

-----Original Message-----

From: Richard Hoskins
To: Bray, Robert S. [Robert.Bray@dhs.gov]
Sent: 11/27/08 3:01 AM
Subject: Veterans within the FAMS
Importance: High

Dear Mr. Bray,

As, I am sure by now, you have read the recent POGO report titled, *Breaking the Sound Barrier: Experiences of Air Marshals Confirm Need for Reform at the OSC*. As you most likely have been briefed on my situation by those in leadership positions, they surely have not provided an honest and clear picture of who I am and what I stand for. Therefore, I would like to introduce you to me, and ask that you speak to a man of character whom, as a veteran, you may know would be a candid person, and that is retired CSM Jesse [REDACTED] who I believe still works for the FAMS.

I have heard from a trusted source, that you yourself are a veteran and a man of good character. Speak to Peter [REDACTED], the FAM and veteran who sat on my interview panel in 2002, about my service within the FAMS as a Security Assistant at the WFO, and his opinion about my potential as a FAM.

As a Combat Veteran who honorably served my country in peace and at war, I answered the call after 9/11. However, as the record shows, things did not go as well as planned, so I stepped up to the plate and accepted a Security Assistant position to continue to serve my country, under an oath once again.

Unfortunately, this was short lived for various reasons and some are a matter of opinion. However, with that said, I do not think you can find a person whom with any degree of honesty that could say anything, but that I was hard working, dedicated, and believed in the mission of the FAMS.

I recognize you will never be able to please everyone every time, and successfully complete the mission as mandated and directed by those in command and control as that is just the nature of policy. As I hold a masters degree in Management & Policy, as well as a masters degree in the field of Behavioral Sciences, I therefore understand human behavior and factors of such a dynamic organization.

I would ask that you surround yourself with people that have a passion for what they do and care whole heartedly about their country, like you, Jesse and many others like myself have done, and that we're willing to give our lives for the price of freedom.

Also, that you seriously consider implementing some form of the recommendations made by the POGO report, as shown below:

"FAMS Director Robert Bray should create an organizational culture where employees are not only encouraged to bring forward concerns and reform ideas, but are also protected when they do so. Bray should rehire those federal air marshals who lost their jobs after disclosing incidents of workplace wrongdoing but who still would like to come back and continue to support FAMS' mission."

It is obvious that your predecessor(s) have left you with some systemic challenges. I would further encourage you to enter genuine conciliation with those who have formal and informal complaints still pending towards the agency, and to resolve them as quickly as possible, to allow the agency to move forward.

I understand that some may attempt to put legal restrictions on you around these issues, but these same individuals will only be hindering the agency from growth and moving forward and securely navigating the agency to the futuristic mission of the FAMS to meet the current threats.

I do not have all the answers to the agencies problems, but I do understand the agency, as well as understand what the root causations are of many of the problems that exist. I would welcome an invitation from you to further discuss this email. As, I stand ready to return to the agency and continue to serve for the good of the country.

Respectfully Submitted,

Richard Hoskins

E-mail Read Return Receipt

From: Bray, Robert S. [Robert.Bray@dhs.gov]

Sent: Friday, November 28, 2008 12:58 AM

To: Richard Hoskins

Subject: Read: Veterans within the FAMS

Importance: High

Your message

To: Bray, Robert S. [Robert.Bray@dhs.gov]

Subject: Veterans within the FAMS

Sent: Thu, 27 Nov 2008 03:01:34 -0500

was read on Thu, 27 Nov 2008 08:58:03 -0500