



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

JUL 13 2009

Mr. Daniel Rex
Executive Director
Toastmasters International
P.O. Box 9052
Mission Viejo, CA 92690-9052

Dear Mr. Rex:

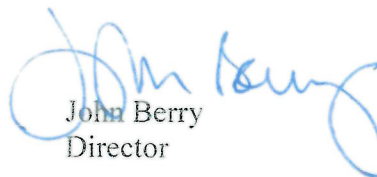
This is in response to your letter of May 27, 2009, regarding the work of Toastmasters, International. The U.S. Office of Personnel Management recognizes the accomplishments of Toastmasters International and its history of service to federal employees and managers. In fact, OPM itself has its own Toastmasters Club which holds periodic on-site meetings.

OPM supports on-site clubs and organizations that promote the professional development of federal employees, including Toastmasters International, under the following guidelines:

1. Managers have the discretion to pay for the charter fee and for an organization's membership fee, as a condition for obtaining the training an employee needs to improve his/her performance. After the employee masters the skills promoted by the organization (public speaking and leadership in the case of Toastmasters), the membership fee must become the employee's personal responsibility.
2. Managers have the discretion to allow an employee to attend meetings during working hours, even if the employee bears the cost of membership, so long as the manager concludes that attendance serves the interests of the government in employee development.

We appreciate the opportunity to respond to your letter and wish Toastmasters International continued success.

Sincerely,


John Berry
Director