



AMERICAN SOCIETY OF MILITARY COMPTROLLERS

To Promote Education, Training and Professional Development in All Aspects of Military Comptrollership



July 2020

Washington Chapter

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President's Message

Mr. Stephen Herrera



Greetings Washington Chapter members of the American Society of Military Comptrollers. I'm honored to be your new Chapter President for the 2020 – 2021 term year. My focus over this next year is to leverage the diverse expertise and experience of our membership to enhance our defense financial management expertise. To do so in this challenging new environment, will require adaptation, innovation and flexibility. This next year is an opportunity for our chapter to improve and increase the ways we collaborate, share ideas and develop best practices.

The Defense Department is facing a fiscal environment which will also necessitate adaptation, innovation and flexibility to meet this challenge. Fiscal Year 2020 is likely our high-water mark for funding levels. While budget topline moving forward will be flat at best, the need for a strong defense capable of executing the National Defense Strategy remains constant. This is where our Chapter is critical. Through our collaboration, we can help the DOD advance capabilities, while maintaining readiness and taking care of people -- despite fiscal limitations.

The events planned for the coming year include monthly meetings (virtual and in person), numerous training events, the NCR Professional Development Institute (PDI), our annual golf tournament, and of course several community service events. We can only collaborate and innovate successfully through member involvement and now is the perfect time to increase your participation. Especially as we migrate to more virtual events. While increasing participation is a call to everyone, I would like to specifically appeal to our next generation of Senior Financial Managers, the early careerist. I know from experience, active involvement of early careerist and new managers in chapter events adds a new and needed perspective. More importantly, it also offers an opportunity for our best and brightest to showcase their talents.

While I realize the lack of participation is driven by many factors, I believe we can improve on how we communicate to our members. One of my first focus areas will be improving communications, and hopefully getting you email updates and newsletters you can easily read and access! Over the next few weeks I'll work with the Executive Committee to propose improvements for communicating with you. More to come on that.

You'll note in this newsletter a table identifying the members of our Executive Committee. These volunteers are what make our chapter a success and I'm grateful for the selfless giving of their time and expertise. We welcome your talents if you're interested in more actively volunteering. I look forward to serving you...please feel free to reach out to me. I would love to hear your ideas and suggestions.

Best.
Steve Herrera

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Upcoming Events

Date / Time	Upcoming Events / Sponsor / Speaker / CPEs	Location
Cancelled	July - ASMC/AGA Annual Golf Classic	Ft. Belvoir Golf Course
16 Jul 20 / 1200	Chapter Luncheon Meeting / USAF / Mr. Stephen Herrera / 1 CPE	Virtual Meeting via Zoom
30 Jul 20	Mini-Course (F3589): Internal Controls (rescheduled from April)	Virtual
20 Aug 20 / TBD	Chapter Luncheon Meeting / Corp / TBD / 1 CPE	TBD
3 Sep 20 / 0800-1700	FASAB Federal Financial Accounting/Reporting Training	Virtual
17 Sep 20 / TBD	Chapter Luncheon Meeting / TBD / 1 CPE	TBD

Featured Article

Title: Modern Finance – Digital Transformation in the Workplace is Here

By Frank Rodela, Capt, USAF



Capt Rodela, an Air Force Financial Management Officer, spent 10 months immersed at Microsoft under the Air Force Education with Industry program. In the following article, he shares his insights on how industry is digitally transforming their workforce. The views of this article are those of the author and do not necessarily reflect the official position of ASMC, the industry partner or US government.

Executive Summary: People have new expectations for how they work, where they can easily create and collaborate. With modern technology, people, teams, and companies are now discovering and connecting to the best expertise available, without geographical or physical boundaries. Modern technology allows subject matter experts to scale their knowledge to the broadest extent. Recent studies show that 61% of workers find it difficult to establish collaboration sessions with colleagues. Social networks and universal connectivity are promoting increased transparency which are helping people and businesses to be more agile, creative, and able to respond quickly to new technology and mission needs. In today's world, employees have an unprecedented number of technology choices, particularly when it comes to tools for collaboration, data analysis, and mobility. This creates a workforce primed to experiment with new technologies. However, businesses with a legacy workplace are at a disadvantage if their business is not ready to transform its workplace tools. Currently, over 2.5 billion smartphones are used globally and 64% of employees now use personal devices for work purposes. At the same time, almost two-thirds of employees give failing grades to the productivity tools offered at their companies. This is very apparent in the government and why there needs to be a change in our workplace. Of course, the government role is unique and not all career fields can accommodate this change. Contrary, many career fields, like finance, do compare to industry and can use digital transformation in the workplace to empower employees to do their very best.

Introduction: Modern workplace is the cornerstone to empowering employees. As companies go through digital transformation, they start with fostering a culture that allows people to do their best work and embrace workplace trends that motivate and inspire work for everyone. Microsoft is changing the way their employees work to optimize team productivity and fuel their culture. *Continued next page*



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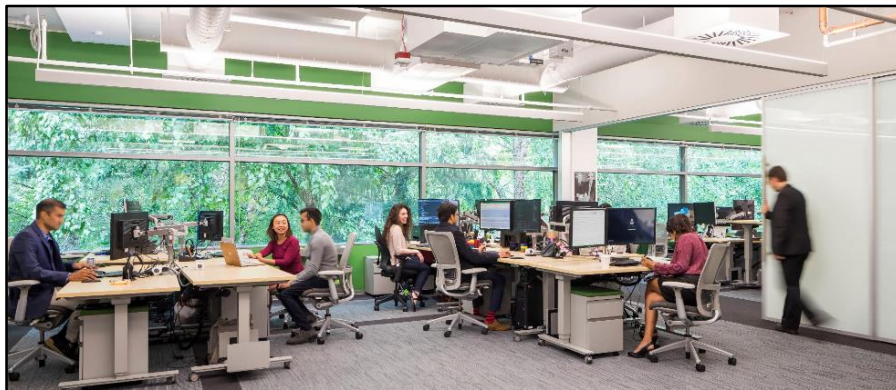
Featured Article

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At Microsoft, the physical environment and individual team workspaces will help achieve their ambitions to be the best. To be successful, Microsoft workspaces must support faster decision making, quicker release cycles, new development models, and enhanced responsiveness to customers. That is why Microsoft is transitioning to “team based space.” Microsoft determined through internal research that team performance and collaboration supported by team based space will help to advance their innovation and remain a leading technology company. By connecting employees beyond their geographical boundaries, demographics and roles, gives them the ability to build communities of interest, drive knowledge management, and collaborate in ways that make sense to them. Investing in a modern workplace improves innovation, employee and customer experiences, and time to market. It also strengthens talent recruitment and retention, many companies see increases in revenue, productivity and efficiency, all while reducing costs for the company.

Current State – The Problem: The government has the capacity to shift to a team based space mindset. Many government employees are too accustomed to their own workspace, the status quo. Government employees rarely care to branch out, which causes a lack of knowledge sharing. This is a direct result of why the government has a hard time accomplishing tasks in a timely manner, on top of already bureaucratic processes. The government has a wealth of experience within their organizations. However, the setup is not conducive to knowledge sharing. In fact, current workspaces in the government do not foster any type of collaboration nor offer the resources to be innovative in their own spaces. Most employees typically report to work, sit in their cubicle for much of the day and after eight hours, head home to restart the process tomorrow. Additionally, the Air Force has created different organizations that specialize in innovation. The Air Force sees the need to be more innovated in our daily business acumen. This is not a bad thing, but if we invested those resources into our very own individual workspaces, we could foster innovation at all levels in every organization, not just the newly created organizations.

Microsoft Best Practice: The modern workplace unlocks creativity by empowering people to express their ideas more effectively and to spark innovation. The broadest and deepest set toolkit for teamwork is available to users, giving them flexibility and choice in how they connect, share and communicate. Microsoft’s team based space is intended to allow individuals and teams to do their best work through collaboration and communication while keeping in mind the need for focus and individual work. Support spaces have been specifically designed throughout Microsoft buildings to reduce potential sensitivities to sound, smell, light, and movement intended for retreat or a place to feel safe and comfortable throughout the workday. Below are a few examples of how these have been implemented across the different neighborhoods and the overall Microsoft campus.



Neighborhoods: Neighborhoods are clusters of work settings that support and align the work processes of a team and enhance knowledge sharing opportunities. Each neighborhood, typically 10 to 15 team members, provides a variety of places to work, supporting both individual work and team collaborative work. Spaces are arranged so that employees can move quickly and easily between spaces, based on their activities.

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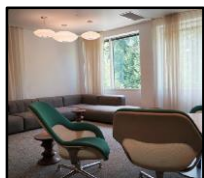


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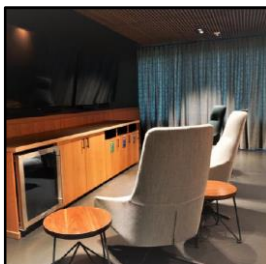
Focus Rooms: Enclosed spaces for 1-4 people within a neighborhood. They can be used for a variety of activities, such as scheduled or ad-hoc meetings, brainstorming and private conversations with AV plug and play capabilities. Focus rooms provide a place to collaborate with a small group in a safe environment. Having a safe space that is available in times of over-stimulation can be helpful.



Relaxation Rooms: This room is intended for flexibility and can be used for quiet or collaborative purposes. Relaxation rooms allow employees to recharge and take a pause from their hectic schedule in a relaxing room centered on respite. Individuals that tend to be hypersensitive to light, background noise, fabrics, and smell may find relaxation rooms to provide reprieve from otherwise distracting environments.



Phone Rooms: Enclosed spaces to be used for phone calls, confidential conversations and 1:1 meetings. Individuals that find it hard to pay attention to more than one sensitivity input at a time, or to switch between several tasks quickly can use Phone or Focus rooms to find a retreat.



Specialty Spaces: Spaces for employees to decompress, break up the busy, sometimes hectic, day and a place for employees to enjoy some friendly competition through games and laughter. Individuals can get work off their mind and test out Microsoft's latest entertainment technology in the Xbox lounge. These spaces include game rooms, music rooms, and libraries.

Collaborating in the workplace allows businesses to complete important projects and initiatives in a more efficient manner. With multiple individuals or entities involved, work can be distributed more evenly and efficiently to those who have the time and expertise. Instead of one or two individuals working on something for months, a team of six or eight individuals could each take a small-specialized part and accomplish the entire thing in a week. Additionally, working with others in a meaningful way helps employees feel good about what they do. When you can share your 'wins' with other people, you often build a sense of team. Employees are more likely to stay at a job or company longer when they have strong bonds with others around them and feel they are a part of something important.

Microsoft's Research: Microsoft conducted internal research on how team based space has not only increased individual and team productivity but has been a positive change in the overall culture for the company. Through this research, Microsoft could infer the overall preference in how employees choose to work. The below figure is graphical representation summary of 229 managers and 726 individual contributors surveyed to determine how each group is responding to the shift to a more intelligent, team based space type of environment. Overall, managers and individual contributors believe team productivity is greater in a team based workspace. Further, individual contributors believe that collaboration across teams, team productivity, and individual productivity is greater in a team based environment. Additionally, if given the opportunity, both managers and individual contributors would not go back to the legacy work spaces. Microsoft realizes that there is still a lot of work that needs to be done during this transition. However, the realization is that people work better in these types of environments. As more of Microsoft spaces are converted, they have no doubt that employees at all levels will be more empowered to be their best.

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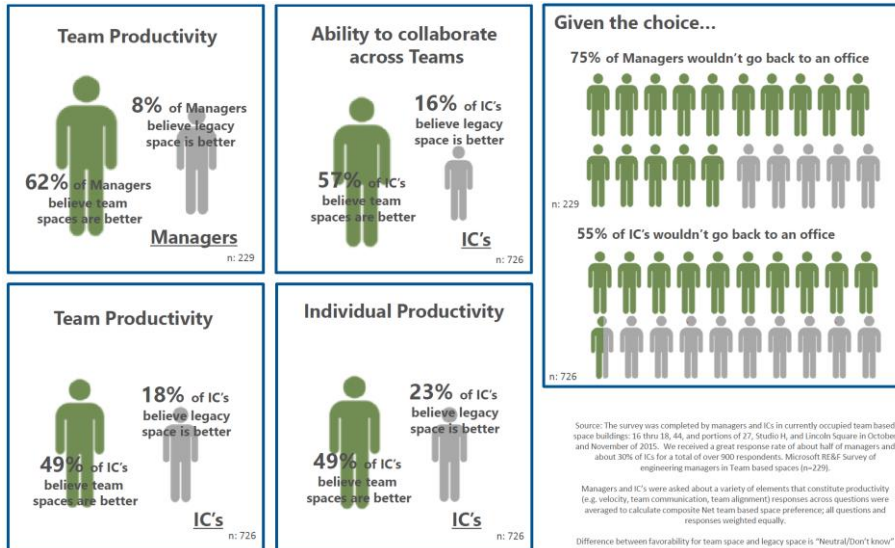
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Implementation: At Microsoft, they have identified three key dimensions required to achieve a modern workplace. These dimensions are 1) modernize, 2) protect, and 3) transform. Modern workplace transformation starts with employees and how an organization's culture enables them to transform and grow the business. Further, Microsoft is embracing a modern workplace that personalizes the employee experience, uses technology to enhance teamwork and overcome geographical barriers, and supports unique learning opportunities and career progression. A modern workplace empowers everyone to be creative and work together securely. Microsoft's modern workplace delivers on four key promises. First, it unlocks creativity by empowering people to express their ideas more effectively and spark innovation. Next, it provides the broadest and deepest set of apps and services with a universal toolkit for

teamwork, giving people flexibility and choice in how they connect, share, and communicate. Following, it simplifies user experiences and technology management by unifying management across users, devices, apps, and services. Lastly, it offers unmatched security protection which keeps employee and customer data secure without impeding productivity across devices, apps, and services.

- 1) Modernize: Modernizing the workplace platform is about creating the most productive environment for the workforce by providing the latest productivity innovation, so it's easy to deploy, manage, and update devices anywhere employees work, removing concerns over large-scale deployments. Employees today need to be able to collaborate effectively both inside and outside the organization.
- 2) Protect: Protecting the workplace involves intelligent security protecting devices, apps, and end users from the most advanced threats. Then IT can ensure that only authorized people are able to see sensitive information, which helps to prevent data leakage. Intelligent security streamlines and responds efficiently to regulatory requirements.
- 3) Transform: Transformational experiences promote employee engagement and ensures they can be productive while mobile, creating the most productive environment to produce their best work. Fostering culture and community gives workers flexibility and ownership of how they interact. Firstline workers' (people behind the counter, on the phone, building products, and running the daily operations) are shared through group messaging, self-service solutions, and mixed reality. By transforming routine tasks, the workforce can use advancing technologies to surface proactive insights.

Firstline workers often make up most of the workforce. This is true in the customer service focused jobs within the government. Firstline workers are first with customers, first with products and often first to represent the brand or mission. These are the moments that matter most. As organizations transform, it should be a top priority to equip and empower these workers with the modern tools and solutions to do their best work. It's especially important to involve firstline workers, who are directly charged with producing or bringing products and services to your customers, as well as translating strategies into tactics, and tactics into daily actions. Simply put, they form the backbone of every major industry or organization. As the business model evolves, and as Microsoft seeks to be the disruptor in the market or in new markets, the people on the ground are going to be the eyes and ears for reporting on the progress, for spotting new opportunities, and for providing extraordinary customer experiences.

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Conclusion: It is time for a new culture of work. One that is marked by a shift to more open, collaborative environments and the ability for employees to work anywhere and anytime they choose. One that inspires creative thinking and agility instead of routine process. One that rewards dynamic teamwork and data-driven problem solving over command and control. One that enables employees to feel more connected to each other, and to the organization. And one that protects organization and customer data and mitigates the risks posed by increasingly sophisticated cyber threats, all while minimizing total cost of ownership. Nurturing a new culture of work inside all organizations requires a combination of cultural change, the right technology, and thoughtful workplace design. Team based spaces foster collaboration in the workplace and allows workers to learn from each other, work efficiently, stay in sync and get their questions and problems solved quickly without having to continue alone.

June 2020 Meeting Recap



Speaker: *Mr. Thomas A. Constable*

Principal Deputy Assistant Secretary of Defense for Readiness

Time: *12:00 - 1:00 pm*

Date: *Thursday, 18 June 2020*

Location: *Virtual*

The Washington Chapter held its first ever virtual meeting with live feed from our guest speaker, Mr. Thomas Constable. Over 75 Chapter members tuned in to hear Mr. Constable talk about how the Office of the Assistant Secretary of Defense for Readiness (OASD(R)) focuses our efforts to provide a transparent, analytical approach to readiness recovery toward a high-end war fight.

During the virtual meeting, outgoing President, Ms. Leslie Ferguson, recapped her year in office and thanked everyone for their support. Incoming President, Mr. Stephen Herrera, provided his priorities of what he would like the Chapter to focus on and accomplish over the next year. Additionally, Al Runnels, National Executive Director, swore in the Chapter leadership.

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July 2020 Meeting



Speaker: *Mr. Stephen Herrera*

Deputy for Budget, Office of the Assistant Secretary of the Air Force for Financial Management and Comptroller

Time: *12:00 - 1:00 pm*

Date: *Thursday, 16 July 2020*

Location: [Virtual](#) *This event will be provided at no charge.*

Stephen R. Herrera, a member of the Senior Executive Service, is the Deputy for Budget, Office of the Assistant Secretary of the Air Force for Financial Management and Comptroller, Headquarters United States Air Force, Arlington, Virginia. He is responsible for planning and directing Air Force budget formulation and execution of appropriations totaling more than \$165 billion annually. Mr. Herrera leads a staff of civilian and military financial managers who develop, defend and execute funding that supports military operations and Air Force priorities at the direction of Congress, the Secretary of Defense and the Secretary of the Air Force. Mr. Herrera has also performed the duties of the Air Force Assistant Secretary for Financial Management and Comptroller.

Prior to his current position, Mr. Herrera was the Deputy Director of Staff, Headquarters U.S. Air Force, the Pentagon, Arlington, Virginia, where he assisted the Director of Staff in providing advice and assistance to the Secretary, Chief of Staff, Under Secretary and Vice Chief of Staff on numerous aspects of Air Force policies, plans and programs.

Mr. Herrera began his career with the Air Force as a Palace Acquire intern upon graduation from the University of Texas in San Antonio. He has held positions within the Air Force in the areas of budget formulation, program integration and resource management. His experience spans several appropriations and functional areas, including budget and acquisition.

Register at WWW.WASHINGTON-ASMC.ORG or contact your Service Secretary



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2020 ASMC National Capital Region PDI
Create Success – It's Contagious



Cancelled

Greetings 2020 ASMC NCR PDI Registrants, Distinguished Keynote Speakers, Presenters, Corporate Sponsors, VIPs, Exhibitors, and Volunteers! We hope that this message finds all well and safe.

It is with profound regret that we announce the cancelation of our spring ASMC NCR PDI that had been postponed until 20 August 2020.

Our training venue - the Ronald Reagan Center - notified us that they would have to decrease our attendance by over 80% to accommodate safe distancing requirements established by the CDC. Given our event had again sold out this year with over 1,600 registrants, more than 45 Corporate Sponsors, and 47 exhibitors – the economic, operational and logistical impacts would be insurmountable. It is also not clear that the facility would be able to host gatherings beyond 1000 at all this calendar year, starting to interfere with the holidays and then closing in on our March 2021 NCR PDI.

We trust you understand our rationale to cancel rather than compromise the value of this esteemed training for our members. For the convenience of our registrants and sponsors -- as well as to ease additional administrative burdens on our volunteer committee -- we will carry over your registrations and sponsorships to apply to our 2021 NCR PDI scheduled for Thursday 11 March, 2021. Please MARK your calendars now.



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Training & Education

The ASMC Washington Chapter is sponsoring the following mini-courses at no cost to our members.

MINI-COURSE (F3589)

Internal Control: Meeting Federal Requirements for Accountability

This mini-course will help participants in reducing the risk of waste, fraud, and mismanagement within their agency, and supporting accountability efforts. Participants will learn what controls are and why they are important; the requirements, standards, and guidance available for internal controls; the importance of risk management; and the eight steps in an internal control process. In addition, the course will cover the relatively new requirement for Enterprise Risk Management (ERM), addressing risks to an agency's strategic objectives.

DoD Certification Level 2

COMPETENCY: Audit Concepts, Policies and Principles – 2.5 hrs (PL3)

July 30, 2020

AM SESSION 8:30-11:30 AM

PM SESSION 12:30-3:30 PM

Register by July 17, 2020

FREE for ASMC Members!

VIRTUAL

Please visit ManagementConcepts.com/pm_elearning_sysreq for the hardware and software requirements.



To register, visit Learn.ManagementConcepts.com/ASMC

Due to high demand, please notify Management Concepts if you are not able to attend after registering.

[Click here to register: Learn.ManagementConcepts.com/ASMC](https://Learn.ManagementConcepts.com/ASMC)

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ASMC National News



American Society of Military Comptrollers

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[Click here to access the National ASMC home page](#)

2020 National PDI Cancelled



PDI is the premier training event for resource/financial managers in the Department of Defense, US Coast Guard, and public and private sectors. This five-day training event features a full day of Service and Defense Agency workshops; general sessions with keynote speakers; mini-courses aligned to the Financial Management Certification Program competencies and associated proficiency levels; financial management, audit, acquisition, and workforce management workshops; and other special activities. Join us May 27-29, 2020 in Nashville, TN for this year's PDI. Registration opened February 28, 2020. Please visit www.pdi2020.org for more details.

Cancelled

"I'm sure each of you have reflected upon the meaning of Memorial Day and honoring our nation's fallen. I'm somewhat saddened today that I'm not in Nashville preparing for our PDI 2020 Opening Ceremony. I'm not sure when we will be able to conduct a PDI in Nashville. ASMC had scheduled PDI 2010 there and had to cancel due to flooding and now ten years later, we've had to cancel again. What a great opening ceremony our committee, led by Blake Thompson and Todd Johnson, had planned. I thought you would like to see the last paragraph of the script and hear the song we had planned to present with a live performance of musicians from Operation Song and some of the veterans that participated in writing of the song. A tribute song for Memorial Day, it was written by Ward Davis and six veterans of Vietnam, Iraq, and Afghanistan at the Alvin C. York VA Medical Center in Murfreesboro, TN. The You Tube link to the song is below the final paragraph of the script. Happy Memorial Day!"

- Al Runnels, ASMC Executive Director

"Country music is making a difference for our service men and women in our local communities as well. One Nashville songwriter, Bob Regan, founded Operation Song. Operation Song is an organization that puts a service member or veteran in the room with a songwriter. Leonard Bernstein said, "Music can name the unnameable and communicate the unknowable." This is the quote on the mission statement page of Operation Song's website. Bob Regan's idea was that transforming a veteran's story into a song might help them process seemingly random and chaotic events and emotions of war and give them some order, perspective, and validation. Bob founded Operation Song in 2012 and to date, Operation Song has written over 750+ songs with veterans of WWII to those currently serving, their spouses, and family. Today we have a special, live performance with members of Operation Song – video "The Last Monday in May"

<https://www.youtube.com/watch?v=Gr5WUyL2H-s>



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ASMC National News



American Society of Military Comptrollers

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ASMC Value Proposition

ASMC supports	A global community of defense financial managers, military comptrollers, and corporate members
Who need	Convenient, affordable, and collaborative opportunities for leadership and education that further enable the support of warfighters, the National Military Strategy, and the overall federal financial management (FM) profession, while enhancing their career development
By providing	Educational materials, training courses, the Certified Defense Financial Manager (CDFM) certification; leadership opportunities at National and Chapter levels, opportunities to enhance communication skills and contribute to the federal FM body of knowledge; and in-person and virtual access to a global network of peers, and a knowledgeable and customer service-oriented staff
As a result	Financial managers who are members or certificants of ASMC are equipped with the latest innovations, industry knowledge, and best practices; possess a broader understanding of defense FM policies and operations; and differentiate themselves as highly qualified candidates for positions within the DoD, the United States Coast Guard, other federal agencies, and the private sector
Because of	ASMC's status as a premier defense financial management education provider, it is recognized as a prestigious organization for leaders and other individuals serving in or supporting the defense FM community
Unlike	Competitive membership organizations or educational programs that provide products and services to the financial management profession but do not offer ASMC's unique specialization in military comptrollership



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ASMC offers the Certified Defense Financial Manager (CDFM) educational program and certification designation to those persons desiring to demonstrate proficiency in the core aspects of Defense Financial Management.



For more information, visit: <http://www.asmconline.org/certification/cdfm-information/>

Congratulations to our newest CDFMs!

Brian Blocton
David-Tito Dale
Rochelle Ford
Jason Lee
Brian Miller
Robert Moore
Avril Ntuk
Steven Nucci
Kelley Rockwell Rizzo
Saadia Zahir
Veasna Tan

While most candidates in the CDFM program are civilian or military/reserve members of the Department of Defense, U.S. Coast Guard, U.S. Army, U.S. Air Force, U.S. Navy, U.S. Marine Corps or employees of defense contractors or suppliers, the CDFM program is open to all candidates who have a high school diploma (or equivalent) and meet the following work experience qualifications:

Have the required number of years of defense-related financial management experience outlined below:

- **Two (2) years if you hold an Associate's degree or higher;** or
- **Three (3) years if you do not have a degree.**

OR

Do not have defense-related financial management experience, but can meet the following criteria outlined below:

- **Four (4) years of Federal government-related financial management experience;** and
- **An Associate's degree or higher.**

There are three steps involved with earning your CDFM:

1. Enroll in the CDFM Program. Your enrollment is valid for two (2) years, during which time you must take, and successfully pass, the three CDFM module examinations.

2. Submit Your Verification of Financial Management Experience Form. This form, which must be signed by a supervisor who can verify your work experience, must be returned to ASMC after enrolling in the CDFM program. You do not have to submit this form prior to taking a CDFM examination, but it is required prior to the awarding of the CDFM designation.

3. Purchase and Schedule the CDFM Examinations. Be sure to carefully – and completely – read the criteria associated with each testing option for the CDFM examinations. Failure to do so can result in the purchase of the wrong CDFM examination and/or the inability to test at your preferred location



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AMERICAN SOCIETY OF MILITARY COMPTROLLERS

To Promote Education, Training and Professional Development in All Aspects of Military Comptrollership

July 2020

Washington Chapter



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