



INTERAGENCY CONNECTION

215 Dean A. McGee, Suite 153, Oklahoma City, OK 73102

<http://www.oklahoma.feb.gov/>

(405) 231-4167

Chair's Corner



As we move into February, our Federal Executive Board is busy with new projects and initiatives!

Information on our **annual Awards program** was

distributed to the federal leaders in January. Remember to nominate your most outstanding employees to be recognized this year! The nomination package is available on our website, along with the criteria for rating and deadline for nominations (reminder: it is February 24th). Information is also provided regarding the luncheon which is already scheduled during Public Service Recognition Week in May.

Training and Events scheduled for the next few months include:

Leadership FEB: Currently accepting nominations for participants for this prestigious leadership development program. Participants meet one day each month for management/leadership briefings and tours of federal agencies in Oklahoma. The 2012 class schedule is being coordinated, with the class beginning in March. A registration form is provided in this newsletter, on our website, or you can contact the FEB office at 405-231-4167.

Continuity of Operations Training (COOP): We are hosting two of FEMA's courses, accredited by the Emergency Management

Institute in Oklahoma City in March.

L-548, COOP Program Managers Course, and L-550 COOP Planners Course

A registration is provided in this newsletter for these classes; in addition, hopeful participants must complete the FEMA Form 119-25-1 (also provided on our website for your convenience) for each course they wish to attend.

Resilient Accord: This is a cyber-security tabletop developed by FEMA which our Federal Executive Board will host in Oklahoma City in May. I have to extend a special "thanks" to our Oklahoma FBI office for their assistance in the instruction of this event.

Developmental FEB Assignments: I am proud to introduce Ray D. Hobbs, a Financial analyst with the FAA Logistics Center and serving on a 90 day leadership development detail in the FEB office. Mr. Hobbs will be responsible for coordinating the class schedule for the 2012 Leadership FEB class, along with assisting in other events, projects and initiatives in the FEB office during his assignment. When calling the FEB office, be sure to welcome Ray!


A.D. Andrews, Chairman

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The New Boss in Town

By Elizabeth Newell Read online: <http://www.govexec.com/dailyfed/0112/010412mm.htm>

New managers are expected to implement changes and improvements. But there is a fine line between making clear that things will be different and setting fire to what is familiar to employees. A manager who successfully toes the line between a new regime and a scorched-earth policy can set the tone early without alienating subordinates.

The balancing act requires paying attention to the existing attitudes in the organization and determining how much change people can handle - and how quickly. Peter Fischer, author of *The New Boss: How to Survive the First 100 Days* (Kogan Page, 2007), identifies seven building blocks of successful leadership transition: managing expectations, building key relationships, analyzing the situation, clarifying objectives, creating a climate for change, initiating change, and using symbols and rituals.

According to Fischer, experienced managers know that even the best arguments in favor of change will fall on deaf ears if the proper climate does not exist among employees. And employees who view the new boss as the long-awaited hero of the organization can be as destructive in the long run as employees who resist change.

Before you can foster a climate for change, you must gather what Milo and Thuy Sindell, authors of *Sink or Swim!: New Job. New Boss. 12 Weeks to Get It Right* (Adams Media, 2006), call "company knowledge." This includes the organization's history, culture - why it does things a certain way - internal operations, strategy and financial situation. "It is important to understand the rules because it ensures that you operate within the limits and boundaries and do not step on any toes in your first weeks on the job," they write. "Unknowingly crossing boundaries doesn't usually leave a very good impression."

Once you have the lay of the land and made it clear that you respect the culture of the office, it's time to articulate your vision for the organization to your employees and help them understand and appreciate their roles. Morey Stettner, author of *The New Manager's Handbook: 24 Lessons for Mastering Your New Role* (McGraw-Hill, 2002), writes, "By defining a new direction to move forward, you reassure employees of the benefits of change."

One approach is to identify the advantages of the changes from your employees' point of view. "Appeal to their self-interest and specify what's to gain in both the short- and long-term perspective," Stettner notes.

And while you're leveling with employees about what is coming down the pike, skip the platitudes. Clichés such as "We must change or die" or "Change is a constant around here" ring hollow with employees, he says.

Stettner writes that being accessible for informal, face-to-face chats with team members helps dispel rumors and foster trust about what is in store. And when you don't have all the answers, be honest. "Saying, 'I don't know, but I'll find out and get back to you' works better than barricading yourself in your office and becoming aloof," Stettner advises.

He quotes the late leadership consultant Peter Scholtes saying, "Employees don't resist change. They resist being changed." By showing respect and understanding for the culture of your new organization when you first arrive and by being honest and accessible in announcing and implementing your new direction, you make the changes a team effort, rather than an infliction.

Elizabeth Newell covered management, human resources and contracting at Government Executive for three years.



Spotlighting Information in Public Service

Did you Know.....

President Herbert Hoover established the Reconstruction Finance Corporation (RFC) in 1932 to ease the financial crisis of the Great Depression. The RFC was a federal lending program for large and small businesses hurt by the Depression.

Amid concerns for small businesses during World War II, in 1942 the Smaller War Plants Corporation (SWPC) was established by Congress. After the war, the SWPC was disbanded. Its lending and contract powers were given to the RFC. The Office of Small Business (OSB) also assumed some of the duties of the SWPC that would eventually become some of the duties of the Small Business Administration (SBA).

During the Korean War, Congress created the Small Defense Plants Administration (SDPA), which was similar to the SWPC except lending authority was retained by the RFC. The RFC was abolished in 1952. President Dwight Eisenhower proposed the SBA to continue the important functions of the RFC, SWPC and SDPA.

Congress created the Small Business Administration (SBA) in the Small Business Act of July 30, 1953. The SBA was to “aid, counsel, assist and protect, insofar as possible, the interests of small business concerns.” The SBA would also provide

small businesses a “fair proportion” of government contracts. SBA was making direct business loans and guaranteeing bank loans to small businesses by 1954. They were also making loans to victims of natural disasters, and trying to get government procurement contracts for small businesses.

Today, SBA programs include financial and federal contract procurement assistance, management assistance, and specialized outreach to women, minorities, and veterans of the armed forces. It also provides loans to victims of natural disasters and advice and assistance in international trade. SBA also offers programs linked to technical, financial, contracting, education and disaster assistance, as well as special interests, advocacy and civil rights compliance.

The District Director of the U.S. Small Business Administration’s Oklahoma District Office located in downtown Oklahoma City is Dorothy “Dottie” Overal. She was appointed to this position in November 2000. She and her office are responsible for administrating the delivery of SBA’s programs and services to the 77 counties of Oklahoma.

This article was submitted by Ray Hobbs, Financial Analyst for FAA and currently on a developmental detail in the FEB Office.



Over Communicating with Simplicity: Making It Easy for Others!

The title says it all. Getting your message through to others is about communicating in a simple fashion. It's also about making the time to over communicate (repeat yourself if necessary) so that others easily comprehend. The "how-to's" in this article can be applied to all modes of communication. Here they are:

Communication is a bad word; it means many things to many people. Understanding is a better word. Superb communicators simplify things by "cutting the fluff" out of messages. As Miles Davis, the magnificent jazz musician, once noted, "I am always looking for what I can leave out." People want oatmeal from you . . . not caviar. Deliver it so true understanding can occur.

Research shows that an adult needs to hear or see something at least six times before he/she "gets it." Real learning is a function of repetition. You do not need to be a robot and repeat everything, but make the effort/time to ensure your message gets through. As a dynamic leader once told me, "I always look for ways to say or write the same thing in a different fashion. I like to find a short mantra and continually tweak it. This concept has been my key leadership principle over the past twenty years."

Recent research on neuromarketing (a combination of brain research and marketing research) indicates that we all have three distinct brains . . . the old brain, the middle brain and the new brain. The old brain is the reptilian brain that sits on top of the spine. The middle brain evolved next and it handles our emotions. The new brain then evolved and it handles our thinking.

Neuromarketing research indicates that "the buying button" is in the old brain. In a nutshell, people are most influenced (and activated) by simple, unique, visual and emotional messages . . . not complicated jargon. So use the KISS (Keep It Simple Sweetheart) method by crafting a story that is short, positive and has a message. Think of

your favorite teachers over the years; undoubtedly, they were the best story tellers. Make it your passion, too.

Research from Yale University has shown that these are the ten most powerful words to use in advertising, brochures and written material:

You, Results, Love, Easy, Proven, Money, Save, New, Discovery, Health

Note how each of these words is "other-centered" and focuses on WIIFM . . . What's In It For Me? As the old joke goes, WIIFM is everyone's favorite radio station--people are tuned in at all times. The overall point here: Terrific communication is never about being egocentric. It is about serving others by focusing on them.

In his best-selling book, *Megatrends*, John Naisbitt coined this term in 1982: "High Tech—High Touch." He said that the proliferation of computers and technology (high tech) must be accompanied by people skills (high touch) or people will become alienated and simply become extensions of a machine. What a prophetic statement! The advent of more electronic equipment has sped things up and has become both a curse and a blessing.

Here's what you must keep uppermost in your mind: Face-to-face beats the telephone and the telephone beats email. See email and texting as notification . . . not communication. Nothing yet has replaced the power of human touch. Let's hope nothing ever will.

Historians regard Abraham Lincoln as the best leader America has ever had. He is best noted for his outstanding communication skills. Yes, he knew the importance of making it easy for others to "get their arms around his messages" by over communicating with simplicity. It is my invitation and my request that you use the information in this article to do the same.

© Mark "Tenacious" Towers Phone: 817-421-4744 Email: mark@speakoutseminars.com



Four Generations, One Strategy

Posted to the American Management Association Net on January 05, 2012 By: [Vince Crew](#)

Vince Crew is tired of all the chatter about how to work effectively with each of the four generations currently sharing the workplace. He suggests it's time we focused less on the differences between us and more on the enduring, common values that drive workers of all ages.

Can we please be done with all the rhetoric about generational differences and the need to develop distinct strategies for engaging each age group?

If I hear or read one more article by some generational expert I'm going to open my window, channel Howard Beale from the film *Network*, and shout, "I'm mad as hell and I can't take it anymore!"

Veterans, Baby Boomers, Gen Xers, Millennials, or however they're described—it's enough to drive managers crazy.

Do you think this is the first time there have been old folks, older folks, young folks and younger folks living and working together?

There have always been different generations working together.

The psychological, marketing, and academic arrogance of the pundits who insist there are traumatic conflicts between generations is simply another example of a complex, expensive, time-consuming solution in search of a crisis.

I'm all about simple, effective strategies that produce great and sustainable growth. So here's a radical idea: Instead of focusing on people's differences, let's focus on the enduring, common values that drive all of us—regardless of our age, race, gender, or any other divisive demographic used today.

For example:

1. Direction. Focus on the enterprise's mission and vision, and don't be afraid to give direct orders and establish reasonable mutual expectations.
2. Communication. Provide company updates,

give individual feedback to workers, and establish clear goals for all teams and individuals.

3. Respect. Honor, civility, and decency are values that cut across all generations and to engage workers, increase loyalty, and foster an ethical culture

4. Opportunity. Everyone wants advancement, either within their current job's scope, their department, or the company at large. Continuous learning, along with variety and flexibility in work tasks and schedules, appeals to everyone.

5. Recognition. Public praise from the boss never gets old. Who doesn't want to be recognized and lauded for their stellar performance?

6. Money. No one works harder, thinks better, or produces more without expecting/deserving the remuneration of merit pay.

7. Purpose. Contributing to a shared greater good and feeling like we're making a difference compels us all to engage, commit, and grow.

8. Discipline. Ongoing and consistent accountability for one's actions, regardless of title or seniority, provides irrefutable clarity in the workforce.

There are no absolutes, except the ones you declare as a leader regarding how you treat your people, define your company's values, and establish parameters that will attract and retain your customers and grow a sustainable, profitable business.

So, stop racking your brain trying to treat everyone differently. Consistently treat everyone with the decency, respect, and encouragement that bind us together when we work toward a common goal: the success of the organization's mission, objectives, and sustainability.

About the Author(s)

Vince Crew is founder of Reach Development Services (www.reachdevelopment.com) a strategic growth services firm. He is also a syndicated columnist and author.



Reductions and Withholdings

By Tammy Flanagan, National Institute of Transition Planning

I recently received an email requesting that I write a column describing the deductions from benefit checks that are common for retirees. The emailer wrote:

Some of my colleagues look at the gross figure of their retirement benefit, but don't realize that by the time you take out your deductions, the gross gets dwindled down.

Do you know the difference between something that will reduce your Civil Service Retirement System or Federal Employees Retirement System benefit and something that will be withheld from your retirement? It's important to know because the reductions will lower the income on which you'll pay taxes, but the withholdings are taken after taxes.

Reductions

The possible reductions are different for CSRS and FERS. Let's look at CSRS reductions first, in the order in which they would reduce your retirement:

Age: This reduction is only taken if the employee is taking early retirement under age 55 -- either voluntary or discontinued service.

Deposit: This applies to unpaid deposits for service that was not subject to CSRS retirement deductions and was performed prior to Oct. 1, 1982. It is 10 percent of the unpaid deposit. Such reductions are fairly common for people hired in the 1960s or 1970s under a temporary appointment, or who have seasonal work or summer employment on their record.

Survivor Benefit Election: This could be a reduction for a spousal benefit or an insurable interest survivor benefit election. It could be significant: The reduction for the maximum spousal survivor (providing your surviving spouse with a benefit equal to 55 percent of your unreduced retirement) is almost 10 percent of your CSRS benefit. An insurable interest election can be even higher, depending on the age difference between you and the person you are naming to receive the survivor annuity.

Redeposit: A redeposit is the repayment of a refund of retirement contributions that occurs when an employee has a break in service and chooses to withdraw their CSRS retirement

contributions. If your break in service was prior to March 1, 1991, there will be a reduction to your retirement if you decide not to repay refunded contributions. On the other hand, if you took a refund of retirement contributions for service that ended on or after March 1, 1991, this service would not be used towards your length of service in the retirement computation unless you pay back the refund with interest.

Alternative Annuity: Another reduction would occur if you elect an Alternative Form of Annuity. This option is available to employees who retire on a nondisability retirement, but who have a life-threatening illness. This option allows a lump sum payment of retirement contributions in exchange for a reduced annuity.

CSRS Offset: The annuities of a CSRS Offset employee are computed in the same manner as if covered under CSRS only. The benefit is reduced (that's where the "offset" comes in) when the retiree becomes eligible for Social Security -- usually at age 62 -- even if the individual does not apply for Social Security.

Here are the possible reductions to a FERS annuity in the order that they would apply:

Age: Although a FERS annuity is not reduced for early retirement, there is an age reduction for employees who retire at their minimum retirement age with at least 10 years of service, but less than 30, or at age 60 or 61 with at least 10 years of service, but less than 20. This is referred to as an MRA+10 retirement. To avoid this reduction, employees can postpone receiving the retirement benefit until they reach the age where they would have no reduction.

Survivor Benefit Election: This could be a reduction for a spousal benefit or an insurable interest survivor benefit election. As under CSRS, it could be significant: The reduction for the maximum spousal survivor benefit -- providing your surviving spouse with a benefit equal to 50 percent of your unreduced retirement -- is 10 percent of your FERS benefit. An insurable interest election can be much greater than a 10 percent reduction, depending on the age difference between you and the person you name to receive the survivor annuity.

Alternative Annuity: As under CSRS, the Alternative Form of Annuity is available to



employees who take nondisability retirement, but who have a life-threatening illness. This option allows a lump-sum payment of retirement contributions in exchange for a reduced annuity. The reduction is computed actuarially based on the age of the employee and the amount of money in his or her retirement account.

In addition to these reductions, there are other factors that could make your retirement smaller than you might expect under either CSRS or FERS. These include whether your service was intermittent, part-time, or simply not creditable toward retirement; and whether a former spouse was awarded part of your benefit in a divorce settlement.

Withholdings

Now that we've considered the permanent reductions to your annuity, let's look at the items that the Office of Personnel Management will withhold from your retirement benefit.

First, taxes. OPM will withhold federal income tax while your retirement is being processed and you are receiving interim retirement payments. OPM will make any necessary tax withholding adjustments when your retirement is finalized.

OPM will not withhold state income taxes while you are receiving interim retirement payments. New retirees might consider making quarterly tax payments to their state. Another option is to increase state income tax withholding from your spouse's salary -- or your own, if you're starting a second career. Keep in mind that you could be in interim retirement status for more than six months. If you wait to pay your back taxes until you file your return, you may have to pay a penalty. Not all states tax federal retirement benefits: here's state-by-state information.

Retirees do not pay FICA tax or the Medicare tax on retirement benefits.

You also will receive a portion of your reduced retirement tax-free that represents the contributions that you've made to CSRS or FERS throughout your career. OPM has a calculator to help you compute the tax-free portion of your retirement.

In addition to taxes, you'll also have money withheld from your retirement for various forms of insurance, depending on the benefits you've chosen to receive:

Federal Employees Health Benefits Program and

Federal Employees Group Life Insurance: You will be notified at retirement that your FEHBP and FEGLI coverage will be transferred to OPM and will follow you automatically into retirement. As long as you are eligible to maintain these benefits, you don't need to do anything after you retire. You will need to decide how you wish your FEGLI coverage to continue when you complete your retirement application. Your health and life insurance coverage will continue while you are receiving interim pay while your retirement application is being processed. OPM will begin withholding health and life insurance premiums retroactive to the date you begin to receive your annuity, when the agency finishes processing your application.

Federal Employees Dental and Vision Insurance Program: You shouldn't need to take any action with your FEDVIP plan when you retire. You will receive a letter informing you that plan administrators have been notified of your retirement and that your premiums will be deducted from your annuity once your retirement has been finalized. While you are receiving interim retirement checks, you may receive direct bills for your premium.

Federal Long-Term Care Insurance Program: Contact Long Term Care Partners at 800-LTC-FEDS if you have your long term care insurance premiums withheld from your salary and you are retiring. You have various billing options. Here's more information.

Savings Bonds: After you retire, OPM no longer will withhold for savings bonds. Here's more information.

Checking or Savings Allotments: These are voluntary deductions sent by direct deposit to a checking or savings account in your name. You may have up to two allotments, and the accounts must be maintained at a domestic financial institution. You must maintain at least \$100 net annuity payment, and the allotments must be for a minimum of \$50. Retirees can use OPM's online service to make changes to allotments.

Tammy Flanagan is the senior benefits director for the National Institute of Transition Planning Inc., which conducts federal retirement planning workshops and seminars. For more retirement planning help, tune in to "For Your Benefit," presented by the National Institute of Transition Planning Inc. live on Mondays at 10 a.m. EDT on federalnewsradio.com, or on WFED AM 1500 in the Washington-metro area.



2012 Leadership FEB Registration Form

Name:	Agency:
Title:	Address:
Phone:	
Email:	Cell Phone:

In order to maximize the benefits and expand the cohesive networking opportunities, no alternates will be authorized to attend single sessions. However, if an identified participant becomes unable to honor their commitment to the program, the employing agency is authorized to replace that individual for the duration of the program.

In order to ensure maximum benefit to the participants, each Leadership FEB class will be limited to 20 participants.

Participants must attend a minimum of five sessions in order to receive a certificate of completion for this program. The majority of sessions will occur in the Central Oklahoma area; however, to illustrate the diversity of the nature and geographic areas of our federal community, a couple of sessions will be to visit federal agencies in outlying areas.

Participant's Signature Date

Agency Director/Commander Review/Approval Date

Register as early as possible to reserve a slot for your participant, no later than Friday, March 2, 2011. Cancellations will be processed at no charge to the agency through that date. After March 2, 2011, we ask the agency to honor their obligation due to cost incurred; however, a substitute is authorized and encouraged.

Agency/Registrant may pay the **course fee (\$750)** by cash, check, credit card, or government voucher.

Please submit the registration form:

By mail:	Federal Executive Board 215 Dean A. McGee, Ste 153 Oklahoma City, OK 73102	By fax: (405) 231-4165
By email:	LeAnn.Jenkins@gsa.gov	



Resilient Accord CyberSecurity Tabletop Exercise



FEMA

Date:	Tuesday, May 15, 2012 (no cost)
Time:	8:30 a.m. registration 9:00 a.m. – 4:00 p.m. exercise
Location:	Oklahoma State University, Oklahoma City Campus
Objectives	This exercise is designed to increase organizational awareness of the need for cybersecurity considerations. <i>We apologize, but the content limits participation to 40 participants, with first consideration being given to agencies who send BOTH their IT representative and COOP representative.</i> Because there are several more agencies that need to attend this type of exercise, we have included a short train-the-trainer module at the end of the day for those COOP Managers who attend, so they can provide additional tabletop exercises within their agency or for other agencies in your area.

Registration Form (up to 3 individuals from the same agency can attend, if registrants include the agency leader [or designee], IT and COOP representatives)

Name:	Agency:
Title:	Email:
Phone:	Fax:

Name:	Agency:
Title:	Email:
Phone:	Fax:

Name:	Agency:
Title:	Email:
Phone:	Fax:

Mail to:	Federal Executive Board 215 Dean A. McGee, Ste 153 Oklahoma City, OK 73102
Or fax to:	(405) 231-4165
Or email to:	LeAnn.Jenkins@gsa.gov



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. This event is NOT for industry business developers or marketing personnel - only technical and management staffs are welcome from industry.

[] 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 119-25-1 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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UPCOMING EVENTS

February 2012

Feb 2, 2012
10:30 a.m. **Oklahoma Field Federal Safety and Health Council Meeting**
FAA Mike Monroney Aeronautical Center
POC: Stephanie Schroeder, 405-954-0371

Feb 8, 2012 **Agency Visits-Norman**
POC: FEB Office, 405-231-4167



Feb 20, 2012 **President's Day**

Federal Agency visits around the state will begin increasing this month as the schedule is further coordinated.

INSPIRATION CORNER

Courage doesn't always roar. Sometimes courage is the little voice at the end of the day that says I'll try again tomorrow. –Mary Anne Radmacher

Success is relevant to coping with obstacles...But no problem is ever solved by those, who, when they fail, look for someone to blame instead of something to do. –Fred Waggoner

To be a leader you must preserve all through your life the attitude of being receptive to new ideas. The quality of leadership you will give will depend upon your ability to evaluate new ideas, to separate change for the sake of change from change for the sake of men. –William A. Hewitt

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 Overall, 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

Staff:

Director: LeAnn Jenkins
Assistant: Vacant
Detaillee: Ray Hobbs



SUN	MON	TUES	WED	THUR	FRI	SAT
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OKLAHOMA FEDERAL EXECUTIVE BOARD
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We wish to thank the FAA Media Solutions Division for their monthly assistance in the duplication and distribution of this newsletter.