



INTERAGENCY CONNECTION

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Chair's Corner



Hosting the first Executive Policy Council meeting of my term in the new Secret Service office in October was an honor! The group outlined many

accomplishments to be undertaken this year and I am excited to see how we balance the challenges of MANY competing priorities!

Yet our Federal Executive Board has successfully accomplished many things in similar challenging situations, so there is no doubt we will have another year of great events and initiatives.

In an effort to “move out” quickly, we have provided information in this newsletter regarding a few of our FEMA partnership training opportunities that are scheduled this fiscal year:

Resilient Accord: A one-day tabletop exercise intended to increase organizational awareness about the importance of cyber security considerations in continuity planning.

COOP Program Managers Course (L-548) and the COOP Planners Course (L-550): these two courses provide COOP training for Program Managers at the Federal, State, Local, and Tribal levels of government. These are also two of the required courses for individuals pursuing the FEMA COOP Practitioners

Certification. This year, we are allowing non-profit organizations that respond to disasters access to this training in an effort to assist in developing their plans to ensure they can quickly recover if they are affected by a disaster.

How does the Oklahoma FEB make even the mundane processes interesting? Well...let me share....As agency leaders, you occasionally receive emails from the FEB Office regarding excess government equipment available for transfer to another agency.

You probably remember the unusual listing a few weeks ago of the five excess buffalo held by



the National Park Service in Sulphur, OK. Just an interesting follow-on to THAT one: all five were transferred to the

Cheyenne-Arapaho Tribe and will be used to provide new blood/genetics to their buffalo herd and help in their Herd Expansion project. YES, another success story....and my entertaining quip for this article.

I look forward to seeing you at some of our future events!

A.D. Andrews
A.D. Andrews, Chairman

<i>Inside Story</i>	<i>Pg</i>	<i>Inside Story</i>	<i>Pg</i>
There's an APP for that	2	Can they read?	7
Spotlighting Agencies	3	Federal Employee	8
Delivering Happiness	4	Upcoming Events	9
Resilient Accord	5	Workplace Culture	10
Social Media and the	6	COOP Training	11



With Mobile Learning, There *is* an App for That!

Mobile devices are changing the way companies operate. Initially thought to be distractions, mobile devices are gaining attention for their capacity to provide workers access to just-in-time information and resources that not only improve worker productivity while on the job, but also helps to foster interactions that speed the transfer of knowledge, and improve overall learning.

Mobile apps are gaining favor as there are thousands of apps instantly available for virtually all job functions and careers. The benefit is their speed and portability. According to a [Mashable study](#), more than half of the 82% of U.S. adult cell phone users now use apps on their phones, and more than two-thirds of them use those apps regularly.

With the ability to download directly to SmartPhones or Tablets, mobile apps 1) improve performance by providing instant access to information and resource tools; 2) provide instant, direct-line communication that increases interactions between users and experts; 3) provide companies a cost-efficient process for uploading photos, videos or information files.

As techno-tolerant workers continue to enter the workforce, and seasoned workers adopt these tools, apps will compliment then begin to replace practices that include training manuals, charts, file storage systems, and IT support. How are companies using mobile apps?

- **Structured Training:** Training teams have the ability to poll, quiz

or survey participants via an app during training sessions or team meetings. This can greatly increase retention, knowledge and skills.

- **Hands-On Learning:** Field workers benefit from instant access to "how to" manuals, demo videos, and internet search browsers for on-the-job training, or to expand their knowledge in real-time.
- **Integrated Networks:** The ability to connect with other employees through an intranet, internet or social networking is valuable. Customized apps create opportunities for companies to build channels to instantly transfer information, network with peers, and gain direct and instant feedback.

As an exercise, take a minute to Google search apps by job function or category, career classifications, or industry-specific resources. Search general "apps for (insert profession)" or specific "MAC apps for graphic designers". You'll be surprised by what you find. Companies embracing mobile apps will enhance individual learning and retention, improve on-the-job performance, and provide instant access to unlimited information and a higher level of global connectivity.

Taken from GenTrends E-Newsletter #132
Contributed by [Shawwna Silvius](#) eVentures Marketing



Spotlighting Information in Public Service

Did you Know.....

**CHICKASAW NATIONAL
RECREATION AREA VISITORS**

You are cordially invited



**Chickasaw National Recreation
Area Quarter Launch and
Coin Exchange**

Commemorating the release of the 2011 Chickasaw National Recreation Area quarter, the tenth coin to be released in the United States Mint America the Beautiful Quarters® Program

Flower Park
Sulphur, Oklahoma
November 16, 2011 • 11 a.m.

Coin exchange begins immediately following the quarter launch event at 11:30 a.m.

one-roll (\$10) minimum • 10-roll (\$100) maximum



UNITED STATES MINT



Some Insights from *Delivering Happiness: A Path to Profits, Passion, and Purpose* by Tony Hsieh, CEO of Zappos.com

I noticed so many similarities between poker and business that I started making a list of lessons I learned from playing poker that could also be applied to business:

Evaluating Market Opportunities

- Table selection is the most important decision you can make.
- It is okay to switch tables if you discover it's too hard to win at your table.
- If there are too many competitors (some irrational or inexperienced), even if you're the best it's a lot harder to win.

Marketing and Branding

- Act weak when strong, act strong when weak. Know when to bluff.
- Your "brand" is important.
- Help shape the stories that people are telling about you.

Financials

- Always be prepared for the worst possible scenario.
- The guy who wins the most hands is not the guy who makes the most money in the long run.
- The guy who never loses a hand is not the guy who makes the most money in the long run.
- Go for the positive expected value, not what's least risky.
- Make sure your bankroll is large enough for the game you're playing and the risks you're taking.
- Play only with what you can afford to lose.
- Remember that it's a long-term game. You will win or lose individual hands or sessions, but it's what happens in the long term that matters.

Strategy

- Don't play games that you don't understand, even if you see lots of other people making money from them.
- Figure out the game when the stakes aren't high.
- Don't cheat. Cheaters never win in the long run.
- Stick to your principles.

- You need to adjust your style of play throughout the night as the dynamics of the game change. Be flexible.
- Be patient and think long-term.
- The players with most stamina and focus usually win.
- Differentiate yourself. Do the opposite of what the rest of the table is doing.
- Hope is not a good plan.
- Don't let yourself go "on tilt." It's much more cost-effective to take a break, walk around, or leave the game for a night.

Continual Learning

- Educate yourself. Read books and learn from others who have done it before.
- Learn by doing. Theory is nice, but nothing replaces actual experience.
- Learn by surrounding yourself with talented players.
- Just because you win a hand doesn't mean you're good and you don't have more learning to do. You might have just gotten lucky.
- Don't be afraid to ask for advice.

Culture

- You've gotta love the game. To become really good, you need to live it and sleep it.
- Don't be cocky. Don't be flashy. There's always someone better than you.
- Be nice and make friends. It's a small community.
- Share what you've learned with others.
- Look for opportunities beyond just the game you sat down to play. You never know who you're going to meet, including new friends for life or new business contacts.
- Have fun. The game is a lot more enjoyable when you're trying to do more than just make money.

My big "ah-ha" moment came when I finally learned that the game started even before I sat down in a seat.



FEMA

COMING IN MAY!

Hosted by the:

Oklahoma Federal Executive Board

Watch future newsletters for registration info.



Resilient Accord

Continuity of Operations Cybersecurity

Date of Workshop:

05/15/2012

Workshop Time:

From 9:30 a.m.-4:00 p.m.

Location:

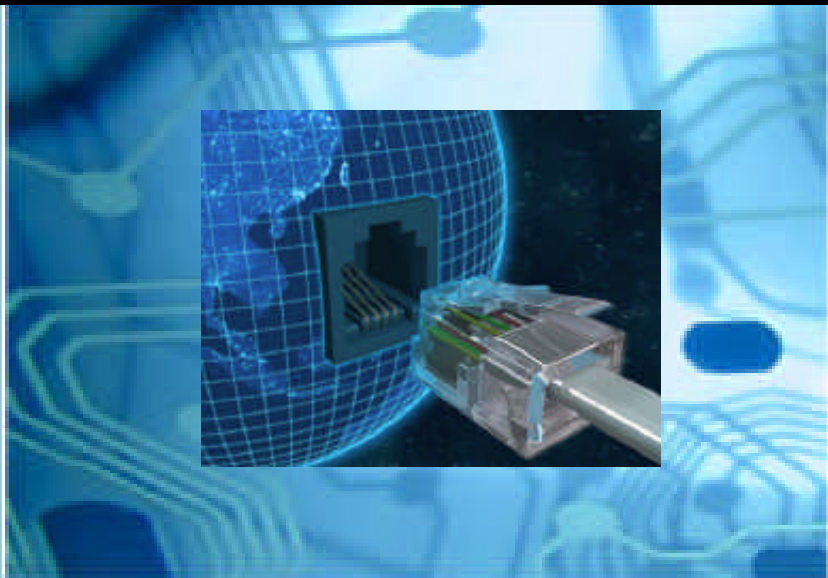
OSU-OKC
3501 W. Reno
Oklahoma City, OK

Contact Information:

Oklahoma FEB Office
405-231-4167

Developed by:

FEMA National Continuity Programs
DHS National Cyber Security
Division



Objectives of the Workshop

- Increase organizational awareness about the importance of cybersecurity considerations in continuity planning
- Discuss how cyber disruptions may impact the performance of essential functions and identify solutions to address vulnerabilities in existing continuity plans
- Establish or enhance relationships between information technology professionals and emergency managers or continuity planners

Topics Covered

- National Continuity Policy and Guidance
- Understanding the Cyber Risk Landscape and Potential Impact to performance of essential functions / services
- Cyber Awareness, Protection, and Continuity Planning Considerations



Social Media Use Jumps Dramatically Among Federal Employees

By Wyatt Kash Published: October 18, 2011

<http://gov.aol.com/2011/10/18/social-media-use-jumps-dramatically-among-federal-employees>

Sites Used Most During the Past Month

	2010 Federal Govt	2011 Federal Govt	2011 Contractors
	72%	86%	88%
	61%	80%	87%
	32%	70%	93%
	30%	55%	70%

Social media is approaching main stream adoption in the federal government, with 41% of federal workforce respondents polled in [a new survey](#) having begun using social media in the past year. That's in addition to 51% who had begun using social media more than a year ago, leaving only 8% of federal employees who say they do not use social media. Perhaps more significantly, the distinction of where federal employees use social media--once clearly confined to home or controlled office use--has begun to dissolve. While 92% of federal respondents said they use social media at home, 74% use it at work, and 70% use it via mobile devices, the study suggested federal agencies are demonstrating a new level of comfort in using social media.

Part of that trend stems from the fact that government agencies are still primarily using social media to deliver information to the public. The top five uses of social media within the federal government, according to respondents, include:

- To inform decision making – 100%
- To communicate externally with citizens and other agencies and organizations – 81%
- To communicate internally between colleagues – 78%
- For research purposes/gather information – 64%
- For promotion/marketing – 61%

At the same time, the number of major sites banned by agencies for use by federal employees--and the number of people restricted from using social media on behalf of their agency--dropped dramatically over the past year.

A year ago, 55% of federal respondents in the survey said they were banned from using such sites as Facebook, Twitter, YouTube, MySpace and LinkedIn. That percentage dropped to 19% this year,

the study found, with a significant increase in LinkedIn and Twitter over last year. Among the four most popular social media sites, federal users reported the following increases from 2010 to 2011:

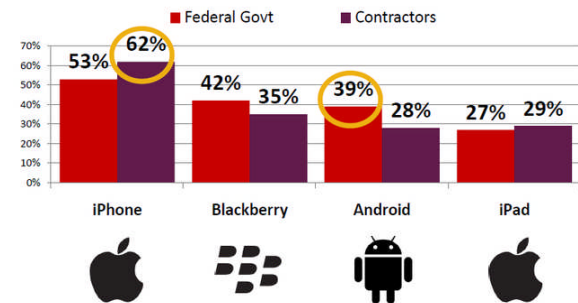
- Facebook use increased from 72% to 86%
- YouTube use increased from 61% to 80%
- LinkedIn use increased from 32% to 70%
- Twitter use increased from 30% to 55%

"You can't look at these tools as individual channels." - Lisa Dezzutti

Federal employees are also using a variety of government-specific social sites with greater frequency, led by GovLoop, used by 35% of federal respondents, and social media and discussion groups such as GSAinteract, govtwit and govWin, and TFCN, each used by about a third of federal respondents.

"You can't look at these tools as individual channels," said Lisa Dezzutti, CEO of Market Connections, which conducted the study. "It's no different than traditional media. It requires an integrated plan."

Perhaps as significantly, the percentage of federal respondents permitted to represent their agency with some or no social media restrictions jumped from 34% a year ago to 70%, according to the study, which was conducted in collaboration with Strategic Communications Group.



Market Connections Chart: Most widely used mobile devices used to access social media -- by federal government employees and government contractors.

(Continued on page 7)



How can we rely on young people to think if they don't read?

Read to Think:

In a *Wall Street Journal* editorial (October 12, 2011), Peter Funt, of Candid Camera fame, tells of surveying a class on college media about their reading habits. When asked, two students of forty indicated that they read a daily print newspaper. When he expanded the question to include on-line newspaper sites, a total of five hands were up. In asking where they get their news, he was told that the "important stuff" is



relayed by text, tweet, and other social media. The question is in what depth and with what nuance?

Many of the challenges we face today can be traced directly to the shallowness of the news produced. USA began this trend in the early eighties and the impatience of digital media has perpetuated the belief that any issue, regardless of its complexity can be reduced to a couple hundred words.

At 56, my bias is to gather much of my information via print media. It troubles me no end to see the demise of articles of substance about the critical issues of our time. Sure, there is still an abundance of periodicals which drill down into complex issues. But the readership of this media skews heavily toward older individuals. With 140 characters becoming the standard of communication, how can expect young people to be responsible thinkers when it comes to issues facing all of us?

One of my favorite questions has always been, "What does it mean?" when teaching college students. Sadly, that question leaves many of them speechless. Sure, they can regurgitate what they find on line. But ask them to synthesize based on what they've read and you get a blank stare. How can we, as a society, hope to thrive if we are producing generations that never embrace the reading necessary to thinking

critically about the issues that affect all of them every day? Regardless of your political persuasion, the solution to every one of these challenges is complex and nuanced. When those in the "next great generation" reduce the debate to texts and tweets, it impairs their ability to act in a meaningful way.

We cannot trust the future to those in elected office or in the media who, after all, are in the business of making money not informing the electorate. Please, I beg of you, READ!

Posted by: [Bob Wendover](#) on Oct 13, 2011 to the [Generations Blog](#) hosted by the Center for Generational Studies

SOCIAL MEDIA (cont'd from pg 6)

The survey made clear that federal agencies continue to see the primary benefits of social media as a cost effective way for sharing information. Three out four federal respondents cited increased education of the public, access to information, and agency promotion as the top ranking benefits of social media. Seven out of 10 respondents also said collaboration and cost savings were also primary benefits.

How agencies measure return on their investment was also explored. The primary measures, federal respondents said, included:

- Changes in traffic and clicks to their sites – 64%
- Changes in awareness of blogs and websites – 64%
- Number of connections cultivated – 45%
- Recognition as a thought leader – 44%
- Number of leads generated – 43%

The study, which surveyed 228 federal civilian employees and 124 defense department employees, as well state and local government employees, also explored the social media use of government contractors. In general, the results showed that general contractors had started using social media a year or two earlier than their government counterparts; are more active on social media sites, such as LinkedIn and Twitter; and are more focused on promotion, marketing and lead generation.

Looking to the coming 12-18 months, a quarter of federal government respondents and 40% of contractors said they expect their use of social media to "increase significantly."



UPCOMING EVENTS

November 2011

- Nov 1, 2011** **Public Service Degree Advisory Committee** OSU-OKC
11:30 a.m. POC: FEB Office, 405-231-4167
- Nov 3, 2011** **Federal Safety Council**
10:00 a.m. FAA
POC: David Bates, 405-278-9560
- Nov 4, 2011** **Agency Visits-Tahlequah**
POC: FEB Office, 405-231-4167
- Nov 6, 2011** **Daylight Savings Time Ends**
- Nov 7, 2011** **Change Style Indicator Training**
07:30 a.m. Tinker AFB
POC: FEB Office, 405-231-4167
- Nov 9, 2011** **Push Partner Seminar**
9:00 a.m. OCCC Library
POC: FEB Office, 405-231-4167
- Nov 11, 2011** **Veterans Day** 
- Nov 15, 2011** **FECC Meeting**
5:00 p.m. Ronald McDonald House
POC: Tom Burton, 405-954-0625
- Nov 16, 2011** **Interagency Training Council**
10:00 a.m. OSU-OKC, 900 N. Portland
POC: Stacy Shrank, 405-606-3823
- Nov 16, 2011** **US Mint at the National Park Service in Sulphur, OK**
11:00 a.m. POC: NPS Office, 580- 622-7220
- Nov 24, 2011** **Thanksgiving** 

INSPIRATION CORNER

Exemplary leaders reward dissent. They encourage it. They understand that, whatever momentary discomfort they experience as a result of being told they might be wrong, it is more than offset by the fact that the information will help them make better decisions. –Warren G. Bennis

Every company has two organizational structures: The formal one is written on the charts; the other is the everyday relationships of the men and women in the organization. –Harold S. Geneen

Your Federal Executive Board

“Federal Executive Boards (FEBs) are generally responsible for improving coordination among federal activities and programs in...areas outside of Washington, D.C...FEBs support and promote national initiatives of the President and the administration and respond to the local needs of the federal agencies and the community.” (GAO-04-384)

We applaud the efforts of the Oklahoma FEB Executive Policy Council members who ensure information is provided to direct our activities and efforts:

- Kirby Brown, Deputy Director, Fires Excellence Center, Fort Sill
- Laura Culberson, General Gillett’s designee from the Oklahoma City Air Logistics Center
- Dr. Steven Dillingham, Director, Transportation Safety Institute
- Jeremy Duering, LCDR, Military Entrance Processing Station
- David Engel, Chief Administrative Judge, Social Security Administration, Tulsa
- Julie Gosdin, District Director, US Postal Service
- Jerry Hyden, Director, US Department of Housing and Urban Development
- Dottie Overal, Director, Small Business Administration
- Lindy Ritz, Director, FAA Mike Monroney Aeronautical Center
- Betty Tippeconnie, Superintendent, BIA-Concho Agency

This newsletter is published monthly as a cost-effective tool for communicating events and issues of importance to the federal community in Oklahoma. If you have news of interest, please fax to the FEB Office at (405) 231-4165 or email to LeAnnJenkins@gsa.gov no later than the 15th of each month.

Officers:

- Chair:** **Adrian Andrews**
Special Agent in Charge,
US Secret Service, Oklahoma City
- Vice-Chair:** **David Wood**
Director,
VA Medical Center, Oklahoma City
- Ex-Officio:** **Jon Worthington**
Administrator, Southwestern Power Administration, Tulsa

Staff:

- Director:** LeAnn Jenkins
- Assistant:** Vacant



Turkey Tips

Will your holiday meal be remembered as a great gastronomic delight or as the source of dreaded gastrointestinal distress? The turkey that you serve can be risky if you are not careful selecting and preparing it.

Poultry products such as turkey and chicken are primary sources of the bacteria Salmonella and Campylobacter. These organisms are the two most commonly reported causes of these foodborne illness according to the Massachusetts Department of Public Health. Symptoms, such as stomach cramps, vomiting, diarrhea and fever, usually occur 1-5 days after eating foods with high levels of bacteria.

Usually bacteria such as these are not harmful at levels typically found in these food sources. However, when these microorganisms are given favorable conditions, they can grow to harmful levels and make people sick. The moist high protein content of turkey provides needed nutrients for bacteria to multiply. With warm temperatures (from 40°F to 140°F) and enough time (usually 2-4 hours), bacteria can multiply rapidly from hundreds to thousands per bite!

Therefore, it is vital to keep foods out of the Danger Zone, the temperature range of 40°F to 140°F.

While turkey may be the original source of bacteria, these organisms can spread to other foods. Cross-contamination may occur when you stuff the turkey and do not properly wash your hands or cutting utensils before slicing vegetables for a snack or appetizer. The cutting board and/or knife are contaminated with bacteria and, without thoroughly cleaning, can spread the harmful bacteria to the uncooked vegetables. Your hands may be the source of other bacteria as well.

The Department of Public Health recommends that you protect yourself, your family and friends by following these 10 safe turkey tips.

Top Ten Safe Turkey Tips

Separate Foods - Don't cross-contaminate

- When you shop, keep the turkey away from other foods in your shopping cart.
- Place the turkey below other foods in your refrigerator in order to prevent other foods from becoming contaminated with juices from the turkey.
- Use a separate cutting boards for cooked foods

and raw foods.

- Never put the cooked turkey on the unwashed plate that previously held the uncooked turkey.

Clean your hands and food surfaces often.

- Wash your hands with hot soapy water before you touch the turkey and after you use the bathroom, change diapers, and play with pets.
- Wash all cutting boards, dishes, kitchen tools and counter tops with hot soapy water after you finish fixing the turkey.

Cook foods to safe temperatures.

- Cook the turkey thoroughly. Use a food thermometer to check for doneness.
- Cook whole turkey unstuffed (or dark meat only) to 180°F
- Cook a turkey breast to 170°F

Chill foods promptly.

It is best to thaw the turkey in the refrigerator, NOT at room temperature.

Thaw a whole turkey in the refrigerator.

- 8 to 12 pounds - 1 to 2 days
- 12 to 16 pounds - 2 to 3 days
- 16 to 20 pounds - 3 to 4 days
- 20 to 24 pounds - 4 to 5 days

In a pinch you can also thaw the turkey in cold water. Cook the thawed turkey immediately.

- Put prepared foods and leftover turkey in the refrigerator within two hours.
- Split large amounts of leftovers into small bowls and cool them in the refrigerator.



This information is provided by the Food Protection Program within the Department of Public Health.



A Dynamic Workplace Culture Eats Strategic Planning for Lunch!

Lots of money is invested in strategic planning. Yet dynamic-let's-pull-together-and-get-things-done workplace cultures are what win in the long run. A dear friend, client and dynamic leader said to me, "I've been a leader in the not-for-profit and profit-making sector for over thirty-five years. I've spent countless hours in strategic planning sessions drinking coffee, constructing mission statements, setting goals and striving to get a grip on the future. I've come to believe that it's better to bet on people than it is on plans. We do a minimal amount of planning these days. We've got the right people in the right seats on the bus and I feel terrific as we face the adversity that consistently comes our way."

This comment on culture caught my attention. Below are some other items that trumpet the incredible importance of creating and sustaining a dynamic workplace culture.

1. A workplace culture is to a person like water is to a fish. We all want to work at a place that is challenging, meaningful and upbeat. This entails a "principles from the top down and decisions from the bottom up" approach to managing folks. People support what they help create. Jack, a seasoned mid-level manager, shared this: "I tell my people that may not always have a vote, but I will give them a voice on any matter that I can. Treating them like I would like to be treated in regard to feeling in on things and not micro-managing them pays nothing but high dividends."

2. A magnificent workplace culture is a by-product of consistent behavior. A "steady hand on the rudder" of any organization creates consistency. Consistency creates stability and stability enhances teamwork. As this cycle repeats itself, the organization gets stronger over time. As a young entrepreneur expressed to me, "I did not build this company to flip it. To flip is to flop. I work many twelve hour days just to keep this place afloat and I will always do so!" His consistent actions speak volumes and his

company continues to do well.

3. Culture is your brand. People continually tell stories about their colleagues and create folklore about where they work. When they do this, they are adding to the organization's collective memory. This is a good thing. It creates a sense of identity and belongingness and human beings yearn for this sense of community. Smart leaders make ample time during celebrations for story-telling. As a woman told me, "Stories keep us alive. In my department, we have story-telling hour over coffee at the end of each month. Both failures and successes are shared. We applaud one another. It keeps us all rowing in the right direction."

4. Don't forget that you are the culture. Fingerprinting is never good. Model the behavior you expect of others. A front-line worker said, "There are always going to be lower-level gripes in any place of employment. I simply overlook them. I won't gossip . . . ever." Being a low-maintenance employee raises your chances of being deemed as essential in the organization . . . not just valuable. Never speak negatively about your culture; it pays no dividends.

In conclusion, Tony Hsieh, the CEO of Zappos.com asserts: "To the individual, character is destiny. To the organization, culture is destiny." As you study the culture he and his folks have developed, you will note that they are focused, flexible, fast, friendly and fun. Each workplace culture is unique. Don't try to replicate the culture of another organization. Study them, learn from them and then blaze your own trail. Build your culture patiently, attend to it and never see it as a machine-like entity that is married to extra-heavy doses of strategic planning. See it as an ever-evolving organism that effectively adapts over time. When you do so, people will not only want to come. They will want to stay!

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FEMA-certified “Train the Trainer” COOP Training Courses



FEMA

Through a partnership between FEMA and the Oklahoma FEB, we will be hosting the L-548 and the L-550 courses in Oklahoma City to leverage resources and multiply results. Upon successful completion of each of the two courses, the attendee receives FEMA certification.

- The Continuity of Operations (COOP) Manager’s Training Course is to provide COOP training for Program Managers at the Federal, State, Local, and Tribal levels of government.
- Continuity of Operations (COOP) Planner’s Training Course is to provide COOP training for Program Managers at the Federal, State, Local, and Tribal levels of government. This training includes a train-the-trainer module to equip the managers to train the course to others.
- Both courses include a train-the-trainer module to equip the managers to train the course to others.

There is no cost for the training; however, the employee’s agency is responsible for all travel costs associated with this training.

I wish to register for this COOP course

Course title:	L548 – COOP Manager’s Training Course
Location:	Location to be Determined
Date:	March 6-7, 2012 8:00 a.m. - 4:30 p.m.
Time:	8:00 a.m.–4:30 p.m.

I wish to register for this COOP course

Course title:	L550 – COOP Planner’s Training Course
Location:	Location to be Determined
Date:	March 8-9, 2012 8:00 a.m. - 4:30 p.m.
Time:	8:00 a.m.–4:30 p.m.

Prerequisites for the L550: Successful completion of COOP Managers Train-the-Trainer Course (B/E/L 548); and a COOP Plan (a final or draft plan will be required for activities during the course). Each student should bring a copy of their current plan or draft plan.

We wish to utilize one of the forty slots for the identified training above for the following individual:

Name: _____	Agency: _____
Address: _____	
Phone/Fax: _____	Email: _____

A signed copy of FEMA Form 75-5 must also accompany this form (available on our website at www.oklahoma.feb.gov/Forms/FEMA119-25-1.pdf)

Employee

Date

Please return this registration form to the FEB Office **no later than February 24, 2012** in order to ensure sufficient materials.

Mail to: Oklahoma Federal Executive Board 215 Dean A. McGee, Ste 153 Oklahoma City, OK 73102	Or fax to: 405-231-4165
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SUN	MON	TUES	WED	THUR	FRI	SAT
		1 11:30 Public Service Degree Advisory Committee Mtg	2	3 10:30 Federal Safety Council Mtg	4	5
6 <i>Daylight Savings Time Ends</i>	7	8	9 9:00 Push Partner Seminar	10	11  Veterans Day	12
13	14	15 5:00 FECC Mtg	16 10:00 ITC 11:00 US Mint @ Nat'l Park Svc-Sulphur	17	18	19
20	21	22	23	24 	25	26
27	28	29	30	November 2011		

OKLAHOMA FEDERAL EXECUTIVE BOARD
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