Day festivities in McLean. According to epicurean.com, "an invitation to attend a coffee ceremony is considered a mark of friendship or respect and is an excellent example of Ethiopian hospitality."

You'll have the opportunity to see and smell the delectable aroma of fresh coffee beans roasted and prepared in traditional Ethiopian fashion on the Farm Credit Café patio. Next, go to the atrium to pick up your steaming cup of buna. Fresh popcorn will be prepared and offered in keeping with Ethiopian coffee ceremony tradition.

While you're down there, please take in the other Diversity Day offerings. For information about these offerings, see the [July 13 article](#) in FCA Today. Also visit the [Farm Credit Club's website](#).

The Ethiopian Coffee ceremony is an important cultural ritual that has been passed down from generation to generation in the country believed to be the birthplace of coffee (circa 800 A.D.) As the story goes, a goat herder allowed his herd to graze on the red fruit of what was (unknown to him) a coffee plant. The herder took some of the red beans to nearby monks, who promptly destroyed them by throwing them into a fire. A magnificent aroma resulted. Later the beans were crushed and water was added and—voilà—a unique drink with a stimulating kick was born.

After Ethiopian traders did commerce with Arabians, they renamed them Arabica beans, and trading with other cultures continued. Now this special drink is a worldwide staple. The best part of waking up is buna in your cup!

Office of Inspector General Reminder: Record Your Time and Attendance Scrupulously

In a [story](#) on July 13, NBC4 Washington reported that government investigators have caught at least 60 federal workers cheating on their time sheets or skipping work without permission over the past three years. These offenses have cost taxpayers more than \$1 million. Some employees were golfing, gambling or traveling during time they claimed to be on the job.

This article underscores the importance of recording your time and attendance scrupulously. Be sure to work when you are scheduled to work and charge leave appropriately. To report fraud, waste or abuse, contact the OIG hotline at 703-883-4316 or fca-ig-hotline@rcn.com.

You can find more information on FCA's policies regarding time and attendance at the following locations:

- PPM 821 [Hours of Duty and Alternative Work Schedule Program](#)
 - PPM 822 [Absence and Leave](#)
 - PPM 826 [Disciplinary and Adverse Actions](#)
-



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"Among the delights of Summer were picnics to the woods."

—Georg Brandes

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, July 20, 2015
Date: Monday, July 20, 2015 5:49:01 PM
Attachments: [image002.png](#)



Publication Date: July 20, 2015

Today's Headlines

- Condolences
- Women's Equality Day Celebration on Aug. 12 Will Feature Breast Cancer Survivor and Author Polly Letofsky
- Reminder: Get Tickets Now for Aug. 27 Nats Game
- Cafeteria Menu Available for Week of July 20

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that Roberto Herrera, father of Donnie Herrera, OE-Dallas, passed away Monday, July 13, in Las Cruces, New Mexico. Donnie talked to his father hours before and his father was reported as being in good spirits.

Mass will be held Saturday, July 18, at 10 a.m. at the San Albino Church, 2280 Calle Principal, in Mesilla, New Mexico. Open viewing followed by rosary services will be held Friday, July 17, beginning at 6 p.m. at the La Paz-Graham Funeral Home, 555 W. Amador Avenue, Las Cruces, New Mexico.

For more information, see the [obituary](#) on the La Paz-Graham Funeral Home website. Condolences may be sent to Donnie at the following address:

Donnie Herrera
1277 Bedford Lane
Lewisville, Texas 75007

Women's Equality Day Celebration on Aug. 12 Will Feature Breast Cancer Survivor and Author Polly Letofsky

By Anita Bravard, OE-Sacramento

The FCA/FCSIC Federal Women's Program Committee invites you to attend the 2015 Women's Equality Day Celebration on Wednesday, Aug. 12, at noon Mountain time. The event will feature inspirational guest speaker [Polly Letofsky](#), who was the first woman to walk around the world to raise awareness about breast cancer. Her five-year journey covered 14,124 miles and 22 countries. Ms. Letofsky is a best-selling author and the subject of a documentary called Polly's GlobalWalk.

The event will be hosted in Denver and videoconferenced to all other offices. The Marsha Martin Training Room has been reserved for McLean participants. The large conference rooms have been reserved for Bloomington, Dallas and Sacramento. Off-site participants may call 877-322-2830 and use conference code 3032441.

Reminder: Get Tickets Now for Aug. 27 Nats Game

Get ready to take yourself out to a Washington Nationals (Nats) baseball game. Jacqui Melvin and Joy Strickland are gathering a group of FCA and FCSIC employees and their friends and family to attend a Nats game this season as a nonwork, social activity. The Nats continue to dominate the National League East, and Bryce Harper makes every game exciting. Even if you are not an avid baseball fan, a trip to Nationals Park is always fun and exciting. Check your schedules and join us on Aug. 27 to see the Nats take on the San Diego Padres at 7:05 p.m.

Our group seating location and ticket price will depend on the number attending in our group. Ticket prices will be \$26 or less and will be in lower level seating. If we have more than 30 able to attend, we can reserve a bus for roundtrip transportation between FCA and the game, for an additional charge of \$15 to \$20 dollars per person. Otherwise, there will be numerous carpool opportunities, or you may take Metro's Green Line to the Navy Yard station.

Please let Jacqui (x44268) or Joy (x44019) know by this Wednesday, July 22, if you would like to attend. Let us know the number in your party and if you are interested in riding to the game on a group bus. We will follow up with you on the ticket price, bus availability and due date for payment.

Once again, the details are as follows:

- Aug. 27 at 7:05 p.m.
- Nationals v. San Diego Padres
- Contact Jacqui Melvin or Joy Strickland by July 22 to attend.

Washington Nationals, Let's Play Ball!

Cafeteria Menu Available for Week of July 20

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"Baseball is like a poker game. Nobody wants to quit when he's losing; nobody wants you to quit when you're ahead."

—Jackie Robinson

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, July 21, 2015
Date: Tuesday, July 21, 2015 5:42:00 PM
Attachments: [image002.png](#)



Publication Date: July 21, 2015

Today's Headlines

- Condolences
- 40 New Employees Participate in Orientation
- "Centurions" Keep Winning Streak Alive in Annual FCA Softball Game Against "Newbies"
- A Message of Thanks From Steve Gabriel

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that Herman Paul Rauch, who retired from FCA in 1986 after a 22-year career as a bank examiner, passed away June 22. During his employment with FCA, he and his wife, Fern, lived in Charleston, Illinois; Omaha, Nebraska; Minneapolis, Minnesota; and Spokane, Washington.

A funeral service was held on June 23.

See the [obituary](#) on the Heritage Funeral Home website in Spokane, Washington.

40 New Employees Participate in Orientation

EDITOR'S NOTE: To view a photo of some the participants, read the [article](#) on the FCA Today SharePoint page.

The new employee orientation held last week in the McLean office involved the largest group in more than two decades—40 people! Everyone hired since July 2014 came together to attend training classes and receive presentations about FCA and FCSIC and their role as federal employees. The event included a demo about using the automated external defibrillator and the annual softball game.

"Centurions" Keep Winning Streak Alive in Annual FCA Softball Game Against "Newbies"

By Dave Lewandrowski, ORP

Once again, a day after America's annual mid-summer classic took place, FCA returned to the softball diamond to pit the vibrancy of recruited youth against the "Advil-enabled" ones. At the outset, with locust-like numbers of newbies filling the visitors' dugout, the "old hands, back and feet" gang were near ready to concede before the first pitch had been thrown, but thanks to those centuries of regulatory grit, they took to the field to give it a slow go.

As the weather was "Goldilocks perfect," being not too hot or too cold, the "Centurions" were able to muster a quick, for them, start that was eroded at an exponentially

accelerating pace as the scheduled seven-inning affair drew to a close. The win was the second in a row for the sundial-timed ones, which brings their record to a hard-to-believe even .500 winning percentage over the past four years.

As always, the contest included a number of eye-popping items (more to follow on that). Of note were a couple of hits that almost dinged cars in the nearby parking lot—by newbies Keegan Mitchell and Reggie Lesesne, and one by the carbon-dated crew's Thomas "Quick Healer" Rea, who also made a sparkling aerial stab while playing second base on defense. In addition, Gary "Timeless One" Van Meter showed his wheels on a full speed in, shoe top catch.

A throw by the new crew's Keegan Mitchell was a sight to see, as well, as he launched a nonstop aerial missile from deep, deep center all the way to home plate. The biggest tip of the cap, however, goes to Ryan "Texas Tough" Hellen after taking a hot bad hop right off the eye but still playing the rest of the game after a manager mandated a half-inning ice bag break.

Before the dust settled from the game, the new recruits were put through the now traditional FCA "haying," involving proper identification of a hay bale and a straw bale, and then giving said bale a heave to get a small taste of farm life! In addition, proper fluid and energy replacement therapy took place directly thereafter at the infamous Vienna Inn!

No FCA employees were seriously injured during the game or post game (only egos). A special thanks to Walt Gardiner, a.k.a. the "Pope of Vienna" for securing the local field! See Linda Toki's [slideshow](#) of photos that she and Walt Gardiner took at the event.

A Message of Thanks From Steve Gabriel

I'd like to thank everyone for the many cards, emails and other expressions of sympathy and condolences regarding my mother's passing.

You make a difficult time a little easier.

—Steve Gabriel



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"The will to win, the desire to succeed, the urge to reach your full potential... these are the keys that will unlock the door to personal excellence."

—Confucius

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Subject: FCA Today - Wednesday, July 22, 2015
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Publication Date: July 22, 2015

Today's Headlines

- Deadline Extended Until Tomorrow, July 23, to RSVP for Nats Game on Aug. 27
- Come Bid Betty Bradley a Fond Farewell on Wednesday, July 29

These articles are published on the [FCA Today SharePoint page](#).

Deadline Extended Until Tomorrow, July 23, to RSVP for Nats Game on Aug. 27

You have one extra day to sign up for the office outing to the Washington Nationals (Nats) baseball game on Thursday, Aug. 27. So far, about 30 individuals (employees and their friends and family) have signed up. Don't miss this opportunity to hang with your colleagues and cheer on the Nats as they play the San Diego Padres.

Ticket prices will be \$26 or less and will be in lower level seating. The game starts at 7:05 p.m.

Please let Jacqui Melvin (x44268) or Joy Strickland (x44019) know by close of business tomorrow, July 23, if you would like to attend.

Come Bid Betty Bradley a Fond Farewell on Wednesday, July 29

By Emily Yaghmour, OCPA

After 20 years at the FCS Building Association (FCSBA), Betty Bradley has decided to move on to the next chapter of her life. Her last official day is July 31.

As a child, Betty saw more of the world than most people do in a lifetime. Her dad was in the Air Force, and every four years her family moved to a new station. Betty spent three elementary school years in Morocco and three high school years in France.

After graduating from high school in Paris, she put her college plans on hold and worked a year for the Chesapeake and Potomac Telephone Company.

Then, restless with the desire to travel, she dropped the idea of going to college and became a flight attendant for Eastern Airlines. As an employee at Eastern, she met her husband, Joe, who worked for American Airlines. They have a son named Matthew.

"I loved my job," says Betty. "Every day was a different adventure." She worked for Eastern Airlines for 24 years, until the airline went out of business.

At that time, Betty took a job in Arlington, Virginia, working for International Business Initiatives (now IBI International), an international development company. Through a co-worker at IBI, she met Rick Albrecht, who then worked as secretary-treasurer for FCSBA.

"I stole Betty away from my ex-wife's company 20 years ago and haven't regretted a moment since," says Rick, who is now president of FCSBA. "She has been a trusted aid, friend and sidekick. I will miss her greatly."

According to Betty, the feeling is mutual. "What a wonderful experience it has been to work with the FCSBA staff. I have met so many good friends and co-workers during my

tenure here."

But other attractions beckon her away. Earlier this year, Betty purchased a home on the East Coast, in Lewes, Delaware, near some friends. And she expects to spend lots of time on the West Coast, as well. Matthew, who lives in San Francisco, got married last March. He and his wife plan to start a family in 2016, and Betty is looking forward to the prospect of being a grandmom.

Come bid a fond farewell to Betty next Wednesday, July 29, at 2 p.m. in the Marsha Martin Training Room. Also, be sure to stop by the desk of Heyam Ibelli at the reception desk in suite 4200 to sign the signature board that will be framed and presented to Betty upon her retirement.



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"Don't be dismayed by good-byes. A farewell is necessary before you can meet again. And meeting again, after moments or lifetimes, is certain for those who are friends."

—Richard Bach

From: [newsletter](#)
To: [newsletter](#)
Bcc: [FCSIC](#); [Rick Albrecht](#); [Morgan Duffy](#); "fca-all@fca.gov"
Subject: FCA Today - Tuesday, July 28, 2015
Date: Tuesday, July 28, 2015 3:54:00 PM
Attachments: [image002.png](#)



Publication Date: June 28, 2015

Today's Headlines

- Time to Enroll in the Life Cycle Account; Open Season Begins Aug. 1
- Cafeteria Menu Available for Week of July 27

These articles are published on the [FCA Today SharePoint page](#).

Time to Enroll in the Life Cycle Account; Open Season Begins Aug. 1

The second 2015 Life Cycle Account open season begins Saturday, Aug. 1, and ends Friday, Aug. 31. FCA's Life Cycle Account provides employees with up to \$400 for goods or services that help them balance work and life issues.

Who Can File: During the Flexible Spending Account open season last November, you had the option of forgoing the Life Cycle benefit for an increased agency contribution to your Flexible Spending Accounts. If you did not roll the \$400 Life Cycle benefit into your Flexible Spending Accounts, you may file a Life Cycle claim. If you opted to forgo the benefit in exchange for the flexible spending increase, you cannot file a Life Cycle claim.

What's Covered: The Life Cycle Account can reimburse you for many types of expenses, including adoption, child care, elder care, fitness and recreation, and insurance premiums. Examples of eligible expenses include flexible spending account deposits, memberships to clubs or sports facilities, and equipment and apparel related to exercise or sports activities. For more information, see the [FCA Life Cycle Account PPM \(850\)](#) in SharePoint or contact [AskHR](#).

How to File. To submit a claim, follow these steps:

1. Go to [FCA Life Cycle Account](#). A Windows Internet Explorer dialog box will open.
2. Click on **Open** and read the text.
3. Click **Sign and Submit**. A pop-up window will appear.
4. Click **Send**. To confirm that the message went through, you can look in your sent mail folder in Outlook.

Because you must certify that you have incurred an eligible expense, you are not required to submit receipts.

Payments for claims will be made soon after the close of open season on Aug. 31. You can expect to receive the funds in your bank account by mid-September. Taxes will be deducted from the payment. You may submit only one claim each fiscal year. Employees who filed a claim during the March 2015 open enrollment are not eligible to submit a claim during the August open enrollment.

The Life Cycle Account fulfills part of FCA's policy to provide an environment that helps employees balance family and work. FCA makes every effort to honor and support the needs of its employees.

Cafeteria Menu Available for Week of July 27

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"Summer's lease hath all too short a date."

—William Shakespeare

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, July 28, 2015
Date: Tuesday, July 28, 2015 3:55:33 PM
Attachments: [image002.png](#)



Publication Date: June 28, 2015

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"Summer's lease hath all too short a date."

—William Shakespeare

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, July 29, 2015
Date: Wednesday, July 29, 2015 4:08:33 PM
Attachments: [image002.png](#)



Publication Date: July 29, 2015

Today's Headlines

- Ask the Editor: Should We Hyphenate "Overchartered"?

These articles are published on the [FCA Today SharePoint page](#).

Ask the Editor: Should We Hyphenate "Overchartered"?

By Emily Yaghmour, OCPA

EDITOR'S NOTE: This article is part of a series of articles that address questions posed by FCA and FCSIC staff on grammar and plain language. To submit a question, send an email to newsletter@fca.gov and type "Ask the Editor" in the subject field. All submissions will be anonymous when posted to FCA Today. For more information about plain writing, see the [Plain Writing SharePoint page](#).

Question: We are working on a document in which the term "overchartered" is used in several places. Is this correct, or should it be written as "over-chartered"?

Answer: According to the Chicago Manual of Style, compounds formed with prefixes are normally closed, whether they are nouns, verbs, adjectives or adverbs. So I would write "overchartered" as one word.

However, there are a few exceptions to the general rule of closing compounds formed with prefixes. For example, a hyphen should appear before a capitalized word or a number, such as "non-System" and "post-1971." It should also be used to separate combinations of letters that could easily be misread, such as "co-op" and "re-create" (when you mean "to create again").

While we're on the topic of hyphenation, I'd like to mention two common examples of overzealous hyphenation:

Adverbs ending in "-ly." Take any old adjective (*true, mad, deep*), slap an "-ly" on the end, and—presto!—you've got an adverb (*truly, madly, deeply*). Many writers believe they should insert a hyphen in any compound formed by an "-ly" adverb, but this is not correct. In the following examples, no hyphen is needed.

- A truly sappy song
- A madly contested opinion
- A deeply disturbing report
- A wholly owned subsidiary

"Percent" used as an adjective. Another example of overzealous hyphenation is inserting a hyphen between a number and the word "percent." The phrase "20 percent risk weight" requires no hyphen—even though "20 percent" is an adjective modifying "risk weight."

Although it's dangerous to invoke reason when explaining grammar and punctuation (so many rules are arbitrary), you can generally follow this simple rule of thumb regarding hyphens: Use them only when they are needed for clarity.



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"The difference between the almost right word and the right word is really a large matter - 'tis the difference between the lightning-bug and the lightning."

—Mark Twain

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, July 30, 2015
Date: Thursday, July 30, 2015 4:29:44 PM
Attachments: [image002.png](#)



Publication Date: July 30, 2015

Today's Headlines

- Special Message of Thanks from Chairman Spearman
- Reminder: Breast Cancer Survivor and Author to Speak at Women's Equality Day Celebration on Aug. 12

These articles are published on the [FCA Today SharePoint page](#).

Special Message of Thanks from Chairman Spearman

Over the past few days, several individuals have come to me to say how much they enjoyed the Diversity Day activities, and I am so pleased. FCA employees work hard throughout the year, and I'm so glad we could take this opportunity for fellowship and for recognizing the growing diversity of our workforce. Of course, events like this don't just happen. They take a lot of organization and coordination. I would like to recognize a few of the many individuals who worked hard to make the day a great success:

- Linda Toki (OMS)
- Carmen Lopez (OMS)
- Lynn Major (OE)
- Geoffrey Chu (OIT)
- Damien Hill (OMS)
- Illy Soares (OMS)
- Laura Burke (OE)
- Heyam Ibelli (OB)
- Carrie White (OE)
- Awilda Roque-Brehm (OMS)
- Lorine Hines (OMS)
- Joseph Briggs (OIT)
- Ryan Leist (ORP)
- Scott Fatula (OE)
- Dave Lewandrowski (ORP)
- Karen Blue (OSMO)

And, finally, thanks to everyone who took part in the event. Through occasional opportunities like this, we solidify the bonds of collegiality and friendship that make our working relationships more productive and enjoyable. In the end, these bonds increase our ability to work together effectively to fulfill our mission as regulator of the Farm Credit System.

Reminder: Breast Cancer Survivor and Author to Speak at Women's Equality Day Celebration on Aug. 12

Don't forget to mark your calendar for the 2015 Women's Equality Day Celebration on Wednesday, Aug. 12, at noon Mountain time (2 p.m. EDT) sponsored by the FCA/FCSIC Federal Women's Program Committee.

The event will be hosted in Denver and videoconferenced to all other offices. The Marsha Martin Training Room has been reserved for McLean participants. The large conference rooms have been reserved for Bloomington, Dallas and Sacramento. Off-site participants may call 877-322-2830 and use conference code 3032441.

The guest speaker, [Polly Letofsky](#), was the first woman to walk around the world to raise awareness about breast cancer. For more information, see the [July 20 FCA Today article](#).



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"A group of people get together and exist as an institution we call a company so they are able to accomplish something collectively that they could not accomplish separately – they make a contribution to society, a phrase which sounds trite but is fundamental."

—David Packard, late co-founder of Hewlett-Packard

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, July 31, 2015
Date: Friday, July 31, 2015 4:29:39 PM
Attachments: [image002.png](#)



Publication Date: July 31, 2015

Today's Headlines

- Kathryn and Steve Corey Welcome New Granddaughter
- Reminder: Open Season for Life Cycle Account Begins Tomorrow, Aug. 1
- Fit Friday Feature: Relieve Your Stress With an Aquarium
- Cafeteria Menu Available for Week of Aug. 3

These articles are published on the [FCA Today SharePoint page](#).

Kathryn and Steve Corey Welcome New Granddaughter

EDITOR'S NOTE: To view a photo of baby Blake, read the [article](#) on the FCA Today SharePoint page.

It's a girl! Kathryn Corey (Office of the Board), and her husband Steve, are proud to announce the birth of their first grandchild, Blake McKenzie Corey. She was born to parents Brian and Amanda Corey, at 9:01 p.m. at Virginia Hospital Center in Arlington, Virginia, on July 29. Blake weighed 7 pounds, 3 ounces, and measured 18.5 inches long.

Kathryn says that Mom, Dad and baby are doing great. Congratulations to the Corey family!

Reminder: Open Season for Life Cycle Account Begins Tomorrow, Aug. 1

The second 2015 Life Cycle Account open season begins tomorrow, Saturday, Aug. 1, and ends Friday, Aug. 31. FCA's Life Cycle Account provides employees with up to \$400 for goods or services that help them balance work and life issues.

To submit a claim, follow these steps:

1. Go to [FCA Life Cycle Account](#). A Windows Internet Explorer dialog box will open.
2. Click on **Open** and read the text.
3. Click **Sign and Submit**. A pop-up window will appear.
4. Click **Send**. To confirm that the message went through, you can look in your sent mail folder in Outlook.

Because you must certify that you have incurred an eligible expense, you are not required to submit receipts. Payments for claims will be made soon after the close of open season on Aug. 31. Taxes will be deducted from the payment.

You will not be able to file a Life Cycle claim in August if you did the following:

- You filed a claim during the March 2015 open enrollment. You may submit only one

claim each fiscal year.

- You opted to forgo the Life Cycle benefit during the Flexible Spending Accounts Open Season last November in exchange for an increased agency contribution to your Flexible Spending Accounts.

For more information on who can file and what's covered under the Life Cycle Account, see the [July 28 FCA Today article](#) and the [FCA Life Cycle Account PPM \(850\)](#) in SharePoint.

If you have any questions, contact [AskHR](#).

Fit Friday Feature: Relieve Your Stress With an Aquarium

Need to relax? Watch fish. That is the recommendation of a new study by the National Marine Aquarium summarized in a [July 30 Washington Post article](#). It found that visitors to a large aquarium exhibit reported having better moods.

Researchers measured the physiological effects the tank had on people as they looked at it being restocked with new fish. As fish were added, heart rates and blood pressure dropped. The researchers also found evidence that people were more affected by colorful, tropical fish.

The article points out other studies that show similar anxiety-reducing effects of aquariums in dentist offices and senior citizens' homes. The researchers suggest that even watching a video of an aquarium may substitute for a real tank. Need to soothe a crying baby? Try one of those simulated aquarium crib toys that combine music, bubbles and colorful fish.

Studies of green space use also show similar calming benefits. So if aquariums are not part of your work or home environment, try lowering your stress by going to a park or garden. Do you work in the McLean office and want to find a way to feel less stressed out? A visit to Farm Credit Hill may just do trick.

Cafeteria Menu Available for Week of Aug. 3

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"We are tied to the ocean. And when we go back to the sea, whether it is to sail or to watch - we are going back from whence we came."

—John F. Kennedy

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, August 3, 2015
Date: Monday, August 03, 2015 6:03:30 PM
Attachments: [image002.png](#)



Publication Date: August 3, 2015

Today's Headlines

- It's a Boy for Cheeke Family!
- Attend Learning Sessions on New 401(k) Plan on Aug. 6 and 26; Look for Info From Wells Fargo

These articles are published on the [FCA Today SharePoint page](#).

It's a Boy for Cheeke Family!

By Barbara Martinez, OE-Denver

EDITOR'S NOTE: To view photos of baby Charlie, read the [article](#) on the FCA Today SharePoint page.

Congratulations to Meaghan and Clarke Cheeke (OE-Denver) on the birth of their first child, a boy named Charlie John Cheeke! Charlie arrived on July 30, a little earlier than expected. Born in Aurora, Colorado, he weighed in at 4 pounds, 15 ounces. Congratulations again to the first-time parents!

Attend Learning Sessions on New 401(k) Plan on Aug. 6 and 26; Look for Info From Wells Fargo

FCA is working with Wells Fargo to roll out the new 401(k) retirement plan to help you save for your future. Within the next few days, you will receive a welcome package from Wells Fargo with important information about the plan.

In addition, the Office of Management Services (OMS) will offer two training sessions to help you learn more about the new plan. Each session is 1.5 hours long.

What

The first session, presented by Dave Redden on Thursday, Aug. 6, will provide a comprehensive understanding of how the 401(k) plan fits into your retirement planning strategy. The second session, presented by Wells Fargo on Wednesday, Aug. 26, will provide plan-specific information, as well as information on key dates, plan features, investment options, and how to enroll through the Wells Fargo-sponsored portal.

When

The first session is offered twice on Aug. 6, and the second session is offered three times on Aug. 26. You may select the time that is most convenient to you. See the table below. You do not have to sign up ahead of time for either session.

Session Date

Thursday, Aug. 6, Session
(with Dave Redden)

Wednesday, Aug. 26, Session
(with Wells Fargo)

Time Options

- 10 to 11:30 a.m. EDT
- 1 to 2:30 p.m. EDT
- 10 to 11:30 a.m. EDT
- 1 to 2:30 p.m. EDT

- 3 to 4:30 p.m. EDT

Where

All sessions will be held in McLean in the Marsha Martin Training Room. Field office employees may participate by videoconference from the large conference rooms in the field offices. If you are out of the office, please use the following conference call information to join the session via audio:

- Conference line: **1-877-322-2830**
- Conference ID: **11111**

OMS will later publish information about how you can access video recordings of the sessions. For more information about these sessions, please contact AskHR@fca.gov. For more information about the 401(k) retirement plan, contact 401K@fca.gov.



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"How large an income is thrift!"

—Cicero

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, August 4, 2015
Date: Tuesday, August 04, 2015 4:25:42 PM
Attachments: [image002.png](#)



Publication Date: August 4, 2015

Today's Headlines

- 2015 Property Certification Drive Starts Today, Aug. 4

These articles are published on the [FCA Today SharePoint page](#).

2015 Property Certification Drive Starts Today, Aug. 4

By Damien Hill, Property Management Officer, OMS

The 2015 property certification drive begins today, Tuesday, Aug. 4, and ends on Friday, Aug. 21.

The annual electronic property certification process allows you to confirm or update the property data (barcode, serial number, location) that we have assigned to you in the Property Management Tracking System. This process helps to ensure the accuracy of agency property records. Every employee (excluding contractors and interns) must submit a signed property certification form by the Aug. 21 deadline.

It's important that you review your certification form for accuracy. If you find any discrepancies, consult with your office's property custodian and try to resolve them. You may also contact the Property Management Officer (PMO), Damien Hill, at x44292 if you need more assistance.

Please follow the steps in the [Property Certification Help document](#) on the Property SharePoint site for instructions on how to view your property assignments and complete your certification. You may print out the help document for guidance.

When completing your form, remember to do the following:

- Use the "Employee Notes" section of the certification form to provide updates on property records, such as noting items that are no longer in your care. You may also use this section to note possession of a new accountable property item that is not reflected on your property certification. Accountable property items are generally those which exceed the \$500 purchase threshold but also include ViewSonic monitors.
- Once you've accessed your electronic property certification form, review it for accuracy. Then, electronically sign it.

After you've submitted your electronic property form, you may still view it, but you will not be able to modify it. If you have questions, please contact PMO Damien Hill at x44292.



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"The summer night is like a perfection of thought."

—Wallace Stevens

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, August 5, 2015
Date: Wednesday, August 05, 2015 4:28:25 PM
Attachments: [image002.png](#)



Publication Date: August 5, 2015

Today's Headlines

- Reminder: Dave Redden's Learning Session on New 401(k) Plan Scheduled Tomorrow, Aug. 6
- Microsoft Patch for Vulnerability to Be Distributed Today, Aug. 5

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Dave Redden's Learning Session on New 401(k) Plan Scheduled Tomorrow, Aug. 6

Dave Redden will present a learning session on FCA's new 401(k) retirement plan tomorrow, Thursday, Aug. 6, at 10 a.m. EDT. He will present the same session again at 1 p.m. EDT.

The session is 1.5 hours long and you do not need to sign up. Mr. Redden will provide a comprehensive understanding of how the 401(k) plan fits into your retirement planning strategy.

The session will be held in McLean in the Marsha Martin Training Room. Field office employees may participate by videoconference from the large conference rooms in the field offices. If you are out of the office, please use the following conference call information to join the session via audio:

- Conference line: **1-877-322-2830**
- Conference ID: **11111**

If you are not able to attend tomorrow, OMS will later publish information about how you can access video recordings of the sessions.

A second session, presented by Wells Fargo on Wednesday, Aug. 26, will provide plan-specific information, as well as information on key dates, plan features, investment options, and how to enroll through the Wells Fargo-sponsored portal. For more information about these sessions, see the [Aug. 3 FCA Today article](#) or contact AskHR@fca.gov.

For more information about the 401(k) retirement plan, contact 401K@fca.gov.

Microsoft Patch for Vulnerability to Be Distributed Today, Aug. 5

The Office of Information Technology will push a Microsoft security patch to all agency laptops starting this evening.

When you click the button to shut down your laptop this evening, a message will appear stating that updates are installing. Please allow the process to run and automatically shut down your machine. The next time you boot up your laptop, a message will appear stating that Windows is configuring updates.

This critical security patch corrects a recently discovered vulnerability that could allow remote code execution if a user opens a specially crafted document or visits certain untrusted webpages.

If you have questions or concerns, please call the Helpline, x44333, or email Helpline@FCA.gov.



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"Diversification is a protection against ignorance. It makes very little sense for those who know what they're doing."

—Warren Buffett

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, August 6, 2015
Date: Thursday, August 06, 2015 4:21:11 PM
Attachments: [image002.png](#)



Publication Date: August 6, 2015

Today's Headlines

- Paula Purcelli Requests Donated Leave
- Yocoms Welcome Second Daughter

These articles are published on the [FCA Today SharePoint page](#).

Paula Purcelli Requests Donated Leave

Paula Purcelli, OE-Bloomington, has made a request to participate in the Leave Transfer Program. This voluntary program allows federal employees to donate annual or sick leave to other federal employees who have medical emergencies and who have exhausted their own leave.

Paula is presently faced with a medical emergency that started on July 30, which will keep her from working until at least Aug. 13. Because of this, Paula will exhaust all her annual and sick leave before she is due to return to work. It's estimated that she may need 100 hours.

If you would like to help Paula by making a donation of any of your annual or sick leave, please complete [FCA Form 444](#), "Request to Donate Annual or Sick Leave to Leave Recipient under the Voluntary Leave Transfer Program." The form should be submitted to [Carmen Lopez](#) in OMS.

The minimum donation permitted for the Leave Transfer Program is four hours. The maximum amount of annual leave an employee may donate is determined by his or her current leave-earning status. For example, employees earning four hours of annual leave per pay period may donate a maximum of 52 hours; employees earning six hours of annual leave per pay period may donate a maximum of 80 hours; and employees earning eight hours of annual leave per pay period may donate a maximum of 104 hours. If Paula receives more leave hours than she is able to use, the extra transferred leave hours will be prorated and returned to the donors.

If you have any questions about the Leave Transfer Program, please contact Carmen at 703-883-4142 or Dave Toth at 703-883-4422.

Yocoms Welcome Second Daughter

By Chet Slipek, OE-Bloomington

EDITOR'S NOTE: To view photos of baby Lauren, read the [article](#) on the FCA Today SharePoint page.

Congratulations to Mike and Amy Yocom (OE-Bloomington) on the birth of Lauren Lou! Lauren arrived on Wednesday, Aug. 5, in Northfield, Minnesota. She weighed 7 pounds, 5 ounces, and was 20.5 inches in length.

Mike, Amy and Lauren are all doing great. Mike and Amy also report that two-year-old daughter Callie is very excited about being a big sister.



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"The optimist thinks this is the best of all possible worlds. The pessimist fears it is true."

—J. Robert Oppenheimer

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, August 7, 2015
Date: Friday, August 07, 2015 4:30:42 PM
Attachments: [image002.png](#)



Publication Date: August 7, 2015

Today's Headlines

- FCSIC Reposts Vacancy for Public Affairs Intern
- Office of Examination Issues Info Memo on Cybersecurity Assessment and Expectations
- Cafeteria Menu Available for Week of Aug. 10

These articles are published on the [FCA Today SharePoint page](#).

FCSIC Reposts Vacancy for Public Affairs Intern

position, VH-1099-32, is in the Risk Management Division. This position is advertised for those who are eligible under the student program or the Veterans Employment Opportunities Act.

The full performance level of this position is VH-34. The deadline for submitting applications is Friday, Aug. 14.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

Office of Examination Issues Info Memo on Cybersecurity Assessment and Expectations

On Aug. 5, the Office of Examination issued an Informational Memorandum on [Cybersecurity Assessment and Expectations for System Institutions](#).

Consistent with regulatory and Federal Financial Institutions Examination Council

guidance, the memo recommends that institutions take the following actions to ensure cyber threats are appropriately managed:

- Conduct ongoing information security risk assessments;
 - Perform security monitoring, prevention, and risk mitigation;
 - Protect against unauthorized access;
 - Implement and test controls around critical systems regularly;
 - Enhance information security awareness and training programs; and,
 - Participate in industry information-sharing forums.
-

Cafeteria Menu Available for Week of Aug. 10

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



About FCA Today

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"A good traveler has no fixed plans and is not intent on arriving."

—Lao Tzu

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, August 10, 2015
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Publication Date: August 10, 2015

Today's Headlines

- Reminder: Submit Requisitions for FY 2015 and FY 2016 Procurements by This Friday, Aug. 14
- Ethics in Action: Former EPA Agent Sentenced for Making a False Statement on Financial Disclosure Report

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Submit Requisitions for FY 2015 and FY 2016 Procurements by This Friday, Aug. 14

Please submit [requisitions](#) for year-end procurements for FY 2015 and FY 2016 purchases by this Friday, Aug. 14.

You should submit requisitions for purchases using FY 2015 funds to the Office of Management Services by this Friday to ensure timely processing in the procurement system by Sept. 30. Please note that requisitions submitted after the due date may not be completed by the end of FY 2015.

You should also submit FY 2016 requisitions for recurring services (for example, maintenance agreements) to OMS by this Friday. Please clearly mark all FY 2016 requisitions to avoid confusion with FY 2015 documents. These procurement authorizations need to be in place to pay the FY 2016 invoices for the services you need. Late requisitions may result in service interruptions.

Please submit all requisitions to Cindy York.

For other upcoming year-end deadlines, see the [June 17 FCA Today article](#).

Ethics in Action: Former EPA Agent Sentenced for Making a False Statement on Financial Disclosure Report

~ Ethics: Elevate Yourself to a Higher Standard ~

The U.S. Attorney's Office in Massachusetts recently published a [news release](#) that details the involvement of a former EPA agent in a pyramid scheme. She was sentenced to one year of probation and a fine of \$500. She was also ordered to pay \$7,500 in restitution for failing to report the cash gifts she received from the scheme on her annual financial disclosure report.



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*"Sometimes I wonder what I'm a-gonna do
'Cause there ain't no cure for the summertime blues."*

—Eddie Cochran

From: [newsletter](#)
To: [newsletter](#)
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Publication Date: August 11, 2015

Today's Headlines

- Office of Personnel Management Issues Update on Cybersecurity
- FCA Cuts Health Insurance Premiums in Half
- Reminder: Celebrate Women's Equality Day Tomorrow, Aug. 12
- Avoid Excessive Data Consumption on Your Agency iPhone or iPad
- Training Available on the U.S. Constitution

These articles are published on the [FCA Today SharePoint page](#).

Office of Personnel Management Issues Update on Cybersecurity

The Acting Director of the Office of Personnel Management requested that we provide a [memo](#) to FCA employees with a brief update on OPM activities related to its cybersecurity issues.

FCA Cuts Health Insurance Premiums in Half

Earlier this summer, the FCA Board voted to increase the employer contribution toward the health insurance premiums of FCA and FCSIC employees who are enrolled in the Federal Employee Health Benefit (FEHB) Program. The employer contribution goes up from 80 percent to 90 percent. As a result, the amount that employees must contribute drops by 50 percent.

How much will you save? Go to the [Employee Personal Page](#) and take a look at your most recent Earnings and Leave Statement. Under the column for the amount per pay period, find the number listed for your FEHB deduction. Beginning with pay period 17 (which starts Aug. 23), you will only have to pay half that. You will see the savings in your Sept. 14 paycheck.

Want to see how much this benefit reduces the costs of all FEHB plans? See [Premium Rates for the FEHB Program for FCA and FCSIC Employees](#) in SharePoint.

Most federal agencies contribute about 72 percent to their employees' health care premiums. In 2009, FCA increased its contribution to 80 percent.

Originally, FCA had considered establishing an employee vision and dental plan. Because of the small size of our national workforce, however, the cost of such a group plan would be very expensive for the potential benefit received. Also, because not all employees desire a vision and dental plan, increasing the contribution to the FEHB premiums will benefit more employees.

And the offering of this benefit now is opportune. Since pay period 17 is also when the agency will roll out its supplemental 401(k) retirement plan, you may wish to apply any savings you realize from the reduced FEHB premiums to help fund your new 401(k) account.

Reminder: Celebrate Women's Equality Day Tomorrow, Aug. 12

The FCA/FCSIC Federal Women's Program Committee invites you to attend the 2015 Women's Equality Day Celebration tomorrow, Wednesday, Aug. 12, at noon Mountain time (2 p.m. EDT).

The event will be hosted in Denver and videoconferenced to all other offices. The Marsha Martin Training Room has been reserved for McLean participants. The large conference rooms have been reserved for Bloomington, Dallas and Sacramento. Off-site participants may call 877-322-2830 and use conference code 3032441.

The guest speaker, [Polly Letofsky](#), was the first woman to walk around the world to raise awareness about breast cancer. For more information, see the [July 20 FCA Today article](#).

Avoid Excessive Data Consumption on Your Agency iPhone or iPad

Although FCA permits some personal use of office equipment, it prohibits employees from consuming excessive nonwork-related data on their agency iPhones and iPads. (See [PPM 902B](#), FCA Internet, Email, and Network Acceptable Use Policy.) Activities that lead to excessive consumption include streaming audio or video and downloading large files, such as movies.

In addition, [PPM 906](#) (Personal Use of Farm Credit Administration Office Equipment) states that "productivity must not be decreased as a result of personal use."

Verizon Wireless, the agency's wireless communications service provider, states the following in its terms of service agreement:

- Consumption of over 5 GBs of data in a billing cycle will result in throttled down data connection speeds that could negatively impact your work. Furthermore, Verizon Wireless presumes anyone using 5 GBs of data in a billing cycle is using the service in a manner which is prohibited and reserves the right to terminate the service of any such person.
- Prohibited use includes, but is not limited to: continuous uploading, downloading or streaming of audio or video programming or games, downloading movies using P2P file sharing services, and redirecting television signals for viewing on laptops.

To ensure compliance with the Verizon contract, FCA monitors iPhone and iPad data consumption. If you consume more than 5 GBs of data in a single month-long billing cycle, FCA will notify you and your supervisor that you have exceeded the acceptable consumption level.

Training Available on the U.S. Constitution

As federal employees, we all take an oath to uphold and defend the U.S. Constitution. It is both our duty and our privilege to have a deeper understanding of the U.S.

Constitution, and to reflect on how our work contributes to reinforcing the principles embedded in this document.

Constitution Day and Citizenship Day is observed each year on Sept. 17 to commemorate the signing of the Constitution on that date in 1787. This observance "recognizes all who, by coming of age or by naturalization, have become citizens." Congress created the observance day in 2004 when Sen. Robert Byrd (D-West Virginia) inserted a provision into an appropriations bill to commemorate the U.S. Constitution and added the following two new requirements to encourage the remembrance of this day:

- The head of every federal agency must provide each employee with educational and training materials concerning the Constitution on Sept. 17.
- Each educational institution that receives federal funds must hold a program for students every Sept. 17.

For more information, please read the [legal citation](#).

To support this initiative, the Office of Management Services has shared via Skillsoft a one-hour course on the U.S. Constitution.

Follow these steps to log in to FCA's Skillport site to complete this training:

1. Go to the [Skillport login screen](#).
2. Type in your username and password. If you have not signed in to FCA's Skillport site yet, please follow the instructions in the [July 23 FCA Today article](#).
3. Click **View Learning Plan** from the horizontal menu at the top. This will open to a page and you will see **The U.S. Constitution** course at the top.

If you have any questions, please contact any of the following members of FCA's Learning Office:

- [Michael Beckmann](#)
- [Miranda Johnson](#)
- [Cassandra Matos](#)

Frequently Asked Questions About the U.S. Constitution Training:

Am I required to take this training?

All federal agencies are required to provide employees with training materials on the U.S. Constitution. You are *not required* to take the course, but it is available to you. Because we are civil servants, it is both our duty and our privilege to have a deeper understanding of the U.S. Constitution, and to reflect on how our work contributes to reinforcing the principles embedded in this document.

Do you have more details on this initiative?

Congress created Constitution Day in 2004 when Sen. Robert Byrd (D-West Virginia) inserted a provision into an appropriations bill to rename the legacy Sept. 17 Citizenship Day as Constitution Day and Citizenship Day. Two new requirements came of this provision. The first is that the head of every federal agency must provide each employee with educational and training materials concerning the Constitution on Sept. 17. The second is that each educational institution that receives federal funds must hold a program for students every Sept. 17. Please refer to the following link for the legal citation: [36 USC 106](#).

How long is this training available to me?

This training is available as long as the agency contracts with Skillsoft.

How long is the training?

The training will take no longer than one hour.

May I complete this training during my official duty hours?

Yes, this is agency training and therefore may be done during official duty hours. Please keep your supervisor informed if you decide to spend duty hours completing the course.



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"Let our government be like that of the solar system. Let the general government be like the sun and the states the planets, repelled yet attracted, and the whole moving regularly and harmoniously in several orbits."

—John Dickinson (Delaware Delegate), 1787

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Publication Date: August 12, 2015

Today's Headlines

- Ask the Editor: Is It "the FCA" or Just "FCA"?

These articles are published on the [FCA Today SharePoint page](#).

Ask the Editor: Is It "the FCA" or Just "FCA"?

By Emily Yaghmour, OCPA

EDITOR'S NOTE: This article is part of a series of articles that address questions posed by FCA and FCSIC staff on grammar and plain language. To submit a question, send an email to newsletter@fca.gov and type "Ask the Editor" in the subject field. All submissions will be anonymous when posted to FCA Today. For more information about plain writing, see the [Plain Writing SharePoint page](#).

Question: Should we write "*the* FCA" or just "FCA"?

Answer: First of all, thank you for your question. In researching my answer, I learned two obscure new words that are sure to impress my linguist friends: *arthrous* and *anarthrous*. *Arthrous* describes a noun that requires a definite article; *anarthrous* describes a noun that is used without a definite article. So, to use my fancy new word in context, I'll paraphrase your question: Should the abbreviation of our agency's name be arthrous or anarthrous?

In the Office of Congressional and Public Affairs, we use the noun *FCA* without the definite article (or *anarthrously*). We decided to do that several years ago after noticing that some agency writers use the article and others don't—sometimes even in the same document. I'll explain why OCPA chose to dispense with the *the* in a moment. But first: some background.

Unlike acronyms, which are abbreviations that are pronounced as words (such as NASA, or "na-suh"), *FCA* is an initialism. We pronounce an initialism as a sequence of letters. My favorite resource, the Chicago Manual of Style, appears to be silent on the issue of when to use a definite article in front of an acronym or initialism. And the Associated Press takes a wishy-washy stance. According to AP, you "may" use a *the* when the organization's name is the subject. But it goes on to say that "acronyms and initialisms often don't require the definite article." It recommends that we base usage on what is more natural in the sentence.

On the World Wide Web, however, I found a couple of sources that came down firmly in favor of using the definite article with almost all initialisms.

The case for the definite article

The website [Daily Writing Tips](#) contains [an article by Mark Nichol on the subject](#). Mr. Nichol writes, "Because acronyms like *NASA* are pronounced as words . . . , there's no need to precede them with the definite article. . . . But initialisms require *the*. 'The FBI announced his capture several hours later.' That's because the term is pronounced letter by letter: 'eff-bee-eye.'"

In a response to a comment to his article, Mr. Nichol further justifies using the definite article in front of an initialism (e.g., *the* FBI) by noting that the spelled-out name (the

Federal Bureau of Investigation) is also preceded by a *the*. By this argument, then, FCA would seem to require a definite article because, when it's written out, it is always preceded by a *the*. (*The Farm Credit Administration* was established in 1933.)

The case against the definite article

Even Mr. Nichol, however, concedes that universities often pose exceptions to this rule. Take UCLA, for example (or the University of California at Los Angeles). Even though it is an initialism (not an acronym) and even though we would use a *the* in front of the spelled-out form, we would not say "the UCLA."

The university exception appears to be about the only true exception to the rule that Mr. Nichol offers. However, renowned linguist Arnold Zwicky provides deeper analysis of the issue and acknowledges more exceptions.

In a [2007 blog](#), Mr. Zwicky defines the "Initialism Principle" as follows: "In general, initialisms are arthrous if their full forms are." He provides several examples: the CIA, the NSA, the GAO. But Mr. Zwicky goes on to acknowledge not only the exception for universities but also for other organizations, including a number of federal agencies: NSF, NIH, NEH, DOD.

To Mr. Zwicky's list, I would add another notable exception: OPM. All of these agencies violate the Initialism Principle. Although their abbreviations are initialisms, not acronyms, we would not say, "The OPM issued a memorandum."

For the agencies listed above, convention trumps the Initialism Principle. We omit a *the* in front of these initialisms because it has become (or always was) the convention to do so.

Researching the archive

So I got curious. I went through the archive of FCA's annual reports to find out whether, in the early days, FCA referred to itself as "*the* FCA" or just "FCA."

To my amazement, from 1933 through 1949, FCA never once abbreviated its name in an annual report. In fact, it hardly abbreviated anything—not even "United States." I suppose the U.S. government's taste for alphabet soup began in the second half of the 20th century.

The first report in which I found the abbreviated form of our agency's name was the 1950–51 report, and it was used only once—as an adjective. That didn't tell me anything because, when names are used as adjectives, different rules govern the use of definite articles. In some cases, you would use a *the* before the word, and sometimes you wouldn't. (For example: both of these sentences would be correct: "FCA Chairman Kenneth A. Spearman signed the letter," and "we delivered the FCA report yesterday.")

The first report in which I found the abbreviation used as a noun was the report for 1968–69. In every case, this report used the abbreviation anarthrously—no *the* in front of FCA. Throughout the reports of the 1970s and early '80s, FCA uses the abbreviation sparingly and almost always without a *the* preceding it.

Then, in the mid-80s, the reports began including more arthrous instances. For the next 20 years, the agency's reports often used the arthrous and anarthrous terms interchangeably. Some years favored one form; other years favored the other; but most years were a mixed bag.

Since consistency is an editorial virtue, FCA's editorial staff decided in 2006 to pick one form to use exclusively. In the end, we chose the anarthrous form simply because it "felt" right. In conversation, for example, we might ask a colleague, "How long have you worked at FCA?" But we probably would not say, "How long have you worked at *the* FCA?" Currently, the convention (at least in conversation) is to use our agency's abbreviation anarthrously.

And having gone back through these reports, I now believe that the anarthrous form has historical convention on its side, too. After all, when the agency first began using the abbreviation as a noun, it did so without the definite article.

Concluding thoughts

So here's just one more example of a language usage question with no right answer—or no uncontested right answer. It's just one more example in which a rule exists (the Initialism Principle), but exceptions abound.

And, as an exception to this rule, FCA is in good company. Our one-time parent agency, the U.S. Department of Agriculture, refers to itself on its website as "USDA," not "the

USDA." We even have company among our peers. Although the Office of the Comptroller of the Currency and the Federal Deposit Insurance Corporation use the arthrous forms, the National Credit Union Administration is just "NCUA"—on its website, in its news releases and in its regulations.



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"Writing is an act of faith, not a trick of grammar."

—E. B. White

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Publication Date: August 13, 2015

Today's Headlines

- Remember to Submit Your 2015 Property Certification Update by Friday, Aug. 21
- A Note of Thanks From Betty Bradley
- FCA and FCSIC Celebrate Women's Equality Day With Polly Letofsky

These articles are published on the [FCA Today SharePoint page](#).

Remember to Submit Your 2015 Property Certification Update by Friday, Aug. 21

By Damien C. Hill, Property Management Officer

So far 73 electronic property certifications have been submitted. Thanks to those who have already made submissions or have begun to review their property certifications. If you have not yet begun the certification process, please start right away. The deadline is Aug. 21. The annual certification process is important because it helps to ensure the accuracy and integrity of our Property Management Tracking System database. Please follow the instructions in the [Property Certification Help](#) document on the Property SharePoint site for instructions on how to view your property assignments and complete your certification. You may print out the help document for guidance.

Note: You have not signed your certification unless you have been prompted to "sign with CoSign," and have followed the corresponding instructions.

Please contact your property custodian or the Property Management Officer, Damien Hill, at 703-883-4292, if you notice any discrepancies with property assignments, or need assistance.

Thank you for your assistance in this process.

A Note of Thanks From Betty Bradley

I would like to thank all of my friends at FCA, FCSIC and the FCS Building Association for the many gifts and cards I received upon retiring. And for those who were able to attend the retirement reception, thank you so much for coming and wishing me well.

Although I am grateful to retire and focus on other things at this point in my life, I certainly will miss my many friends and colleagues in the Farm Credit Building. Best wishes to you all.

FCA and FCSIC Celebrate Women's Equality Day With Polly Letofsky

By Angela Hanson, Chair, Federal Women's Program Committee

In celebration of Women's Equality Day, motivational speaker and best-selling author Polly Letofsky spoke at FCA's Denver field office yesterday, Aug. 12. In a presentation that was hosted by the Federal Women's Program Committee and videoconferenced to all

FCA locations, she described the challenges and tribulations during her walk around the world to raise awareness for breast cancer.

Polly's journey began on Aug. 1, 1999, when she left her home in Vail, Colorado, and headed west. She traveled across four continents and 22 countries, walking more than 14,000 miles and raising more than \$250,000 in the fight against breast cancer. She became the first woman to walk around the world.

For the first couple years of her journey, strangers welcomed her into their homes and shared meals. The world embraced her. In many locations, breast cancer survivors and advocates for a cure came out to walk with her.

But in the middle of Polly's five-year journey, the world suddenly shifted on its axis when Sept. 11 flung us all into a crossroads in world history. Polly suddenly found herself far from home, in a vastly changed world. She realized she could never retrace her steps home—they had vanished in a tide of world events.

And despite the animosity and the increased danger she faced as an American traveling abroad at that time, she continued her journey. Even when her hair was falling out from the stress of it all, she knew that giving up was never an option.

In her presentation to FCA and FCSIC staff, Polly richly detailed her journey with humor and honest reflection, describing the good times and the hardships. Through her inspiring presentation, she reminded us all that even life's biggest challenges can be overcome if you take one step at a time.

Polly's journey has been featured in more than 2,000 media outlets around the world, including "Good Housekeeping," CNN International, the "CBS Early Show," NBC's "Your Total Health," and Fine Living Channel's "Radical Sabbatical." Newcastle Productions has recently released "Polly's GlobalWalk," a documentary chronicling her journey.

To learn more about Polly and her inspiring journey, go to [the Polly Letofsky website](#) and watch the video clip on the homepage.



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"We find success through patience, passion, and perseverance."

—Polly Letofsky

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Publication Date: August 17, 2015

Today's Headlines

- Phil Shebest Selected as New Designated Agency Ethics Official
- Reminder: Submit FY 2015 Travel Authorizations by This Friday, Aug. 21
- OMS Hosts Ergonomics Presentation on Aug. 25
- Annual Training on Information Security Awareness Due By Sept. 17
- Cafeteria Menu Available for Week of Aug. 17

These articles are published on the [FCA Today SharePoint page](#).

Phil Shebest Selected as New Designated Agency Ethics Official

FCA Board Chairman Ken Spearman has selected Philip Shebest to serve as FCA's Designated Agency Ethics Official (DAEO). In this capacity, he will administer the ethics program for FCA and the Farm Credit System Insurance Corporation. In addition to serving as DAEO, Phil is an Assistant General Counsel in the Office of General Counsel and the Agency Contracts Officer.

While at FCA, Phil has held the position of Alternate DAEO, as well as Acting General Counsel, Chief Administrative Officer and Chief Human Capital Officer. Prior to joining FCA in 1990, Phil was a senior attorney with the Drug Enforcement Administration and a lieutenant in the U.S. Navy Judge Advocate General's Corps.

A graduate of East Stroudsburg University of Pennsylvania and Temple School of Law, he is a member of the Pennsylvania bar, as well as a certified mediator.

FCA's ethics team will continue to include Charles Rawls, the agency's General Counsel, who serves as the Alternate DAEO; and Jeff Pienta, senior attorney, who serves as the Deputy Agency Ethics Official.

Reminder: Submit FY 2015 Travel Authorizations by This Friday, Aug. 21

Submit all authorizations for travel occurring on or before Sept. 30 to [Concur Government Edition](#) (CGE) by Aug. 21. Submit authorizations for unplanned travel occurring during September to CGE before Sept. 30.

Please make every effort to submit travel vouchers for FY 2015 by Sept. 30. If this is not possible, you may submit these vouchers at a later date, but no later than Nov. 1.

Also, if you cancel any approved travel plans, be sure to cancel the authorization in CGE.

If you need assistance, please call the ARC Travel help desk.

Authorizations for travel occurring on or after Oct. 1, 2015, will use FY 2016 funding.

Split Authorizations

For travel that begins in FY 2015 and ends in FY 2016, you will create a single travel authorization for the trip. After you submit this approved authorization in CGE, ARC Travel Services will amend your authorization to include expenses only for the September

(FY 2015) portion of the trip and will create a separate authorization for the October (FY 2016) portion. ARC Travel Services will contact you if further information is needed. The system will automatically reroute these documents for approval.

Please keep in mind that, after returning from a trip that begins in one fiscal year and ends in another, you will need to create two vouchers—one from the September authorization and one from the October authorization.

ARC Travel Services will charge the entire cost of any airline, train, or bus ticket, as well as any rental car fees, to the year in which the travel begins (FY 2015). It will charge all other travel costs, including per diem expenses and incidentals, to the fiscal year in which they occur.

If you have any questions, contact the ARC (BFS) Travel Help Desk, 304-480-8000, option 1. For other upcoming year-end deadlines, see the [June 17 FCA Today article](#).

OMS Hosts Ergonomics Presentation on Aug. 25

The Office of Management Services invites you to an ergonomics presentation on Tuesday, Aug. 25, from 10:30 to 11:15 a.m. EDT. A representative from the Occupational Safety and Health Administration (OSHA) will present information on office ergonomics. The OSHA representative will discuss some common risk factors, how to identify problems and correct them, and how to properly set up a computer workstation. Held in the Marsha Martin Training Room (1101–1102), the presentation will be videoconferenced to all field offices. It is offered as part of FCA's safety and health program.

Annual Training on Information Security Awareness Due By Sept. 17

All FCA and FCSIC employees and contractors must take the Information Security Awareness course through Skillsoft, FCA's new online training platform. The training must be completed by close of business on Sept. 17. It takes about one hour.

The Office of Management and Budget and the Department of Homeland Security require all federal staff and contractors to take IT security awareness training annually. By taking this course, you are fulfilling this training requirement.

This course explains the role federal employees play in protecting information and ensuring the secure operation of federal information systems. Some of the most effective recent attacks on cyber networks worldwide exploit user behavior. These include phishing attacks, social engineering to obtain passwords, and introduction of malware via removable media. With this training, you will learn what to do—and what not to do—to protect federal information networks and the personally identifiable information they contain.

Follow these steps to log in to FCA's Skillport site to complete this training:

1. Go to the [Skillport login screen](#).
2. Type in your username and password. If you have not signed in to FCA's Skillport site yet, please refer to the [July 23 FCA Today article](#).
3. Click **View Learning Plan** from the horizontal menu at the top.
4. A new page will open. You will see the required **Information Security Awareness** course at the top of the page. Click **Launch** to take the course.
5. Make sure your screen's zoom setting is at 100 percent. If it is higher than 100 percent, you may miss some of the course features at the bottom of the screen.

For content or security-related questions, please contact [Kathleen Reddaway](#). For Skillsoft and other technical questions, please contact any of the following members of FCA's Learning Office:

- [Michael Beckmann](#)
- [Miranda Johnson](#)
- [Cassandra Matos](#)

Frequently Asked Questions About Security Awareness Training

Am I required to take this training?

This course is mandatory for all staff and contractors in order to fulfill the annual IT security awareness training requirement of the Office of Management and Budget and the Department of Homeland Security.

How long do I have to take the training?

This training course is available from Monday, Aug. 17, until Thursday, Sept. 17.

How will this training help me?

The training will help you become aware of the potential threats to the information systems you use and how to adequately protect information, including personally identifiable information.

How long is the training?

The training will take no longer than 1 hour.

May I complete this training during my official duty hours?

Yes, since this is mandatory agency training, you may use official duty hours to take it. Please let your supervisor know when you plan to take the course.

Whom should I contact if I have questions?

For content or security-related questions, please contact [Kathleen Reddaway](#). For Skillsoft and other technical questions, please contact any of the following members of FCA's Learning Office:

- [Michael Beckmann](#)
 - [Miranda Johnson](#)
 - [Cassandra Matos](#)
-

Cafeteria Menu Available for Week of Aug. 17

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.

**About FCA Today**

FCA Today articles are issued daily by the Office of Congressional and Public Affairs. News may be submitted by email to [Newsletter](#), [Christine Quinn](#), [Cecelia Rodgers](#), [Emily Yaghmour](#), and [Claire Haverstock](#). If you have questions about submitting news items, please call Christine Quinn at 703-883-4108 or the Office of Congressional and Public Affairs at 703-883-4056.

"If you can't stand the heat, get out of the kitchen."

—Harry S. Truman

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, August 19, 2015
Date: Wednesday, August 19, 2015 4:24:53 PM
Attachments: [image002.png](#)



Publication Date: August 19, 2015

Today's Headlines

- Clarification on Data Consumption Article

These articles are published on the [FCA Today SharePoint page](#).

Clarification on Data Consumption Article

Several questions arose concerning the recent article [Avoid Excessive Data Consumption on Your Agency iPhone or iPad](#). The intent of the article was to inform employees that data usage over 5 GBs can affect the performance of their iPhones and iPads. Verizon has indicated that throttling will occur when a device exceeds 5 GBs during the billing cycle.

Throttling reduces the network speed that a device can send or receive data. The throttling remains in place until the start of the next monthly billing cycle. The throttling was brought to light in the recent audit on [FCA's Mobile Device Cost Controls](#) by the Office of the Inspector General.

To address this concern, FCA will review service plan options during the lifecycle refresh of the devices, which is scheduled for early FY 2016.

In order to keep your service running smoothly, we encourage you to check your data usage. You can check data usage on your device in multiple ways. The easiest method is to use the app from the carrier. Help Line staff is now testing instructions for downloading the app and will notify iPhone users when the instructions are available. Shortly after the end of the monthly billing cycle, FCA will send emails to employees and their supervisors if they have used more than 5 GBs of data. The email will read as follows: "This email is to inform you that your Agency iPhone or iPad exceeded 5 GBs last billing cycle. The actual data usage for the device was # GBs. We recommend reducing usage to avoid throttling."

The email is a reminder that usage over 5GBs may affect service and adjustments in usage may need to be considered. The email is simply intended to keep everyone informed of the possibility of throttling. There is no need to respond to the email.



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"Deep summer is when laziness finds respectability."

—Sam Keen

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, August 20, 2015
Date: Thursday, August 20, 2015 3:55:25 PM
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Publication Date: August 20, 2015

Today's Headlines

- Reminder: Tomorrow, Aug. 21, Is Deadline to Submit Your 2015 Property Certification
- OMS Introduces Electronic Telework and Work Schedule Forms, and Updates Telework PPM

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Tomorrow, Aug. 21, Is Deadline to Submit Your 2015 Property Certification

Every employee (excluding contractors and interns) must submit a signed property certification form by tomorrow, Aug. 21. The annual electronic property certification process allows you to confirm or update the property data (barcode, serial number, location) assigned to you in the Property Management Tracking System. Please follow the instructions in the [Property Certification Help](#) document on the Property SharePoint site for instructions on how to view your property assignments and complete your certification. You may print out the help document for guidance.

Note: You have not signed your certification unless you have been prompted to "sign with CoSign," and have followed the corresponding instructions.

Please contact your property custodian or the Property Management Officer, Damien Hill, at x44292, if you notice any discrepancies with property assignments, or need assistance.

OMS Introduces Electronic Telework and Work Schedule Forms, and Updates Telework PPM

The Office of Management Services has recently simplified the process of complying with the Telework Enhancement Act of 2010 by turning four paper forms into a single electronic form that you can complete and submit online.

The Telework Enhancement Act of 2010 requires that a written agreement be negotiated between an employee and manager no matter how frequently or infrequently the employee intends to telework. Up until now, this involved completing multiple paper forms.

OMS has also digitized the FCA Work Schedule Request (form 303) so that employees may complete and submit this form online as well. OMS chose to keep this form separate from the telework agreement because employees change their schedules more frequently than they change their telework arrangements.

By Sept. 30, please take a few moments to complete the two new forms.

- To complete the telework agreement, go to the [Telework Agreement SharePoint](#)

[site](#), click **new document**, complete the form, and click **submit** in the ribbon at the top left of the screen.

- To complete the work schedule form, go to the [Work Schedule SharePoint site](#), click **new document**, complete the form, and click **submit** in the ribbon at the top left of the screen.

OMS has also updated [PPM 820](#), the agency's telework policy. The most significant change to this policy was to add a statement that all employees with a telework agreement in place are expected to telework if feasible when the agency is closed. If you have any questions regarding FCA's telework program, please send your questions to [Ask HR](#).



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"It's easier to go down a hill than up it but the view is much better at the top."

—Henry Ward Beecher

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, August 21, 2015
Date: Friday, August 21, 2015 4:05:04 PM
Attachments: [image002.png](#)



Publication Date: August 21, 2015

Today's Headlines

- 2015 Property Certifications Are Due Today, Aug. 21
- Timecard Instructions for Annual Information Security Awareness Training
- Telework Agreement Forms Temporarily Unavailable
- Fit Friday Feature: Kid-Friendly Raspberry Smoothie Pops
- Cafeteria Menu Available for Week of Aug. 24

These articles are published on the [FCA Today SharePoint page](#).

2015 Property Certifications Are Due Today, Aug. 21

By Damien C. Hill, Property Management Officer

To date, a whopping 193 FCA employees have submitted 2015 electronic property certifications. Thanks to those who have already made submissions. Your timely participation in this process greatly enhances the accuracy and integrity of our Property Management Tracking System.

Every employee (excluding contractors and interns) must submit a signed property certification form by close of business today, Aug. 21. The annual electronic property certification process allows you to confirm or update the property data (barcode, serial number, location) assigned to you in the Property Management Tracking System. Please follow the instructions in the [Property Certification Help](#) document on the Property SharePoint site for instructions on how to view your property assignments and complete your certification. You may print out the help document for guidance.

Note: You have not signed your certification unless you have been prompted to "sign with CoSign," and have followed the corresponding instructions. Please contact your property custodian or the Property Management Officer, Damien Hill, at x44292, if you notice any discrepancies with property assignments, or need assistance.

Timecard Instructions for Annual Information Security Awareness Training

If you have completed your annual Information Security Awareness Training, you should charge your time to "IT Security," which is TRS project 3340.

If you have not yet taken the training, you have until close of business on Sept. 17. All FCA and FCSIC employees and contractors must take the Information Security Awareness course through Skillsoft, FCA's new online training platform. It takes about one hour.

For instructions about how to access the training and frequently asked questions, see the [Aug. 18 FCA Today article](#).

Telework Agreement Forms Temporarily Unavailable

The new electronic telework agreement forms are temporarily offline. The Office of Management Services will notify you when they are available again.

Fit Friday Feature: Kid-Friendly Raspberry Smoothie Pops

This recipe was reprinted with permission from Health Matters at Work newsletter. Looking for a healthy treat made with fresh ingredients and free of food dyes? Try these tasty and easy smoothie pops—perfect for a hot summer day. Both kids and adults will love them!

Raspberry Smoothie Pops

Serves 4

Ingredients

1 small banana
1 cup unsweetened frozen raspberries
2 ounces non-fat Greek berry yogurt
1/2 cup skim milk

Instructions

1. Mix all ingredients together in blender until smooth.
2. Pour smoothie mixture evenly into 4 ice pop molds. Insert ice pop handle on top. Place upright and freeze until solid (about 3 hours).

Cafeteria Menu Available for Week of Aug. 24

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"In summer, the song sings itself."

—William Carlos Williams

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, August 24, 2015
Date: Monday, August 24, 2015 5:12:52 PM
Attachments: [image002.png](#)



Publication Date: August 24, 2015

Today's Headlines

- Reminder: Ergonomics Presentation by OSHA Representative Is Tomorrow, Aug. 25
- Attend a Wells Fargo Information Session on FCA 401(k) Retirement Plan This Wednesday, Aug. 26
- Contribution Calculator Available for FCA 401(k) Retirement Plan
- Reminder: Peer Awards and Relocation Service Requests Due Aug. 28

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Ergonomics Presentation by OSHA Representative Is Tomorrow, Aug. 25

Learn about office ergonomics tomorrow, Aug. 25, from 10:30 to 11:15 a.m. EDT in the Marsha Martin Training Room (1101-1102). The presentation will be videoconferenced to the small conference rooms in all field offices. If you wish to participate by audio-conference, the call-in number is **1-877-322-2830**, and the conference ID is **7034339**.

A representative from the Occupational Safety and Health Administration (OSHA) will discuss some common risk factors, how to identify problems and correct them, and how to properly set up a computer workstation.

This training is offered as part of FCA's safety and health program.

Attend a Wells Fargo Information Session on FCA 401(k) Retirement Plan This Wednesday, Aug. 26

A Wells Fargo representative will conduct an information session on FCA's 401(k) retirement plan this Wednesday, Aug. 26. The session is offered at three times:

- 10 a.m. EDT
- 1 p.m. EDT
- 3 p.m. EDT

The session will be held in the Marsha Martin Training Room and will be available by videoconference in all field offices. To participate in the session by audio conference, call 1-877-322-2830 and use conference ID 11111.

If you have not done so already, you may wish to review the [Wells Fargo 401\(k\) welcome letter](#) before you attend the session.

Also, the [slide presentation](#) that Dave Redden used at the Aug. 6 information session is now available in SharePoint.

Contribution Calculator Available for FCA 401(k) Retirement Plan

Thanks to Jeremy Del Moral and Debbie Kleinwachter, we have a [spreadsheet](#) that you can use to plan how much you want to contribute to your 401(k). The spreadsheet has three scenarios and calculates how much you should contribute to maximize your agency matching benefits.

In addition to the spreadsheet, staff familiar with the calculator will provide one-on-one guidance on how to maximize your contributions to the 401(k). If you have questions on how to use the spreadsheet, please send an email to 401K@fca.gov.

Please note that FCA and its employees are not investment advisers. They are not providing investment advice. Any investment decisions you make should be based on the information and disclosures made in the FCA 401(k) welcome package that you received from Wells Fargo, as well as any advice you receive from your personal adviser.

All of the resources regarding FCA's 401(k) benefit are available on the [401K SharePoint page](#). To navigate to this page, follow these steps:

1. Click on the **Employee Resources** tab on FCA's [SharePoint homepage](#).
 2. From the drop-down list of items under Employee Resources, select **Human Resources**.
 3. Under the Benefits column on the left, select **FCA 401K**. You will be redirected to a folder with all resources regarding the 401(k).
-

Reminder: Peer Awards and Relocation Service Requests Due Aug. 28

You have until this Friday, Aug. 28, to submit new requests for relocation services and to nominate a colleague for a peer award.

Relocation Service Requests

Most relocation costs are charged to the fiscal year in which the relocation travel order is issued even though events may occur in the subsequent year. So if you have any relocation travel orders for FY 2015 or FY 2016, submit the service requests by Aug. 28. If you have any questions, contact Jeff McGiboney at x44353.

Peer Awards

If you are a nonsupervisory employee, you are allotted \$50 per quarter to give as a peer award to a deserving colleague. If you would like to recognize a colleague for a job well done, go to the [FCA Awards database](#) and complete the form.

After the award has been approved by your supervisor, you can print the \$50 award check directly from the database and present it in person or by interoffice mail to your colleague. Keep in mind that supervisors and managers are not eligible to receive peer awards.

If you do not give out your \$50 peer award by Aug. 28, the money for the fourth quarter will be forfeited. For more detailed instructions about peer awards, see the [July 13 FCA Today article](#).

NOTE: The check cannot be cashed; the recipient receives the award through his or her regular paycheck. Therefore, these awards may only be issued to FCA permanent employees, not contractors.

If you have any questions about peer awards, contact Carmen Lopez, x44142. For technical questions about using the Peer Awards database, contact the [OMS Helpline](#). For other upcoming year-end deadlines, see the [June 17 FCA Today article](#).



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"I never attempt to make money on the stock market. I buy on the assumption that they could close the market the next day and not reopen it for five years."

—Warren Buffett

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, August 25, 2015
Date: Tuesday, August 25, 2015 5:52:04 PM
Attachments: [image002.png](#)



Publication Date: August 25, 2015

Today's Headlines

- Enroll in 401(k) Plan Beginning Aug. 28; Distribute Your Funds by Sept. 4
- Chairs to Be Repaired This Week in McLean
- One Elevator Upgrade Now Complete in McLean
- Budget Call Maintenance Scheduled for Saturday, Aug. 29

These articles are published on the [FCA Today SharePoint page](#).

Enroll in 401(k) Plan Beginning Aug. 28; Distribute Your Funds by Sept. 4

Beginning Friday, Aug. 28, you will be able to enroll in the FCA 401(k) plan for future contributions. The contributions, including the agency's automatic 1 percent, will show up in your account on the Wednesday following the next payday.

By Sept. 4 at noon in your time zone, you will need to submit your information regarding distribution of your funds into specific accounts.

All of the resources regarding FCA's 401(k) benefit are available on the [401K SharePoint page](#). To navigate to this page, follow these steps:

1. Click on the **Employee Resources** tab on FCA's [SharePoint homepage](#).
2. From the drop-down list of items under Employee Resources, select **Human Resources**.

Under the Benefits column on the left, select **FCA 401K**. You will be redirected to a folder with all resources regarding the 401(k).

Chairs to Be Repaired This Week in McLean

Aeron chair repair technicians will be on-site in McLean on Wednesday, Aug. 26, through Friday, Aug. 28, to repair desk chairs. The repairs should only take 5 to 10 minutes per chair.

If you have any questions, please contact the Building Association at x44490.

One Elevator Upgrade Now Complete in McLean

As mentioned in an [April 14 article](#) in FCA Today, the 30-year-old elevators in McLean are being renovated. While the work has taken a little longer than anticipated, renovation is now complete on one elevator—the one on the left when you're facing the back of the building.

The renovated elevator now boasts a new motor and controller. To use this elevator, be sure to push the control button on the wall near that elevator.

We will send out the renovation schedule for the two other elevators in the near future. Please contact the FCS Building Association, x44490, if you have any questions.

Budget Call Maintenance Scheduled for Saturday, Aug. 29

The Office of Management Services will perform Budget Call maintenance on Saturday, Aug. 29, from 7 a.m. to noon EDT. The Budget Call system will be intermittently unavailable during this period.

Please call the OMS Helpline at 703-883-4333 or 877-322-4503 if you have questions.



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"The three great elemental sounds in nature are the sound of rain, the sound of wind in a primeval wood, and the sound of outer ocean on a beach."

—Henry Beston

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, August 26, 2015
Date: Wednesday, August 26, 2015 5:41:21 PM
Attachments: [image002.png](#)



Publication Date: August 26, 2015

Today's Headlines

- Quick Tips and Q&A Session on Concur Travel System Set for Sept. 2
- Reminder: Second 2015 Life Cycle Account Open Season Ends Monday, Aug. 31

These articles are published on the [FCA Today SharePoint page](#).

Quick Tips and Q&A Session on Concur Travel System Set for Sept. 2

The Bureau of the Fiscal Service will host a Quick Tips training session on the Concur Travel System on Wednesday, Sept. 2, from 2:30 to 4 p.m. EDT. The session will take place in the Marsha Martin Training Center in McLean and will be videoconferenced to the field offices.

The demonstration will include tips on addressing common issues encountered by users. There will also be a question and answer session at the end of the demonstration to address any other areas of concern.

No preregistration is required. All employees are encouraged to attend.

Reminder: Second 2015 Life Cycle Account Open Season Ends Monday, Aug. 31

If you would like to participate in FCA's Life Cycle Account, you have until Monday, Aug. 31, to sign up. The Life Cycle Account provides employees with up to \$400 for goods or services that help them balance work and life issues.

Who Can File. During the Flexible Spending Account open season last November, you had the option of forgoing the Life Cycle benefit for an increased agency contribution to your Flexible Spending Accounts. If you did not roll the \$400 Life Cycle benefit into your Flexible Spending Accounts, you may file a Life Cycle claim. If you opted to forgo the benefit in exchange for the flexible spending increase, you cannot file a Life Cycle claim.

What's Covered. The Life Cycle Account can reimburse you for many types of expenses, including adoption, child care, elder care, fitness and recreation, and insurance premiums. Examples of eligible expenses include flexible spending account deposits, memberships to clubs or sports facilities, and equipment and apparel related to exercise or sports activities. For more information, see the [FCA Life Cycle Account PPM \(850\)](#) in SharePoint or contact [AskHR](#).

How to File. To submit a claim, follow these steps:

1. Go to [FCA Life Cycle Account](#). A Windows Internet Explorer dialog box will open.
2. Click on **Open** and read the text.
3. Click **Sign and Submit**. A pop-up window will appear.
4. Click **Send**. To confirm that the message went through, you can look in your sent mail folder in Outlook.

Because you must certify that you have incurred an eligible expense, you are not

required to submit receipts.

Payments for claims will be made soon after the close of open season on Aug. 31. You can expect to receive the funds in your bank account by mid-September. Taxes will be deducted from the payment. You may submit only one claim each fiscal year. Employees who filed a claim during the March 2015 open enrollment are not eligible to submit a claim during the August open enrollment.

The Life Cycle Account fulfills part of FCA's policy to provide an environment that helps employees balance family and work. FCA makes every effort to honor and support the needs of its employees.



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"If a man empties his purse into his head, no man can take it away from him. An investment in knowledge always pays the best interest."

—Benjamin Franklin

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, August 27, 2015
Date: Thursday, August 27, 2015 6:11:38 PM
Attachments: [image002.png](#)



Publication Date: August 27, 2015

Today's Headlines

- Paul Gibbs Selected as Associate Director and Team Leader for ORP's Operations Management and Accounting Team
- Outlook Email Experiences Problems Today, Aug. 27
- No FCA News Clips Next Week
- Got an Idea for the 2015? CFCNCA Kickoff Send It In!

These articles are published on the [FCA Today SharePoint page](#).

Paul Gibbs Selected as Associate Director and Team Leader for ORP's Operations Management and Accounting Team

Gary Van Meter, Director of the Office of Regulatory Policy (ORP), announced the selection of Paul Gibbs as Associate Director and Team Leader for the Operations Management and Accounting Team in ORP. Paul will begin his duties as Team Leader on Sept. 6.

Paul is a licensed certified public accountant in both Virginia and the District of Columbia, as well as a Chartered Global Management Accountant. He also is a member of the American Institute of Certified Public Accountants.

Paul came to FCA in 2009 as a senior accountant. Not only has he handled merger, management and accounting issues, but he has also led, or assisted on, many regulation projects, including lending and leasing and risk management, flood insurance, investment management, investments in unincorporated business entities, computation of regulatory capital ratios, and territorial concurrence.

Before joining FCA, Paul worked as a senior manager in KPMG LLP's Washington National Tax Office, where he specialized in tax accounting issues for financial institutions and other large corporate clients. Prior to that, Paul worked as the Technical Advisor to the Deputy Assistant Chief Counsel for the Internal Revenue Service, Office of Chief Counsel (Income Tax & Accounting), where he also specialized in tax accounting issues.

Before working for the IRS, Paul had the privilege to work as a Legislative Assistant for Sen. Orrin Hatch of Utah, for whom he handled tax and business legislation.

Paul graduated magna cum laude from Michigan State University with a bachelor's degree in accounting.

Outlook Email Experiences Problems Today, Aug. 27

We are experiencing issues using Outlook email. OMS is working to fix the problem. Until the service is restored, please use Web mail.

Note: You may receive a security alert. If so, select "Continue for this time only."

When on the FCA network in the office or over the VPN, type or copy <https://10.100.1.25> in Internet Explorer.

- When not on the network or on the VPN, type or copy webmail.fca.gov in Internet Explorer.

You will be prompted for your username and password (VPN information).
Please call the Helpline, x44333, if you have questions.

No FCA News Clips Next Week

The Office of Congressional and Public Affairs will not publish the FCA News Clips next week, Aug. 31 to Sept. 4. We will resume publication of the clips after the Labor Day holiday on Tuesday, Sept. 8.

Got an Idea for the 2015? CFCNCA Kickoff Send It In!

The leadership team for the FCA/FCSIC 2015 Combined Federal Campaign of the National Capital Area needs your help. The campaign season opens on Sept. 1, and the team has begun brainstorming for kickoff ideas. If you have a fun idea for the kickoff or for a future CFC event, don't be shy—send it in!

Every year at the CFCNCA kickoff, the leadership team sponsors a brief program to entertain, inspire and educate staff about the good work that CFC charities do. You never know what you're going to see at a kickoff. One year, the characters of the Wizard of Oz showed up. Another year, the loveable Mr. Rogers paid a visit to the FCA neighborhood. And last year a fairy godmother in combat boots and a pink tutu helped us kick off our campaign.

Put your creative thinking cap on, and let us know what you can come up with for 2015. Send in your ideas to Darius Hale at haled@fca.gov by close of business Tuesday, Sept. 8.



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"Women, like men, should try to do the impossible. And when they fail, their failure should be a challenge to others."

—Amelia Earhart

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, September 2, 2015
Date: Wednesday, September 02, 2015 5:52:37 PM
Attachments: [image002.png](#)



Publication Date: September 2, 2015

Today's Headlines

- Jeremy Edelstein Seeks Ways to Retain FCA's Millennial Employees
- Email Server Maintenance Scheduled Tonight, Sept. 2
- Telework Agreement Forms Are Available Again

These articles are published on the [FCA Today SharePoint page](#).

Jeremy Edelstein Seeks Ways to Retain FCA's Millennial Employees

If you receive an email next week inviting you to complete a couple of surveys on how to retain FCA's millennial employees, don't worry—it's not a phishing scam. Jeremy Edelstein, a financial analyst in the Office of Regulatory Policy, is writing a graduate thesis on this topic and plans to invite FCA's nonsupervisory employees to complete a couple of surveys he has designed.

The first survey concerns the general workplace environment, and the second concerns FCA's culture. Each survey consists of 10 questions and should not take more than 10 minutes to complete. Responses to the survey are anonymous and confidential.

The objective of Jeremy's paper is to develop recommendations for retaining the agency's millennial employees and improving the work environment. For the purposes of this study, millennial employees are defined as those who are 34 years old and younger. Jeremy will provide the overall results of his surveys to FCA's training officer, Mike Beckmann, so that FCA can review the recommendations and possibly implement changes that would help the agency retain its millennial employees.

Jeremy is a student at the University of Pennsylvania's Stonier Graduate School of Banking. He is happy to answer any questions about his project. Feel free to contact Jeremy by email at edelsteinj@fca.gov or by phone at x44497.

Email Server Maintenance Scheduled Tonight, Sept. 2

The Office of Management Services will perform scheduled maintenance on the agency's email servers tonight, Wednesday, Sept. 2, between 8 and 9 p.m. EDT. During this time, agency email services will not be available.

Telework Agreement Forms Are Available Again

The telework agreement forms are available now. Please complete a telework agreement form and a work schedule form by Sept. 30. For more information, go to the [Aug. 20 FCA Today article](#).

If you have any questions regarding FCA's telework program, please send them to [Ask HR](#).



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"Being deeply loved by someone gives you strength, while loving someone deeply gives you courage."

—Lao Tzu

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, September 8, 2015
Date: Tuesday, September 08, 2015 4:17:10 PM
Attachments: [image002.png](#)



Publication Date: September 8, 2015

Today's Headlines

- 2016 City Pair Airline Fares Are Available
- Cafeteria Menu Available for Week of Sept. 7

These articles are published on the [FCA Today SharePoint page](#).

2016 City Pair Airline Fares Are Available

The government 2016 City Pair airline fares are now available in the travel system to make reservations. Airlines made the new 2016 fares available to government employees effective Sept. 3.

You may search for 2016 fares to destinations on the FCA Employee Resources [Travel SharePoint site](#).

Cafeteria Menu Available for Week of Sept. 7

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



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"Education is what remains after one has forgotten what one has learned in school."

—Albert Einstein

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, September 10, 2015
Date: Thursday, September 10, 2015 4:47:54 PM
Attachments: [image002.png](#)



Publication Date: September 10, 2015

Today's Headlines

- August 2015 Life Cycle Payments to Be Processed in Pay Period 18
- Reminder: Submit FY 2015 Training Authorizations and Reimbursement Claims by Tomorrow, Sept. 11
- Reminder: Complete Telework and Work Schedule Forms by Sept. 30
- SQL Server Maintenance Scheduled for Saturday, Sept. 12
- OMS to Host Two Webinars in September; Focus Will Be on Elder Care and Dependent Children
- Meet Six of FCA's Female Examiners: Profiles Added to FCA Website

These articles are published on the [FCA Today SharePoint page](#).

August 2015 Life Cycle Payments to Be Processed in Pay Period 18

The Human Resources and Training Team in the Office of Management Services will process Life Cycle payments this pay period (pay period 18). If you signed up for the Life Cycle Program during the August 2015 open season, you will see this payment direct-deposited into your bank account between Sept. 9 and 18.

If you have any questions regarding the Life Cycle Program or your application, please contact Human Resources at x44135 or send an email to [AskHR](#).

Reminder: Submit FY 2015 Training Authorizations and Reimbursement Claims by Tomorrow, Sept. 11

Approved [FY 2015 training authorizations](#) that are not paid by credit card should be submitted to OMS for obligation of funds by tomorrow, Sept. 11. Training costs are generally charged to the year in which the training begins; however, training that begins in FY 2016 may be charged to FY 2015 if

- it is a bona fide FY 2015 need,
- class scheduling is beyond the agency's control, or
- the time between the request for training and the beginning of the training session is not excessive.

Training that is given in segments is charged to the year in which each segment begins.

In addition, any claim for loss of, or damage to, personal property claims must be approved by the appropriate officials and submitted to OMS by tomorrow, Sept. 11. For other upcoming year-end deadlines, see the [June 17 FCA Today article](#).

Reminder: Complete Telework and Work Schedule Forms by Sept. 30

The Office of Management Services recently introduced the electronic telework and the FCA work schedule request forms.

By Sept. 30, please take a few moments to complete the two new forms.

- To complete the telework agreement, go to the [Telework Agreement SharePoint site](#), click **new document**, complete the form, and click **submit** in the ribbon at the top left of the screen.
- To complete the work schedule form, go to the [Work Schedule SharePoint site](#), click **new document**, complete the form, and click **submit** in the ribbon at the top left of the screen.

The telework start date is Sept. 20, 2015, and the end date is Sept. 30, 2016.

Also, if you telework both on a regular and an episodic basis, please indicate regular. If you only telework episodically, please check that box.

If you have any questions regarding FCA's telework program, please send your questions to [Ask HR](#).

SQL Server Maintenance Scheduled for Saturday, Sept. 12

The Office of Management Services will perform SQL server maintenance on Saturday, Sept. 12, between 7 and 10 a.m. EDT. Internal applications, such as TRS, EDGe, BudgetCall, IRMCall, and the Personnel Retrieval System, as well as ad-hoc queries of these databases, will be intermittently unavailable during this period.

Please call the OMS Helpline at 703-883-4333 or 877-322-4503 if you have questions.

OMS to Host Two Webinars in September; Focus Will Be on Elder Care and Dependent Children

In September, TSP Advisory will host two webinars for FCA: "Elder Care" and "Dependent Children." The presenter, Howard Perloth, ChFEBC (Chartered Federal Employee Benefits Consultant) will lead these webinars and be available for any questions.

Please see details below on topics covered and details for attending the webinars.

Date	Time	Topic	How to Attend	Location
Wednesday, Sept. 16	2–3 p.m. EDT	Elder Care: <ul style="list-style-type: none"> • Power of attorney • Living wills • Probate • Medicare/Medicaid 	Via Video: Refer to room location and dial in to the video using the conference ID below. Helpline will push content. Via Audio: 1-877-322-2830 Conference ID: 7034339	Bloomington, Dallas, Denver, Sacramento: small conference rooms McLean: Marsha Martin Training Room
Wednesday, Sept. 23	2–3 p.m. EDT	Dependent Children: <ul style="list-style-type: none"> • Saving for college • Financial aid • Boomerangers 	Via Video: Refer to room location and dial in to the video using the conference ID below. Helpline will push content. Via Audio: 1-877-322-2830	Bloomington: large conference room Dallas, Dallas, Sacramento: small conference rooms McLean: Marsha Martin Training Room

TSP Advisory is a subsidiary of Gartenhaus Financial, an independent financial adviser. Please contact Cassandra Matos if you have any questions (matosc@fca.gov).

Meet Six of FCA's Female Examiners: Profiles Added to FCA Website

As part of its recruitment efforts for new examiners, the Office of Examination worked with the Office of Congressional and Public Affairs (OCPA) over several months to update the [Meet Our Employees](#) page on the FCA website. By visiting the page, prospective employees can learn directly from examiners and former examiners what it is like to work at FCA. The addition of interviews with six female employees creates a balanced representation of examiners by gender and by field office, following the departure of Sarah Kreger, Jennifer Thompson, Brianna Tomlinson and Kelli Jo Woodson, who were previously profiled on the website.

The new profiles include the following:

- [Deanna Block](#), OE-Sacramento
- [Robin Boston](#), OE-Denver
- [Gina Chmielewski](#), OE-Sacramento
- [Michelle McCann](#), OE-McLean
- [Tuyen Pham](#), OE-Dallas
- [Ashley Waldron](#), OE-Dallas

The Web page also includes the following employees, who were profiled in previous years:

- [Michael Anderson](#), OE-Denver
- [Patrick Fairchild](#), OE-Bloomington
- [Lun Nguyen](#), OE-Bloomington
- [Jarvis Tillman](#), OE-McLean
- [Craig Wondra](#), OE-Bloomington

When the Web page was last updated in the fall of 2013, OCPA received the following feedback from the president and CEO of a Farm Credit System institution:

WOW! Thank you for providing the "Meet Our Employees" page.... It is inspirational to read the personal stories of these staff members. We get to know the examiners that are assigned to our examinations, but there are so many more staff that we never get to interact with. These stories are priceless and give us insight into the quality/professional staff at FCA. Thank you.

Thank you to these employees for sharing their experiences at FCA with us and future FCA staff.



About FCA Today

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"In life, as in football, you won't go far unless you know where the goalposts are."

—Arnold H. Glasow

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, September 11, 2015
Date: Friday, September 11, 2015 4:21:59 PM
Attachments: [image002.png](#)



Publication Date: September 11, 2015

Today's Headlines

- Burke Family Welcomes Baby Boy
- Remember to Set Your Four-Digit Personal Identification Number for New Citi Chip and PIN Cards
- FCA 9/11 Memorial Tree Growing Strong in McLean
- Cafeteria Menu Available for Week of Sept. 14

These articles are published on the [FCA Today SharePoint page](#).

Burke Family Welcomes Baby Boy

By Duane Shafer, OE-Denver

EDITOR'S NOTE: To view photos of baby Brigham, read the [article](#) on the FCA Today SharePoint page.

Congratulations to Denver field office examiner Cindi Burke and her husband, Dan, on the birth of their first child, Brigham Monroe Burke. Brigham was born Sept. 3; weighed in at 6 pounds, 9 ounces; and was 19.5 inches tall. Cindi reports that everyone is happy and healthy.

Remember to Set Your Four-Digit Personal Identification Number for New Citi Chip and PIN Cards

After activating your new Citi Chip and PIN cards, remember to establish your four-digit personal identification number (PIN). If you fail to do so, your card will be declined at Chip and PIN-enabled terminals.

To set up your PIN and prevent service disruptions, call Citi at the number on the back of your card and select option 2.

FCA 9/11 Memorial Tree Growing Strong in McLean

EDITOR'S NOTE: To view photos of the FCA 9/11 memorial tree from 2002 and 2015, read the [article](#) on the FCA Today SharePoint page.

On Sept. 11, 2002, Chairman Michael Reyna and Board members Ann Jorgensen and Doug Flory led a ceremonial planting of a dogwood tree near the entrance to the Farm Credit Building to commemorate the tragic events of 9-11. As part of the ceremony, the flag was lowered to half-mast and participants observed a moment of silence. Saxophonist C.J. Phelps played the National Anthem.

A memorial plaque was later installed inscribed with the following message:

On behalf of the employees in this building, we plant this tree today in remembrance of those innocent people who lost their lives on September 11, 2001, and as a symbol of hope that future generations may come to know peace through justice.

Read former FCA Chief Economist John Moore's recollection of being in the World Trade Center in New York City on Sept. 11, 2001, in the [Sept. 9, 2011, FCA Today article](#).

For a year after Sept. 11, 2001, the Library of Congress collected artifacts of, and responses to, the events of 9/11. See an online exhibition of many of those reminders of the depth of that tragedy and the strength, resilience and hope of the American people in the Library of Congress's [Witness & Response: Remembering September 11](#) exhibit and in [The September 11 Digital Archive](#), sponsored by the Library and several organizations.

Cafeteria Menu Available for Week of Sept. 14

The McLean cafeteria's weekly menu is now [available](#). Bon appétit.



About FCA Today

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"The attacks of September 11th were intended to break our spirit. Instead, we have emerged stronger and more unified. We feel renewed devotion to the principles of political, economic, and religious freedom, the rule of law and respect for human life. We are more determined than ever to live our lives in freedom."

—Rudolph Giuliani

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, September 14, 2015
Date: Monday, September 14, 2015 5:48:43 PM
Attachments: [image002.png](#)



Publication Date: September 14, 2015

Today's Headlines

- Condolences
- Fire Alarm Test in McLean at 6:15 Tonight
- Office of Inspector General Reminder: Whistleblower Protections
- Reminder: Complete Annual Training on Information Security by Thursday, Sept. 17
- Sept. 16 Webinar on Elder Care Postponed; Sept. 23 Webinar on Dependent Children Still On
- "Fall" Into Leadership Webinar Series With Skillsoft Beginning Sept. 16
- Verizon Offers Discounts for FCA Employees

These articles are published on the [FCA Today SharePoint page](#).

Condolences

It is with sadness that we notify you of the passing of former FCA Board Chairman and CEO Billy Ross Brown, on Sept. 12, at age 81, in Oxford, Mississippi. Billy Ross was on the First South Farm Credit Board for many years, also serving as Chairman of the Board.

In 1990, he was appointed to the FCA Board by President Clinton where he later served as Chairman and CEO. Billy Ross also served as the first chairman of the Farm Credit System Insurance Corporation, making him the first Board member to serve in both capacities.

He was a faithful friend of Mississippi agriculture and First South Farm Credit. For those reasons and in recognition of his dedicated service, the First South Farm Credit office building in Oxford bears the name, Billy Ross Brown Building. View a [photo gallery](#) of the 2012 dedication of the building on the Oxford Eagle website.

Visitation will be held from noon until 2 p.m. tomorrow, Tuesday, Sept. 15, in the Parish Hall at St. Peter's Episcopal Church in Oxford, Mississippi. A private family memorial service will be held prior to visitation.

Read his [obituary](#) and leave online condolences on the Coleman Funeral Home website.

Memorial contributions may be made to the Wounded Warrior Project, P.O. Box 758517, Topeka, KS 66675 or on the [Wounded Warrior Project website](#).

Condolences may be sent to his wife, Lynn Brown, at the following address:

386 Highway 7 South
Oxford, MS 38655

Fire Alarm Test in McLean at 6:15 Tonight

The fire alarms will be tested briefly at 6:15 p.m. in McLean. Alarms will sound and strobes will flash for approximately 5 to 10 minutes. These are only tests. You don't have to leave the building unless you are averse to loud noise.

If you have any questions, please contact the Building Association at x44490.

Office of Inspector General Reminder: Whistleblower Protections

On Sept. 2, the Washington Post published an [article](#) discussing a federal employee who took seven government IT devices home, including laptops and iPads, and "allowed her kids to download pornography and 'racially offensive materials.'"

The Commerce Department Office of Inspector General reported that the employee was involved in other misconduct, including time and attendance fraud and reimbursement for travel expenses "associated with her own personal, non-official travel plans."

There was also a troubling finding that the employee attempted to retaliate against an employee who cooperated with the Inspector General's office in its investigation of the employee's wrongdoing.

For more information, read the [U.S. Department of Commerce August 2015 Investigative Report](#).

As a reminder, FCA employees are protected against negative employment actions taken in retaliation for making protected disclosures and cooperating with an OIG investigation.

There is extensive information on protections for whistleblowers on the [Office of Inspector General website](#).

To report fraud, waste, or abuse contact the OIG hotline at 703-883-4316 or fca-ig-hotline@rcn.com.

Reminder: Complete Annual Training on Information Security by Thursday, Sept. 17

By close of business this Thursday, Sept. 17, all FCA and FCSIC employees and contractors must take the Information Security Awareness course through Skillsoft, FCA's new online training platform. The training takes about one hour.

Follow these steps to log in to FCA's Skillport site to complete this training:

1. Go to the [Skillport login screen](#).
2. Type in your username and password. If you have not signed in to FCA's Skillport site yet, please refer to the [July 23 FCA Today article](#).
3. Click **View Learning Plan** from the horizontal menu at the top.
4. A new page will open. You will see the required **Information Security Awareness** course at the top of the page. Click **Launch** to take the course.
5. Make sure your screen's zoom setting is at 100 percent. If it is higher than 100 percent, you may miss some of the course features at the bottom of the screen.

After you complete the training, you should charge your time to "IT Security," which is TRS project code 3340.

For more information, read the [Aug. 17 FCA Today article](#).

Sept. 16 Webinar on Elder Care Postponed; Sept. 23 Webinar on Dependent Children Still On

Because of the Office of Examination conference this week, the training scheduled this Wednesday, Sept. 16, on "Elder Care" by TSP Advisory has been postponed. It will be rescheduled at a later date.

The webinar on "Dependent Children," scheduled for Wednesday, Sept. 23, will take place.

For more information, see the [Sept. 10 FCA Today article](#).

"Fall" Into Leadership Webinar Series With Skillsoft Beginning Sept. 16

The Office of Management Services is pleased to announce three upcoming leadership webinars hosted by Skillsoft. These events are open to all FCA and FCSIC employees. You can access them from any location and computer as long as you are logged in to Skillport, the Skillsoft portal.

If you are unable to catch the live events, Skillsoft maintains recorded archives of all webinar presentations. Read below for short descriptions of the established presenters and mark your calendars for one or all of the events. These are not to be missed!

Date	Time	Topic Description	How to Attend
Wednesday, Sept. 16	9–10:30 a.m. EDT and Noon–1:30 p.m. EDT	Onlyness: Make Your Ideas Powerful Enough to Dent the World Nilofer Merchant will share real-life inspiring stories of seemingly powerless people making a dent and a difference. Be inspired by them. Learn from them. And, maybe even become one just like them.	Log in: https://fca.skillport.com/skillportfe/main.action?path=summary/LE/88744
Presenter Bio: Nilofer Merchant, author and speaker based in Silicon Valley, California, has personally launched more than 100 products netting \$18 billion in sales. CNBC has called Nilofer a visionary. Her ideas are shaping the future of many organizations. Thinkers 50 short listed her in 2013 as a "Future Thinker" one should pay attention to...and she was named the number one person most likely to influence the future of management. (Source: http://nilofermerchant.com/dossier/)			
		How to Build a Following Around Your Ideas To advance your business or your cause, you have to	

Thursday, Oct. 22	Noon–1:30 p.m. EDT	inspire others to listen and take action. In this talk, Dorie Clark explains how to break through the noise and communicate in a way that makes others take notice.	Log in: https://fca.skillport.com/skillportfe/main.action?path=summary/LE/90524
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Presenter Bio: Dorie Clark is a marketing strategy consultant, professional speaker, and frequent contributor to the Harvard Business Review, TIME, Entrepreneur and the World Economic Forum blog. Recognized as a "branding expert" by the Associated Press, Fortune and Inc. magazine, she is the author of "Reinventing You: Define Your Brand, Imagine Your Future" and "Stand Out: How to Find Your Breakthrough Idea and Build a Following Around It."
(Source: www.dorieclark.com)

Wednesday, Dec. 2	Noon–1:30 p.m EST	Emotional Intelligence 2.0: Taking Your Game to the Next Level Each of us is looking for new and powerful ways to manage, adapt and strike out ahead of the pack. In this session, Travis Bradberry will enable you to capitalize on your emotional intelligence—a skill set that's responsible for 58 percent of your job performance.	Log in: https://fca.skillport.com/skillportfe/main.action?path=summary/LE/83512
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Presenter Bio: Dr. Travis Bradberry is the award-winning coauthor of the number one bestselling book, Emotional Intelligence 2.0, and the cofounder of TalentSmart—a consultancy that serves more than 75 percent of Fortune 500 companies and is the world's leading provider of emotional intelligence tests and training. His bestselling books have been translated into 25 languages and are available in more than 150 countries. Dr. Bradberry has written for, or been covered by, Newsweek, BusinessWeek, Fortune, Forbes, Fast Company, Inc., USA Today, The Wall Street Journal, The Washington Post and The Harvard Business Review.
(Source: www.amazon.com)

If you have any questions, see [Frequently Asked Skillsoft Questions](#), or contact any of the following members of FCA's Learning Office:

- [Michael Beckmann](#)
- [Miranda Johnson](#)

- [Cassandra Matos](#)

Verizon Offers Discounts for FCA Employees

FCA was recently added to the list of federal agencies that qualify for employee discounts through Verizon. The Verizon Connections program is an exclusive program for employees, providing monthly discounts on FiOS and high-speed Internet service bundles for the home.

Ordering new service bundles through the Verizon Connections website provides the following:

- Exclusive employee discount of up to \$10 per month.
- Additional online order discount.
- Access to current promotions for new customers.

Offer is online only. Orders placed by phone do not qualify for the above offer.

Signing Up Is Easy

1. Visit verizon.com/connections and enter your corporate email address or select "I don't have a work email address" and follow prompts to verify employment.
2. You will receive an email with a shopping link from Verizon Connections.
3. Click on the embedded link in the email. Then follow the prompts to start saving.

For discount-related questions, contact michelle.flowers@verizon.com (FiOS and DSL only, not wireless).

Existing customers may be eligible for monthly discounts of up to \$10 per month on qualifying bundles. Visit verizon.com/connections to see if your bundle qualifies.



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*"We know that in September, we will wander through the warm winds of summer's wreckage.
We will welcome summer's ghost."*

—Henry Rollins

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, September 15, 2015
Date: Tuesday, September 15, 2015 3:32:52 PM
Attachments: [image002.png](#)



Publication Date: September 15, 2015

Today's Headlines

- Employees Commuting Through D.C. or Maryland May Use Workplace Flexibility Options During Papal Visit
- HOLA-FCA Invites You to Celebrate Hispanic Heritage Month

These articles are published on the [FCA Today SharePoint page](#).

Employees Commuting Through D.C. or Maryland May Use Workplace Flexibility Options During Papal Visit

With the advance approval of your supervisor, if you live in D.C. or commute through Maryland or D.C., you may telework from Tuesday, Sept. 22, through Thursday, Sept. 24, when Pope Francis is scheduled to be in Washington, D.C.

Because of the pope's visit and the expected traffic congestion, the Office of Personnel Management is encouraging federal agencies in the Washington, D.C., metro area to permit employees to use their workplace flexibility options. The goals are to reduce traffic congestion and make it easier for law enforcement to provide security during the visit. To keep the government operating, OPM strongly encourages agencies to permit employees to telework.

Please keep in mind that employees who are permitted to telework must have an approved telework agreement in place. To complete the agreement, go to the [Telework Agreement SharePoint site](#), click **new document**, complete the form, and click **submit** in the ribbon at the top left of the screen. (Note: All employees must complete a telework agreement form by Sept. 30. For more information, go to the [Aug. 20 FCA Today article](#).)

Also, with your supervisor's approval, you also may request to use your day off if you have an alternative work schedule. You may also request to take annual leave, leave without pay, or previously earned compensatory time off or earned credit hours.

If you do plan to come to the office during the papal visit and you are commuting through D.C. or Maryland, please allow extra time for the trip to and from work. Whether you travel by car or public transportation, you should expect significant travel delays and disruptions.

For more information about the papal visit, see [Pope Francis Visit 2015](#).

HOLA-FCA Invites You to Celebrate Hispanic Heritage Month

By Ily Soares, Chair, HOLA-FCA

Today we officially kick off Hispanic Heritage Month, which runs from Sept. 15 to Oct. 15. Sept. 15 is significant because it is the anniversary of independence for Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. Mexico and Chile celebrate their

independence days on Sept. 16 and Sept. 18, respectively. Columbus Day, or Dia de la Raza, which is on Oct. 12, also falls within this 30-day period of observance. The theme for this year's Hispanic Heritage Month is "Honoring Our Heritage. Building Our Future."

The Hispanic Organization for Leadership and Advancement at FCA (HOLA-FCA, or HOLA) welcomes you to celebrate Hispanic Heritage Month with us. We have several events planned for the month as outlined below:

Date(s)	Event	Location/Time
Week of Sept. 21	Cafeteria menu to include Hispanic-themed foods all week.	McLean cafeteria (Note: Field offices have plans for a day of Hispanic food, either through a special cafeteria menu or a potluck lunch.)
Thursday, Sept. 24	Special Edition Zumba class with instructor Jose Ithier. Come dance salsa, merengue, bachata, and more!	McLean; noon EDT
Thursday, Oct. 8	Sabor Latino (Latin flavor). Try out samples of Hispanic foods and treats and meet members of HOLA.	McLean cafeteria; 2:30 p.m. EDT
Wednesday, Oct. 14	Presentation.	Marsha Martin Training Room in McLean, large conference rooms in the field offices; 11 a.m. EDT



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"Any time you have an opportunity to make a difference in this world and you don't, then you are wasting your time on Earth."

—Roberto Clemente

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, September 17, 2015
Date: Thursday, September 17, 2015 5:20:50 PM
Attachments: [image002.png](#)



Publication Date: September 17, 2015

Today's Headlines

- Information Security Awareness Training Due by COB Today, Sept. 17
- Happy 2015 U.S. Constitution Day and Citizenship Day

These articles are published on the [FCA Today SharePoint page](#).

Information Security Awareness Training Due by COB Today, Sept. 17

By close of business today, Sept. 17, all FCA and FCSIC employees and contractors must take the Information Security Awareness course through Skillsoft, FCA's new online training platform. The training takes about one hour.

Follow these steps to log in to FCA's Skillport site to complete this training:

1. Go to the [Skillport login screen](#).
2. Type in your username and password. If you have not signed in to FCA's Skillport site yet, please refer to the [July 23 FCA Today article](#).
3. Click **View Learning Plan** from the horizontal menu at the top.
4. A new page will open. You will see the required **Information Security Awareness** course at the top of the page. Click **Launch** to take the course.
5. Make sure your screen's zoom setting is at 100 percent. If it is higher than 100 percent, you may miss some of the course features at the bottom of the screen.

After you complete the training, you should charge your time to "IT Security," which is TRS project code 3340.

For more information, read the [Aug. 17 FCA Today article](#).

Happy 2015 U.S. Constitution Day and Citizenship Day

Today is the anniversary of the signing of the U.S. Constitution on Sept. 17, 1787, at the Constitutional Convention in Philadelphia.

On Feb. 29, 1952, Congress designated Sept. 17 as "Constitution Day," and by joint resolution of Aug. 2, 1956, requested that the President proclaim the week beginning Sept. 17 and ending Sept. 23 of each year as "Constitution Week." In 2004, Congress changed the designation of this day to "Constitution Day and Citizenship Day." Read President Obama's [2015 proclamation](#) of Constitution Day, Citizenship Day and Constitution Week. To learn more about the U.S. Constitution, including its amendments and background on the 39 "founding fathers" who drafted and signed this historical document, visit the [Constitution Day website](#).

Other resources and events related to Constitution and Citizenship Day are listed on the following two websites of the Library of Congress:

- [Law Library](#)
- [THOMAS](#)

If you work in the McLean office, you may want to drive to Orange, Virginia, for the Montpelier mansion's [2015 Constitution Day Celebration](#) this Saturday, Sept. 19, featuring mansion tours, live music, children's games and the fourth annual Taste of Freedom Wine Festival. Montpelier was the home of James Madison, principal author of the U.S. Constitution and fourth president of the United States.

The Office of Management Services is also offering a one-hour optional course on the U.S. Constitution through Skillssoft.

Follow these steps to log in to FCA's Skillport site to complete this training:

1. Go to the [Skillport login screen](#).
 2. Type in your username and password. If you have not signed in to FCA's Skillport site yet, please follow the instructions in the [July 23 FCA Today article](#).
 3. Enter U.S. Constitution in the Search box in top right corner. It will appear as the first result under "Courses."
-



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"We the people are the rightful masters of both Congress and the courts, not to overthrow the Constitution but to overthrow the men who pervert the Constitution."

—Abraham Lincoln

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, September 18, 2015
Date: Friday, September 18, 2015 4:24:32 PM
Attachments: [image002.png](#)



Publication Date: September 18, 2015

Today's Headlines

- Retirement Reception for Irma Blankenship Is Tuesday, Sept. 22
- Reminder: Excessive Data Consumption Notifications to Be Sent to Agency iPhone and iPad Users
- Reminder: Deadlines to Submit FY 2015 Funds Collected and Reimbursement Claims Are Next Week
- Fit Friday Feature: Exercise Tip—How Exercise Reduces Cancer Risk

These articles are published on the [FCA Today SharePoint page](#).

Retirement Reception for Irma Blankenship Is Tuesday, Sept. 22

After 48 years of federal service, Irma Blankenship, Office of Management Services, has decided to retire on Oct. 2.

Irma began her federal career in 1967 with the Naval Ordnance Station in Maryland. In 1985, she came to FCA as an administrative assistant in the Office of Policy Analysis—now the Office of Regulatory Policy.

A few years later, she moved to the Information Resources Division and later to the Human Resources Division. Currently, she serves as a client services specialist on the OMS Administrative Operations Team.

Please join your colleagues at 2:30 p.m. ET on Tuesday, Sept. 22, for a retirement reception for Irma in the Marsha Martin Training Room.

Reminder: Excessive Data Consumption Notifications to Be Sent to Agency iPhone and iPad Users

As noted in an [Aug. 19 FCA Today article](#), shortly after the end of the monthly billing cycle, FCA will send emails to employees and their supervisors if they have used more than 5 GBs of data. These email notifications will be sent from data_usage@fca.gov when the Verizon billing report is available.

The email is a reminder that usage over 5GBs may affect service, and adjustments in usage may need to be considered. There is no need to respond to the email. It is simply intended to keep everyone informed of the possibility of throttling. Throttling reduces the network speed at which a device can send or receive data.

Reminder: Deadlines to Submit FY 2015 Funds Collected and Reimbursement Claims Are Next Week

Please forward funds collected or monies owed FCA to the Office of Management Services Finance Team by Monday, Sept. 21. The Office of Management Services will forward all monies received to the Bureau of the Fiscal Service for deposit.

Claims for Reimbursement of Expenditures on Official Business (local vouchers) must be submitted for payment via [Concur Government Edition](#). All claim submissions should be completed and approved in Concur Government Edition no later than Friday, Sept. 25.

Fit Friday Feature: Exercise Tip—How Exercise Reduces Cancer Risk

This article was reprinted with permission from Health Matters at Work newsletter.

Physical activity and exercise are critical factors for both fighting cancer and preventing recurrence. Physical activity is shown to improve your physical and emotional health. It can also be important for managing your weight, maintaining muscle and bone strength, and helping with potential side effects of cancer treatment.

Physical activity simply means movement of the body that uses energy. Walking, gardening, climbing the stairs, playing soccer or dancing the night away are all good examples of being active. For health benefits, physical activity should be moderate or vigorous intensity that makes you breathe harder and your heart beat faster.

Moderate physical activities include:

- Walking briskly (about 3 ½ miles per hour)
- Bicycling (less than 10 miles per hour)
- General gardening (raking, trimming shrubs)
- Dancing
- Golf (walking and carrying clubs)
- Tennis (doubles)

Vigorous physical activities include:

- Running/jogging (5 miles per hour)
- Walking very fast (4 ½ miles per hour)
- Bicycling (more than 10 miles per hour)
- Swimming (freestyle laps)
- Basketball (competitive)
- Tennis (singles)

If you do have cancer and are going through treatment, exercise can help to:

- Reduce anxiety and fatigue.
- Improve self-esteem.
- Increase feelings of optimism.
- Improve heart health.
- Maintain a healthy weight.
- Boost muscle strength and endurance.

Side effects from cancer and certain treatments, such as fatigue or sleep problems, can make it difficult to find the motivation and energy to be active. It may be helpful to speak with a certified health and fitness professional or a physical therapist. Talk with your treatment team for suggestions and a referral to a skilled professional.

Prostate Cancer

According to ZERO: The End of Prostate Cancer, a [recent study](#) found that among men with prostate cancer, those who lead active lifestyles have better survival rates than those who do not. Other studies have indicated that obesity is tied to prostate cancer aggressiveness, doubling the risk of death and quadrupling the risk of metastasis. Click [here](#) to learn more about the risk factors for prostate cancer.

Fortunately, regular physical activity and exercise have a positive impact on health and prostate cancer. Men who exercise the equivalent of just one to three hours of walking each week have an 86 percent lower risk of aggressive prostate cancer. Further research has demonstrated that three or more hours of vigorous exercise lowered the risk of prostate

cancer death by 61 percent. To learn more about exercise and prostate cancer, please click [here](#).



About FCA Today

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"No particular race is the enemy. Ignorance is the enemy."

—George Lopez

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, September 22, 2015
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Publication Date: September 22, 2015

Today's Headlines

- Social Engineering Test Sent to FCA Employees Last Night, Sept. 21
- Reminder: Dependent Children Webinar Is Tomorrow, Sept. 23; Elder Care Webinar Scheduled for Tuesday, Oct. 6
- Use Royalty-Free Images to Make Your Publications and Presentations Shine
- Human Resources Offers Step-by-Step Guide for Changing Your Name
- Recognize National Farm Safety and Health Week, Sept. 20 to 26
- Special Edition Zumba Class This Thursday, Sept. 24, in McLean
- FCA Plans Fall Golf Outing on Monday, Oct. 19
- Cafeteria Menu Available for Week of Sept. 21

These articles are published on the [FCA Today SharePoint page](#).

Social Engineering Test Sent to FCA Employees Last Night, Sept. 21

As part of a recent external penetration test conducted at FCA, contractors constructed a bogus email based on the recent EEO and Diversity Policy adopted by the FCA Board and sent it to a number of FCA staff.

Starting on late Monday, Sept. 21, many of you received this email. The email was designed as a hacker would design it—to gain a recipient's attention and get a response to a phishing exploit.

This test email was meant to challenge employees over how to react to unsolicited and questionable email. It was crafted to look authentic, as if it had come from FCA; but you may have noticed that it actually came from [fca-compliance.org](#), a fictitious organization. Unlike a real phishing scam, the email will not launch malware if you click on the links. If you received the test email, please do not respond in any way, simply delete it.

As a reminder, if you receive a suspicious email message, do not click on any links in it. Notify Helpline (x44333 or 1-877-322-4503) immediately.

Reminder: Dependent Children Webinar Is Tomorrow, Sept. 23; Elder Care Webinar Scheduled for Tuesday, Oct. 6

TSP Advisory will host two webinars for FCA: "Elder Care" and "Dependent Children." The presenter, Howard Perloth, ChFEBC (Chartered Federal Employee Benefits Consultant), will lead these webinars and be available for any questions.

Please see details below on topics covered and details for attending the webinars.

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Date	Time	Topic	How to Attend	Location
Wednesday, Sept. 23	2–3 p.m. EDT	Dependent Children: <ul style="list-style-type: none"> • Saving for college • Financial aid • Boomerangers 	Via Video: Refer to room location and dial in to the video using the conference ID below. Helpline will push content. Via Audio: 1-877-322-2830 Conference ID: 7034339	Bloomington: large conference room Dallas, Dallas, Sacramento: small conference rooms McLean: Room 1141
Tuesday, Oct. 6 (rescheduled from Sept. 16)	2–3 p.m. EDT	Elder Care: <ul style="list-style-type: none"> • Power of attorney • Living wills • Probate • Medicare/Medicaid 	Via Video: Refer to room location and dial in to the video using the conference ID below. Helpline will push content. Via Audio: 1-877-322-2830 Conference ID: 7034339	Bloomington, Dallas, Denver, Sacramento: small conference rooms McLean: Marsha Martin Training Room

TSP Advisory is a subsidiary of Gartenhaus Financial, an independent financial adviser. Please contact Cassandra Matos if you have any questions (matosc@fca.gov) or will be working remotely and would like to attend these webinars.

Use Royalty-Free Images to Make Your Publications and Presentations Shine

EDITOR'S NOTE: To view a sample photo from Linda Toki's collection, read the [article](#) on the FCA Today SharePoint page.

Need a nice photo or graphic to ramp up the visual appeal of your publication or presentation? Be careful about using things from the Internet because much of the material on the Web is copyrighted. It is a violation of federal law to use copyrighted images in publications and presentations—even internal documents—without permission of the copyright holder.

But thanks to FCA's visual information specialist, Linda Toki, you don't have to settle for bland, text-heavy publications and presentations. Linda has hundreds of original ag photos, as well as royalty-free stock photos from the following categories:

- Agriculture
- Finance
- Money
- Diversity in the Workforce
- Industrial Strength
- Power and Energy
- People and Business
- Contemporary Business
- Business and Agriculture

- American Country Chic
- Concepts for Advertising
- Washington, D.C.

In addition, Linda offers the following list of image resources. Each link provides a vast collection of images you may freely use in your publications and presentations:

- [USDA Agricultural Resource Service](#)
- [USDA National Agricultural Library Special Collections Exhibits](#)
- [Images on USA.Gov](#)
- [Library of Congress Prints and Photographs Online Catalog](#)
- [Integration and Application Network, University of Maryland Center for Environmental Science](#) (For this resource, you must provide attribution. Include the following: author's name, Integration and Application Network, University of Maryland Center for Environmental Science, ian.umces.edu/imagelibrary.)

In addition, go to [Linda's SharePoint page](#) to access high-quality digital copies of the FCA seal and logo, as well as PowerPoint templates that Linda designed specifically for use by FCA staff.

Human Resources Offers Step-by-Step Guide for Changing Your Name

Changing your name can be a trying experience. You have to notify a long list of organizations, such as the Department of Motor Vehicles, the Social Security Administration, and the banks and credit card companies where you hold accounts.

To make this process easier, the Human Resources and Training Team has developed [Name Change Guidance](#), a two-page, step-by-step guide to changing your name. And to make sure you don't forget anything, there is a helpful checklist at the end of the guide. It lists additional organizations you may need to notify and documents you may need to update.

If you have any questions, please contact AskHR@fca.gov.

Recognize National Farm Safety and Health Week, Sept. 20 to 26

The National Education Center for Agricultural Safety, based at Northeast Iowa Community College, has selected "Ag Safety is not just a slogan, it's a lifestyle" as the theme for National Farm Safety and Health Week. The third week of September has been recognized as National Farm Safety and Health Week since 1944 when President Franklin D. Roosevelt signed the first proclamation.

This year's theme is a reminder that agriculture is one of the most dangerous occupations in the United States, and farm injuries and fatalities are preventable through education. According to the U.S. Department of Labor, farming accounted for 500 fatalities, or 23.2 deaths per 100,000 workers in 2013. [Webinars](#) related to this year's theme, as well as additional information resources, are scheduled each day of the week at noon CDT on the National Education Center for Agricultural Safety website.

"From handling hazardous chemicals and machinery to working in potentially dangerous areas such as silos or grain elevators, our Nation's farmers, ranchers, and farmworkers should be able to secure the prosperity of their land, their loved ones, and their country without sacrificing their own," says President Obama in his [proclamation](#) on National Farm Safety and Health Week, 2015. "That is why the Federal Government has partnered with farm families, organizations, and businesses to ensure the well-being of those who work on farms."

Special Edition Zumba Class This Thursday, Sept. 24, in McLean

Join your colleagues for a fun special edition Zumba class on Thursday, Sept. 24, in the Fitness Center at noon EDT in celebration of Hispanic Heritage Month. The class, led by

Zumba instructor Jose Ithier, will feature traditional Latin music of various genres: salsa, merengue, bachata, cumbia, reggaeton and quebraditas. Don't know what those genres are? Come and find out!

FCA Plans Fall Golf Outing on Monday, Oct. 19

Join your coworkers for the 2015 fall golf outing on Monday, Oct. 19. The event, held during Breast Cancer Awareness Month, will be at the [National Golf Club at Tantallon](#). The course is conveniently located in Fort Washington, Maryland, an easy sand wedge from McLean.

Participants will have a shotgun start at 9 a.m., and format is standard captain's choice scramble. The entry fee is \$70 per person, which includes greens and cart fees, range balls, putting green, and buffet lunch.

To participate, please submit your name and entry fee to Sal Iannetta, room 4519, or Kevin McAdoo, room 3117, no later than Oct. 9. For the entry fee, you may submit either cash or a check made payable to Sal Iannetta.

Your friends and family are always welcome to join the fun!

Cafeteria Menu Available for Week of Sept. 21

The McLean cafeteria's weekly menu is now [available](#). Café Manager, Diana Garcia, has planned a special menu in celebration of Hispanic Heritage Month, featuring different countries each day. ¡Buen provecho!



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"If you haven't forgiven yourself for something, how can you forgive others?"

—Dolores Huerta

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Subject: FCA Today - Wednesday, September 23, 2015
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Publication Date: September 23, 2015

Today's Headlines

- Associate FCA Examiner Vacancies in Office of Examination Open Friday, Sept. 25
- Expiration of Agreement Between Delta Air Lines and American Airlines Will Affect FCA Travelers

These articles are published on the [FCA Today SharePoint page](#).

Associate FCA Examiner Vacancies in Office of Examination Open Friday, Sept. 25

The Office of Examination's Staff Development Division announces 20 full-time position vacancies and 12 summer internship vacancies for associate examiners open to all U.S. citizens. The announcements for the full-time positions and for the summer internships open Friday, Sept. 25, at 12:01 a.m. ET and close Sunday, Oct. 4, at 11:59 p.m. ET.

Full-Time Associate FCA Examiner Positions for Recent Graduates

The 2016 Associate Examiner Program begins June 13, 2016. The announcement, number [CK1485475BD](#), may be viewed on USAJOBS.gov; however, applications cannot be submitted until the opening date.

These positions are open to college graduates who have graduated from qualifying educational institutions within two years of their application and to students scheduled to receive their qualifying degrees no later than June 13, 2016.

Veterans who were unable to apply within two years of graduation because of their military service obligation have up to six years after degree completion to apply.

Each applicant must have majored, or be majoring, in one of these fields:

- Accounting
- Agricultural business
- Agricultural finance
- Agricultural economics
- Animal Science
- Banking
- Business administration
- Commercial/banking law
- Dairy Science
- Economics
- Finance
- Marketing
- Areas of major study directly related to the position

Summer Associate FCA Examiner Internship Positions for Students

The 2016 Associate Examiner Internship begins May 16, and students may begin work any

time between May 16 and June 13.

The announcement, number [VA-15-0181](#), may be viewed on USAJOBS.gov; however, applications cannot be submitted until the opening date.

- Each applicant must meet the following qualifications:
 - Be enrolled at least half-time in an accredited four-year college/university bachelor's or master's degree program.
 - Have completed at least his or her junior year in college by the time the internship begins.
 - Have a cumulative GPA of at least 2.95.
 - Have a planned graduation date not before December 2016 but not later than June 2017.
 - Be majoring in one of the fields listed above.
 - Be in good academic standing.
-

Expiration of Agreement Between Delta Air Lines and American Airlines Will Affect FCA Travelers

The interline ticketing agreement between Delta Air Lines and American Airlines recently expired. Its expiration will affect FCA travelers.

After Sept. 15, reservations booked and ticketed with both Delta and American on the same trip are not being placed on the same itinerary. Each airline will issue separate tickets for its flights. Travelers with connecting flights between the two airlines will need to retrieve their luggage and carry it to the connecting airline for check in.

In Concur, users will be unable to combine Delta and American flights in the same reservation. If you try to book them together in Concur, you will receive the following error message:



The reservation system was unable to price the flights you have selected.

The reservation system encountered a problem quoting your selected flights. The message returned from the reservation system was:

- DL 1655 ATL-LAX
- AA 1116 LAX-ATL

No more detailed information is available.

OK

Until the airlines make a new agreement, if you wish to combine the airlines on the same reservation, you will need to contact the Travel Management Center and incur the additional touch fee. You will only incur one fee when you book reservations together. The Office of Management Services will provide an update when a new agreement is made.



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"If you don't know where you are going, you might wind up someplace else."

—Yogi Berra

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, September 24, 2015
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Publication Date: September 24, 2015

Today's Headlines

- Moon Watching and Mooncakes Usher in Fall; Celebrate Asian Mid-Autumn Festival With Colleagues Sept. 29
- Shoot the Moon This Sunday, Sept. 27, at 9:07 p.m. EDT

These articles are published on the [FCA Today SharePoint page](#).

Moon Watching and Mooncakes Usher in Fall; Celebrate Asian Mid-Autumn Festival With Colleagues Sept. 29

By Geoffrey Chu, Chair, FCA's Asian American and Pacific Islander program

Yesterday, Sept. 23, was the first day of fall, the season of colorful foliage, cooler temperatures and pumpkin pie. For many Asian cultures, the season is also known for the Mid-Autumn Festival. This is a special time when families and friends come together to share meals, moon watch, and eat mooncakes. It is said that the moon is at its brightest and fullest on the night of the festival.

The roots of the festival can be traced back to the Shang Dynasty (1600 to 1046 BC) in China where it was believed that worshipping the moon would provide a plentiful harvest for the following year. The festival occurs annually on the 15th day of the eighth month based on the Chinese lunar calendar. This year, the festival will occur on Sunday, Sept. 27.

The tale of Chang'e and Hou Yi is often told on the night of the festival. According to the legend, one year long ago, 10 suns were scorching the earth and destroying crops. A skilled archer named Hou Yi shot down nine of the suns and left one so there would be light. His heroic efforts won over the love and respect of the people, including Chang'e, a beautiful woman who would later become his wife. Hou Yi was awarded an elixir of life, which was said to provide instant immortality. However, Hou Yi was deeply in love with Chang'e and did not want to be immortal without her. Instead of drinking the elixir, he gave it to Chang'e for safekeeping. Peng Meng, one of Hou Yi's apprentices, saw this and plotted to steal the elixir.

While Hou Yi was out hunting, Peng Meng broke into his house and tried to force Chang'e to give him the elixir. Knowing that she could not overcome him, she drank the elixir. She immediately began floating into the sky and eventually landed on the moon. Hou Yi was devastated when he discovered what had happened. In his desperation, he shouted to the sky where he saw the bright full moon and a swaying silhouette of Chang'e. Hou Yi immediately asked his servants to arrange a table in the back garden with incense, fruits and mooncakes to honor Chang'e who now lived on the moon.

Mooncakes are desserts that are traditionally eaten on the night of the festival. They are round and typically filled with lotus seed, red bean or black bean paste. Some cakes even

contain salted egg yolks in the center that represent the full moon. The tops of the cakes are often imprinted with Chinese characters symbolizing longevity and harmony. Mooncakes are commonly presented as gifts by families and friends during the festival. A notable part of celebrating the holiday, particularly for children, is the carrying and parading of brightly lit lanterns under the moonlight.

FCA's Asian American and Pacific Islander program invites you to try some mooncakes. Feel free to join us on Tuesday, Sept. 29, at 1 p.m. outside the Farm Credit Café in McLean to sample these delicious desserts. Field offices will also have mooncakes available for sampling.

Shoot the Moon This Sunday, Sept. 27, at 9:07 p.m. EDT

EDITOR'S NOTE: To view a photo of the blood moon by Linda Toki, read the [article](#) on the FCA Today SharePoint page.

If you look in the night sky this Sunday, Sept. 27, you will be treated to an extremely rare event—a supermoon coinciding with a lunar eclipse, lasting 72 minutes.

A supermoon occurs when a full moon passes in its closest orbit to earth, making it appear 14 percent larger. A lunar eclipse occurs when the moon passes into the earth's shadow, giving it a red tint. So in addition to having a supermoon on Sunday, we will also have a "blood moon."

FCA staff photographer Linda Toki encourages you to take photos of the supermoon-lunar eclipse and send them in to her. A [Huffington Post article](#) offers simple tips for getting the best shot, such as keeping your camera steady and your exposure long, using magnification from a telescope or binoculars, paying attention to composition, and using a self-timer.

You may want to download an iPhone app for shooting at night (on your personal iPhone, not an agency iPhone), such as these offered on [AppCrawlr](#). Linda uses Slow Shutter, NightCamera, NightCap and LongExpo Pro.

Linda also suggests the following general DSLR settings:

- ISO 100
- Aperture f/11
- Shutter speed 1/125

She says a tripod will come in handy, and you can use a shutter release if your camera has one. She advises using the camera's live view to adjust the shutter speed until you get what you want.

For other tips on shooting the moon, visit [Chris' Camera Center](#). For information on when and where to see this rare event, visit [space.com](#), which features a NASA video.

The last time a supermoon and lunar eclipse occurred together was in 1982 and won't occur again until 2033. So get out this Sunday and witness history. And don't forget to send in your photos to [Linda](#) next week.



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"Three things cannot be long hidden: the sun, the moon, and the truth."

—Buddha

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Subject: FCA Today - Tuesday, September 29, 2015
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Publication Date: September 29, 2015

Today's Headlines

- Office of Examination Selects Keta Mitchell Garcia as Senior Compliance Examiner
- FCA Hires Jerald Golley as Chief Information Officer
- Reminder: Telework Agreement and Work Schedule Forms Due Wednesday, Sept. 30
- Cafeteria Menu Available for Week of Sept. 28

These articles are published on the [FCA Today SharePoint page](#).

Office of Examination Selects Keta Mitchell Garcia as Senior Compliance Examiner

The Office of Examination (OE) is pleased to announce the selection of Keta Mitchell Garcia as its new senior compliance examiner within OE's Operations Risk Program.

Keta Mitchell Garcia joined FCA in May 1999 after graduating from Texas A&M University—Commerce with degrees in agriculture and journalism. Keta became a commissioned FCA examiner in 2002 and a Certified Regulatory Compliance Manager in 2005. She has served as the examiner-in-charge for several FCS institutions in various districts and has served as the lead examiner for the compliance horizontal examination activity for several years.

Keta also serves as the lead for the agency's internal compliance training. "Keta has shown exceptional initiative in maintaining her compliance technical skills while taking a leadership role in keeping our compliance training relevant given the multitude of regulatory changes," says Michael Anderson, Operations Risk Program Manager.

"Her vision and passion for this program, as well as her exceptional communication skills, will serve OE and the Farm Credit Administration well for years to come," he says. "I am very excited about this selection and look forward to working with Keta in moving our compliance program forward."

Congratulations, Keta!

FCA Hires Jerald Golley as Chief Information Officer

This week FCA hired Jerald Golley to serve as the agency's Chief Information Officer. He will start in early November.

Currently, Jerald is the Deputy CIO for the Commodity Futures Trading Commission, where he has worked for six years. Before that, he was the founder and CEO of AMI Technical Consultants, Inc., a software development, Internet hosting, and technical consulting company.

As Chief Information Officer, Jerald will lead the agency's newly formed Office of Information Technology.

Reminder: Telework Agreement and Work Schedule Forms Due Wednesday, Sept. 30

This Wednesday, Sept. 30, is the deadline to submit your online [telework agreement](#) and [work schedule](#). More than 100 FCA employees have not yet submitted these forms. It is important that you take a few moments to do so by close of business Wednesday. For instructions on completing these forms, see the [Sept. 10 article](#) in FCA Today.

Please note that you must complete a telework agreement even if you rarely telework; you may need to telework at some point because of weather conditions.

For guidance related to telework, complete the new Skillsoft [telework training module](#). The course, which is designed specifically for federal employees, takes approximately half an hour to complete.

If you have any questions regarding the online forms or the telework training, please contact [Ask HR](#).

Cafeteria Menu Available for Week of Sept. 28

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"Of all the seasons, autumn offers the most to man and requires the least of him."

—Hal Borland

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, October 1, 2015
Date: Thursday, October 01, 2015 5:31:26 PM
Attachments: [image002.png](#)



Publication Date: October 1, 2015

Today's Headlines

- Chmielewski Family Welcomes New Addition
- McLean Employees, Come On Down—Play the Price Is Right to Make It Possible!

These articles are published on the [FCA Today SharePoint page](#).

Chmielewski Family Welcomes New Addition

Editor's Note: To view photos of baby Glen, read the [article](#) on the FCA Today SharePoint page.

Sacramento-based FCA examiner Gina Chmielewski and her husband, Gavin, welcomed the birth of their second child, Glen Herbert Chmielewski. Glen was born on Sept. 28, weighing 10 pounds, 4 ounces, and measuring 20 inches at birth. Mom and baby are doing great!

Congratulations to Gina, Gavin, and big brother Grant on the new addition to their family.

McLean Employees, Come On Down—Play the Price Is Right to Make It Possible!

If you've ever wanted to play the Price Is Right, here's your chance.

At 2 p.m. on Thursday, Oct. 8, join Chairman Spearman and your colleagues at the 2015 FCA/FCSIC kickoff of the Combined Federal Campaign of the National Capital Area. The kickoff features a lively twist on the popular game show, and the CFC leadership team is looking for some enthusiastic volunteers to participate.

Interested in participating? Call campaign manager Ira Marshall at x44379 or send him an [email](#) by Friday, Oct. 2. He'll fill you in on all the details. And there will be prizes!

Don't miss this opportunity to have lots of fun while showing your colleagues just how little it takes to make a big difference in this world.



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"September is dressing herself in showy dahlias and splendid marigolds and starry zinnias. October, the extravagant sister, has ordered an immense amount of the most gorgeous forest tapestry for her grand reception."

—Oliver Wendell Holmes

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, October 2, 2015
Date: Friday, October 02, 2015 3:57:16 PM
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Publication Date: October 2, 2015

Today's Headlines

- Retirement Is Bittersweet for Irma Blankenship After 48 Years of Government Service
- A Note of Thanks From Irma Blankenship
- Cafeteria Menu Available for Week of Oct. 5

These articles are published on the [FCA Today SharePoint page](#).

Retirement Is Bittersweet for Irma Blankenship After 48 Years of Government Service

By Claire Haverstock, OCPA

Editor's Note: To view photos from Irma's retirement reception on Sept. 22, read the [article](#) on the FCA Today SharePoint page.

For Irma Blankenship, retirement comes with very mixed emotions. Today, Oct. 2, she will retire after 48 years of government service. Retirement is bittersweet—sweet to sleep in and not go to work after 48 years, but bitter to leave co-workers who have become dear friends.

From Farm Girl to Federal Employee

Even as a child Irma worked, which is why retirement will be such a radical change. She grew up on a tobacco farm in Mechanicsville, Maryland. Her parents put Irma and her two older sisters to work growing and harvesting tobacco. The farm was more than 100 acres in St. Mary's County. Besides tobacco, they grew many acres of flowers. When Irma left home to enter the federal workforce, her mother would bring a flower arrangement every week to brighten the reception area and remind her of home.

Right after she graduated from an all-girls Catholic high school called St. Mary's Academy, she went to work for the federal government. It was September 1967 and she was a clerk-typist at the Naval Ordnance Systems Command in Indian Head, Maryland. She was one of the first employees to be trained to use the magnetic tape selectric typewriter because she could type fast.

In 1970, she got married and also started a new job as a secretary at the Navy Yard with the Naval Command Systems Support. She transferred to another secretarial job at the Naval Research Laboratory in 1974. She worked in the ship facility group, where she heard interesting tales of travel at sea for research expeditions. When her husband died unexpectedly of a heart attack in 1978, leaving her a single mom with a five-year-old daughter, she remembers how supportive the whole Naval Research staff was. "They really reached out to me. It was a difficult time, but everyone was so caring and kind," Irma says.

In 1980, Irma became a secretary to generals and other high-level officials at the Defense Communication Agency in Arlington, Virginia. She worked with classified material and visited the Pentagon regularly. She describes the environment as "very intense," with high security measures, such as clearing your desk when you left for the day and locking everything up.

FCA Career

Her tenure at FCA began in July 1987. In her 28 years at FCA, she worked in administrative positions in several divisions, including the Office of Analysis and Supervision (Office of the Director), Office of Examination (Policy and Risk Analysis Division), Office of Resources Management (Information Resources Division), Office of Resources Management (Human and Administrative Resources Division) and the Office of Management Services (Client Services and Communications Team).

Irma says she has really enjoyed her latest position as a client services specialist, a position she has held since 2006. "I have truly enjoyed working with purchasing and travel. I enjoy helping people. Whenever someone had a problem with a credit card, I was always online and willing to help." Her time in Human Resources was also very memorable. "HR was truly a family. If someone needed help, we all worked together."

Another highlight of her career was working with former FCA Chairman and CEO Mike Reyna and his executive assistant Claire Rusk, for whom she organized many FCA social events. It meant a lot for her to see Claire at her recent retirement party and to receive a voicemail from Mike, who congratulated her on joining him in the ranks of the retired.

She is happy that Chairman Spearman is promoting more opportunities for social events. "A lot of people tell me they don't know one another. I think it would be nice to get to know people you see in the hall, and I feel with Mr. Spearman's leadership, FCA is going in the right direction."

Retirement Plans

Irma doesn't know what adventures will fill the next chapter of her life. "I'm certainly going to take a few months to just take a deep breath and enjoy not having to go to work every day and not having the alarm clock go off at 4 a.m.," says Irma. Harold and Irma plan to stay in the Northern Virginia area and enjoy spending time with the families of their three daughters. They will be "travel baseball grandparents" and involved in other activities of their grandsons, Alex, age 13, and Stephen, age 11.

Irma and Harold will also continue to cruise. They plan an 11-day cruise in March 2016 out of Fort Lauderdale to Mexico, Costa Rica, Panama, Grand Cayman and Colombia. She is a veteran cruiser, having traveled by ship with her husband to many destinations, including Hawaii, England, Norway, Puerto Rico and through the Panama Canal. She is looking forward to someday cruising to New Zealand and Australia.

Besides family time and travel, Irma would like to get involved with volunteer work at her church and help teachers at a local elementary school with administrative tasks.

On Leaving FCA

It will be hard for Irma to say goodbye. "Leaving friends is the hard part, especially the HR staff and examiners I have worked with," says Irma. "After such a long career at FCA, I have made many good friends whom I will miss and with whom I hope to stay connected after I leave."

Irma offers these words of wisdom to new FCA employees: "Be willing to learn. Take on new challenges. If you work hard, hopefully your supervisor will acknowledge that and see your potential. FCA can be a rewarding career. Always remember FCA is your family away from home. Just look at how many hours you are at work. Treat your family the way you want to be treated. Like my mother always said, 'be kind to everyone.' You will be rewarded."

She says she has seen a lot of changes at FCA, with good times and bad times, over her career. In summing up why she has stayed at FCA for almost 30 years, Irma says "to me, the best part of my job was working with the people. And, of course, the people are what makes that adventure a great memory."

Congratulations on your retirement and bon voyage, Irma!

A Note of Thanks From Irma Blankenship

I would like to thank all of my friends at FCA, FCSIC and the Building Association for the many gifts, cards and emails I received upon retiring. I want to thank everyone for working so hard to make my retirement reception so very special, and for taking time to attend the reception and wishing me well.

I certainly will miss my many friends and colleagues. Best wishes to you all.

Cafeteria Menu Available for Week of Oct. 5

The McLean cafeteria's weekly menu is now [available](#). Café Manager, Diana Garcia, has planned a special Oktoberfest celebration for Wednesday, Oct. 7. Guten appetit!



About FCA Today

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*" Good night, good night! Parting is such sweet sorrow,
That I shall say good night till it be morrow."*

—William Shakespeare

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, October 5, 2015
Date: Monday, October 05, 2015 5:42:52 PM
Attachments: [image002.png](#)



Publication Date: October 5, 2015

Today's Headlines

- It's a Boy for First-Time Parents Rachel and Troy Connolly
- Reminder: Webinar Tomorrow, Oct. 6, Covers Elder Care Issues
- Columbus Day Holiday Postpones Direct Deposit by One Day
- Peer Awards Database Open for 2016 Awards

These articles are published on the [FCA Today SharePoint page](#).

It's a Boy for First-Time Parents Rachel and Troy Connolly

Editor's Note: To view photos of baby Dylan, read the [article](#) on the FCA Today SharePoint page.

Congratulations to Bloomington-based FCA examiner Rachel Connolly and husband, Troy, who are the proud new parents of baby boy, Dylan David Connolly. Dylan was born on Oct. 1 at 6:19 p.m. at River Falls Hospital in River Falls, Wisconsin. He weighed 7 pounds, 7 ounces, and measured 20 inches long.

Mom and Dad report he is happy and healthy, and they couldn't be more in love!

Reminder: Webinar Tomorrow, Oct. 6, Covers Elder Care Issues

TSP Advisory will host a second webinar for FCA tomorrow, Tuesday, Oct. 6, on the topic of elder care. The presenter, Howard Perloth, Chartered Federal Employee Benefits Consultant, will lead the webinar and be available for any questions. Please see below for further details.

TSP Advisory is a subsidiary of Gartenhaus Financial, an independent financial adviser. Please contact Cassandra Matos if you have any questions (matosc@fca.gov) or would like to participate in this webinar remotely.

Date	Time	Topic	How to Attend	Location
Tuesday, Oct. 6 (rescheduled from Sept. 16)	2–3 p.m. EDT	Elder Care: <ul style="list-style-type: none">• Power of attorney• Living wills• Probate• Medicare/Medicaid	Via Video: Refer to room location and dial in to the video using the conference ID below. Helpline will push content. Via Audio: 1-	Bloomington, Dallas, Denver, Sacramento: small conference rooms McLean: Marsha Martin Training Room

Columbus Day Holiday Postpones Direct Deposit by One Day

Because of the federal holiday occurring on Monday, Oct. 12, direct deposit net salary payments for pay period 19, will post to personal bank accounts on Tuesday, Oct. 13.

If you have any questions, contact the Human Resources and Training Team, Office of Management Services, at 703-883-4135 or send an email to askhr@fca.gov.

Peer Awards Database Open for 2016 Awards

The Peer Awards database is now available for 2016. Do you ever see a colleague go above and beyond the call of duty and wish you had a way to recognize him or her? Well, you do. Through the FCA Peer-to-Peer award program, you can present a \$50 award check to a co-worker for doing an outstanding job.

All nonsupervisory employees may present one award check per quarter. This will help ensure that recognition is spread throughout the year. The checks are to be completed online and may be presented to any employee who is not a supervisor or manager.

Follow these steps to present a Peer Award:

1. Go to the [FCA Peer Award database](#).
2. On the check template, complete the **Pay to the Order Of** field by clicking on the dropdown arrow and selecting the recipient's name.
3. From the list of radio buttons, select the item that best describes the skills your colleague demonstrated.
4. In the **Reason for Award** field, briefly describe what your colleague did to earn the award.
5. At the top of the page, click **Submit Peer Award for Supervisor Signature**.
6. When the award is approved, you will receive an email with a link to the award. The email will thank you for submitting the award and encourage you to print it out to present to the recipient. If the recipient is located in another field office, you can drop the award check in interoffice mail. But if you and your recipient share the same location, try to present the check in person. After all, a \$50 check is nice, but personal acknowledgment is priceless.

Please note that the check cannot be cashed; the recipient receives the award through his or her regular paycheck. Therefore, these awards may only be issued to FCA permanent employees, not contractors.

If you have technical questions, please contact the [OMS Helpline](#).



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"If you are going to achieve excellence in big things, you develop the habit in little matters. Excellence is not an exception, it is a prevailing attitude."

—Colin Powell

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, October 6, 2015
Date: Tuesday, October 06, 2015 4:39:02 PM
Attachments: [image002.png](#)



Publication Date: October 6, 2015

Today's Headlines

- Register for Oct. 22 Webinar for an Update on Interagency Flood Insurance Regulation
- New 2016 Payroll Planning Calendar Available on SharePoint
- Paula Purcelli Requests Donated Leave
- FCA Announces 2015 Diversity Leadership Award; Requests Nominations

These articles are published on the [FCA Today SharePoint page](#).

Register for Oct. 22 Webinar for an Update on Interagency Flood Insurance Regulation

Five federal financial regulatory agencies are hosting an interagency discussion of recent updates to the agencies' [flood insurance regulations](#). The live webinar is on Thursday, Oct. 22, from 12:30 to 1:30 p.m. EDT.

The discussion will feature speakers from FCA, the Board of Governors of the Federal Reserve System, the Federal Deposit Insurance Corporation, the National Credit Union Administration, and the Office of the Comptroller of the Currency. From FCA, Mary Alice Donner and Paul Gibbs will be presenting.

The webinar is free, but registration is required. Please register on the Outlook Live website at [Interagency Flood Insurance Regulation Update](#).

Discussion topics include the following:

- Escrow of flood insurance premiums and fees
- Force-placed flood insurance
- Detached structures exemption

A Q&A segment will follow the presentation. Please consider sending your questions by [email](#) before the event to SF.BSR.FedAudioConference@sf.frb.org.

For additional information about the webinar, please go to [Outlook Live](#).

New 2016 Payroll Planning Calendar Available on SharePoint

The Office of Management Services has completed the [2016 Payroll Planning Calendar](#) to keep you informed about important payroll-related dates, such as time and attendance

submission deadlines, electronic funds transfer paydays and observed holidays.

You can find a PDF version of this calendar on [SharePoint](#) by going to the Employee Resources tab, clicking on "Human Resources," then scrolling down to the "Benefits" heading.

If you have any questions, please contact the Human Resources and Training Team at x44135.

Paula Purcelli Requests Donated Leave

Paula Purcelli, OE-Bloomington, has made a request to participate in the Leave Transfer Program. This voluntary program allows federal employees to donate annual or sick leave to other federal employees who have medical emergencies and who have exhausted their own leave.

Paula is presently faced with a medical emergency that started on July 30. If you would like to help Paula by making a donation of any of your annual or sick leave, please complete [FCA Form 444](#), "Request to Donate Annual or Sick Leave to Leave Recipient under the Voluntary Leave Transfer Program." Please submit this form to [Carmen Lopez](#) in OMS.

The minimum donation permitted for the Leave Transfer Program is four hours. The maximum amount of annual leave an employee may donate is determined by his or her current leave-earning status. For example, employees earning four hours of annual leave per pay period may donate a maximum of 52 hours; employees earning six hours of annual leave per pay period may donate a maximum of 80 hours; and employees earning eight hours of annual leave per pay period may donate a maximum of 104 hours.

If Paula receives more leave hours than she is able to use, the extra transferred leave hours will be prorated and returned to the donors.

If you have any questions about the Leave Transfer Program, please contact Carmen at 703-883-4142 or Dave Toth at 703-883-4422.

FCA Announces 2015 Diversity Leadership Award; Requests Nominations

The Office of Equal Employment Opportunity and Inclusion encourages you to nominate your colleagues for the 2015 Diversity Leadership award. The purpose of the award is to recognize individuals who have demonstrated a significant commitment to enhancing diversity and inclusion at FCA.

To nominate a colleague or colleagues, go to the [2015 Leadership Diversity Award](#) SharePoint site and compose one or two paragraphs about your colleague, explaining why you believe he or she deserves the award. The deadline for nominations is Nov. 9. The winner will be announced at the awards ceremony in December.

To make the selection process as objective as possible, the selection committee will not know the names of the nominees—they will only see the description of the things they've done to merit the award. Therefore, in your write-up, please focus on the individual's contributions to diversity and inclusion, and do not refer to the nominee's gender or any other identifying characteristics.

Questions and Answers About the Diversity Leadership Award

What are the criteria for the award?

A nominee for the Diversity Leadership Award must meet one or more of the following criteria:

- Demonstrate a consistent pattern of commitment to the recruitment, retention and

promotion of all individuals and underrepresented groups.

- Support and promote diversity initiatives that foster a more inclusive and equitable work environment.
- Exhibit visionary and insightful leadership in confronting and resolving inequities through strategic decision-making, allocation of resources, and establishment of priorities
- Recommend or create new and progressive best practices that support diversity and inclusion goals.
- Demonstrate a sustained commitment to the advancement of cultural diversity and inclusion at FCA or in the community
- Demonstrate respectful and inclusive treatment when interacting with others.
- Demonstrate a consistent pattern of commitment to contributing towards the diversity of FCA staff and to improving the visibility/awareness, development of, and growth opportunities for individuals and underrepresented groups.

May I nominate more than one person?

Yes, you may nominate as many people as you wish. You must complete a separate nomination form for each nominee.

Are supervisors and managers eligible to be nominated for this award?

Yes. However, Board Members, their Executive Assistants and Special Assistants are not eligible.

May supervisors and managers nominate colleagues?

Yes. All supervisors and managers, including Board Members, their Executive Assistants and Special Assistants, may nominate colleagues.

What is the voting process?

The names of the nominees will be removed from the nominations. The nominations will then be provided to a selection committee composed of selected individuals from each Special Emphasis Program. The selection committee will review the nominations and vote to select the recipient of this award.

If you have additional questions about the award, contact Lynn Major at majors@fca.gov or 703-883-4285.



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"Today I bent the truth to be kind, and I have no regret, for I am surer of what is kind than I am of what is true."

—Robert Brault

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, October 7, 2015
Date: Wednesday, October 07, 2015 4:36:31 PM
Attachments: [image002.png](#)



Publication Date: October 7, 2015

Today's Headlines

- Ron Bariring Welcomes New Baby
- Email Server Maintenance Scheduled Sunday, Oct. 11
- FCA and FCSIC Host the 2015 CFCNCA Kickoff Tomorrow, Oct. 8, at 2 p.m.
- Free Flu Shots Available to FCA and FCSIC Employees Oct. 21

These articles are published on the [FCA Today SharePoint page](#).

Ron Bariring Welcomes New Baby

Editor's Note: To view a photo of baby Dominic and family, read the [article](#) on the FCA Today SharePoint page.

Ron Bariring and his wife, Belinda, welcomed their second child, Dominic, into the world on Monday, Oct. 5, at 9:16 p.m. Dominic weighed 7 pounds, 4 ounces, and measured 20 3/4 inches long. Ron is an application developer on the OMS Applications Team. Congratulations to Ron and Belinda!

Email Server Maintenance Scheduled Sunday, Oct. 11

The Office of Management Services will perform scheduled maintenance on the agency's email servers Sunday, Oct. 11 between 7 and 10 p.m. EDT. During this time, agency email services will not be available.

FCA and FCSIC Host the 2015 CFCNCA Kickoff Tomorrow, Oct. 8, at 2 p.m.

The big day is tomorrow! Ira Marshall, the manager of the 2015 FCA/FCSIC campaign, cordially invites you to the 2015 kickoff of the Combined Federal Campaign of the National Capital Area. Join Chairman Spearman and your colleagues for this much-anticipated event.

As announced in a [News Flash](#) on Sept. 30, the entertainment this year features a twist on a game show favorite. Come cheer on the contestants as they play the Price Is Right to Make It Possible. (And feel free to help them choose their bids!)

You will also get to hear from one of FCA's very own about the power of the CFC to assist individuals in their hour of need.

The kickoff will be held in the atrium of the Farm Credit Building at 2 p.m. tomorrow, Oct. 8, with refreshments served afterwards.

McLean employees, come on down!

Free Flu Shots Available to FCA and FCSIC Employees Oct. 21

Influenza ("the flu") is a highly contagious disease. You can easily and unknowingly spread the flu to coworkers, family members, and others who may be at high risk for flu-related complications.

A flu shot is the best protection against the flu. Inova Health Source will be coming to the McLean Farm Credit Building on Wednesday, Oct. 21, to make it easy and convenient for you to receive this important vaccination. Shots will be offered from 8:30 a.m. to noon in Room 1141.

To schedule your appointment, please email [Carmen Lopez](#) by close of business Friday, Oct. 16. FCA and FCSIC will pay the full cost of the vaccine for their employees. Contract workers and FCSBA employees can obtain the vaccine at a cost of \$25, payable to the provider, Inova Health Source.

Unfortunately, family members and friends cannot be accommodated. Field office employees may get flu shots at their convenience from any provider and be reimbursed up to \$25 after submitting a local voucher through Concur; McLean employees who are absent on Oct. 21 may also be reimbursed for their shots unless they were administered free from their health provider or other shot clinic.

You are encouraged to take advantage of this opportunity to stay healthy and productive this coming flu season.



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"Healthy citizens are the greatest asset any country can have."

—Winston Churchill

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, October 8, 2015
Date: Thursday, October 08, 2015 5:57:23 PM
Attachments: [image002.png](#)



Publication Date: October 8, 2015

Today's Headlines

- HOLA-FCA Member Spotlight: Sylvia Rodriguez
- The FCS Building Association Demos Adjustable Stand-Up Desk
- Revised PPM and Fact Sheet on Equal Employment Opportunity and Inclusion Available
- Pumpkin Weight Guessing Game Returns to Farm Credit Café

These articles are published on the [FCA Today SharePoint page](#).

HOLA-FCA Member Spotlight: Sylvia Rodriguez

By Sylvia Rodriguez, OE-Dallas

Editor's Note: To view Sylvia's photos of Mexico, read the [article](#) on the FCA Today SharePoint page.

Thomas Wolfe said, "...to every man, regardless of his birth, his shining, golden opportunitythe right to live, to work, to be himself, and to become whatever thing his manhood and his vision can combine to make him."

For many, the American dream is merely an ideology or privilege based on one's upbringings. For my parents, it was a reality they longed to achieve. My name is Sylvia Rodriguez and I am in the Office of Examination. I am first-generation American.

I was born in Alamogordo, New Mexico, and grew up in a small town called the Village of Tularosa. My parents emigrated from Santo Tomas and La Paz, both in the state of Chihuahua, Mexico.

They grew up in a life that many would consider poverty. My mother, Ana, was one of 14 children and my father, Sergio, was one of 10. Neither of my parents had a high school education. In Mexico, even a high school diploma isn't free, and with so many children, it isn't always able to be achieved.

Santo Tomas, my mother's hometown, is a small community with a population of a little less than 800 people, while La Paz has a population of less than 600. My maternal grandfather owned and farmed numerous acres. He also leased portions of his farm to the community. The whole family was expected to work on the farm to provide for the household. Most of the food consumed by the family was grown and raised on the farm.

Some of my mother's siblings were able to attend high school and even obtained college degrees in Mexico when there was sufficient income. Unfortunately, my grandfather grew sick with cancer, which eventually spread throughout his whole body. The family was forced to sell pieces of the land to cover medical costs.

By the age of 14, my mother had to work for a community telephone company and make pastries to sell to help provide for the family. Even as the youngest child, she did what she had to do to get by. Although she wanted to finish school, there just was not enough resources for her to attend. My father also had to work from a very young age, and was not even given the opportunity to finish the equivalent of middle school when he came to the United States. My parents knew that going to the U.S. would provide the best opportunity to make a change and would be a much better place to start a family.

My parents each started a new life in an unfamiliar country, knowing only Spanish. My mother was 17 years old when she decided to leave her hometown in Mexico behind, while my father was 18. They met one another in Borger, Texas. They learned English on their own, and studied hard to earn their citizenship.

My mother had four children, of which I am the youngest. I am the only one of my siblings to attend college and receive a bachelor's degree. Without the sacrifices my parents made, I would not be where I am today. I am truly grateful that I was given the opportunities they weren't, and appreciate everything I have. I take great pride in my accomplishments as a Hispanic female, and will continue to strive for the best. Everyone has different circumstances and challenges, but what you do with them is what separates you from success or failure. *A través de todos los obstáculos, voy a seguir adelante. (In spite of the obstacles, I will continue on.)*

The FCS Building Association Demos Adjustable Stand-Up Desk

Editor's Note: To view photos of the proposed stand-up desk, read the [article](#) on the FCA Today SharePoint page.

The FCS Building Association has set up a manually adjustable stand-up desk in the reception area of suite 1700. If you are interested in trying it, please stop by at your convenience.

Please keep in mind that this is just a demo. The Building Association wanted to see if this model could handle the weight of a dual-monitor set-up.

If the agency chooses this model, the color finish of the stand and top will match the finish of the new furniture the agency plans to purchase.

Some of you are already using stand-up alternatives on top of your desks, and you are welcome to continue using those even if new stand-up desks are purchased.

Revised PPM and Fact Sheet on Equal Employment Opportunity and Inclusion Available

FCA recently updated [PPM 810 Equal Employment Opportunity \(EEO\)](#), which contains broad information about the EEO process. The changes include information about the external vendors that help FCA process EEO complaints.

For more information on the EEO process, read [Rights and Responsibilities of an FCA/FCSIC Employee, Former Employee, or Job Applicant Alleging Discrimination](#). This fact sheet is available under Popular Links on the [Equal Employment Opportunity and Inclusion SharePoint site](#) under Employee Resources.

Pumpkin Weight Guessing Game Returns to Farm Credit Café

Café Manager Diana Garcia invites you to guess the weight of the giant pumpkin in the Farm Credit Café. Fill out a ballot with your best guess, and your name and contact information. Submit it by Thursday, Oct. 29. Only one entry per person allowed.

Prizes are as follows:

- First place: breakfast and lunch
- Second place: lunch
- Third place: breakfast

Look for Diana's delicious homemade Halloween treats for sale in the cafeteria in the next few weeks.



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"Remember, remember always, that all of us, and you and I especially, are descended from immigrants and revolutionists."

—Franklin D. Roosevelt

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, October 13, 2015
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Attachments: [image002.png](#)



Publication Date: October 13, 2015

Today's Headlines

- Congressman to Address FCA at Final Hispanic Heritage Month Event Tomorrow, Oct. 14
- FCA Begins Strategic Planning Process
- Human Resources and Training Team Announces New Tip of the Month Articles
- Cafeteria Menu Available for Week of Oct. 12

These articles are published on the [FCA Today SharePoint page](#).

Congressman to Address FCA at Final Hispanic Heritage Month Event Tomorrow, Oct. 14

Join your colleagues at 11 a.m. EDT for a presentation by HOLA-FCA featuring recorded remarks by Puerto Rican Congressman Pedro Pierluisi. The program will take place in the Marsha Martin Training Room (1101 and 1102), with videoconferencing to the field offices.

This event marks the end of our Hispanic Heritage Month celebration at FCA.

FCA Begins Strategic Planning Process

This week the FCA Board and senior managers will meet for a planning conference to begin updating the agency's Strategic Plan. The current version of the plan was published in May 2013.

Although no major changes are expected to the agency's mission or goals, the strategic planning process gives the current board members an opportunity to establish new priorities and reaffirm existing ones.

The conference will include speakers from academia, the private sector and government. It will feature such topics as data collection and analysis, lending trends in agriculture, economic and real estate trends, and long-term human resource considerations for the agency.

The speakers for the event include the following:

- Dr. David Kohl, Professor Emeritus, Virginia Tech
- Jason Tatge and Brian O'Banion, Farmobile, LLC
- Chris Heiliger, Gartner Consulting
- Dr. Michael Boehlje, Distinguished Professor, Purdue University
- Dr. Paul Ellinger, Head of Agricultural and Consumer Economics, University of Illinois
- Curt Covington, Farmer Mac
- Paul Marsh, Prudential Investments
- Stephen Gaddie and Richard Cofer, FDIC
- Jennifer Ifft, Associate Professor, Cornell University

- Tom Welsh, Sea Oats Business Planning
- Dan Kelley, CoBank
- Dr. Mark Drabenstott, MarketSquare, Inc. (formerly with the Federal Reserve of Kansas City)
- Dr. Ted Rosen, Professor, University of Maryland Baltimore County

After the conference, the strategic planning work group (composed of Jerome Fowlkes, Steve Gabriel, Michael Anderson, Laura Burke and Richard Katz) will develop a plan that reflects the thoughts of the board members based upon the information, data, and ideas provided during the planning process.

If you have any questions on the strategic planning process, please contact Jerome Fowlkes at x44069 or fowlkesj@fca.gov.

Human Resources and Training Team Announces New Tip of the Month Articles

The Office of Management Services, Human Resources and Training Team (HRTT) announces the "HRTT Tip of the Month," a new and exciting way for you to get tips and information.

The HRTT Tip of the Month will provide FCA employees with valuable information and resources on a variety of topics, such as staffing, payroll, benefits, taxes and training. These articles will be produced and sent out the first week of each month.

Look for the October HRTT Tip of the Month later this week.

If you have any questions, please contact HRTT at x44135.

Cafeteria Menu Available for Week of Oct. 12

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"By prevailing over all obstacles and distractions, one may unfailingly arrive at his chosen goal or destination."

—Christopher Columbus

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Subject: FCA Today - Wednesday, October 14, 2015
Date: Wednesday, October 14, 2015 4:13:33 PM
Attachments: [image002.png](#)



Publication Date: October 14, 2015

Today's Headlines

- Gallegos Family Welcomes First Child
- Two Employees Join Ranks of Commissioned FCA Examiners
- How to Find Premium Rates for the 2016 Federal Employees Health Benefits Program
- Internet Service Disruption This Sunday, Oct. 18
- Happy Halloween From Farm Credit Café Staff

These articles are published on the [FCA Today SharePoint page](#).

Gallegos Family Welcomes First Child

By Shanon Ratliff, OE-Dallas

Editor's Note: To view a photo of baby Matthew, read the [article](#) on the FCA Today SharePoint page.

Congratulations to Dallas-based examiner Luke Gallegos and his wife, Kristen, who welcomed their first son this past weekend. Matthew Orlo Gallegos, weighed 8 pounds, 4 ounces, and measured 20 inches long. Mom and baby are doing well.

Perhaps coincidence, but Matthew arrived during a Texas A&M Aggie football bye week. He'll no doubt be wearing maroon in support of dad's team during the Aggies upcoming games against Alabama and Ole Miss.

Two Employees Join Ranks of Commissioned FCA Examiners

By Sharon Wilhite, Director, Staff Development Division (OE-Dallas)

Please take a moment to congratulate the following newly commissioned FCA examiners. They passed all portions of the test with the simulations conducted last week.

- Colin Hatzmann—Colin started with the agency in 2011 after graduating from Texas Tech University. Colin works out of the Dallas field office in the Association Examination Division.
- Jerome Krawczewski—Jerome started with the agency in 2010 after graduating from the University of Wisconsin, River Falls. Jerome works in the Association Examination Division out of the Bloomington Field Office.

Again, congratulations to both of you. I look forward to working with you as examiners-in-charge.

How to Find Premium Rates for the 2016 Federal Employees Health Benefits Program

It's almost open season for the Federal Employees Health Benefits (FEHB) Program, and one of the most frequently asked questions sent to AskHR is "What will my health plan premium rate be for 2016?" FEHB Program premium rates for 2016 have been posted on SharePoint. Go to [Premium Rates for the FEHB Program for FCA and FCSIC Employees](#), located on the Human Resources SharePoint page under Employee Resources.

To find out how much you would pay for each plan, see the second column from the right on the spreadsheet (column G—Employee Pays). To find out how much your plan's rate will change from 2015 to 2016, see column H—Employee Change.

The agency will continue to pay 90 percent of the total FEHB premium regardless of which plan you choose. Even if you want to keep your current FEHB plan, review the 2016 brochure to be sure that it will continue to meet your needs next year. Every plan brochure contains a section on changes for 2016 (section 2). Please review this section carefully for changes that may affect your benefit coverage. You will need to make any changes by Monday, Dec. 14, which is when open enrollment ends.

New in 2016: OPM has created a new option this year. All FEHB plans now have an "Employee Plus One" option.

This will allow employees with only one dependent to choose this option instead of the family option. Employees who are currently in the family plan and want to choose this option will need to make the election during open season Nov. 8 through Dec. 14.

Your FEHB enrollment will automatically continue from year to year unless you change or cancel your plan. Please send any open season questions to [AskHR](#).

Internet Service Disruption This Sunday, Oct. 18

The Office of Information Technology will perform scheduled maintenance this Sunday on the firewall. Internet services will be disrupted from 4:30 through 6:30 a.m. EDT Sunday, Oct. 18. FCA and FCSIC websites, webmail (webmail.FCA.gov), and Internet browsing will not be available during this maintenance period.

All other network services will be available. Please contact the Helpline by email, helpline@fca.gov, or by phone, x44333, if you have any questions.

Happy Halloween From Farm Credit Café Staff

Editor's Note: To view a photo of Farm Credit Cafe staff and Halloween guessing game items, read the [article](#) on the FCA Today SharePoint page.

Farm Credit Café Manager Diana Garcia has another guessing game for McLean patrons. She wants you to guess how many pieces of candy corn are in the jar. But please don't go over! You may submit only one guess. The winner will be announced Thursday, Oct. 29, and will receive a box of Godiva chocolates.

In case you missed it, the pumpkin weight guessing contest is also underway. For details, see the [Oct. 8 FCA Today article](#).



About FCA Today

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"There are nights when the wolves are silent and only the moon howls."

—George Carlin

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, October 15, 2015
Date: Thursday, October 15, 2015 3:38:19 PM
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Publication Date: October 15, 2015

Today's Headlines

- OCPA Announces Third Annual Plain Writing Award; Requests Submissions
- FCA Issues News Release on National Cooperative Month
- McLean Employees Play "The Price Is Right to Make It Possible" at 2015 CFCNCA Kickoff
- FCA Employees Raise Agency's Profile at the CFCNCA
- Car Charging Outlets Now Available in McLean Upper Level Garage

These articles are published on the [FCA Today SharePoint page](#).

OCPA Announces Third Annual Plain Writing Award; Requests Submissions

Have you created a document over the past year that stands out for its clarity and readability? Or perhaps a colleague has created a particularly fine example of plain writing? If so, consider submitting it for consideration for the 2015 FCA Plain Writing Award Program.

Last year we were pleased to receive about a dozen submissions, and we had two winners—Lynn Major of OE and Jennifer Cohn of OGC. (See the [Dec. 18 FCA Today article](#).)

The deadline for submissions is Friday, Oct. 30. Please send them to [Emily Yaghmour](#).

For details about the program, see the Q&As below. If you have any questions, please call Emily at x44066.

For more information about plain writing, see [FCA's Plain Writing SharePoint site](#).

FCA Plain Writing Award Program for 2015

How long should submissions be?

Between 3 and 5 pages. The submission may be an entire document or a portion of a document.

What types of documents may be submitted?

Any document produced for the agency may be submitted, such as reports of examination, Informational Memoranda, Bookletters and excerpts from regulations.

Who judges the submissions?

A panel of reviewers from across the agency will review the submissions and select a winning document.

How are documents judged?

Reviewers will receive a Plain Writing Scorecard to help them evaluate each submission. The scorecard asks them to consider the elements listed on the [Document Checklist for Plain Language](#).

In addition, the review panel will evaluate each document using the online tool StyleWriter 4 and will compare the StyleWriter scores for all submissions. Although not the sole determining factor, the StyleWriter scores will help reviewers evaluate the submissions for clarity. (For more information about StyleWriter, see the [Aug. 1, 2013, FCA Today article](#).)

What is the deadline for submissions?

Friday, Oct. 30.

To whom should I submit the documents?

Submit all documents to Emily Yaghmour at yaghmoure@fca.gov.

Why are we sponsoring this award program?

OCPA has created the FCA Plain Writing Award Program to help the agency comply with the Plain Writing Act of 2010 and related OMB requirements. The award recognizes examples of clear, effective writing and promotes plain writing.

FCA Issues News Release on National Cooperative Month

Last week, FCA issued a [news release](#) on the FCA Board's adoption of a resolution on National Cooperative Month. It reaffirms FCA's commitment to the cooperative structure and principles under which Farm Credit System institutions are required to operate.

Read the [Board Resolution](#) on SharePoint.

McLean Employees Play "The Price Is Right to Make It Possible" at 2015 CFCNCA Kickoff

Editor's Note: To see a slideshow featuring photos from the kickoff, go to [CFC 2015 Kickoff](#). Photos and slideshow by Linda Toki (OMS).

With great enthusiasm, McLean employees kicked off the 2015 Combined Federal Campaign of the National Capital Area. FCA and FCSIC employees gathered in the atrium of the Farm Credit Building last Thursday to celebrate the beginning of the 2015 campaign season.

In addition to remarks by FCA Chairman Ken Spearman; Ira Marshall, the 2015 campaign manager; Sonya Cerne (OIG); and representatives from the CFCNCA, the kickoff featured a rousing game of "The Price Is Right to Make It Possible." The kickoff also included a charity fair to which six local charities sent their representatives.

In his remarks, Chairman Spearman emphasized the extraordinary generosity that FCA and FCSIC employees have shown in past campaigns. He noted that last year, on a per capita basis, our employees contributed \$481, whereas the per capita average across the National Capital Area was only \$131.

He also pointed out that 60 percent of our employees contributed to the campaign, compared with only about 20 percent of federal employees across the campaign area.

"If you've never contributed to the campaign, I hope that you will make this your first year," said Chairman Spearman. "The good you can do with even a small gift is enormous."

To demonstrate a few examples of the kinds of good we can do through the CFC, the leadership team used a twist on the popular game show "The Price Is Right." Carmen Lopez served as the show host, with Ed Fulmore as announcer and Darius Hale and Jeremy Edelstein as her assistants.

Volunteers (Victor Amaya, Pat Connelly, Carl Grilliot, Adrian Lascaibar, Jacqui Melvin, Howard

Rubin and Joy Strickland) "came on down" to guess how much an individual would have to contribute per pay period to make the following charitable gifts possible:

- To purchase a dozen library books for an elementary school in a poor community (\$1 per pay period)
- To fund the clean-up of 60 pounds of trash from a beach (\$3 per pay period)
- To purchase enough food to feed 100 people for a day (\$40 per pay period)
- To provide clean drinking water for a community in a developing country (\$75 per pay period)

Finalists Pat Connelly and Carl Grilliot vied for the top prize by trying to guess the amount of money that FCA and FCSIC employees raised in the 2014 campaign. By coming closer to the 2014 total (\$75,070), Carl took home a generous basket of Italian treats.

Ira also recognized Claire Haverstock (OCPA) for submitting the idea for developing a game show based on "The Price Is Right." Claire was one of seven individuals who responded to the leadership committee's request for ideas.

Following the game show, Geoffrey Chu, the deputy campaign manager, introduced us to the guest charities, and a representative from each charity briefly described his or her organization's mission. The audience later had the opportunity to browse the exhibits and visit with the representatives individually.

At the conclusion of the program, Ira announced that the 2015 fundraising goal for FCA and FCSIC employees is \$57,000. He commended employees for their past generosity and invited them to once again give generously through the CFC to the causes that mean the most to them.

For more information, including instructions for making donations, go to the [CFCNCA SharePoint page](#).

FCA Employees Raise Agency's Profile at the CFCNCA

In his remarks at the kickoff last Thursday, Chairman Spearman joked that our campaign manager may need to find himself an agent. He was referring to a [promotional video](#) in which Ira Marshall appears; the video is featured on the website of the Combined Federal Campaign of the National Capital Area (CFCNCA).

In the video, Ira and a few other employees across the National Capital Area share how long they have been contributing to the CFC and briefly explain the many ways federal employees can make donations. The producer of the video even gave Ira the last word: "We all make it possible."

OCPA writer/editor Emily Yaghmour also increased awareness of FCA's leadership in the Combined Federal Campaign. As a recipient of a 2014 CFCNCA Hero Award, she was recently featured in [Creativity and the CFC: A Writer's Story](#) (Oct. 7 Washington Post Express), with a photo of Emily by Linda Toki, OMS. The Washington Post Express is a free publication distributed at Metro stops throughout the National Capital Area.

Over the years, several individual FCA employees have received recognition for their leadership, creativity and hard work in CFCNCA campaigns. In 2010, two FCA employees received Hero Awards: Laura Burke, who led the agency's exciting 2010 campaign, and Linda Toki, who, year after year, designs award-winning visual materials for FCA/FCSIC campaigns. And Walt Gardiner received the Legacy Donor Award in 2012 for his long-term support of the CFCNCA and his ability to inspire others to make a difference.

Thanks to the hard work and dedication of these employees and others, FCA and FCSIC are recognized for outstanding leadership in the CFCNCA.

Car Charging Outlets Now Available in McLean Upper Level Garage

The FCS Building Association installed two dedicated 20 amp outlets to charge electric vehicles. The two spaces with the outlets, located to the immediate left when entering the garage, are identified by the sign shown here.

Cars should be moved from those spaces when charging is no longer needed to allow others to take advantage of the outlets. To avoid impacting other electrical services, please do not use any other outlets to charge your vehicle.

Thank you to the FCA Employees' Council and FCA's Chief Sustainability Officer, Steve Smith, for requesting the outlets.

Contact the FCS Building Association at fcsba@fca.gov or x44490 if you have any questions.



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"I love words but I don't like strange ones. You don't understand them and they don't understand you. Old words is like old friends, you know 'em the minute you see 'em."
—Will Rogers

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To: [newsletter](#)
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Publication Date: October 16, 2015

Today's Headlines

- Condolences
- October 2015 HRTT Tip of the Month: Understanding Your Earnings and Leave Statement
- Happy 2015 National Boss Day
- Cafeteria Menu Available for Week of Oct. 19

These articles are published on the [FCA Today SharePoint page](#).

Condolences

We are sad to report that Clement S. Lewandrowski, 92, father of Dave Lewandrowski, ORP, passed away today, Oct. 16, after a brief illness.

He was born and resided almost his entire life on the same road in upstate New York. He was a dairyman for over 40 years, and he played his accordion from his early teenage years on, much to the delight of family, friends and many others.

A Mass of Christian Burial at St. John's Church, Newport, New York, will be held Monday at 11 a.m., followed by interment in St. John's Cemetery. Calling hours at the Autenrith Funeral Home, Newport, New York, are Sunday, Oct. 18, from 5 to 8 p.m.

In lieu of flowers, memorial contributions may be made to St. John's Church Restoration Fund, P.O. Box 475, Newport, NY 13416.

For more information and to leave online condolences, see Clement Lewandrowski's [obituary](#) on the W.E. Autenrith Sons, Inc. Funeral Home website.

Condolences may be sent to Dave at the following address:

10200 Souza Lane
Manassas, VA 20111

October 2015 HRTT Tip of the Month: Understanding Your Earnings and Leave Statement

Every pay period, the National Finance Center (NFC) produces your earnings and leave statement. It shows your salary and leave information for the pay period, including your gross pay, all deductions withheld, and current and projected leave balances.

It is important to review your statement for accuracy each pay period and to promptly report any errors to your Human Resources office.

This month the Human Resources and Training Team (HRTT) provides you information on how to better understand and read your earnings and leave statement. Read the full [Tip of the Month](#) on the [Human Resources SharePoint site](#) under "Internal."

If you have any questions, please contact HRTT at x44135.

Happy 2015 National Boss Day

Today, Oct. 16, is National Boss Day, also known as Boss's Day. Patricia Bays Haroski registered the holiday with the U.S. Chamber of Commerce in 1958 to honor her father, whose birthday was Oct. 16 and who was also her boss at the State Farm Insurance Company in Deerfield, Illinois. Hallmark recognized the holiday in 1979 and started making greeting cards.

FCA currently has 48 managers and supervisors, who oversee a workforce of 298 employees.

For an overview of management occupations in the United States, see the [Bureau of Labor Statistics website](#).

Cafeteria Menu Available for Week of Oct. 19

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"The ear of the leader must ring with the voices of the people."

—Woodrow Wilson

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, October 19, 2015
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Attachments: [image004.png](#)



Publication Date: October 19, 2015

Today's Headlines

- Deadline to Preview Adjustable Stand-Up Desk in McLean Is Tomorrow, Oct. 20
- Reminder: Flu Shot Clinic Comes to Farm Credit Building This Wednesday, Oct. 21
- Bake Sale Scheduled for Next Week in McLean

These articles are published on the [FCA Today SharePoint page](#).

Deadline to Preview Adjustable Stand-Up Desk in McLean Is Tomorrow, Oct. 20

The FCS Building Association reminds you that you only have until close of business tomorrow, Oct. 20, to visit suite 1700 to check out the adjustable stand-up desk. To view photos, see the [Oct. 8 FCA Today article](#).

Contact the FCS Building Association if you have questions or feedback at x44490.

Wondering about the health benefits of standing desks? See the following resources:

- [May 20, 2014, Washington Post article](#) about popularity of adjustable-height desks found at many organizations, such as the National Institutes of Health, the United Nations Secretariat, the Federal Reserve Bank and the American Beverage Association.
 - [Jan. 20, 2014, Washington Post Infographic](#), which shows how prolonged sitting affects different parts of your body.
 - [June 30, 2015, British Journal of Sports Medicine expert statement](#), which recommends office workers should begin to stand, move and take breaks for at least two of eight hours at work, gradually working up to at least half of their eight-hour day standing.
 - [March 2015 study results by National Cancer Institute](#), which showed strong evidence linking physical activity to a reduced risk of certain types of cancer, specifically breast, colon and endometrial cancer. They have also found that physical activity after cancer diagnosis may lower the risk of cancer recurrence and improve overall mortality.
 - [April 10, 2008, British Medical Journal article](#), which found that spending less time sitting could delay aging by up to 12 years.
-

Reminder: Flu Shot Clinic Comes to Farm Credit Building This Wednesday, Oct. 21

Inova Health Source will be at the McLean Farm Credit Building on Wednesday, Oct. 21, to make it easy and convenient for you to receive your flu vaccination. Shots will be offered from 8:30 a.m. to noon in room 1141.

FCA and FCSIC will pay the full cost of the vaccine for their employees. Contract workers and FCS Building Association employees can obtain the vaccine at a cost of \$25, payable to the provider, Inova Health Source. Unfortunately, family members and friends cannot be accommodated.

Field office employees, as well as McLean employees who are absent on Oct. 21, may get flu shots at their convenience from any provider and be reimbursed up to \$25 after submitting a local voucher through Concur.

To schedule your appointment, please email [Carmen Lopez](#).

Bake Sale Scheduled for Next Week in McLean

The Farm Credit Club will host a bake sale on Wednesday, Oct. 28, at 2 p.m. in the Farm Credit Café area. If you would like to donate any baked goods, please contact Lorine Hines at x44423 or at hinesl@fca.gov by this Friday, Oct. 23.



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"Today me will live in the moment unless it's unpleasant in which case me will eat a cookie."

—Cookie Monster

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To: [newsletter](#)
Subject: FCA Today - Tuesday, October 20, 2015
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Publication Date: October 20, 2015

Today's Headlines

- Results Are In for 2015 Federal Employee Viewpoint Survey
- New Telephone Lists Now Available
- Think Retirement: Wells Fargo Special Event Offered to All Employees Oct. 27
- New FCA Senior Economist Dennis Shields Shifts from Legislative World to Regulatory World
- Sonya Cerne Delivers Heartfelt Remarks at CFCNCA Kickoff
- A Day for Data: Today, Oct. 20, Is World Statistics Day

These articles are published on the [FCA Today SharePoint page](#).

Results Are In for 2015 Federal Employee Viewpoint Survey

According to results from the 2015 Federal Employee Viewpoint Survey, FCA continues to provide a positive, mission-centered work experience for its employees.

Survey results show that most employees like what they do, believe they are held accountable for their actions, and see a link between their work and organizational goals. The survey also showed that most employees have respect for, and a strong link to, their immediate supervisors.

The survey identified areas for improvement as well. Some employees believe that leadership needs to do more to recognize good performers and deal with poor performers. Some employees also expressed concerns about compensation and rewards, promotional opportunities, and the ability to feel personal empowerment and to express creativity in their roles.

The FCA leadership appreciates the time employees took to share their feedback. During FY 2016, the agency will explore initiatives to increase engagement among its employees. It is open to initiatives to ensure employees share a clear sense of purpose and keep open and honest relationships with supervisors, and to retain a cadre of peers that employees are proud to work with. The leadership believes the best way to build satisfaction and engagement is to focus on these areas. Employees are encouraged to be a part of that process.

Each year the federal government conducts an employee viewpoint survey in which the Farm Credit Administration participates. The 2015 survey was conducted online from May 4 to June 15, and 258 FCA employees responded, representing an 87.2 percent response rate.

To see a breakdown of the responses to each of the 84 questions on the 2015 survey, go to the [FCA 2015 Federal Employee Viewpoint Survey](#) on the FCA website.

New Telephone Lists Now Available

The October 2015 [FCA Telephone Listings](#) are now available in the Administrative Handbook on SharePoint.

Think Retirement: Wells Fargo Special Event Offered to All Employees Oct. 27

Wells Fargo will host a live online event, "Navigating Your Path to Retirement," on Oct. 27. The event will include live webinars, a Q&A with retirement planning experts, chat rooms and access to helpful tools and resources. The schedule is outlined in the table below. Don't miss out on this free event! Register for the event on the [Think Retirement website](#) and select the blue "Register now" button.

Note: You should have received an email on Tuesday, Oct. 14, from Wells Fargo inviting you to this special event.

Schedule Tuesday, Oct. 27	
Noon – 12:15 p.m. EDT	Welcome Familiarize yourself with the virtual conference space: <ul style="list-style-type: none">• Visit the chat rooms.• Check out the resource center; save tools and resources to your virtual briefcase.
12:15 – 12:45 p.m. EDT	Live webinar: Navigating Your Path to Retirement Our presenters, including a recent retiree, will discuss how retirement expectations have changed, the importance of saving in your final working years, and the basics about health care, estate planning and financial planning.
12:45 – 1:15 p.m. EDT	Live webinar: Retirement Income Strategies As you approach retirement, you will need to think about how to turn your retirement savings into income. Our retirement income expert will discuss retirement income strategies and factors that may influence your withdrawal amount.
1:15 – 2 p.m. EDT	Live webinar: Social Security and Your Retirement Our Social Security expert will discuss how Social Security works, how to factor it into your retirement planning, and resources to keep you informed.
Noon – 2 p.m. EDT	Chat rooms Talk with Wells Fargo experts about a variety of financial topics: <ul style="list-style-type: none">• Managing your spending plan now to prepare for expenses in retirement.• Spotting warning signs of elder financial abuse and where to go for help.

New FCA Senior Economist Dennis Shields Shifts from Legislative World

to Regulatory World

By Claire Haverstock, OCPA

The Office of Regulatory Policy's new senior economist, Dennis Shields, began work at FCA on Aug. 24. As part of the Agricultural and Economic Policy Team, he will track the financial condition of U.S. agriculture as it relates to the Farm Credit System and look at risk factors that the agency needs to be aware of. At the Oct. 8 FCA Board meeting, Dennis briefed the Board on the risks and rewards of U.S. agricultural exports to China.

Dennis came to FCA from the Congressional Research Service (CRS) at the Library of Congress, where he had worked since January 2009. He briefed members of Congress, congressional staff and foreign dignitaries on a variety of agricultural economic and emerging policy issues, such as farm programs, crop insurance and disaster assistance. Dennis also analyzed legislative options related to the 2014 farm bill and other legislation.

"We would serve as a shared staff for all members of Congress. They would call on us as specialists and to provide objective analysis that their own staff didn't have time or expertise to conduct," Dennis explains. "I loved working at CRS and felt I had a perfect job, yet I found an even more perfect job here, which combines all my background and interest in policy and economics, and now credit. CRS is the policy and legislative world. Here you are closer to the farm and what happens on the ground."

Prior to CRS, Dennis held two agricultural economist positions at the U.S. Department of Agriculture—12 years at the Economic Research Service followed by six years at the Farm Service Agency. "USDA was a great place to work, with good people. I got to cover different commodity areas," he says. "When I worked at the Economic Research Service, I was able to work across several branches, doing market and policy analysis on crops and livestock."

During his time at USDA, Dennis worked on several international projects. For a project for the U.S. Agency for International Development, he traveled to North Africa, the Middle East and Western Europe. He examined agricultural export and market opportunities for vegetables and fruit from Egypt, Israel, Jordan, Morocco, Palestine and Tunisia. Dennis also traveled to Bulgaria and China for USDA projects on market outlook.

Dennis grew up in Kansas on a cattle and grain farm. At Kansas State, he earned an undergraduate degree in agricultural engineering. He went on to earn master's degrees in agricultural economics and industrial administration from Purdue University.

He keeps his hand in the farming business by helping his father and brother a few times a year at their farms in Kansas—during the wheat harvest in June and during the fall or spring with the cattle operation, which are their busy times.

Dennis lives in McLean with his wife and son, a high school senior. Their daughter is a college student at Drexel University. He enjoys working close to home and occasionally meeting his wife for lunch on Farm Credit Hill. Besides the exterior grounds, he likes the interior of the Farm Credit Building, which he finds a great working environment. "People are welcoming, and it's a 'family feel' here, which motivates people in how they work," he says.

If you haven't had a chance, stop by room 4505 to welcome Dennis to the FCA family.

Sonya Cerne Delivers Heartfelt Remarks at CFCNCA Kickoff

Editor's Note: Sonya Cerne, an auditor in the FCA Office of Inspector General, has experienced the CFC both as a donor and as a beneficiary. At the Oct. 8 kickoff, she delivered the following remarks, explaining what the CFC meant to her in her hour of need.

Welcome, everyone, to another CFC year. I want to thank Board Chairman Spearman, Board Members Tonsager and Hall, the CFC committee, and FCA for allowing me to speak

today.

Ira asked me to speak with everyone about my personal experiences with CFC. But the message I really want to convey to everyone here today is that the CFC program, with all the organizations and charities involved, impacts lives. Your donations provide food, help and services. Your donations provide hope.

In July 2001, I had just arrived at my first duty at Fort Bragg after entering the Army and finishing my training. At this time, I was still a private, not making a lot of money. My mother called me and asked me to come home because my grandmother had had a stroke and was not doing well.

I went to my company commander, explaining the situation and asking for leave so I could try and drive back home to Texas. I was in tears because I knew the situation was bad, but really I just wanted to be there for my mother and to comfort her. The drive would have been about 22 hours.

My commander got in touch with the Fort Bragg Army Community Service organization. I had no idea what it was, how it worked, or even what it meant. Within an hour, I was sitting with a woman from the organization as she was helping to book a flight that left for Texas that evening.

I became very nervous and explained I did not have the money for the flight, which at the time was about the same amount as my entire paycheck. The woman looked at me kindly and explained that the organization assists military personnel to get transportation back home in times of emergency. That night, I was able to be with my mother and grandmother.

I remember sitting confused when I was with this woman as she was booking my flight. I looked around at all the families waiting in the room, most of them in tears. I asked, "How can you afford to do all this for all these soldiers?" She had one explanation: their organization receives funding from the CFC.

I didn't know what the CFC was at that time, but that information stuck with me. When that year's CFC donation time came around, I donated to the CFC for the first time.

This one gesture, this one organization, showed me a lot. I know it wasn't a lot of money in the grand scheme of things, but to me, in that moment, it was everything.

It showed me that an organization rallied with me in my time of need. It showed me that organizations were constructed with the idea of helping soldiers. But most of all, it showed me that people cared enough that they were willing to send their hard-earned money that eventually went to help me, just a little ol' private in the Army, with no money.

Then just last year, FCA hosted multiple charities at our CFC kickoff, similar to those here today. I began talking with an individual from the Mid-Atlantic Gleaning Network.

This organization gathers food from farms that would otherwise go to waste. Volunteers pick fresh fruit and vegetables from the farm and give food to those less fortunate. After talking with the individual, I decided to participate in a few gleaning events over the last year.

My teenage son and I went one Saturday morning to one of the warehouses. We sorted through sweet potatoes that had been gathered during the week at a local farm. We sorted the rotten potatoes and bagged the good potatoes in 10-pound bags. At the end of just a couple of hours, we had hundreds of bags that would feed families in the local D.C. area. I was truly amazed at how much food was there.

I spoke with one of the warehouse workers that day. He drove one of the trucks that take the produce from the farm to the warehouse for sorting. I asked excitedly, "Why is everyone not doing this?" You see, I was amazed that all this food was going to waste! It was going

to just rot in the fields, and now it was going to feed those in need.

He kindly stated, "It takes a lot of hours and money to make this work. We only have a few trucks, we only have a few staff, we only have a few spaces to store the food before delivery." This organization annually provides 8 million pounds of fresh fruit and vegetables to hungry people throughout the D.C. area, in our backyard.

My family has now participated in several gleaning events. It has been rewarding watching my children help and understand about giving. Overall, it is rewarding to know that my donations to this organization feed people who are hungry. Someone may have a meal because I made it possible.

There are so many people worldwide who benefit from these organizations each year. I know there are many people in this very room who have benefitted from numerous CFC organizations like I have. I encourage you to tell your story and spread the word about the CFC.

This year's campaign message is "Make It Possible." So today I challenge you to make it possible. Make it possible to support military personnel, make it possible for someone to eat, make it possible to help someone in need.

Thank you.

A Day for Data: Today, Oct. 20, Is World Statistics Day

The United Nations General Assembly has designated today, Oct. 20, as the second World Statistics Day, with the theme "Better data. Better lives." Learn how countries around the world are celebrating on the [United Nations World Statistics Day 2015 website](#).

The U.S. Census Bureau is celebrating the event by highlighting its work to make statistics easy to access with mobile apps, interactive maps and other online tools. In 2013, the Census Bureau started enhancing news releases with graphics (see [Infographic: World Statistics Day 2015](#) for examples).

In addition, the Census Bureau published a special edition in its Facts for Features series on [World Statistics Day: Oct. 20](#), which includes statistics about the world and U.S. population, the federal statistical system, statisticians and American children. Here are some of the population highlights:

7.3 billion: The estimated current world population.

1.4 billion: The population of China, the most populous country in the world. China is closely followed by India and then the U.S.

India: The most populous country in 2050, with 1.7 billion people, according to U.S. Census Bureau population projections. China is projected to be second, with 1.3 billion people.

321.9 million: The estimated current U.S. population.

14.8 percent: The percentage of people in the U.S. living in poverty in 2014, which means there are 46.7 million people living in poverty.

83.1 million: The number of millennials, people born between 1982 and 2000, in the U.S. This group exceeds the baby boomers, people born between 1946 and 1964, by 7.7 million.

161.9 million: The number of women in the U.S. in 2014. Overall, our nation had more women than men (156.9 million). In a few states, however, men outnumbered women, such as Alaska, where there were 387,296 men and 349,436 women.

53,364: The number of centenarians (100 years old or more) in the U.S. in 2010.

Projections indicate that in 2050, the number will be 387,000.

73.6 million: The number of children under 18 in the U.S. in 2014.



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"Experts often possess more data than judgment."

—Colin Powell

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Attachments: [image002.png](#)



Publication Date: October 21, 2015

Today's Headlines

- Reminder: Interagency Flood Insurance Regulation Update Webinar Is Tomorrow, Oct. 22
- A Message of Thanks From Paula Purcelli

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Interagency Flood Insurance Regulation Update Webinar Is Tomorrow, Oct. 22

Five federal financial regulatory agencies are hosting an interagency discussion of recent updates to the agencies' [flood insurance regulations](#). The live webinar is tomorrow, Thursday, Oct. 22, from 12:30 to 1:30 p.m. EDT.

The discussion will feature speakers from FCA, the Board of Governors of the Federal Reserve System, the Federal Deposit Insurance Corporation, the National Credit Union Administration, and the Office of the Comptroller of the Currency. From FCA, Mary Alice Donner and Paul Gibbs will be presenting.

The webinar is free, but [registration](#) is required.

For additional information about the webinar, go the [Federal Reserve System's Outlook Live Audio Conference website](#).

A Message of Thanks From Paula Purcelli

I wanted to send a heartfelt thank you to those who donated leave to me while I was out of the office with multiple herniated discs in my back and neck. My recovery has been slow and challenging at times; however, I am grateful I was able to take the time needed to complete multiple injections, nerve blocks and other therapies.

Your generosity has been both a blessing and an inspiration. A sincere thank you!

—Paula Purcelli



About FCA Today

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[Claire Haverstock](#). If you have questions about submitting news items, please call Christine Quinn at 703-883-4108 or the Office of Congressional and Public Affairs at 703-883-4056.

*"The one red leaf, the last of its clan,
That dances as often as dance it can,
Hanging so light, and hanging so high,
On the topmost twig that looks up at the sky."*

—Samuel Taylor Coleridge

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, October 22, 2015
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Publication Date: October 22, 2015

Today's Headlines

- Flexible Spending Account and Life Cycle Rules Change
- ORP Hires Jeremy D'Antoni as Agricultural Economist
- Reminder: One Week Left to Submit Documents for 2015 Plain Writing Award
- Associate FCA Examiner Vacancies in Office of Examination Open Monday, Oct. 26
- Webinar Oct. 27 Addresses Federal Benefits for LGBT Federal Employees

These articles are published on the [FCA Today SharePoint page](#).

Flexible Spending Account and Life Cycle Rules Change

To comply with the Health Care Reform Act, FCA must make some changes to its Flexible Spending Account (FSA) program this year.

As a result, the maximum amount that can go into your Health FSA (including both employer and employee contributions) goes down from \$3,850 last year to \$3,050 this year. Or, in the case of the Dependent Care FSA, the maximum amount goes down from \$6,300 to \$5,500.

Why this change? For the past few years, FCA has automatically contributed \$900 to each employee's FSA. It also gave employees the option to roll their \$400 Life Cycle benefit into an FSA account. (See [PPM 850](#) to learn more about the Life Cycle benefit.) None of this \$1,300 counted against the FSA employee maximum contribution.

However, the law now limits the employer's automatic FSA contribution to \$500. In addition, the amount transferred from the Life Cycle account now counts against the employee maximum.

To offset the \$400 decrease in the automatic employer maximum, FCA will increase each employee's Life Cycle benefit from \$400 to \$800. You still have the option to roll your Life Cycle amount into your FSA—you may roll the full amount (\$800) or only half (\$400). Keep in mind, however, that the money you roll into your FSA from your Life Cycle benefit is treated as employee contributions, and it will count against your annual contribution election (a maximum of \$2,550 for a Health FSA and \$5,000 for a Dependent Care FSA). If you do not wish to roll your Life Cycle benefit into an FSA, you may receive it as a taxable cash payment during one of the two Life Cycle open enrollment periods (in March or August).

Essentially, you now have three options for receiving your Life Cycle benefit.

	FCA's Automatic Contribution to FSA	Your Contribution to FSA from Life Cycle	Life Cycle Cash Payments
Option 1	\$500	\$800	\$0
Option 2	\$500	\$400	\$400
Option 3	\$500	\$0	\$800

To clarify what this means for employees, see the [FAQs Regarding 2016 FSA Changes](#).

Open enrollment for FSA begins Nov. 9 and ends Dec. 14; more information will be coming soon. Contact the OMS Human Resources and Training Team at 703-883-4135 or AskHR@fca.gov if you have questions regarding enrollment or specifics on the FSA and Life Cycle benefits.

ORP Hires Jeremy D'Antoni as Agricultural Economist

By Emily Yaghmour, OCPA

On Sept. 21, Jeremy D'Antoni joined FCA as an agricultural economist in the Office of Regulatory Policy.

Jeremy grew up in a small town outside of Baton Rouge, Louisiana. After receiving his undergraduate degree in finance at Louisiana State University, he decided to go for his Ph.D. in agricultural economics.

"I liked the applied nature of the discipline and was interested in the role of small businesses in the agricultural economy," he says. "The majority of farms in the U.S. are still family owned."

At FCA, Jeremy will be tracking agricultural commodity markets, farm policy, and rural economic issues to evaluate risks to agribusinesses and lenders. He will also spend his time working with financial and economic data to enhance ongoing monitoring efforts.

Jeremy is excited about working at FCA. "This is a great opportunity for me because it combines the areas I most enjoy—agriculture, small business lending, commodity markets and farm policy."

In addition, Jeremy recently completed level three of the Chartered Financial Analyst program.

In his free time, Jeremy likes to play golf and watch college football—Go Tigers! He and his wife, Jessica, live in Arlington, Virginia.

Please stop by room 4529 to give Jeremy a warm FCA welcome.

Reminder: One Week Left to Submit Documents for 2015 Plain Writing Award

Next Friday, Oct. 30, is the deadline for the third annual 2015 Plain Writing Award, sponsored by the Office of Congressional and Public Affairs. You may submit your own or a colleague's document for consideration.

For Q&As about the award, see the [Oct. 15 FCA Today article](#), or call Emily Yaghmour with any questions at x44066. Submit documents to Emily at yaghmoure@fca.gov.

For more information about plain writing, see [FCA's Plain Writing SharePoint site](#).

Associate FCA Examiner Vacancies in Office of Examination Open Monday, Oct. 26

The Office of Examination's Staff Development Division announces 20 full-time position vacancies and 12 summer internship vacancies for associate examiners open to all U.S. citizens. The announcements for the full-time positions and for the summer internships open Monday, Oct. 26, at 12:01 a.m. ET and close Monday, Nov. 2, at 11:59 p.m. ET.

Full-Time Associate FCA Examiner Positions for Recent Graduates

The 2016 Associate Examiner Program begins June 13. The announcement, number [CK1493097BD](#), may be viewed on USAJOBS.gov, however, applications cannot be submitted until the opening date.

These positions are open to college graduates who have graduated from qualifying

educational institutions within two years of their application and to students scheduled to receive their qualifying degrees no later than June 13, 2016. Veterans who were unable to apply within two years of graduation because of their military service obligation have up to six years after degree completion to apply. Each applicant must have majored, or be majoring, in one of these fields:

- Accounting
- Agricultural business
- Agricultural finance
- Agricultural economics
- Animal Science
- Banking
- Business administration
- Commercial/banking law
- Dairy Science
- Economics
- Finance
- Marketing
- Areas of major study directly related to the position

Summer Associate FCA Examiner Internship Positions for Students

The 2016 Associate Examiner Internship begins May 16, and students may begin work any time between May 16 and June 13.

The announcement, number [VA-15-0184](#), may be viewed on USAJOBS.gov, however, applications cannot be submitted until the opening date.

Applicants must meet the following qualifications:

- Is enrolled at least half-time in an accredited four-year college/university bachelor's or master's degree program.
- Will have completed at least his or her junior year in college by the time the internship begins.
- Has a cumulative GPA of at least 2.95.
- Has a planned graduation date not before December 2016 but not later than June 2017.
- Is majoring in one of the fields listed above.
- Is in good academic standing.

Webinar Oct. 27 Addresses Federal Benefits for LGBT Federal Employees

Learn about benefits for LGBT (lesbian, gay, bisexual and transgender) federal employees and annuitants from OPM subject-matter experts on Tuesday, Oct. 27, from 1:30 to 2:30 p.m. EDT. You may participate remotely by webcast or in person at the U.S. Office of Personnel Management, 1900 E Street NW, Washington, DC.

The event will provide an overview of federal benefits and answer questions participants may have about benefits in the context of life events such as marriages, adding children to a family, and divorce, as well as information about gender transition services.

The benefits to be discussed will include the following:

- Insurance (health, life, dental, vision, long term care, flexible spending accounts)
- CSRS/FERS Retirement Annuities (survivor benefits, beneficiaries)
- Leave (Family and Medical Leave Act, sick leave, Voluntary Leave Transfer Program, Voluntary Leave Bank Program)

Because of the volume of attendees and questions anticipated, please submit your questions to benefits@opm.gov as soon as possible to ensure a response.

Please RSVP on the [MAX.gov website](#). You will receive confirmation before the event. To receive a calendar invitation on your personal calendar, check the **Send calendar invite** box after you log in.

- **To attend in person:** After you log in, scroll down and click the **RSVP** button and provide your name, email address, agency, office and job title. Please remember to bring either your government ID or driver's license.
- **To view by webcast:** After you log in, scroll down and click the **RSVP for Webcast** button and provide your name, email address, agency, office and job title.

For more information concerning this event or to request reasonable accommodations, please contact DiversityandInclusion@opm.gov.



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"Progress always involves risks. You can't steal second base and keep your foot on first."

—Frederick B. Wilcox

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Publication Date: October 26, 2015

Today's Headlines

- OMS Provides Summary of Strategic Planning Session
- Prepare for Open Season: Health Benefits Fair Scheduled Nov. 4 in McLean
- Change to Procurement Requisition Drop-Off Location
- Change the World With Your Loose Change
- Reminder: OPM Webinar on Federal Benefits for LGBT Employees Is Tomorrow, Oct. 27
- Cafeteria Menu Available for Week of Oct. 26

These articles are published on the [FCA Today SharePoint page](#).

OMS Provides Summary of Strategic Planning Session

By Jerome Fowlkes, OMS Deputy Director

On Oct. 14 and 15, the FCA Board and senior managers met to discuss the FCA Board's strategic planning. A synopsis of the meeting and links to presentations are [available](#) on the Office of Management Services' SharePoint site.

Some of the key points from the speakers are summarized below.

- There was a consensus that FCA needs to be prepared for the economic/financial downturn in the agricultural economy. Emerging trends point to a correction in the grain industry followed by a correction in the livestock sector. The correction expected this time will likely result in a soft landing and then slow recovery in affected sectors, but nothing like the crisis of the 1980s is expected. The adverse conditions are not yet reflected in the financial institutions' credit quality metrics.
- Navigating this downturn will require diligence in measuring and monitoring the working capital and liquidity of the borrowers. Borrowers will need to look to managing and reducing costs as the best way to maintain liquidity and manage through the lower revenue periods brought on by lower commodity prices.
- FCA needs to be proactive to the downturn. Safety and soundness remains the core mission, and exams must focus on complex credits, volatility, concentration risk, and changes in real estate values to properly address potential downturns in System portfolios.
- The use of data is increasing in the agricultural industry (farmers) and also by our FIRREA peers (agencies covered by the Financial Institutions Reform, Recovery and Enforcement Act of 1989). The use of data requires an effort to facilitate collection of data and to understand how to probe the data to meet business requirements (data scientists), and then analysts who understand how to address business/regulatory

concerns. The agency should continue using its data sources to be proactive in examination of risk and establishing policy to maintain the safety and soundness of the System.

- Rural economic development is needed, and it will take regional cooperation to make that happen. Sometimes regional cooperation is difficult for communities because they are accustomed to competing with each other. However, because of the size of budgets and resources available, significant economic development will likely only occur through regional cooperation.
- The agency should continue to evaluate the needs of its workforce, both seasoned and new, to make sure that it provides challenging opportunities that support the its mission. FCA must improve and enhance communication and knowledge transfer within the agency while it also promotes a diverse, competent and challenging environment.
- The agency should strive for an open dialogue and exchange of information with the Farm Credit System to understand challenges and areas of concern.

The planning workgroup will meet with senior staff and each of the offices to gather feedback for compiling a strategic plan recommendation to the board by mid-February 2016. It will incorporate updated performance metrics that reflect the priorities of the FCA Board given the current economic environment and the core mission of the agency.

Prepare for Open Season: Health Benefits Fair Scheduled Nov. 4 in McLean

FCA will hold a health benefits fair next week, Wednesday, Nov. 4, from 11:30 a.m. to 1:30 p.m. in the atrium of the Farm Credit Building.

Representatives of the Federal Employees Health Benefits Program and the Federal Employee Dental and Vision Insurance Program will be on-site to provide you with open season materials and to answer questions.

A representative from our flexible spending accounts vendor, Benefit Allocation Systems, will also be on-site to answer questions on flexible spending and the Benny card.

Look for more articles on open season in the near future.

Change to Procurement Requisition Drop-Off Location

Because of the reorganization in the Office of Management Services (OMS), procurement requisitions should no longer be submitted to Cindy York. They should be dropped off at the "Procurement Requisition" inbox located in the OMS mailbox area (Director/Deputy Director office area). Send scanned copies to [Veronica McCain](#).

If you have any questions, please contact Veronica at x44031.

Change the World With Your Loose Change

Keyworkers are designing and setting out collection jars for a friendly competition between FCA and FCSIC offices. Look under your sofa cushions. Search your pockets. Find those stray coins around your house. Bring them in and deposit them in your keyworker's jar.

On Wednesday, Dec. 9, the CFC Leadership Committee will figure out who has won bragging rights for collecting the most money per staff member, and Chairman Spearman will recognize the winning office at the awards ceremony on Dec. 10.

Proceeds from the collection will go to the Combined Federal Campaign of the National Capital Area (CFCNCA) as "undesignated" donations. All undesignated donations are

combined and then shared proportionately among all charities and federations that receive designations.

In the meantime, don't forget to make your online donation to the CFC charities of your choice. As of today, employees have made nine pledges, totaling \$4,922. This represents 8.6 percent of our \$57,000 goal.

The Dec. 15 deadline will be here before you know it, so don't wait too late to make your tax-deductible donation. In past years, the CFCNCA has extended the deadline, but doing so carries with it additional administrative costs, so the National Capital Area leadership has decided to stick with its deadline this year.

For online giving instructions, go to the [FCA/FCSIC CFCNCA page](#). Or, if you prefer, go straight to the [CFCNCA website](#) to make your donation. You can search for charities by using the CFCNCA online [charity search tool](#) or by flipping through the [Catalog of Caring](#).



Dianna Becerra, an ORP keyworker, created her very own minion to collect loose change for her office. ORP employees: Don't forget to feed the minion!

Reminder: OPM Webinar on Federal Benefits for LGBT Employees Is Tomorrow, Oct. 27

Tomorrow, Oct. 27, the U.S. Office of Personnel Management (OPM), Office of Diversity and Inclusion, will host a webinar on federal benefits for LGBT (lesbian, gay, bisexual and transgender) federal employees and annuitants from OPM subject-matter experts. The webinar will take place from 1:30 to 2:30 EDT. You may attend in person at OPM headquarters in the District of Columbia or remotely by webcast.

Some employees reported difficulties accessing links to sign up for tomorrow's webinar. Click the green "Register Now" button in the top right corner on either of the RSVP links below and follow the instructions.

In person:

- Go to OPM, Campbell Auditorium, 1900 E Street NW, Washington, DC.
- RSVP at <https://community.max.gov/x/4IJaO>.

Webcast:

- Attend at <http://web.2.c3.audiovideoweb.com/ca25web26002/7c3flslive1573.html>
- RSVP at <https://community.max.gov/x/94JaO>.

For more information concerning this event or to request reasonable accommodations, please contact DiversityandInclusion@opm.gov.

Cafeteria Menu Available for Week of Oct. 26

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"Why is Monday so far from Friday and Friday so near to Monday?"

—Minion in "Despicable Me"

From: [newsletter](#)
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Subject: FCA Today - Tuesday, October 27, 2015
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Publication Date: October 27, 2015

Today's Headlines

- FCA News Clips Will Not Be Published Oct. 28 and 29
- Baked Goods for Sale Tomorrow, Oct. 28, From Farm Credit Club
- Yoga and Zumba Classes in McLean Move to Gym

These articles are published on the [FCA Today SharePoint page](#).

FCA News Clips Will Not Be Published Oct. 28 and 29

The Office of Congressional and Public Affairs will not publish the FCA News Clips on Wednesday, Oct. 28, and Thursday, Oct. 29. We will resume publication of the clips on Friday, Oct. 30.

Baked Goods for Sale Tomorrow, Oct. 28, From Farm Credit Club

Save room for dessert tomorrow, Oct. 28, for the Farm Credit Club's bake sale at 2 p.m. in the Farm Credit Café area.

If you would like to donate any baked goods, please contact Lorine Hines at x44423 or at hinesl@fca.gov.

Yoga and Zumba Classes in McLean Move to Gym

Until further notice, the yoga classes on Tuesdays and Zumba classes on Thursdays will be held in the gym instead of room 1500. Both classes will begin at noon, as regularly scheduled.



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"Autumn is a second spring where every leaf is a flower."

—Albert Camus

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, October 29, 2015
Date: Thursday, October 29, 2015 5:57:35 PM
Attachments: [image002.png](#)



Publication Date: October 29, 2015

Today's Headlines

- Message from the Chairman: FCA Closed on Friday after Thanksgiving
- Thanksgiving Message from FCSIC Chairman Dallas Tonsager
- Email Maintenance Scheduled This Weekend, Oct. 30 to 31
- Be Careful When Responding to Unsolicited Email
- Plain Writing Award Submissions Due by Close of Business This Friday, Oct. 30
- Deadline Approaches for Third Annual Diversity Leadership Award; Submit Nominations by Nov. 9
- Prepare for Open Season: Health and Wellness Fair Scheduled Nov. 4 in McLean

These articles are published on the [FCA Today SharePoint page](#).

Message from the Chairman: FCA Closed on Friday after Thanksgiving

The Thanksgiving holiday is just around the corner. It is a time that we give thanks for all the many blessings we have, and I know many of the FCA staff look forward to spending time with family.

2015 has been another very busy year here at FCA, and in acknowledgement of everyone's efforts and contributions, I am announcing that the day after Thanksgiving, Friday, November 27, will be a day of administrative leave. The agency will be closed for business so that employees may be with family and friends. Employees whose normal flex day falls on this day will be granted an "in-lieu-of" day.

Best Wishes,

Kenneth A. Spearman
Chairman and CEO

Thanksgiving Message from FCSIC Chairman Dallas Tonsager

In acknowledgement of everyone's efforts and contributions during this busy year, I would like to announce that the day after Thanksgiving, Friday, November 27, will be a day of administrative leave for FCSIC. The Corporation will be closed for business so that employees may be with family and friends. Employees whose normal flex day falls on this day will be granted an "in-lieu-of" day.

On behalf of the FCSIC Board, I wish you all a wonderful Thanksgiving holiday, and offer a heartfelt "thank-you" to one and all.

Best Wishes,

Email Maintenance Scheduled This Weekend, Oct. 30 to 31

The Office of Information Technology will perform scheduled maintenance on the email servers from 8 p.m. EDT Friday, Oct. 30, through 10 p.m. EDT Saturday, Oct. 31.

Sporadic delays in email delivery to Outlook and iPhones could occur during this period. In addition, you may experience intermittent issues with email service through Outlook Web Access.

Be Careful When Responding to Unsolicited Email

Several FCA employees received an unsolicited email this morning, Oct. 29, relating to eligibility for a retirement benefit analysis by Public Sector Retirement Educators, LLC.

Please do not in any way respond to the email, either by clicking on a link or replying to the sender. Also, please block the sender, delete the email, and empty your deleted items folder.

To block a sender, right click on the email, select **Junk** from the dropdown menu, then select **Block Sender**.

Public Sector Retirement Educators is not a federal government-sanctioned company. FCA will always inform its users of any FCA-sponsored benefit information. Please continue to be cautious when responding to non-work-related, unsolicited emails from unknown senders.

Plain Writing Award Submissions Due by Close of Business This Friday, Oct. 30

Before you head off to your Halloween weekend activities, don't forget to submit documents for consideration in the third annual 2015 Plain Writing Award contest. This Friday, Oct. 30, is the deadline. The award, sponsored by the Office of Congressional and Public Affairs, will be announced at the awards ceremony in December.

For Q&As about the award, see the [Oct. 15 FCA Today article](#) or call Emily Yaghmour with any questions at x44066.

You may submit your own or a colleague's document for consideration to Emily at yaghmoure@fca.gov.

For more information about plain writing, see [FCA's Plain Writing SharePoint site](#).

Deadline Approaches for Third Annual Diversity Leadership Award; Submit Nominations by Nov. 9

Just a little over a week remains to submit nominations for FCA's third annual 2015 Diversity Leadership Award sponsored by the Office of Equal Employment Opportunity and Inclusion. The deadline is Nov. 9. The winner will be announced at the awards ceremony in December.

To nominate a colleague or colleagues, go to the [2015 Leadership Diversity Award nomination form](#) and compose one or two paragraphs about each nominee, explaining why you believe he or she deserves the award.

For more information about the criteria for the award and the voting process, see the [Oct. 6 FCA Today article](#).

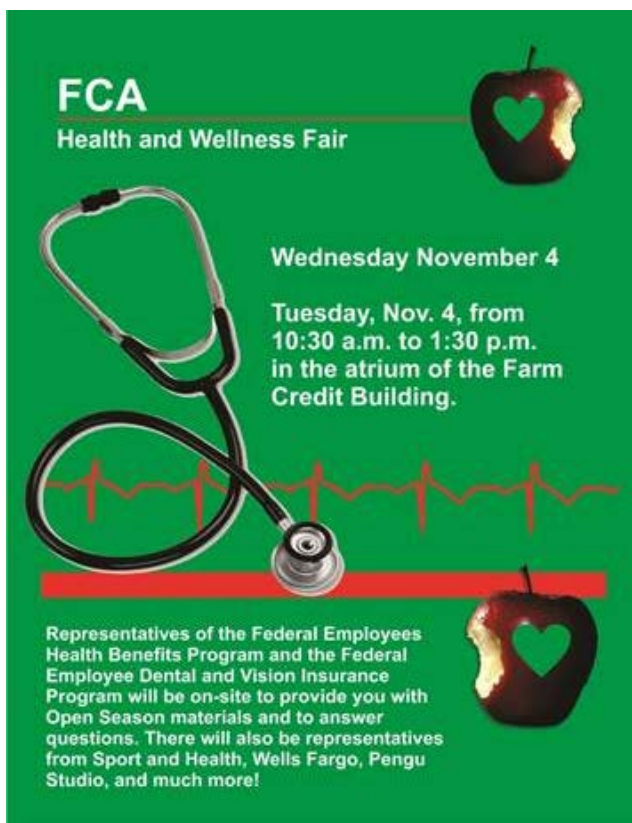
If you have additional questions about the award, contact Lynn Major at majors@fca.gov or 703-883-4285.

Prepare for Open Season: Health and Wellness Fair Scheduled Nov. 4 in McLean

FCA will hold a health and wellness fair next Wednesday, Nov. 4, from 10:30 a.m. to 1:30 p.m. in the atrium of the Farm Credit Building.

Representatives from Sport & Health, Sport & Spine, LuLaRoe, Pengu Studio, Wells Fargo, Agriculture Federal Credit Union, United Health Care, Kaiser Permanente, GEHA and many more will be on-site to provide you with materials and to answer your questions.

Field office employees may instant-message Miranda Johnson on the day of the event if they have specific questions for vendors. Be on the lookout for more articles on this event in the near future!



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"We can only be said to be alive in those moments when our hearts are conscious of our treasures."

—Thornton Wilder

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Publication Date: October 30, 2015

Today's Headlines

- Submit Documents for 2015 Plain Writing Award by Close of Business Today, Oct. 30
- Fall Back: Daylight Saving Time Ends This Weekend
- Cafeteria Menu Available for Week of Nov. 2

These articles are published on the [FCA Today SharePoint page](#).

Submit Documents for 2015 Plain Writing Award by Close of Business Today, Oct. 30

Today, Oct. 30, is the deadline for the third annual 2015 Plain Writing Award. By close of business today, submit your own or a colleague's document for consideration to Emily Yaghmour at yaghmour@fca.gov.

For Q&As about the award, see the [Oct. 15 FCA Today article](#) or call Emily with any questions at x44066.

For more information about plain writing, see [FCA's Plain Writing SharePoint site](#).

Fall Back: Daylight Saving Time Ends This Weekend

Before you go to bed Saturday, remember to set your clocks and watches back one hour. Daylight saving time 2015 officially ends on Nov. 1 at 2 a.m. We will join the following states and U.S. territories that do not observe daylight saving time and are on standard time all year round:

- Arizona
- Hawaii
- Puerto Rico
- Virgin Islands
- American Samoa
- Guam
- Northern Marianas

Enjoy your extra hour of sleep!

Cafeteria Menu Available for Week of Nov. 2

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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" Eye of newt, and toe of frog, Wool of bat, and tongue of dog, Adder's fork, and blind-worm's sting, Lizard's leg, and owlet's wing, For a charm of powerful trouble, Like a hell-broth boil and bubble."

—William Shakespeare

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, November 2, 2015
Date: Monday, November 02, 2015 5:05:55 PM
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Publication Date: November 2, 2015

Today's Headlines

- Nguyen Family Receives Special Halloween Treat
- Federal Employees Granted Limited Administrative Leave for Election Day
- Office of General Counsel Posts Openings for Attorney-Advisors
- November 2015 HRTT Tip of the Month: 2015 Year-End Reminders
- New Form 1095-C Coming in January; Paperless Option Available for 1095-C and W-2
- The 15th Annual BIG at FCA Food Drive and Fifth Annual Coat Drive Starts Today
- Who Were the Best Halloween Contest Guessers in McLean?

These articles are published on the [FCA Today SharePoint page](#).

Nguyen Family Receives Special Halloween Treat

Editor's Note: To view a photo of baby Harper, read the [article](#) on the FCA Today SharePoint page.

Bloomington-based FCA examiner Lun Nguyen and his wife, Kara, are proud to announce the birth of their daughter, Harper Kam Nguyen. She was born on Oct. 31 at 11:15 a.m. at Northfield Hospital in Northfield, Minnesota. She weighed 7 pounds, 12 ounces, and measured 20.5 inches.

"Mom and baby are doing great," says Lun. "Big brothers Camden and Dawson are beyond excited!"

Federal Employees Granted Limited Administrative Leave for Election Day

Tomorrow, November 3, is Election Day. You are encouraged to vote and, if necessary, may be excused from work to do so.

The federal government has a longstanding policy of granting employees limited time off from work to vote in federal, state, county, or municipal elections, or in referendums on any civic matter in their community.

Since polling places are typically open for extended periods of time, and an increasing number of jurisdictions offer early voting options, the Office of Personnel Management (OPM) advises that excused absences should rarely be needed. However, excused absences may be granted to permit an employee:

- To report for work three hours after the polls open;
- To leave from work three hours before the polls close;
- To travel to a voting place beyond normal commuting distance if absentee ballot is not permitted (up to one day); and
- To vote during early voting periods if the employee will not be available to vote on election day, or early voting hours are the same as, or exceed, voting hours on the

day of election.

The time of day you normally arrive at and depart from work should be used to determine the amount of leave you need to vote. OPM also cautions that an employee may not be granted an excused absence if an employee's non-workday for a compressed or other alternative work schedule falls on a day that his or her polling place is open for voting. Please be sure to notify your supervisor before taking any time off from work to vote. When you record your time, remember it is considered administrative leave and is not charged as annual leave.

Check the times the polls are open in your state and make your plans to vote now.

Office of General Counsel Posts Openings for Attorney-Advisors

FCA has posted a vacancy announcement for three attorney-advisors, VH-905-38/39, in the Office of the General Counsel.

The announcement opens today, Nov. 2, and is posted on USAJOBS under vacancy announcement [VA-15-0183](#) for all U.S. citizens.

The deadline for submitting applications is Monday, Nov. 23.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.
6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Lorine Hines at 703-883-4423 (x44423).

November 2015 HRTT Tip of the Month: 2015 Year-End Reminders

The end of the year is a very busy time for FCA employees. We begin to think about open season enrollment, taxes, and many other pay and benefit programs.

In the [November 2015 HRTT Tip of the Month](#), the Human Resources and Training Team (HRTT) provides you important information about items you may need to complete at the end of the year.

You can access an [archive](#) of past HRTT Tip of the Month articles on the [Human Resources SharePoint site](#) under "Internal."

If you have any questions, please contact HRTT at x44135.

New Form 1095-C Coming in January; Paperless Option Available for

1095-C and W-2

FCA and FCSIC employees will receive a form 1095-C this year because both agencies are categorized as "applicable large employers," subject to the employer-shared responsibility provision in the Affordable Care Act. Form 1095-C includes information about the health insurance coverage offered to you by your employer.

The National Finance Center will send 1095-C forms by postal mail in late January to all full-time employees. (You are a full-time employee if you work at least 130 hours in a calendar month. If you are not full-time, you will not receive a 1095-C form.)

You should retain the 1095-C form for informational purposes. At this time, the IRS does not require employees to file these forms with their income tax returns.

NOTE: A feature has been added to your Employee Personal Page (EPP) under the Preferences tab called "Change Paper W-2/1095-C" to opt out of the paper option for both forms. If you wish to make this election, you must do so by midnight CST on Dec. 12. If no election is made, you will receive mailed copies.

If you have any questions, send an email to [AskHR](#) or contact the Human Resources and Training Team at x44135.

The 15th Annual BIG at FCA Food Drive and Fifth Annual Coat Drive Starts Today

By Damien C. Hill, President of Blacks in Government

Blacks in Government at FCA (BIG at FCA) kicks off its 15th (or crystal anniversary) annual "Share the Harvest" food drive and fifth annual coat drive today, Monday, Nov. 2. Wow, 15 years can really go fast. This is a proud legacy in which BIG and FCA members and FCA staff have consistently partnered to give a hand up to those in need in the D.C. area. These food and coat drives have helped to crystalize BIG at FCA's community outreach program and legacy. The drive ends on Tuesday, Nov. 24.

We collectively call our food and coat collection drive period the "Season of Giving." Collection boxes for both food items and coats will be placed in the atrium of the McLean Farm Credit Building near the staircase.

Nonperishable food items collected during the food drive will be delivered to So Others Might Eat (SOME) in Washington, D.C. Proceeds will be used to help fill SOME's annual holiday dinner boxes for seniors in need, and to support other events and programs sponsored by the organization.

All nonperishable food items will be gladly accepted; however, preferred items for dinner boxes are as follows:

- canned meat
- ground coffee
- cold cereal
- pasta and pasta sauce
- rice
- salad dressing
- macaroni and cheese
- spices

All coats collected during the drive will also be delivered to SOME, which, in addition to providing meals, provides clothing and housing for those in need. We'd like to receive coats that are in good condition and free of tears or stains. We'd prefer that donated coats are washed before donation; however, if you're unable to clean the coat before donating it, simply pin a note inside the coat stating "unwashed."

Last year's "Share the Harvest" food drive yielded more than 310 pounds of canned goods and other nonperishable items. Our coat drive yielded 8 coats. Over the past 14 years, FCA employees have donated close to a ton of food items to SOME.

SOME's goal is "restoring hope and dignity one person at a time." Let's do our part to help them accomplish this important mission during BIG at FCA's "Season of Giving." To learn more about this nonprofit, visit [SOME's website](#).
Special thanks to FCA employees who have made this and other BIG at FCA events successful. Your support is greatly appreciated.

Who Were the Best Halloween Contest Guessers in McLean?

The results are in for the best guessers for the Farm Credit Café contests. The weight of the giant pumpkin was 18.5 pounds, and there were 955 pieces of candy corn in the jar. The winners were as follows:

Pumpkin Guessing Contest:

- 1st place: Becky Orlich (ORP), with a guess of 18.1
- 2nd place: A tie between Patrick Tewell (OE-McLean) and Tom Smith (FCS Building Association), with a guess of 18 pounds
- 3rd place: Michael Beckmann (OMS), with a guess of 17 pounds

Candy Corn Guessing Contest:

- 1st place: Butch (elevator maintenance contractor), with guess of 937
 - 2nd place: Lorine Hines (OMS), with a guess of 930
-



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*"November comes
And November goes,
With the last red berries
And the first white snows.*

*With night coming early,
And dawn coming late,
And ice in the bucket
And frost by the gate.*

*The fires burn
And the kettles sing,
And earth sinks to rest
Until next spring."*

—Elizabeth Coatsworth

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, November 3, 2015
Date: Tuesday, November 03, 2015 4:08:47 PM
Attachments: [image004.png](#)



Publication Date: November 3, 2015

Today's Headlines

- Fall Wedding for Destyne Edwards
- CFCNCA Online Giving Day Is Thursday, Nov. 5; Geoffrey Chu Offers Training
- Reminder: Health and Wellness Fair Begins at 10:30 a.m. Tomorrow, Nov. 4
- Linda Toki Shares Photos of Fall Foliage at Farm Credit Building

These articles are published on the [FCA Today SharePoint page](#).

Fall Wedding for Destyne Edwards

Editor's Note: To view photos of Destyne's wedding, read the [article](#) on the FCA Today SharePoint page.

High school sweethearts, FCA IT specialist Destyne Edwards and Scott Mitchell, married on the evening of Saturday, Sept. 26, at the Tides Inn Resort in Irvington, Virginia. It was a small intimate wedding, which included 83 of their closest family and friends.

The festivities started Friday evening with trolleys taking guests to Scott's family cottage for a welcome reception. Destyne's family had wedding leis sent in from Hawaii for the event to pay homage to her Filipino heritage.

Saturday included watching college football before the ceremony and plenty of dancing during the reception. Destyne surprised Scott with a cigar bar during the reception, which was a huge hit with all the guests.

Destyne and Scott spent two weeks in Europe for their honeymoon, starting in Dublin, Ireland, and stopping over in Madrid, Spain, before spending a week on the beach in Marbella, Spain.

Destyne now goes by the name Destyne Mitchell. Congratulations, Destyne and Scott!

CFCNCA Online Giving Day Is Thursday, Nov. 5; Geoffrey Chu Offers Training

This Thursday, Nov. 5, is Online Giving Day for the Combined Federal Campaign of the National Capital Area (CFCNCA). Help the FCA/FCSIC Leadership Committee for the CFCNCA reach their goal for Online Giving Day: 30 percent of the \$57,000 fundraising goal for 2015. As of today, FCA and FCSIC employees in McLean have submitted 15 pledges totaling \$8,566, which is 15 percent of the 2015 goal. Between now and close of business Thursday, the leadership committee would like to raise another 15 percent of the goal.

As part of Online Giving Day this Thursday, you can learn how to sign up for online giving at Geoffrey Chu's training session from noon to 1 p.m. It will be held in room 1141.

Geoffrey will show you how quick and easy it is to choose your charities and make your donation online. Feel free to bring your laptop to follow along. Here are some of the things you will learn from Geoffrey:

- How to create an account and log in to the system.
- How to reset your password from last year.
- How to find charities that might be of interest to you.
- How to make an online donation—either by payroll deduction, credit card payment or

e-Check.

If you've never made a CFC donation online or if you would like some refresher guidance, Geoffrey would love to help.

For step-by-step instructions for online giving, see the FCA/FCSIC [CFC SharePoint page](#), or go directly to the [CFCNCA website](#) to make your pledge.

Reminder: Health and Wellness Fair Begins at 10:30 a.m. Tomorrow, Nov. 4

Plan to stop by the atrium of the Farm Credit Building between 10:30 a.m. and 1:30 p.m. tomorrow, Nov. 4, to pick up open season materials and get your questions answered by representatives of the Federal Employees Health Benefits Program and the Federal Employee Dental and Vision Insurance Program.

There will also be a personal trainer, blood pressure readings, membership discounts at BJ's Wholesale Club, and representatives from LuLaRoe, Wells Fargo and many more!

In addition, a representative from our flexible spending accounts vendor, Benefit Allocation Systems, will be available to answer questions on flexible spending and the Benny card.

If you work in a field office, you may instant-message Miranda Johnson tomorrow if you have specific questions for vendors.

Linda Toki Shares Photos of Fall Foliage at Farm Credit Building

The end of October marked the peak fall foliage season in Northern Virginia and Linda Toki, FCA's visual information specialist, photographed the showy display at the Farm Credit Building. Enjoy her three-minute [slideshow](#).



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"Always vote for principle, though you may vote alone, and you may cherish the sweetest reflection that your vote is never lost."

—President John Quincy Adams

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, November 4, 2015
Date: Wednesday, November 04, 2015 5:33:39 PM
Attachments: [image002.png](#)



Publication Date: November 4, 2015

Today's Headlines

- Wear Your Jeans for a Good Cause; Support the CFC on Nov. 10
- Flexible Spending Account Open Enrollment Begins Nov. 9
- Submit Nominations for Diversity Leadership Award by Nov. 9
- A Message of Thanks from Office of Management Services
- Curious Deer Peers Into New Office of Information Technology Suite

These articles are published on the [FCA Today SharePoint page](#).

Wear Your Jeans for a Good Cause; Support the CFC on Nov. 10

On Tuesday, Nov. 10, the day before the mid-week federal holiday to commemorate Veteran's Day, feel free to wear your jeans to work.

FCA and FCSIC are sponsoring Jeans Day to support the Combined Federal Campaign of the National Capital Area (CFCNCA). If you would like to participate, please make a \$5 (or more!) donation to the CFCNCA. You may submit your donation to your keyworker on Jeans Day itself or any day before then.

Proceeds from the collection will go to the CFCNCA as "undesignated" donations. All undesignated donations are combined and then shared proportionately among all charities and federations that receive designations.

In the meantime, don't forget to make your online donation to the CFC charities of your choice. As of today, employees have made 16 pledges, totaling \$9,346. This represents 16.4 percent of our \$57,000 goal.

Flexible Spending Account Open Enrollment Begins Nov. 9

Open enrollment for the 2016 FCA and FCSIC Flexible Spending Accounts (FSA) program begins on Monday, Nov. 9, and runs through Monday, Dec. 14. Remember, you must enroll in this program every year if you wish to continue to participate. You will receive enrollment instructions by email from Benefit Allocation Systems this Friday, Nov. 6.

FCA's Contribution

Every year, as FCA/FCSIC employees, we receive an agency contribution to our flexible spending accounts. The 2016 benefit will be \$500. If you wish, you may elect to combine your \$800 Life Cycle benefit with the \$500 FSA contribution for a total agency contribution of \$1,300. Even if you do not wish to contribute your own funds to an FSA, you must enroll in the program every year to receive this agency benefit.

You may distribute the agency contributions as you see fit: you may apply the full amount to

the Health Care FSA or to the Dependent Care FSA, or you may distribute the contributions across the two accounts.

Your Contribution

Of course, you may also choose to contribute your own funds to one or both FSAs, but there are limits to the contributions you may make to these accounts. For 2016, the annual limit for the Health Care FSA remains the same at \$2,550; the annual limit for the Dependent Care FSA remains the same at \$5,000.

The annual limit for the Health Care FSA applies only to your lifecycle and *your* contributions—not to the \$500 agency contributions. Therefore, if you only apply \$500 in agency contributions to the Health Care FSA, you may still contribute \$2,550 of your own funds to the account. If you only apply \$500 in agency contributions and the \$800 Lifecycle to the Health Care FSA, you may only contribute \$1,750 of your own funds to the account. However, the annual limit of \$5,000 on the Dependent Care FSA includes both employee and agency contributions.

The Benny Card

The Prepaid Benefit Card (or the Benny Card) will continue to be available to make eligible purchases easier for you. If you already have a card, Benefit Allocation Systems will load the amount you choose onto your Prepaid Benefit Card. If you joined FCA or FCSIC in 2014 and do not yet have a card, you will receive a card in the mail. Please notify David Toth at 703-883-4422 if you no longer have your Prepaid Benefit Card and would like one, or if you do not receive a card in the mail.

How to Access FSA Info

To access your FSA information, visit MyEnroll.com. If you've forgotten your log-in information, click on "Request User ID & Password" at the MyEnroll.com home page. The information will be sent to you immediately by email.

Contact OMS's Human Resources and Training Team at 703-883-4135 if you have questions regarding enrollment or specifics on the FSA and Life Cycle benefits.

Submit Nominations for Diversity Leadership Award by Nov. 9

Only a few days remain to submit nominations for FCA's third annual 2015 Diversity Leadership Award sponsored by the Office of Equal Employment Opportunity and Inclusion. The deadline is Nov. 9. The winner will be announced at the awards ceremony in December.

To nominate a colleague or colleagues, go to the [2015 Leadership Diversity Award nomination form](#) and compose one or two paragraphs about each nominee, explaining why you believe he or she deserves the award.

For more information about the criteria for the award and the voting process, see the [Oct. 6 FCA Today article](#).

If you have additional questions about the award, contact Lynn Major at majors@fca.gov or 703-883-4285.

A Message of Thanks from Office of Management Services

Editor's Note: To view photos of the Health and Wellness Fair, read the [article](#) on the FCA Today SharePoint page.

On behalf of everyone in the Office of Management Services, thank you to all employees who attended our Health and Wellness Fair today. We tried something a little different this

year by bringing in other vendors, which we hope you enjoyed. We were happy to see a few lucky employees win some raffle prizes.

If you filled out a membership application for BJ's Wholesale Club, please drop it off to me in room 3417 by close of business, tomorrow, Nov. 5. If you need an application, they are available in OMS's Human Resources and Training Team area. Please feel free to pick one up.

Carmen Lopez, OMS

Curious Deer Peers Into New Office of Information Technology Suite

Editor's Note: To view Lovi's photos, read the [article](#) on the FCA Today SharePoint page.

Staff members with the new Office of Information Technology have moved into their new offices in suite 1500, and one curious deer wanted to see what the excitement was all about. IT specialist Lovi Washington took the shots below from her new window office.



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"Natural forces within us are the true healers of disease."

—Hippocrates

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, November 5, 2015
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Attachments: [image002.png](#)



Publication Date: November 5, 2015

Today's Headlines

- Open Season Begins Nov. 9 for Health, Dental and Vision Insurance Programs
- Financial Education Survey for 2015/2016: Please Provide Your Input
- Construction Work Near Farm Credit Drive Circle Begins Nov. 9 for Two Weeks
- Farm Credit Club Announces Chili Cook-Off on Nov. 18

These articles are published on the [FCA Today SharePoint page](#).

Open Season Begins Nov. 9 for Health, Dental and Vision Insurance Programs

The open season for the Federal Employees Health Benefits (FEHB) program and the Federal Employee Dental and Vision Insurance Program (FEDVIP) begins Monday, Nov. 9, and runs through Monday, Dec. 14.

This is your annual opportunity to sign up for coverage as a new enrollee, add family members to an existing plan or choose a new plan.

The FEHB Program

For information about FEHB plans, visit the [Federal Benefits Open Season website](#). It contains the [2016 Guide to Federal Benefits](#), [Plan Information](#), and a [plan search page](#) with a tool that lets you identify and compare health plans available in your area.

On the Plan Information page, select the state in which you live to see a list of plans available to you. Click on the plan brochure for information about each plan.

Note: OPM will not be distributing paper copies of the plan brochures. This helps lower administrative costs and conserve natural resources. If you need more assistance, please send an email to [AskHR](#) or contact a member of the Human Resources and Training Team.

New in 2016

OPM has created a new option this year. All FEHB plans now have an "Employee Plus One" option. This will allow employees with only one dependent to choose this option instead of the family option. If you are currently in the family plan and want to choose this option, you will need to make the election during open season, Nov. 9 through Dec. 14.

The agency will continue to pay 90 percent of your benefit premium regardless of which plan you choose. You can view the [2016 premium rate comparison](#) for FCA and FCSIC employees across FEHB plans on the [Human Resource SharePoint](#) site.

Review Your Current FEHB Plan

Even if you want to keep your current FEHB plan, review the 2016 brochure to be sure that it will continue to meet your needs next year. Every plan brochure contains a section about changes for 2016. Please review this section carefully for changes that may affect your benefit coverage. Your FEHB enrollment will automatically continue from year to year unless you change or cancel your plan.

However, a few plans will drop out of the FEHB or reduce their service areas at the end of the 2015 plan year. If you are currently enrolled in one of those plans, you must select another plan during open season, or you will end up with no health care coverage for 2016.

How to Enroll in, Cancel or Change an FEHB Plan

Use the [NFC Employee Personal Page](#) (myEPP) to make open season changes. If you don't already have a PIN, you can obtain one through [myEPP](#) by selecting "New User Sign Up" from the login page.

Make your open season enrollment, plan change or cancellation before close of business Monday, Dec. 14. All FEHB open season elections will be effective Sunday, Jan. 10, 2016. If you change plans or options, any covered expenses incurred through Jan. 09, 2016, will be paid according to the benefits of your current plan or option. If your 2015 plan is leaving the FEHB program, you will continue to be covered under that plan's benefits through Jan. 9, 2016. FEHB payroll deductions for 2016 will begin in pay period 1 (official pay date: Feb. 1, 2016).

The FEDVIP Program

You may enroll in a FEDVIP plan for self only, self plus one, or self and family coverage. Enrollees must pay the total premium for FEDVIP, which will be withheld from their salary on a pretax basis.

Although you must be eligible for FEHB to enroll in FEDVIP, you are not required to be enrolled in FEHB to enroll in a FEDVIP plan. Eligible family members include an enrollee's spouse (including legally married same-sex spouses) and unmarried dependent children who are less than 22 years old or incapable of self-support. (Please note that under FEDVIP dependent children are only covered until age 22, not age 26 as with FEHB.)

How to Enroll in, Cancel or Change a FEDVIP Plan

To enroll in, change or cancel a FEDVIP plan, go to the [BENEFEDS home page](#). Your FEDVIP enrollments will automatically continue from year to year unless you change or cancel the plan. FEDVIP plan brochures are available on the BENEFEDS website under the [Compare Plans tool](#).

FEDVIP coverage, including any plan changes, will be effective Friday, Jan. 1, 2016. FEDVIP payroll deductions for 2016 will begin in pay period 1 (official pay date: Feb. 1, 2016).

Consumers' Checkbook Guide to Health Plans

The 2016 version of Consumers' Checkbook Guide to Health Plans is available electronically. You may access the [Guide](#) on the Consumers' Checkbook website by entering your name and FCA email address. The site will send you an email with an assigned username and password to log on.

You may also access the guide on SharePoint by following these steps:

1. Go to [FCA's SharePoint Home Page](#).
2. Under the Employee Resources tab, click **Human Resources**.
3. Under the Benefits heading, select **Consumer Checkbook**.

4. Once you have accessed the website, you will need to enter your name and FCA email address.
5. The site will send you an email with an assigned username and password to log on.

If you have any problems or questions accessing the site through FCA's SharePoint Home Page, please contact Helpline at x44333 (1-877-322-4503) or helpline@fca.gov.

Financial Education Survey for 2015/2016: Please Provide Your Input

The OMS Learning Office has developed a short five-question survey regarding the financial education seminars offered in fiscal year 2015 and what financial education topics you would like to see offered in fiscal year 2016.

Our goal is to provide you with enough resources and educational experiences that outline the retirement benefits the agency has to offer, as well as ad-hoc financial literacy subject areas that are of interest to you.

Please take 5 to 10 minutes to leave your feedback and we will do our best to arrange an exciting lineup of courses for fiscal year 2016 that meets the needs of each generation across the agency.

Go to [Financial Education Survey for 2015/2016](#) on SharePoint to respond to the short survey. To refresh your memory, below are links to FCA Today articles published about each of the seminars offered in fiscal year 2015.

FY 2015 Financial Education Offerings:

- [FERS information session with Dave Redden—Dec. 9](#)
- [Retirement planning workshop with G.B. Boze—May 26](#)
- [Financial literacy workshop with G.B. Boze—May 26](#)
- [ROTH TSP/2015 federal benefits updates with Dave Redden—June 2](#)
- [Midyear stock update and selecting a financial adviser with Tom Graham—July 8](#)
- [401\(k\) information session with Dave Redden—Aug. 6](#)
- [401\(k\) information session with Wells Fargo—Aug. 26](#)
- [Dependent care webinar with TSP Advisory—Sept. 23](#)
- [Elder care webinar with TSP Advisory—Oct. 6](#)

If you have any questions regarding this survey, contact any of the following members of FCA's Learning Office:

- [Michael Beckmann](#)
 - [Miranda Johnson](#)
 - [Cassandra Matos](#)
-

Construction Work Near Farm Credit Drive Circle Begins Nov. 9 for Two Weeks

Construction work will begin on Nov. 9 to install a new barrier to the back entrance of the Liberty Crossing compound next to the Farm Credit Building in McLean. Bollards, such as steel pipes or rocks, will be installed for access control. Work is expected to be completed on Nov. 20.

If you have any questions, please contact the FCS Building Association at x44490.

Farm Credit Club Announces Chili Cook-Off on Nov. 18

Get out your chef's hats and best chili recipes for the Farm Credit Club's Chili Cook-Off on Wednesday, Nov. 18. It will be held from 2 to 3 p.m. in the atrium of the Farm Credit Building. Prizes will be awarded for first, second and third places. There will be a \$3 tasting fee for all attendees.

If you would like to compete, please contact Awilda Roque-Brehm at x44441.



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"Fallen leaves lying on the grass in the November sun bring more happiness than the daffodils."

—Cyril Connolly

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, November 9, 2015
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Publication Date: November 9, 2015

Today's Headlines

- New CIO Jerry Golley Heads Up FCA's New Office of Information Technology
- Thank a Veteran This Veterans Day, Nov. 11
- Reminder: Submit Nominations by Close of Business Today, Nov. 9, for 2015 Diversity Leadership Award
- Support the CFC by Wearing Your Jeans Tomorrow, Nov. 10
- Cafeteria Menu Available for Week of Nov. 9

These articles are published on the [FCA Today SharePoint page](#).

New CIO Jerry Golley Heads Up FCA's New Office of Information Technology

By Claire Haverstock, OCPA

Jerald (Jerry) Golley began work Monday, Nov. 2, as FCA's new chief information officer and the Director of the Office of Information Technology (OIT). He will manage the agency's IT operations, projects, initiatives and OIT staff.

Jerry has 25 years of IT management experience. Most recently, he was the Deputy CIO for the Commodity Futures Trading Commission for six years. At the Commission, he managed the information technology operations and initiatives of a team of 250 technical staff who supported more than 1,000 employees involved in financial and research analysis, legal enforcement, statistical risk assessments, and field audit examinations.

Before working at the Commodity Futures Trading Commission, Jerry was the founder and chief executive officer of AMI Technical Consultants, Inc., a software development, Internet hosting, and technical consulting company based in Denver. From 1996 to 2009, he managed more than 100 client accounts. The company grew to about 50 employees before he sold it in 2009.

Jerry began his career as a programmer and geographic information system (GIS) specialist at American Management Systems in Rosslyn, Virginia, where he worked from 1990 to 1994. After that, he was a contractor at MCI and Lipper Analytical Services, both in Colorado, where he led programmers involved in software development.

Jerry is a native New Yorker and farm boy. He grew up in the small town of Morrisville, New York, on a dairy farm. He was involved in 4-H and his mother was a 4-H leader. He helped his family operate the farm and also worked at other farms in the community.

He stayed in New York for college and graduate school. He received his bachelor's degree in geography, with a minor in computer science from the State University of New York at Oneonta in 1988, followed by a Master of Arts in geography and GIS from the State

University of New York at Binghamton in 1991.

Jerry is also a veteran, who served in the 101st Airborne Division of the U.S. Army based out of Ft. Campbell, Kentucky, from 1982 to 1984. He was an enlisted artilleryman and served as the company clerk, commander's driver and unit armorer. After he got out of the Army, he learned to fly Cessna airplanes. He still enjoys flying, and has both fixed wing and helicopter licenses.

Jerry lives with his family in the Ballston area of Arlington, Virginia. He is the proud father of two daughters, Annaliese (age 5) and Jaelynn (age 7). In his free time, he likes adventure sports, especially hiking and biking. He also likes to play games, such as cards, cribbage and backgammon.

In his short time at FCA, Jerry already feels at home. "I feel blessed to be so warmly welcomed to the FCA family. I see that my past experience and skills will serve FCA well immediately and into the future, so I know I will be challenged and gratified with my service," Jerry says. "I also recognize that FCA is a great place to work and I am lucky to be part of it."

Please stop by room 1503 to welcome Jerry to FCA and wish him a happy Veterans Day!

Thank a Veteran This Veterans Day, Nov. 11

This Wednesday, Nov. 11, is the federal Veterans Day holiday. It is a day set aside to honor the 19.3 million military veterans in the United States, including the 40 FCA, FCSIC and FCS Building Association employees who have served our country. Every year, FCA's visual information specialist Linda Toki creates an "[Honoring Our Veterans](#)" poster, which lists all of our veterans' names and service dates. It is displayed in the atrium of the Farm Credit Building and in all field offices.

The history of Veterans Day dates back to Nov. 11, 1919, when President Woodrow Wilson proclaimed the first Armistice Day. It commemorated the day the Allied powers signed a ceasefire agreement with Germany at Rethondes, France, at 11 a.m. on Nov. 11, 1918, bringing World War I to an end.

Congress passed a resolution in 1926 for an annual observance, and Nov. 11 became a national holiday beginning in 1938. President Dwight D. Eisenhower signed legislation in 1954 to change the name to Veterans Day as a way to honor those who served in all American wars.

According to the U.S. Census Bureau's Facts for Features series [Veterans Day 2015: Nov. 11, 2015](#), there are 9.4 million veterans age 65 and older in 2014; and 1.7 million younger than 35. The states with 1 million or more veterans in 2014 were California (1.7 million), Texas (1.5 million) and Florida (1.5 million). Out of the 19.3 million U.S. military veterans in 2014, 1.6 million were female.

This year marks the 15th anniversary of the Veterans History Project (VHP) housed at the Library of Congress. Congress created the project in 2000 to collect, preserve and make accessible the first-hand remembrances of America's war veterans from WWI through the more recent conflicts in Iraq and Afghanistan, so that future generations may hear directly from veterans and better understand the realities of war. To mark the anniversary, VHP has launched "[VHP at 15: Collections Over the Years](#)," the newest installment of VHP's online "Experiencing War" series. The presentation includes 15 collections that became part of the project's permanent archive during its first five, 10 and 15 years.

Many people confuse Memorial Day and Veterans Day. In the Department of Veterans Affairs' [Frequently Asked Questions about Veterans Day](#), Veterans Day is described as a day set aside to thank and honor all those who served honorably in the military—in wartime or peacetime. Memorial Day is a day for remembering and honoring military personnel who died in the service of their country, particularly those who died in battle or as a result of wounds sustained in battle.

This Veterans Day, thank a veteran for his or her sacrifice and service.

Reminder: Submit Nominations by Close of Business Today, Nov. 9, for

2015 Diversity Leadership Award

Today is the deadline to nominate a colleague or colleagues for FCA's third annual Diversity Leadership Award. By close of business, go to the [2015 Leadership Diversity Award nomination form](#) and compose one or two paragraphs about each nominee, explaining why you believe he or she deserves the award.

For more information about the criteria for the award and the voting process, see the [Oct. 6 FCA Today article](#).

If you have additional questions about the award, contact Lynn Major at majors@fca.gov or 703-883-4285.

Support the CFC by Wearing Your Jeans Tomorrow, Nov. 10

Tomorrow, Tuesday, Nov. 10, FCA and FCSIC are sponsoring Jeans Day to support the Combined Federal Campaign of the National Capital Area (CFCNCA). If you would like to participate, please make a \$5 (or more!) donation to the CFCNCA. You may submit your donation to your keyworker today or tomorrow.

Proceeds from the collection will go to the CFCNCA as "undesignated" donations. All undesignated donations are combined and then shared proportionately among all charities and federations that receive designations.

In the meantime, don't forget to make your online donation to the CFC charities of your choice on the [CFCNCA website](#). As of today, employees have made 20 pledges, totaling \$10,769. This represents 19 percent of our \$57,000 goal.

Ira Marshall, the 2015 campaign manager, reports that we are behind in pledges compared to this time last year and urges employees to consider signing up soon. "In November 2014, we had collected more than double the donations we currently have. They totaled \$22,772, which was 41 percent of last year's \$55,000 goal," he says. "Remember any size donation will make a difference to beneficiaries of the CFCNCA charities."

The Dec. 15 deadline is fast approaching, so don't wait too late to make your tax-deductible donation and help the FCA/FCSIC leadership team meet its 2015 goal!

Learn more about the campaign on the FCA/FCSIC [CFC SharePoint page](#).

Cafeteria Menu Available for Week of Nov. 9

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



About FCA Today

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"Freedom is never more than one generation away from extinction. We didn't pass it to our children in the bloodstream. It must be fought for, protected, and handed on for them to do the same."

—Ronald Reagan

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Publication Date: November 10, 2015

Today's Headlines

- A Message from Board Chairman and CEO Kenneth Spearman
- Farm Credit Club Kicks Off Toys for Tots Campaign; Donate by Dec. 11
- 2015 BIG at FCA Season of Giving Fortifies A Legacy of Community Outreach
- Farm Credit Café Serves Thanksgiving Dinner Thursday, Nov. 12

These articles are published on the [FCA Today SharePoint page](#).

A Message from Board Chairman and CEO Kenneth Spearman

As you take the day off tomorrow for the Veterans Day holiday, take a moment to reflect on the spirit of the day and think about all those who served our country in the Air Force, Army, Marine Corps, Navy or Coast Guard. Their sacrifices have ensured our freedoms, and they deserve our thanks and support, which President Obama calls our "sacred obligation" to our veterans and their families.

To the veterans who work at FCA, FCSIC and the FCS Building Association, thank you for your service to our nation.

Farm Credit Club Kicks Off Toys for Tots Campaign; Donate by Dec. 11

The Farm Credit Club will once again sponsor the Toys for Tots campaign collection for the U.S. Marine Corps Reserve. By contributing a toy through this program, you can make the holiday season a little brighter this year for a needy child.

Please purchase a new, unwrapped toy (value of \$10), and place it in the collection box by the stairs in the atrium of the McLean Farm Credit Building. The campaign ends on Friday, Dec. 11.

If you have any questions, please contact Ryan Leist at x44223.

2015 BIG at FCA Season of Giving Fortifies A Legacy of Community Outreach

By Damien C. Hill, President of Blacks in Government

FCA's "Share the Harvest" food drive is off to a promising start with 63 pounds of nonperishable food items collected to date. Special thanks to all who have contributed and to those who plan to do so.

The coat drive, an equally important component of our Season of Giving, is also underway through Tuesday, Nov. 24. These efforts fortify a BIG at FCA legacy of taking the pulse of

the community and responding accordingly.

Please check your closets for nonperishable food items and winter coats that you can spare, as they will be put to good use by those in need this winter.

Proceeds from both collection drives will be donated to So Others Might Eat (SOME) in Washington, D.C. Thanks again for your support.

For more information, see the [Nov. 2 FCA Today article](#).

Farm Credit Café Serves Thanksgiving Dinner Thursday, Nov. 12

When you return from the Veterans Day holiday, get a taste of Thanksgiving early by feasting on a full Thanksgiving meal at the McLean Farm Credit Café. It will be served on Thursday, Nov. 12, during regular lunchtime hours, from 11:30 a.m. to 1:30 p.m. The full meal costs \$12.99 and includes the following items:

- Oven slow-roasted turkey breast
- Side: homemade mashed potatoes with gravy
- Side: cinnamon-brown sugar sweet potatoes
- Side: garlic green beans
- Side: steamed corn niblets
- Side: cornbread stuffing
- Roll
- Slice of pie
- Small fountain beverage

On the lighter side, a meal with turkey, cranberry sauce and two of the above sides is \$6.99. Each extra side will cost \$1.59.

Happy Thanksgiving from all your friends at the Farm Credit Café—Diana, José and Elias!



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"As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them."

—John F. Kennedy

From: [newsletter](#)
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Subject: FCA Today - Thursday, November 12, 2015
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Publication Date: November 12, 2015

Today's Headlines

- Make Plans for Your Use-or-Lose Leave by Nov. 28
- Only One Elevator Available in McLean Until Further Notice
- BIG at FCA Hosts "Working Effectively With Others to Gain Influence" Wednesday, Nov. 18
- Come On Down to Spin the Wheel on Nov. 18 for the Combined Federal Campaign
- McLean Employees Wear Jeans to Support the CFC
- Pecans and Almonds for Sale by Farm Credit Club

These articles are published on the [FCA Today SharePoint page](#).

Make Plans for Your Use-or-Lose Leave by Nov. 28

Make plans now for any use-or-lose annual leave that you will accrue through Jan. 9, 2016. You must submit leave requests to your supervisor by Saturday, Nov. 28. You will have until Friday, Jan. 8, 2016, to use leave accrued in 2015. The maximum carryover for annual leave remains 240 hours for employees at grade levels VH 41 and below; the maximum carryover for employees at VH 42 and above is 720 hours.

The 2015 leave year began Jan. 11, 2015, and ends Jan. 9, 2016. It consists of 26 pay periods. You accrue annual leave for each full biweekly pay period for which you are employed during the leave year according to the leave category to which you belong.

<i>During leave year 2015, if you are in leave category...</i>	<i>you will have accrued...</i>
4	104 hours
6	160 hours
8	208 hours

For more information on use-or-lose leave, please see the [fact sheet](#) on the Office of Personnel Management website. If you have any questions, send an email to [AskHR](#) or contact the Human Resources and Training Team at x44135.

Only One Elevator Available in McLean Until Further Notice

Both elevators on the right side as you face the back of the McLean building are unavailable at this time. Please push the button on the wall with the single elevator for service.

Contact the FCS Building Association at fcsba@fca.gov or x44490 if you have any questions.

BIG at FCA Hosts "Working Effectively With Others to Gain Influence" Wednesday, Nov. 18

By Damien C. Hill, President, Blacks in Government at FCA

Effective communication makes for successful, fruitful relationships whether between employees and supervisors, coaches and players, or husbands and wives. I learned at a young age that it's not only what you say, but how you say it.

A training class offered in McLean next Wednesday, Nov. 18, should help you get the right message to the right person with the right tone while achieving the desired effect. Please join us for this important training session offered by Blacks in Government (BIG) at FCA in conjunction with BIG Region XI. BIG Region XI president, Shirley A. Jones, Esq. will be our guest presenter.

The training session will be held in the Marsha Martin Training Room (rooms 1101/1102) at 2 p.m. EST. Field staff may participate by videoconference. If you work off-site, please use call-in number **1-877-322-2830** and conference ID **7034285**.

According to Andrew Carnegie, "team work is the ability to work together toward a common vision, the ability to direct individual accomplishments toward organizational objectives, and the fuel that allows common people to attain uncommon results."

Don't miss this golden opportunity to enhance your organizational, communication and leadership skills. It's geared to be beneficial to supervisors and nonsupervisors alike.

We look forward to seeing you there.

For more information, see the [bio](#) of Ms. Jones.

Come On Down to Spin the Wheel on Nov. 18 for the Combined Federal Campaign

Last month, several employees got to spin the wheel for the "Price Is Right to Make It Possible" at the FCA/FCSIC 2015 kickoff of the Combined Federal Campaign of the National Capital Area (CFCNCA). If you were longing to spin the wheel but didn't get a chance, you're in luck!

The CFCNCA leadership committee invites you to "come on down" to the atrium during the [Farm Credit Club's chili cook-off](#) on Wednesday, Nov. 18. You can spin the wheel for an opportunity to win a lovely basket of Italian treats. The spin-the-wheel game will run from 2:15 to 3 p.m.

The goal of the game is to make the wheel land on \$1, or as close to \$1 as possible. If there is a tie, a "spin-off" elimination round will be held until there is a single winner.

Feel free to spin as many times as you wish. Each spin costs \$1.

Proceeds from this event will go to the CFCNCA as "undesignated" donations. All undesignated donations are combined and then shared proportionately among all charities and federations that receive designations.

In the meantime, don't forget to make your online donation to the CFC charities of your choice. As of today, employees have made 26 pledges, totaling \$13,259, which is 23.3 percent of our goal.

For online giving instructions, go to the [FCA/FCSIC CFCNCA page](#). Or, if you prefer, go straight to the [CFCNCA website](#) to make your donation. You can search for charities by using the CFCNCA online [charity search tool](#) or by flipping through the [Catalog of Caring](#).

McLean Employees Wear Jeans to Support the CFC

Editor's Note: To view photos from Jeans Day, read the [article](#) on the FCA Today SharePoint page.

To raise money for the Combined Federal Campaign of the National Capital Area (CFCNCA), several FCA and FCSIC employees wore jeans to work on Tuesday, Nov. 10. Participants donated \$5 or more to the CFCNCA and raised a total of \$376. The FCA/FCSIC leadership team thanks everyone who participated. Linda Toki, OMS, took the group photo below.

Pecans and Almonds for Sale by Farm Credit Club

The Farm Credit Club's annual pecan and almond sale is back. To purchase a one-pound bag of freshly harvested pecans or almonds, stop by the desk of Heyam Ibelli on the fourth floor.

For the next several days, you can also purchase bags outside the Farm Credit Café. A representative of the Farm Credit Club will be available each day from 11:30 a.m. to 12:30 p.m. to make the sale. Each bag costs \$10.

Proceeds from the sale go toward expenses associated with the holiday celebration following the Chairman's awards ceremony in December.

Supplies are limited, so don't delay. If you have any questions, please contact Heyam at ibellih@fca.gov or x44050.



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"Sticks in a bundle are unbreakable."

—Kenyan Proverb

From: [newsletter](#)
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Subject: FCA Today - Monday, November 16, 2015
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Publication Date: November 16, 2015

Today's Headlines

- Update of Events for Nov. 18 in McLean
- International Fraud Awareness Week, Nov. 15 to 21: Is This Fraud
- Cafeteria Menu Available for Week of Nov. 16

These articles are published on the [FCA Today SharePoint page](#).

Update of Events for Nov. 18 in McLean

Because of conflicting schedules, the times have changed for the events announced last week for Wednesday, Nov. 18. The new schedule is as follows:

1:30 to 2:30 p.m. [BIG at FCA training: Working Effectively with Others to Gain Influence](#)
2:30 to 3:30 p.m. [Farm Credit Club's chili cook-off](#)
2:30 to 3:15 p.m. [Spin the Wheel for the CFC](#)

International Fraud Awareness Week, Nov. 15 to 21: Is This Fraud?

By Kathy Gallo, Office of Inspector General

Yesterday, Nov. 15, marked the first day of International Fraud Awareness Week. In recognition, the Office of Inspector General is spotlighting fraud this week—What is it? How does it impact government employees and the public interest? What can we do about it?

What is fraud?

Fraud is to use deceit, trickery or another dishonest means to deprive someone of money, property or a legal right — in other words, to lie, cheat or steal. Fraud can be for one person's benefit or for the benefit of an entire entity. The "rewards" of fraud can be direct (money) or indirect (influence).

With this definition in mind, see if you can distinguish fraud from other forms of "bad acts" by taking this [interactive quiz](#) (After clicking **Open**, switch to slide show mode by selecting last icon in lower right corner to launch quiz.) For each situation presented, click **Yes** if the situation involves fraud and **No** if it doesn't.

As this quiz demonstrates, fraud occurs in many forms. Fraud is sometimes quite obvious, as in theft of funds, but other times not quite so obvious, as in misuse of official time. Awareness is key — especially since the number one fraud detection method is tips from employees.

If you have questions or would like to report a case of fraud, waste or abuse, please contact

the OIG through its hotline at 703-883-4316 or by email at fca-ig-hotline@rcn.com.

Tomorrow: Why Do People Commit Fraud?

Cafeteria Menu Available for Week of Nov. 16

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



About FCA Today

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"Rather fail with honor than succeed by fraud."

—*Sophocles*

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Attachments: [image002.png](#)



Publication Date: November 17, 2015

Today's Headlines

- International Fraud Awareness Week, Nov. 15 to 21: Why Do People Commit Fraud?
- Reminder: Take Financial Education Survey for Fiscal Years 2015 and 2016 by Dec. 1
- Reminder: BIG at FCA Training on "Working Effectively With Others to Gain Influence" Is Tomorrow, Nov. 18
- Reminder: Spin the Wheel Tomorrow for the CFC
- Chili Cook-Off Tomorrow, Nov. 18, in McLean; Sign Up Today
- 2015 BIG at FCA Season of Giving: Contributions Tip Scales at 300 Pounds; Only One Week Left to Contribute

These articles are published on the [FCA Today SharePoint page](#).

International Fraud Awareness Week, Nov. 15 to 21: Why Do People Commit Fraud?

By Kathy Gallo, Office of Inspector General

Yesterday we examined definitions of fraud. Today, we examine why people commit fraud. First, is there a general profile for a "fraudster"? Yes!

- **Age?** 36 to 45 years old.
- **How many years employed?** Six years or more.
- **What type of employment position?** 55 percent are in "executive/owner/manager" positions.
- **Gender?** 67 percent male (median amount defrauded = \$185,000 by men, \$83,000 by women)

Next, let's examine the three conditions required for a fraudster to be able to commit fraud—opportunity, motive and rationalization:

- **Opportunity:** "No one is looking, so they won't notice me doing this."
- **Motive:** "I need the money more than others because of gambling debts, risky investments, poor financial planning."
- **Rationalization:** "Everyone does it." – "Nobody will get hurt." – "Just borrowing." – "They owe me." – "I'll fix it later."

Motive and rationalization are very person-specific and self-explanatory. But how do organizations unwittingly create opportunities for employees to commit fraud? There are many ways, including the following:

- Cutting corners on internal controls
- Not enforcing rules
- Showing apathy

- Not providing adequate training
- Pressuring employees to complete work regardless of quality
- Failing to provide oversight

Any of these, when combined with motive and rationalization, can result in fraud. Therefore, keep in mind that dotting those i's and crossing those t's can help prevent fraud!

Tomorrow: Red Flags and Reporting Fraud

Reminder: Take Financial Education Survey for Fiscal Years 2015 and 2016 by Dec. 1

The OMS Learning Office has developed a short five-question survey regarding the financial education seminars offered in fiscal year 2015 and what financial education topics you would like to see offered in fiscal year 2016.

From the initial feedback we received, the following topics for fiscal year 2016 were suggested:

- FERS information session
- College savings plan options/Saving for college
- Estate planning
- Changes/updates to federal benefits
- Retirement: allocation advice between funds, calculating retirement scenarios, budgeting in retirement

Our goal is to provide you with enough resources and educational experiences that outline the retirement benefits the agency has to offer, as well as ad-hoc financial literacy subject areas that are of interest to you.

Please take 5 to 10 minutes to leave your feedback and we will do our best to arrange an exciting lineup of courses for fiscal year 2016 that meets the needs of each generation across the agency.

Go to [Financial Education Survey for 2015/2016](#) on SharePoint to respond to the short survey. The survey will close on Dec. 1.

To refresh your memory, below are links to FCA Today articles published about each of the seminars offered in fiscal year 2015.

FY 2015 Financial Education Offerings:

- [FERS information session with Dave Redden — Dec. 9](#)
- [Retirement planning workshop with G.B. Boze — May 26](#)
- [Financial literacy workshop with G.B. Boze — May 26](#)
- [ROTH TSP/2015 federal benefits updates with Dave Redden — June 2](#)
- [Midyear stock update and selecting a financial adviser with Tom Graham — July 8](#)
- [401\(k\) information session with Dave Redden — Aug. 6](#)
- [401\(k\) information session with Wells Fargo — Aug. 26](#)
- [Dependent care webinar with TSP Advisory — Sept. 23](#)
- [Elder care webinar with TSP Advisory — Oct. 6](#)

If you have any questions regarding this survey, contact any of the following members of FCA's Learning Office:

- [Michael Beckmann](#)
 - [Miranda Johnson](#)
 - [Cassandra Matos](#)
-

Reminder: BIG at FCA Training on "Working Effectively With Others to Gain Influence" Is Tomorrow, Nov. 18

Shirley A. Jones, Esq., will be the guest presenter at tomorrow's training sponsored by Blacks in Government (BIG) at FCA. Her presentation on "Working Effectively With Others to Gain Influence" will be held in the Marsha Martin Training Room (rooms 1101/1102) at 1:30

p.m. EST.

Field staff may participate by videoconference. If you work off-site, please use call-in number **1-877-322-2830** and conference ID **7034285**.

For more information, see the [Nov. 12 FCA Today article](#).

Reminder: Spin the Wheel Tomorrow for the CFC

While you're sampling the chili recipes tomorrow, don't forget to spin the wheel for the CFC! As announced in a [Nov. 12 article](#), the FCA/FCSIC leadership committee of the Combined Federal Campaign of the National Capital Area (CFCNCA) is holding a spin-the-wheel game from 2:30 to 3:15 p.m., using the wheel from "The Price Is Right to Make It Possible."

For \$1 a spin, you can spin the wheel to win a big basket of Italian treats. Proceeds from the event will go to the CFCNCA as "undesignated" donations.

Status Update for the FCA/FCSIC 2015 Combined Federal Campaign of the National Capital Area, as of Nov. 17

Funds collected:	\$18,049
Number of pledges:	30
Percentage of our goal:	31.7%

Remember, our goal this year is to raise \$57,000, and the campaign ends on Dec. 15, which is just 28 days away. To make your donation now, go to the [CFCNCA website](#). For more information about the FCA/FCSIC campaign, go to [FCA's CFCNCA SharePoint page](#). Need help with making an online donation? Call Ira Marshall at 703-883-4379.

Chili Cook-Off Tomorrow, Nov. 18, in McLean; Sign Up Today

It's not too late to enter the Farm Credit Club's chili cook-off tomorrow, Wednesday, Nov. 18. If you would like to compete, please contact Awilda Roque-Brehm today at x44441.

The event will be held from 2:30 to 3:30 p.m. in the atrium of the Farm Credit Building. Prizes will be awarded for first, second and third places. There will be a \$3 tasting fee for all attendees.

2015 BIG at FCA Season of Giving: Contributions Tip Scales at 300 Pounds; Only One Week Left to Contribute

By Damien C. Hill, President, Blacks in Government

FCA's "Share the Harvest" food drive is poised to establish an all-time high as 300 pounds of nonperishable food items have been donated by McLean Farm Credit Building staff to date! A special heartfelt thanks to all who have contributed and to those who plan to do so as well.

Initially I had a quiet goal of collecting 500 pounds of nonperishable food items during the 2015 BIG Season of Giving. However, since we've just about equaled last year's total of approximately 310 pounds of collected food items, this is no time to be quiet. Now I'm screaming, "Let's top 500 pounds! We have one week left to make it happen!"

I recently spoke with a contact at So Others Might Eat (SOME), who shared the following expanded list of preferred food items:~

- cereal
- oatmeal
- canned green beans, peas, leafy greens (collard greens, mustard greens, spinach)
- canned fruit
- canned meat (tuna, salmon, chicken)
- cake mix and icing

- canned stews and soups (low sodium preferred)
- infant formula
- canned pasta (Chef Boyardee)
- spaghetti sauce
- spaghetti noodles
- boxed milk (and milk alternative)

To date approximately 10 coats have been donated. Other seasonal clothing items (hats, gloves, etc.) may be donated as well. These efforts fortify a BIG at FCA legacy of taking the pulse of the community and responding accordingly.

Please check your cupboards and closets for nonperishable food items and winter coats/accessories that you can spare, as they will be put to good use by those in need this winter.

Thanks again for your continued support of BIG at FCA programs, initiatives and ideas. It's greatly appreciated!



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"No one has ever become poor by giving."

—Anne Frank

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Publication Date: November 18, 2015

Today's Headlines

- OPM Mails Notifications to Employees on ID Theft Protection Services
- International Fraud Awareness Week, Nov. 15 to 21: Red Flags and Reporting Fraud
- HOLA-FCA Celebrates 2015 Hispanic Heritage Month with Food, Dance and Other Events

These articles are published on the [FCA Today SharePoint page](#).

OPM Mails Notifications to Employees on ID Theft Protection Services

On Sept. 30, the Office of Personnel Management (OPM) began mailing notification letters to the individuals whose personal information was stolen in a malicious cyber intrusion carried out against the federal government. OPM is sending these notifications over a 12-week period. The notifications are being sent by the U.S. Postal Service, not by email.

The letters describe the [comprehensive suite of identity theft protection and credit monitoring services](#) that will be provided for at least three years, at no cost, to impacted individuals and to their dependent minor children.

The notices contain a personalized identification number (PIN) number, which is necessary to enroll in the covered services. To give you an idea of what the letter looks like, OPM has provided a [sample letter](#).

Please note that neither OPM nor anyone acting on OPM's behalf will contact you to confirm any personal information. If you are contacted by anyone asking for your personal information in relation to compromised data or credit monitoring services, do not provide it.

As you know, a very large number of people were impacted by this breach, and the nature of the information involved has national security implications as well. Approximately 5.6 million of the impacted individuals had their fingerprints stolen. The letter you receive will inform you if your fingerprints were taken.

Please check OPM's online cybersecurity resource center at www.opm.gov/cybersecurity for updates and additional information. This website has valuable suggestions about how to reduce the risk of becoming a victim of cybercrime, has answers to many frequently asked questions, and allows you to sign up for automatic updates.

International Fraud Awareness Week, Nov. 15 to 21: Red Flags and Reporting Fraud

By Kathy Gallo, Office of Inspector General

Prior articles defined fraud, who generally commits it, and the conditions required for fraud

to occur. Now let's examine the red flags that might indicate fraud is occurring. Then we'll consider what to do after spotting a red flag.

There are several red flags that indicate employees may be committing fraud. They may be

- living beyond their means,
- working odd hours or taking no vacations (to keep others "out of their business"),
- having discrepancies on their time and attendance reports and having unexplained absences,
- having excessive outside social relationships with contractors or vendors,
- paying higher than normal prices for goods and services, and
- using sloppy recordkeeping practices.

If you spot a red flag, what do you do? Clearly, one red flag does not mean fraud is occurring. However, it should be enough to raise your awareness. Within your job responsibilities, look at what has raised a concern, then talk to the Office of Inspector General. The job of the Office of Inspector General is to evaluate this type of information to determine what next steps are appropriate.

Although employees may spot red flags, sometimes they are reluctant to report fraud, for various reasons:

- They don't know whom to tell.
- They're not sure if what they see is a red flag of fraud or something else.
- They don't want to wrongly accuse anyone.
- They're afraid of reprisal.

Whom to Tell: The Office of Inspector General and its hotline is there to receive information from employees relating to fraud, waste and abuse within FCA and its operations. If you are reluctant to report because you are not sure whether what you see actually is a fraud indicator, remember it is the Office of Inspector General's job to evaluate information to determine what steps — if any — are required. In terms of wrongly accusing, accuracy and good faith are imperative, and, again, it is the Office of Inspector General's responsibility to evaluate the information provided and to take appropriate steps. Awareness helps identify red flags of fraud, which, if reported early, can stop fraud and help lead to better preventative measures and reduced losses. Fraud awareness is absolutely key to a fraud prevention program!

Tomorrow: How to Prevent Fraud

HOLA-FCA Celebrates 2015 Hispanic Heritage Month with Food, Dance and Other Events

By Jeremy Del Moral, OSMO

Editor's Note: To view photos from Sabor Latino, read the [article](#) on the FCA Today SharePoint page.

FCA's newly rebranded Hispanic Special Emphasis Program, HOLA-FCA (Hispanic Organization for Leadership and Advancement at FCA), challenged itself to find new ways to educate FCA staff and celebrate the rich diversity of Hispanic culture during Hispanic Heritage Month. HOLA-FCA held a variety of events during the month-long celebration from Sept. 15 to Oct. 15.

The celebration kicked off with a week-long Hispanic heritage-themed cafeteria menu that Diana Garcia in the McLean Farm Credit Café was gracious enough to create. The offerings included traditional cuisine from Mexico, Peru, Ecuador, Cuba, Spain and Puerto Rico. Field offices also participated in the Hispanic food-themed event with special cafeteria menus and potluck lunches.

HOLA-FCA then hosted a special edition Zumba class, which kicked off with historical tidbits on the various genres of Latin music. Zumba instructor Jose Ithier led the class with an exciting combination of the most common genres of Latin music: salsa, merengue, bachata, cumbia, quebradita and reggaeton.

The following week, HOLA-FCA hosted a Sabor Latino (Latin Flavor) event, featuring traditional foods from Nicaragua, Mexico and Puerto Rico. Member Willie Meaux provided nacatamales, a traditional dish from Nicaragua that proved to be a conversation starter for many of the attendees.

For the third week of the celebration, HOLA-FCA spotlighted one of its members, Sylvia Rodriguez, an examiner in the Dallas field office. In an [Oct. 8 FCA Today article](#), Sylvia provided FCA staff with a small insight into her life as a first-generation American and the sacrifices her parents made to provide her with abundant opportunities in the United States.

To conclude the month-long celebration, HOLA-FCA hosted a presentation featuring video remarks by Congressman Pedro Pierluisi, the nonvoting representative from Puerto Rico. If you did not have the opportunity to attend the event, the [video remarks](#) are available on the Office of Equal Employment Opportunity and Inclusion SharePoint site.

HOLA-FCA would like to thank everyone who participated in the various events during Hispanic Heritage Month. ¡Gracias!



About FCA Today

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“ A lo hecho, pecho.”

—Spanish proverb (In the face of deeds done, present a full chest.)

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To: [newsletter](#)
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Publication Date: November 19, 2015

Today's Headlines

- A Message from Chairman Spearman Regarding the CFC
- Submit Your Timecard by Next Wednesday, Nov. 25
- International Fraud Awareness Week, Nov. 15 to 21: How to Prevent Fraud
- Michelle McCann Crowned Best Chili Chef; David Antolini Wins CFC Spin the Wheel Game

These articles are published on the [FCA Today SharePoint page](#).

A Message from Chairman Spearman Regarding the CFC

Kenneth A. Spearman, FCA Board Chairman and CEO, would like to invite you to contribute to the Combined Federal Campaign. Take a moment to watch his brief [video message](#). A [transcript](#) of the message is also available.

To contribute to charities of the Combined Federal Campaign of the National Capital Area, go to the [CFCNCA website](#). For more information about the FCA/FCSIC campaign, go to [FCA's CFCNCA SharePoint page](#). For assistance in making an online donation, call Ira Marshall at 703-883-4379.

Submit Your Timecard by Next Wednesday, Nov. 25

Because of the Thanksgiving holiday on Nov. 26, all timecards should be submitted no later than close of business Wednesday, Nov. 25. Also, please remember that Chairman Spearman has given employees the day off on Friday, Nov. 27. To complete your timecard correctly, follow these instructions:

- For Thanksgiving Day, Nov. 26, enter eight hours of holiday/administrative leave. If you work an alternate schedule (that is, 9- or 10-hour days), you must use another form of leave for the balance of your schedule for that day.
- For Friday, Nov. 27, enter your normal work hours, and charge the time to holiday/administrative leave. If your normal flex day falls on this Friday, you will be granted an "in-lieu-of" day.

If you have questions, please call the Human Resources and Training Team at 703-883-4135.

International Fraud Awareness Week, Nov. 15 to 21: How to Prevent Fraud

By Kathy Gallo, Office of Inspector General

Prior articles discussed who commits fraud, red flags of fraud and reporting to the Office of Inspector General. Now let's examine steps you can take as an FCA employee to prevent fraud.

FCA has policies, procedures and internal controls in place to prevent and detect fraud. There are also proactive steps you can take to help prevent fraud:

- *Take the initiative* in detecting errors and irregularities.
- *Follow FCA policies.* If you are told to do otherwise, follow up as appropriate.
- *Consistently* keep accurate, detailed records.
- *Perform spot checks* of inventory, outcomes, etc., as your job requires.
- *Train employees* in fraud prevention.
- Make *ethics* part of your job every day.
- Issue equipment *as needed*.
- *Report* unusual activities; report fraud.

Let's examine a recent fraud case in the context of how the above preventatives might have helped.

John Beale was a senior policy adviser at the Environmental Protection Agency (EPA). Intermittently, over a span of 13 years, Mr. Beale did not work many of the hours he claimed to have worked. In 2013, he pled guilty to felony theft of government property. During the course of his deception, Mr. Beale told his employer he was secretly working for the CIA (he was not), and that he needed a subsidized parking space because he had contracted malaria while serving in the Vietnam War (he did not have malaria and never served in Vietnam). Even after he "retired" and officially stopped coming to work, he continued to draw his EPA salary for over 19 months and a retention bonus for two years. The cost to the U.S. government for this fraud — almost \$900,000.

The EPA Office of Inspector General noted in a [report](#) issued in December 2013 that "The fraud committed by John C. Beale was enabled by ineffective internal controls and a lack of management attention."

In examining Mr. Beale's elaborate fraud scheme and how it could have been prevented, the following fraud preventative actions are instructive:

- ***Take the initiative in detecting errors and irregularities.*** Although EPA had identified problems in 2010, management did not complete the inquiry at the time; the inquiry did not resume until after Mr. Beale retired — almost three years later.
- ***Report unusual activities.*** Mr. Beale told his co-workers that he was working for the CIA (and working at EPA). Working for two agencies simultaneously would certainly have been unusual, but no one followed up on the claim until much later.
- ***Perform spot checks of inventory, outcomes, etc., as your job requires.*** Mr. Beale's supervisor approved time and attendance sheets en masse, not separately for each employee. The supervisor also did not perform spot checks and confirm information. Therefore, Mr. Beale was able to falsify consistently and repeatedly without detection.

Fraud preventatives work, and fraud awareness can help stop fraudsters in their tracks.

Tomorrow: Whistleblower Protections

Michelle McCann Crowned Best Chili Chef; David Antolini Wins CFC Spin the Wheel Game

Editor's Note: To view photos of these events, read the [article](#) on the FCA Today SharePoint page.

Yesterday afternoon, McLean staff enjoyed two events in the atrium — the Farm Credit Club's chili cook-off and the FCA/FCSIC Combined Federal Campaign's Spin the Wheel game.

There were nine entries in the cook-off (with many tasters/judges). The \$3 tasting fee brought in \$111, which the Farm Credit Club will use to offset expenses for the employee awards ceremony and holiday celebration in December.

The Spin the Wheel event ended in a nail-biting spin-off between four contestants. A total of 32 employees played the game to raise \$63 for the Combined Federal Campaign of the National Capital Area's "undesignated fund."

See below for a list of winners and participants.

Chili Cook-Off Winners

- **First Place** — Michelle McCann, OE (Signature Smoky Chili)
- **Second Place** — Joy Strickland, OGC (Kicked-Up Chili)
- **Third Place** — Christine Johnson, OMS (Howdy Pardner Chili)

Other Chili Cook-Off Participants

- Awilda Roque-Brehm, OMS (Just Chill Chili)
- Lorine Hines, OMS (Fritos Chili)
- David Lewandrowski, ORP (Mile High Chili)
- Christine Johnson, OMS (Ola Amigo! Have some Chili)
- Carmen Lopez, OMS (To bean or not to bean)
- Linda Toki, OMS (CaribBEAN Chili)

CFC Spin the Wheel Winner and Runners-Up

- **Winner** — David Antolini, OMS
 - **Spin-Off Runners-Up** — Thais Burlew, EEOI; Elizabeth Dean, OIG; Rick Pfitzinger, FCSIC
-



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"Next to jazz music, there is nothing that lifts the spirit and strengthens the soul more than a good bowl of chili."

—Harry James

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Publication Date: November 20, 2015

Today's Headlines

- International Fraud Awareness Week, Nov. 15 to 21: Whistleblower Protections
- Email Server Maintenance This Saturday, Nov. 21
- No Time Like the Present? Take Advantage of a Quiet Friday to Complete Your CFC Pledge

These articles are published on the [FCA Today SharePoint page](#).

International Fraud Awareness Week, Nov. 15 to 21: Whistleblower Protections

By Kathy Gallo, Office of Inspector General

Prior articles discussed who commits fraud, red flags of fraud, reporting to the Office of Inspector General and how to prevent fraud. Before we examine protections for persons who report fraud, let's consider why FCA employees should report fraud.

There are four key reasons you should report fraud:

- Reporting fraud, waste and abuse will help protect FCA and the Farm Credit System — and also your job.
- You have an ethical duty to report under the federal ethics standards: "Employees shall disclose waste, fraud, abuse, and corruption to appropriate authorities." See 5 C.F.R. § 2635.101(11).
- Reporting can also deter others from committing fraud and abuse.
- You want to avoid being part of fraudulent/criminal activities.

Some employees are reluctant to report, however, for fear of reprisal — which brings us to whistleblower protections.

The Office of Inspector General has information on its [Whistleblower Protection Web page](#) on the extensive protections for whistleblowers. The Whistleblower Protection Act provides protection for whistleblowers, as augmented in 2012 by the [Whistleblower Protection Enhancement Act](#).

Under these acts, a federal agency must not take or fail to take (or threaten to take or to not take) personnel actions against employees or applicants for disclosing information they reasonably believe shows any of the following:

- A violation of a law, rule or regulation
- Gross mismanagement
- Gross waste of funds
- An abuse of authority

- A substantial and specific danger to public health or safety

If you believe whistleblower retaliation has occurred, you may contact the [FCA Office of Inspector General](#) or the [U.S. Office of Special Counsel](#).

With the close of International Fraud Awareness Week, keep in mind that there are basic steps, as outlined in this week's [series of articles](#), that you can take as an FCA employee to stay aware and proactive in the fight against fraud!

Email Server Maintenance This Saturday, Nov. 21

The Office of Information Technology will perform scheduled maintenance on the agency's email servers Saturday, Nov. 21, between 4 and 10 p.m. EST.

When using Outlook during this time, you may receive a pop-up message concerning autodiscover. If so, at the prompt, "Do you want to proceed?" click **OK**.

If you have questions, contact the Office of Information Technology Helpline by email at helpline@fca.gov or by phone at x44333.

No Time Like the Present? Take Advantage of a Quiet Friday to Complete Your CFC Pledge

By Ira Marshall, FCA/FCSIC Campaign Manager for the CFCNCA

If you'd like to contribute to the Combined Federal Campaign of the National Capital Area (CFCNCA) and you haven't had a chance, I'd like to encourage you to do so today. Fridays are often quieter than other days of the week, with fewer phone calls and emails to respond to.

If you're having a quiet Friday, please take a few moments today to log in to the system and check out the many worthy causes you could support with just a few dollars a pay period. Using the charity search tool, you can easily find organizations that are working for the causes you care most about.

Or, if you would prefer to submit a paper pledge, contact your keyworker for a copy of the catalog and a pledge form. (Key workers are listed on the [CFCNCA SharePoint page](#).)

We're a bit behind in our giving this year than we were at this time last year. Currently, we've only received 36 pledges for a total of \$21,115 in donations, whereas last year at this point we had received \$30,418.

And this year, the administrators of the National Capital Area campaign are committed to not extending the deadline, which is Dec. 15. That gives us less than a month to meet our goal.

So if you have a few minutes today, make a pledge to the CFCNCA. It doesn't have to be much. Every little bit counts.

For assistance in making an online donation, call me anytime at x44379 or Emily Yaghmour at x44066.



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[Claire Haverstock](#). If you have questions about submitting news items, please call Christine Quinn at 703-883-4108 or the Office of Congressional and Public Affairs at 703-883-4056.

"Often the best source of information about waste, fraud, and abuse in government is an existing government employee committed to public integrity and willing to speak out. Such acts of courage and patriotism, which can sometimes save lives and often save taxpayer dollars, should be encouraged rather than stifled. We need to empower federal employees as watchdogs of wrongdoing and partners in performance."

—Barack Obama

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Publication Date: November 23, 2015

Today's Headlines

- Clayton Milburn Earns License as Certified Public Accountant
- BIG at FCA's 2015 "Season of Giving" Food and Coat Drive Ends Tomorrow, Nov. 24
- FWPC Seeks Nominations for the 2015 Woman of the Year Award
- Watch Out for Bogus Emails from DHL
- Cafeteria Menu Available for Week of Nov. 23

These articles are published on the [FCA Today SharePoint page](#).

Clayton Milburn Earns License as Certified Public Accountant

By Vickie Cosentino, OE-Sacramento

Editor's Note: To view a photo of Clayton with his CPA license, read the [article](#) on the FCA Today SharePoint page.

On Oct. 2, after intense study in each of the accounting disciplines, FCA examiner Clayton Milburn (OE-Sacramento) obtained his license as a California Certified Public Accountant.

He achieved a score of 91 or higher on each section of the test. Although he was just short of the Elijah Watt Sells Award, he did pass all four sections of the test on his first attempt, which only one in five candidates manages to do.

Clayton easily invested over 750 personal hours in preparing for the test and then further time in completing other requirements and the paperwork toward licensure.

Given the agency's need for highly qualified staff in internal controls and accounting, Clayton's mastery of the subject will be valuable as he works with System institutions to help ensure their safety and soundness.

Congratulations, Clayton, on achieving this significant professional milestone!

BIG at FCA's 2015 "Season of Giving" Food and Coat Drive Ends Tomorrow, Nov. 24

By Damien Hill, President, BIG at FCA

Editor's Note: To view a photo of BIG at FCA staff with donated food items, read the [article](#) on the FCA Today SharePoint page.

Thanks to the generosity of FCA Farm Credit Building staff, we've collected 481 pounds of food for So Others Might Eat (SOME) during the 2015 "Share the Harvest" food drive. This smashes our old collection record of approximately 320 pounds. Furthermore, approximately

20 coats and jackets have been collected.

But it's too early to celebrate because as we have one more day to collect food and coats. We kindly ask that all donations be made by 12:30 p.m. tomorrow, Tuesday, Nov. 24.

This is but one example of how we come together as an agency to make a positive impact on our communities. United we stand in this moment—one of many that make me proud to be an FCA employee. Stay tuned for the final collection totals in an upcoming FCA Today article.

As always, your consistent support of BIG at FCA initiatives, programs and ideas is greatly appreciated.

FWPC Seeks Nominations for the 2015 Woman of the Year Award

The Federal Women's Program Committee (FWPC) is soliciting nominations for its Woman of the Year Award.

The award celebrates a woman from FCA or FCSIC who

- demonstrates excellence in her position;
- acts as a positive role model;
- develops or participates in activities to improve the status of women at the agency and in the community; and
- establishes leadership through empowerment, collaboration and inspiration.

The FWPC will vote on the nominations after the nominees' and nominators' information has been removed. FWPC members who may be nominated for the award will recuse themselves from the vote. The award will be presented at the FWPC event in March celebrating Women's History Month.

With so many talented women at FCA and FCSIC, nominees are not hard to find. Help recognize this talent!

To suggest a nominee, download and complete a [nomination form](#) and email it to Anita Bravard (BravardA@fca.gov) by Jan. 29, 2016.

Watch Out for Bogus Emails from DHL

By Kathleen Reddaway, OMS

Be wary of any emails you may receive that appear to come from DHL Worldwide. As part of a new phishing campaign, a hacker is sending emails to DHL delivery customers.

The emails appear authentic — they use the company's color scheme and logos. The emails contain the subject line, "DHL Shipping Delivery Tracking Number," and they ask recipients to verify the tracking information for their packages.

Clicking on a tracking link will take you to a fake landing page where the hacker attempts to steal your password and login information. The hacker may then access your account for more information or may simply sell your password and login to other criminals on the black market.

Be careful when responding to all unsolicited emails — they might be phishing exploits. Notify Helpline (x44333 or 1-877-322-4503) if you have any questions.

Cafeteria Menu Available for Week of Nov. 23

The McLean cafeteria's weekly menu is now [available](#). The cafeteria will be closed from Wednesday, Nov. 25, to Friday, Nov. 27, for the Thanksgiving holiday. Bon appétit!



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"Let us remember that, as much has been given us, much will be expected from us, and that true homage comes from the heart as well as from the lips, and shows itself in deeds."

—Theodore Roosevelt

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Publication Date: November 24, 2015

Today's Headlines

- A Message from Board Member Tonsager Regarding the CFC
- Commuter Survey Arrives Next Week; Complete by Dec. 4

These articles are published on the [FCA Today SharePoint page](#).

A Message from Board Member Tonsager Regarding the CFC

Dallas P. Tonsager, FCA Board Member and FCSIC Board Chairman, would like to invite you to contribute to the Combined Federal Campaign. Take a moment to watch his brief [video message](#). A [transcript](#) of the message is also available.

To contribute to charities of the Combined Federal Campaign of the National Capital Area, go to the [CFCNCA website](#). For more information about the FCA/FCSIC campaign, go to [FCA's CFCNCA SharePoint page](#). For assistance in making an online donation, call Ira Marshall at 703-883-4379.

Commuter Survey Arrives Next Week; Complete by Dec. 4

Next week, all FCA employees will receive an email notification from commutersurvey@gsa.gov that provides a link to participate in the annual Federal Employee Commuter Survey. You will have until Friday, Dec. 4, to complete the survey.

As part of the government's "green initiative," the survey is used to gather information showing federal employees' daily commuting patterns and habits. Once compiled and finalized, the survey is used by OMB to help measure efforts to reduce government-wide greenhouse gas emissions by 40 percent over the next decade.

If you have questions or need assistance completing the survey, please contact Ted Dukes at x44042.



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"Small cheer and great welcome makes a merry feast."

—*William Shakespeare*

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Publication Date: November 30, 2015

Today's Headlines

- Reminder: Open Season Ends Dec. 14 for Health, Dental and Vision Insurance, and Flexible Spending Program
- Reminder: Complete Financial Education Survey by Tomorrow, Dec. 1
- Office of Examination Announces Promotions of Three Commissioned Examiners
- FCA Employees' Council Announces New Officers and Delegates for Fiscal Year 2016
- FCA and FCSIC Request Donated Items for CFCNCA Silent Auction
- Cafeteria Menu Available for Week of Nov. 30

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Open Season Ends Dec. 14 for Health, Dental and Vision Insurance, and Flexible Spending Program

The open season for the Federal Employees Health Benefits (FEHB) program and the Federal Employees Dental/Vision Insurance Program (FEDVIP) ends Monday, Dec. 14. This is your annual opportunity to sign up for coverage as a new enrollee, to add family members to an existing plan, or to choose a new plan.

Dec. 14 is also the end of the open season to sign up for the Flexible Spending Account program. **Important:** If you do not sign up for this benefit by the end of open season every year, you will forfeit the amount that FCA or FCSIC contributes for this benefit. Through the links below, you will find information about each program and instructions for signing up or making changes:

- Flexible Spending Account program: [FCA News Flash on Nov. 4](#)
- FEHB and FEDVIP: [FCA News Flash on Nov. 5](#)

If you have any problems or questions, please contact the OMS Human Resources and Training Team at x44135 or AskHR@fca.gov.

Reminder: Complete Financial Education Survey by Tomorrow, Dec. 1

The OMS Learning Office has developed a short five-question survey regarding the financial education seminars offered in fiscal year 2015 and what financial education topics you would like to see offered in fiscal year 2016.

From the initial feedback we received, the following topics for fiscal year 2016 were suggested:

- FERS information session
- College savings plan options/Saving for college
- Estate planning
- Changes/updates to federal benefits
- Retirement: allocation advice between funds, calculating retirement scenarios,

budgeting in retirement

Our goal is to provide you with enough resources and educational experiences that outline the retirement benefits the agency has to offer, as well as ad-hoc financial literacy subject areas that are of interest to you.

Please take 5 to 10 minutes to leave your feedback and we will do our best to arrange an exciting lineup of courses for fiscal year 2016 that meets the needs of each generation across the agency.

Go to [Financial Education Survey for 2015/2016](#) on SharePoint to respond to the short survey. The survey will close on Dec. 1.

To refresh your memory, below are links to FCA Today articles published about each of the seminars offered in fiscal year 2015.

FY 2015 Financial Education Offerings:

- [FERS information session with Dave Redden — Dec. 9](#)
- [Retirement planning workshop with G.B. Boze — May 26](#)
- [Financial literacy workshop with G.B. Boze — May 26](#)
- [ROTH TSP/2015 federal benefits updates with Dave Redden — June 2](#)
- [Midyear stock update and selecting a financial adviser with Tom Graham — July 8](#)
- [401\(k\) information session with Dave Redden — Aug. 6](#)
- [401\(k\) information session with Wells Fargo — Aug. 26](#)
- [Dependent care webinar with TSP Advisory — Sept. 23](#)
- [Elder care webinar with TSP Advisory — Oct. 6](#)

If you have any questions regarding this survey, contact any of the following members of FCA's Learning Office:

- [Michael Beckmann](#)
- [Miranda Johnson](#)
- [Cassandra Matos](#)

Office of Examination Announces Promotions of Three Commissioned Examiners

By David Kuhler, Deputy Chief Examiner and Director of Association Examination Division

The Office of Examination is pleased to announce the promotions of three commissioned examiners from VH-38 to the VH-39 grade. They have all demonstrated strong technical, communications and leadership skills and have taken initiative to build their skills on their personal time. They have also received positive recognition from both supervisors and peers.

Antonio Cousin — Antonio is with the Association Examination Division in the Dallas field office.

Antonio started with FCA in June 2007 and passed the commissioning test in October 2011. He has demonstrated excellent organizational skills by effectively handling multiple assignments, including examiner-in-charge responsibilities for two institutions, coaching and mentoring an associate examiner, providing assistance to the Examination Policy Division in evaluating old credit guidance, completing advanced training, assisting the Staff Development Division with recruiting and training, and providing exam assistance to peers. Despite his heavy workload, Antonio produces high-quality work in a consistently timely manner. He has demonstrated a passion to further develop his examination and operations risk skills by pursuing advanced education, training and certifications in operations, audit and internal control areas. He earned his Master of Business Administration from the University of North Texas in May 2014, his Certified Internal Auditor designation in October 2014, and his Certified Financial Services Auditor designation in September 2013.

Antonio is also a skilled communicator and was recently praised by the Farm Credit Bank of Texas examiner-in-charge for meeting discussions in which he conveyed and supported findings to the audit department. Earlier this year, he also received accolades for his exceptional preparedness and contributions to the commissioning test.

Originally from Louisiana, Antonio graduated from Louisiana State University with a

bachelor's degree in agribusiness in 2007. He remains a hardcore Louisiana State University Tigers fan.

Erica Haakenson — Erica is with the Association Examination Division in the Bloomington field office.

Erica started with FCA in 2009 and passed the commissioning test in October 2012. She has demonstrated strong technical and leadership skills, as well as highly effective communications, teamwork and interpersonal skills.

Over the past three years, Erica has successfully completed a number of wide-ranging assignments that have further developed her skills and abilities. These assignments have progressed to include more responsibility and higher-profile, higher-risk risk institutions. She currently serves as examiner-in-charge of an institution that was recently under a written agreement. She also serves as examiner-in-charge of an institution on the agency's watch list because of some significant challenges.

Erica also established and led the Knowledge Transfer Group initiative to help tenured examiners who are approaching retirement eligibility to transfer their knowledge, experiences and practices to newly commissioned examiners. She received a Special Act of Service award for her initiative and leadership of this program, and has received numerous other peer and on-the-spot awards as well. She has also been involved in the Office of Examination's recruiting activities for the past few years and has helped coach and mentor associate examiners.

Erica is dedicated to continuous learning and improvement. She is currently working on a Master of Business Administration and a finance certificate at Colorado State University. Erica is originally from Amery, Wisconsin. She is a graduate of the University of Wisconsin — River Falls with degrees in business administration—finance, French and international studies.

Mike Yocom — Mike is also with the Association Examination Division in the Bloomington field office.

Mike started with FCA in 2008 and passed the commissioning test in October 2012. He has consistently demonstrated a high level of performance in his technical exam skills, communications, leadership and his ability to work well with others.

Over the past three years, Mike has successfully completed a number of wide-ranging assignments that have further developed his skills, abilities and overall competency. These assignments have progressed to include more responsibility and higher-profile, higher-risk institutions.

He currently serves as examiner-in-charge of two institutions, including one that was operating under a supervisory letter because of material weaknesses in standards of conduct. Until recently, Mike served as examiner-in-charge of another institution that was on the agency's watch list because of weaknesses in standards of conduct.

Mike has also served as a coach to an associate examiner who recently passed the commissioning test. He has received numerous peer awards and on-the-spot awards throughout his career because of his continuous efforts to improve the agency and help others, and his willingness to take on additional work above and beyond his job duties.

Mike is dedicated to continuous learning and improvement. He has been attending the Graduate School of Banking at Louisiana State University.

Mike grew up on a farm near Emmons, Minnesota, and is a graduate of the University of Wisconsin — River Falls with a degree in agricultural business.

FCA Employees' Council Announces New Officers and Delegates for Fiscal Year 2016

The FCA Employees' Council elected the following new officers for fiscal year 2016:

Chairperson: **Victor Amaya** (OIT)

Vice Chairperson: **Jeremy Edelstein** (ORP)

Co-secretaries: **Destyne Mitchell** (OIT) and **Mindy Stultz** (OE)

The current Employees' Council would like to thank its departing members — Ron Bariring,

Cecelia Rodgers, Kathryn Corey, Wendy LaGuarda, Kevin McAdoo, Shahab Maslehati and Jeffrey Pienta — for their time, energy, and thoughtfulness in addressing issues of concern to FCA employees.

Because the terms of several council delegates had expired, new representatives have taken their places. Following are the council's FY 2016 delegates and alternates, as well as the offices that each group represents:

Group I Delegate: **Jeremy Del Moral**; Alternate: **Deb Buccolo**
Office of the Board, Secretary to the Board, Office of Inspector General, Office of Secondary Market Oversight, Office of Congressional and Public Affairs

Group II Delegate: **Autumn Agans**
Office of General Counsel

Group III Delegate: **Mindy Stultz** and **Hillary Cooper**
Office of Examination – McLean Field Office

Group IV Delegates: **Hillary Cooper** and **Mindy Stultz**
Office of Examination – Bloomington, Dallas, Denver and Sacramento Field Offices

Group V Delegates: **Jeremy Edelstein** and **Ryan Leist**
Office of Regulatory Policy

Group VI Delegates: **Ted Dukes**
Office of Management Services

Group VII Delegates: **Destyne Mitchell** and **Victor Amaya**
Office of Information Technology

The Employee's Council provides a means of communication between employees and management and encourages employee input on agency policies and practices affecting employees. Please contact your Employees' Council representative with any suggestions, concerns, issues or questions you would like for the council to address.

You can learn more about the Employees' Council by reading [PPM 809](#) in the Policies and Procedures Manual located on SharePoint. You can also read the Employees' Council Meeting Minutes in the [FCA Meeting Minutes](#) site on SharePoint.

FCA and FCSIC Request Donated Items for CFCNCA Silent Auction

To raise funds for the Combined Federal Campaign of the National Capital Area (CFCNCA), FCA and FCSIC are sponsoring a silent auction this Wednesday, Dec. 2. The event will be held from 9 to 11 a.m. in room 1100 of the McLean Farm Credit Building.

If you would like to donate an item to the auction, please contact Carmen Lopez or Lorine Hines at x44135 by close of business tomorrow, Dec. 1.

Proceeds from this event will go to the CFCNCA as "undesignated" donations. All undesignated donations are combined and then shared proportionately among all charities and federations that receive designations.

Cafeteria Menu Available for Week of Nov. 30

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



About FCA Today

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*"The stripped and shapely
Maple grieves
The ghosts of her
Departed leaves.*

*The ground is hard,
As hard as stone.
The year is old,
The birds are flown.*

*And yet the world,
In its distress,
Displays a certain
Loveliness."*

—John Updike

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, December 1, 2015
Date: Tuesday, December 01, 2015 4:37:39 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 1, 2015

Today's Headlines

- FCA 2015 Awards Celebration Scheduled for Dec. 9
- FCA Board Chairman and CEO to Testify at Congressional Hearing Tomorrow, Dec. 2
- Respond to Financial Education Survey by Close of Business Today, Dec. 1
- Don't Miss Skillsoft's Live Event Tomorrow, Dec. 2, on Emotional Intelligence
- Make Your CFC Pledge on Giving Tuesday
- Silent Auction for CFCNCA to Be Held Tomorrow Morning, Dec. 2
- December 2015 HRTT Tip of the Month: 2015 W-2 Information

These articles are published on the [FCA Today SharePoint page](#).

FCA 2015 Awards Celebration Scheduled for Dec. 9

Join your colleagues for the annual FCA awards celebration next Wednesday, Dec. 9, at 2 p.m. in rooms 1101 and 1102 of the McLean Farm Credit Building. Field office employees are invited to attend the ceremony by videoconference.

A reception will follow the ceremony in the atrium. Field offices will plan their awards receptions according to their schedules.

FCA Board Chairman and CEO to Testify at Congressional Hearing Tomorrow, Dec. 2

In a public hearing tomorrow, Dec. 2, before the House Committee on Agriculture, FCA Board Chairman and CEO Kenneth A. Spearman will testify about the Farm Credit System.

The hearing will take place at 10 a.m. EST in the Longworth House Office Building.

Connections to the live webcast are available on the [committee's website](#). The webcast will be archived for later viewing.

Respond to Financial Education Survey by Close of Business Today, Dec. 1

You have until close of business today, Dec. 1, to respond to the survey developed by the OMS Learning Office about financial education seminars. The short five-question survey covers seminars offered in fiscal year 2015 and what financial education topics you would like to see offered in fiscal year 2016.

Go to [Financial Education Survey for 2015/2016](#) on SharePoint to respond to the survey.

For more information, see [yesterday's FCA Today article](#).

Don't Miss Skillsoft's Live Event Tomorrow, Dec. 2, on Emotional Intelligence

In a training session tomorrow, Wednesday, Dec. 2, Travis Bradberry will enable you to capitalize on your emotional intelligence—a skill set that's responsible for 58 percent of your job performance.

The event begins at noon EST and will last about 1 1/2 hours. Please ask for your supervisor's approval before attending. See below for more information on the speaker and how to connect to this event through the Skillsoft portal.

For details on what you will learn, an event outline, event objectives and more, see the [Participant Guide](#).

About the Speaker

Dr. Travis Bradberry is the award-winning coauthor of Emotional Intelligence 2.0 and the cofounder of TalentSmart, world's leading provider of emotional intelligence tests and training. His company serves more than 75 percent of Fortune 500 companies.

His bestselling books have been translated into 25 languages and are available in more than 150 countries. Dr. Bradberry is a LinkedIn Influencer and a regular contributor to Forbes, Inc., Entrepreneur, the World Economic Forum and the Huffington Post. He has written for, or been covered by, Newsweek, BusinessWeek, Fortune, Fast Company, USA Today, the Wall Street Journal, the Washington Post and the Harvard Business Review.

Go to www.talentsmart.com to learn more about Travis and his book "Emotional Intelligence 2.0" or follow Travis on [LinkedIn](#).

How to connect to the event

1. Log in to the SkillPort eLearning portal (there is a Quick Link on the SharePoint Homepage).
 2. On the left, under your profile, you will see **Upcoming Events** and under that, **Live Events**. Click **Live Events**.
 3. You will see three events available, the top being "Emotional Intelligence 2.0: Taking Your Game to the Next Level." To launch this video event, click **Launch**.
-

Make Your CFC Pledge on Giving Tuesday

In the wake of Black Friday and Cyber Monday, a new day of observance has emerged in recent years — "Giving Tuesday," and today is the day. Instead of promoting personal consumption, it promotes charitable giving.

FCA and FCSIC would like to invite you to observe Giving Tuesday by making a donation today to the Combined Federal Campaign. With just a few dollars per pay period, you can ease the burdens of those less fortunate and support causes that offer hope for our future. If you have already made a pledge to the CFC, thank you for your generosity.

So far, FCA and FCSIC employees have made 51 pledges for a total of \$48,281, which represents 84.7 percent of our goal. The campaign is scheduled to end on Dec. 15, exactly two weeks from today.

To contribute to charities of the Combined Federal Campaign of the National Capital Area, go to the [CFCNCA website](#). For more information about the FCA/FCSIC campaign, go to [FCA's CFCNCA SharePoint page](#). For assistance in making an online donation, call Ira

Marshall at 703-883-4379.

Silent Auction for CFCNCA to Be Held Tomorrow Morning, Dec. 2

To raise funds for the Combined Federal Campaign of the National Capital Area (CFCNCA), FCA and FCSIC are sponsoring a silent auction tomorrow, Dec. 2. The event will be held from 9 to 11 a.m. in room 1100 of the McLean Farm Credit Building.

Take advantage of this opportunity to do some holiday gift shopping while benefitting a worthy cause. Items for auction include original art works, custom gift baskets and more.

If you would like to donate an item to the auction, please contact Carmen Lopez or Lorine Hines at x44135 by close of business today, Dec. 1.

Proceeds from this event will go to the CFCNCA as "undesignated" donations. All undesignated donations are combined and then shared proportionately among all charities and federations that receive designations.

December 2015 HRTT Tip of the Month: 2015 W-2 Information

2015 tax season is almost upon us. Now is a good time to verify your personal tax information and residence address.

In the [December 2015 HRTT Tip of the Month](#), the Human Resources and Training Team (HRTT) provides you important information about your 2015 W-2s.

You can access an [archive](#) of past HRTT Tip of the Month articles on the [Human Resources SharePoint site](#) under **Internal**.

If you have any questions, please contact HRTT at x44135.



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"It is the heart that does the giving; the fingers only let go."

—Nigerian saying

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, December 2, 2015
Date: Wednesday, December 02, 2015 4:31:57 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 2, 2015

Today's Headlines

- Reminder: Complete Commuter Survey by Dec. 4
- Four FCA Employees Become Certified Project Management Professionals
- Link Now Available to Live Congressional Hearing on Farm Credit System

These articles are published on the [FCA Today SharePoint page](#).

Reminder: Complete Commuter Survey by Dec. 4

This past Monday, you should have received an email notification from commutersurvey@gsa.gov that provides a link to participate in the annual Federal Employee Commuter Survey. You have until this Friday, Dec. 4, to complete the survey.

As part of the government's "green initiative," the survey is used to gather information showing federal employees' daily commuting patterns and habits. The Office of Management and Budget uses the survey to help measure efforts to reduce government-wide greenhouse gas emissions by 40 percent over the next decade.

If you have not received your survey, please check your junk email folder. If you have questions or need assistance, please contact Ted Dukes at x44042.

Four FCA Employees Become Certified Project Management Professionals

Dave Woltman of OE, Yun Huang of OIT, and Ily Soares and Christine Johnson of OMS completed requirements to become certified Project Management Professionals (PMP). The certification is recognized worldwide as one of the most prestigious certifications in the field of project management.

Link Now Available to Live Congressional Hearing on Farm Credit System

Editor's Note: The archived hearing is available at the link below.

The [YouTube link](#) to the House Agriculture Committee hearing on the Farm Credit System is now available. Tune in at 10 a.m. EDT today, Dec. 2, if you plan to watch Chairman Spearman discuss the Farm Credit System.

His [written testimony](#) is also available on the committee website.



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"The farmer has to be an optimist or he wouldn't still be a farmer."

—*Will Rogers*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, December 3, 2015
Date: Thursday, December 03, 2015 5:35:17 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 3, 2015

Today's Headlines

- Network Maintenance Scheduled This Weekend, Dec. 4 and 6
- Some Employees to Receive eOPF Customer Satisfaction Survey Next Week
- OCPA Provides Handy Calendar for Remembering Important Dates; Index of FCA Today Articles
- JetBlue Airways Is Unavailable in FCA's Online Reservation System
- Reminder: FCA's Toys for Tots Campaign Underway
- BIG at FCA's 2015 Season of Giving Yields Record Food and Coat Collection Totals

These articles are published on the [FCA Today SharePoint page](#).

Network Maintenance Scheduled This Weekend, Dec. 4 and 6

The Office of Information Technology will perform scheduled maintenance this weekend. Services will not be available as indicated below.

- Friday, Dec. 4 — All FCA network services will be unavailable between 8 and 11 p.m. EST.
- Sunday, Dec. 6 — Email services, including email to agency devices, will be unavailable between 5 and 10 p.m. EST.

If you have questions, contact the OIT Helpline by email at helpline@fca.gov or by phone x44333.

Some Employees to Receive eOPF Customer Satisfaction Survey Next Week

During the week of Dec. 7, the Office of Personnel Management is conducting its quarterly eOPF Customer Satisfaction Survey. This survey is distributed to a random sample of active eOPF users, so not everyone in the agency will receive it.

The survey is distributed by OPM's Survey Monkey tool. The survey takes about five minutes to complete, and you will have a chance to opt out if you don't want to complete it.

Thank you for your feedback! Your input is important to the continued success of eOPF and is greatly appreciated.

OCPA Provides Handy Calendar for Remembering Important Dates; Index of FCA Today Articles

Worried about missing a deadline for signing up for a benefit or completing a survey? Or interested in attending an upcoming exercise or training class? No need to scroll through

FCA Today articles to remember — just take a look at the "Upcoming Events" calendar on the right side of the FCA Today homepage. This list is maintained by the Office of Congressional and Public Affairs and displays upcoming events with links to FCA Today articles for more information.

Need to search for an article on a particular topic? On the left side of the FCA Today homepage is an index of articles on the following topics:

- Ask the Editor
- Staff Features (new employees, retirements and others)
- Search by Category (benefits, Building Association, Café menu, Combined Federal Campaign, diversity/special emphasis programs, FCA awards, information technology, job openings, training, travel, etc.)
- Search by Keyword

If you would like to suggest another category for the index or you would like to add an event to the FCA Today calendar, please contact the FCA Today editors at newsletter@fca.gov.

JetBlue Airways Is Unavailable in FCA's Online Reservation System

JetBlue flights became unavailable online to FCA travelers effective Dec. 1. Concur Technologies has informed us that JetBlue Airways has not reached an agreement allowing the distribution of its flights on Travelport Global Distribution Systems, which FCA travelers use to make their online reservations.

To book a JetBlue flight, you will need to obtain assistance from a National Travel agent, and this will result in an agent assist fee. The Office of Management Services will provide more information on this industry issue as it becomes available. Concur Technologies is currently looking at alternative solutions for its users.

If you have any questions, contact Jeff McGiboney on the OMS Finance Team at 703-883-4353.

Reminder: FCA's Toys for Tots Campaign Underway

There is still time to take part in the Toys for Tots campaign. When you are out doing your holiday shopping this weekend, remember to pick up a new, unwrapped toy with a perceived value of \$10.

The campaign runs until Tuesday, Dec. 8, so don't miss an opportunity to make a youngster's Christmas a little brighter. If you have any questions, please contact Ryan Leist at x44223.

BIG at FCA's 2015 Season of Giving Yields Record Food and Coat Collection Totals

By Damien Hill, President, Blacks in Government

"What a haul! Thank you so much," said Evelin Ayala, assistant volunteer coordinator of SOME (So Others Might Eat). On Tuesday, Nov. 24, I delivered more than a quarter of a ton (529 pounds) of nonperishable food items and 30 coats to the charity.

As always, McLean staff from FCA, FCSIC, and the FCS Building Association contributed generously to the campaign. Thank you. You are such an integral component of BIG at FCA's community outreach legacy.

I'd like to thank my BIG at FCA chapter officers and membership for their dedication, commitment and support. They are truly the lifeblood of this chapter, and they consistently work together to make "BIG" things happen.

I could not have imagined that we would achieve these collection totals. The timing could not have been better. What a way to celebrate the 15th anniversary of the BIG at FCA "Share the Harvest" food drive.

This record-setting, unwavering giving spirit is the embodiment of SOME's goal of "restoring hope and dignity one person at a time."

Please visit the [BIG SharePoint Page](#) to print out a SOME donation receipt or to simply revisit other BIG at FCA event summaries.

As always, thanks for your support of BIG events, initiatives and ideas. It's greatly appreciated.



About FCA Today

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" Unless someone like you cares a whole awful lot, nothing is going to get better. It's not."

—Dr. Seuss

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, December 7, 2015
Date: Monday, December 07, 2015 5:56:58 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 7, 2015

Today's Headlines

- Submit Your Timecard No Later Than Noon on Dec. 10
- Reminder: Change Your FCA Network (VPN) Password by Dec. 17
- FCA to Offer Negotiations Skills Course in McLean on Jan. 20 and 21
- Join the CFC Smoothie Social Tomorrow, Dec. 8, at 2:30 p.m.
- McLean Silent Auction Brings In More Than \$800 for the Combined Federal Campaign
- Cafeteria Menu Available for Week of Dec. 7

These articles are published on the [FCA Today SharePoint page](#).

Submit Your Timecard No Later Than Noon on Dec. 10

Submit your timecard no later than noon in your time zone on Thursday, Dec. 10. NFC has expedited the processing schedule for pay period 24 to deliver salary payments to employees during the holiday season.

Please note: You may see an earlier-than-usual "pending" notice in your bank account, depending on when your financial institution retrieves and processes its transactions over the holidays. You are encouraged to verify payment posting through your financial institution.

If you have questions, please call the Human Resources and Training Team at x44135 or email [AskHR](#).

Reminder: Change Your FCA Network (VPN) Password by Dec. 17

As announced last week, you must change your FCA network password by Thursday, Dec. 17. See the Office of Information Technology's [instructions and frequently asked questions](#) to help guide you through the network password change process on your agency laptop, smartphone and iPad.

If you have questions, contact the OIT Helpline by email at Helpline@fca.gov or by phone at x44333.

FCA to Offer Negotiations Skills Course in McLean on Jan. 20 and 21

FCA has partnered with Louie Larimer, the founder of [Focused Strategies Inc.](#) to create and deliver a customized negotiations skills course on Wednesday, Jan. 20, and Thursday, Jan. 21. Louie is a seasoned expert instructor, with over 30 years of experience delivering learning to federal regulatory oversight communities.

This two-day course is open to employees who are seeking to build their negotiations skills. It does not require previous experience in negotiations. The class has up to 42 slots for

attendees.

To enroll in this course, please fill out a new training request form, using [these instructions](#) to assist you in filling out the various fields. The class fee is \$330 per employee. Please inform your unit training contact he or she does not need to pay for this course as it will be processed as an internal charge-back.

Given the class will include simulated negotiations and role playing, the course will only be available as an in-person, on-site course.

The following is a summary of the course.

Overview

One of the most important core competencies every employee ought to possess is the ability to effectively negotiate with and against others. Unfortunately many of us do not know what it takes to be a successful negotiator. Studies indicate that those persons who know and consistently apply seven key negotiating strategies do better than those people who do not employ these seven tactics.

This module teaches participants a highly effective process for conducting negotiations in any environment. It includes presentation of the key negotiation principles in a highly interactive format using several simulated negotiation role plays as case studies.

The Curriculum

- Background Context: Understanding Conflict
- Seven Trade Secrets — Critical Steps in the Process of Negotiation
- Understanding the Nature of the Negotiations Game
- Eight Preparatory Steps
- Understanding and Managing Emotions and People
- Overcoming Impasse
- Understanding and Following Protocols and Procedures
- Identifying and Overcoming Dirty Tricks
- Putting It All Together: Using the Template
- Specific Outcomes

At the conclusion of this presentation, participants will be able to do the following:

- Define and understand the process of conflict escalation and how to avoid it.
- Define the underlying nature of negotiation.
- Explain the seven key negotiation strategies.
- Explain the eight things every negotiator should do prior to beginning a negotiation.
- Explain the three major people problems that interfere with every negotiation and know how to overcome them.
- Identify and use a variety of impasse resolution techniques.
- Explain the 17 major protocols and procedures.
- Explain the 20 most commonly used dirty tricks and overcome them when encountered.
- Implement, use and follow the template of negotiation process and strategy.

If you have any questions regarding this course or how to sign up, contact any of the following members of FCA's Learning Office:

- [Michael Beckmann](#)
- [Miranda Johnson](#)
- [Cassandra Matos](#)

Join the CFC Smoothie Social Tomorrow, Dec. 8, at 2:30 p.m.

Forget your coffee break tomorrow afternoon! Re-energize yourself with a wholesome, refreshing smoothie at the CFC Smoothie Social from 2:30 to 3 p.m. tomorrow, Dec. 8.

The leadership committee and keyworkers of the FCA/FCSIC Combined Federal Campaign of

the National Capital Area (CFCNCA) are offering free smoothies to say thank you to the many employees who have donated, or plan to donate, to the 2015 campaign. The event will be held in the Marsha Martin Training Room.

The CFC Smoothie Social will feature at least three smoothie recipes — a fruit- and yogurt-based recipe, a deliciously healthy green recipe, and a decadent oatmeal cookie recipe. Choose any smoothie you would like or have a sample of all!

McLean Silent Auction Brings In More Than \$800 for the Combined Federal Campaign

Editor's Note: To view photos from the silent auction, read the [article](#) on the FCA Today SharePoint page.

The CFC silent auction held last week was a great success, bringing in \$858 for the Combined Federal Campaign of the National Capital Area (CFCNCA). The lucky winners who had the highest bids were as follows:

- Bill Hoffman — pencil artwork by Ed Dembowski
- Mike Stokke — pencil artwork by Ed Dembowski
- Joy Strickland — movie basket
- Joy Strickland/Becky Orlich — crab feast
- Ira Marshall — small wreath
- Lorine Hines — large wreath
- Carmen Lopez — picture
- Carrie White — mystery gift from Africa
- Pat Connelly — active play toy
- Jerry Golley — sweetheart basket
- Ava Bell — dog basket
- Geoffrey Chu — red velvet cake
- Carrie White — scarf from India
- Carrie White — lamp
- Jerome Fowlkes — apple pie

The CFCNCA leadership team thanks everyone who donated items and participated in the auction.

Cafeteria Menu Available for Week of Dec. 7

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!



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"To have the United States at our side was to me the greatest joy. Now at this very moment I knew the United States was in the war, up to the neck and in to the death. So we had won after all! ... Hitler's fate was sealed. Mussolini's fate was sealed. As for the Japanese, they would be ground to powder."

—Winston Churchill

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, December 8, 2015
Date: Tuesday, December 08, 2015 3:43:11 PM
Attachments: [image002.png](#)
[image003.png](#)



Publication Date: December 8, 2015

Today's Headlines

- SDD Examiners Tour Dairy, Greenhouse and Mink Farm in Utah
- Office of Inspector General Hosts Holiday Cookie Hour Dec. 15

These articles are published on the [FCA Today SharePoint page](#).

SDD Examiners Tour Dairy, Greenhouse and Mink Farm in Utah

By Danielle Austin, OE-Sacramento

Editor's Note: To view photos from this event, read the [article](#) on the FCA Today SharePoint page.

On Dec. 3, while on an examination at Western AgCredit ACA, Staff Development Division (SDD) examiners had the opportunity participate in an ag tour conducted by the Chief Credit Officer. We visited a dairy farm, a greenhouse nursery and a mink farm.

During a tour of the dairy farm, the team was able to see multiple aspects of a dairy operation, including the beginning of a milking shift, the feed storage facility and even a calf that was only minutes old. The dairy operator also discussed the need for capital as she builds new milk storage facilities.

At the nursery, we saw several greenhouses (some with retractable walls and heated floors), which included a wide variety of indoor and outdoor plants.

At the last stop of the day, we had the opportunity to speak with a third-generation mink farmer about his operation and his unique views on minimizing waste.

For some, this was their first opportunity to set foot on a working farm operation. The farm tours provided a great perspective to the examination staff by focusing on the many aspects that go into running a successful operation, the need to maintain a safe, sound and dependable source of credit through the Farm Credit System, and the important role FCA plays as the independent regulator of the System.

Office of Inspector General Hosts Holiday Cookie Hour Dec. 15

Please join the Office of Inspector General for holiday cookies and beverages to celebrate the holiday season and the end of a great year! It will be held Tuesday, Dec. 15, from 1 to 2 p.m. in the Office of Inspector General conference room, suite 2600.



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"The best way to cheer yourself up is to try to cheer somebody else up."

—Mark Twain

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, December 9, 2015
Date: Wednesday, December 09, 2015 3:30:57 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 9, 2015

Today's Headlines

- A Message from Board Member Hall Regarding the CFC
- Make Changes to TSP and 401(k) Contributions
- Farm Credit System Insurance Corporation Announces Opening for Senior Risk Analyst Asset/Assurance Manager
- A Taste of Georgia: OMS Sponsors Cake Sale to Benefit Combined Federal Campaign

These articles are published on the [FCA Today SharePoint page](#).

A Message from Board Member Hall Regarding the CFC

Jeffery S. Hall, FCA Board Member, would like to invite you to contribute to the Combined Federal Campaign. Take a moment to watch his brief [video message](#). A [transcript](#) of the message is also available.

To contribute to charities of the Combined Federal Campaign of the National Capital Area, go to the [CFCNCA website](#). For more information about the FCA/FCSIC campaign, go to [FCA's CFCNCA SharePoint page](#). For assistance in making an online donation, call Ira Marshall at 703-883-4379.

Make Changes to TSP and 401(k) Contributions Making 2015 Tax Year Changes

The current pay period 24, which ends on Dec. 12, marks the end of the 2015 tax year. It is the last of your Thrift Savings Plan (TSP) and 401(k) contributions that will be credited for your 2015 W-2. Changes for your 2015 TSP/401(k) contributions for 2015 must be made by Friday, Dec. 11.

When making your election, the IRS considers traditional and catch-up as two separate buckets of money, not as a total \$24,000 contribution. They must be treated separately in any calculations:

- \$18,000 regular TSP and 401(k)
- \$6,000 catch-up

If you are trying to ensure you have reached the maximum contributions for 2015, you will want to review your most current Earnings and Leave Statement on the [National Finance Center MyEPP](#) website to get your year-to-date contribution. Your 2015 contribution limits are \$18,000 for regular TSP/401(k) and \$6,000 for catch-up contributions. Subtract your year-to-date contribution from the limit to obtain the amount needed to max your contributions.

If you have already maxed out in both groups for tax year 2015, then no changes are necessary. You will not see additional deductions in the pay period 24 payroll.

Making 2016 Tax Year Changes

If you plan to maximize your 2016 contributions to your TSP or your 401(k) plans for the tax year, you must do so by Dec. 24. You need to make changes effective pay period 25, which begins on Dec. 13 and is the start of the new 2016 tax year. Make changes on the [National Finance Center MyEPP](#) website for your TSP and on the [Wells Fargo](#) website for your FICA 401(k) plan. Since the 401(k) plan started midyear in 2015, all employees should review their contributions based on the instructions below.

The IRS maximum contributions are unchanged for 2016 are \$18,000 for regular TSP and 401(k), and \$6,000 for TSP and 401(k) catch-up contributions.

To gain the maximum agency benefit, you need to do the following:

- Enter at least 5 percent contribution in your regular TSP.
- Enter at least 2 percent contribution in your regular 401(k).

If you are trying to reach the IRS maximum for the 2016 tax year, contribute a total of \$693 for regular TSP and 401(k). You can determine how you divide the \$693 between the TSP and the 401(k) to meet your individual goals.

For example, if you earn \$100,000 and wanted to maximize your 401(k) contributions and matching, you would contribute 2 percent of your biweekly salary (\$2,000/26 pay periods) or \$77 to the 401(k) plan, and then \$616 (\$693 - \$77) to the TSP. If you max out before the end of the 2016 tax year, you will lose your agency matching amount.

If you are eligible to contribute to the catch-up (age 50 by the end of the tax year) and you wanted to maximize your contributions, then you would contribute a total of \$231/pay period.

If you max out before the end of the tax year in your regular TSP and 401(k), your deductions and matching agency funds will stop even though you have not maxed out in catch-up.

If you have any questions, please contact Human Resources at x44135 or send an email to [AskHR](#).

Farm Credit System Insurance Corporation Announces Opening for Senior Risk Analyst Asset/Assurance Manager

FCSIC has posted a vacancy announcement for a senior risk analyst/asset assurance manager, VH-1101-40/41, in the Risk Management Division. This position is advertised for status candidates (those eligible under Merit Promotion or the Veterans Employment Opportunities Act) under vacancy announcement [VA-15-0193-MP](#) and for all U.S. citizens under [VA-15-0194-DE](#). If you wish to be considered under both postings, you must apply to both announcements.

The full performance level of this position is VH-41. The deadline for submitting applications is Monday, Jan. 4.

To apply, follow these steps:

1. If you do not already have a USAJOBS account, you must create one. To do so, go to [Create New Account](#). Once there, you may either use the USAJOBS Resume Builder or upload your own resume.
2. Go to the job announcement in USAJOBS.
3. Click on the **How to Apply** tab to find out which documents you must submit when you apply, then save those documents on your computer for easy access.
4. Sign in to your USAJOBS account. From the My Account page, click **Saved Documents**, then upload the required documents for this job announcement.
5. To return to an incomplete application, log in to your USAJOBS account and click **Update Application** in the vacancy announcement. **Important:** You must re-select

your resume and other documents from your USAJOBS account; otherwise your application will be incomplete.

6. Your application and supporting documentation must be received by 11:59 p.m. ET on the closing date of the announcement.

If you need assistance, please contact Christine Johnson at 703-883-4137 (x44137).

A Taste of Georgia: OMS Sponsors Cake Sale to Benefit Combined Federal Campaign

As part of the ongoing Combined Federal Campaign, the Office of Management Services will sponsor a cake sale next Wednesday, Dec. 16, from 10:30 a.m. to 1:30 p.m. in the Farm Credit Building atrium. Southern delicacies, including Red Velvet, Hummingbird and 10-layer chocolate cakes will be cut and served by the slice for a \$3 donation.

Proceeds from this event will go to the Combined Federal Campaign of the National Capital Area as "undesignated" donations. All undesignated donations are combined and then shared proportionately among all charities and federations that receive designations.



About FCA Today

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" I have one life and one chance to make it count for something... My faith demands that I do whatever I can, wherever I am, whenever I can, for as long as I can with whatever I have to try to make a difference."

—Jimmy Carter

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, December 10, 2015
Date: Thursday, December 10, 2015 4:55:38 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 10, 2015

Today's Headlines

- Giving Back to Our Community: Examiners With Heart
- Watch Out for Holiday Phishing Exploits; Call Helpline If You Receive Anything Suspicious
- Shirley Hixson Requests Donated Leave
- Reminder: Open Season Ends Monday, Dec. 14, for Health, Dental and Vision Insurance, and Flexible Spending Program
- Reminder: Submit Your Timecard No Later Than Noon Today, Dec. 10
- Reminder: FWPC Seeks Nominations for the 2015 Woman of the Year Award

These articles are published on the [FCA Today SharePoint page](#).

Giving Back to Our Community: Examiners With Heart

By Doug Kuplic, OE-Bloomington

Editor's Note: To view a photo of this event, read the [article](#) on the FCA Today SharePoint page.

Bloomington's Toys for Tots campaign concluded today with plenty of toys and a couple of new bikes to help Santa lift the hearts of children. "Frozen" is how we like Minnesota lakes in the winter though this group also recognizes it's a welcomed gift by many. Other favorites include Star Wars, Legos, drones, and a variety of traditional toys and games.

Watch Out for Holiday Phishing Exploits; Call Helpline If You Receive Anything Suspicious

By Kathleen Reddaway, OIT

Since attackers often take advantage of the holiday season to send phishing emails, we are seeing an uptick in the number of phishing emails being sent to FCA and FCSIC staff. A phishing email is a phony message that appears to be from someone legitimate. It is intended to compromise sensitive and personally identifiable information (known as PII) or to infect your computer with malware.

If you notice any suspicious emails or virus activity, immediately call the Office of Information Technology (OIT) Helpline at x44333 or 1-877-322-4503. When you call after hours with an issue related to IT security, press 1 to be forwarded to an OIT staff member. Be sure to call rather than send an email; OIT can respond more promptly to phone calls. OIT staff answers the Helpline phone every single day of the year, 24/7.

You play a critical role in protecting FCA from cyberthreats. Please take the following precautions.

- Exercise caution when opening email attachments, even if the attachment is expected

and the sender appears to be known.

- Avoid clicking directly on website links in emails.
 - Do not click on, or submit any information to, Web pages or addresses in the email.
 - Be suspicious of unsolicited phone calls, visits or email messages from individuals asking about you, your employees, your colleagues or any internal information. If an unknown individual claims to be from a legitimate organization, try to verify his or her identity directly with the company.
 - Do not provide personal information or information about your organization unless you are certain of a person's authority to have the information.
 - Do not reveal personal or financial information in an email, and do not respond to email solicitations for this information.
 - Pay attention to the URL of a website. A malicious website may be very similar to a legitimate site, but the URL may use a variation in spelling or a different domain (for example, .com vs. .net).
 - If you are unsure whether an email request is legitimate, try to verify it by contacting the company directly. Do not use contact information provided on a website connected to the request; instead, check previous statements for contact information.
-

Shirley Hixson Requests Donated Leave

Shirley Hixson, ORP, has made a request to participate in the Leave Transfer Program. This voluntary program allows federal employees to donate annual or sick leave to other federal employees who have medical emergencies and who have exhausted their own leave.

Shirley is presently facing a medical emergency and needs your assistance. If you would like to help her by making a donation of any of your annual or sick leave, please complete [FCA Form 444](#), "Request to Donate Annual or Sick Leave to Leave Recipient under the Voluntary Leave Transfer Program." Please submit this form to [David Toth](#) or [Carmen Lopez](#) in OMS.

The minimum donation permitted for the Leave Transfer Program is four hours. The maximum amount of annual leave an employee may donate is determined by his or her current leave-earning status. For example, employees earning four hours of annual leave per pay period may donate a maximum of 52 hours; employees earning six hours of annual leave per pay period may donate a maximum of 80 hours; and employees earning eight hours of annual leave per pay period may donate a maximum of 104 hours.

Should the employee receive more leave hours than she is able to use, the extra transferred leave hours will be prorated and returned to the donors.

If you have any questions about the Leave Transfer Program, please contact Carmen at 703-883-4142 or Dave Toth at 703-883-4422.

Reminder: Open Season Ends Monday, Dec. 14, for Health, Dental and Vision Insurance, and Flexible Spending Program

The open season for the Federal Employees Health Benefits (FEHB) program and the Federal Employees Dental/Vision Insurance Program (FEDVIP) ends Monday, Dec. 14. This is your annual opportunity to sign up for coverage as a new enrollee, to add family members to an existing plan, or to choose a new plan.

Dec. 14 is also the end of the open season to sign up for the Flexible Spending Account program. **Important:** If you do not sign up for this benefit by the end of open season every year, you will forfeit the amount that FCA or FCSIC contributes for this benefit. Through the links below, you will find information about each program and instructions for signing up or making changes:

- Flexible Spending Account program: [FCA News Flash on Nov. 4](#)
 - FEHB and FEDVIP: [FCA News Flash on Nov. 5](#)
-

Reminder: Submit Your Timecard No Later Than Noon Today, Dec. 10

Submit your timecard no later than noon in your time zone today, Dec. 10. The National Finance Center has expedited the processing schedule for pay period 24 to deliver salary payments to employees during the holiday season.

Please note: You may see an earlier-than-usual "pending" notice in your bank account, depending on when your financial institution retrieves and processes its transactions over the holidays. You are encouraged to verify payment posting through your financial institution.

If you have questions, please call the Human Resources and Training Team at x44135 or email [AskHR](#).

Reminder: FWPC Seeks Nominations for the 2015 Woman of the Year Award

The Federal Women's Program Committee (FWPC) is soliciting nominations for its Woman of the Year Award.

The award celebrates a woman from FCA or FCSIC who

- demonstrates excellence in her position;
- acts as a positive role model;
- develops or participates in activities to improve the status of women at the agency and in the community; and
- establishes leadership through empowerment, collaboration and inspiration.

The FWPC will vote on the nominations after the nominees' and nominators' information has been removed. FWPC members who may be nominated for the award will recuse themselves from the vote. The award will be presented at the FWPC event in March celebrating Women's History Month.

With so many talented women at FCA and FCSIC, nominees are not hard to find. Help recognize this talent!

To suggest a nominee, download and complete a [nomination form](#) and email it to Anita Bravard (BravardA@fca.gov) by Jan. 29, 2016.



About FCA Today

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"Love the giver more than the gift."

—Brigham Young

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Friday, December 11, 2015
Date: Friday, December 11, 2015 4:42:52 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 11, 2015

Today's Headlines

- It's a Boy for New Dad Scott Mennenga
- Human Resources Staff Offers Guidance for Completing Comp Time for Travel in TRS
- Cafeteria Menu Available for Week of Dec. 14

These articles are published on the [FCA Today SharePoint page](#).

It's a Boy for New Dad Scott Mennenga

Editor's Note: To view photos of baby Wesley and family, read the [article](#) on the FCA Today SharePoint page.

Congratulations to Bloomington-based FCA examiner, Scott Mennenga and his wife, Maria, on the birth of their first child, son Wesley John Mennenga, who arrived on Dec. 9 at 1:55 p.m. He was born at Hansen Family Hospital in Iowa Falls, Iowa, near the Mennenga's home in Ackley, Iowa. Wesley John weighed 7 pounds, 11 ounces, and measured 19.5 inches long.

Scott regrets he was unable to attend the FCA awards ceremony on Dec. 9 to receive his five-year service award but he thinks he has a valid excuse. "Mom, Dad and baby are doing awesome," he says.

Human Resources Staff Offers Guidance for Completing Comp Time for Travel in TRS

Starting pay period 25, which begins Dec. 13, you will see two new transaction types on your time card, **Comp Time Earned – Travel** and **Comp Time Used - Travel**. These transaction types should now be used anytime you earn or use comp time for travel. With this change in TRS, Human Resources will be better able to separately track comp time off for work and comp time off for travel.

According to PPM 802, compensatory time for travel is defined as:

A form of compensatory time off that is earned by an employee for time spent in a travel status away from the employee's official duty station when such time is not otherwise compensable. All employees, except for those on an intermittent schedule, are eligible to earn compensatory time for travel. Employees may earn compensatory time off for travel in 1/2 hour increments. Odd minutes of time are rounded up or down to the nearest 1/2 hour.

For more information on comp time off for work and comp time off for travel, see [PPM 802](#).

How to Complete Timecards Using New Transaction Codes

Comp Time Earned - Travel

If you earn comp time off for travel, you should select the "Comp Time Earned – Travel" transaction code and "Travel Comp Time" project code.

Comp Time Used - Travel

If you take comp time off for travel, you should select the "Comp Time Used – Travel" transaction code and "Leave" project code.

Please be sure you are using the correct Comp Time Used transaction codes as they are separate buckets of time:

- "Comp Hours Used" for comp time earned for work
- "Comp Time Used – Travel" for travel balance comp time
- "Comp Time Used Religious" for religious comp time

If you have any questions regarding these updates, please contact Human Resources at x44135 or send an email to [AskHR](#).

Cafeteria Menu Available for Week of Dec. 14

The McLean cafeteria's weekly menu is now [available](#). Look for special holiday treats made by Diana for yourself or to give to others next week. She is also selling a large reusable jar of 15 Otis Spunkmeyer cookies for \$9.99 to fulfill your urge for cookies. They are available in chocolate chip, oatmeal raisin, peanut butter, double chocolate and butter sugar (or an assortment).

The café will be closed on Dec. 24 through the remainder of the year. It will reopen on Monday, Jan. 4. Happy Holidays and bon appétit!



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"One kind word can warm three winter months."

—Japanese Proverb

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Monday, December 14, 2015
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Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 14, 2015

Today's Headlines

- Federal Benefits Open Season Ends Today, Dec. 14
- President Obama Declares Half-Day Holiday on Dec. 24
- Update on OPM Cyberbreach Involving Background Investigations
- Keep Federal Gift Rules in Mind During the Holidays
- Reminder: Office of Inspector General Hosts Holiday Cookie Hour Tomorrow, Dec. 15
- Reminder: FWPC Seeks Nominations for the 2015 Woman of the Year Award

These articles are published on the [FCA Today SharePoint page](#).

Federal Benefits Open Season Ends Today, Dec. 14

The Federal Benefits Open Season ends today. If you do not want to change your Federal Employees Health Benefits (FEHB) or Federal Employees Dental and Vision Insurance Program (FEDVIP) elections from last year, you do not need to do anything. Your coverage will continue into the 2016 plan year.

However, you **must** enroll in the Flexible Spending Accounts program every year if you wish to continue to participate.

Through the links below, you will find information about each program and instructions for signing up or making changes:

- Flexible Spending Account program: [FCA News Flash on Nov. 4](#)
- FEHB and FEDVIP: [FCA News Flash on Nov. 5](#)

If you have any problems or questions, please contact the OMS Human Resources and Training Team at x44135 or AskHR@fca.gov.

President Obama Declares Half-Day Holiday on Dec. 24

President Obama has excused federal employees from duty for the second half of the scheduled workday on Thursday, Dec. 24.

- This period will be treated as a holiday for pay and leave purposes.
- All full- and part-time employees are entitled to a half day of their basic workday. For example, if you work part-time and you normally work a six-hour day, your half-day holiday would be three hours.
- If you are on a flexible work schedule and your nonworkday falls on Dec. 24, you will observe the half-day holiday on Dec. 23.
- If you were previously scheduled to take annual leave (including compensatory time off or credit hours) on Dec. 24, you will not be charged leave for the second half of the day.
- If you have scheduled use-or-lose annual leave for the second half of the scheduled workday on Dec. 24 and are unable to reschedule that leave for use before the end of

the leave year, you will forfeit the leave.
If you have any questions, please send a message to [AskHR](#).

Update on OPM Cyberbreach Involving Background Investigations

As reported in the [Nov. 18 FCA Today article](#), the Office of Personnel Management (OPM) has been using postal mail to notify those affected by the background investigation cyberbreach. OPM began sending mail in September and expects all notifications to be sent by mid-December.

OPM has set up a Verification Center to help those who feel they were affected by the breach but have not received a notification. To access the Verification Center, go to the [Cybersecurity Resource Center](#) and scroll to the "Verify If You Were Impacted" section. You can also contact the Verification Center for assistance with your Personal Identification Number (PIN).

Read OPM's updated [Frequently Asked Questions](#) for more information.

The cyberbreach increases the risk that hackers will attempt phishing exploits. Please be cautious and remember the following:

- Neither OPM nor anyone acting on OPM's behalf will contact you to confirm any personal information. If you are contacted by anyone asking for your personal information in relation to compromised data or credit monitoring services, do not provide it.
 - You can view examples of legitimate postal mail letters on OPM's [Cybersecurity Resource Center](#).
 - Exercise caution when opening email attachments, even if the attachment is expected and the sender appears to be known.
 - Avoid clicking directly on website links in emails.
 - If you are unsure whether an email request is legitimate, try to verify it by contacting the company directly.
-

Keep Federal Gift Rules in Mind During the Holidays

By the FCA Ethics Team

With the holiday season in full swing, please take a few moments to refresh your understanding of the [gift rules for executive branch employees](#). The general rules for gift giving are as follows:

- You must not accept anything of value from a prohibited source or given because of your official position.
- For gifts between employees, you must not give anything of value to your official supervisor or accept anything of value from an employee who receives less pay than you.

Cash and Gift Cards

There are many exclusions and exceptions to these general rules, but none of them applies to the giving or accepting of cash, which is never allowed under any circumstances.

Generic gift cards that can be used anywhere — prepaid Visas, Mastercards, etc. — are the equivalent of cash, and must not be given to employees. Gift cards for a store like Starbucks are considered a proxy for the items sold there (such as coffee), and are not considered cash.

Contractors

Keep in mind that some of your colleagues at FCA and FCSIC are contractors, not executive branch employees working directly for the agencies. Some contractors may be new to FCA or FCSIC, while others may be former employees who have returned as independent contractors.

In any event, remember that a different set of gift rules applies to contractors because they are considered "outside sources" for gift rule purposes. If you are unsure whether someone is a contractor, right-click on his or her name in Office Communicator or Microsoft Outlook; the person's employment status will appear.

For additional information on the gift rules for executive branch employees, visit the Office of

Government Ethics page on [Gifts and Payments](#).

Please give the FCA Ethics Team a call at x44020 if you have any additional questions.

Reminder: Office of Inspector General Hosts Holiday Cookie Hour Tomorrow, Dec. 15

Please join the Office of Inspector General for holiday cookies and beverages to celebrate the holiday season and the end of a great year! It will be held tomorrow, Dec. 15, from 1 to 2 p.m. in the Office of Inspector General conference room, suite 2600.

Reminder: FWPC Seeks Nominations for the 2015 Woman of the Year Award

The Federal Women's Program Committee (FWPC) is soliciting nominations for its Woman of the Year Award. To suggest a nominee, download and complete a [nomination form](#) and email it to Anita Bravard (BravardA@fca.gov) by Jan. 29. The award will be presented at the FWPC event in March celebrating Women's History Month.

For more information, see the [Nov. 23 FCA Today article](#).



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" I like to compare the holiday season with the way a child listens to a favorite story. The pleasure is in the familiar way the story begins, the anticipation of familiar turns it takes, the familiar moments of suspense, and the familiar climax and ending."

—Fred Rogers

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Tuesday, December 15, 2015
Date: Tuesday, December 15, 2015 5:58:18 PM
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[image002.png](#)



Publication Date: December 15, 2015

Today's Headlines

- Fairchilds Welcome Second Daughter
- North Carolinian Autumn Agans Joins OGC as New Attorney-Advisor
- Reminder: Change Your FCA Network (VPN) Password by Dec. 17
- Reminder: Sign Up for Negotiation Skills Course in McLean on Jan. 20 and 21
- FCA and FCSIC Exceed Goal for CFC Giving; CFCNCA Extends Campaign Until Dec. 31
- Farm Credit Club Wraps Up Another Successful Toys for Tots Drive in McLean
- Pecans and Almonds Still Available From Farm Credit Club

These articles are published on the [FCA Today SharePoint page](#).

Fairchilds Welcome Second Daughter

Editor's Note: To view photos of baby Maggie, read the [article](#) on the FCA Today SharePoint page.

Bloomington-based FCA examiner Patrick Fairchild; his wife, Laura; and two-year-old daughter, Callyn, welcomed baby Maggie Grace Fairchild to the world yesterday, Dec. 14, at 7:40 a.m. She was born at Lakes Regional Hospital in Spirit Lake, Iowa, weighing 7 pounds, 4 ounces, and measuring 19 inches long.

Patrick reports that Mom and baby are doing fantastic. "Big sister Callyn is ecstatic with the new addition, as long as she does not play with her toys or wear her clothes," he says.

Congratulations to all the Fairchilds!

North Carolinian Autumn Agans Joins OGC as New Attorney-Advisor

By Claire Haverstock, OCPA

Editor's Note: To view photos of Autumn and her baby, read the [article](#) on the FCA Today SharePoint page.

The Office of the General Counsel (OGC) is pleased to announce that Autumn Agans joined its staff on Nov. 16 as an attorney-advisor. She serves as the Freedom of Information Act (FOIA) Officer, Privacy Act Officer and Deputy Ethics Officer. She will also work on other legal counsel projects handled by OGC. In addition, she is helping develop the agency's social media policies and procedures with the Office of Congressional and Public Affairs.

Before coming to FCA, Autumn worked at a small law firm for two years in Arlington, Virginia, where she was involved in insurance-related civil defense litigation. After law school, she worked as a contractor providing litigation support.

A native of North Carolina, Autumn grew up in Fayetteville in a military family. Her father,

who is now retired, worked at Fort Bragg with the 82nd Airborne. Autumn graduated from North Carolina State University with a bachelor's degree in business management and a minor in accounting. She earned her law degree and a master's degree in trust and wealth management from Campbell University in Raleigh.

She enjoys working with fellow law school alum Charlie Rawls and the rest of the OGC staff. "Everyone is very welcoming and it's sort of like a family here," says Autumn.

Autumn lives in South Riding in Chantilly, Virginia, with her husband, six-month-old baby, and Yorkie dog. She and her husband are looking forward to celebrating their son Ward's first Christmas in North Carolina with both sets of his proud grandparents.

Please stop by room 4426 to welcome Autumn to FCA and the federal government!

Reminder: Change Your FCA Network (VPN) Password by Dec. 17

There are only a few days left to change your network (VPN) password — Thursday, Dec. 17, is the deadline! The Office of Information Technology (OIT) is enforcing the network password change during December and June of each year to protect our network accounts against the increasing number of cyber threats.

See OIT's [instructions and frequently asked questions](#) to help guide you through the network password change process on your agency laptop, smartphone and iPad.

If you have questions, contact the OIT Helpline by email at Helpline@fca.gov or by phone at x44333.

Reminder: Sign Up for Negotiation Skills Course in McLean on Jan. 20 and 21

Louie Larimer, the founder of [Focused Strategies Inc.](#), will come to FCA next month to lead a two-day negotiation skills course. It will be offered on Wednesday, Jan. 20, and Thursday, Jan. 21. To enroll, please use [these instructions](#) to fill out a new training request form.

The class fee is \$330 per employee. Please inform your unit training contact that he or she does not need to pay for this course because it will be processed as an internal charge-back.

Given the class will include simulated negotiations and role playing, it will only be available as an in-person, on-site course.

For more information about the curriculum, see the [Dec. 7 FCA Today article](#).

If you have any questions regarding this course or how to sign up, contact any of the following members of FCA's Learning Office:

- [Michael Beckmann](#)
 - [Miranda Johnson](#)
 - [Cassandra Matos](#)
-

FCA and FCSIC Exceed Goal for CFC Giving; CFCNCA Extends Campaign Until Dec. 31

Editor's Note: To view a photo of the CFC Smoothie Social, read the [article](#) on the FCA Today SharePoint page. As of today, Dec. 15, FCA and FCSIC employees have raised \$68,143 for the charities of the Combined Federal Campaign of the National Capital Area. That amounts to 119.5 percent of

our \$57,000 goal.

The campaign was scheduled to end today, but the CFCNCA, which has only met about half of its goal, has decided to extend the campaign until Thursday, Dec. 31.

"I can't thank my colleagues enough for their generous support of this campaign," says Ira Marshall, FCA/FCSIC 2015 campaign manager. "And the extension will give us a chance to see how far above our goal we can climb."

If you have not yet done so, please consider making a donation to the CFCNCA. Giving is simple and easy. You can make your pledge online or on paper. For online giving, go to the [CFCNCA website](#). For more information about the FCA/FCSIC campaign, go to [FCA's CFCNCA SharePoint page](#). For assistance in making a donation, call Ira Marshall at 703-883-4379. And congratulations to FCA and FCSIC employees for meeting their CFC goal well ahead of the deadline!

	Goal	Total Collected	Percentage of Goal
2009	\$47,000	\$55,131	117
2010	\$48,500	\$67,186	139
2011	\$50,000	\$68,263	137
2012	\$51,000	\$74,278	146
2013	\$53,000	\$77,656	147
2014	\$55,000	\$75,070	136.5
2015	\$57,000	\$68,143 and counting!	119.5

Farm Credit Club Wraps Up Another Successful Toys for Tots Drive in McLean

By Ryan Leist, ORP

Editor's Note: To view photos of this event, read the [article](#) on the FCA Today SharePoint page.

McLean's Toys for Tots campaign was a big success again this year. On Dec. 8, we delivered over 50 toys to the local collection center at Meineke Car Care in McLean. Thanks to everyone for helping many little children have a very happy holiday!

Pecans and Almonds Still Available From Farm Credit Club

If you need almonds or pecans for your holiday recipes, you can purchase the Farm Credit Club's one-pound bags from Heyam Ibelli on the fourth floor. But hurry — a limited supply is left! Each bag costs \$10.

If you have any questions, please contact Heyam at ibellih@fca.gov or x44050.



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"Have a heart that never hardens, and a temper that never tires, and a touch that never hurts."

—*Charles Dickens*

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Wednesday, December 16, 2015
Date: Wednesday, December 16, 2015 4:11:11 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 16, 2015

Today's Headlines

- Ryan Leist Becomes Certified Project Management Professional
- Ted Dukes Completes Federal Records Management Training
- Reminder: Change Your FCA Network (VPN) Password by Tomorrow, Dec. 17
- Office of Information Technology Unavailable from 3 to 6 p.m. EST Today, Dec. 16
- McLean Zumba Class Canceled Tomorrow, Dec. 17; No Zumba or Yoga Next Two Weeks
- Final Guessing Game of the Year at Farm Credit Café in McLean

These articles are published on the [FCA Today SharePoint page](#).

Ryan Leist Becomes Certified Project Management Professional

Congratulations to Ryan Leist in the Office of Regulatory Policy for achieving his Project Management Professional (PMP) certification in August. This certification is recognized worldwide as one of the most prestigious in the field of project management. He is the only staff member in the Office of Regulatory Policy to currently hold the PMP certification.

In June, Ryan also successfully passed level 1 of the Charter Financial Analyst designation.

Ted Dukes Completes Federal Records Management Training

Congratulations to Ted Dukes, FCA's Records Officer, for successfully completing the National Archives and Records Administration's training in federal records management. He received his certificate in November.

Reminder: Change Your FCA Network (VPN) Password by Tomorrow, Dec. 17

Tomorrow, Dec. 17, is the deadline to change your network (VPN) password. See the Office of Information Technology's [instructions and frequently asked questions](#) to help guide you through the network password change process on your agency laptop, smartphone and iPad.

If you have questions, contact the OIT Helpline by email at Helpline@fca.gov or by phone at x44333.

Office of Information Technology Unavailable from 3 to 6 p.m. EST Today, Dec. 16

The Office of Information Technology staff will be out of the building from 3 to 6 p.m. EST

today, Dec. 16.

To contact the OIT Helpline during this period, please send an email to Helpline@fca.gov. Messages will be returned tomorrow, Dec. 17, during Helpline's normal business hours of 7 a.m. to 6 p.m. EST.

For urgent matters requiring immediate assistance please contact Helpline at 703-883-4333.

McLean Zumba Class Canceled Tomorrow, Dec. 17; No Zumba or Yoga Next Two Weeks

Because of the upcoming holidays, the Zumba class held in McLean on Thursdays at noon is canceled tomorrow, Dec. 17, through the end of the year. Classes will resume on Jan. 7.

The noon yoga class scheduled in McLean on Tuesdays is canceled on Dec. 22 and Dec. 29. Classes will resume Tuesday, Jan. 5.

Final Guessing Game of the Year at Farm Credit Café in McLean

It's time for another guessing game at the Farm Credit Café! Sodexo General Manager Diana Garcia invites you to guess how many M&Ms are in the jar. The best guesser (without going over) will win a big tower of chocolates. All entries will qualify for a drawing to win a yard of Twix or a yard of Snickers.

Only one guess per person. The drawing will be held tomorrow, Dec. 17, after the café closes at 1:30 p.m.

Happy Holidays from the Farm Credit Café staff!



About FCA Today

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*"How did it get so late so soon?
It's night before it's afternoon.
December is here before it's June.
My goodness how the time has flown.
How did it get so late so soon?"*

—Dr. Seuss

From: [newsletter](#)
To: [newsletter](#)
Subject: FCA Today - Thursday, December 17, 2015
Date: Thursday, December 17, 2015 4:09:45 PM
Attachments: [image001.png](#)
[image002.png](#)



Publication Date: December 17, 2015

Today's Headlines

- Clarke Cheeke Earns Credit Risk Certification
- Reminder Change Your FCA Network (VPN) Password by Close of Business Today, Dec. 17
- Submit Your Timecard No Later Than Noon on Wednesday, Dec. 23
- Reminder Sign Up for Negotiation Skills Course in McLean on Jan. 20 and 21
- "A Taste of Georgia" CFC Cake Sale Was a Sweet Success

These articles are published on the [FCA Today SharePoint page](#).

Clarke Cheeke Earns Credit Risk Certification

By Doug Alford, OE-Denver

Congratulations to FCA examiner Clarke Cheeke in the Market Risk Division for earning the Credit Risk Certification (CRC) with the Risk Management Association in November. To become a CRC holder, Clarke had to pass an intense multiple-choice exam that demonstrated his professional work experience in the credit and lending field.

Clarke put in many hours of study; he passed the test on his first attempt. Earning this certification demonstrates a commitment to the credit risk industry and a level of industry knowledge that has been recognized by an objective, outside organization.

It also demonstrates Clarke's commitment to his professional development as a credit specialist in the Office of Examination's Credit Specialist Program, which he joined earlier this year.

Reminder: Change Your FCA Network (VPN) Password by Close of Business Today, Dec. 17

The deadline to change your network (VPN) password is today, Dec. 17. If you have not already done so, please change your password by close of business today.

See OIT's [instructions and frequently asked questions](#) to help guide you through the network password change process on your agency laptop, smartphone and iPad.

If you have questions, contact the OIT Helpline by email at Helpline@fca.gov or by phone at x44333.

Submit Your Timecard No Later Than Noon on Wednesday, Dec. 23

Submit your timecard no later than noon in your time zone on Wednesday, Dec. 23. The National Finance Center has expedited the processing schedule for pay period 25.

As a reminder, President Obama has issued an executive order that excuses federal employees from duty for the second half of the scheduled workday on Thursday, Dec. 24. You should enter holiday/administrative time for that portion of the day on your timecard.

See the [Dec. 14 FCA Today News Flash](#) for more information.

If you have questions, please call the Human Resources and Training Team at 703-883-4135 or email [AskHR](#).

Reminder Sign Up for Negotiation Skills Course in McLean on Jan. 20 and 21

Louie Larimer, the founder of [Focused Strategies Inc.](#), will come to FCA next month to lead a two-day negotiation skills course. It will be offered on Wednesday, Jan. 20, and Thursday, Jan. 21. To enroll, please use [these instructions](#) to fill out a new training request form.

The class fee is \$330 per employee. Please inform your unit training contact that he or she does not need to pay for this course because it will be processed as an internal charge-back.

Given the class will include simulated negotiations and role playing, it will only be available as an in-person, on-site course.

For more information about the curriculum, see the [Dec. 7 FCA Today article](#).

If you have any questions regarding this course or how to sign up, contact any of the following members of FCA's Learning Office:

[Michael Beckmann](#)
[Miranda Johnson](#)
[Cassandra Matos](#)

"A Taste of Georgia" CFC Cake Sale Was a Sweet Success

Editor's Note: To view photos of this event, read the [article](#) on the FCA Today SharePoint page.

The cake sale held yesterday in the Farm Credit Building atrium raised \$247 for the Combined Federal Campaign of the National Capital Area.

For a \$3 donation, McLean employees were treated to a variety of southern delicacies, including hummingbird, red velvet, carrot, 10-layer chocolate, and pecan pound cake. The cakes were all made by Norma Dukes, mother of FCA Records Officer Ted Dukes.

"My mom has been baking cakes for many years in Waycross, Georgia, and the local vicinity," says Ted. "Originally she began when she and my dad owned and operated a small grocery store, Dukes Mini Mart, which included an on-site deli and bakery. They closed the store in 1996, but she continues to take orders and bake for local friends and long-time customers, which keeps her busy in her semiretirement."



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[Claire Haverstock](#). If you have questions about submitting news items, please call Christine Quinn at 703-883-4108 or the Office of Congressional and Public Affairs at 703-883-4056.

"You can give without loving, but you can never love without giving."

—*Robert Louis Stevenson*

From: [newsletter](#)
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[image002.png](#)



Publication Date: December 21, 2015

Today's Headlines

- U.S. Department of Homeland Security Issues New ID Requirements for Several States
- Farm Credit Club Wraps Up a Successful Year
- 31 Employees Recognized at FCA's 2015 Awards Ceremony
- 'Tis the Season of Volunteering: Bloomington Field Office Supports International Hunger Relief Group
- Scott Fatula Is M&M-Guessing Champ
- Cafeteria Menu Available for Week of Dec. 21

These articles are published on the [FCA Today SharePoint page](#).

U.S. Department of Homeland Security Issues New ID Requirements for Several States

Head's up to FCA travelers from New York, Louisiana, Minnesota, New Hampshire and American Samoa. If you live in those locations, you will soon be out of luck if you try to travel using a driver's license as ID. According to the U.S. Department of Homeland Security (DHS), driver's licenses from those four states and American Samoa do not comply with the minimum standards of the federal REAL ID system.

The system was created by an act of Congress following recommendations from the 9/11 Commission that the federal government should "set standards of the issuance of sources of identification, such as driver's licenses." DHS will begin enforcing its final phase, allowing only travelers from compliant states to use their driver's licenses as ID for domestic air travel in 2016.

New York and Minnesota have obtained a federal extension for implementing the REAL ID system that will expire on Jan. 19, 2016.

For additional information regarding proper forms of ID for travelers from the aforementioned states and U.S. territory, please visit the [REAL ID website](#).

Farm Credit Club Wraps Up a Successful Year

By Bill Hoffman, Chief Operating Officer

The Farm Credit Club was busy this year sponsoring many events for FCA and FCSIC employees. The club presented many activities that employees enjoyed, not only in our McLean headquarters but in the field offices, as well. These events and activities included the following:

- Bake sale
- FCA picnic
- Chili cook-off
- Marine Corps Toys for Tots
- Pecan and almond sale
- Land's End shirt sale
- FCA Farm Credit Club cookbook

In addition, together with the Office of the Board and Office of Management Services, the club coordinated the annual employee awards ceremony reception.

Thanks to everyone who participated in these events and activities. And I would like to offer special thanks to the club members for making 2015 such a success:

McLean

Carmen Lopez, President
Linda Toki, Vice President
Ryan Leist, Treasurer
Awilda Roque-Brehm
Joe Briggs
Lorine Hines
Heyam Ibelli
Eric Ovsiew

Sacramento

Melinda Huber
Vania Pick

Bloomington

Mindy Stultz
Scott Mennenga

Dallas

Ashley Waldron
Sadie Uomoleale

Denver

Angela Greenlee
Clarke Cheeke

31 Employees Recognized at FCA's 2015 Awards Ceremony

Editor's Note: To view photos of this event, read the [article](#) on the FCA Today SharePoint page.

At this year's annual FCA awards ceremony, held Dec. 9, 31 employees received awards. The ceremony was held in the McLean office, with field offices participating by videoconference.

FCA Board Chairman and CEO Kenneth Spearman presented Length-of-Service Awards to the following employees:

- 45 years: **Tom Gist**
- 40 years: **Jacqui Melvin** and **Mike Wilson**
- 35 years: **Deb Buccolo, Gaye Calhoun, Liz Dean, J.C. Floyd, Dave Kuhler** and **Doug Kuplic**

The agency's highest recognition—the Chairman's Award—was presented by Chairman Spearman to the following two employees: **Ryan Schumacher** and **Ily Soares**.

Chairman Spearman and Board Member Jeffery Hall jointly presented the agency's second-highest recognition—the Distinguished Service Award—to 11 employees: **Vickie Cosentino, Clayton Milburn, Tim Nerdahl, J.C. Floyd, Jeremy Edelstein, Richard Katz, Jeremy Del Moral, Geoffrey Chu, Victor Amaya, Darius Hale** and **Laura McFarland**.

Board Member Hall also presented the following awards:

- Plain Writing Award: **Walt Gardiner**
- Diversity Leadership Award: **Ira Marshall**
- Ethics in Action Award: **Wendy Laguarda**

Chief Operating Officer Bill Hoffman presented the Impact Awards, which recognize employees who are relatively new to FCA but who have already made a real and lasting impact on the agency. The following employees received 2015 Impact Awards: **Zach Lund, Tony Haas, Mike Beckmann, Ryan Leist** and **Heyam Ibelli**.

Chairman Spearman recognized the **Office of Information Technology** for contributing the most money to the loose change contest for the Combined Federal Campaign of the National Capital Area. He also recognized **Dianna Becerra** of the Office of Regulatory Policy for making the most creative collection jar.

Summaries of all the awards presented are listed below. McLean office photos were taken by Linda Toki, OMS. Bloomington field office photos were taken by Paula Purcelli. Refreshments were served in the atrium of the Farm Credit Building following the ceremony.

Chairman's Award
<p>Ryan Schumacher from the Office of Examination was recognized for his leadership in the Closer Look project. In October 2014, Ryan initiated the project by recommending that OE take a "closer look" at recent System events involving weak internal controls and fraud. He prepared a project plan and gathered a team of examiners and staff from across the agency to execute the plan.</p> <p>Under Ryan's leadership, the team developed three surveys that examiners-in-charge distributed to their institutions to gather information about the System's audit and whistleblower programs and its service providers. Using information gleaned from this project, staff members developed examination procedures, talking points, and presentations that were delivered to System institutions. The agency also used insights from the project to develop a whistleblower Informational Memorandum, which was issued this past July. In addition, OE plans to incorporate insights from this project into its training courses.</p> <p>"Since I became chairman in March of this year, I have emphasized the importance of internal controls, so I am particularly grateful to this individual for helping raise awareness of the value that internal controls can play in preventing and detecting fraud," said Chairman Spearman.</p> <p>Ily Soares from the Office of Management Services was recognized for working collaboratively with the Office of Congressional and Public Affairs and others across the agency in producing the annual Performance and Accountability Report. Because of her efforts, FCA has made significant improvements both to its financial statements and the agency's overall Performance and Accountability Report.</p> <p>"Thanks in no small part to the efforts of this individual, FCA continues to receive unmodified opinions from its auditors year after year," said the Chairman. "Over the past two years, the audit team has surprised our staff with new challenges late in the audit and each time she has met those challenges head on."</p> <p>At the same time, she has helped make FCA a more inclusive workplace by her work on the Hispanic Emphasis Program. As chair of HOLA-FCA this year, she conducted membership drives, worked to create and approve bylaws, and coordinated the celebration of Hispanic Heritage Month. She is also on the Leave Bank Committee and reviews and approves applications to join the Leave Bank and to receive leave from the bank.</p>

"Her easygoing, can-do approach makes her highly respected by her team members, her management, and the service providers with whom she works," said the Chairman.

Distinguished Service Award

Vickie Cosentino and **Clayton Milburn** were recognized for developing examination procedures on internal controls. They produced the procedures under a tight timeframe and made sure that staff knew how to implement the procedures. They also helped prepare presentations and talking points about internal controls for agency staff and for System audiences.

Tim Nerdahl, J.C. Floyd, Jeremy Del Moral, Richard Katz and **Jeremy Edelstein** were recognized for their work on the final rule on margin and capital requirements for covered swap entities. Developing this rule required extensive research and countless meetings. Because it was a rule that FCA issued jointly with other federal regulators, it also required coordination with staff from other agencies. These five employees worked evenings and weekends for several months to finalize this rule.

Geoffrey Chu and **Victor Amaya** were recognized for their joint efforts to upgrade the agency to SharePoint 2013 and then to train employees in using it. After planning, testing, and migrating the FCA SharePoint server, they asked users about the software features that were most important to them. They then focused on those features in the training sessions they held with staff.

Darius Hale and **Laura McFarland** worked with USDA to review license applications for nonleveraged rural business investment companies. To receive a license from USDA, each company must have received a minimum investment from a System institution. Darius and Laura have already performed comprehensive reviews of three applications and are working on a fourth. After completing each review, they prepare an analysis and make a recommendation for USDA's consideration. As a testament to their exemplary work, USDA has asked FCA to review additional applications.

Plain Writing Award

Walt Gardiner was honored for writing an economics report titled "The Strong Dollar: What Causes It, and Why Is It Important?"

"The report stood out for its success in making an economic concept understandable to noneconomists," said Board Member Hall. "What's more, the author managed to do so without putting his readers to sleep."

Diversity Leadership Award

Ira Marshall was recognized for supporting diversity initiatives throughout his career at FCA. He has assisted with recruiting efforts at conferences and universities. He served as the Office Of Examination's representative on the Diversity and Inclusion Workgroup. Ira was instrumental in the rulemaking process for the agency's 2012 diversity and inclusion rule, and he serves as treasurer of FCA's Blacks in Government (BIG) chapter.

"He has coached, trained, and served as a mentor for examiners from a variety of backgrounds," said Chairman Hall. "Since earning his commission, he has devoted considerable time to the Commissioning Program, serving as a test assessor and working to make significant updates to the testing materials."

Ethics in Action Award

Wendy Laguarda received the 2015 Ethics in Action Award. She has been involved in the ethics field for more than 20 years and is widely recognized across the federal ethics community for her knowledge and skills. For seven years, she served as FCA's Designated Agency Ethics Official, or DAEO. Board members and staff alike appreciate Wendy for her friendliness, accessibility and expertise. During this past year, in particular, she demonstrated outstanding commitment to the agency's ethics program by helping two

board nominees through the rigorous disclosure process required by the White House and the Office of Government Ethics. At the same time, she continued to fulfill her responsibilities as DAEO and assistant general counsel.

Impact Award

Zach Lund and **Tony Haas** were recognized for their exceptional leadership in the Office of Examination's Staff Development Division. They applied for the demanding role of associate examiner lead for the 2015 summer intern project. In these roles, they oversaw and reviewed the work of summer interns. They also helped summer interns develop a thorough technical understanding of the examination process. They provided sound project leadership and inspired team camaraderie.

Mike Beckmann was recognized for his survey and analysis of training needs across the agency. He worked collaboratively with office directors, managers and staff members to deliver practical learning solutions that meet the business needs of the agency and its employees. He was highly recommended by office directors for his development of training programs for new employees and his work with management.

Ryan Leist was recognized for his substantial contributions as the project manager for a recent merger between two System institutions. This is a first-of-its-kind merger in that one of the merging institutions temporarily becomes a subsidiary of the other before the two institutions complete the second phase of the merger to operate as a single institution. He demonstrated exceptional leadership in managing the more complicated details of this merger.

Heyam Ibelli was recognized for the positive contributions she has made to the Office of the Board, the Chief Operating Officer, and the Secretary to the Board. Using skills she developed in international diplomatic environments, she graciously receives agency visitors and provides valuable assistance in preparing for board meetings. She has volunteered to help with both the Farm Credit Club and the Combined Federal Campaign, and she is always willing to assist staff in other offices with their tasks.

Combined Federal Campaign of the National Capital Area Loose Change Contest

The **Office of Information Technology** raised \$580.15 for the loose change contest to benefit the Combined Federal Campaign of the National Capital Area. Acknowledging the award after the ceremony, Jerry Golley, Director of the Office of Information Technology, proudly said, "We are new, we are small, but we make a difference."

Dianna Becerra with the Office of Regulatory Policy was recognized for making the most creative collection jar in the contest. She designed the jar to look like a minion from the *Minions* movie.

Length-of-Service Award

Tom Gist (45 years) spent the first two years of his career in Algeria, as a member of the International Voluntary Service, the precursor to the U.S. Peace Corps. When he came home, he got his M.B.A., worked briefly for USDA, and then joined the Federal Land Bank of Berkeley. As an employee of FCA, he has served in many leadership roles over the years. He was director of the agency's Bank Services Division and director of the Albany field office. Today he serves as a supervisory examiner in the Association Examination Division.

Mike Wilson (40 years) began his federal career in the U.S. Navy in 1975. After completing his tour of duty in 1979, he began working for the Department of the Navy payroll division in San Diego, California. In 1985, he came to FCA as a payroll technician. He later served as FCA's liaison to FCSIC, managing its accounts until FCSIC established its own accounting division. In 2006, he received his M.B.A. in financial management and transferred to ORP where he currently serves as a policy analyst.

Jacqui Melvin (40 years) began her career at the Pentagon when she was just a high school junior. After graduation, she joined the Bureau of Alcohol, Tobacco, and Firearms. She came to FCA in 1979 as an administrative professional. While working full time, she earned a bachelor's degree in business management and pursued a master's degree in public affairs. She also served as program manager on the agency's Federal Women's Program Committee. Currently, she serves as a policy analyst in ORP.

Other Length-of-Service Awards were presented to the following employees prior to the ceremony:

35 years Deb Buccolo Gaye Calhoun Liz Dean J.C. Floyd Dave Kuhler Doug Kuplic	30 years Curtis Bednarz Sal DeMarco Gaylon Dykstra Doug Gandy Ralph Greenway Mike Johnson Eric Rodney Ruth Surface	25 years Dave Antolini Marla Goodwin Melinda Huber Laura McFarland Shanon Ratliff Dennis Shields Jane Virga Sonny Wan Tom Wild	20 years Joe Connor Bev Harris Mike Stokke
15 years Pam Cochran Kathryn Corey Christine Johnson David Toth	10 years Clarke Cheeke Cecelia Rodgers	5 years Brandon Arnold Cindi Burke Luke Gallegos Kurt Ingram Jerome Krawczewski Ryan Leist Michelle McCann Scott Mennenga Destyne Mitchell Daniel Strayer	

'Tis the Season of Volunteering: Bloomington Field Office Supports International Hunger Relief Group

By Rachel Burkhard, OE-Bloomington

Editor's Note: To view photos of this event, read the [article](#) on the FCA Today SharePoint page.

The Bloomington field office would like to thank FCA Chairman Spearman for the opportunity to use administrative leave to participate in a volunteer program.

On Thursday, Dec. 17, thirteen employees in the Bloomington field office filled and sealed bags with food before boxing them for shipment to starving kids around the world during their volunteer project at Feed My Starving Children.

Feed My Starving Children is part of the CFC Catalog of Caring based in Minnesota and is committed to providing nutritious food assistance for the developing world. The nonprofit group provides hand-packed specially formulated meals for starving, malnourished children in more than 70 countries.

Bloomington employees along with additional volunteers filled 161 boxes which is 34,776 meals that will feed 96 children for a year.

Scott Fatula Is M&M-Guessing Champ

Congratulations to Scott Fatula, OE-McLean, who guessed the exact amount of M&Ms in the jar to win the Farm Credit Café's contest — 936!

In the drawing for candy, Dianna Becerra (ORP) won the yard of Snickers and Aracely Stephenson (a contractor with OMS) won the yard of Twix.

Cafeteria Menu Available for Week of Dec. 21

The McLean cafeteria's weekly menu is now [available](#). Bon appétit!

The café will be closed on Thursday, Dec. 24, through the remainder of the year. It will reopen on Monday, Jan. 4.



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*" I heard a bird sing
In the dark of December
A magical thing
And sweet to remember.*

*'We are nearer to Spring
Than we were in September,'
I heard a bird sing
In the dark of December."*

—Oliver Herford

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Publication Date: December 23, 2015

Today's Headlines

- FCA Board Approves Compensation Program for 2016
- Polycorn Bridge Maintenance Scheduled Dec. 28; Audio and Videoconferencing Affected
- Submit Your Timecard No Later Than Noon Today, Dec. 23
- End of 2015 CFC Campaign Is Around the Corner; Pledge by Dec. 31
- No FCA News Clips Next Week

These articles are published on the [FCA Today SharePoint page](#).

FCA Board Approves Compensation Program for 2016

The FCA Board voted unanimously to approve the 2016 compensation program. Key elements of the program include the following:

- The merit matrix is based on a 2 percent middle box — meaning merit increases will be twice as large as last year for employees VH-42 and below.
- Locality rates will be moved half way toward the FDIC locality rates — on average a 1.9 percent increase.
- FCA will continue to contribute 1 percent to the 401(k) and match 2 percent of employee contributions.
- There are no adjustments to the pay ranges for 2016.
- For employees in grades VH-43 and above, only those below the fourth quintile are eligible for merit pay increases. Locality rates for grades VH-43 and above will remain at the levels set in 2015. In lieu of permanent pay increases or locality adjustments, these employees will share in a bonus pool based on up to 5 percent of their base pay.

The tables below contain FCA's 2016 salary ranges, merit matrix and locality rates. The program adjustments will be effective Jan. 10. Before then, you will receive an email from FCA's Chief Human Capital Officer, Stephen Smith, with specifics about your pay increase.

Base Salary Range Structure										
Grade	First Quintile		Second Quintile	Third Quintile			Fourth Quintile	Fifth Quintile		
45	183,315	207,157	207,158	230,988	230,989	254,822	254,823	278,653	278,654	302,486
44	159,273	179,978	179,979	200,683	200,684	221,389	221,390	242,094	242,095	262,800
43	140,059	158,266	158,267	176,473	176,474	194,681	194,682	212,888	212,889	231,096
42	122,421	138,335	138,336	154,249	154,250	170,165	170,166	186,079	186,080	201,994
41	107,004	120,914	120,915	134,824	134,825	148,736	148,737	162,646	162,647	176,556
40	93,528	105,686	105,687	117,844	117,845	130,004	130,005	142,162	142,163	154,321
39	81,750	92,377	92,378	103,004	103,005	113,632	113,633	124,259	124,260	134,887
38	71,453	80,742	80,743	90,030	90,031	99,320	99,321	108,608	108,609	117,897
37	62,457	70,576	70,577	78,695	78,696	86,815	86,816	94,934	94,935	103,053

36	54,591	61,688	61,689	68,784	68,785	75,882	75,883	82,978	82,979	90,075
35	47,715	53,918	53,919	60,120	60,121	66,324	66,325	72,526	72,527	78,729
34	41,706	47,127	47,128	52,549	52,550	57,971	57,972	63,393	63,394	68,814
33	36,454	41,193	41,194	45,932	45,933	50,672	50,673	55,411	55,412	60,150
32	34,716	39,229	39,230	43,742	43,743	48,256	48,257	52,769	52,770	57,282
31	33,066	37,364	37,365	41,663	41,664	45,961	45,962	50,260	50,261	54,558
30	31,491	35,584	35,585	39,678	39,679	43,772	43,773	47,866	47,867	51,959

2016 Merit Matrix						
Rating	Q1	Q2	Q3	Q4	Q5	Exceeds Range Maximum
Outstanding	4.8%	4.4%	4.0%	3.6%	3.2%	1.6%
Excellent	3.8%	3.4%	3.0%	2.6%	2.2%	1.1%
Fully Successful	2.8%	2.4%	2.0%	1.6%	1.2%	0.6%
Minimally Successful	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unsatisfactory	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
FCA 2016 Locality Rates						
McLean	Bloomington	Dallas	Denver	Sacramento	Rest of US	
20.9%	15.3%	15.8%	14.9%	18.0%	10.4%	

In addition to salary changes announced above, the Board approved a new program to begin in October 2016. FCA will begin paying up to \$30,000 towards student loans for employees who are employed at the agency for at least four years. This new benefit is intended to further FCA's ability to recruit and retain a diverse group of colleagues. Details about this program will be provided at a later date.

Polycom Bridge Maintenance Scheduled Dec. 28; Audio and Videoconferencing Affected

The Office of Information Technology will perform scheduled maintenance to replace the Polycom audio and videoconferencing bridge on Monday, Dec. 28. Audio and videoconferencing requiring the bridge will not be available between 8 a.m. and 6 p.m. EST. Alternate solutions are available as indicated below.

Site-to-site videoconferencing will not be affected. For videoconferences requiring three or more sites, please contact Helpline at helpline@fca.gov for assistance.

Ad-hoc audio conferences can be initiated on the Cisco IP phone using the following steps:

1. Call the first participant.
2. Press the "More" softkey.
3. Choose "Confrn" softkey. (This places the first party on hold.)
4. Dial the second participant's line.
5. When second call connects, press "Confrn" again to add this party to the call.
6. Repeat the above steps to add other callers.

Submit Your Timecard No Later Than Noon Today, Dec. 23

Submit your timecard no later than noon in your time zone today, Dec. 23. The National Finance Center has expedited the processing schedule for pay period 25.

As a reminder, President Obama has issued an executive order that excuses federal employees from duty for the second half of the scheduled workday tomorrow, Dec. 24. You should enter holiday/administrative time for that portion of the day on your timecard.

See the [Dec. 14 FCA Today News Flash](#) for more information.

If you have questions, please call the Human Resources and Training Team at 703-883-4135 or email [AskHR](#).

End of 2015 CFC Campaign Is Around the Corner; Pledge by Dec. 31

Next week is New Year's Eve! As you make plans for celebrating the countdown to 2016, consider including a pledge to the Combined Federal Campaign of the National Capital Area (CFCNCA) on your to-do list. To go along with your 2016-shaped glasses, how about a pledge of \$20.16 per pay period or some variation, such as \$2.16 or \$201.60?

As of Dec. 22, FCA and FCSIC employees have raised \$71,311 for CFCNCA charities. That amounts to 125.1 percent of our \$57,000 goal.

If you have not yet done so, please consider making a donation to the CFCNCA by Dec. 31. Giving is simple and easy. You can make your pledge online or on paper. For online giving, go to the [CFCNCA website](#).

For more information about the FCA/FCSIC campaign, go to [FCA's CFCNCA SharePoint page](#).

Happy New Year from the FCA/FCSIC leadership team!

No FCA News Clips Next Week

The Office of Congressional and Public Affairs will not publish the FCA News Clips next week, Dec. 28 to Dec. 31. We will resume publication of the clips on Monday, Jan. 4.



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*"I heard the bells on Christmas Day
Their old, familiar carols play,
And wild and sweet the words repeat
Of peace on earth, good-will to men!"
—Henry Wadsworth Longfellow*