

La Palabra

National Hispanic Coalition of Federal Aviation Employees

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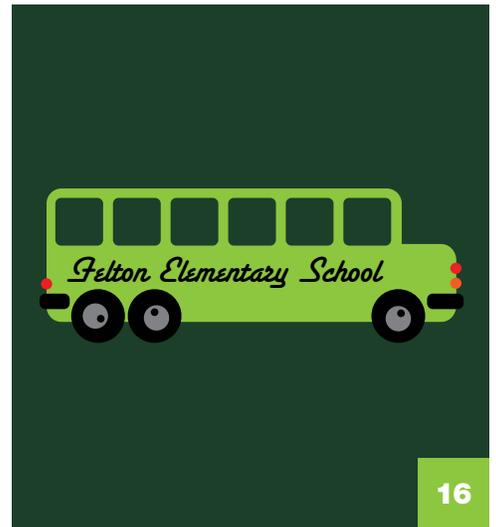
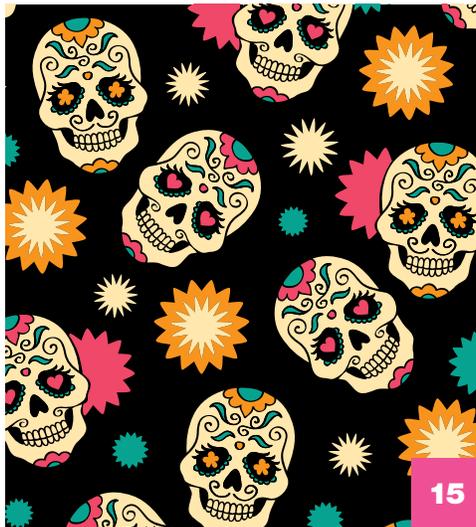
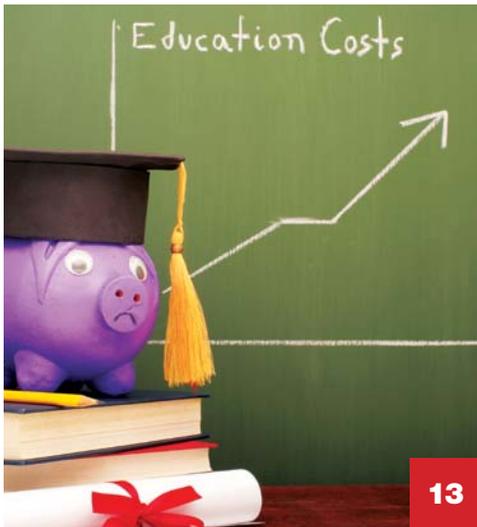
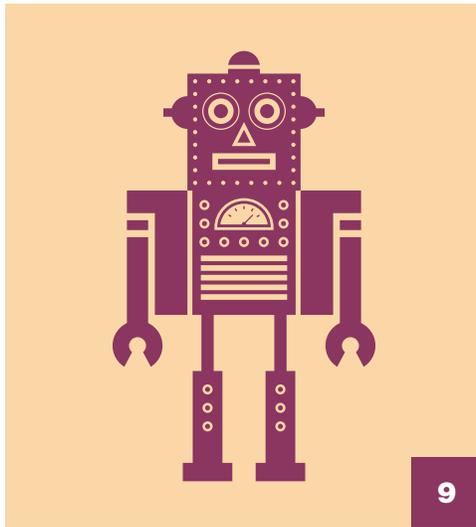
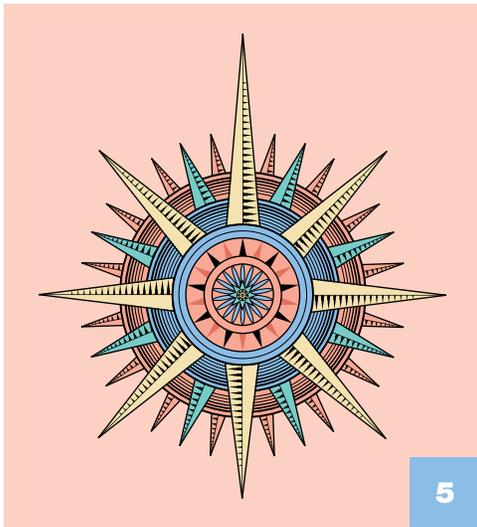
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National Hispanic Coalition of Federal Aviation Employees

“Con Orgullo en Nuestra Hispanidad”

NHCFAE
PO Box 23276
Washington, DC 20026-3276
www.nhcfae.org

Mission

The National Hispanic Coalition of Federal Aviation Employees is a professional, diverse organization that focuses on advocating career placement and advancement through support, education and alliances.

History

Established in 1978 in an effort to provide a network for Hispanic employees of the Federal Aviation Administration (FAA) and the Aviation Industry. It became a national organization in 1983. Today, the Coalition is the chief advocate for issues affecting Hispanics in the FAA. The Coalition derives its support from membership dues, corporate sponsorship and private donations.

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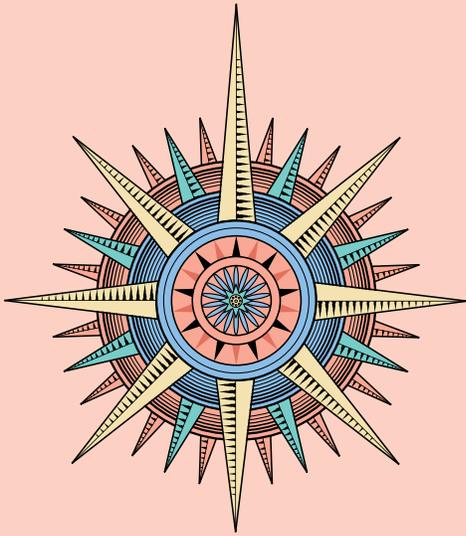
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MESSAGE FROM THE PRESIDENT

Saludos Mi Familia,

We are well into the new year and as an organization we have had many successes over the past several months, as well as a few challenges. Let's start with our challenges. First and foremost, I want to share with all of you who were not aware of the loss we encountered in December with the passing of Carmelo Borges, our friend and National Director of Resources (DOR). Carmelo lost his battle with cancer on December 6, 2012 after many years of fighting this dreadful disease. However, I will be the first to tell you that Carmelo fought until the end. I have never met a person with his passion for life, will to live, commitment to his family and dedication to this Organization. I had the privilege of seeing Carmelo just days prior to his passing and he was still talking about the work we had ahead of us within the Organization. He truly was an inspiration to many and we are honored to have had him as part of our lives. He will be dearly missed, but never forgotten. His legacy will live on as a soldier in life through and through. Carmelo, Helena, Reggie and Becky will always be part of our NHCFAE familia.

Some other challenges that we had to overcome included recovering financially from the losses we encountered due to the 2012 National Training Conference fallout. We were fortunate to have David Dominguez, former National DOR, step in temporarily to help with the national budget. However, we are still in the process of working through the finances to get the organization back on track. I am confident that we have the appropriate measures in place to fully recover in the months to come.

In moving forward, we have made real progress with our Agency initiatives where I participate regularly on your behalf. You may recall that in the 2012 spring edition of La Palabra I shared with



you the continued efforts of the Air Traffic Organization (ATO) Leadership and Career Development Advisory Committee. Well, we now have entered into a signed partnership with the ATO and are now referred to as the ATO Leadership and Career Development Partnership (LCD). What does this new partnership mean? Well, for the first time in FAA history, the ATO has signed an agreement that requires the ATO to take specific actions through a talent management model. The LCD operates as informed stakeholders that partner with the ATO in leading cultural change by linking employees and leadership in pursuit of the Agency value "people are our strength." The LCD partners with:

- Each other to promote long-term applicability and support of Agency programs.
- Employees to help them reach their full potential and represent their interests in talent management programs.
- Leadership to promote long-term, consistent investment in people.
- Program offices to ensure employee and manager interests are represented in key programs and services.

The LCD works in conjunction with program offices to:

- Ensure appropriate representation of employee and manager voices in key ATO programs and services.
- Ensure that talent management components are implemented in accordance with our guiding principles.
- Promote continuous and strategic investment in our people.

Our job is to work actively with our members to promote and support the partnering programs, and create bench strength within our Coalition to ensure consistent participation in the LCD. So look for more information to follow on how you can get involved.

Through the collaborative work done within the realm of the ATO LCD, relationships between the Employee Associations are stronger than ever. Our collaboration flows over into the work we do within the National Employee Forum (NEF). During my tenure as President, the NEF created its first ever National Employee Forum Action Plan and works collectively on national issues through a systematic approach. We approach national initiatives that impact all of our respective organizations and each of us take ownership of actions and report out monthly on those items. A highlight of some of the initiatives achieved through the NEF is the renewed support from our second Hispanic Administrator, Michael Huerta. Administrator Huerta fully supports the NEF and recently demonstrated his support by signing two memorandums: "Employee Forum Involvement in the FAA and Diversity" and "Moving Forward, Together". Both letters are displayed on our website for your convenience. Our Administrator was also instrumental in supporting a "Meet and Greet" event in December with all of the FAA Senior Executive and the NEF, which was unprecedented. This allowed the Employee Associations an opportunity to educate the most senior leaders of the agency about each of our respective organizations and the valued work we do in support of our agency's mission.

Another huge initiative developed through the efforts of the NEF was the creation of the Aviation Safety (AVS) Diversity and Inclusion Tiger Team that I've shared with you in previous editions of La Palabra. As Co-Chair of this team, along with Dorenda Baker, Director of the Air Certification Service, the AVS D & I Tiger Team has made tremendous progress. I am pleased to announce that AVS will be the first Line of Business within the FAA to have its first-ever AVS Diversity and Inclusion Plan. This work plan represents the AVS senior executive management team's commitment to developing and maintaining the workforce of the future and to becoming the workplace of choice by recruiting, hiring, and retaining a qualified, diverse workforce that better mirrors America. Until now, AVS has tried many different approaches to diversity and inclusion, but will now put mechanisms in place to ensure their methods are working. We recognized Ms. Peggy Gilligan, Assistant Administrator for Aviation Safety, AVS-1 for her commitment to diversity and inclusion by awarding her with the 2012 NHCFAE Executive of the Year Award.

Some may consider change a challenge, but I've always seen it as an opportunity with a means to move forward. Without it, we would stay right where we are indefinitely!

I am pleased to announce several changes to your National Executive Committee, as follows: David Dominguez, will maintain the position

of National Director of Resources for the remainder of the fiscal year. Misty Pena has been appointed as the new Membership Committee Chair and Faviola Garcia is now the newly established National Conference Committee Oversight Chair..

Newly elected/appointed Regional Chapter Directors (RCD) are: Sylvia Villa, Alaskan (AAL) RCD; Laurie Ortiz, Central (ACE) RCD; Roberto Villa, William J. Hughes Technical Center (ACT) RCD; Barbara Lindsay, Eastern/New England (AEA/ANE) RCD; Raul Garza, Northwest Mountain (ANM) RCD; Angel Cases, Southwest (ASW) RCD; and Jacqueline Pino, Washington Capital Chapter (AWA) RCD. Please join me in giving a special thanks to former Executive Committee members for all their hard work and dedication while serving as leaders of this great organization. Rick Neff, AAL RCD; Marina O'Sullivan Garcia, ACE RCD; the late Luis Camacho, ACT RCD; Eduardo Franco, AEA/ANE RCD; Norma Campos, ANM RCD; Erica Vasquez, ASW RCD; and the late Carmelo Borges, AWA RCD. I'm forever grateful!

As you can see, we as an Organization have been hard at work and have been instrumental in key changes within the agency. While some may wonder: "What is it that the NHCFAE can do for me?" Please provide them a copy of this edition of La Palabra. The NHCFAE has built strong alliances with the Agency and other organizations. It is through our collective efforts that we have input and direct impact to ensure that the FAA has a diverse and inclusive workforce.

Until next time!

Abrazos,



Sadie P. Alvarado
President, NHCFAE

Message from the Editor

Saludos familia,

I hope 2013 has got off to a great start for all of you. Here is our winter 2013 edition of La Palabra Magazine. There are a lot of updates and articles about different activities held throughout the Regions.

The front cover of this edition celebrates two leaders: Martin Luther King, Jr. and our own, Ralph Escobedo. He received the Martin Luther King, Jr. Award from our friends from the National Black Coalition. It is great to see how other employees associations celebrate diversity by acknowledging the great work our peers do. Read the entire article in this edition of La Palabra and congratulations to Ralph Escobedo.

This edition is always a special one. It is about giving back to the community we serve. The Western-Pacific, Southern and Northwest-Mountain Region held different activities where the main purpose was to give back and make donations. We cannot forget about those that need us the most. Read more about these acts of giving within the next few pages.

I would like to remind you all that our 2013 Annual Training Conference is in August 19-23 in Fort Worth, Texas. Angel Cases and the Conference Committee are working tirelessly to make it a great one; more information to come very soon. Save-the-date now and visit www.nhcfaeconference.org

Finally, I want to express my deepest sympathy and love to the Borges family. Losing a loved one is very hard, especially if it is someone like Carmelo Borges. I had the amazing honor of knowing and working with him when he was the Regional Center Director of the Capital Region. He was energetic and full of ideas and always demonstrated how



much he loved his “muchachos(as)” from the Coalition. It was sad to see him go, and still is. However, what he left behind is more powerful than anything. The great memories will always remain in our hearts; and that is what matters the most. Thank you, Carmelo for everything; the laughs, the learning, the dances, and sometimes the craziness... You will be forever missed and loved.

Un abrazo,

Yadira Lacot
Director of Public Affairs

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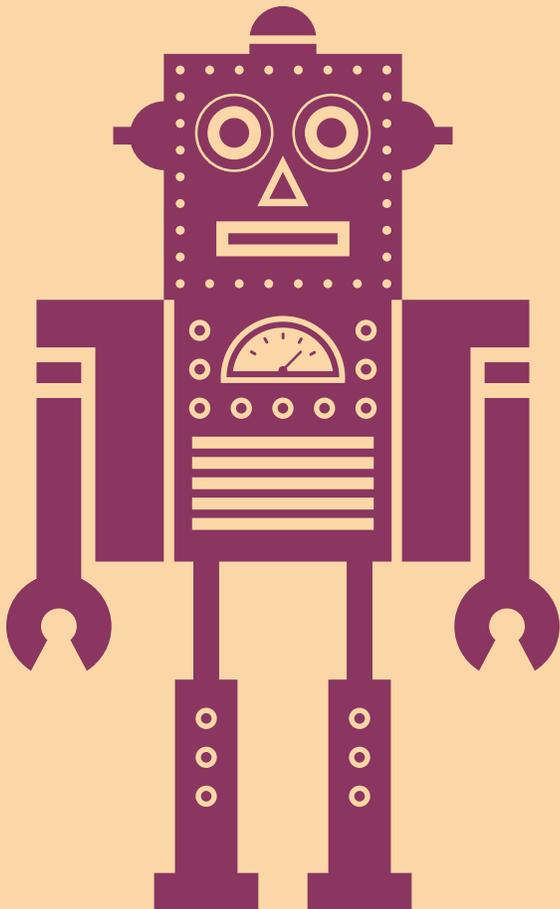
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Miami Chapter Enjoys Toy Drive

By: Yami Gonzalez, Director of Administration, Southern Region

With the help of our members, we achieved a successful toy drive last month, which brought countless smiles over the Christmas season to His House Children's Home, in the Miami Gardens area. His House Children's Home is a non-profit, faith-based organization which has provided exceptional residential care, foster care, adoption and counseling services to abused, neglected and drug exposed children from newborn to 18 years of age. In addition, the Miami Chapter also participated in several events in the past quarter. We held our "Holiday Gathering" at the Brimstone WoodFire Grill restaurant, where we recruited our newest member: Edward Cardenas from Flight Standards District Office, "Bienvenido a nuestra familia, Edward!" and also enjoyed a delicious assortment of appetizers.





Rafael Escobedo: A Man of a Dream

By: Lydia Gonzalez-Martinez, Southwest Region

This year, the National Hispanic Coalition of Federal Aviation Employees, Southwest Region has the honor of having one of its very own members, Rafael Escobedo, as the recipient of the National Black Coalition of Federal Aviation Employees prestigious Martin Luther King, Jr., “Share The Dream” award.

Mr. Rafael Escobedo of the Central Service Center’s Air Traffic Organization’s Planning and Requirements Group, did not just win this award by beating out the competition. On the contrary, we would like to take this opportunity to feature Rafael and expose his decades of extracurricular activities. This includes his incessant service to his community, family and friends, humanity, and of course the FAA. To present Rafael, I can do no better justice to this great man of ours than to submit the write up as written by Ms. Valinda F. Lewis, of the National Black Coalition of Federal Aviation Employees, for the award.

For approximately 24 years, Mr. Rafael Escobedo, has demonstrated outstanding leadership skills as a member of the National Hispanic Coalition of Federal Aviation Employees (NHCFAE), including his important service as Area Director for the Dallas/Fort Worth Metroplex. His membership and leadership also included supporting Coalition activities that are both deeply rooted in the concept of equality for all mankind, enshrined in the American dream, as well as activities that are consistent with the vision revealed in Dr. King’s “I Have A Dream” speech. This speech reveals, among others, the self-evident truths that: all men are created equal; , character transformation that renders the clasped hands of brotherhood, prophetic utterances that reveal spiritual truths, and faith from which hewn out of the “mountain of despair” has come a “stone of hope” for many people who felt their lives were on the border of hopelessness (Excerpts



from the Speech, delivered at the Lincoln Memorial, Washington, DC, August 28, 1963).

A man of Hispanic heritage, Rafael was energetic during the Martin Luther King, Jr. Program Observance in January 2012. He shared with program attendees the hope and anticipation that he and his family had when they watched on television the march in Washington during the Civil Rights Movement of the 1960s. He spoke passionately during this time about his life as a member of one of America's racial minorities and, spoke with conviction and purity of spirit about the influence that the slain Civil Rights leader, Dr. Martin Luther King, Jr., had on his desire to make the world around him a brighter and better place to live.

Rafael's commitment to improving cooperation and fostering mutual respect among people of different racial, ethnic, religious and other backgrounds, is not only evident in his Coalition duties. It is also evident in the local community by lending his educational background in drafting and engineering to Habitat for Humanity, a program which serves the global community in addressing the disgrace of substandard housing and homelessness. Also, he is involved in the National Alliance for Mental Illness (since 2008) in which he has received training in the Alliance's Family-to-Family programs shedding light on a disease which plagues many people and impacts many families from all walks of life.

Rafael has contributed to the FAA in aspects of recruitment, education, and community service regarding the advancement of minorities and women in his leadership role as Director of the NHCFAE DFW Chapter since 1988 until present time. His tireless efforts to promote the advancement of Hispanics, other minorities, and women is evident when lending his time and expertise to the FAA's employee association efforts which fosters cross-cultural events that best serve the public interest and the Agency's mission in the DFW Metroplex. He has represented the Hispanic Coalition on collaborative efforts with the employee association groups on events like Joint Marketing Day. This event helped reach the minority and female populations within the Regional Office Building and surrounding workforce about

career advancement and matters pertaining to equal employment opportunity. He has supported and encouraged collaborative efforts with the National Black Coalition of Federal Aviation Employees, thus advancing its ideals that reach employees on a broad range of employment issues to include discrimination and workplace harassment.

Rafael has volunteered his time and expertise to support the FAA's Aviation & Space Education outreach efforts. He was as a career day presenter influencing the lives of hundreds – even thousands of youth in socio-economically distressed and oppressed communities, elementary, middle, and high schools to include, Los Angeles, California, El Paso and DFW Metroplex, Texas school districts. His presentations are passionate and inspiring, and those of us who have witnessed his contributions to the Aviation & Space Education outreach programs can attest to the energy he has expended in encouraging achievements in STEM (Science, Technology, Engineering and Math). He has supported numerous career expos held at the American Airlines hangar, DFW International Airport, a forum which exposes over 3,000 students ages 9 to 17 years to the world of aviation and aerospace through educational resource materials. His efforts will most definitely ensure diversity in the next generation of aviation and aerospace professionals.

Rafael is also a family man, and believes that family rooted in a relationship with one's Creator is the basis for obtaining life's greatest achievements. Like Dr. Martin Luther King, Jr., Rafael has studied theology and has a degree in Biblical Studies from the University of Dallas. He continues to take advanced theology classes at the University in order to understand spiritual matters that influence and shape man's moral conscience, to include his own.





Western-Pacific Gets New Members from Phoenix, AZ

By Angel Cases, Regional Center Director, Southwest Region

I had the opportunity to visit Phoenix, Arizona, on January 7-10, for an Optimization of Airspace and Procedures (OAPM) meeting. Not being one to just go to a location for one objective, I asked Susie Diaz (AWP RCD) if she would send me an NHCFAE point of contact. When I got there, I met up with Jaime Jerez, from Tech Ops. During my breaks on the Air Traffic side of the facility, I went to Jaime's office to just talk and pick each other's brain on various topics dealing with family, culture, politics, and religion. Basically, all the topics you usually get told not to discuss. It seemed the topic always came back to the Coalition, career, direction, and the needs of the community. There were several other Tech Ops guys who seemed interested in asking questions about the Coalition. Jaime had asked them to join the conversation and ask any question about our organization. We discussed some of the benefits of joining the Organization and I not only responded in-kind, but told them about some of the wonderful benefits that are exclusive to the Southwest region. Finally, we were talking about food. Jaime asked Susie if AWP would sponsor a lunch. Susie agreed. Have you ever noticed that people are happier and more relaxed, and think clearer when there's food in front of them? Well, I believe this theory because after lunch and by the end of the day, Roy

Navarro (pictured above), and Isaac Acosta, another Tech Ops employee, had signed up to become new members.

This story does not end here, at least not for me and not for Susie, who is their Regional Center Director. As it turns out, I made them a promise to add them to my mailing list of Southwest members. This way, every time I send out an addition to our benefits or ideas to ponder here in the Southwest, they can read my email and forward Susie any idea they think is good to have implemented in the Western Pacific. So, Susie, be prepared to have a very active group in the Phoenix area.

To Jaime – thank you for your kindness and taking me in. To Roy and Isaac – welcome to la Familia. To Susie – thank you for lunch.

I expect to see all of you at the training conference in Fort Worth, Texas on August 19 to 22, 2013.

Un fuerte abrazo.



Scholarships! How NHCFAE helps our members and their communities.

By: Raquel Ysasi-Huerta, National Director of Education.

It's that time of year again, when college students and high school seniors are looking for ways to help pay for the high cost of education. As we all know, a high school diploma used to be all you needed to get a well-paying job. But times have really changed. In the past, if you had a 2 year degree, you had a good shot at a promotion within your company or organization.

Now, many positions require you to have a degree in order to be considered for an entry level position. That is why; the National Hispanic Coalition has created several scholarship programs. Two of these programs are for those individuals who are not NHCFAE members. Our René Matos and Danny Gutierrez Scholarships were created to help those within our communities who may otherwise not have the opportunity to continue with their education.

These scholarships were created in the memory of two NHCFAE members who believed in reaching out and lending a helping hand.

René, served as the National President of NHCFAE and his scholarship is open to all fields of study. Each year, we grant 10 scholarships in the amount of \$1,000 in René's memory to those students who are trying hard to reach the next level. These applications are ranked in the areas of income, grade point average and scholastic and community involvement. In the last few years, the

number of requests we have received has been as high as 300. Most of the finalists have an annual income of less than \$10,000.

Danny served as the National Director of Resources for NHCFAE and his scholarship is dedicated to individuals who are studying in the fields of Electronics or Engineering. Although the guidelines for Danny's scholarship are identical to the guidelines for René's scholarship, the difference is that we only award one \$1,500 scholarship. Thanks to the contribution of \$500 from the NHCFAE's Western-Pacific Chapter, we are able to give a little more to one individual.

If you know someone you feel could benefit from either of these programs, tell them to visit the NHCFAE website to download the application.

At this point, you may be saying "what about me?" As a member of the NHCFAE, you may participate in our Tuition Reimbursement Program. It is only for NHCFAE members and the deadline to apply is May 1, 2013.

If you have any questions referenced to any of the NHCFAE scholarship programs, please feel free to send me an email at doe@nhcfac.org. I will be more than happy to assist you in any way I can.



“The More You Know...”

By: Raquel Ysasi-Huerta, National Director of Education

“THE MORE YOU KNOW...” is a public service announcement that NBC began airing in 1989. Tom Brokaw was the first of many celebrities to record this public announcement. Over the last couple of weeks, this statement has been weighing heavy on my mind.

As the National Director of Education, I have been preparing to kick off our annual scholarship programs. In doing so, I have learned that there are many opportunities for you, our members, to continue your studies and become involved in other programs sponsored by the Federal Aviation Administration (FAA). Thanks to Sadie Alvarado, our National President; and Angel Cases, Southwest Regional Chapter Director (RCD), along with some research that I have been doing, I am happy to share with you all other opportunities you just may find interesting.

I was recently informed about the Program for Emerging Leaders (PEL), although the application period for the most recent selection has closed, please note you will have another opportunity to apply this year. Along with the PEL the Agency has a program titled Degree Completion Program. See below for a little more information on both of these programs.

With so many programs available within the Agency, as an Organization we should compile all this information for easy access to our members. With that thought in mind, the “Career Resource Document” was developed. This document will be made available to your RCD in the very near future. It will be a living document, since will be able to continue adding resources to it. Please reach out to your RCD for more information on the “Career Resource Document”.

As I mentioned earlier, two of the many programs that the FAA offers in the way of career advancement are the Program for Emerging Leaders (PEL) and the Degree Completion Program (DCP).

The PEL program provides a systematic approach to Agency-wide leadership development requirements as well as the needs of participating

FAA Lines of Business (LOB) and Staff Organizations (SO). The program is designed to build a pipeline of highly qualified FAA employees who - together with external candidate - could successfully fill future leadership vacancies. Applications are accepted twice a year for this program. The most recent application process has just closed, but another opportunity will be available in the near future. For additional information on this program, visit pel@faa.gov.

The DCP is part of the FAA’s Tuition Assistance Program. The goal of this program is to increase continuing education options for employees and to make the FAA one of the best places to work in government. Continuing education and learning are vital to FAA’s ambitious goals in both the NexGen and Destination 2025 plans. Under this program 40 FAA employees will be eligible to receive \$4,000 annually in tuition reimbursements for up to 5 years. The application process opened on January 28, 2013 and the deadline for application submission is March 29, 2013 at 11:59 EST. You can find more information on this program at https://employees.faa.gov/org/staffoffices/ahr/corp_learn_develop/programs_services/dcp.

- A complete NHCFAE Tuition Reimbursement Program Application (application must be signed)
- A copy of your transcripts, which shows that you have successfully completed the course/class/training
- A copy of your receipts that shows you paid for your course/class/training

Please be sure to send the application to:
NHCFAE Scholarship Selection Committee
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So remember “The More You Know...”

DIA DE LOS MUERTOS

By: Susie Diaz, Regional Center Director, Western-Pacific Region

Western-Pacific celebrated its first annual celebration of “Dia de Los Muertos” (Day of the Dead). We joined with our local Toastmaster Chapter to have this celebration together as an open house and a briefing to the meaning of Dia de los Muertos.

History: Dia de los Muertos is celebrated on November 1 and 2 of each year. This celebration is a Mexican Holiday celebrated throughout Mexico and around the world. This Holiday focuses on gatherings of family to pray for and remember friends and family members who have died. The tradition is to build a private altar honoring the deceased using sugar skulls, marigolds and favorite foods and beverages of the departed and visiting graves with these as gifts.

President of Toastmaster International of Hawthorne, CA and also our Chapter member Elizabeth Medina requested a joint event to celebrate Dia de los Muertos. We decided to do an open house where employees are welcomed to come and hear the different speeches related to this topic and at the same time we had our tables with information about NHCFAE, and of course, some food to welcome everyone



as they enjoyed their lunch.

Members Ofelia Medina, Dolores Leyva, Elizabeth Medina and I got into the spirit and painted our faces as how different people would do in Mexico and around the world in other cultures. Of course, we got a lot of questions from different employees and there were some negative comments, to be honest. However, we simply invited them to the event and let them know it is not bad, but a celebration. After the different speeches were given by members of Toastmasters, it seemed that many participants learned what in reality Dia de los Muertos means. We were glad to hear a lot of positive feedback and that others wanted to know more about our culture. We look forward to our next event.

Tis the Season of Giving

By: Susie Diaz, Regional Center Director, Western-Pacific

Instead of the traditional food drive or toy drive, the Western-Pacific Chapter gave away school supplies to Felton Elementary School; a local Hispanic community school. Western-Pacific member, Dolores Leyva, suggested we did a good deed for the Holidays to a local Hispanic school. Since I am familiar with the area of Lennox, Inglewood, Hawthorne, CA, I contacted Mrs. Torres Parker, one of my third grade teachers in the Felton Elementary school with whom I still keep a great relationship. I told her about our idea and she loved it! She suggested a few things, but we decided to donate school supplies, which are of great need for third graders and sometimes the school can't afford. I was happy to do this for this school, especially because this is the elementary school I grew up in and it's in a local community. A few members also

donated money for us to be able to get a few extra supplies. Members Ofelia Medina, Elizabeth Medina, Dolores Leyva and I gifted school supply baskets on Friday, December 14, 2012, during our lunch hour.

It was amazing seeing all the students and how happy they were when we went to each class to give them a gift basket. While we presented these gift baskets, the students had a lot of questions about us. As we answered each question, I looked back and saw myself in that third grade desk while the teachers told us "1-2-3 stop and listen." It truly opens my heart giving back to my comunidad! As we all walked out of the classrooms, we decided that this is something we want to do each year!





Tax ID theft: One million fraudulent returns expected

Submitted by SkyOne Federal Credit Union

Although the Internal Revenue Service (IRS) has stepped up efforts to spot fraudulent tax returns filed by thieves, expect an explosion in tax identity theft--and know that the burden falls on you to protect yourself (Kiplinger's Jan. 28).

According to a recent National Taxpayer Advocate report to Congress, tax-related ID theft has increased 650% since 2008 (Dailyfinance.com Jan. 25). About 940,000 tax returns were filed fraudulently during the 2011 tax year, and the number is expected to reach one million for the 2012 tax year. The sudden boom has caught filers and tax experts off guard.

Scammers hope to beat you to the punch and file before you do. They steal year-end statements, W-2s and other documents containing personal information to file a return in your name. Their preferred method of receiving your refund is prepaid cards because they're just like cash.

Avoid becoming a victim:

- Monitor the mail. Watch for your W-2, 1099, and other tax forms. Follow up with the financial institution if you haven't received the forms and ask when they were mailed. If you suspect fraud, call the IRS Identity Protection Specialized Unit at 800-908-4490, ext. 245.
- Ignore IRS emails, texts. The IRS does not use e-mails or texts to contact you, so don't respond. If you click on an attachment that purports to be from the IRS, it may contain a

virus or take you to a fraudulent site. Forward suspect e-mails to phishing@irs.gov.

- Watch for pop-ups. When filing taxes online, be suspicious of out-of-place pop-ups or a slow-running computer.
- Secure your refund. Choose direct deposit to avoid lost or stolen checks.
- Send your return safely. File online if you can. If you file by mail, never put your return in an unsecured mailbox, an office mailbox, or outgoing mail bin at work. The envelope says "tax return" and can easily be snatched. Take the return directly to the post office and use certified mail.
- Choose preparers carefully. Scammers may pose as tax-preparation companies offering to review your return for errors, but instead they steal your information and your refund. Verify the status of the preparer's license with the Better Business Bureau and the IRS Office of Professional Responsibility at opr@irs.gov. Don't sign your return if the preparer didn't sign it, or if the return is incomplete.

Like these tax tips? Let SkyOne Federal Credit Union be your source for financial information. As a full service financial institution serving the air transportation industry, we understand your on-the-go lifestyle. To become a member today and start enjoying the benefits of a bank designed just for you, visit www.SkyOne.org/join.

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We the People of the United States, in order to insure domestic Tranquility, provide for the common Defence, promote the general Welfare, and our Posterity, do ordain and establish this Constitution for the United States of America.

Your Constitution and Bylaws

By Bill Fernandez

Regional Center Director, Aeronautical Center

Hola! This is Bill Fernandez, your Constitution and By-Laws Chairperson. I say “your” Chairperson, because this Constitution and the Bylaws belong to each and every member. We all set these rules on how WE will run OUR National Hispanic Coalition of Federal Aviation Employees (NHCFAE).

Anyone can make recommended changes and submit them to me. I will compile those suggestions, and submit them to the Executive Committee. At least 45 days prior to the National Training Conference these amendments will be sent out to the whole membership for review. At the National Training Conference in August 19-23, I will present them to our Quorum of members to vote on those changes as per Article 6A Section 8 which states:

SECTION 8: Legislation which has far reaching consequences, such as amendments to the Constitution or these Bylaws, shall be proposed first in writing to the Executive Committee. The Executive Committee may attach proposed changes, but may not defeat such legislation. For a proposed amendment to carry, it must be enacted by a yes vote by at least 2/3 of the voting membership, provided at least 5 percent of the membership is voting. Voting on the question shall be conducted in accordance with these Bylaws.

Last year for example, there was an amendment submitted to allow our members who have retired from the FAA, to remain fully active members in the NHCFAE with all right and privileges afforded to all members, to include holding

Chapter and National Office positions.

At the conference, our members had the opportunity to clarify the intent of the amendment and make minor grammatical changes to try and improve its understanding. Then, we voted on the amendment and it was voted in and added to our Constitution.

As I said before, these are YOUR Constitution and By-Laws, they serve OUR organization. The Constitution and By-Laws are living documents and will need to be updated as our organization matures and changes. Each and every member has the opportunity to recommend changes that will best serve us as a group.

Take a little time to read through your rules, they can be found at:

<http://nhcfae.org/about-us/constitution-bylaws/>

As a member in “Good Standing”, if you would like to suggest a change to the Constitution or Bylaws simply send me an email of your proposed changes to: cbl@nhcfae.org

Submissions must be received by May 20, 2013 to be proposed at this year’s National Training Conference in Fort Worth, Texas.

If you see something that you do not agree with or you do not feel is quite right, send me your suggestion and we will put it through the process and we will democratically vote on that idea.



Executive Committee Meeting at the Nation's Capital!

By Roberto Villa, Regional Center Director, Technical Center

Saludos NHCFAE familia! The Executive Committee and Board held its traditional second quarter meeting this year, at our Nation's capital: Washington, D.C. The week of February 18-22 was packed with sessions and activities that were carefully selected not only to train all RCDs, but to pick each other's brains and get some great insights from one another. At the end of the week, we were all focused and determined to come back to our chapters and make this organization the best it can be!

All RCDs arrived on Monday, February 18 (President's Day) and immediately started running into each other. Every morning, we all met at the hotel lobby for a short walk to the offices of McAllister & Quinn. Andy Quinn carries out legislative efforts for NHCFAE, providing congressmen and politicians with information regarding Hispanics being underrepresented in the Federal workforce, mainly at the FAA level. He also provides NHCFAE guidance on how to maintain a good relationship with politicians so we can be of influence and execute our efforts effectively. McAllister & Quinn graciously made its facilities available for the week and their staff was very accommodating and hospitable. Thank you, Andy for hosting us!

In the President's report, Sadie Alvarado shared expectations from RCDs, and goals and objectives for the remainder of the year. She also discussed effective succession plan, filling regional/chapter board vacancies, and provided an update on an expected resolution with

the Agency regarding the financial burden caused by the withdrawal of the Agency's financial support for last year's Annual Training Conference. In the Director of Resources' (DOR) Report, David Dominguez presented us with a clear and thorough break-down of the FY13 budget and upcoming rebate payments schedules. It was made clear that NHCFAE is a labor organization with a 501(c)(5) status and dues are not tax deductible. David is acting as DOR until Erik Salazar takes over for the remainder of the term (2014) – we support the board's decision to appoint Erik as DOR and feel confident he is the right fit for it. Good luck, Erik!

Our Director of Education, Raquel Ysasi-Huerta, is working hard with the conference committee on the training agenda for August. The scholarships and member tuition reimbursement applications are available on our website. She is working on creating a career resource document and is also updating the RCD/Board Standard Operating Procedures (SOP). Yadira Lacot, during her Director of Public Affairs Report, informed that printed editions of "La Palabra" to membership will be limited to Spring and Fall seasons only. Winter and Summer editions will not be printed, however, all editions are always accessible via our website. She is also working with Misty Pena, Membership Chair, on NHCFAE promotional items, and keeping our website up-to-date. Yadira strongly recommended all of us to get a LinkedIn account and connect to the NHCFAE group that was created.

Erik Salazar, our Director of Administration (DOA), will be transitioning to DOR in the upcoming months. Shirley Hingada, former Elections Chair, has stepped up to fill in as DOA for the remainder of FY13, when the position will be up for election – welcome, Shirley! Erik has maintained a log to track action items and their completion dates which helps us stay on track. Our most recent Membership Chair, Misty Peña, presented us with a thorough overview on membership and recruitment efforts for our Chapters. Misty trained us on the membership process, getting to know who we are, why recruit, and develop a plan!

Angel Cases, RCD for Southwest Region (ASW) presented an introduction to Emotional Intelligence Training to develop your career in three sections: Internal, People, and Organizational Skills. Barbara Lindsay, RCD for Eastern and New England Regions (AEA/ANE), gave us a training overview of the ATO Career Progression Tool: <https://myatocareer.faa.gov/>. Via telecom, Faviola Garcia officially introduced Ida Marrero as our new Corporate Relations Chair! Favi, along with Angel, gave conference planning effort updates and informed us that the

conference theme was voted by the ASW membership via survey: “La Nueva Generación/NextGen – Learning from the Past, Moving to the Future.” Our strategic planning consultant, Martha Kampen, lined up the three initiatives that will help RCDs stay focused and committed towards our goals and NHCFAE mission. We had the opportunity to have a session on “Navigating through Challenging Fiscal Times” with Ventris Gibson from the National Labor Relations Board. And lastly, we spent a day with Andy Quinn learning about the congressional process, which turned out to be very informative and insightful.

As you can see, the Executive Committee and Board are committed in getting trained to better serve our members to make NHCFAE a solid, unified organization. We really spent quality time sharing ideas, laughing, and dining like a true “familia”! It was a great experience professionally and personally. We missed Don Espinosa, National Vice President, as he recovered back home from some health issues, but we know he will come back stronger! Get well, Don!!

NHCFAE FY13 First Quarter Executive Board Meeting Wrap-Up

By: Erik Salazar, National Director of Administration

The FY13 First Quarter Executive Board meeting was held in Oklahoma City, OK the week of November 12, 2012. The Executive Board is comprised of the six national officers: President, Vice President, and the Directors of Resources, Education, Administration and Public Affairs. In addition to monthly conference calls, the Board meets four times a year for strategic planning, reporting and updating. Oklahoma City was selected because of the significant cost savings to the Coalition due to multiple officers residing in the area, as well as a few other officers within driving distance from Ft Worth. It was an extremely busy and productive week.

The meetings were held in the boardroom of Limbs for Life Foundation (LFL), a non-profit based in OKC that provides prosthetic limbs to amputees in need. I am the President of the Board of Directors for Limbs for Life and I was able to secure the meeting room at no charge to the NHCFAE. The Executive Board was also able to tour the facility and meet with the employees at LFL. They were very gracious hosts throughout the week.

The week included report-outs from the National Officers on their current projects, discussions with the Constitution and Bylaws Committee Chair, Bill Fernandez, and reports from the 2013 Conference Committee, Legislative Committee, and Communication Committees via conference calls. The EBoard was also able to visit the Mike Monroney Aeronautical Center (MMAC) and meet with MMAC Human Resources Director, Diana Pearsall, and Labor and Employee Relations Manager, Tesha McMinn.

While in OKC, the MMAC Chapter hosted an evening social for the EBoard and local members at Red Pin Bowling Lounge in Bricktown. Members and officers were able to enjoy an evening socializing, eating and bowling.

These meetings were also bittersweet, as this was the first and last quarterly meeting that Carmelo Borges was able to attend as National Director of Resources before he passed away. Carmelo’s dedication to the Organization was apparent through his strong desire to be there to fulfill his commitments to the Coalition. It was an honor to spend the week with Carmelo and his wife, Helena, in OKC, a city he truly loved and enjoyed.

ANM NHCFAE ADOPTS~A~FAMILY

By Shirley Hingada, ANM Member and National Elections Chair

Christmas is a season of giving. As FAA employees, we are fortunate to have family and friends that surround us during the Holiday season. However, there are some people who are less fortunate than us. This year, the Northwest Mountain Region NHCFAE in collaboration with the employees in the Air Traffic Organization (ATO) Western Business Services Group (BSG) "adopted" a family of five.

Hannah is a single mom with four kids. She has a son Marcus, 13; daughter Treva, 10; daughter Jenna, 9; and daughter Khyla, 2. Hannah does not get regular child support and their family has been struggling this past year. On December 19, NHCFAE and BSG delivered a Holiday dinner with all the trimmings and over 30 gifts for Hannah, Marcus, Treva, Jenna, and Khyla. One can appreciate the look on their faces of joy and excitement. Priceless!



Mentoring for STEM, Cool Tools for Schools

Source: Focus FAA

January 23, 2013 – Top administration officials gathered at Headquarters on Friday as the FAA played host to an expansive federal-wide campaign called “Mentoring for STEM, Cool Tools for Schools.”

The education of young people in science, technology, engineering, and mathematics (STEM) has been a prime focus for the current administration. On Friday, more than 100 educators, mentors, government officials, and exhibitors met to discuss the various aspects of STEM education, with an emphasis on mentoring.

LaHood spoke passionately about the benefits of mentoring.

Administrator Michael Huerta led off each of the three sessions with a story about how his mentor in Riverside, Calif., impressed upon him the importance of public service. “The DOT is very serious about STEM, and equally serious about mentoring,” he said. He encouraged attendees to sign a pledge card committing the signee to help mentor young people and commit to community service.

The list of dignitaries speaking at the event was a who’s-who of the current administration. Among the speakers were John Holdren, assistant to the president for science and technology policy; Lisa Jackson, administrator for the Environmental Protection Agency; and Secretary of Energy Steven Chu.

Many of the speakers were women and/or minorities who were mentored as children, and often came from families with limited educational opportunities or experience.



Miss America, Mallory Hagan, lent her prestige and fame to the mentoring cause.

Jackson, the EPA administrator, recalled how she stumbled upon the field of engineering — something she knew nothing about — even as she was studying to become a doctor. “Science really is the backbone of everything we do,” she said. She encouraged the audience to “take that moment and explain” to their children the importance of science and technology.

Perhaps the most passionate advocate for mentoring was Secretary of Transportation Ray LaHood, who was a teacher before being elected to Congress. He challenged those in the audience who remembered a teacher or adult who had positively influenced their lives, to carry it forward.

“You should be known as someone’s favorite teacher,” he said.

He advocated mentoring not just on behalf of children, but also on behalf of women. He recalled the shock he experienced when he first met with airline executives, not one of whom was a woman. He recalled thinking, “How can that be?”

The breakout sessions were focused on connecting STEM education with various issues, such as energy, health care, the environment, national security, and transportation. A special emphasis was put on mentoring girls and young people.

Other topics included best practices in virtual mentoring, mentoring underserved communities, mentoring in the workplace, and positive youth development.

The current Miss America, Mallory Hagan, also spoke. One of her primary platforms during her reign is to involve more young people in STEM.

Employees interested in becoming a mentor should access the federal mentoring site.
<http://www.service.gov/mentor.asp>

Central Region Turns to its Employees for Strength

Source: Focus FAA

February 27, 2013 – Five of the FAA’s employee associations joined forces this month at Central Region headquarters to participate in a day of leadership training. It was one of the largest congregations of multiple employee association members in recent FAA history.

Participating in the day-long series of FAA-approved training were nearly 70 FAAers representing the National Black Coalition of Federal Aviation Administration

Employees (NBCFAE), National Hispanic Coalition of Federal Aviation Administration Employees (NHCFAE), Native American/Alaskan Native Coalition of Federal Aviation Administration Employees (NAAN), Professional Women Controllers (PWC), and Technical Women's Organization (TWO).



Central Region Administrator Joe Miniace addresses participants at his region's Leadership Day event.

The program, entitled "Leadership Day: People are Our Strength," was the brainchild of Central Region's Round Table, the vision of Regional Administrator Joseph Miniace and Daryl Hart, the Civil Rights director for the Great Lakes and Central regions. The Round Table brings together the regional management team, employee associations, and unions to discuss issues and concerns for employees throughout the region.

One consistent void that was echoed from all of the employee associations was training and employee development. With the support of Miniace and Hart, the employee associations moved forward and developed a day of FAA-approved training. The training provided eight hours of continuing management education and was assigned an eLMS course number for all participants to receive training credit.

"The objective for Leadership Day: People are Our Strength was to educate, motivate and inspire those who aspire to be leaders or strengthen their leadership skills," said Natasha Chappelle, president of the Central Region's NBCFAE.

The national presidents of each of the employee associations opened the day relating their experiences as the top officials within their organizations. Six motivational speakers from across the Kansas City metropolitan area then followed.

Among them was Michelle T. Johnson, the author of "Diversity Diva," a column in the Kansas City Star newspaper, who encouraged participants to not make assumptions, but to listen to the meaning behind words, ask questions, and to not be afraid of not knowing. Shelly Armato, founder and CEO of a technology company, used her personal story to communicate that one's past does not dictate one's future.



Members of the Leadership Day organizing committee were (rear, from left) Natasha Chappelle, Vicki Wagonis, Rebecca Uta, Toi Lee, Cora Lyons, Alisa Gause, Christina Calvert, Marina O'Sullivan, (front, from left) Brenda Smith-Keene, Beth Prettyman, Kathleen Simmons, Roosevelt Lenard, Robin Rush, Laurie Ortiz, and Sadie Alvarado. Seated is Daryl Hart.

Donald Simon, a local consultant, spoke about the roles that risk and rewards have in leading change; Steve Flick, a director on the Board of National Native American Chamber of Commerce, discussed the need for strong male role models and planting the seeds for the next generation of leadership; and Kathy Quinn, a local TV reporter, used her experiences as a journalist to create a vivid picture of what it takes to be a ground breaking leader, as well as the value in being a good follower.

And former FAAer Sandra Campbell concluded the day with inspirational insight, entitled "You Can Make It Happen," in which she turned potentially negative scenarios into positive outcomes. Campbell moved the audience with many thought provoking scenarios and outcomes that ended up positively for several reasons such as: "Give up negative thinking;" "Nothing beats a failure, but a try;" "No one can make you feel less than, you determine how you feel;" and "Preparation—you never know what tomorrow will bring."

The planning committee was co-chaired by Marina O'Sullivan from the NHCFAE and Christina Calvert, Central Region director for the PWC. Other members of the committee were Chappelle; Laurie Ortiz, Central Region president of the NHCFAE; Rebecca Uta, NAAN representative for the Central Region; Brenda Smith-Keene, TWO's director for the Central Region; Cora Lyons and Toi Lee from the NBCFAE; Beth Prettyman, TWO; and Alisa Gause, Office of Civil Rights.

"This was a beneficial day of training that met the goals of the agency and was accomplished at no cost to the agency," said Chappelle. "In this time of diminishing resources, Central Region's Day of Leadership training can serve as an excellent template for training across the country," she added.



OTHER WAYS TO SAVE FOR RETIREMENT

Direct & indirect opportunities that don't get enough ink

By Glenn Livingston & Michael Livingston

Besides periodic IRA contributions and elective salary deferrals into 401(k) and 403(b) plans, there are other ways to amass retirement savings, some of them often overlooked.

Put tax refunds & tax savings to work. If you get a few hundred back from the IRS, that is not an insignificant sum. You could save it or you could invest it with the potential to compound that money. The same goes for the dollars you save as a result of tax credits or tax breaks.

Relocation. Ever thought about living where lifestyle costs are less? Moving to a cheaper part of the country might cost you a few thousand dollars, but the long-run savings could end up dwarfing that expense; you could free up thousands of dollars annually toward your retirement savings effort.

As an example, Zillow's Q3 2012 Home Value Index showed the median home value in San Jose as \$525,000 and the median home value at \$356,100 in Boston. A San Jose resident could move to Reno (Q3 median home value: \$145,700) and a Boston resident could move to Nashua (Q3 median home value: \$186,300).^{1,2,3,4}

You could also downsize as you relocate; moving into a smaller residence could free up even more cash.

Rental income. While property management means occasional headaches even when a third party assumes the duty, a steady stream of income from a rental home or condo may give you another solid way to ramp up your savings efforts.

Redirecting some of your inheritance. If you receive any kind of wealth, think about assigning part of it to your retirement strategy. In fact, this is a good idea for any kind of sudden wealth you come into, whether it comes from a relative, a settlement, a casino, or simply your own talent and initiative.

Sell products or services, not simply your time. Most people sell their time for money. One of the characteristics of the wealthy is the entrepreneurial ability to sell products and services with a value indirectly related or unrelated to a time investment. Consider what products or services you could sell to make more money and build greater retirement savings, with the possibility of positively altering the way you work and live. The start-up costs of such a move may be less than you think.

Stay healthy. Hospitalization costs can be a real setback for retirement savers. Good health (indirectly) pays off as we age. Reasonable daily exercise and smart eating may help to reduce the risk of major hospital, drug, and therapy expenses between now and retirement.

Halt or modify some recurring discretionary expenses. Do you really need cable? Do you have to belong to the most opulent health club in town? Must you have season tickets? Fewer such expenses today can translate to additional money you can invest and save for your future.

Refrain from picking up your child's college costs. If you started a college savings account long ago, that's a different story; you have already dedicated money for this

purpose. If you haven't, remember that no one offers "retirement loans" or "retirement financial aid". Your son or daughter may have a decade or longer to repay a college loan, and their incomes may rise significantly during that time. If you elect to pay some of their tuition or housing costs, you have comparatively fewer years to recover from the impact of those expenses. Encouraging self-reliance can lead to you retaining more of your savings for the third act of your life.

To reach Michael Livingston or Glenn Livingston, call 800.752.8992 or visit www.LivingstonFederal.com.

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This is a summary of the features for the 2012 Blue Cross and Blue Shield Service Benefit Plan. Before making a final decision, please read the plan's federal brochure (RI 71-005). All benefits are subject to the definitions, limitations and exclusions set forth in the 2012 federal brochure.

New Members!

Welcome to NHCFAE

Roosevelt Lenard
President, NBCFAE

Dawne Barrett
Front Line Manager

Manuel DeReyes
Airspace Evaluation Program Spec.

Christina Samaniego
Mgmt. & Program Analyst

Alfred Perez
Air Traffic Control Specialist

Arlene Kim
Operations Support Group

Misty Pena
Mgmt. & Program Analyst

Laura Delgado
Business Case Specialist

Richard Casey
Program Support Specialist

Patricia Gilbert
Executive Vice President, NATCA

Angelis Andino-Ayala
Air Traffic Control Specialist

Luis Riverol
Front line Manager

Vanessa Shinnars
Air Traffic Control Specialist

Karen Perez
General Engineer

Anna Brettman
Logistic Support

Guadalupe Gonzalez
Contracting Officer

Niccole Castellano
Front line Manager

Wilberto Torres
SSC Manager

Marcello Sadorra
Aeronautical Information Specialist

Paul Garcia
Executive Officer

George Pineda
Program Manager

Yamil Gonzalez-Iribarren
Flight Data Communication Specilaist

Alfonso Zamora
ZMA COMM Manager

Veronica Holmes
Operations Manager

Ernest Snyder
I&E Specialist

Carmen Quiles
EEO Specialist

