Fiscal Year 2002

ANNUAL REPORT TO THE CONGRESS OF THE UNITED STATES

From the Director of
the Selective Service System

Annual Report to the Congress

for the period October 1, 2001 to September 30, 2002

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The Selective Service System Senior Staff

(at the end of Fiscal Year 2002)

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The *FY 2002 Annual Report* was produced by the Office of Public and Congressional Affairs, Selective Service System. Its publication is mandated by the Military Selective Service Act, Section 10(g).

Cover Photo (background): Georgia state capitol building. Photo provided by Georgia Capitol Museum, Office of Secretary of State. Georgia is one of 26 states, two territories, and the District of Columbia, which at the end of FY 2002, had enacted driver's license legislation supporting Selective Service registration. Foreground photo: Two young men display driver's licenses. Photo by Laurie Zaleski and Neal Dallmer of ArtZ Graphics. Project manager, Alyce Teel-Burton.

Executive Branch activities during the time period covered by this report have been extraordinary by anyone's measure. With a renewed sense of urgency spurred by the war on terrorism, the Administration is implementing its vision for the Nation, restructuring the Federal Government to reflect today's national security needs, and leading America's firm commitment to safeguard freedom and democracy against repression and aggression in many corners of the world.

In this critical climate of increased vigilance and renewed purpose, I am especially proud of the professional reaction of the employees, Guardmembers, Reservists, and volunteers of the Selective Service System (SSS). They are responding with steady, deliberate, and reliable performance. Their focus is to keep the System ready and able to meet the potential critical manpower needs of the Department of Defense.

This Annual Report for FY 2002 summarizes significant SSS initiatives and activities with a focus on its registration program. It documents many success stories resulting primarily from grass roots programs and unprecedented state government support of the national registration requirement.

During Fiscal Year 2002, each member of the SSS team contributed to achievements which were dynamic and measurable.

- In cooperation with the SSS, 14 additional states plus the Northern Mariana Islands and the U.S. Virgin Islands enacted laws to register young men as part of the process of applying for a state driver's license, enabling men to comply more easily with Federal law, and protecting their eligibility for many Federal and state programs.

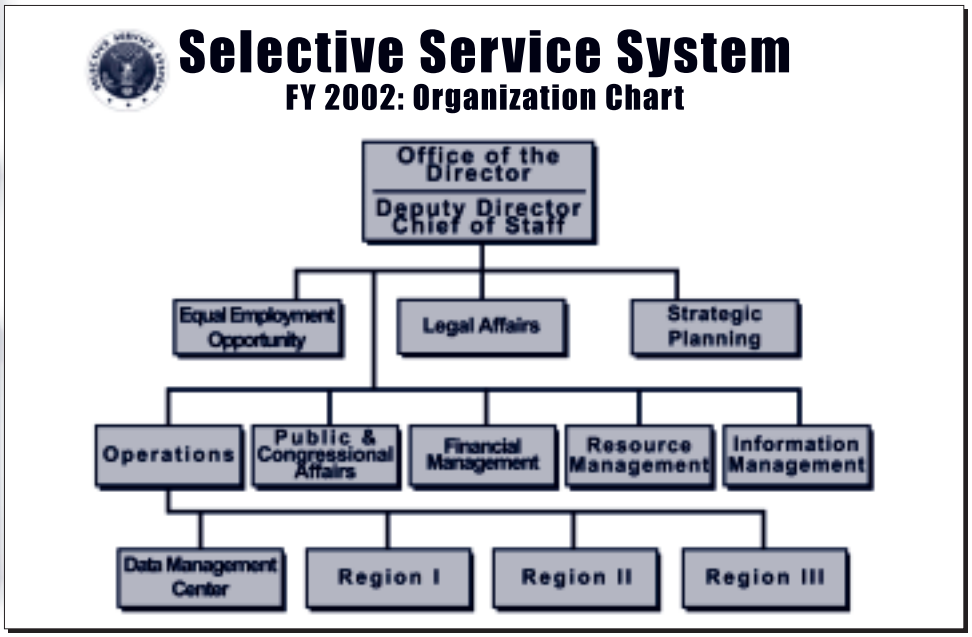
- Because of program innovations, the on-time registration rate for young men (those who registered within 30 days of their 18th birthday) increased from 76.6 percent at the end of FY 2001 to 77.8 percent at the end of FY 2002. And there was also a significant increase in the overall registration compliance rate for draft-eligible males, ages 20 through 25, climbing from 91.9 to 93.5 percent by the end of the fiscal year.

- The number of registrations received through automated sources versus submission of paper forms increased 9 percentage points from FY 2001 to FY 2002. This is significant because processing electronic registrations is more efficient and consumes less labor, materials, and time than former methods.

It is a personal honor for me to lead America's Selective Service System—an independent Federal agency defined by integrity, purpose, and dedicated to promoting fairness and equity in all of its programs. Over many decades it has worked hard to earn the respect of all Americans. Its nearly universal support is grounded in several tenets: that there must always be a balance between individual freedoms and the needs of the community; that members of a free society must incur civic and legal obligations to safeguard it; and that America must be capable of mobilizing national manpower to reinforce the Armed Forces in a major crisis. Reflecting on a proud history of more than 60 years, today's SSS ensures that "We the people" remain prepared to live up to the Constitutional mandate "to provide for the common defense."

Alfred Rascon

The Selective Service System (SSS) is an independent, small Federal agency, operating with permanent authorization under the Military Selective Service Act (50 U.S.C. App. 451 et seq.). It is not part of the Defense Department; however, it exists to serve the emergency manpower needs of the Defense Department, if a draft is necessary. The Agency remains ready to implement a draft of untrained manpower, or personnel with professional health care or special skills, if directed by the Congress and the President to do so in a national crisis. The SSS is America's only proven and time-tested hedge against underestimating the number of active duty and reserve component personnel needed to fight a future conflict. Its statutory mission also includes being ready to administer an Alternative Service Program, in lieu of military service, for men classified as conscientiously opposed to any form of military service.



In peacetime, the Agency is minimally staffed and heavily dependent upon part-time personnel and volunteers throughout the U.S. (see People) to keep viable the Nation's ability to conduct a draft that would be timely, fair, and equitable in a crisis.

THE REGISTRATION REQUIREMENT

As a part of that readiness, virtually all men in the U.S. are required to register with Selective Service within 30 days of reaching age 18 (see Registration). The current registration program, in effect since July 1980 for men born on or after Jan. 1, 1960, is important for America. By registering with Selective Service, every young man is reminded of his potential obligation to serve the Nation in an emergency. The SSS has been described as the last link between society-at-large and today's all-volunteer Armed Forces. Registration also is important to a man's future, because the Congress, more than half of the Nation's state legislatures, and scores of counties and city councils have conditioned eligibility for several government programs and benefits upon a man being in compliance with the registration requirement. These include student loans and grants, government jobs, job training, and U.S. citizenship (for registration age men who are not yet citizens). In FY 2002, many states also enacted legislation to connect SSS registration with a young man's application for a driver's license or state identification card, and many others were actively considering this type of legislation.

Women serve voluntarily in the U.S. Armed Forces, but are not required to register with Selective Service and are not subject to a draft under current law.

THE FY 2002 BUDGET

On November 26, 2001, President Bush signed into law H.R. 2620, the VA, HUD, and Independent Agencies Appropriations Bill. It provided the SSS with a $25.003 million budget for FY 2002, the full amount requested by the Agency and $520,000 higher than the FY 2001 amount. As shown on the accompanying chart, 70 percent of the Agency's budget is consumed by personnel costs and most of the balance pays for large, unavoidable costs, including office space, printing, and postage. The modest budget increase partially offset higher operating costs associated with the Federal pay raise and inflation. The SSS was able to perform its mission of registering men and experienced an increase in registration compliance of 18 through 25-year-old men from 89 percent to 91 percent for men age 20.

Selective Service System
FY 2002: Obligation of Funds

FUNCTION	AMOUNT ($000)
Personnel Compensation	$14,784
Personnel Benefits	$2,935
Travel and Transportation of Personnel	$773
Office and Miscellaneous Rentals	$1,112
Communication	$396
Printing and Reproduction	$569
Facilities and Maintenance	$412
Supplies and Materials	$304
Postage and USPS	$1,705
Information Technology and Equipment	$161
EEO SVC and Investigations	$40
Public Awareness	$420
MEPCOM Reimbursement	$751
Reimbursement to other Agencies	$291
Reimbursement from DoD	$220
Other Services	$293
TOTAL	$25,166

*Higher than appropriation. Includes reimbursement from DoD and actual obligations.

FY 2003 BUDGET

It was smooth sailing for the SSS in the FY 2003 budget process. Under Chairman James Walsh, R-NY, the House Subcommittee on Appropriations for VA, HUD, and Independent Agencies recommended that the SSS be fully funded at the level requested in the President's FY 2003 Budget: $26.480 million.

The Senate Appropriations Committee also included the full $26.480M for the Selective Service System in its version of the bill. For the first time in recent memory, the VA- HUD Appropriations Bill (H.R. 5606) went to the floors of the House and Senate containing identical "full funding" amounts earmarked for the SSS. There were some concerns that reductions would be proposed during the floor debates, but no such amendments were introduced.

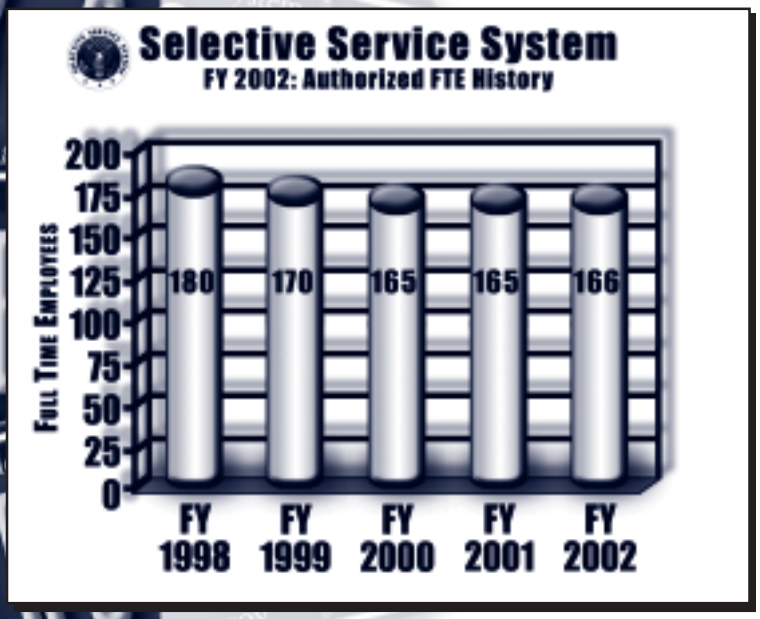
BUDGET PROCESS NOT COMPLETE BY SEPTEMBER 30 DEADLINE

Although the full House committee completed its work and passed H.R. 5605 on October 9, 2002, and the full Senate committee did the same on July 25, 2002, by the end of FY 2002, work on the FY 2003 VA, HUD, and Independent Agencies Appropriations Bill was incomplete.

Editor's note: The 11 non-defense appropriations bills were incorporated into an Omnibus Appropriations Bill (H.J. Res. 2) which obtained the Conference approvals in both chambers on February 13, 2003. It was signed by President Bush on February 20, 2003, and became Public Law 108-7.

HUMAN RESOURCES

The Selective Service continues to rely on a diverse workforce consisting of full- and part-time civil servants, active and reserve military personnel, and civilian volunteers. The Agency's staffing level remained at a level of 166 Full-Time Equivalents (FTEs) for FY 2002. In the past five years, the Agency has been able to reduce its FTE level while still accomplishing its overall missions primarily through investments in technology and employee training.



Included in the Agency's FTE accounting are three slots which cover 56 part-time State Director positions and one Deputy State Director position in California. State Directors are compensated for approximately 12 duty days throughout the year, although in reality most devote considerably more volunteer time to SSS activities. During FY 2002, the SSS appointed two new State Directors: retired BG Vincent J. Albanese, ARNG for New York and retired LTC Charles A. Garrison, USA for Oklahoma.

MILITARY PERSONNEL

Under the Military Selective Service Act, the SSS is authorized 745 military Reserve Force Officer (RFO) positions. During peacetime, due to funding constraints, 450 of these positions are filled with National Guardmembers and Reservists from each of the military services. Their tenure with SSS includes serving as drilling Individual Mobilization Augmentees (IMAs) or as members of a National Guard unit. SSS RFOs are assigned throughout the U.S. and its territories, where they conduct planning and readiness training as well as a variety of other critical peacetime mobilization efforts. RFOs act as contacts for state and local government agencies and also assist with the dissemination of SSS information about the Agency and its programs to local high schools and the media. In addition, RFOs assist in appointing and training Local, District Appeal, and Civilian Review Board Members and are prepared to open Area Offices nationwide in the event of a national emergency requiring a draft.

In addition to the RFOs who serve on a part-time basis, the Agency had eight active-duty officers serving in full-time positions throughout the SSS during FY 2002. The Agency expects to reduce the number of active-duty military where possible over the next five years in accordance with the Agency's workforce restructuring plan submitted to OMB earlier this year.

The eight Service members currently serving in active duty roles within the SSS are responsible for the development and training of RFOs, management of the Agency's registration programs, operational planning, readiness exercises, policy development, and liaison with the Military Services.

BOARD MEMBERS

The largest component of the Agency's workforce are the Local, District Appeal, and Civilian Review Boards. The men and women serving on these boards are uncompensated civilian volunteers, appointed and serving in virtually every American community. Local Board Members are recommended by State Governors or equivalent officials and appointed by the Director of the Selective Service System on behalf of the President. District Appeal, and Civilian Review Board Members are recommended by Agency's Region Directors and are appointed by the Director of the Selective Service System on behalf of the President. To become a Board Member, individuals must meet specific Agency requirements, be upstanding citizens in their communities, and agree to serve as uncompensated SSS employees before they can be appointed. In the event of a national draft, Local and District Appeal Board

Members would meet to decide claims filed by registrants who seek draft deferments, postponements, and exemptions, in accordance with national policies. They receive an initial 12 hours of training and are required to attend 4 hours of annual refresher training.

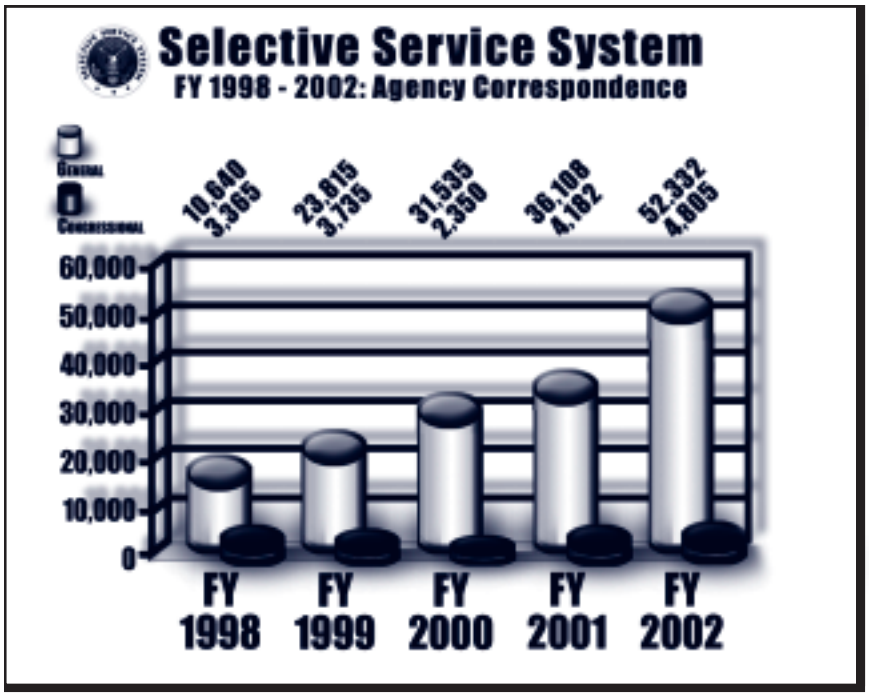
Civilian Review Board (CRB) Members deal primarily with claims filed by young men who the Local or District Appeal Boards have classified as conscientious objectors and have been ordered to perform 24 months of "alternative service" in lieu of military service. The CRBs listen to requests by these objectors for public service job reassignments, based on reasons of conscience and determine whether or not a job assignment violates a person's religious, moral, or ethical beliefs bearing on their participation in a war.

EMPLOYEE TRAINING

During FY 2002, the Agency took several steps to provide quality training to its workforce and to improve customer service within the organization. To reduce costs associated with traditional off-site training courses, the Agency's Resource Management Division acquired an e-learning training system known as Skillsoft. Skillsoft allows SSS employees to choose from over 700 courses organized into 21 major curricula including management, leadership, communication, business strategy, and customer service. With Skillsoft, employees are able to take training courses from their desktop personal computers, train at their own pace, and transfer newly learned skills back to the job through the system's on-line job aids. In addition to providing the SSS workforce with e-training opportunities, employees also participated in a team-building seminar. Employees, along with their supervisors, joined together to participate in process improvement, management, and interaction training. SSS believes in its diverse workforce and strives to expand training opportunities and provide quality training to all employees, whenever possible.

RECORDS MANAGEMENT

During FY 2002, the Records Management Division completed implementation of the Agency's Filenet system. Filenet has allowed the Agency to improve its handling of incoming paper correspondence which has increased an average of 30 percent per year. Moving towards a paperless office environment, the Agency is able to serve its customers more efficiently through electronic scanning, storage, and on-line retrieval of documents.



In calendar year (CY) 2001, the Selective Service System (SSS) for the first time in more than a decade not only stemmed the decline in registration compliance, but had its first increase in seven years: from 88 percent to 89 percent for men ages 18 through 25, who are required to be registered. Registration is needed if the SSS, through inductions (i.e., "draft"), became required to furnish manpower to the Department of Defense in the event of a national emergency declared by the Congress and the President. (There is no registration for health care personnel because the Agency has no authority to do so.)

Contributing to increased registration compliance were:

(1) the enactment in states and territories of driver's license legislation requiring registration with the Selective Service System to obtain a motor vehicle driver's license or state identification card;
(2) increased use of on-line registration via the SSS Web site;
(3) increased emphasis on appointing volunteer SSS high school registrars;
(4) additional mailings to states having the lowest compliance along with highest registrant population potential (i.e., California, Florida, Texas, and New York), as well as nationwide to those 19-year-olds who had not registered;
(5) targeted, cost effective registration awareness initiatives, including public service broadcast messages (in English and Spanish) and outreach efforts to the educational and community leaders and groups; and
(6) release to national media of a "State Report Card" to report registration compliance of those men turning 20 (i.e., draft eligible) in the current calendar year.

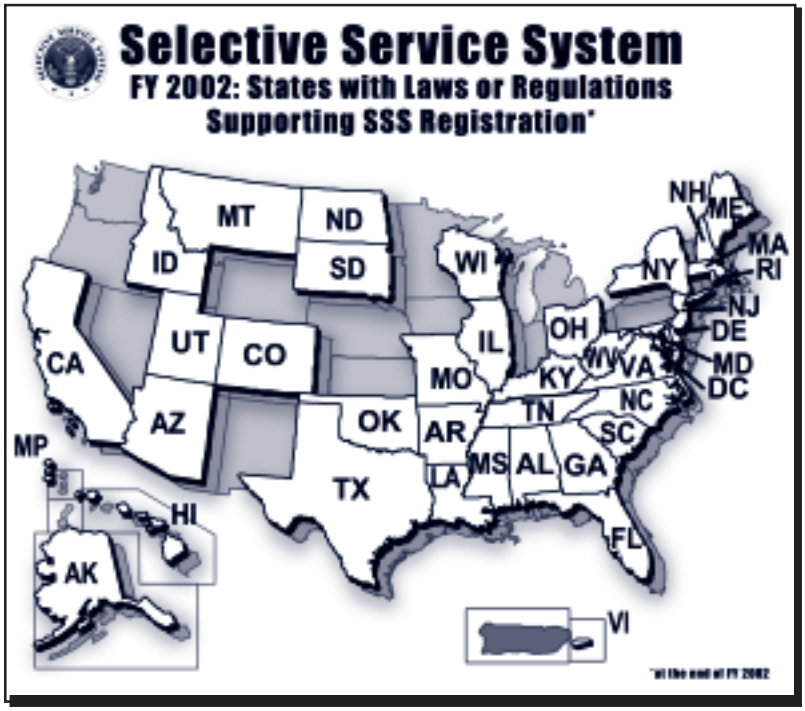
Louisiana Gov. Mike Foster, Jr. (seated) signs driver's legislation in support of SSS registration. In attendance are SSS Director Alfred Rascon (to the right of the governor), State Rep. Hunt Downer (far left), and several SSS officials.

GOAL: INCREASING REGISTRATION COMPLIANCE – DRIVER'S LICENSE INITIATIVE

Since the objective of the Registration Program is to have a fair and equitable draft when the need arises, stemming the decline in registration compliance was not enough. What was required was an additional and more dramatic means to increase registration compliance. As a result, the Agency provided requested information to those states and territories which desired to pursue driver's license legislation in support of the SSS registration requirement. The SSS provided assistance, such as: reviewing draft legislation, maintaining a working agreement with the American Association of Motor Vehicle Administrators Network, and providing information management-related technical expertise. By the end of FY 2002, 26 states (Alabama, Arkansas, Colorado, Delaware, Florida, Georgia, Hawaii, Idaho, Illinois, Louisiana, Maryland, Mississippi, Missouri, New Hampshire, New York, Ohio, Oklahoma, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, West Virginia, and Wisconsin), two territories (Commonwealth of the Northern Mariana Islands and the U.S. Virgin Islands), and the District of Columbia enacted driver's license legislation in support of the SSS registration requirement. In lieu of driver's license legislation, the State of Alaska enacted legislation requiring registration with Selective Service for men who are required to register to receive proceeds from the Alaska Permanent Resident Fund. As a result of implemented state legislation, 330,019 men were registered in FY 2002, compared to 23,343 in FY 2001. (At the end of FY 2002, North Carolina had passed driver's license legislation which was awaiting the Governor's signature for enactment.)

For FY 2003, primary registration improvement emphasis will continue to be on assisting states

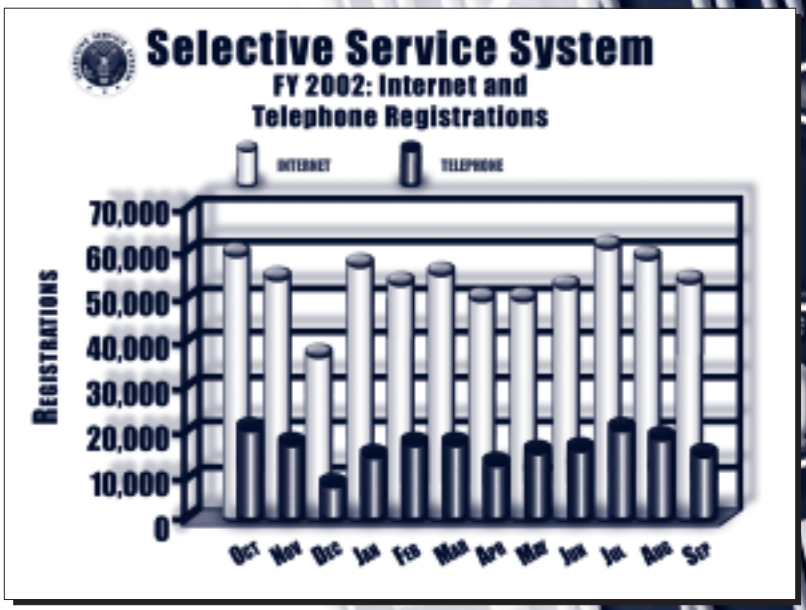
in their efforts to enact legislation requiring Selective Service registration to obtain a driver's license or identification card. Although the states which have currently enacted the legislation comprise nearly 56 percent of the Nation's registrant population potential, it is not enough. The Agency's goal is to provide requested assistance to all states and territories. As each state/territory comes on line, cost avoidances will result – allowing for the reallocation of resources to improve the overall mobilization readiness of the Selective Service System.



INITIATIVES TOWARD THE GOAL OF INCREASING REGISTRATION COMPLIANCE

Uncompensated Selective Service Board Members and State Resource Volunteers took part in the *"Adopt-a-Post Office"* program to help ensure U.S. Post Office employees have supplies of registration materials and know current SSS/United States Postal Service (USPS) procedures. Cost effective initiatives helped young men, age 18 through 25, register more quickly and easily to comply with the law and remain eligible for student financial aid, job training, government employment and, for immigrants, U.S. citizenship. For example, as a result of increased attention given to the Internet, tape matching programs, and a telephone option, 69 percent of registrations were electronic by the end of FY 2002, compared to 60 percent at the end of FY 2001. Electronic registrations, compared to paper/card registrations, are more cost effective and provide speedier customer service. Board Members and State Resource Volunteers also participated in the *"Adopt-a-High School"* program to secure a high school registrar and emphasize on-line registration.

With the cooperation of the Immigration and Naturalization Service, immigrant men who apply for permanent U.S. residency also become automatically registered with Selective Service. Also, young men who complete the U.S. Department of State's Application for an Immigrant Visa are automatically registered. During FY 2002, 88,163 men were automatically registered compared to 39,148 men in FY 2001.



REGISTRAR PROGRAMS

Eighty-four percent (an increase of two percent) of the Nation's 20,841 high schools had an uncompensated volunteer acting as a High School Registrar, who is authorized to administer and receive registrations from young men. The Agency's High School Registrar Program is a most effective awareness program which informs male students face-to-face about the requirement to register with Selective Service. Because registration is a prerequisite for Federal job opportunities and student financial assistance programs, this program continued to reduce the delay and disqualification many students could experience if their registration obligation was not fulfilled at the time they turned 18 years of age. The program also provided a convenient location for young men to register—their high school.

The Agency also obtained increased cooperation from uncompensated Selective Service Registrars from the Farmworkers Opportunity Program and the Workforce Investment Act Program. This resulted in increased registration awareness and compliance by registration age men participating in those programs.

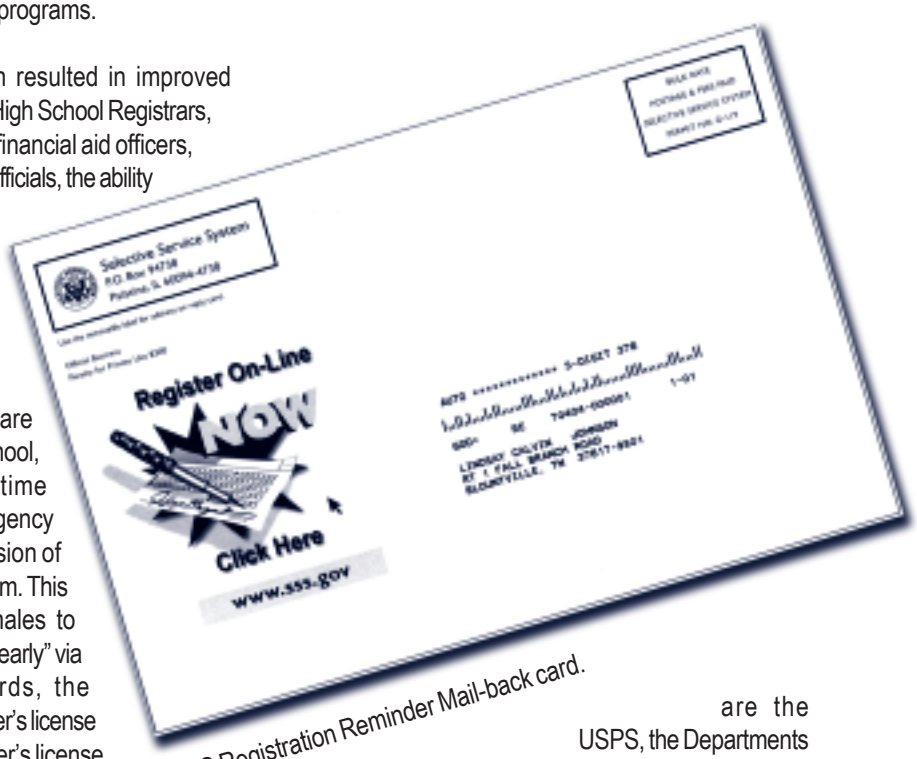
On-line registrant verification resulted in improved customer service by providing High School Registrars, as well as registrants, student financial aid officers, and Workforce Investment Act officials, the ability to check or verify registrations.

EARLY SUBMISSION

To reach young males who are considering dropping out of school, as well as to buttress on-time registration compliance, the Agency emphasized its Early Submission of Registration Information Program. This program allows 17-year-old males to submit registration information "early" via mail-back registration cards, the telephone, the Internet, and driver's license applications (in states with driver's license legislation). The SSS holds in a suspense file the personal data the young man has furnished and then automatically enters it into its registration file when the man is within 30 days of reaching age 18. During this fiscal year, 477,577 young men submitted their information early, an increase of 283,708 over FY 2001.

REGISTRATION REMINDER MAIL-BACK PROGRAM

The Agency's effective Registration Reminder Mail-back Program generated approximately two million registration reminder post cards to young men just before their 18th birthday. The Registration Reminder Mail-back Card remains a convenient way for young men to register. Names of those likely to be required to register are obtained from states' Departments of Motor Vehicles (DMVs), the Department of Defense high school recruiting list, and the Department of Education. State DMV data is obtained from almost every state and territory of the United States, representing approximately 85 percent of the potential records identified for compliance processing. Other sources of data used in the compliance program are the USPS, the Departments of Defense, Labor, and Transportation, and the Office of Personnel Management.

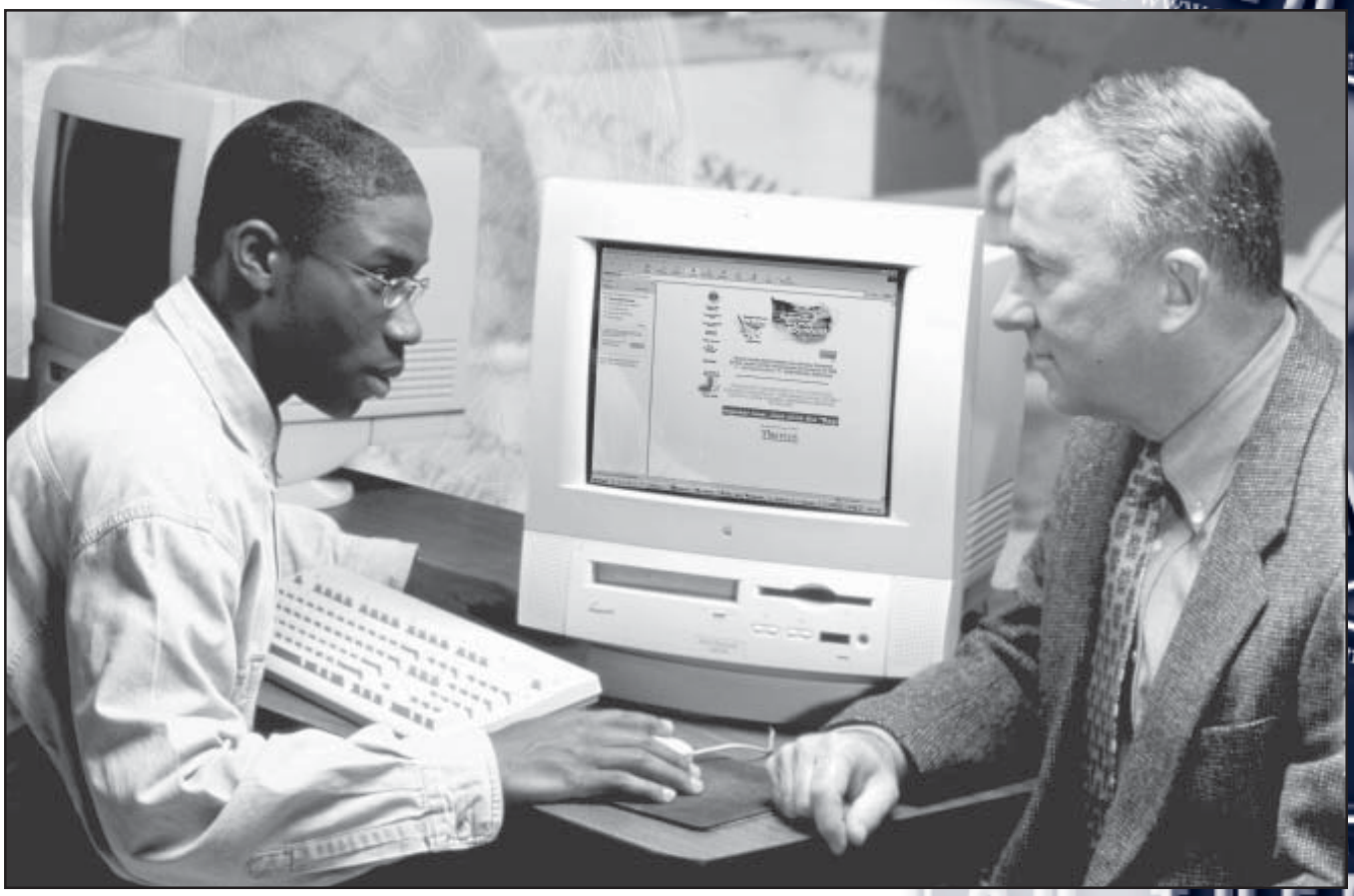


SSS Registration Reminder Mail-back card.

The Agency continued special direct mailings to improve registration awareness and registration compliance rates. These mailings were to potential registrants in large population, low registration compliance metropolitan areas, with emphasis on California, Texas, New York, and Florida.

BOTTOM LINE

The Selective Service System's goal is registration, not prosecution. However, if a man fails to register, or provide evidence that he is exempt from the registration requirement, his name is referred to the Department of Justice (DOJ) for investigation and possible prosecution as required by the Military Selective Service Act. As a result, during FY 2002, more than 189,000 names and addresses of non-registrants were provided to the DOJ.

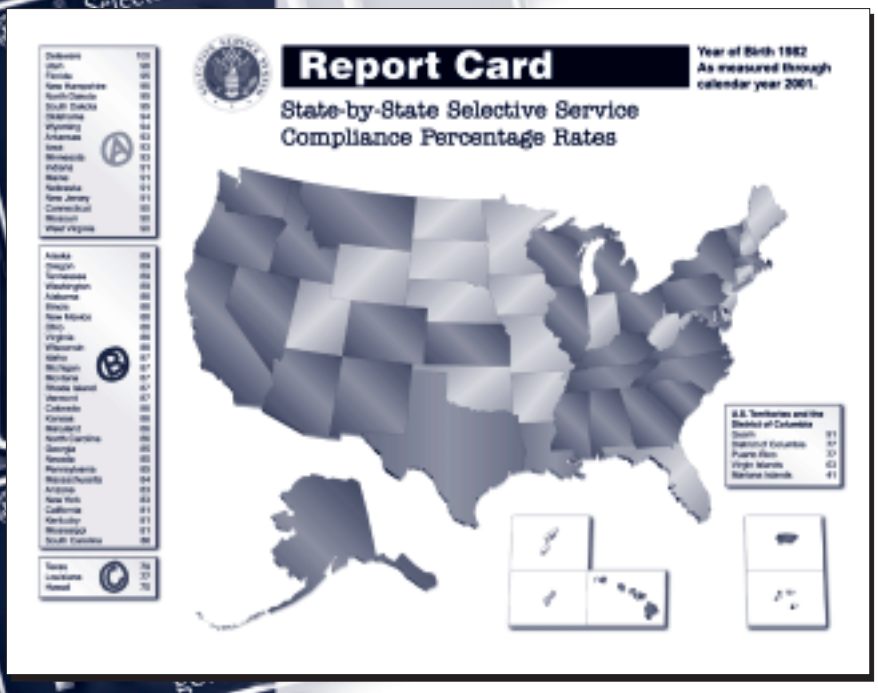


Science Teacher Douglas R. Hole (right) shows male student at Laurel High School in Maryland how to register on-line with Selective Service. Photo by Roger Foley for the Selective Service System.

LEGISLATIVE AFFAIRS

On October 17, 2001, Rep. Joe Knollenberg (R-MI) introduced H.R. 3149, which was referred to the Committee on Armed Services. This proposed bill sought to increase registration compliance by providing a temporary amnesty period for those young men, ages 18 through 25, who should have registered with Selective Service, but failed to do so. It proposed to allow their registration without fear of legal penalty by providing a 60-day grace period beginning with the enactment of the bill. Although its purpose was well-intentioned, the proposed legislation was unnecessary because nonregistrants currently can register late without legal penalty up until their 26th birthday. H.R. 3149 was not acted upon by the Committee on Armed Services and the bill died with the end of the 107th Congress.

In FY 2002, the SSS continued to conduct public information programs to remind young men and the people who influence them about the registration requirement. Efforts took the form of broadcast public service messages, media efforts, production and distribution of posters and printed literature, expanded direct communication with the public through e-mail, Congress, SSS Board Members and staff, and dissemination of publicity kits for local community and in-school use.



STATE-BY-STATE COMPLIANCE REPORT

In May 2002, the Selective Service released its third "Annual Report Card" of state registration compliance rates for CY 2001. Compliance rates represented the percent of resident young men born in 1982 who were registered with Selective Service. Men falling within this age group were significant to the SSS because men turning 20 during the calendar year in which a draft is reinstated would be the first men to be called for military service in accordance with SSS regulations and procedures. Also, measuring overall compliance of men reaching age 20 includes late registrations and provides a good benchmark to gauge the relative success of registration compliance in a state.

Delaware was reported as the first state to reach nearly 100-percent registration compliance for men turning 20 since the Agency began compiling this data. Nationally, registration compliance for men turning 20 was 86 percent, down a percentage point from last year's report card.

Seven states increased registration rates by 3 percent or more, with Delaware leading the way at 9 percent. Louisiana, which historically had low compliance, saw a 2-percent increase, from 75 percent to 77 percent, while Texas and Hawaii remained steady at 79 percent and 75 percent, respectively. States showing reduced compliance included Vermont (4 percent), Kansas (5 percent), Maine (5 percent), Rhode Island (6 percent), and the District of Columbia (8 percent).

In addition to the percent rankings, states, U.S. territories, and the District of Columbia were given a "report card" grade based on their compliance percentage rate: A= 90-100, B= 80-89, or C= 70-79. Then, they were compared with their two previous years' report card rankings.

HIGH SCHOOL PUBLICITY KIT

The SSS distributed its FY 2002 High School Kit of SSS publicity materials at the end of the fiscal year to almost 30,000 high school Selective Service Registrars and principals, where no registrars were assigned.

Because the Sept. 11th tragedy was fresh in their minds, young men from Atlanta, Chicago, and Denver focus

groups overwhelmingly chose Selective Service materials with a decidedly patriotic tone. After the materials were produced and distributed, almost 2,000 mail-back cards from educators praised the kits contents and asked for additional materials. By using these publicity materials, educators were assured that their young men were reminded of their legal and civic responsibility to register with Selective Service.

PUBLIC SERVICE MESSAGES

Radio

In FY 2002, Selective Service produced eleven "Become A Winner" 30- and 60-second radio public service announcements (PSAs) in English and Spanish. They were distributed to 5,000 stations in March and August 2002. Almost 96,000 PSA airings from 707 stations in 433 cities were worth $1,565,640, if the time were purchased. Radio results were measured by mail-back cards that were inserted in the PSA's distribution packaging and returned to the SSS by radio station public service directors.

TV

The SSS TV PSAs, "Game Show" and "Motocross" (produced in 2000) and combined with an edited version of the "Lou Holtz" 2001 PSA were redistributed in March 2002.

FY 2002 free airings of the rereleased PSAs were equivalent to a total of $4,251,741 in paid advertising. They were measured by Sigma electronic tracking of usage across the country: $2,980,869 representing 19,913 airings in 199 stations, 153 cities, 46 states and mail-back cards of unduplicated TV airings and cable networks, totaling $1,270,872. Of significant note, the "Game Show" PSA was honored three times this year for its quality production—winning the prestigious Telly Award, the Communicator's Award of Distinction, and

Scenes from SSS TV PSAs.

the Government Communicator's Award—2nd place. *Lord of the Rings* actor Sean Astin had been featured previously in the Selective Service high school video (3 minutes in length) in FY 2000. In an attempt to further get the word out, the video was reworked into a 30-second TV PSA. It was distributed to 41 national and cable networks in February 2002.

Sean Astin as Samwise Gamgee and Elijah Wood as Frodo Baggins in New Line Cinema's epic movie adventure, THE LORD OF THE RINGS: THE FELLOWSHIP OF THE RING. Photo credit: Pierre Vinet / New Line Cinema.

The following items represent accomplishments in the information technology arena for FY 2002. The Information Quality Guidelines were implemented per Section 515 of the Treasury and General Government Appropriations Act for Fiscal Year 2001 (Public Law 106-554; H.R. 5658; the "Information Quality Law") and posted to the SSS Internet site with the form for individuals to request a correction to information.

In its continuous compliance with the Government Information Security Reform Act (GISRA) and the SSS implementing document, the SSS Information Security Plan (ISEP), the Office of Information Management (IM) completed annual reviews of its four major systems. The SSS completed an independent evaluation of one of the systems and is on schedule to accomplish the objective of evaluating the four major systems within a three-year period. Quarterly reports were submitted to OMB on the status of correcting weaknesses identified in the Plan of Action and Milestones (POA&M). Ten weaknesses were resolved during the fiscal year. The CIO's Executive Summary and Inspector General's Executive Summary for FY 2002 were submitted to OMB in response to the requirement contained in OMB Memorandum M-02-09, Reporting Instructions for GISRA, and Updated Guidance on Security POA&M.

COMPUTER SECURITY PROGRAMS

Again this year, focus on computer security was significant. The Agency's virus scanning software was upgraded to a product that provides automatic updates to users through the network. This is an improvement over the previous software which required manual updating by the user. Annual computer security awareness training was provided to all Agency users in November. The Agency's firewall was upgraded to provide the capability to establish virtual private network (VPN) connections. Such connections can be established over the Internet and are encrypted to ensure all data transmitted across the connection remains secure. This upgrade was completed in support of the Agency's telecommute initiative, as well as to support the transfer of files from other agencies. The ability to transfer data via secure VPN connections protects the registrants' sensitive data. SSS understands the need to protect such data and will continue to take every step necessary to ensure the privacy and confidentiality of his information. SSS is committed to maintaining alternative processing locations for all of its major business processes. SSS's Continuity of Operations Plan (COOP) for mission critical systems of Registration and Readiness was tested successfully by the Data Management Center and IM. Also, as a result of a GSA contract between SSS and a disaster recovery service provider, National Headquarters' automated systems would be moved to an alternate location in the event of an unplanned disruption to normal operations. Disaster recovery plans were updated and several disaster recovery kits were prepared for storage in various locations.

In focusing on its management accountability responsibilities as required by the Government Performance and Results Act (GPRA) and OMB Circular A-123, IM completed software wellness assessments for five applications listed in its Management Control Plan.

IM was actively involved in the development and maintenance of the SSS Performance Plans and Performance Reports as required by GPRA. Customer service surveys and data analysis of work completed are methods used by IM to measure customer satisfaction and programming efficiency.

In responding to the requirements of OMB Circular A-130 and the Information Technology Management Reform Act of 1996 (Clinger-Cohen), which established a management process for identifying, selecting, controlling, and evaluating investments in information resources, the Office of Operations worked on updating capital planning and investment portfolios for eight programs.

An IM employee completed the Assistive Technology Applications Certification Program (ATACP) for Section 508 certification.

IM AND READINESS

IM played an large part in the execution of Readiness Exercise (REX) 2002, which whose purpose was to determine SSS readiness by evaluating procedures, automated capabilities, and training. There were 50 participating exercise locations that used software components developed by IM. Pre-exercise preparation was extensive as IM personnel developed and tested programs, developed software disk media, conducted Joint Exercise Training sessions with Region personnel,

and conducted an extensive connectivity test. Overall, REX 2002 was a success.

Also, IM planned for and conducted two data interface tests with the United States Military Entrance Processing Command (USMEPCOM). These tests evaluated the data exchange mechanism and the compatibility of registrant disposition codes.

IM assisted in the SSS briefing for the Center on Conscience & War (CCW), formerly the National Interreligious Service Board for Conscientious Objectors (NISBCO). The Center works to defend and extend the rights of conscientious objectors and is committed to supporting all those who question participation in war, whether they are U.S. citizens, permanent residents, documented or undocumented immigrants—or citizens in other countries. IM developed programs, such as the Alternative Service Processing System, which process conscientious objectors and these programs were demonstrated at the CCW meeting.

In keeping with the cycle for updating the information technology infrastructure, new desktop computers with upgraded software were installed for all users at Headquarters. Some Region desktop computers were replaced as well as some laptop computers in the field. Upgraded software was provided to all users.

A number of computer applications were developed or enhanced.

The biggest improvement in technology for the Integrated Mobilization Information System (IMIS) came by way of the Intranet site which has been under development for the past two years. Legacy IMIS data are converted and imported into a modern database providing immediate availability of this vital information to all field personnel with access to the Intranet. Many forms and reports are now available. Newly converted reports are being added on a regular basis.

The Property Accounting Management System (PAMS), which uses a commercial off-the-shelf software package called PropertyPlus, was provided to all three Regions and the Data Management Center. This system utilizes bar code and scanning technology and replaces the legacy system that had been in place since 1984.

The SSS will continue to build on its information technology infrastructure to increase productivity and to enhance customer service.

The world of information technology.

In FY 2002, the SSS placed significant emphasis on its ability to maintain an increased state of readiness. After September 11, 2001, the SSS renewed its effort to fine-tune all functions involved with a return to conscription in the event Congress and the President should require activation of some form of a draft. The Health Care Personnel Delivery System (HCPDS), an "on-the-shelf" program designed to conscript trained civilian health care personnel for service in the Armed Forces, was reviewed with updates incorporated in the Draft HCPDS Policies and Procedures Manual. A test of this system is planned for FY 2005. The lottery, a system established to ensure a fair and equitable draft, was automated using a computer-based visual display system and tested. As a result of the test, further enhancements to the system were identified and work is in progress to implement these enhancements. A The Alternative Service Program (ASP), designed to administer alternate service for men who are classified as conscientiously opposed to participating in war of any form, was refined and a complete rewrite of the ASP Chapter in the Registrant Integrated Processing System Manual was accomplished and implemented.

FY 2002 READINESS EXERCISES

During this fiscal year, the Agency conducted a nationwide Readiness Exercise (REX) in which all three Regions participated. This REX included participants from every state, as well as the Virgin Islands, Puerto Rico, Guam, the Mariana Islands, and the District of Columbia. Exercise policies and procedures, as well as automation activities, were tested prior to the REX to ensure the viability of the exercise. This REX involved testing Area Offices and Alternative Service Offices registrant processing systems. Goals and objectives developed for the REX were met. Comments and recommendations received from all participants are in the process of being validated and any corrections resulting from the validation will be used to refine the next REX when the SSS tests the HCPDS program in FY 2005.

Because the SSS is a national mobilization response organization, its readiness training program is a vital component to mission preparedness for its State Directors, Reserve Force Officers (RFOs), Area Office Augmentees (AOAs), and more than 10,000 Presidentially-appointed volunteer Local, District Appeal, National Appeal, and Civilian Review Board Members. In addition to incorporating new and innovative training practices, technology also played a major role in the success of the Agency's FY 2002 training programs. While continuing to leverage past training successes and unlock the possibilities of digital technology, the SSS National Headquarters Training Element worked to build on the technical advances that have fueled so much productivity, growth, and opportunity in the training industry.

RESERVE FORCE OFFICER (RFO) AND STATE DIRECTOR TRAINING

As more people turned to the Internet and across an expanding range of electronic devices for information and communication, newly appointed State Directors and assigned RFOs were provided the Agency's recently updated self-study, Phase I portion of the New Officer/ State Director (NO/SD) Program in an innovative electronic format. With a focus on integrating traditional training methods with a technology-based delivery, the new Phase I training included a self-study booklet, as well as an interactive, electronic tutorial that is available on CD ROM. In addition to a Region Orientation, new State Directors and RFOs attending the NO/SD Phase II Program conducted by the Region Headquarters, were provided a revamped Professional Development Course (PDC) detailing their mobilization duties and responsibilities. Using multimedia equipment, the PDC incorporates the three most likely mobilization scenarios faced by the Agency — Emergency Mobilization, Time-Phased Response, and Health Care. The PDC also includes some of the most current industry-standard training methodologies and instructional materials. For example, students learn their vital activation roles using participative exercises, classroom lectures, skill training activities, and other interactive uses of state-of-the-art training techniques. The PDC instructional materials were presented with comprehensive, eye-appealing visuals, videos, Instructor and Student Workbooks, Instructor Guides, and other training aids that assisted in the presentation of the two-day, applications-based course. As part of the New Officer/State Director Phase II Training Program, an RFO Certification Examination was administered to RFOs completing the PDC to validate their comprehension and knowledge of the training materials presented. Another key component to maintaining mission preparedness is a Certification Exam

that is being readministered to RFOs every three years. The exam identifies areas requiring additional training and validates an RFO's understanding of the Agency's mobilization functions and procedures.

State Directors and RFOs completed refresher training using readiness-based Training Guidance Outlines (TGOs) and Training Guidance Packets (TGPs). For example, a newly developed TGP was distributed to provide training on their responsibilities associated with recruiting, selecting, and appointing Board Members to serve on Local Boards. Partnering with Selective Service Information Technology personnel, innovative readiness-training materials were also developed to train RFOs and State Directors participating in the REX. In addition to training booklets and handouts focusing on recently developed software applications, self-study courseware such as User's Guides and CD-ROMs were included as part of the REX's new training materials.

Newly appointed RFOs received six days of initial training.

The Agency's Local, District Appeal, National Appeal, and Civilian Review Board Members were provided either Initial Board Member Training (IBMT) or Continuation Training. To lay a solid foundation for newly appointed Board Member's individual training, they were provided updated "Preliminary Readings" Booklets to orient them on the Agency and prepare them for their Board Member responsibilities. Building on this initial training, all new Board Members then attended 1 of 39, 12-hour IBMT program sessions conducted at various locations throughout the Nation. The development of a new Initial Board Member Training (IBMT) Program, intended to prepare newly appointed Civilian Review Board Members in their Alternative Service Program duties, was initiated this year. Work on this program will continue next year with the development and expansion of Trainer and Board Member Handbooks, case file activities, 35mm slides, and video productions.

Other advances in the readiness training program included the development of a new interactive, self-paced Continuation Training Program for National Appeal Board Members. The course materials were directly related to their duties and responsibilities as National Appeal Board Members and this was the first readiness training ever provided to them in an electronic learning format.

Local and District Appeal Board Members were also provided group study Continuation Training with audiovisual production support provided by the Pentagon's Army Visual Information Services (USAVIS) Unit. USAVIS was instrumental in ensuring that script changes, contemporary music, in-house and outsourced talent, and a closed captioning feature were incorporated into the Agency's Local and District Appeal Board Continuation Training videos. This was the first year a role-play video was provided to District Appeal Board Members and feedback from participants lauded this learning media for its engaging, skill-enhancing style of training. Civilian Review Board Members were also provided self-study Continuation Training materials in FY 2002. Taking advantage of other multimedia applications, the Civilian Review Board self-study booklet was accompanied by an audio role-play on a cassette.

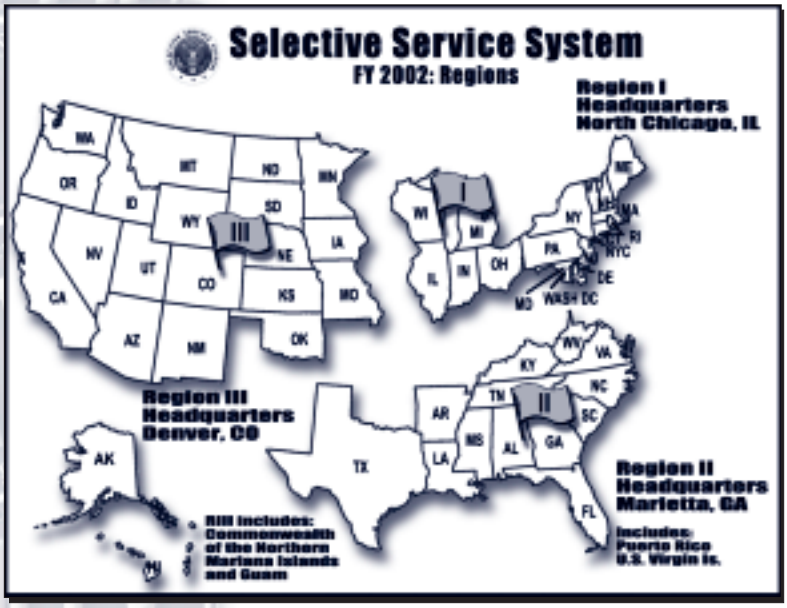
In addition, the Agency's National Headquarters continued its annual program of hosting a group of U.S. Army War College students for an Agency briefing. For nearly 19 years, the Selective Service System has welcomed the

opportunity to provide future military leaders with an in-depth overview of the Agency's operations, while enhancing their knowledge of the Agency's role in national defense preparedness.

Utilizing diverse and innovative training methodologies continues to be an essential priority and integral part of the Agency's Strategic Plan. As its readiness-training programs grow increasingly dynamic, flexible, and responsive in today's global and ever increasing digital economy, improved technology and the introduction of new training techniques will continue to play a larger and more important role in the Agency's strong readiness posture and national defense preparedness.

Newly appointed State Directors and RFOs role-play during initial training.

At the heart of the Agency's ability to perform its mission successfully in a future national emergency requiring the draft is its link to hundreds of part-time employees and thousands of volunteers throughout the country and the U.S. territories. That link is maintained by the Agency's three Region Headquarters in North Chicago, Illinois; Marietta, Georgia; and Denver, Colorado. The Region Headquarters are responsible for maintaining the SSS readiness at the "grass roots" level. They also oversee the activities of the Agency's 56 State Directors, and conduct training for RFOs, AOAs, and Local, District Appeal, and Civilian Review Board Members. In addition, the Region Headquarters directly support the Agency's mission of increasing registration compliance through registration awareness activities by administering local programs.



REGISTRATION AWARENESS ACTIVITIES

During FY 2002, the Regions conducted very aggressive registration awareness campaigns. Top on the list of priorities was the Agency's High School Registrar Program. Since the inception of this program in 1981, thousands of volunteers have been appointed as Selective Service high school registrars. At the end of FY 2002, 84 percent of the Nation's high schools had been assigned a volunteer SSS high school registrar. They provide an important civic service, ensuring that students are in compliance with the Military Selective Service Act. They also provide a convenient alternative to registering at the post office by assisting men in registering on-line using school computers to connect to the Agency's Web site at www.sss.gov.

As a result of frequent high school visitations by RFOs and Board Members, all of the Regions experienced an increase in the number of registrars appointed. Region II achieved a 92-percent participation rate, Region III had 86 percent participation, and Region I was at 77 percent in FY 2002.

Another major boost to compliance rates in the Regions was the result of new driver's license laws. During FY 2002, driver's license laws linking SSS registration to applications for state driver's licenses and identification cards were passed in every Region. A total of 14 states and 2 territories (Idaho, Maryland, Mississippi, Missouri, New Hampshire, New York, Ohio, Rhode Island, South Carolina, South Dakota, Tennessee, Virginia, West Virginia, Wisconsin, the Commonwealth of the Northern Mariana Islands, and the U.S. Virgin Islands) had enacted such laws by the end of FY 2002.

RFOs in the Regions were also instrumental in raising awareness of the registration requirement. In addition to their visits to local high schools, they attended various conferences and conventions, manning the SSS exhibit booths while answering questions about the Agency and its mission. Included on the schedule were the National Guard Conference and the American Association of Collegiate Registrars and Administrative Officers Conference.

BOARD MEMBER PROGRAM

During FY 2002, Region I achieved a 78-percent staffing level for Local Board Members (LBM). Although the

Region lost 479 of its LBMs, most of whom left due to reaching 20-year mandatory retirement status, 536 volunteers came forward and received presidential appointments as new Board Members.

In Region II, 77 percent of the 3,265 Local Board Member positions were filled. Although the Region lost 308 Board Members to retirement, 643 were newly appointed. Many of these retiring Board Members have shown a desire to continue serving the Selective Service in the capacity of State Resource Volunteers. Of the 2,499 Board Members assigned, 88 percent have received Initial Board Member Training. During the year, 17 Initial Board Member Training (IBMT) sessions were conducted and 402 new Board Members attended the training. Active Board Members generously volunteered their time to visit post offices and high schools in their areas. Their efforts significantly enhanced the high school visitation campaign and elevated our registration compliance.

In Region III, 75 percent of the LBM positions were staffed, reflecting the addition of 36 Local Boards and 180 LBM positions as a result of the recent Work-Load Study identifying population growth areas. Eighty-four percent of the appointed LBMs completed Intial Board Member Training, and 78 percent completed Continuation Training this year. As a result of the mandatory retirement of LBMs after 20 years of service, 54 Board Members were retired at the end of the year.

Actors portraying Local Board Members during the taping of the FY 2002 Continuation Training video.

READINESS AND TRAINING

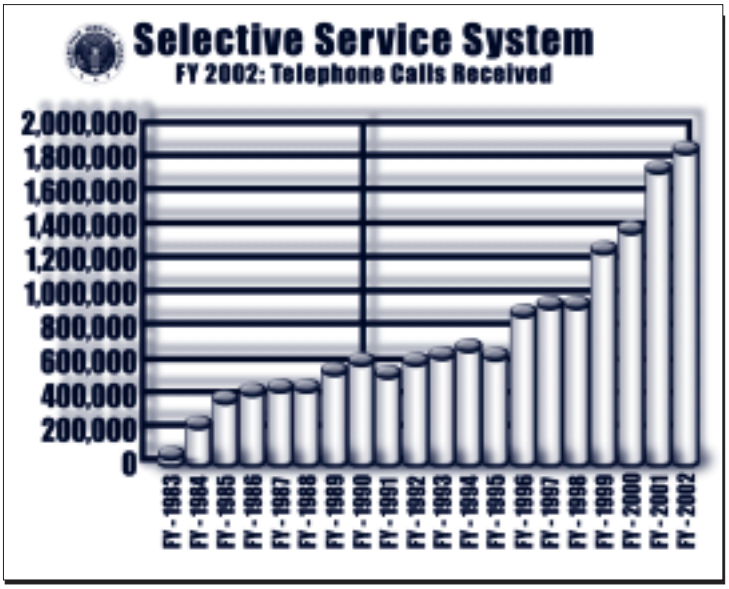
During FY 2002, mobilization readiness training was conducted for RFOs in all three Regions. In Region I, 92 percent of assigned RFOs completed the training. In Region II, 93 percent completed training, with 94 percent completing training in Region III.

All three Regions successfully completed participation in the FY 2002 National Readiness Exercise.

DATA MANAGEMENT CENTER

The largest field operating entity of the SSS is the Data Management Center (DMC), located in North Chicago, Illinois. The DMC processes registrations and maintains computer operations to support Agency missions. In FY 2002, the DMC processed nearly 2.3 million regis-trations as well as 814,000 updates to registrant files. The DMC also assists registrants who must verify their reg-istrations. During the fiscal year, the DMC verified the regis-tration status of 1.7 milion men through the Agency's Web site, reviewed 70,000 pieces of written correspondence and processed over 1.8 million telephone inquiries. Over 6.8 million pieces of computer-generated correspondence were mailed to acknowledge, promote, or remind men about the registration requirement.

Most inquiries were from men applying for Federal and state entitlement programs that require proof of SSS registration. The majority of calls to the Data Management Center, 86 percent, were processed by an automated Interactive Voice Response (IVR) system. However, when the nature of the calls was more complex, the callers had the option of speaking to SSS telephone representatives.



Employees of the Data Management Center

Selective Service System
FY 2002 - REGION I: Staffing Levels

STATE	LOCAL BOARD STAFFING	DISTRICT APPEAL BOARD STAFFING
Connecticut	78%	100%
District of Columbia	65%	60%
Delaware	88%	100%
Illinois	96%	100%
Indiana	69%	60%
Maine	98%	100%
Maryland	56%	100%
Massachusetts	87%	100%
Michigan	88%	80%
New Hampshire	100%	100%
New Jersey	74%	100%
New York	72%	95%
New York City	73%	100%
Ohio	64%	90%
Pennsylvania	92%	80%
Rhode Island	80%	100%
Vermont	100%	80%
Wisconsin	87%	100%
REGION TOTALS	78%	91%

Selective Service System
FY 2002 - REGION II: Staffing Levels

STATE	LOCAL BOARD STAFFING	DISTRICT APPEAL BOARD STAFFING
Alabama	98%	100%
Arkansas	56%	80%
Florida	65%	100%
Georgia	85%	73%
Kentucky	69%	60%
Louisiana	81%	73%
Mississippi	91%	70%
North Carolina	74%	60%
Puerto Rico	61%	100%
South Carolina	97%	100%
Tennessee	83%	93%
Texas	78%	50%
Virginia	59%	20%
Virgin Islands	100%	100%
West Virginia	81%	60%
REGION TOTALS	77%	74%

Selective Service System
FY 2002 - REGION III: Staffing Levels

STATE	LOCAL BOARD STAFFING	DISTRICT APPEAL BOARD STAFFING
Alaska	83%	80%
Arizona	65%	80%
California	60%	60%
Colorado	78%	80%
Guam	70%	60%
Hawaii	95%	100%
Iowa	96%	100%
Idaho	80%	100%
Kansas	79%	20%
Minnesota	81%	100%
Missouri	88%	90%
CNMI	60%	60%
Montana	87%	100%
North Dakota	91%	80%
Nebraska	89%	40%
New Mexico	79%	80%
Nevada	62%	40%
Oklahoma	71%	40%
Oregon	73%	80%
South Dakota	98%	100%
Utah	92%	60%
Washington	87%	100%
Wyoming	100%	100%
REGION TOTALS	75%	70%

EMBRACING THE FUTURE

Selective Service stands ready to satisfy all of its statutory missions. It is prepared for, and capable of, delivering untrained manpower and health care personnel to the Armed Forces in the time frames prescribed by the Department of Defense (DoD), upon direction of the President and the Congress. Further, the Agency is capable of managing an Alternative Service Program for those men classified as conscientious objectors by its Boards. To satisfy the needs of its primary customer, the DoD, necessary collateral activities include the ongoing peacetime registration of men as they reach age 18, the identification of and contact with suspected nonregistrants to ensure compliance with the law, and the maintenance of an active database of registrants.

Recognizing the Agency as a valued player within the national security community, each Administration over the years has supported the SSS and protected its programs because each knew that the world is unpredictable and dangerous, complex and dynamic. Selective Service remains a prudent hedge against erroneous planning assumptions, rapid changes in the world situation, and the "feast or famine" reality of military recruiting. This proven defense manpower organization has stood the test of time, war, and peace and remains available to contribute further to the Nation.

Since the American tragedy of September 11, 2001, there has been a national discussion concerning the draft, volunteerism, homeland security, and various forms of community service. Public interest and concern about the role and future of Selective Service have escalated. Recent articles, newspaper columns, editorials, and discussions within academia, think tanks, and the media indicate that reintroduction of conscription for the military, national service, or homeland defense would be controversial and politically sensitive, even in today's patriotic climate. Arguments have been voiced, pro and con, regarding reinstatement of the draft as a part of the war on terrorism or for national service programs. Among the ideas being discussed publicly are:

- The Agency possesses some unique capabilities, which have been refined over the years. For example, it possesses a special database of America's young men ages 18 through 25; it has managed volunteers (Board Members); it has administered programs of alternative community-based service (for men classified as conscientious objectors); and it has experience in conducting a fair and equitable classification procedure to determine who should serve when not all can serve. If called upon, these capabilities can be put to wider use, such as processing volunteers or non-volunteer participants in national security or service programs. The Nation would not have to "reinvent the wheel."

- Selective Service might be called upon to collect and store an inventory of special skills that are dispersed across the U.S. resident population. This unique database could be utilized for a special skills draft for either the DoD or non-DoD customers, voluntary or mandatory, such as the Public Health Service, Peace Corps, AmeriCorps, Border Patrol, Customs Service, Immigration and Naturalization Service agents, etc. At a minimum, this data could be made available for Federal, state, or local recruiting efforts for hard-to-find skills.

- Today, Selective Service is tasked to be prepared to conscript health care personnel when directed by the Executive and Legislative Branches of the Federal Government. This developed plan could be expanded to include other shortfall skills required by the U.S. Armed Forces or civil authorities.

- The Agency might conduct a more traditional mission–a military draft for the National Guard and Reserves instead of the Regular forces. This endeavor could ensure the personnel needed to handle expanded or brand new missions for the organized Reserve Components.

- Finally, the idea of a draft for the Nation or states specifically for civil or military homeland defense missions has been surfaced. Draftees would not serve overseas, unless they volunteer to do so, but would be available for the war on terrorism and its impacts here at home.

Facing continuing national security threats, America is responding with plans, programs, and procedures to ensure its health, safety, and welfare. And as prudent steps are taken here at home as the international scene evolves, the President and the Congress can be reassured that Selective Service, as a major partner within the national security community, is able to respond to its current mandates as it has done so successfully

and repeatedly in the past. The Agency can also respond to new assignments while remaining a cost-effective, proven backup mechanism to the U.S. Armed Forces. The Selective Service System remains relevant today, and is vital to a secure future.

Left: South Dakota Army National Guard soldiers, members of the 216th Engineer Fire-fighting Team, dig a firebreak at Camp Rapid in June while earning the red cards that enable them to work on the front line of a wildfire. Photo by Master Sgt. Bob Haskell.

Right: A volunteer member of AmeriCorps teaches computer skills to a school-age child. Photos courtesy of the Corporation for National and Community Service.

Left: On July 4, 2002, at "Ground Zero," the site of the September 11th terrorist attack on New York City, 23 soldiers from the 3rd Battalion, 327th Infantry Regiment of the 101st Airborne Division from Fort Campbell, KY, took their oath of reenlistment. Army photo by Jim Fox, U.S. Military Academy Public Affairs, West Point, NY.

As of September 30, 2002

Alabama	Robert W. Glass
Alaska	Charles A. Smith
Arizona	Victor R. Schwanbeck
Arkansas	Thomas G. Ramsey
California	Ronald H. Markarian
Colorado	Paul S. Baldwin
Connecticut	Nathan G. Agostinelli
Delaware	William J. Tansey
District of Columbia	Margaret G. Labat
Florida	Douglas R. Maddox, Sr.
Georgia	Roy James Yelton
Guam	Lorenzo C. Aflague
Hawaii	Edward K. Nakano
Idaho	Darrell V. Manning
Illinois	Richard E. Northern
Indiana	Stephen C. Hoffman
Iowa	Myron R. Linn
Kansas	Ernest E.Garcia
Kentucky	Harold O. Loy
Louisiana	Everett J. Bonner
Maine	Averill L. Black
Northern Mariana Islands	Joseph C. Reyes
Maryland	Thomas C. Johnson
Massachusetts	John M. Bissonnette
Michigan	James Klynstra
Minnesota	John D. Fitzgerald, Jr.
Mississippi	Steven L. Melancon
Missouri	Donald L. Hiatte
Montana	Edward L. Hanson
Nebraska	Donald F. McGinley
Nevada	Richard C. Efthimiou
New Hampshire	Robert E. Dastin
New Jersey	John E. Coley, Jr.
New Mexico	Mucio Yslas, Jr.
New York State	Rosetta Y. Burke
New York City	Vincent Albanese
North Carolina	Donald L. Shaw
North Dakota	William F. Lindell
Ohio	George T. Willard
Oklahoma	Charles A. Garrison
Oregon	Gary E. Lockwood
Pennsylvania	John C. Williams
Puerto Rico	Walter A. Perales-Reyes
Rhode Island	LeRoy J. Williams
South Carolina	Earle E. Morris, Jr.
South Dakota	Paul A. Hybertson
Tennessee	Noah D. Daniel
Texas	Claude E. Hempel
Utah	Leland D. Ford
Vermont	David C. Pinkham
Virgin Islands	Warrington O. Tyson, Sr.
Virginia	Manuel R. Flores
Washington	Verne M. Pierson
West Virginia	Jack E. Yeager
Wisconsin	John C. Cumicek
Wyoming	Henry W. Buseck

Registrants by State

September 30, 2002

	Draft Eligible Registrants (Born 1977-1982)	Born 1983-1984	Born 1977-1984
ALABAMA	186,692	45,278	231,970
ALASKA	28,053	7,739	35,792
ARIZONA	178,353	42,122	220,475
ARKANSAS	118,185	30,219	148,404
CALIFORNIA	1,253,706	291,350	1,545,056
COLORADO	175,697	52,550	228,247
CONNECTICUT	112,623	28,433	141,056
DELAWARE	32,243	9,365	41,608
FLORIDA	584,413	165,918	750,331
GEORGIA	314,603	85,345	399,948
HAWAII	43,837	10,589	54,426
IDAHO	62,458	16,151	78,609
ILLINOIS	504,293	127,143	631,436
INDIANA	254,513	61,879	316,392
IOWA	129,279	32,444	161,723
KANSAS	113,004	28,694	141,698
KENTUCKY	160,631	36,574	197,205
LOUISIANA	184,952	42,756	227,708
MAINE	51,843	12,808	64,651
MARYLAND	181,815	46,760	228,575
MASSACHUSETTS	210,301	50,275	260,576
MICHIGAN	392,638	96,066	488,704
MINNESOTA	209,449	54,274	263,723
MISSISSIPPI	120,742	26,919	147,661
MISSOURI	225,383	57,107	282,490
MONTANA	42,074	10,810	52,884
NEBRASKA	76,418	19,721	96,139
NEVADA	62,032	15,067	77,099
NEW HAMPSHIRE	47,008	12,293	59,301
NEW JERSEY	296,716	70,849	367,565
NEW MEXICO	78,684	19,455	98,139
NEW YORK	671,537	150,923	822,460
NORTH CAROLINA	273,656	67,829	341,485
NORTH DAKOTA	30,988	8,141	39,129
OHIO	455,863	114,096	569,959
OKLAHOMA	158,845	38,177	197,022
OREGON	135,891	33,259	169,150
PENNSYLVANIA	442,482	108,791	551,273
RHODE ISLAND	35,689	8,197	43,886
SOUTH CAROLINA	146,773	35,521	182,294
SOUTH DAKOTA	36,416	9,671	46,087
TENNESSEE	213,338	52,011	265,349
TEXAS	810,583	191,638	1,002,221
UTAH	135,778	33,021	168,799
VERMONT	24,208	6,485	30,693
VIRGINIA	260,706	67,044	327,750
WASHINGTON	234,315	58,414	292,729
WEST VIRGINIA	79,177	17,576	96,753
WISCONSIN	220,890	56,402	277,292
WYOMING	25,213	6,601	31,814
WASHINGTON, D.C.	15,247	2,765	18,012
NORTHERN MARIANA ISLANDS	4,141	959	5,100
VIRGIN ISLANDS	4,321	933	5,254
PUERTO RICO	172,646	35,024	207,670
GUAM	6,992	1,444	8,436
FOREIGN	24,637	4,296	28,933
TOTALS	11,052,970	2,716,171	13,769,141