



DEPUTY SECRETARY OF DEFENSE  
1010 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-1010

JAN 06 2010

MEMORANDUM FOR CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
UNDER SECRETARIES OF DEFENSE  
DEPUTY CHIEF MANAGEMENT OFFICER  
ASSISTANT SECRETARIES OF DEFENSE  
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE  
DIRECTOR, OPERATIONAL TEST AND EVALUATION  
DIRECTOR, COST ASSESSMENT AND PROGRAM  
EVALUATION  
ASSISTANTS TO THE SECRETARY OF DEFENSE  
DIRECTOR, ADMINISTRATION AND MANAGEMENT  
DIRECTOR, NET ASSESSMENT  
DIRECTORS OF THE DEFENSE AGENCIES  
DIRECTORS OF THE DOD FIELD ACTIVITIES

SUBJECT: Talent and Succession Management Panel Membership Nominations

In accordance with my memorandum, "Senior Executive Service (SES) Lifecycle Management and Succession Process," dated July 17, 2009, I have approved the attached panel membership for our inaugural 4<sup>th</sup> Estate Talent and Succession Management Panel to be held June 2010. The intent of the Talent and Succession Management Panel is to understand the competencies within our Executive corps, increase the visibility of executive talent across the 4<sup>th</sup> Estate, plan for successors behind Executives, and provide a ready list of approved candidates for Executive position slates.

I want to express my appreciation to all the panel members for their dedication in supporting the development, management, and growth of our valued Executive talent. The membership symbolizes a wealth of experience and knowledge that effectively represents the breadth and diversity of our Executive corps.

I have designated the Program Executive Officer, Executive Lifecycle Management, Ariane Whittemore, to approve additional panel membership, on my behalf. This is an important step to building our 21<sup>st</sup> Century Leadership and I strongly encourage active participation by all 4<sup>th</sup> Estate Executives.

Attachments:  
As stated

OSD 14307-09



## Talent and Succession Management Process Panel Members

### Tier 1 Panel Members

Name, Type of Appointment, Tier and Position	Organization
<b>Primary Panel Members</b>	
Gretchen Anderson, Career 2, Director, Revolving Funds	USD(Comptroller)
Christine Condon, Career 2, Principal Director to Deputy Assistant Secretary of Defense	USD(NII)
Marilee Fitzgerald, Career 2, Principal Director, Civilian Personnel Policy	USD(P&R)
Richard Ginman, Career 2, Deputy Director, Program Acquisition and Contingency Contracting	USD(AT&L)
CJ Johnson, Career 2, Principal Director, Diversity Management and Equal Opportunity	USD(P&R)
Chris Koehle, Career 2, Director, Human Resources	WHS
Regina Meiners, Career 2, Director, Organizational Management and Planning	DA&M
Cindy Moran, Career 2, Director, Network Services	DISA
Gary Motsek, Career 2, Assistant Deputy Under Secretary of Defense, Program Support	USD(AT&L)
Ken Saccoccia, Career 2, Assistant Director, Policy and Plans	DCAA
<b>Alternate Panel Members</b>	
Sharon Cooper, Career 2, Assistant Director, Defense Human Resources Activity	DHRA
Dave Devries, Career 2, Principal Director to Deputy Assistant Secretary of Defense, Information Management and Technology	USD(NII)
Randy Fowler, Career 2, Assistant Deputy Under Secretary of Defense, Materiel Readiness	USD(AT&L)
Becky Harris, Career 2, Chief Executive, Information Technology	DISA
Maureen Viall, Career 2, Chief Human Capital Officer, Health Affairs	USD(P&R)

### Tier 2/3 Panel Members

Name, Type of Appointment, Tier and Position	Organization
<b>Primary Panel Members</b>	
Shay Assad, Career 3, Director, Defense Procurement and Acquisition Policy	USD(AT&L)
Paige Atkins, Career 3, Director, Defense Spectrum Organization	DISA
Steve Calvery, Career 3, Director, Pentagon Force Protection Agency	DA&M
Mae DeVincentis, Career 3, J6/Director, Information Operations	DLA
Shari Durand, Career 3, Associate Director, Enterprise Services	DTRA
Mark Easton, Career 3, Deputy Chief Financial Officer	USD(Comptroller)

**Talent and Succession Management Process Panel Members**

<b>Name, Type of Appointment, Tier and Position</b>	<b>Organization</b>
<b>Primary Panel Members (continued)</b>	
Alan Estevez, Career 3, Principal Deputy Assistant Secretary of Defense, Logistics and Materiel Readiness	USD(AT&L)
Bonnie Hammersley, Career 3, Deputy Assistant Secretary of Defense, Resources	USD(NII)
Dave McGinnis, Non Career 3, Principal Deputy Assistant Secretary of Defense, Reserve Affairs	USD(P&R)
Virginia Penrod, Career 3, Principal Director, Military Personnel Policy	USD(P&R)
Dorothy Robyn, Non-Career 3, Deputy Under Secretary of Defense, Installations and Environment	USD(AT&L)
Nancy Zmyslinki, Career 3, Deputy Director, Strategic Management	DFAS
Regina Meiners, Career 2, Director, Organizational Management and Planning	DA&M
<b>Alternate Panel Members</b>	
William Carr, Career 3, Deputy Under Secretary of Defense, Military Personnel Policy	USD(P&R)
Tom Hopkins, Career 3, Deputy Under Secretary of Defense, Laboratories and Basic Science	USD(AT&L)
Jack Penkoske, Career 3, Director , Manpower Personnel and Security	DISA
Dave Wennergren, Career 3, Deputy Assistant Secretary of Defense, Information Management and Technology	USD(NII)
Charlie Williams, Career 3, Director, Defense Contract Management Agency	DCMA
Unencumbered, Career 3, Deputy Under Secretary of Defense, Civilian Personnel Policy	USD(P&R)