



Volume 6 | Issue 2

JUL - SEPT 2024

# THE VOICE

OSBI NEWSLETTER

MEN'S HEALTH

## FOCUS ON

THREE IMPORTANT ASPECTS, p. 18

OSBI LONGEVITY  
ROOTED IN FAMILY

p. 12

## A HISTORY LESSON

Political Corruption  
Leading to the OSBI  
Commission, p. 13

BEHIND  
*the Scenes*

Unit Spotlight on Human Resources, p. 4



JENNIFER

# Treadwell

Meet our Spotlight Employee

# TABLE OF CONTENTS



OSBI Basketball Schedule, p. 28

13

A History Lesson

---

34

#Life

---

32

Awards & Recognition

---

04

Behind the Scenes

---

27

Birthdays

---

12

Blast from the Past

---

29

Calendar of Events

---

36

Centennial Gala Update

---

09

Criminalistics Division

---

31

Crossword

---

06

Cyber Security

---

03

Employee Spotlight

---

33

Happenings

---

08

Investigative Services - Citizen's Academy

---

20

Leading Your Peers

---

11

Legal Brief

---

23

Meet the IT Team - IT Infrastructure Update

---

28

Milestones in State Service

---

22

Quick Computer Tips!

---

17

Retiree News

---

18

Speaking of Health - Focus on Men

---

30

Welcome Aboard!

---

## EMPLOYEE SPOTLIGHT

# Jennifer Treadwell

By Alli Timmons

**Jennifer Treadwell** is the OSBI Director of Finance or CFO (Chief Financial Officer). This is also commonly referred to as the “Comptroller.” She keeps up with all the money coming in and out for the entire agency. She started in January of 2023 as the Comptroller when the OSBI and the ABLE (Alcoholic Beverage Laws Enforcement) Commission combined their finance departments. She says in her time as comptroller, she has definitely expanded her knowledge of state accounting, especially related to appropriated agencies. These are entities that receive “appropriated” funds, or money set aside for a specific purpose, as with our government’s budget.

Jennifer is an Okie, born and raised. She has an A.A.S. (Associate of Applied Science) degree in Accounting from Rose State College in Midwest City, and a B.S. (Bachelor of Science Degree) in Accounting from the University of Central Oklahoma (UCO) in Edmond. She believes in being firm but kind, and working hard. So, rest assured, the Bureau’s finances are in highly capable hands!

Growing up, she would hear her beloved father, who was also in law enforcement, tell her about the bureau, and how he held the OSBI in such high regard. She dearly misses her dad, and there are so many things she wishes she would have asked him about when he was still here.



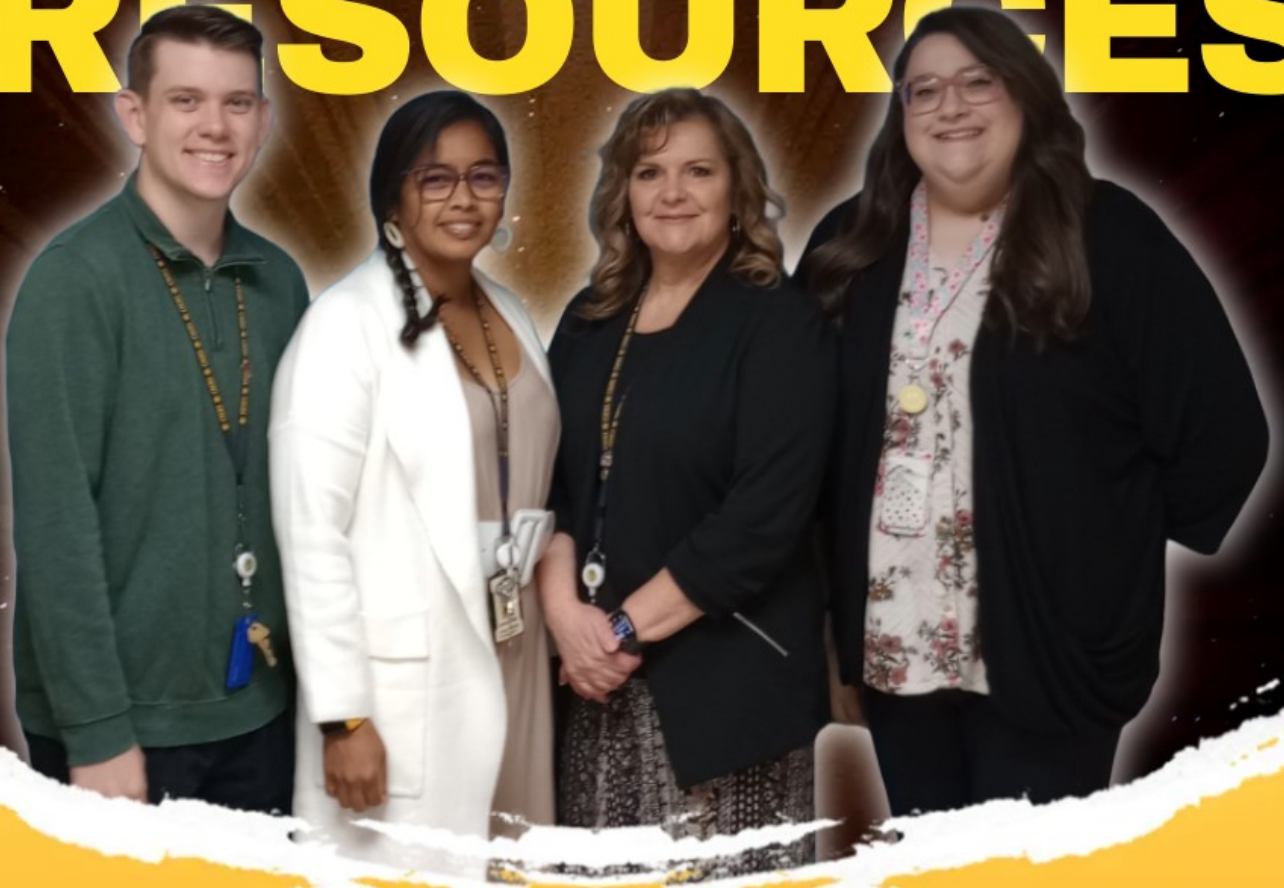
Jennifer has a big family full of lots of love. She married her husband Greg in October of 2023, so this year they will celebrate their 1st anniversary. She has a daughter, two sons, a step-daughter, and 6 grandchildren. Don’t forget the fur-babies though! Jennifer has a cat named Agatha Kitty and a dog named Willie One-Eye. She cannot live without her family, her coffee or her favorite food, tacos.

She is also really handy with a hammer! As early as high school, she spent a summer working at TG&Y, an old five and dime discount store, remodeling the 23<sup>rd</sup> & Douglas location. When she bought her current house back in 2012, she remodeled every room, doing most of the work herself. She only hired a carpenter to install the new kitchen and wood floors. “You can learn just about anything from google” Jennifer says.

Jennifer’s favorite part of working at the OSBI is the people that make up the agency. She would tell potential prospects to “be patient; it takes time.” When she retires, she hopes people will say “I enjoyed working with you; now go have fun traveling in your camper.” This woman loves to travel and has a beautiful camper that gets lots of use! Jennifer is a proud member of a camping group known as “Sisters on the Fly” (SOTF). This organization is the largest women’s outdoor group in the country! Check it out here: <https://www.sistersonthefly.com/>. No husbands or kids though! Since its start up in 1999, more than 20,000 women have joined the SOTF ranks. Their current number of **active** memberships is over 7,500 and growing daily. It is a community supporting women in their journey to get up, get out and become more adventurous! *I think it’s safe to say, Jennifer is one “happy camper!”*



# Human RESOURCES



Cooper Knight | Christine Chalmers | Julee Womack | Randi Wild

## BEHIND *The Scenes*

by Alli Timmons

**Forbes Advisor** defines Human Resources Management as "...responsible for recruiting, onboarding, training and managing an employee from their job application to final severance." They also describe the bottom line stating that "Human capital (employees), as the most important resource of any organization, and must be treated with love, care and respect." Our HR team goes above and beyond this definition ensuring that we all feel we are respected and valued team members of this organization.

Continued on next page

# BEHIND The Scenes

by Alli Timmons

**T**he Human Resources (HR) Department of the OSBI consists of Christine Chalmers, Randi Wild, Cooper Knight and Julee Womack. They are headed by Brad Green, Director of the Support Services Division. Christine is the director and manager of HR. Randi is the HR supervisor. The HR team offers a multitude of services and perform countless functions for OSBI and ABLE (Alcoholic Beverage Laws Enforcement) Commission employees! They handle all **Recruitment** efforts from posting positions on Workday, reviewing applications, setting up interviews and polygraphs, to then hiring qualified applicants in Workday once their background is complete. They handle all things Workday, which encompasses processing both main and supplemental **Payroll** for the OSBI and the ABLE Commission, and all aspects of **Time and Leave**. This consists of entering overtime, completing transactions such as monthly career progressions and pay step increases, reviewing all payroll reports for accurate compensation, to researching and correcting any errors behind the scenes to make sure our employees are paid correctly and on time!

HR also maintains all employee **Benefits** and **Retirement**. They assist all new hires with their state benefit package, including medical, dental, vision and life insurance. They help navigate employees through benefit changes due to mid-year life events such as getting married and adding new dependents to their coverage. They also ensure employees are aware of any coverage changes during the yearly Open Enrollment period held every October. They coordinate on-site flu clinics at Headquarters and the Forensic Science Center. For Retirement, they assist employees with understanding their contributions and provide information regarding eligible deferred compensation plans.

What doesn't this unit do on a day-to-day basis? The HR Department is always there to help answer questions. You may find them processing payroll, handling a recruitment process, correcting time-sheets, performing in-processing and out-processing, researching new laws, policies and procedures, conducting security clearance backgrounds, creating access cards and credentials for not only our employees, but outside agencies and contractors, and so much more. A day in the life of an HR employee is ever-changing!

HR is proud to announce that Christine, Randi and Cooper are currently *Public Sector Human Resources Association (PSHRA) Certified Professionals*, with Julee gearing up to take the strenuous exam to become certified as well! OMES recently started a new program for all state payroll officers to become *OMES Payroll Partner Certified*. In June of 2024, Christine, Randi and Julee became certified through this program. Christine and Randi are also in the process of testing the new time and leave "positive pay" reporting. This would be in place of the current "exception pay" system that we currently utilize, where we only enter hours of leave, instead of the hours we worked.

Our Human Resources team may be small but they are mighty! They are growing in strength, though! They will soon be welcoming two new employees in the near future, with one starting in July, and the other starting in August of this year.

The employees of HR always strive to deliver quality services and assistance to all employees. They love what they do every day and it clearly reflects in their work!

**Thank you to the entire HR team for everything you do!**



The OSBI Human Resources team partnered with the [Regional Food Bank of Oklahoma](#) and [IPMA - HROK](#) to conduct HR training and volunteer. HR personnel from agencies around the state donated over 8,000 pounds of food to feed over 2,500 children in Oklahoma.



**Cybersecurity** awareness is the combination of both knowing and doing something to protect a business's information assets. When employees are cybersecurity aware, it means they understand what the threats are, and the potential impact cyber-attacks can have on a business. It takes everyone involved to combat cyber-attacks. Our IT personnel are ever vigilant in making sure we all understand the risks and are able to identify a potential attack. This article is on choosing a strong password and how to protect it.

## Why you need strong passwords

You probably use personal identification numbers (PINs), passwords, or passphrases every day: from getting money from the ATM or using your debit card in a store, to logging in to your email or into an online retailer. Tracking all of the number, letter, and word combinations may be frustrating, but these



protections are important because hackers represent a real threat to your information. Often, an attack is not specifically about your account, but about using the access to your information to launch a larger attack.

One of the best ways to protect information or physical property is to ensure that only authorized people have access to it. Verifying that those requesting access are the people they claim to be is the next step. This authentication process is more important and more difficult in the cyber world. Passwords are the most common means of authentication, but only work if they are complex and confidential. Many systems and services have been successfully breached because of non-secure and inadequate passwords. Once a system is compromised, it is open to exploitation by other unwanted sources.

## How to choose good passwords

### Avoid common mistakes

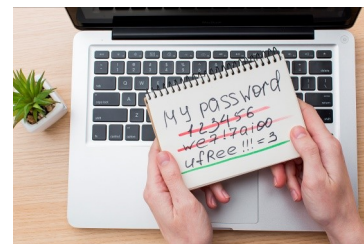
Most people use passwords that are based on personal information and are easy to remember. However, that also makes it easier for an attacker to

crack them. Think about how easy it is to find someone's birthday or similar information.

Is your password found in a dictionary? If so, it may be susceptible to dictionary attacks, which attempt to guess passwords based on common words or phrases. Although intentionally misspelling a word ("daytt" instead of "date") may offer some protection against dictionary attacks, an even better method is to rely on a series of words and use memory techniques, or mnemonics, to help you remember how to decode it. For example, instead of the password "hoops," use "lITpbb" for "[l] [l]ike [T]o [p]lay [b]asket[b]all." Using both lowercase and capital letters adds another layer of obscurity. Changing the same example used above to "l!2pBb." creates a password very different from any dictionary word.

### Length and complexity

The National Institute of Standards and Technology (NIST) has developed specific guidelines for strong passwords. According to NIST guidance, you should consider using the longest password or passphrase permissible (12–64 characters) when you can. For example, "Pattern2baseball#4mYmiemale!" would be a strong password because it has 28 characters and includes the upper and lowercase letters, numbers, and special characters. You may need to try different variations of a passphrase—for example, some applications limit the length of passwords and some do not accept spaces or certain special characters. Avoid common phrases, famous quotations, and song lyrics.





### ***Do's and don'ts***

Once you've come up with a strong, memorable password it's tempting to reuse it—don't! Reusing a password, even a strong one, endangers your accounts just as much as using a weak password. If attackers guess your password, they would have access to your other accounts with the same password. Use the following techniques to develop unique passwords for each of your accounts:

- ⇒ Use different passwords on different systems and accounts.
- ⇒ Use the longest password or passphrase permissible by each password system.
- ⇒ Develop mnemonics to remember complex passwords.
- ⇒ Consider using a password manager program to keep track of your password (**OSBI uses Keeper as its password manager program**).
- ⇒ Do not use passwords that are based on personal information that can be easily accessed or guessed.
- ⇒ Do not use words that can be found in any dictionary of any language.

### **How to protect your passwords**

After choosing a password that's easy to remember but difficult for others to guess, do not write it down and leave it someplace where others can find it. Writing it down and leaving it in your desk, next to your computer, or, worse, taped to your computer, makes it easily accessible for someone with physical access to your office. Do not tell anyone your passwords, and watch for attackers trying to trick you through phone calls or email messages requesting that you reveal your passwords.

Programs called password managers offer the option to create randomly generated passwords for all of your accounts. You then access those strong

passwords with a primary password. If you use a password manager, remember to use a strong primary password.

Password problems can stem from your web browsers' ability to save passwords and your online sessions in memory. Depending on your web browsers' settings, anyone with access to your computer may be able to discover all of your passwords and gain access to your information. Always remember to log out when you are using a public computer (at the library, an internet cafe, or even a shared computer at your office). Avoid using public computers and public Wi-Fi to access sensitive accounts such as banking and email.

There's no guarantee that these techniques will prevent an attacker from learning your password, but they will make it more difficult.

### ***Don't forget security basics***

- ⇒ Keep your operating system, browser, and other software up to date.
- ⇒ Use caution with email attachments and untrusted links.
- ⇒ Watch for suspicious activity on your accounts.



# INVESTIGATIVE

## SERVICES DIVISION



by Brandon Lane

### *The Oklahoma State Bureau of Investigation NERO Citizen's Academy Update*

By the time this newsletter is published, the NERO Citizen's Academy graduation will have taken place on Thursday, June 27, 2024. The class started with 24 confirmations but average attendance was around 18 consistently. Up to this date the class had been exposed to the history of the OSBI, an overview of crime scene investigation and forensic art, a firearms simulator and use of force presentation, a tour of the Mobile Analysis Center, a polygraph presentation, and a homicide case study. Next up was a cold case presentation, forensic science center and Information Services presentations, and a panel discussion with District Attorney Jack Thorp, Assistant US Attorney Ben Traster, Bixby Chief of Police Todd Blish, District Judge Russell Vaclaw, and County Sheriff TBD.



May 30th began the OSBI NERO's Citizen Academy in Broken Arrow. This was the sixth citizens academy held by the OSBI. The class had a chance to learn about the history of the OSBI, our investigative division, and hear from one of our crime scene agents. U.S. Congressman Kevin Hern's Deputy District Director Adam Jones was the guest speaker.

June 2 - 8 - Week two of the OSBI Northeast Citizens Academy was a tremendous success! The class had the opportunity to experience a firearms training simulator and an officer-involved shooting course. We want to thank the [Broken Arrow Police Department](#) for assisting everyone throughout these training exercises.



June 9 - 15 - Special Agent Marc Collins showcased a polygraph examination during week 3 of the OSBI Northeast Citizens Academy. The class also had the opportunity to observe an investigative case study.

June 16 - 22 - The OSBI Forensic Science Center and Cold Case Unit presented at the Northeast Regional Citizens Academy last night. Our criminalists highlighted our firearms and toxicology units, showcasing how they can assist with various cases across the state. The class also took a deep dive into a homicide case study, which was solved by our special agents and criminalists working together to track down the suspects responsible.

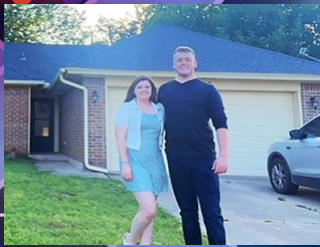




# Criminalistics Services Division

by Alli Timmons

<b>March 19-21</b>	Meghan Jones assisted with ANAB assessment out-of-state.
<b>March 18-22</b>	Danielle Ross-Carr assisted with ANAB assessment out-of-state.
<b>April 8 -10</b>	Joe Orcutt attended the Mid-America Forensic DNA Conference & Tech Lead Summit in Columbia, MO.
<b>April 16-18</b>	National Missing and Unidentified Persons Conference in Las Vegas – Meghan Jones presented at and attended conference.
<b>April 8</b>	Alli Timmons was officially accepted into the brand-new Doctoral program at the University of Central Oklahoma, pursuing a Doctorate of Science in Forensic Science, starting August.
<b>May 1</b>	Lab Outreach Training @ FSC.
<b>May 3</b>	Natali Hassett successfully defended her Master’s Thesis at UCO Forensic Science Center.
<b>May 7</b>	FSC Lab Tour (Heritage Hall – Steve and Alli).
<b>May 10</b>	Natali Hassett graduated from UCO with M.S. in Forensic Science.
<b>May 12-15</b>	Beth Deen assisted with ANAB assessment out-of-state.
<b>May 13</b>	FSC Lab Tour.
<b>May 16</b>	Lab Outreach in Norman (Jeff Hickerson & Alli Timmons)
<b>May 18</b>	Alli Timmons (Toxicology) and Zoe (Allie’s fur baby) raised \$255 for the Walk MS OKC at Wheeler Park.
<b>May 19</b>	Biology assisted with Missing Persons Case – at request of INTERPOL (thank you, Tori Strout!).
<b>May 20</b>	Arden Cavitt (Toxicology) and husband Shiloh bought their first home! Congratulations!
<b>May 20</b>	Semi-Annual Round Table @ FSC (all Lt.’s/Supervisors and above from each Division attended).



Arden & Shiloh Cavitt



Allie Timmons & Zoe



Corey Morris, May Career Fair



Travis Smiddy & Beth Deen, 2024 OK IAI Training Conference

# Criminalistics Services Division

by Alli Timmons

<b>May 24</b>	Beth Deen (Biology/Rapid DNA Program Lead), Kate Millar (Firearms), Stacy Hirschman (Latent Evidence), and Heather Schafstall (Trace Evidence), presented at the 2024 OK IAI Training Conference at UCO. Also attending were Candace Brown (LEU & current OKIAI board member), Amanda Gilson (LEU, voted in as OKIAI board member), Shana Wilson (LEU), Joseph Alsdurf (Firearms), Lori Bilodeau (LEU), Zach Stults (LEU), Amy Davila (LEU), Natali Hassett (LEU), Samantha Meisinger (Firearms), and Jarod Murphey (Firearms). Stacy Hirschman (EU) was voted in as OKIAI Treasurer and Kate Millar (Firearms) was voted in as OKIAI Secretary.
<b>May 28</b>	Zach Stults (CSD Latent Evidence Unit) and Special Agent Bill Hedrick appeared on KWTV's Coca Cola Porch to discuss the Annual OSBI Career Fair held at the ODOT training facility on May 29 <sup>th</sup> (see pg. 29 of the Newsletter / Happenings to view the full story).
<b>May 29</b>	Corey Morris, Rachel Leach, Jarod Murphey, Torrance Anderson, Leigh Armstrong, Amy Davila, and Matthew Myers all attended the OBSI Career Fair at the ODOT Training Facility.
<b>June 3-7</b>	Latent Evidence Unit – attended AFIS Training.
<b>June 5-7</b>	Grace Helms & Beth Deen traveled to Meriden, CT to view Connecticut's Rapid DNA Program and meet with CT's team.
<b>June 10-11</b>	Staff Planning Conference (all Lt.'s/Supervisors and above from each Division attended).
<b>June 17</b>	OSBI's Seek Then Speak tool made available for use in Oklahoma. See page 29 of the newsletter / Happenings.
<b>July 17</b>	Lab Outreach Training @ FSC.
<b>July 18-19</b>	AFDAA Summer Conference in Dallas, TX – members of Forensic Biology Unit to attend.
<b>June 21</b>	FSC Lab Tour - Bureau of Indian Affairs (BIA) Youth Police Academy.
<b>July 21-25</b>	Wendy Duke to assist with ANAB assessment out-of-state.
<b>June 24</b>	CLEET Criminal Investigative Academy – members of CSD teaching.
<b>June 24-26</b>	Janice and Wendy assisting with ANAB assessment out-of-state.
<b>June 26</b>	Lab Outreach @ Newkirk PD.
<b>June 25-28</b>	Bode Conference in Atlanta, GA – members of Forensic Biology to attend.
<b>August 11-17</b>	National IAI Conference in Reno, NV – members of Latent Evidence Unit to attend.



Rachel Leach, May Career Fair



Travis Smiddy & Heather Schafstall, 2024 OK IAI Training Conference



Stacy Hirschman & Travis Smiddy, 2024 OK IAI Training Conference



Kate Millar & Travis Smiddy, 2024 OK IAI Training Conference

# OSBI Legal Brief

## QUARTERLY

### REPORT

by Shannon Desherow, Assistant General Counsel



## Legal update: Criminal Justice at the Supreme Court

It's summer, which means that the Supreme Court of the United States is busying issuing opinions. So far, two cases are of particular interest to the OSBI.

Firstly, there is **United States v. Rahimi**. In 2019, Zackey Rahimi, the respondent, had a violent altercation with his girlfriend, C. M., who is also the mother of his child. Rahimi grabbed C. M., dragged her back to his car, and shoved her in, causing her to hit her head. When a bystander witnessed the incident, Rahimi retrieved a gun from his car. C. M. managed to escape, and Rahimi fired his gun, though it is unclear whether he was aiming at C. M. or the witness.

Following this incident, C. M. sought a restraining order against Rahimi, which was granted by a state court in Texas. The order included a finding that Rahimi had committed "family violence" and posed "a credible threat" to the "physical safety" of C. M. or their child. The order also suspended Rahimi's gun license for two years.

Rahimi was indicted for possessing a firearm while subject to a domestic violence restraining order, in violation of 18 U. S. C. §922(g)(8). Rahimi moved to dismiss the indictment, arguing that Section 922(g)(8) violated his Second Amendment right to keep and bear arms.

The Supreme Court of the United States held that when a restraining order contains a finding that an individual poses a credible threat to the physical safety of an intimate partner, that individual may—consistent with the Second Amendment—be banned from possessing firearms while the order is in effect. The OSBI has already been denying SDA licenses to people who have active VPO's, so this will not change our practice. However, it is nice to have more clarity on the law.

Secondly, there is **Smith v. Arizona**. The defendant, Jason Smith, was charged with various drug offenses after law enforcement officers found him with a large quantity of what appeared to be drugs and drug-related items. The seized items were sent to a crime lab for scientific analysis. The analyst who performed the testing and compiled the report no longer worked for the forensic lab, so the State substituted a different analyst to present the report at trial and testify as to the findings.

The Supreme Court held that this violated the Confrontation Clause because the defendant did not have the opportunity to cross-examine the witness who was making statements against the defendant. The Supreme Court remanded this case (sent it back to the lower courts for more proceedings) and so we do not know how this will affect us moving forward. OSBI will likely have to take great care in the future to ensure that the analyst testifying is the analyst who ran the tests in the first place at our forensic lab.

As always, feel free to reach out to OSBI legal if you have any questions about these cases!



# BLAST FROM THE PAST

by Julie Kelly

## OSBI Longevity

In this and future issues we will try to include images and stories from the past on a subject that may be of interest to everyone. In this issue we'll briefly explore OSBI longevity, and how deeply rooted it is in our lives.



**Families are deeply rooted** in the OSBI. BG Jones (right) was a special agent for the bureau from 1967 - 1990 and retired as an inspector (captain). His grandson, John Jones (left), was recently promoted to the Investigative Division Director. John has been with the OSBI since 1996 and is a proven leader.



*(From retired Agent Tommy Graham)* Up until mid-1973, there was no regional OSBI office in Southeast Oklahoma. B.G. Jones, was a resident Agent in McAlester but there was no office. In July 1973, inmates at the Oklahoma State Penitentiary perpetrated one of the worst prison riots in United States history. Twenty-one prison officials were taken

hostage, several high ranking prison officials were injured and three inmates were killed.

The OSBI was requested to conduct investigations of the various crimes that were committed and that led to a number of Agents to be temporarily assigned to the McAlester area. The administration of the OSBI decided to open a regional office in McAlester. The word got out in the Law Enforcement community that the OSBI was going to open a regional office. Oklahoma Highway Patrol Trooper Roy McIntosh talked to B.G. Jones about the OSBI hiring his daughter as a secretary to work at the new office. Roy's daughter, Kathy McIntosh, was at that time working as a secretary at OSP therefore the hiring of her would simply be an interagency transfer instead of a new hire.



Kathy McIntosh, who later became Kathy Cook, was hired as a secretary for the newly opened OSBI regional office in McAlester. In a few short years a number of Agents were added to Southeast Oklahoma and a regional forensic laboratory was also added. For years Kathy's job included typing all investigative reports generated by the Agents, receiving and logging in evidence submitted to the lab (the job that is currently performed by OSBI evidence technicians), and typing lab reports. The typing of investigative reports back then was a lot different than the way reports are done now. The reports Kathy typed were either hand written or dictated. After the reports were typed Inspector Jones would review them and make any necessary alterations. That would result in Kathy having to retype them again.

I've never heard Kathy utter one single complaint about anything dealing with the OSBI. No complaints about the work, no complaints about politics, no complaints about law enforcement personnel or citizens who might have occasion to visit the OSBI office, no complaints about compensation, no complaints about working conditions, or no complaints about any co-workers. BUT, I only worked with her for 30 years.

On a number of occasions, when I was the regional inspector, I have gone into the area where Kathy worked at around 4:30 PM and handed her a stack of reports to retype. I would usually tell her she didn't have to start on them until the next morning. On every single occasion, her response was, "Thank You". Fifteen to twenty minutes later I might walk back into her work area and there she would be

typing on those reports. I don't think I ever gave her any kind of task to do when she didn't say thank you. Sometime in the 1990's, Kathy was named the OSBI Non-Commissioned Employee of the Year.



**Kathy Cook**  
**OSBI Secretary III**  
**11/08/1970 - 05/01/2024**

*"There is no way I can truly express my gratitude to Kathy for her continuous dedication and effort to excel in her work. For 53 years Kathy has been a consummate team player who has done everything in her power to contribute to the success of the Oklahoma State Bureau of Investigation." - Tommy Graham*

Tommy Graham retired from the OSBI after 30 years. Most of that time spent in the McAlester office. He was the Inspector (Agent in Charge), which is now the equivalent to a Captain for about 20 of those years.

# - A History Lesson - Political Corruption Leading to the Creation of the OSBI Commission

By Stan Florence

Throughout the one-hundred-year history of the OSBI, there are numerous points in time that carry significant meaning to the agency. As it has been noted, the beginning of the Bureau in 1925 was a special time. This beginning signified when the foundation was established for hundreds of employees in the future who would one day build on a reputation of hard work, dedication, trust and dependability. Even with the results of the great people who have worked for the agency, there have been external threats that have had the potential for negative impacts on the Bureau in the years that would follow. Lessons learned from these attempts shows how critical it is that we maintain the integrity of the Bureau and should work hard to always keep it protected.

Agency leadership for the first fifty years fell upon the Governor, as he would make the appointment of who served as agency director. This obviously left room for the Bureau to be used politically. This concern is a part of the agency's history that continues to be reaffirmed even today.

Earl Goerke, a former FBI agent, was appointed Director by Governor Henry Bellmon in 1963. In later years, Goerke

publicly made claims that during his tenure as director, there were instances that certain politicians tried to use the Bureau to "negate some rumor about an individual or candidate, or to turn up something". Goerke never implicated Bellmon or future Governor Bartlett (whom he also served under) as using the Bureau, however said certain politicians would try.

Serving until 1967, Goerke made public these concern in 1973, referencing times when he would be asked by candidates to "turn up something" on opposing candidates. He went on to say he felt they were trying to get the OSBI to initiate inquiries without honest reasons. Goerke made these remarks when there was much debate in Oklahoma on whether

the OSBI should remain under the control of the Governor or be placed under DPS.

The timing of this discussion was during Governor David Hall's administration, when Hall served as Governor from 1971 to 1975. As part of his campaign, Hall accused Governor Bartlett of using and



Gov. David Hall

# Political Corruption Leading to the Creation of the OSBI Commission

By Stan Florence

abusing his powers. However, after he was elected it was Hall himself who quickly fell under scrutiny, creating widespread concern. When Hall took office he ordered certain files locked down that potentially held certain criminal intelligence information. In fear of what Hall may do with this information, the files were moved to the OSBI for security reasons by agents Tom Puckett and Dick Wilkerson.

Throughout Governor Hall's tenure, he was the target of multiple types of inquiries and investigations. The Daily Oklaho-



Former OK AG. Larry  
Derryberry

man constantly reported on issues and irregularities surrounding the Governor. When Hall was investigated by the OSBI, it was Attorney General Larry Derryberry who stood up and asked for, and received four OSBI agents to be assigned to him for the investigation and prohibit them from answering to the OSBI, under the control of the governor. Those agents were Puckett, Wilkerson, Ted Lemke and Larry Bowles. Governor Hall ordered his current OSBI Director Hagedorn to stop the investigation. When he refused, he was

terminated, but Derryberry continued his probe with the agents that were assigned to him.

Hagedorn, a Tulsa attorney, had fallen under scrutiny because of his refusal to modify the investigative efforts within the Bureau from criminal investigative to "politics". Hagedorn stood in direct opposition to this request and became embattled with the Governor who had appointed him to the position early in office. Hagedorn's tenure suffered when a certain official with the Oklahoma Tax Commission, who was a friend of Hall's, was indicted by a Tulsa Grand Jury based on an OSBI investigation. According to Hagedorn, this changed the relationship between him and the Governor. Director Hagedorn only served from June 1973 to January 1974, when he was fired by the Governor.

1974 was an election year in Oklahoma in which statewide offices, including the Governor, would be decided by voters. The democratic candidates included Governor Hall, State Representatives David Boren and Clem McSpadden. In the primary election, Boren and McSpadden carried the most votes with Governor Hall coming in third place with twenty six percent of the vote. Boren would defeat

# Political Corruption Leading to the Creation of the OSBI Commission

By Stan Florence

McSpadden in the runoff and eventually win the Governor's race in November.

Nine days after his term ended, a federal grand jury indicted Hall on four charges of bribery and extortion. With the conviction of Hall, he was ordered to serve eighteen months in federal prison. These convictions are often referenced as Hall's downward fall, but it was also the misuse of power, specifically, the attempted misuse of the OSBI for political and personal purposes that make this issue so significant.



Gov. David Boren

With the potential for public and political corruption, it became vital that the OSBI be placed in an insulated environment that would help eliminate any efforts to influence or affect the agency's work from independently conducting investigations. Boren's campaign slogan asked Oklahomans to join the "Boren Broom Brigade", which signified the condition of the state's top political leadership position.

By 1975 former Director Goerke had become District Attorney in Garfield

County. Working for him as a DA investigator was former OSBI agent Charlie Ryan. In an informal meeting, Ryan, Garfield County Sheriff Pat McFadden and Kay County Assistant District Attorney Mike Poole (also a former OSBI agent) met with State Representative Tom Rogers. In the meeting which lasted all afternoon in an office in the Garfield County Courthouse, the concept of an independent OSBI with a Commission providing oversight, was brought forth.

Soon Representative Tom Rogers, announced he would be filing legislation to reorganize the oversight of the OSBI. Rep. Rogers discussed this matter with members of the Oklahoma Sheriffs' and Peace Officers Association, who had circulated a petition calling for an independent board instead of being directly under the control of the Governor. The petition indicated strong support from the local law enforcement community. Interestingly, it was a sheriff, a former OSBI agent and an assistant district attorney who came up with the ideas that would eventually become a reality. Included in this proposal was not only how the Commission would be made up, but also added provisions of determining who could request an OSBI investigation and the need for confidentiality of OSBI files, understanding the im-

# Political Corruption Leading to the Creation of the OSBI Commission

By Stan Florence

portance of maintaining confidential records away from politicians and others.



OKC Police Chief, I. G. Purser

The bill was ultimately passed and signed into law by Governor David Boren. In September 1976, Boren announced who would be the newly created OSBI Commission. Three would be members of law enforcement with others serving as lay members, serving seven-year, staggered terms in office. Those first named were, Oklahoma City Police Chief I. G. Purser, Comanche County Sheriff Coy Rogers and District Attorney Melvin Singleterry. Lay nominees included Dr. Ron Sharp, a cardiologist; Jack McCarty, an attorney from Newkirk and Jim McBee a feed company owner from Shawnee.

The significance of this move has been noticeable and is often referenced when the topic of an investigation into another Governor would take place in the coming years. It was in the early 1990's that Governor David Walters was

indicted by an Oklahoma County Grand Jury on eight felony counts related to campaign finance allegations. Ultimately, after lengthy investigations and negotiations, both sides settled on a reduction of the felony charges to one misdemeanor charge. This allowed Governor Walters to finish his term and then leave office. This investigation was largely a part of the OSBI's efforts. In this instance, the Bureau agents (and Director) were able to conduct a fair and professional investigation without fear of interference or political ramifications. This has remained true ever since the reforms to OSBI oversight took place.

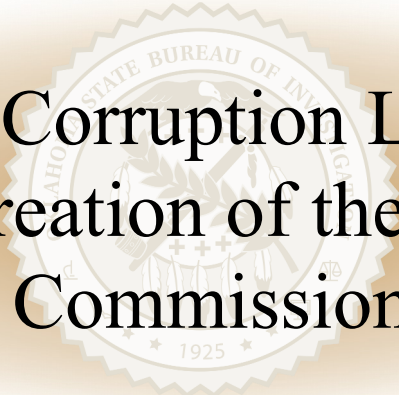
As part of OSBI's history, these years will always be noteworthy. However, there has been an additional benefit the agency has enjoyed in the current administrative system. For the first fifty years of the OSBI's history, there were twenty-three directors. As mentioned, each were appointed by the Governor. Since the creation of the OSBI Commission, there have been nine directors appointed. This has provided more stability and consistency for the agency. Agents and employees are able to do their work without fear of political interference and



Gov. David Walters



# Political Corruption Leading to the Creation of the OSBI Commission



By Stan Florence

the Bureau has become a professional law enforcement agency, embracing ideals and principles that promote outstanding work. The Bureau has successfully been fully accredited by two different accreditation associations that endorse both the laboratory and investigative functions.

Today, we are thankful for individuals from our past history like Director Goerke, Representative Rogers, Attorney General Derryberry and Director Hagedorn, who would take proactive positions and clearly speak out on what was best for the citizens of our state.

Director Hagedorn served a short tenure but made huge sacrifices in maintaining both his and agency integrity, even when the Governor and other powerful people attempted to influence him and the work of the OSBI. Although his time as director was short, in principle he stood strong and tall in his capacity. Because of this, Director Hagedorn was inducted into the OSBI Hall of Fame in 2015, passing away in 2021.



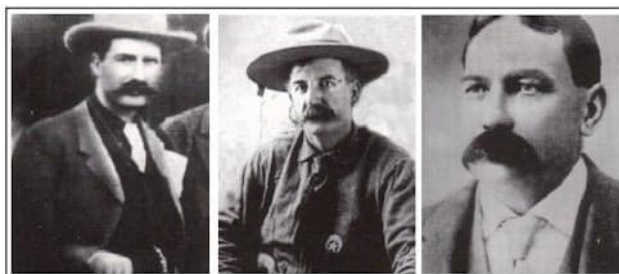
Former OSBI Director, Frank Hagedorn, 1973 - 1974

## OSBI Retiree News

by Julie Kelly

**Retired OSBI Special Agent Dee Cordry** will premier in a new documentary on [OETA](#) called "The Three Guardsman." This show will highlight the history of these three Oklahoma lawmen and how their legacy helped shape the OSBI. The show will premiere Thursday, July 11. That same day, Cordry will also be a part of a panel discussion at the [Oklahoma Territorial Museum](#) in Guthrie. You can learn more here: <https://www.oeta.tv/.../the-three-guardsmen-premiere.../>

See [past issues](#) (Vol 6, Iss. 1; Vol 5, Iss. 5 & 6) of *The Voice for individual articles on these three Lawmen.*



L to R - Bill Tilghman; Heck Thomas; Chris Madsen



Ret. SA Dee Cordry

# Speaking of Health



## Focus on Men's Health

**W**ith last month, June, being Men's Health Awareness Month, we thought it would be timely to talk about men's health issues.

At every stage of life, men are encouraged to consider three equally important aspects of their health—physical health, mental health and social connection. Men's Health Week and Men's Health Month raise awareness of how these aspects work together and remind men to take charge of their health.

### What is Men's Health Week?

National Men's Health Week was established in 1994 as a special campaign to help educate men, boys and their families about the importance of positive health attitudes and preventive health practices. Today, the week is observed around the world as International Men's Health Week and begins on the Monday before Father's Day in June and ends on Father's Day itself.

The aims of the week are to heighten awareness of preventable health problems for males of all ages, to support men and boys to engage in healthier lifestyle choices and to encourage the early detection and treatment of diseases like cancer, heart disease and depression.

### What is Men's Health Month?

Men's Health Month in the United States is observed every June. This month aims to raise awareness of the same health concerns of Men's Health Week but lasts the whole month. It is different from Movember, which is held in November and focuses on men's mental health as well as prostate cancer. During the month of June, men are encouraged to set goals for their

own health and wellness and begin to create a roadmap for achieving those goals.

### The physical aspect of men's health

Men 15-65 years of age are significantly less likely than women to seek preventive care services, and they are more likely to report not having a primary care provider. A good first step on the path toward improved health is to make a call and establish with a primary care provider (PCP). A PCP will review medical, surgical and family history and rec-

ommend age- and risk-appropriate health screenings.

### Recommended screenings for young men (18-39)

Men in this age range are encouraged to discuss the health concerns below with their doctors. These discussions can be part of a yearly annual wellness visit. While you may think you don't need some of these tests, establishing a base line can be useful for continued health monitoring as you age, or as more acute health concerns arise.

- Physical exam: check blood pressure, screen for obesity and assess body composition (waist circumference). Testicular exam and testicular self-exam are important at this age.
- Metabolic screening: fasting blood sugar and fasting lipid profile based on risk and family history.
- Vaccines: influenza, COVID-19, Hepatitis A/B, HPV, Tdap and MMR should be considered.
- STI screening: HIV, Hepatitis B/C, syphilis, gonorrhea and chlamydia screening should be considered, and pre-exposure prophylaxis for HIV (PrEP) should be discussed.
- Assessment of risky behaviors: discuss any use of tobacco, alcohol, recreational drugs, anabolic steroids, as well as use of seatbelts and helmets and gun safety.

Family planning: "pre-conception" counseling to educate men that adopting a healthy lifestyle—exercising, eating healthy foods, and avoiding substances—at an early age improves the chances of conceiving and having a healthy pregnancy and a healthy child.

### Recommended screenings for adult men over 40

These screenings are similar to those recommended for younger men but start to look at health concerns that most often appear in middle age.

- Physical exam: check blood pressure, screen for obesity, measure body composition and consider prostate exam (in some cases).
- Metabolic screening: fasting blood sugar and fasting lipid profile and estimation of cardiovascular risk.
- Vaccines: influenza, covid-19, Hepatitis A/B, HPV (through age 45), Tdap and MMR. Shingles vaccine is recommended for adults over 50.
- STI screening: HIV, Hepatitis B/C, syphilis, gonorrhea



# Speaking of Health

## Focus on Men's Health (continued)

rhea and chlamydia screening should be considered, and pre-exposure prophylaxis for HIV (PreP) should be discussed.

- Cardiovascular screening: based on risk and symptoms (may include stress testing or coronary artery calcium score).
- Cancer screening: based on family history and personal risks. May include prostate, colon and lung cancer screening as well as skin exam.
- Eye exam.

### Recommended screenings for adult men over 65

Older men should continue to evaluate their health and make lifestyle changes based on conversations with their doctors to ensure they are able to live life to the fullest.



- Physical exam: blood pressure, height and weight, waist circumference and prostate exam.
- Metabolic screening: fasting blood sugar, fasting lipid profile, thyroid function (in some cases).
- Vaccines: influenza, covid-19, Hepatitis A/B, Tdap, Pneumovax/Prevnar and Shingles.
- STI screening: based on risk.
- Cardiovascular screening: abdominal ultrasound, coronary artery calcium score and stress testing based on risk and symptoms.
- Cancer screening: prostate, colon and lung as well as skin exam.
- Osteoporosis: screening should be considered in men over 70, men who lose height over time or have a low impact fracture. Fall risk assessment should be completed.
- Eye exam.

The American Urology Association has published a Men's Health Checklist with a detailed description of recommended health screenings for men of all ages.

A complete list of recommended adult vaccinations is available from the Centers for Disease Control.

### Men's Mental Health

Mental health is an important determinant of overall health and quality of life at every age. Although

men are more likely to suffer "deaths of despair" including alcoholism, overdose and suicide, they are far less likely than women to seek out mental health services. Undiagnosed and untreated mood disorders in young men are associated with impaired learning, risk-taking behaviors, use of substances and violence. Adult men with chronic diseases like diabetes and cardiovascular disease have worse outcomes when they also suffer from depression, and depression is associated with decreased longevity in older men.



Men should be aware of the symptoms of depression and anxiety and know when it's time to seek help. Organizations like HeadsUpGuys, the National Black Men's Health Network, Don't Change Much and the Movember Foundation provide useful tips for self-care and have online self-assessment tools to help men know when it's time to speak with a healthcare professional. Opening up about mental health and normalizing a discussion around depression, anxiety and suicide risk is something that men can do for themselves and for each other.

### The Importance of Social Connection

Social connection is essential to our health and well-being, and an increasing number of Americans report loneliness and social isolation. Research shows that people who experience loneliness and isolation are at increased risk of heart disease, dementia, stroke, depression and anxiety. Lacking social connection can even increase the risk of premature death to levels comparable to smoking. On the other hand, maintaining social connection promotes better physical and mental health, eases stress and even promotes a healthier immune system. Taking simple steps like answering a phone call from a friend, inviting someone to share a meal or volunteering in your community can help you to feel connected. The US Surgeon General recently issued a first-of-its kind advisory on the epidemic of loneliness and isolation. In it, Vice Admiral Vivek H. Murthy outlines actions that we can take on a national, local and individual level to help us all stay connected.

Men's Health Month is the perfect time to chart your course to improved health. Keep up with health screenings and listening to your body when symptoms come up. Make mental health a priority and take steps to manage stress and stay connected.



# LEADING YOUR PEERS

From MindTools®

MOTIVATING PEOPLE EFFECTIVELY, WITHOUT AUTHORITY

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***The only difference between you and your colleagues is that you're in charge.***

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**"Peer: one that is of equal standing with another."**

How comfortable or effective would you be at leading your equals, your peer group?

Before you answer, here's what such a job might look like:

*You'll be managing a diverse group of people from a variety of departments. They each have different areas of expertise and different ways of getting work done. The people don't report to you, and you'll have little or no authority to direct their performance. However, you'll be held accountable for the team's output. To accomplish the team's goals, you'll be expected, among other things, to motivate, facilitate, encourage, communicate effectively, build trust, and resolve conflict.*

This doesn't sound like a lot of fun, does it? But when leading a team of your peers, these are typical challenges.

Leadership is a complex subject. However, the one thing that traditional leaders can usually rely on – regardless of their style or situation – is [legitimate power](#). When things get tough, a traditional leader has the status and position to demand how work is done.

But when you're in charge of a team of your peers, your level of authority is often nonexistent. You might have as little status as the person to whom the work has been given. Here are the key skills you'll need to succeed as the leader of a multifunctional peer group.

## Manage Peer Group Dynamics

Learn to lead discussions and proactively manage different personalities. You never know what past experiences – good and bad – that team members will have had with one another.

Whatever the history, your role as leader starts with setting a positive foundation for the team's interactions. So:

- Establish a relaxed environment, where everyone is encouraged to share opinions and ideas.
- Ask for input from everyone, and encourage quieter members to speak up.
- Use [active listening](#) skills, like paraphrasing and asking questions for clarification.
- Insist on respect for one another and, for tasks taking a lot of time and effort, consider developing a [team charter](#) to define your team's goals and how the team will work.
- Use participative decision making tools, and try to ensure active involvement and commitment from the team.

### Tip:

This article is about **not** being the boss yet being held responsible. For more on how to handle the change in relationship dynamics when you manage your "former" peers, see our article [Now You're the Boss](#).

## Empower Your Peers

Leaders who give power to others can be very influential and motivating. When leaders use their power to help others accomplish great things, people often want to work very hard for them.

When you empower someone, you're essentially saying that you trust that person. When people feel trusted, they may naturally want to take on more responsibility for the outcome, because they'll share in the spotlight when success is achieved.

Empowerment, then, is a great motivator, and



# LEADING YOUR PEERS

MOTIVATING PEOPLE EFFECTIVELY, WITHOUT AUTHORITY

–Continued

it can be used to recognize the efforts of team members. When leading your peers, be creative with reward and recognition – sometimes assigning a task or granting a level of authority can serve as a very effective reward.

Beyond this, work hard to [motivate](#) the people you're working with and, in particular, give [praise](#) wherever it's due.

## Model Flexibility for Your Peers

Rules, regulations and a heavy-handed approach can cause resentment and non-compliance in a team of peers. Use discretion, and learn to adapt to the changing environment – this can be critical.

You won't always be the expert, and you won't always know what to do. With a flexible leadership style, you can often deal with changing circumstances without compromising your leadership role. If you rely on a rigid structure and style, you may find yourself challenged often, and you may waste your energy fighting interpersonal battles instead of accomplishing goals.

Essentially, you need to help your team adjust to changes in direction, circumstance, and priority. Whenever you get a cross-section of people working together, there can be times of ambiguity and uncertainty. When you're open to change, your team will see that, and they'll be more likely to accept change as well.

## Focus Your Peers on Their Goals

Few teams would get very far without goals. Certainly, you need goals to point you in the right direction and to evaluate performance. When you bring together a diverse set of people, having a clear direction is even more essential.

All team members will likely have their own perspectives. These could lead your team down very different paths – if there's no central direction to follow. Different paths

can also cause conflict around resources and priorities.

You can avoid many of these difficulties with clear [goal setting](#), based on agreed and valuable objectives. It's much easier to keep people working together effectively if objectives are clear, if it's obvious how the team's output will help its customer, and if disputes are resolved by referring to the team's goals.

From then on, it's important that you develop an implementation plan and remain focused on your targets.

### Tip:

One key to success here is mindset, making the most of the situation you find yourself in rather than feeling it's a problem landed on you. For further guidance on leading your peers, see our articles on [Career Progression in Flat Organizations](#), [Job Crafting](#), [Initiative](#), and [Holacracy](#).

## Support and Protect Your Peers

Each team member usually has his or her own regular job to do in addition to the team's specific tasks. This means that commitment to your team may be weakened from many directions.

As the leader, and the one who is ultimately accountable, concentrate on getting the support and resources your team needs to do the job well.

Focus on these three key areas:

1. **Obtain resources** – Your team may quickly lose momentum if it encounters resource shortages. If you get your team what it needs – when the team needs it – your status, influence, and ability to motivate can increase significantly.
2. **Manage stakeholders** – Many people outside your team may strongly influence the team's success. First, you may encounter outside resistance from vari-



# LEADING YOUR PEERS

MOTIVATING PEOPLE EFFECTIVELY, WITHOUT AUTHORITY

—Continued

ous sources. For example, John's manager may not allow him to work more than one hour each week on team projects, or the finance director may refuse to "spend one more dollar on that project." There may also be key team champions. As a leader, your challenge is to figure out how to use the champions' influence to persuade "resisters" to change their opinions. A great way to gain the respect of your team is to protect it from negative outside influences, so that team members can produce great work.

3. **Obtain management feedback** – Your team needs to know they're supported. Make sure you receive regular communication from managers and executives. You're the liaison – the link – to ensure that management knows what's going on, and that your team knows what management thinks. This can be a delicate balancing act, because you don't want to run back and forth with too much information. Figure out what each side needs to know to remain satisfied, and then provide it.

## Key Points

Leading a team of your peers, colleagues of an of equal standing with you, is a definite challenge, and it can put all of your leadership skills to the test. From setting goals to involving team members in decision making to creating a climate of openness and honesty, you need to have it all. And more.

If you remember to put your team's needs first, and if you work very hard to protect their interests, you'll prove to them that you're committed to and passionate about their success.

When you demonstrate that you believe in the value of their work, and when you're willing to work through any obstacles you encounter, your team will respect your integrity. And they'll want to work hard with you, and for you, to achieve results.



## MS Excel Frequently used Shortcuts

- Close a workbook - Ctrl+W
- Open a workbook - Ctrl+O
- Go to the Home tab - Alt+H
- Save a workbook - Ctrl+S
- Copy selection - Ctrl+C
- Paste selection - Ctrl+V
  - Can also be used after Cut Selection
- Undo recent action - Ctrl+Z
- Choose a fill color - Alt+H, H
- Cut selection - Ctrl+X
- Go to the Insert tab - Alt+N
- Apply bold formatting - Ctrl+B
- Center align cell contents - Alt+h, A, C
- Go to Page layout tab - Alt+P
- Go to Data tab - Alt+A
- Go to View tab - Alt+W
- Add border - Alt+H, B
- Delete column - Alt+H, D, C
- Go to the Formula tab - Alt+M
- Hide the selected rows - Ctrl+9
  - Ctrl+Shift+9 to unhide or right-click on selected row and select Unhide
- Hide the selected columns - Ctrl+0
  - Alt+H+O+U+L or right-click on selected columns and select Unhide



Submitted by: Erin Henry

## Meet the IT Team - OSBI IT Infrastructure Updates

As some of you may know, FY24 has been a year focused on rebuilding much of our core IT infrastructure. Newer employees may not be familiar with the history of our IT department, but prior to 2012, IT consisted of about 18 employees. However, in 2011, the Information Technology Consolidation and Coordination Act went into effect. Within a few years, all OSBI IT employees became employees of the Office of Management and Enterprise Services (OMES), even though several of them remained housed at OSBI HQ.

During this time, in order for an OSBI IT issue to be addressed, an OSBI employee had to submit their tickets to the OMES helpdesk (Cherwell at that time) and very often it would get lost there. Sometimes it was not on the public safety helpdesk and was on the general helpdesk. We would have to track down the tickets through the TAM's (people overseeing the helpdesk), to get them assigned to one of the IT employees working in our building. Sometimes this took a fair amount of time.

Needless to say, this was not an efficient process and created significant delays in addressing IT needs at the OSBI. OSBI administration continued providing feedback to OMES and eventually, we were granted an exemption from IT consolidation by OMES.

Effective July 1, 2020, several of our existing IT staff became OSBI employees again. However, by this time, we were down to twelve IT positions. In December 2022, approximately half of those positions were vacant, leaving only about half a dozen employees to maintain all OSBI systems and keep up with requests from all 350 or so employees. Thankfully, IT has been able to fill

some of these vacancies in the last 18 months, adding some great new members to the team.

While our IT employees became OMES employees for several years, OMES never took possession of OSBI computer equipment or took over responsibility for the systems we maintain. This was largely due to concerns that transitioning OSBI systems to OMES would violate a section of state statute regarding confidentiality of OSBI records (74 O.S. § 150.5). However, one result of the process was that much of our IT infrastructure (servers, network devices such as switches, etc.) was not replaced or upgraded in a timely manner. Similarly, some systems which needed to be re-written or otherwise updated could not be completed in a timely fashion either. While this has been a concern and high priority for our IT staff, completing these infrastructure upgrades is a slow process due to several factors – the number and scope of projects, the cost of equipment, and limited staffing. The agency provided significant funding in FY24 for infrastructure projects and work is underway to improve our staffing levels to help speed our progress.

With the funding invested in infrastructure, our IT team has made significant progress on our infrastructure improvements during FY24. They have purchased and installed much of the equipment needed to complete the Bureau Data Center (BDC) buildout, the switch replacement project, and the firewall replacement project. They have worked with OMES to secure licensing for Microsoft 365 and obtained approval to install M365 as our own "tenant." This means our OSBI IT team will manage our user accounts and permissions, instead of our accounts being merged with and managed by OMES. IT



## Meet the IT Team - OSBI IT Infrastructure Updates (continued)

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staff have also re-written some of our internal systems such as Secure Mail and the intranet and completed the purchasing process to increase our internet lines (from 1GB to 10GB for HQ and FSC and from 20MB to 200MB for regional offices). In addition, IT has purchased and deployed an updated help desk software, enabling users to submit tickets requesting assistance when issues arise.

Despite these accomplishments, there is still much work to do to complete each project. For the BDC, a new backup storage device has been ordered and IT is finalizing the process to order a new data storage array. Once these components are ordered and arrive, they will need to be installed and configured. In addition, work will need to be done to update the licensing for the software used to control the creation and management of the virtual servers created and housed on the equipment. Finally, all of our nearly 200 servers or systems will need to be migrated from the old system to the new system. Similarly, the switch replacement project consists of roughly 70 switches. Roughly a dozen of those are already in production with another dozen or so installed and/or in the process of being configured. The remaining switches need to be configured, installed and then moved to production as time permits. Each transition from a legacy system to the new system requires scheduled downtime and plans must be made to roll back to the old system if anything fails during the cutover. This scheduled downtime and the need to be prepared if something doesn't go as planned can also impact when projects can be completed. As an example, one of the next switches scheduled for replacement is the switch that connects all of our support staff (HR, accounting, etc.) to the OSBI network, internet, etc. This cutover was intentionally delayed, as downtime right around the end of a fiscal year is not ideal for our ac-

counting staff.

Other projects, like the firewall replacement project, require IT to complete appropriate training in order to re-design and improve the firewall rules in place to secure all of our systems. Projects like the internet expansion require scheduling the replacement of some equipment in order to provide the improved bandwidth. For anyone curious about M365 implementation, it will actually be a series of projects – converting user accounts or the active directory, moving e-mail from the old to new platform, implementing Teams, and a variety of other features.

While the completion of each infrastructure project will provide exponential benefits for the agency and IT through improved tools for monitoring and maintaining systems, improved security, etc., there are still many other infrastructure projects waiting in the queue. For example, once the BDC buildout is complete, a thorough server replacement project needs to be completed to ensure all physical servers and their operating systems are up to date. Similarly, once the switch replacement project is complete, additional work needs to be done to provide suitable, secure Wi-Fi to all OSBI facilities.

With so much still on the horizon, making improvements to our project management process is also a significant priority. With the legislative requirement to implement Clean Slate (a state initiated criminal history expungement process), we have added an IT Project Manager position. Daniel Cacciatore will start on July 1 in this role. While there will be much for him to work on, one of the primary focuses will be to start documenting the many projects in IT and what resources are needed at what stage. This will help ensure we do not schedule multiple projects requiring the same resources, such as particular IT





## Meet the IT Team - OSBI IT Infrastructure Updates (continued)

staff, at the same time.

In addition to adding more positions, one other way to speed completion of infrastructure projects is to ensure IT staff are able to spend time focused on these projects. As you might imagine, infrastructure projects, as important as they are, still do not occur in a vacuum. Concurrent with these projects, IT staff are called upon to assist with user desktop issues and support a variety of projects such as facility renovations, office/employee relocations, and user requested or legislatively enacted new or improved programs such as Clean Slate expungements, Rapid DNA, Fast Trax, ABLE’s ACISS install, etc.

Increasing time spent on infrastructure improvements depends on an understanding of both time management principles and the different roles within IT. If you’ve ever attended a class on time management, you have likely seen a matrix with four quadrants that divide tasks according to importance and urgency. Quadrant 1 is where tasks that are both important and urgent re-

side. This quadrant is known for high stress and burn-out, as this is crisis management – tasks are all “fires” that have to be put out immediately. Quadrant 2 is where tasks are important, but are not (yet) urgent. This quadrant is known as the “focus” zone and is considered the high-performance zone. Work in this zone helps prevent future crises. Quadrant 3 and 4 consist of tasks that are not important but may or may not be urgent. These are tasks that typically should be delegated or minimized.

While many non-IT staff may not realize this, the world of IT is similar to forensics in that there are multiple disciplines within IT. Similar to the difference between a DNA analyst and a Firearms examiner, there are key differences to the different roles within IT, which consist of the IT Director, Database Administrator, Security Engineer, Network Engineer, Developers, Server Support and Workstation Support. For more details on these roles and who does what, please check out [IT – Meet the Team](#). While our IT staff often assist with tasks outside their area of responsibility, due to limited staffing, the more we can avoid this, the more they will be able to focus on key infrastructure upgrades.

Submitting [Service Desk](#) tickets whenever possible, instead of calling or e-mailing a specific person in IT is one way to help IT. (FYI – Service Desk tickets only go to our IT staff now that we are operating under an exemption from OMES consolidation.) Service Desk tickets are viewable by all IT staff, ensuring that someone in IT is aware of your issue promptly. E-mailing or calling one particular IT employee can lead to de-

	<b>URGENT</b>	<b>NOT URGENT</b>
<b>IMPORTANT</b>	<b>QUADRANT 1</b> <b>REDUCE</b> Deals with crisis management. Reduce time spent in this quadrant by doing more work in quadrant 2	<b>QUADRANT 2</b> <b>SCHEDULE</b> Involves future planning through strategic thinking. Requires initiative. Spend more time here
<b>NOT IMPORTANT</b>	<b>QUADRANT 3</b> <b>DELEGATE</b> Empower team by assigning tasks in this quadrant. Enable your team to do independent decision making.	<b>QUADRANT 4</b> <b>DECLUTTER</b> Eliminate tasks that do not align with company’s mission and goals. Learn to say no to them



## Meet the IT Team - OSBI IT Infrastructure Updates (continued)

lays, as that employee may be out of office, tied up in a meeting or otherwise not immediately available. Service Desk tickets can be routed between IT employees, as needed to ensure they are assigned to someone with the correct skillset and availability to address needs timely. Processing IT needs through the Service Desk also enables IT to more effectively prioritize their response. While everyone may feel like their issue is urgent, addressing a problem impacting a single employee will often need to wait if there is a problem impacting a statewide system or a group of employees. Submitting Service Desk requests can also enable IT to more readily see the scope of a problem, as multiple tickets on a related issue will quickly identify a larger problem, while multiple individuals calling or emailing a different person in IT will cause delays in identifying the scope of the issue. (If your computer is down, you can submit a Service Desk ticket from a co-worker's computer.)

The new Service Desk is an incredibly robust program with a multitude of features. In order to deploy it rapidly, the initial features available are fairly basic. However, as tickets are submitted, IT will be using those tickets to better refine the workflows within the Service Desk to continue improving the process. In the future, it is anticipated there will be stand-alone workflows for on-boarding employees, out-processing, and project planning. Submitting tickets now, especially for upcoming projects (facility changes, employee moves, requests for new or improved systems or services) will help identify elements needed within new workflows.

In addition to submitting Service Desk tickets, other ways to help IT are simply to minimize disruptions

that will distract staff working in that focus zone (Quadrant 2). Most of us know what it's like to be "in the zone" where your productivity soars and time flies by, whether your daily duties involve DNA extractions, writing reports or search warrants, or reconciling an accounting spreadsheet. We also know what it's like to lose that focus and the time lost trying to get it back after a disruption. Respecting any signs posted to minimize distractions, coming back later or checking with someone else instead of knocking on a closed office door, etc., will help reduce disruptions and prevent lost focus for IT and will help speed completion on so many of the exciting IT infrastructure projects currently in progress.

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	<b>Terry Lindsey</b> Server Support Specialist 405-879-2554
	<b>Jeremy Burgin</b> Applications Specialist 405-879-2540
	<b>Michael Bridgford</b> Server Support Specialist 405-879-2620

	<b>Anup Phutane</b> Applications Specialist 405-879-2628
	<b>Daryl Constable</b> Applications Specialist 405-879-2532
	<b>Liju Kuzhimattathil</b> Network Engineer 405-879-2582
	<b>Vince Dao</b> Workstation Support Specialist 405-879-2980
	<b>Joseph Udy</b> Network Specialist 405-879-2981
	<b>Jim Landis</b> Temp Support 405-879-2576

## Happy Birthday to all of You From all of Us!

JUL	AUG	SEP
Employee	Employee	Employee
Jo Bailey	Chris Boydstun	Tamara Blakley
Melissa Brous	Richard Brown	Sierra Brown
Savanna Cangiano	Melissa Cavazos	Mistie Burris
Zach Chael	Arden Cavitt	Lesley Chu
Debra Cooper	Jo Cobb	Shannon Desherow
Janell Daggett	Marc Collins	Fernando Diaz
Holly Davis	Dillon Davidson	Erin Dowd
DeeDee Dawson	Gerald Davidson	James Ely
Lillian Dufner	Amy Davila	Tyler Fletcher
Austin Echelberger	Melissa Jackson	Autumn Foster
Kristie Edwards	Cara James	David Gatlin
Trixie Eiler	Samantha Meisinger	Baili Gunter
Brian Exinia	Matthew Miller	Kaitlyn Hickey
Carrie Farris	Sean Mize	Monica Holata
Aaron Gray	Jason Monholland	Evilin Juanes
Grace Helms	Louise Myers	Carla Keele
Misti Hix	Karen Oyerly	Julie Kelly
Ashley Hoggatt	Katherine Palmer	Aaron Kratz
Janice Jolly	Doug Perkins	Christopher Leamon
Rachel Leach	Blaine Phillips	Stefanie Maynard
Lori Miller	Cindy Rodriguez-Corral	Roger McIver
Tony Navarro	Danielle Ross-Carr	Hunter McKee
Lynda Stevens	Aungela Spurlock	Kylie Radka
Zach Thompson	Jaime Sullivan	Chris Ray
Taryn Wade	Steve Tanner	Braye Riseley
Dave Wood	Alli Timmons	Liliana Scifo
	Joseph Udy	Tatiana Scott
	Randi Wild	Danyle Smith
	Roy Williams	Elizabeth Smith
	Darla Wilson	Jerry Tate
	Marty Wilson	Raegan Thaxton



*May all life's blessings be yours, on your birthday and always!*



Happy Anniversary to Employees who joined the OSBI in July, August, & September  
Wishing you another year filled with success!

JULY	AUG	SEP
Employee	Employee	Employee
Chris Boydston	Angie Avila	Dylan Awe
Chris Bunner	Courtney Barnett	Ryan Beck
Brendan Burke	Meghan Bowman	Chris Cordova
Caitlyn Chojnacki	Olivia Burrus	Trixie Eiler
Jennifer Dao	Zachary Carter	Tammy Ferrari
Vince Dao	Michella Carter	Daniel Flores
Gerald Davidson	Shannon Desherow	Teresa Goodloe
Erin Dowd	Aaron Gray	Toby Humphrey
Michael Francis	Erin Henry	Evilin Juanes
Bill Hedrick	Jeffery Hickerson	Harlee Kowals
Grace Helms	Misti Hix	Denise Kramer
Emma Hood	Jack Keisorn	Brandon Lane
Melissa Jackson	Chance Lanyon	Bri'Angela Matthews
Cara James	Jason Lawless	Cathy Miller
Carla Keele	Kara Miller	Ian Richey
Liju Kuzhimattathil	Joshua Patzkowski	Nick Rizzi
Randee McBride	Daniel Perkins	Sonny Stewart
Sean Mize	Randall Peters	Francia Thompson
Andrew Moreland	Bryce Phillips	Angela Thompson
Corey Morris	Donna Robertson	Jennifer Treadwell
Sandra Murphy	Elizabeth Smith	Jenny Virden
Tony Navarro	Alfredo Solis	
Beckie Rhoades	Derek Still	
Anne Simons	Kenneth Titsworth	
Jim Skelton	Joseph Udy	
Wesley Snead	Matthew Wallace	
Matthew Stillwell	Debbie Wilcox	
Denise Tanner	Randi Wild	
Jerry Tate	Tonya Williams	
Traci Wilson	Julee Womack	
Darla Wilson	Addison Wormington	

If you do not wish your birthday or anniversary date to be published in future issues, please email me [here](#).



### OSBI Basketball Team Schedule

Go support our OSBI Basketball Team! Here is the schedule for the rest of the season. Click the image to the right to download and print a copy!

#### OSBI Basketball Schedule

Date and Time	Location	Opponent
Monday, 06/17/24 8 PM	Santa Fe Life Center 6300 N Santa Fe Avenue, Oklahoma City	The Authority
Monday, 06/24/24 8 PM	Santa Fe Life Center 6300 N Santa Fe Avenue, Oklahoma City	Environmental Avengers
Monday, 07/01/24 8 PM	Santa Fe Life Center 6300 N Santa Fe Avenue, Oklahoma City	All State's
Monday, 07/15/2024 8 PM	Santa Fe Life Center 6300 N Santa Fe Avenue, Oklahoma City	OHS Ballers
Monday, 07/22/24 6PM	Santa Fe Life Center 6300 N Santa Fe Avenue, Oklahoma City	Road Warriors

**OSBI Roster**

- Zach Chast
- Hunter McKee
- Casey McCarty
- Ian Richey
- Zach Horn
- Chantel Jackson

If you have any questions, please contact Zach Chast or Hunter McKee

## July 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	<b>1</b> ✨	<b>2</b>	<b>3</b>	<b>4</b> 🇺🇸	<b>5</b>	<b>6</b> ✨
<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
<b>14</b> ✨	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
<b>21</b> 🌕	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b> ✨	<b>26</b>	<b>27</b>
<b>28</b> ✨	<b>29</b>	<b>30</b>	<b>31</b>			



**State Holidays**

4th - Independence Day



**Holidays / Events**

- 1st - Int'l Chicken Wing Day
- 6th - Take your Webmaster to Lunch Day
- 14th - Nat'l Mac & Cheese Day
- 25th - Nat'l Hot Fudge Sundae Day
- 28th - Parents Day



**Full Moon**

21st - Full

## August 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				<b>1</b>	<b>2</b> ✨	<b>3</b>
<b>4</b>	<b>5</b>	<b>6</b> ✨	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>11</b>	<b>12</b> ✨	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>18</b>	<b>19</b> 🌕	<b>20</b>	<b>21</b>	<b>22</b> ✨	<b>23</b>	<b>24</b>
<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>



**State Holidays**

None



**Holidays / Events**

- 2nd - Nat'l Ice Cream Sandwich Day
- 6th - Nat'l Fresh Breath Day
- 12th - Nat'l Middle Child Day
- 22nd - Nat'l Tooth Fairy Day
- 31st - Nat'l Eat outside Day



**Full Moon**

19th - Full

## September 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
<b>1</b>	<b>2</b> 🇺🇸	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>8</b> ✨	<b>9</b>	<b>10</b>	<b>11</b> ✨	<b>12</b>	<b>13</b>	<b>14</b>
<b>15</b>	<b>16</b> ✨	<b>17</b> 🌕	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>
<b>22</b> ✨	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b> ✨	<b>28</b>
<b>29</b>	<b>30</b>					



**State Holidays**

2nd - Labor Day



**Holidays / Events**

- 8th - Grandparents Day
- 11th - Patriots Day
- 16th - Stepfamily Day
- 22nd - Nat'l Girls' Night In Day
- 27th - Native American Day



**Full Moon**

17th - Full

# WELCOME NEW EMPLOYEES!



**Anderson Bley**  
Materiel Management  
Officer  
Support Services



**Claire James**  
Administrative Assistant I  
Legal Unit



**Manny Lara**  
LE Special Agent III  
Investigative Services -  
NCRO



**Orlando Martinez**  
LE Special Agent I  
Investigative Services -  
SWRO



**Valoree Martinez**  
LE Special Agent I  
Investigative Services -  
SCRO



**Jason Monholland**  
LE Communications Specialist I  
Information Services –  
NCIC/Comms



**Nicole Myers**  
Administrative Technician III  
Information Services - CSU



**Leslie Pfrehm**  
Forensic Accountant  
Investigative Services



**Monty Reed**  
LE Special Agent II  
Investigative Services -  
SWRO



**Chioma Umunna-Burgos**  
HR Management Specialist I  
Support Services - HR



**Allegra Seals**  
Administrative Tech III  
Information Services –  
CHMU



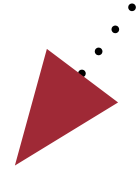
**Lesly Baca**  
Secretary III  
Investigative Services -  
SERO



**Daniel Cacciatore**  
IT Project Manager  
Information Services - IT



# Sharp Brains - Cognitive Skills



## ACROSS

- 1) "Check this out!"
- 5) Puppet maker?
- 9) Off in the distance
- 13) Pro \_\_\_\_
- 14) \_\_\_\_-apple juice
- 15) Stiff as a board
- 17) Kind of hygiene
- 18) One of the Windsors
- 19) Coffee seller
- 20) Hearth
- 22) French chapeau
- 23) Assign an "R" or "PG"
- 24) Letter paper?
- 25) Big mess
- 29) Runs off to wed
- 32) Thin layer or plate
- 34) Erie Canal mule
- 35) Chanel of fashion
- 39) Put under the yoke
- 41) Plundered
- 43) Safe place on a diamond
- 44) Young goat
- 46) Rely (on)
- 47) Springtime holiday
- 50) Popular mints
- 51) Bee's revenge
- 54) "\_\_\_\_ Smile Be Your Umbrella"
- 56) Window sill
- 57) Unburnable
- 62) Dined at home
- 63) Remove wrinkles
- 64) Dwindling Central Asian sea
- 65) 18th president
- 66) Work up
- 67) Tiny insect
- 68) Pub mixtures
- 69) Sweet shoppe order
- 70) Turkish title

## DOWN

- 1) VMI VIP
- 2) Draped Indian garment
- 3) Non-numerical phone button
- 4) An angler may spin one
- 5) La \_\_\_\_ (opera house)
- 6) Elaborately designed
- 7) Nixes
- 8) "Trick" joint
- 9) Suitable for producing crops
- 10) Way out?
- 11) Greece marketplace
- 12) Country music's LeAnn
- 16) Calendar number
- 21) Remove branches
- 25) Messy dresser
- 26) California county or its seat
- 27) Concert equipment, briefly
- 28) Hook and ladder
- 30) Dolt
- 31) Trudge
- 33) Inquires
- 36) \_\_\_\_ and terminer
- 37) A bit of change
- 38) "What are the \_\_\_\_?"
- 40) Form a lap
- 42) Postgame activity
- 45) Mad states
- 48) Middlemen
- 49) Proceed after getting doubles in Monopoly
- 51) Refinery residue
- 52) Aquarium fish
- 53) Just right
- 55) Belief
- 57) Business
- 58) "\_\_\_\_ Lama Ding Dong"
- 59) Reproduction's opp.
- 60) Pledge
- 61) Chigger

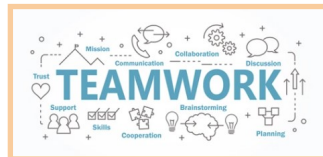
### A CASE OF ARSON

By Gia Kilroy

1	2	3	4		5	6	7	8		9	10	11	12	
13					14					15				16
17					18					19				
20				21						22				
				23					24					
25	26	27	28			29		30	31					
32					33		34				35	36	37	38
39						40		41		42				
43						44		45		46				
			47	48				49		50				
51	52	53						54		55				
56						57					58	59	60	61
62						63					64			
65						66					67			
	68					69					70			



Please join us in congratulating everyone on their achievements!



Please join us in congratulating all of our Red Feather Award recipients! Great job everyone!

Robert Walden  
 Vernon Glover  
 Keith Swenson  
 Lori Bilodeau x 2  
 Caitlyn Chojnacki  
 Stacy Hirschman  
 Meghan Jones  
 Zach Stults  
 Christopher Cordova  
 Zachary Frederick

Kalli Kapraun  
 Brittany Lindsey  
 Angel Lopez  
 Cathy Miller  
 Jessica Moseley  
 Lauren Patterson  
 Kylie Radka  
 Derek Still  
 Tiffany Cooper  
 Stevi Hampton

Matt Miller  
 Jerry Tate  
 Jeremy Yerton  
 Holly Davis  
 Emma Search  
 Addison Wormington  
 Toby Humphrey  
 Seth Gillenwater  
 Stefanie Maynard  
 Rebecca Rhoades

Joseph Udy  
 Kelli Fleener  
 Alli Timmons  
 Jarod Murphey  
 Austin Eichelberger  
 Leigh Armstrong  
 Michael Bridgford

**Just in Time!**

Meet **Bunny!** Bunny was rescued just in time from the streets by DSU’s Emily Westberg’s Mom, emaciated and very ill. Emily and her husband took over his care on Easter. The vet discovered he had ear and eye infections, a respiratory infection as well as a wound on his front paw. After several doses of antibiotics, steroid shots, and eye medication he is on his way to making a great recovery! Emily says he is a “little piggy” who loves to eat and leaves no morsel behind! He loves lounging in his donut bed and the chirping bird toy that his Cat God Mother Angela Thompson donated to him. We’re glad you are safe now and on the mend Bunny!





# Happenings

March - OSBI Criminalist Juliette Smith sat down with [@KOCOKilee-Thomas](#) to highlight our Specialized Forensic Biology Unit at the FSC. Smith discussed the status of our Sexual Assault Kit work and how that unit operates on a daily basis



March 27 - at Jersey Mike's Subs in Altus, OK, for the Kiss The Pig event you could choose an OSBI agent or one of our other law enforcement partners to kiss a pig. It was the moment we'd all been waiting for! Thanks to everyone's generous donations, Special Agent Danyle Smith did indeed kiss the pig! We want to thank our partner law enforcement agencies and Jersey Mike's Subs for hosting this great event. The group has raised hundreds of dollars and counting for the Stephen E. Booker Foundation, a child advocacy center.



June - OSBI Criminalist Administrator Mistie Burris sat down with [@KOCOKileeThomas](#) to discuss the SEEK THEN SPEAK tool for sexual assault survivors. Click the link [here](#) to watch the full story on KOCO.com.



June - Oklahoma Baptist University featured a story on OSBI Criminalist Carrie Farris, who is an alumnus of the university. The story highlights the great work Farris and her team perform in

our Controlled Substances Unit at the Forensic Science Center. The full story will be posted later this month.



June - Special Agents Tammy Ferrari and Jenny Virden assisted in the 50th annual Cadet Lawman!

This is a free, week-long summer program for teens between their junior and senior years of high school, learning various aspects of law enforcement. Over 5,000 students from across the state have attended this academy.



We want to thank the [Oklahoma Highway Patrol](#) for inviting us to be a part of this special event.

OSBI Crime Scene Agent Bill Hedrick and Criminalist Zach Stults joined [KWTV - NEWS 9](#) on the Coca-Cola Southwest Beverages Porch to discuss our career fair held on May 29<sup>th</sup> at the ODOT Training Center in Oklahoma City, as well as the great opportunities within our agency with a sneak peek into our line of forensics, fingerprinting and more. Catch the full interview here:

<https://www.news9.com/story/665618e860ad19ad44445663/okla->

June 17th - The OSBI introduced a new innovative program called FastTRAX. This will provide timely investigative leads to law enforcement agencies, which can help reduce the number of shooting incidents across the state.



OSBI Criminalist Kate Millar will take you behind the scenes and showcase

how this program will assist investigators. Full details about FastTRAX can be found [here](#).



We want to congratulate our very own Aubry Thompson for taking home a silver medal at the [Special Olympics Oklahoma 2024](#) Summer Games. She competed in bocce and did an outstanding job. Congratulations on this incredible accomplishment Aubry!



The OSBI Centennial Committee hosted a hot dog cookout for the FSC on June 28th. Another cookout will be held on July 2nd at HQ.



The Perkins 4-H, with a big help from OSBI employees through donations of cans, collected 520 pounds of aluminum cans for a grand total of \$208 to be donated to the Perkins Animal Shelter in August at our first meeting. We also collected 20 pounds of pop tabs to be donated to the Ronald McDonald house.

#lifefor

# Welcome to the World!



*It's a Girl!*

## Emma Dao

*Friday, May 24, 2024*

*6 lbs, 6 oz  
19 3/4" long*

**PROUD PARENTS ARE JENNIFER & VINCE DAO**

*Both Jennifer and Vince work at the OSBI. Jennifer works in the Trace Evidence Unit at FSC and Vince works in IT at HQ.  
Congratulations!*



*Welcome to  
the World!*

It's a  
*Girl!*

Eleanor James  
Phillips

Saturday, June 15, 2024

9:46 am

5 lbs, 8 oz

19" long

Proud parents are Bryce & Jamie Phillips

Bryce is a Criminalist in the  
Digital Evidence Unit

*Congratulations!*





## Centennial Update

Plans for the Centennial Gala continue to move right along! The committee is working very hard to make this event a night to remember!

Commemorative items are still available for purchase, although some of the items are getting down into single digit availability. If you're still on the fence on whether to buy or not, you might want to get your order in soon! Items are on the [OSBI website](#) and social media (Facebook, X, Instagram), so spread the word!

### Share, share, share!

Here is what is available as of publishing date. There are coins, blankets, and cookbooks available at the FSC as well as raffle tickets. See Julie Garrett or Stefanie Maynard for details.

The Raffle and the Silent Auction are both rocking along nicely as well. The deadline to purchase tickets, or place bids for the silent auction, has been extended to August 12th, 2024. This will give everyone a decent chance on winning. There are employees who would be out on vacation or leave for the drawings and also to give the regions a fair chance to purchase tickets or to bid.

REMAINING ITEMS	
BADGES	SOLD OUT
BLANKETS	6
COINS	122
COOKBOOKS	164

The Bake Sale/Auction went very well! We brought in \$1,598 for the Centennial Fund! Thank you to everyone who baked, helped or purchased items.

No firm news on the venue as of publication, but know we are working diligently on it. We want to make sure everyone will have a wonderful time at the Gala!

In July we will be having a Hot Dog Cookout where September of this year will bring a Steps Challenge, keep an eye out for details!

A survey was sent out to all employees asking for their opinions on attending the Gala and what might make it a better experience for them. Of the employees who responded, 80% said they will definitely be attending!

The committee has many exciting plans for the Gala and we can't wait to celebrate 100 Years of the OSBI with all of you!

If you have any questions about any Centennial plans, see a committee member for more details!

### Committee Members

Julie Kelly, Randi Wild, Steven Carter, Aungela Spurlock, Stefani Maynard, Ginger Casler, Hunter McKee, Julie Garrett, Kelli Fleener, Mark Drummond, Shannon Desherow, Seth Gillenwater, Stan Florence, Denise Tanner, Debbie Wilcox. There are four alternate members as well; Jennifer Gouge, Emma Search, Kevin Woodward, and Janice Jolly.