

DARRELL E. ISSA, CALIFORNIA
CHAIRMAN

ONE HUNDRED TWELFTH CONGRESS

ELIJAH E. CUMMINGS, MARYLAND
RANKING MINORITY MEMBER

Congress of the United States

House of Representatives

COMMITTEE ON OVERSIGHT AND GOVERNMENT REFORM

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
FACSIMILE (202) 225-3974
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<http://oversight.house.gov>

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LAWRENCE J. BRADY
STAFF DIRECTOR

April 10, 2012

The Honorable Tim Geithner
Secretary of the Treasury
Department of Treasury
1500 Pennsylvania Ave NW
Washington, DC 20220

Dear Secretary Geithner:

The Committee on Oversight and Government Reform is gathering government-wide data about the cost and frequency of agency-funded overnight conferences held outside of the Washington, D.C.-area. As part of this investigation, I am writing to request documents and information related to such conferences and the employees who planned and attended them.

On February 9, 2009, the President publically condemned frivolous spending of taxpayer dollars at a town hall meeting in Indiana. He stated: "you can't go take a trip to Las Vegas or go down to the Super Bowl on the taxpayers' dime."¹

With that in mind, on July 24, 2009, I wrote to the Social Security Administration (SSA) to request documents and information related to a "three-day conference for managers at the Arizona Biltmore Resort and Spa."² The agency subsequently produced documents to the Committee that showed it had been careless with taxpayer dollars. The SSA Administrator determined that "the conference organizers made some decisions that were not fully compliant with [SSA] policies or adequately sensitive to the expectations of the agency."³

¹ Dave Toplikar, *Las Vegas Still 'Reeling' from Obama Comments, Says Mayor*, LAS VEGAS SUN (Oct. 21, 2010).

² Letter from Hon. Darrell Issa, Ranking Member, Comm. on Oversight & Gov't Reform [hereinafter Committee] to Hon. Michael J. Astrue, Adm'r, U.S. Social Security Admin. (July 24, 2009) (citing Josh Bernstein, *Social Security Spends \$700,000 on Phoenix Conference*, KNXV-TV, <http://www.abc15.com/content/news/investigators/story/Social-Security-spends-700-000-on-Phoenix/RrHYWi4IRka1mC7wJTm4uQ.csp> (last visited July 16, 2009).

³ Letter from Hon. Michael J. Astrue, Adm'r, U.S. Social Security Admin., to Hon. Darrell Issa, Ranking Member, Committee (Sept. 10, 2009).

The Administrator made significant organizational changes at SSA to prevent a recurrence.⁴ At the time, I hoped that the abundance of negative publicity about the event from a variety of news outlets would serve as notice that federal departments and agencies cannot use taxpayer dollars to pay for vacations disguised as conferences.⁵

The General Services Administration (GSA) failed to heed the President's message and to learn from the mistakes of the SSA. According to an April 2, 2012, report by the GSA Office of the Inspector General (OIG), the agency's biennial Western Regions Conference held in October 2010 was "excessive" and "wasteful."⁶ The conference, held at the M Resort in Las Vegas, cost \$822,751. According to the OIG report, witnesses characterized the conference as "over the top."⁷ In fact, the planners made it a priority to outdo previous years' conferences.⁸

Other agencies will hold major conferences in the upcoming months. The Las Vegas Convention and Visitors Authority lists a two-day coal mine methane conference in September for 150 attendees organized by the Environmental Protection Agency; a six-day Department of Health and Human Services conference scheduled for June, with 325 expected attendees; and a Department of Defense worldwide education symposium for 2,500 in July.⁹

On November 9, 2011, the President signed an executive order that directed agencies to spend funds more efficiently.¹⁰ Specifically related to travel, the President stated:

[T]o ensure efficient travel spending, agencies are encouraged to devise strategic alternatives to Government travel, including local or technological alternatives, such as teleconferencing and video conferencing. Agencies should make all appropriate efforts to conduct business and host or sponsor events in space controlled by the Federal Government, wherever practicable and cost effective.¹¹

⁴ *Id.*

⁵ See Joseph Rhee & Brian Ross, *Social Security Execs Boogie Down at Lavish Phoenix Conference*, ABC NEWS (July 15, 2009); *Luxury on Your Dime*, FOX NEWS (Apr. 29, 2011), <http://video.foxnews.com/v/3935199/luxury-on-your-dime/>.

⁶ Gen. Servs. Admin., Office of the Inspector Gen., *Management Deficiency Report: Gen. Serv. Admin. Public Buildings Service 2010 Western Regions Conference* (Apr. 2, 2012) [hereinafter OIG Report].

⁷ *Id.* at 1-2.

⁸ *Id.*

⁹ Steve Tetreault & Peter Urban, *Nevadans, industry scramble to limit fallout from GSA junket*, LAS VEGAS REVIEW-JOURNAL, Apr. 4, 2012.

¹⁰ Exec. Order No. 13,589, available at <http://www.whitehouse.gov/the-press-office/2011/11/09/executive-order-promoting-efficient-spending> (Nov. 9, 2011).

¹¹ *Id.*

With regard to commemorative items, the President directed agencies to “limit the purchase of promotional items (e.g. plaques, clothing, and commemorative items), in particular where they are not cost-effective.”¹² This order, in addition to the President’s public comments, should deter event organizers from even considering expensive off-site conferences.

The Consumer Financial Protection Bureau (CFPB) appears to be ignoring the President’s clear guidance. Despite the President’s comments and the executive order, CFPB is seeking to hire an “Invitations Coordinator.”¹³ This individual’s duties include tracking invitations for CFPB agency officials, researching the events to which they are invited, and maintaining a master schedule of events.¹⁴ The individual who fills this role could earn as much as \$102,900 annually.¹⁵

As families around the country are having to spend less to make ends meet, the federal government must follow suit. The American people have an expectation that the federal government is not using their tax dollars to pay for lavish conferences or to fund the salaries of event planners. In order to assist the Committee with its investigation, please provide responses to the following requests for information:

1. Provide a list of overnight conferences funded by the department and attended by more than 50 employees since January 1, 2005. For each conference provide date(s), location, cost, funding source, and number of attendees.
2. Provide the names, titles, and salaries of any individuals employed by the department to plan events.

The Committee also requests that the Department produce the following documents, in electronic format, for the time period January 1, 2005 to the present:

3. The address of any website created to promote, track, or commemorate department conferences. If the website is currently archived on the agency’s intranet, provide an electronic copy.

The Committee on Oversight and Government Reform is the principal oversight committee of the House of Representatives and may at “any time” investigate “any matter” as set forth in House Rule X. An attachment to this letter provides additional information about responding to the Committee’s request.

¹² *Id.*

¹³ Job Announcement Number 12-CFPB-145X, Invitations Coordinator, Consumer Financial Protection Bureau, available at <http://www.usajobs.gov/GetJob/ViewDetails/306225500> (last visited Apr. 5, 2012).

¹⁴ *Id.*

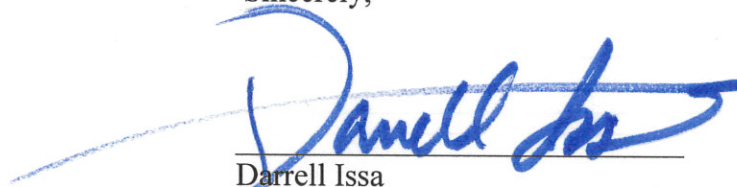
¹⁵ *Id.*

The Honorable Tim Geithner
April 10, 2012
Page 4

We request that you provide the requested documents and information as soon as possible, but no later than noon on April 23, 2012. When producing documents to the Committee, please deliver production sets to the Majority Staff in Room 2157 of the Rayburn House Office Building and the Minority Staff in Room 2471 of the Rayburn House Office Building. The Committee prefers, if possible, to receive all documents in electronic format.

If you have any questions about this request, please contact Ashley Callen or Ashok Pinto of the Committee Staff at (202) 225-5074. Thank you for your attention to this matter.

Sincerely,



Darrell Issa
Chairman

Enclosure

cc: The Honorable Elijah E. Cummings, Ranking Member



DEPARTMENT OF THE TREASURY
WASHINGTON, D.C. 20220

ASSISTANT SECRETARY

April 23, 2012

The Honorable Darrell Issa
Chairman
Committee on Oversight and Government Reform
U.S. House of Representatives
Washington, DC 20515

Dear Chairman Issa:

I am writing in response to your letter requesting materials about the cost and frequency of government-funded overnight conferences. Your letter raises important issues related to the expenditure of funds and the stewardship of taxpayer dollars. As the agency responsible for managing the finances of the federal government, we are keenly aware of the need to safeguard limited taxpayer resources. Treasury is firmly committed to the principles underlying the President's comments, which you quote in your letter.

In response to your request for information, we conducted a review of Treasury's Departmental Offices and identified only one overnight conference funded by the Departmental Offices and attended by more than 50 employees since January 1, 2005. Enclosed with this letter is the information you requested on the dates, location, cost, funding source, and number of attendees.

Treasury's Departmental Offices does not employ any individual (or individuals) whose job is exclusively to plan staff events. We do fund a small office including four employees (salary ranges from GS 7 to 15) who provide the logistical services necessary to facilitate meetings and symposia, most of which are held in the Main Treasury building. The same employees also manage the staff cafeteria, maintain audio-visual equipment, and allocate space for smaller meetings throughout the Main Treasury Complex.

Treasury maintains only one website that is exclusively dedicated to a conference. The conference in question was hosted in Washington, DC, and the site can be found at this URL: <http://www.treasury.gov/initiatives/wsr/ofr/Pages/Macroprudential-Toolkit-Conference.aspx>.

We understand that you recently sent a similar request for information to the Internal Revenue Service, and that the IRS intends to respond separately to that letter. Please do not hesitate to contact me if you need any additional data or have questions about the enclosed information.

Sincerely,

Alastair M. Fitzpayne
Assistant Secretary, Legislative Affairs

Enclosures

cc: The Honorable Elijah E. Cummings

Agency-Funded Overnight Conferences

Conference Name	Dates	Location	Cost	Funding Source	Total Attendance
U.S.-China Strategic Economic Dialogue IV*	June 16-18, 2008	Annapolis, MD	\$391,336.74	S&ED/Office of Secretary/International Affairs	300**

*The SED (now the S&ED) is the primary dialogue between the U.S. and China on an array of issues including investment, trade, economic growth, and global rebalancing. It is held once or twice a year and alternates venue between the U.S. and China. All S&ED conferences held in the U.S. since June, 2008, have been held in Washington, DC.

** Since the U.S. was hosting, the cost covered all attendees, who included representatives of other Federal agencies and the Chinese Delegation. Treasury Employees attending numbered 55.

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JACKIE SPEIER, CALIFORNIA

LAWRENCE J. BRADY
STAFF DIRECTOR

April 20, 2012

The Honorable Douglas H. Shulman
Commissioner
Internal Revenue Service
1111 Constitution Avenue NW
Washington, D.C. 20004

Dear Commissioner Shulman:

The Committee on Oversight and Government Reform is gathering government-wide data about the cost and frequency of agency-funded overnight conferences held outside of the Washington, D.C.-area. As part of this investigation, I am writing to request documents and information related to such conferences and the employees who planned and attended them.

On February 9, 2009, the President publically condemned frivolous spending of taxpayer dollars at a town hall meeting in Indiana. He stated: "you can't go take a trip to Las Vegas or go down to the Super Bowl on the taxpayers' dime."¹

With that in mind, on July 24, 2009, I wrote to the Social Security Administration (SSA) to request documents and information related to a "three-day conference for managers at the Arizona Biltmore Resort and Spa."² The agency subsequently produced documents to the Committee that showed it had been careless with taxpayer dollars. The SSA Administrator determined that "the conference organizers made some decisions that were not fully compliant with [SSA] policies or adequately sensitive to the expectations of the agency."³

¹ Dave Toplikar, *Las Vegas Still 'Reeling' from Obama Comments, Says Mayor*, LAS VEGAS SUN (Oct. 21, 2010).

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The Administrator made significant organizational changes at SSA to prevent a recurrence.⁴ At the time, I hoped that the abundance of negative publicity about the event from a variety of news outlets would serve as notice that federal departments and agencies cannot use taxpayer dollars to pay for vacations disguised as conferences.⁵

All agencies must plan conferences with guidance provided by the President in mind. On November 9, 2011, President Obama signed an executive order that directed agencies to spend funds more efficiently.⁶ Specifically related to travel, the President stated:

[T]o ensure efficient travel spending, agencies are encouraged to devise strategic alternatives to Government travel, including local or technological alternatives, such as teleconferencing and video conferencing. Agencies should make all appropriate efforts to conduct business and host or sponsor events in space controlled by the Federal Government, wherever practicable and cost effective.⁷

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⁷ *Id.*

⁸ *Id.*

⁹ Gen. Servs. Admin., Office of the Inspector Gen., *Management Deficiency Report: Gen. Serv. Admin. Public Buildings Service 2010 Western Regions Conference* (Apr. 2, 2012) [hereinafter OIG Report].

¹⁰ *Id.* at 1-2.

made it a priority to outdo previous years' conferences.¹¹ This Committee held a hearing on April 16 to address GSA's culture of wasteful spending.

Unfortunately, these lavish conferences by the SSA and GSA do not appear to be isolated incidents. The Committee has recently obtained information about an Internal Revenue Service (IRS) conference in Anaheim, California during the week of August 23, 2010. The Small Business/Self-Employed Division of the IRS hosted this conference, which took place near Disneyland and reportedly cost in excess of \$6 million.

To help the Committee determine whether this conference was an appropriate expenditure of taxpayer dollars, please provide the following information:

1. The date, venue, and number of attendees for the Anaheim conference;
2. The total cost of the conference and the funding source;
3. The names of all managers within the Small Business/Self-Employed Division who attended the conference; and,
4. The names of all individuals who approved funding for the conference.

If the IRS did in fact spend more than \$6 million on a conference in 2010, it may signal a broader problem within the agency. So that the Committee can better understand the full history of IRS spending on conferences, please also provide the following information:

5. A list of all overnight conferences funded by the IRS and attended by more than 50 employees since January 1, 2005. For each conference provide date(s), location, cost, funding source, and number of attendees; and
6. The names, titles, and salaries of any individuals employed by the IRS to plan events.

The Committee on Oversight and Government Reform is the principal oversight committee of the House of Representatives and may at "any time" investigate "any matter" as set forth in House Rule X. An attachment to this letter provides additional information about responding to the Committee's request.

We request that you provide the requested documents and information as soon as possible, but no later than noon on May 4, 2012. When producing documents to the Committee, please deliver production sets to the Majority Staff in Room 2157 of the Rayburn House Office Building and the Minority Staff in Room 2471 of the Rayburn

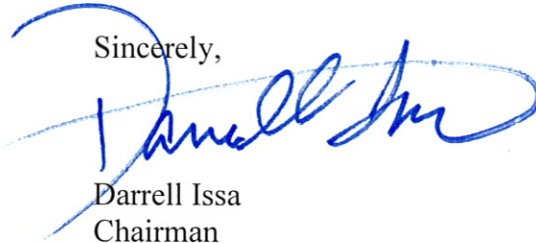
¹¹ *Id.*

The Honorable Douglas H. Shulman
April 20, 2012
Page 4

House Office Building. The Committee prefers, if possible, to receive all documents in electronic format.

If you have any questions about this request, please contact Ashley Callen or Ashok Pinto of the Committee Staff at (202) 225-5074. Thank you for your attention to this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Darrell Issa", is written over the word "Sincerely,". The signature is fluid and cursive, with a large loop at the end.

Darrell Issa
Chairman

Attachment

cc: The Honorable Elijah E. Cummings, Ranking Minority Member
Committee on Oversight and Government Reform

ONE HUNDRED TWELFTH CONGRESS

Congress of the United States

House of Representatives

COMMITTEE ON OVERSIGHT AND GOVERNMENT REFORM

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Responding to Committee Document Requests

1. In complying with this request, you should produce all responsive documents that are in your possession, custody, or control, whether held by you or your past or present agents, employees, and representatives acting on your behalf. You should also produce documents that you have a legal right to obtain, that you have a right to copy or to which you have access, as well as documents that you have placed in the temporary possession, custody, or control of any third party. Requested records, documents, data or information should not be destroyed, modified, removed, transferred or otherwise made inaccessible to the Committee.
2. In the event that any entity, organization or individual denoted in this request has been, or is also known by any other name than that herein denoted, the request shall be read also to include that alternative identification.
3. The Committee's preference is to receive documents in electronic form (i.e., CD, memory stick, or thumb drive) in lieu of paper productions.
4. Documents produced in electronic format should also be organized, identified, and indexed electronically.
5. Electronic document productions should be prepared according to the following standards:
 - (a) The production should consist of single page Tagged Image File ("TIF"), files accompanied by a Concordance-format load file, an Opticon reference file, and a file defining the fields and character lengths of the load file.
 - (b) Document numbers in the load file should match document Bates numbers and TIF file names.
 - (c) If the production is completed through a series of multiple partial productions, field names and file order in all load files should match.

6. Documents produced to the Committee should include an index describing the contents of the production. To the extent more than one CD, hard drive, memory stick, thumb drive, box or folder is produced, each CD, hard drive, memory stick, thumb drive, box or folder should contain an index describing its contents.
7. Documents produced in response to this request shall be produced together with copies of file labels, dividers or identifying markers with which they were associated when they were requested.
8. When you produce documents, you should identify the paragraph in the Committee's request to which the documents respond.
9. It shall not be a basis for refusal to produce documents that any other person or entity also possesses non-identical or identical copies of the same documents.
10. If any of the requested information is only reasonably available in machine-readable form (such as on a computer server, hard drive, or computer backup tape), you should consult with the Committee staff to determine the appropriate format in which to produce the information.
11. If compliance with the request cannot be made in full, compliance shall be made to the extent possible and shall include an explanation of why full compliance is not possible.
12. In the event that a document is withheld on the basis of privilege, provide a privilege log containing the following information concerning any such document: (a) the privilege asserted; (b) the type of document; (c) the general subject matter; (d) the date, author and addressee; and (e) the relationship of the author and addressee to each other.
13. If any document responsive to this request was, but no longer is, in your possession, custody, or control, identify the document (stating its date, author, subject and recipients) and explain the circumstances under which the document ceased to be in your possession, custody, or control.
14. If a date or other descriptive detail set forth in this request referring to a document is inaccurate, but the actual date or other descriptive detail is known to you or is otherwise apparent from the context of the request, you should produce all documents which would be responsive as if the date or other descriptive detail were correct.
15. The time period covered by this request is included in the attached request. To the extent a time period is not specified, produce relevant documents from January 1, 2009 to the present.
16. This request is continuing in nature and applies to any newly-discovered information. Any record, document, compilation of data or information, not produced because it has not been located or discovered by the return date, shall be produced immediately upon subsequent location or discovery.

17. All documents shall be Bates-stamped sequentially and produced sequentially.
18. Two sets of documents shall be delivered, one set to the Majority Staff and one set to the Minority Staff. When documents are produced to the Committee, production sets shall be delivered to the Majority Staff in Room 2157 of the Rayburn House Office Building and the Minority Staff in Room 2471 of the Rayburn House Office Building.
19. Upon completion of the document production, you should submit a written certification, signed by you or your counsel, stating that: (1) a diligent search has been completed of all documents in your possession, custody, or control which reasonably could contain responsive documents; and (2) all documents located during the search that are responsive have been produced to the Committee.

Definitions

1. The term "document" means any written, recorded, or graphic matter of any nature whatsoever, regardless of how recorded, and whether original or copy, including, but not limited to, the following: memoranda, reports, expense reports, books, manuals, instructions, financial reports, working papers, records, notes, letters, notices, confirmations, telegrams, receipts, appraisals, pamphlets, magazines, newspapers, prospectuses, inter-office and intra-office communications, electronic mail (e-mail), contracts, cables, notations of any type of conversation, telephone call, meeting or other communication, bulletins, printed matter, computer printouts, teletypes, invoices, transcripts, diaries, analyses, returns, summaries, minutes, bills, accounts, estimates, projections, comparisons, messages, correspondence, press releases, circulars, financial statements, reviews, opinions, offers, studies and investigations, questionnaires and surveys, and work sheets (and all drafts, preliminary versions, alterations, modifications, revisions, changes, and amendments of any of the foregoing, as well as any attachments or appendices thereto), and graphic or oral records or representations of any kind (including without limitation, photographs, charts, graphs, microfiche, microfilm, videotape, recordings and motion pictures), and electronic, mechanical, and electric records or representations of any kind (including, without limitation, tapes, cassettes, disks, and recordings) and other written, printed, typed, or other graphic or recorded matter of any kind or nature, however produced or reproduced, and whether preserved in writing, film, tape, disk, videotape or otherwise. A document bearing any notation not a part of the original text is to be considered a separate document. A draft or non-identical copy is a separate document within the meaning of this term.
2. The term "communication" means each manner or means of disclosure or exchange of information, regardless of means utilized, whether oral, electronic, by document or otherwise, and whether in a meeting, by telephone, facsimile, email, regular mail, telexes, releases, or otherwise.
3. The terms "and" and "or" shall be construed broadly and either conjunctively or disjunctively to bring within the scope of this request any information which might

otherwise be construed to be outside its scope. The singular includes plural number, and vice versa. The masculine includes the feminine and neuter genders.

4. The terms "person" or "persons" mean natural persons, firms, partnerships, associations, corporations, subsidiaries, divisions, departments, joint ventures, proprietorships, syndicates, or other legal, business or government entities, and all subsidiaries, affiliates, divisions, departments, branches, or other units thereof.
5. The term "identify," when used in a question about individuals, means to provide the following information: (a) the individual's complete name and title; and (b) the individual's business address and phone number.
6. The term "referring or relating," with respect to any given subject, means anything that constitutes, contains, embodies, reflects, identifies, states, refers to, deals with or is pertinent to that subject in any manner whatsoever.



COMMISSIONER

DEPARTMENT OF THE TREASURY
INTERNAL REVENUE SERVICE
WASHINGTON, D.C. 20224

May 4, 2012

The Honorable Darrell Issa
Chairman
Committee on Oversight
and Government Reform
U. S. House of Representatives
Washington, DC 20515

Dear Mr. Chairman:

Thank you for your letter of April 20, in which you asked the IRS to provide information relating to out of town meetings and related travel expenses, including a specific continuing professional education meeting held in August 2010.

I write to let you know that IRS staff are diligently working to compile the data required to respond to your questions. The IRS is a large agency, and in the interests of accurately responding to your inquiry, the staff working on the response are in the process of assembling and verifying data from all IRS operating units. As an agency with a large workforce and a complex mission, the IRS will have a substantial number of meetings in each year from 2005 to present that meet the criteria in your letter of meetings with 50 or more employees.

IRS staff are working as quickly as they can to assemble the information needed to respond to all of your questions. Thank you in advance for your patience as we work to fully respond to the Committee's request. I have asked IRS staff to keep the Committee apprised of our progress, and will follow up with additional information in the near future.

If you have any questions in the meantime, please contact me or have your staff contact Catherine Barre, Director, Legislative Affairs, at 202-622-3720.

Sincerely,

Douglas H. Shulman



COMMISSIONER

DEPARTMENT OF THE TREASURY
INTERNAL REVENUE SERVICE
WASHINGTON, D.C. 20224

May 17, 2012

The Honorable Darrell Issa
Chairman
Committee on Oversight and
Government Reform
U.S. House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

I am following up on my initial response to your letter of April 20, in which you asked about IRS expenses related to overnight meetings. As IRS staff continue to compile information to respond to your request for data from 2005 to present, I have enclosed the information that responds to your specific questions about a continuing professional education meeting held in Anaheim, CA in August 2010.

Let me update you on the analysis that IRS staff have undertaken to respond to your request regarding this meeting. IRS staff have conducted an initial review and found that this continuing professional education meeting was conducted for managers from 350 different offices of the division of approximately 26,000 employees that houses the bulk of IRS compliance personnel. This initial review shows that approximately 2,620 employees attended the meeting and the total cost of the meeting was approximately \$4.13 million, or just under \$1,600 per attendee for a three-day, four-night meeting. This includes all government expenses relating to the meeting, including travel and meals (which were paid through per diems).

The purpose of the meeting was to ensure that managers had proper training to lead their employees and adapt to significant changes that were occurring at the time. The training took place at a time when the IRS had recently implemented several new programs, including some that gave employees new flexibility to work with taxpayers during difficult economic times. In addition, this division faced unique challenges in 2010, including significant turnover in the management ranks and a substantial increase in threats against IRS employees subsequent to the attack on an IRS facility in Austin earlier that year. In addition to a variety of other subjects, there were special presentations at this meeting on employee safety and security made by security personnel from the IRS and the Treasury Inspector General for Tax Administration.

Anaheim was selected after a review of 23 cities for cost and logistical reasons. The meeting started at 8 a.m. every day and ran through the end of the day every day. The agenda included no activity at Disneyland, and provided no free time for such activities.

Our initial review shows that proper procedures were followed. However, out of an abundance of caution, and recognizing current public concerns relating to out-of-town meetings involving government employees, I proactively requested that our Inspector General conduct an independent review to ensure that all government and IRS procedures were followed. That review is underway, and, if issues are raised, I will not hesitate to promptly take appropriate actions.

Continuing professional education is essential to ensuring that IRS runs its programs on a consistent nationwide basis in a way that respects taxpayer rights and ensures that managers are equipped to lead their employees effectively. The IRS has a complex mission, and employs nearly 100,000 people to serve approximately 200 million individuals, businesses, and tax-exempt organizations.

Until 2011, it had been the agency practice for many years to periodically conduct continuing professional education meetings of a national scale. For example, in each year from 2005 to 2010, the IRS Taxpayer Advocate Service conducted an annual training meeting for its employees. While IRS staff have not yet performed a detailed review of the costs of these meetings, we believe that – due to the substantial number of attendees – the cost of each of these meetings was in the range of \$1.7 million to \$2.9 million.

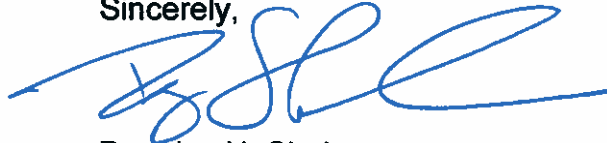
Notwithstanding the importance and value of in-person training, the costs of nationwide large scale training meetings such as these are substantial. In light of the current fiscal situation, we recognize the importance of conserving limited government resources. I want to let you know that we have dramatically cut the number of meetings involving travel since 2010, and we have not held any large scale nationwide meetings like these in 2011 or 2012, nor do we have any plans to do so. Instead, we have explored alternatives that utilize technology where possible.

Over the past several years we have been very focused on cost cutting at the IRS. From FY 2009 through the FY 2013 proposed budget, the IRS will have achieved nearly \$1 billion in budget savings and efficiencies.

The IRS recognizes and takes seriously our obligation to be good stewards of taxpayer dollars. We will continue to look for ways to train our people so that we meet our responsibilities in the most cost effective manner.

If you have additional questions, please contact me or have your staff contact Catherine Barre, Director, Legislative Affairs, at (202) 622-3720.

Sincerely,

A handwritten signature in blue ink, appearing to read 'D. Shulman', with a long horizontal flourish extending to the right.

Douglas H. Shulman

Enclosure

ENCLOSURE

The date, venue, and number of attendees for the Anaheim conference
August 24 – 26, 2010

Continuing Professional Education Meeting was held at the Hilton and Marriott hotels in Anaheim. Some attendees also stayed at the Sheraton hotel.

There were approximately 2,620 attendees (principally the managers of this division of approximately 26,000 employees).

The total cost of the conference and the funding source
Estimated total cost based on staff analysis was \$4.13 million, or \$1,576 per attendee, funded from annual appropriations.

The names of all managers within the Small Business/Self-Employed Division who attended the conference
See separate attachment

The names of all individuals who approved funding for the conference
Per procedures in place at that time, the IRS Deputy Commissioner for Operations Support had final approval authority for larger meetings and approved the meeting.

The following list contains the names of the participants in the Small Business/Self-Employed Division (and SB/SE Counsel) who attended the 2010 All Managers Continuing Professional Education meeting in Anaheim, CA. This list is based on the participant list on file at the time of the meeting.

Abbott Jr, George
Abner Jr, Castell
Abraham, Ana
Abrams, Faren
Aceto, Joseph
Acevedo, Louis
Acone, Mary Ann
Acosta, Gloria
Adames, Katherine
Adamonis, Paul
Adams, Shalon
Adeniji, Ade
Aguilar, Victor
Aguilera, Francesca
Ah Yat, Patricia
Ahern-Emil, Jennifer
Ajel, Evelyn
Akins, Ron
Akins, Tommica
Albanese, George
Albert, Jr., Earl
Albritton, Robert
Alexander, Joyce
Alexander, Lionell
Ali, Mohamed
Allan, Richard
Allen, Charles
Allen, Jane
Allen, Kelby
Allen, Robert
Allen-Reed, Viveca
Allevato, Tony
Allgaier, Ingrid
Alired, Brent
Almuete, Clarita
Alschuler, Milt
Alvara, Lorenzo
Alvarado, Leo
Alvarado, Michelle
Alvarado, Paul
Amarante, Jennifer
Amburgy, Pam
Amene, Geraldine
Ames-Grant, Willette
Amos, Calvin
AmRhein, Dawn
Amster, Rich
Anderson, Gary
Anderson, Sam
Andrews, Colin

Andrews, Desalyn
Andrews, Shirley
Andrini-Nwufoh, Cecilia
Andrusyszyn, Robert
Angieri, Jasen
Anthony, John
Anthony, Pamellia
Antonio, Myrna
Archbold, Judy
Archer, Peggy
Archie, Janice
Arena, Margaret
Arjun, Rohan
Armijo, Rochelle
Armstrong, Barbara
Armstrong, Theodore
Arneson, Barbara
Aronin, Marc
Aronson, David
Arrigo, Diane
Arthur, William
Asbury, Brenda
Ashman, Clair
Asis, Florante
Assalone, Patricia
Athey, Judith
Atkinson, Brian
Austen Turner, Connie
Austin, Jeffrey
Averill, Roseann
Avigliano, Paula
Axelrod, Karen
Baalman, Kenneth
Babar, Shahid
Babb, Anita
Badalucco, JoAnn
Bader, Roseanne
Badzo, Kelly
Baessler, James
Bahr, Larry
Bailey, Kristen
Bailey, Ramona
Baker, Bev
Baker, Curtis
Baker, Monica
Baker, Patricia
Baker, Ruth
Baldwin, Denise
Baldwin, Robin
Baldwin, Stephanie

Ballard, Jeffery
Ballard, Maria
Banks, Mary Ann
Banks, Jr., Fred
Banowsky, Bill
Barber, Dominic
Bard, Nicole
Barden, Donald
Barham, Dretha
Bariana, Ava
Barkley, Blaine
Barnes, Gwendolyn
Barnes, Mary
Barocio, Diana
Barr, Winford
Barrientos, Sandra
Barrier, Robert
Barry, John
Barthel, Linda
Basalla, Jeff
Basara, Lorraine
Basciano, Tony
Bascunan, Kathy
Bates, Kristen
Bates, Pamela
Bates, Paul
Bayless, Bryan
Baze, Kathy
Beasley, Loretta
Beck, Linda
Becker, Blake
Becker, Maryann
Bedlivy, Hank
Beeman, Donna
Behrle, Jr., Anthony
Bell, Delores
Bell, Homer
Bell, Karen
Bell, Yvette
Bell, Mary
Bellamy, Leo
Bellamy, Lisa
Bellamy, Teresa
Bellicock, Nancy
Bellomo, Kelly
Belton, Patsy
Bembry, Marsha
Bendfeldt, Susan
Benedetti, Patricia
Benene, Judith

Benford, Gary
Benham III, Brad
Benner, Lauren
Bennett, Alonzo
Bennett, Barbara
Bennett, Edie
Bennett, Jeff
Bennie, John
Bennit, Lorna
Benoit, Preston
Benson, Michelle
Berg , Gaylon
Bergmans, Rick
Bergschneider , Craig
Bergsrud, Denise
Berkowitz, Joel
Bermudez, Nelia
Bernatawicz, James
Bernis, Debra
Bernstein, Michael
Berte, Karen
Bessert, Phyllis
Best, Brian
Betz, Eric
Bever, Mark
Bilotta, Timothy
Bisel, Karyn
Bissell, Allen
Bitting, Lyn
Bittle, Marie
Blagg, Diane
Blaha , Kevin
Blaine, Gwendolyn
Blakey, Grace
Blanford, Connie
Blankenship, Paula
Bliss, Margaret
Blizzard, Patricia
Blount, Rashinda
Blowers, Becky
Boatman, Dorothy
Bobo, Carolyn
Bocchetti , Stephen
Bocchino, Kathleen
Boespflug, Brian
Bogan, Cassandra
Bogolub, Debra
Bogulawski, Walter
Boles, Patti
Bologna, Lucy
Bolton, Laverne
Bonds, Steven
Bonilla, Simon
Bonn, Kristin
Bonner, Meg
Bonnert, Gary

Boos, Victoria
Boothe, Charles
Boraas, Ted
Borbon, Kim
Borg, Peter
Borgo, Thomas
Borop, Stephanie
Borro, Christine
Bouldin , Cindy
Bousnakis, Peter
Bove, Gary
Bowen, Bo
Bowers, Christine
Bowlen, Daniel
Bowling, Barbara
Bowman, Scott
Boyce, Robert
Boyd, Barbara
Boyd, Charles
Boyer, Brenda
Boyle, Catherine
Bracken, Theresa
Bradford, Carla
Bradley, John
Bradley, William
Brady, Dorothy
Brady, John
Brady, Karen
Braegger, Glenda
Branch, James
Branche, Vincent
Brandon, David
Branning, Kurt
Bratcher, Angela
Bratsch, Joan
Braunz, Susan
Braverman, Mitchell
Breese, Pat
Brellenthin, Cheryl
Brennan, Barbara
Brennan, Christine
Brennan, Lynn
Brenneman, Denise
Brescia, Adam
Brewer, Robert
Brewer, Terry
Brewerton, Kathryn
Bricker, Thomas
Brickhouse, Costella
Bridgeman, Fred
Briggs, Sandra
Brigle, Debra
Briscoe, Jeanette
Britton, Margaret
Broadnax, Felecia
Broleben, Flo

Brooks, Jacqueline
Brooks , Michael
Broughton, Rebecca
Brouse, Tiffany
Brousseau, Rae
Brown, Dennis
Brown, Barlo
Brown, Beverly
Brown, Carolyn
Brown, Dean
Brown, Eric
Brown, Jamie
Brown, John
Brown, Marc
Brown, Marilyn
Brown, Moe
Brown, Monique
Brown, Nat
Brown, Pamela
Brown, Patricia
Brown, Stephanie
Brown, Tracy
Brown , Anne
Brown , Dometria
Browne, Stephanie
Broyles, Anne
Bruckner, Alan
Brumley, Gladys
Bruner , Iva
Brunson, Cynthia
Brusseau, Paul
Bryant, Al
Bryant, Debra
Bryant, Vickie
Bryant -Kennybrew, Laureen
Bryson, Debra
Buchwald, Carol
Buchwald, Robert
Buck, Susan
Buckingham, Tina
Buckley, Lynn
Budd, Joseph
Budde, Robert
Budny, Richard
Buffamonti, Monika
Buller , William
Burg, Jeffrey
Burge, Mark
Burger, Michelle
Burgess, Sharon
Burgman, Alysia
Burk, Chuck
Burnett, Michael
Burnstedt, Gary
Burrell, Ken
Burton, Patricia

Burwell, Mary
Busby, Kathleen
Bush, Scarlett
Butcher, Jennifer
Butera, Mark
Butera, Virginia
Butler, Carl
Byers, Vicki
Byington, Elaine
Byrd, Gloria
Byrd, Helen
Byrd, Karen
Caggiano, John
Cahill, Colleen
Cain, Joshua
Calamas, William
Caldwell, B J
Calhoun, Tyrone
Caliri, Domenic
Calk, Rosemarie
Callaway, Cheryl
Callender, Carnetta
Camejo, Donna
Camp, Karen
Campbell, Denise
Campbell, Kory
Campbell, Lelia
Campisano, Patricia
Canada, Wanda
Canales, Rosita
Cannon, Denise
Cannon, James
Cano, Stephanie
Cantrell, Susan
Capon, Lela
Caporaletti, Donna
Capps, David
Caraway, Caren
Cardell, Edie
Cardenas, Jane
Carey, Bob
Carley, Michael
Carlin, Greg
Carlson, Deborah
Carlson, Joseph
Carlson, Peggy
Carmen, Jason
Carmichael, Lori
Caron, Susan
Carpenter, John
Carr, Elizabeth
Carr, Susan
Carrie, Jo Anna
Carrillo, Felix
Carroll, Frances
Carroll, Rex

Carson, Thomas
Carter, Angie
Carter, Merlinda
Carter, Patricia
Carter, Veronica
Carter, Yolanda
Carter, Glenn
Carter-Lewis, Berlinda
Carter-Louis, Gwenda
Cartin, Edward
Caruso, Mary Lou
Carver, Layne
Cary, Rozette
Casano-Blaustein, Anita
Casey, Leola
Cash, Darlene
Castracane, Deborah
Caudell, Charlene
Caudill, Velma
Cavanaugh, Kimberly
Cavazos, Rosendo
Cave, Dorothy
Centeri, Doreen
Cerchero, Marie
Cervelli, Lisa
Cessman, Carol
Chacon, Lori
Chadwell, Gary
Chaffin, John
Chagami, Cathy
Chan, Francis
Chan, Lisa
Chandler, Keith
Chapman, David
Chatham, Diana
Chavez, Christy
Chavez, Lito
Cheatham, Teresa
Chen, Pauline
Chenoweth, Frances
Chetuck, Joanne
Chezum, Rick
Childers, Gregg
Christian, Timothy
Christian, Richard
Christon, Diane
Ciaccia, Sharon
Cialfi, James
Clair, Timothy
Clapps, Ruthanne
Clark, Dawna
Clark, Marilyn
Clark, Pertina
Clark, Robin
Clary, Luther
Clay, Jerry

Claybern, Barb
Claybrook, Gwannette
Clotman, Leon
Clower, Deborah
Cobb, Gayle
Coddling, Julienne
Coe, Sara
Cohen, Ciril
Cohen, Lidia
Cole, Amanda
Cole, Geraldine
Cole, Maureen
Coleman, Angela
Coleman, DeWayne
Coleman, Mary
Collie, Mary
Collins, Jane
Collins, Raynetta
Collins, Suzanne
Collins, Jacqueline
Colon, David
Colson, Jeffrey
Colvell, Brad
Conerly, David
Conner, John
Connor, Kathleen
Consoli, John
Constantino, Grace
Cook, Richard
Cook, Vicky
Cooke, Paul
Coons, Beth
Coons, Charles
Cooper, Garine
Cooper, Glenwood
Cooper, Kenneth
Cooper, Margaret
Cooper, Tonia
Copenhagen, John
Coppola, Sal
Cordero, Cheryl
Cornish, Maria
Coronado, Caterino
Cortes, Ada
Cortez, Debbie
Cortez, Izabella
Coskrey-Young, Verdis
Coss, Vicki
Costello, Diane
Cotton, Kathy
Couch, Debra
Counts, Michael
Covarrubias, Diana
Coventry, Karen
Cowell, Lisa
Cox, Charles

Cox, Glenda
Cox, Kathleen
Cox, Michael
Cozine, Susan
Craig, Ira
Craig, Kristy
Craig, Steven
Crain, Rosalind
Cramer, Carol
Crawford, Annette
Crawford, John
Creeger, Tammy
Crews, Craig
Crooker, Donald
Crosby, James
Crosby, Nancy
Cross, Ronald
Crotta, Linda
Crumblin, Ashley
Cullen, Vicki
Culver, Joyce
Cummings, Bob
Cunningham, Janet
Cuny, James
Cuomo, Donna
Cupp, George
Curren, Paula
Curry, Sabena
Curtis-Brown, Helen
Cylar, Benny
D'Agostino, Bob
Dailing, Carol
Dairy, Edith
D'Alba, Diana
D'Aleo, James
Dallman, Albert
Damasiewicz, Michael
Dang, Angie
D'Angelo, Luigia
Daniel, Jeffrey
Daniels, Damone
Daniels, Jennifer
Dannoff, Antonina
Danowitz, Carl
Dare, Kenneth
Dario, Ann
Daub, Debbie
Dauernheim, Denise
Daugherty, Tara
Daut, Lana
Davis, Cassius
Davis, Debra
Davis, Jackie
Davis, James
Davis, John
Davis, Jonathan

Davis, Karen
Davis, Michael
Davis, Michelle
Davis, Robert
Davis, Ruth
Davis, Sherri
Davis, Terry
Davis, Gerri
Davis, James
Dawson, Betty
De La Rocha, Lorena
DeBerg, Bradley
DeBoisbriand, Norman
Decaria, Jill
Deckert, Reeves
Deering, Leland
Defiel, Marcy
DeFor, Mark
Degroot-Russell, Holly
Deidrich, Sue
Deis, Thomas
Deitrich, Lois
Del Casillo, Susan
Del Valle, Daniel
Delaney, Margie
Delemos, Kim
Deleva, Paul
Deloria, Glenn
DeLuca, Michele
DeLucia, Victoria
DeVecchio, Victoria
Demaio, Patricia
DeMarco, Barbara
DeMasters, Carl
Demetra, Cathy
DeMinck, Susan
Dennis, Sharon
Dennis, Shaun
Derosa, Toni Ann
DeShields, Glendora
D'Esposito, Cynthia
DesRosiers, Mike
Devance, Cynthia
DeVito, Eva
Dhatt, Jarnail
Diacovo, Denise
Diamond, Lynda
Diaz, Armando
Dibben, Michael
DiBiasi, Catherine
Dickerson, Donnell
Dickerson, Vincent
Dickinson, Bruce
Dienes, John
Dietz, Kathy
Dietzel, James

DiFabio, Kim
Diloreto, Donna
Dinh, Tanya
Dion, Jennie
Dippel, Roxanne
Dirks, Norvin
Disher, Mary Ellen
Dishmon, Carolyn
DiToto, Perry
Dixon, Kim
Dixon, Linda
Dixon, Linda
Dixon, Vance
Dixon-Martin, Naomi
Doan, Brigitte
Dobyns, Becki
Dodgen, Joyce
Doherty, David
Doherty, Stephen
Dolan, Richard
Dolby, Ellen
Dolchan, Jr., Michael
Domkowski, James
Donahoo, Babbie
Donnelly, Kimberly
Donovan, Carol
Doolan, Melvin
Doolittle, Karl
Doranski, John
Doris, Joan
Dortch, Susie
Douglass, Danielle
Dowling, Debbie
Dowling, Gregory
Downes, Larry
Doyle, Debbie
Drefs, Cynthia
Dressler, Stacey
Drummond, Antoine
Drury, Monika
Dubois, Alain
Dudley, Robert
Dugger, Catrina
Duke, Heather
Dunagan, Kirk
Dunham, Beth
Dunn, Leticia
Duquette, Lucy
Duty-Wise, Nancy
Dyer, Angela
Dyer-Freeman, Dana
Dykes, Joe
Dyson, Keith
Dyson-Lee, Evelyn
Eadie, Maurice
Eady, Marlene

Earley, Stephen
Ecklar, Debbie
Eckles, Megahan
Edelstein, Michael
Edingborough, Norma
Edmeads, Michelle
Edwards, Diana
Edwards, Phillip
Edwards, Sharon
Ehl, Nereida
Eickenhorst, Lisa
Eisenbart, Kathleen
Elder, Cherry
Eldridge, Darwin
Elissawy, Sue
Elliott, Joe
Ellis, Patience
Ellis, Frank
Elliston, Barbara
Elsayed, Denise
Emerson, Frances
Emilien, Desmond
Enciso, Maryann
Enciso, Tony
England, William
English, Carla
Enterlin, Richard
Enz, Michael
Epperson, Charisse
Eppich, Terri
Ernst, Kelly
Esco, Sandralyne
Escobar, Dawn
Espinoza, Ruben
Esposito, Guy
Esposito, Karen
Estep, Cora
Estep, Dennis
Etherington, Norma Jean
Evans, David
Evans, Kikus
Evans, Tiffany
Evans, Yvonne
Everett, Vivian
Everly, Sharon
Everson, Larry
Ewell, Lisa
Fair, Alexa
Falcone, Raymond
Falvo, Frank
Fandre, Janet
Fangman, Shelley
Farrell, Nancy
Farrell, Rachel
Fay, Frances
Fazzino, Renate

Feaster, Shirley
Feby, Dorothy
Feldman, Patricia
Felicciardi, Marjorie
Feltner, Beverly
Fenlason, Karen
Ferguson, Donna
Ferguson, Shane
Ferraro, Joan
Ferreira, Lisa
Fessahaye, Haile
Fiebich, Barbara
Fiedler, Mariellen
Fields, Minnie
Fields, Patricia
Fields, Ronald
Fine, Josh
Finger, Marguerite
Fink, Faris
Finkel, Leon
Finley, Jacqueline
Finn, Brian
Finnigan, Jane
Fisher, Michelle
Fitzgerald, Keir
Fitzgerald, Mark
Fitzpatrick, Deborah
Fitzpatrick, Jacqueline
Flack, Rosemary
Fleming, Thomas
Flemons, Mary
Flores, Debra
Flores, Valerie
Flowers, Grace
Fluharty, Daniel
Flynn, Patricia
Foerster, Julie
Fonder, Steve
Foote, Joseph
Ford, Yolanda
Forest, Laura
Forrester, Scott
Foschini, Errol
Foschini, Leanne
Foster, Shelley
Fowler, John
Fox, Jeffery
Fox, Robert
Francis, Wendell
Frank, Dee
Franke, Linda
Frankland, Andrea
Franklin-Little, Rebecca
Franks, K. Scott
Frazier, Sabrina
Freels, Mary Beth

Freeman, Shirley
French, Sidney
Friberg, Ellen
Friedman, Lori
Friedman, Miles
Frierson, Desiree
Frintzilas, Patricia
Froman, Diane
Frye, Leticia
Fucarino, Michelle
Fulmer, Laura
Fusco, Malissa
Fusilier, Aundra
Futrell, Thomas
Gagnon, June
Gagnon, George
Galas, Walter
Galgana, Lalaine
Galioto, Diane
Galloway, Daryl
Gally, Victoria
Gandara, Arthur
Gandhi, Kalpesh
Ganesh, Deenanauth
Garant, Charlene
Garcia, Albert
Garcia, Marybel
Garcia, Anna
Gardner, John
Gardner, Randell
Gardner, Venita
Gardner-Oloughlin, Katherine
Garner, Vande
Garnish, JC
Gartland, Angela
Garwood, Steve
Garza, Eduardo
Gaskin, Keeya
Gates, Margaret
Gates, Theresa
Gavin, Ann Marie
Gaylardo, Marla
Geden, John
Generette, Janet
Genicevitch, Peggy
Gennett, Shaun
Gentry, Susan
Germano, Peggy
Gettmann, Sherry
Gibbs, Cheryl
Gibbs, Vonice
Gibson, Jan
Gill-D'Ornellas, Joy
Gilliam, Daryl
Gimpleson, David
Ginyard, Ida

Giusto, Karen
Givens, Amy L
Glahn, Linda
Glaser, Maria
Glasgow, Margaret
Glenn II, Clarence
Glispin, Denise
Goetz, Carol
Goldberg, Diane
Golden, Cathy
Goldstein, Jennifer
Gonzales, Melinda
Gonzales, Terri
Gonzalez, Adrian
Gonzalez, Caroline
Goodlett II, Johnie
Goodwin, Peter
Googer, Sharon
Gora, Larry
Gordius, Linda
Gordon, Denise
Gordon, Steve
Gorsalitz, Kim
Gotay, Berenice
Gottlieb, Miriam
Graham, Bobbie
Graham, La Sonya
Grant, Brenda
Grant, Cathy
Grant, Terri
Grasela, Patricia
Gray, John
Gray, Michael
Gray, Valerie
Graziano, Edward
Gear, Levi
Green, Beverly
Green, George
Green, Jannette
Green, Maureen
Green, Sharon
Green, Vickie
Green, Felecia
Greenidge, Andria
Greening, Mark
Greening, Mary J
Greenwood, Joan
Gregory, David
Grenier, Thomas
Gri, Daniel
Griffin, Brian
Griffin, Delores
Griffin, Wanda
Griffith, Jerry
Grigsby, Don
Grimes, Phyllis

Grimes, Janet
Grissom, Ida
Gross, Johnny
Grossman, David
Grosso, Robert
Groze, Stephen
Grubaugh, Richard
Gruenheid, Jennifer
Grunbaum, David
Gruver, Leonard
Gryszka, Anthony
Guardiola, Jose
Guida, Theresa
Gulizia, Diane
Gunn, Gloria
Guntow, Janis
Gurnic, Doug
Gurriere, Richard
Gustafson, William
Guth, Michael
Guzman, Amy
Hackney, Connie
Haddad, George
Hadley, Francene
Hadley, Mel
Hadzega, Claire
Hagemeyer, Ann
Hagins, Anne
Hahn, Mary
Haikin, David
Haile, Malcolm
Haley, Sharon
Hall, Dorothy
Hall, Doug
Hall, Monica
Hall, Richard
Hall, Ruth
Hallman, John
Halpert, Cindy
Halsor, Laura
Hamiel, Althia
Hamilton, Donna
Hamilton Burts, Stephanie
Hammerstrom, James
Hancey, Chad
Handin, Wendy
Hankerson, Susan
Hannah, Charlotte
Hannah, Louanne
Hannah, Mary
Hansen, Robert
Harbison, Dot
Harden, Pamela
Hardie, Anna
Hardy, Charlie
Hare, Rodney

Harley, Teresa
Harmer, Bing
Harnatkiewicz, Dave
Harper, Debora
Harper, Merion
Harper, Paul
Harper, Randy
Harrell III, John
Harrington, Adrene
Harris, Brandy
Harris, Catherine
Harris, Chris
Harris, CJ
Harris, Dawn
Harris, Kevin
Harris, Larry
Harris, Larry
Harris, Lauren
Harris, Synita
Harrison, Bonnie
Harrison, Gary
Harrison, John
Harskowitz, Cheryl
Hart, Gary
Hart, Stephanie
Hartford, Doug
Hartner, Mary Ann
Hartstone, Andrew
Haugh, Sharon
Hauth, Nancy
Haverly, Beth
Hawkins, Kerry
Haygood, Blane
Hayman-Hall, Angela
Haynes, Valerie
Hayward, Helen
Haywood, Kathy
Haywood, Pattye
Hazley, Mark
Hazley, Victoria
Hazley-Brown, Rithia
Head, John
Headd, George
Heard, Adele
Heard, Ethel
Heasley, Diane
Heath, Carolyn
Heck, Marianne
Heckert, Bruce
Heckhaus, Linda
Hedrick, Frankie
Heffernan, Alice
Heiner, Brett
Heinkel, Jeff
Heinrich, Lynne
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Hudspeth, Steve
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Murphy, Ellen Irene
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Murphy, Henry
Murphy, John
Murphy, Judith
Murphy, Melinda
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Naillon, Carmen
Nalls, Carmen
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Napier, Keith
Naqvi, Farkhanda
Nash, Christine
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Nebel, Christopher
Neess, Brenda
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Nelson, James
Neumann, Dawn
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Newsome, Darrell
Newton, Bob
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O'Boyle, MaryAnn
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Oliveras, Rafael
Olsen, Curtine
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Orange, Kathleen
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Ormandy, Rennie
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Ortiz, Cindy
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Patterson, Gayle
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Pattison, Ed
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Pavrides, Paulette
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Pease, Rick
Peck, Donald
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Pelzer, June
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Perrino, Terry
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Prentky, Scott
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Pugh, Elizabeth
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Rollins, Betsy
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Tumm, Herman
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