

## Meet Your Mentors

USS Barry, Washington Navy Yard  
November 8, 2012



### Jeffery Bearor

Executive Deputy, Training and Education Command  
Department of the Navy, United States Marine Corps

Jeff Bearor is the Executive Deputy of the Training and Education Command (TECOM) at Quantico, Virginia. Mr. Bearor joined the USMC in 1975 following graduation from the University of Texas at Austin and was an infantry officer. Jeff retired from active duty in the U.S. Marine Corps after serving for more than 30 years and has over 36 years of military, joint, inter-agency and inter-governmental leadership and operational experience. He was a USMC exchange officer with the British Royal Marine

Commandos, graduated from their famed Commando Course, and was a military diver and parachutist. He served as a detailee in the CIA's Counter-Terrorist Center, as the Fleet Marine Officer/Force Protection Officer for the U.S. FIFTH Fleet in Manama, Bahrain, and as the Chief of Current Operations, J3 at the U.S. Central Command.

In addition to his extensive international military operational experience, he has particular expertise in military training and education having served as Executive Officer at the Marine Corps Officer Candidates School, Director of Operations and Policy at Marine Corps University, as Commanding Officer of RTR at Marine Corps Recruit Depot, Parris Island, SC and as Chief of Staff, Training and Education Command. He was the principal architect and first Director of the Corps' Center for Advanced Operational Culture Learning and the driving force behind the recently formed USMC Center for Irregular Warfare.



### Verron "Ron" Brade

Director, Office of Human Capital Management  
NASA Goddard Space Flight Center

Since January 2007, Verron "Ron" Brade has served as the Director of the Office of Human Capital Management (OHCM) at NASA's Goddard Space Flight Center, and is responsible for providing strategies, solutions and services supporting the achievement of Goddard's overall mission and for delivering integrated, strategic human capital solutions as an innovative, value-added partner and fuel the Goddard mission by igniting human and organizational excellence. Prior to his current assignment, Ron served as the Deputy Director of OHCM.

Before his transition to OHCM, Ron was the Chief of Goddard's Information Services Division providing leadership and support during its transition into the current Information Technology and Communications Directorate (ITCD). From 2002 to 2004, as the Deputy Chief of the Procurement Operations Division, Ron performed overall planning of Division operations and exercised administrative and technical responsibility. In 2000, he was named NASA's "Contracts Manager of the Year." He has also held Contracting Officer positions in procurement at the National Reconnaissance Office (NRO), the National Institute of Standards Technology (NIST) and NASA Headquarters.



**Keith E. Johnson**

Director, Office of Human Resources  
Department of Transportation, Federal Motor Carrier Safety Administration

Keith E. Johnson serves as the Director of Human Resources for the Federal Motor Carrier Safety Administration. Prior to his current assignment, Johnson was the Director of Human Resources for the General Services Administration's Rocky Mountain Region. His Federal career began in 1998 with an assignment as an HR Generalist at the Department of Transportation's Federal

High Way Administration. Johnson has also served in a variety of Human Resources positions within the Department of Veterans Affairs. From 1986 until 1998, Johnson served in the United States Air Force. During this time he earned Associate, Bachelor and Master of Science Degrees in Human Resources Management. Johnson is an adjunct faculty member for the Graduate School USA. He teaches courses within the Federal Human Resources Management curriculum.

As the most senior HR Officer in the agency, Johnson is responsible for leading and managing a team of professionals involved in Human Resources Management (HRM). He serves as principal adviser to the FMCSA Administrator and to other agency Executives on Human Resources Management (HRM) activities. He's responsible for shaping the agency's direction on Human Resources Management (HRM) policy issues and serves as an expert on the interpretation and application of merit system principles and veterans' rights among other laws, rules, regulations, and public policies governing HRM.



**Raymond Limon**

Director, Office of Civil Service Human Resources Management  
Department of State

Mr. Raymond Limon is currently the Director of the Office of Civil Service Human Resource Management at the U.S. Department of State. He came to his current position by managing the Office of Administrative Law Judges and was an attorney at the U.S. Office of Personnel Management. Prior to OPM, Ray worked as a private sector attorney representing clients involving toxic-tort litigation

and immigration law. After about 10 years at OPM, he learned CNCS was looking to hire its first Chief Human Capital Officer and attempting to revamp many of its management operations. While at OPM, he developed an expertise in standing up new enterprises or improving challenging relationships and because CNCS' mission is so aligned with Ray's personal values, he jumped at the chance to interview for the CHCO position. After six years, CNCS's management efforts have been strengthened and programs (AmeriCorps, VISTA, Senior Corps, etc.) were reauthorized by strong bi-partisan support in Congress under the Edward M. Kennedy Serve America Act of 2009.

Ray received a J.D. from Indiana University School of Law – Bloomington and attended University of Nevada – Reno for Political Science and Pre-Law.



**Douglas A. Lundberg**

Director, Office of Civilian Human Resources  
Department of the Navy

Mr. Lundberg is currently the Director, Office of Civilian Human Resources (OCHR). In this capacity he provides leadership to OCHR and the Human Resources community at large. OCHR is an Echelon II Command comprised of a headquarters staff and five Human Resources Service Centers with a total of over 1,200 employees. Mr. Lundberg was appointed to the Senior Executive Service in August 2004 and has 38 years of Federal Service.

Prior to his current assignment Mr. Lundberg was the Director, HR Policy and Programs, OCHR from August 2004 to August 2007. From June 2001 to August 2004 Mr. Lundberg was the Director, Human Resources/Director Civilian Personnel Programs for the Naval Air Systems Command (NAVAIR). Prior to his NAVAIR Headquarters assignment Mr. Lundberg served in various positions in the Naval Air Warfare Center Aircraft Division, Patuxent River Human Resources Office, including three years as the Deputy Human Resources Director and one year as the acting Human Resources Director.

Mr. Lundberg relocated to Patuxent River in 1993 after spending 14 years in the Naval Air Development Center Human Resources Office in Warminster, PA and eighteen months as the Human Resources Director at the Naval Air Propulsion Center in Trenton, NJ.

Mr. Lundberg is a 1972 graduate of Penn State with a degree in labor relations and graduate work in public administration. His personal awards include the Senior Executive Service Meritorious Presidential Rank Award (2009), two Navy Superior Civilian Service Awards (2007 and 2004) and the Navy Meritorious Civilian Service Award (2000).



**Kevin Mahoney**

Chief Human Capital Officer  
U.S. Small Business Administration

Kevin E. Mahoney has over 30 years of human resource experience. Mr. Mahoney joined the Federal Government’s Office of Personnel Management (OPM) in May, 2003. In December , 2009 Mr. Mahoney was appointed the Chief Human Capital Officer for the US Small Business Administration (SBA). Previously, Mr. Mahoney has served as the Associate Director for the OPM’s Human Capital Leadership and Merit System Accountability Division. In his current role, Mr. Mahoney is responsible for advancing the strategic management of human capital at SBA and manages the Office of Human Resource Solutions.

In 1991, Mr. Mahoney was appointed the Vice President of Human Resources for Borders Group, Inc. Previously Mr. Mahoney served in senior human resource positions with Fidelity Investment’s, Wang Laboratories, Bloomingdales and Macys. In 1997, Mr. Mahoney joined Sullivan & Associates, an executive search firm in Birmingham, Michigan and became a Partner in 1998. He successfully completed CEO, CFO, CIO and General Counsel assignments. His clients have included Detroit Public Schools, Detroit Institute for Children and the Henry Ford Health System.



**Pamela Malam**

Deputy Assistant Secretary - Human Capital and Diversity  
Department of the Interior

Pam assumed her position as Deputy Assistant Director – Human Capital and Diversity and Deputy Chief Human Capital Officer for Interior in January 2010 after serving as the Associate Director for Human Capital for the U.S. Geological Survey (USGS), a bureau within Interior. In her role at Interior, Pam provides leadership and executive oversight for Interior’s Human Capital programs including human resources, diversity, civil rights, employee and organizational development, and occupational health and safety.

Pam began her career as a student trainee and progressed to the Senior Executive Service. Her career experiences include 18 years in technical and professional roles at a mapping center, followed by several staff and management roles at the USGS. In addition to her experience at the USGS, Pam completed several long-term assignments with other domestic and international government organizations, including the U.S. Forest Service, the Bureau of Engraving and Printing, and the British Ordnance Survey in Southampton, England.

Pam is a 1992 graduate of the former Office of Personnel Management's Women's Executive Leadership Program and a 2001 graduate of the Department of the Interior's Senior Executive Service Candidate Development Program. She has received numerous awards during her career: Meritorious and Superior Service Awards, Secretarial Executive Leadership Award from the Department of the Interior, and 2012 New Millennium Award for Human Rights from Interior's GLOBE Chapter.



**Thomas Richards**

Director, Office of Communication & Public Liaison  
Office of Personnel Management (OPM)

Thomas Richards is the Director of Communication & Public Liaison at the Office of Personnel Management (OPM). In this position, he coordinates a comprehensive effort to inform the public of the President's and the Director's goals, plans, and activities through various media outlets; provides the American citizenry, Federal agency customers, and pertinent stakeholders with accurate information to aid in their planning and decision-making process; and plans and coordinates the publication and production of all audio/visual, digital, and other materials generated from OPM offices and develops briefing materials for Congress, the Director, and other OPM officials for various briefings and events.

Prior, he served as Deputy Director of Congressional and Legislative Affairs (CLA). In this position, Mr. Richards advocated for the legislative and policy priorities of the Director and the Administration. In the 109th and part of the 110th Congresses, Mr. Richards served as Professional Staff for Senator Daniel K. Akaka (D-HI) on the Senate Homeland Security and Governmental Affairs Committee, Subcommittee on Oversight of Government Management, the Federal Workforce, and the District of Columbia. Prior to working in the Senate, Mr. Richards served in a number of roles at the Federal Managers Association (FMA), a membership based advocacy association representing executives, managers, and supervisors in the Federal Government, most recently as Executive Director. He joined FMA from the legislative staff of Congressman Steny H. Hoyer (D-MD), where he advanced appropriations and authorization priorities. Mr. Richards also worked at the New Democrat Network as a Special Assistant to the President.



**Sandra Ringer**

Associate Director, Human Resources Systems & Business  
Transformation Department  
Department of the Navy, Office of Civilian Human Resources

Ms. Ringer currently serves as the associate director of HR systems and business transformation for the Department of the Navy (DON), Office of Civilian Human Resources. Since starting this position she has assisted the director with many initiatives including the deployment of

Pathways Programs, the Federal government's new avenue for recruiting students and recent graduates.

Prior to this assignment she worked in OCHR Staffing and Recruitment Division, Policy and Programs Department as a program manager responsible for external recruitment, overseas programs, and as a subject matter expert supporting the National Security Personnel System transition team. She has extensive experience within the Department of Defense including assignments with Department of the Army and Department of the Air Force. She has been assigned overseas in the Republic of Panama; London, England; La Maddalena and Naples, Italy; and Incirlik, Turkey. In the United States she has served with the Naval Sea Systems Command, the United States Marine Corp, and the Air Force Materiel Command.

Sandy holds a Bachelor's Degree in Business Administration from Florida State University and a Master's Degree in Human Resources from Troy University. She is the recipient of the Department of the Navy Meritorious Civilian Service Award.