INTERAGENCY CONNECTION

215 Dean A. McGee, Suite 153, Oklahoma City, OK 73102 **http://www.oklahoma.feb.gov/** **(405) 231-4167**

Chair's Corner

The end of another fiscal year is upon us!

I had the opportunity to attend this year's National FEB Conference. The lineup for the first day included John Berry, the Director of the US Office of Personnel Management; Lai Sun Yee, FEMA's Senior Policy Advisor and Kris Cline, FPS Deputy Director for Operations; Todd Park, Assistant to the President and Chief Technology Officer, White House Office of Science and Technology Policy; Tim Curry, Steve Shih and Ray Decker (all with OPM);Susan Brita, Deputy Director of GSA, J. Stuart Bunderson, Ph.D., Olin Business School, Washington University & Brookings Institution, and Paige Hinkle-Bowles, Deputy Assistant Secretary of Defense for Civilian Personnel Policy.

The second day included Angela Bailey, Associate Director of OPM; Congressman Gerald Connolly (D-Va); Shelley Metzenbaum, Associate Director for Performance and Personnel Management at OMB; and Jeffrey Vargas, Chief Learning Officer, Commodity Futures Trading Commission.

The Executive Director and I had the opportunity to participate in the development of the FEB Network's Strategic and Operational Plan for FY 2013-2017; identifying FEB operational objectives for the next five years.

The Oklahoma FEB (compliments of our very own LeAnn Jenkins) has taken the lead by developing Orientation Manuals for all the Executive Directors in the national FEB network (more than 25% of whom are new). From this effort, other FEB Chairmen at the conference have requested a manual to be developed specifically for FEB Chairs that can be passed from one Chair to the next, as a continuity binder.

At the National FEMA Conference in mid-July, an educational "Active Shooter" video was shared as a tool to educate civilian employees regarding this rare, but deadly scenario. The video encourages employees to do one of the following: Run, Hide, Fight, depending upon their specific situation. The video is available at: https://www.youtube.com/watch?v=5VcSwejU2D0&feature=player_embedded

As always, your FEB is busy. If you have suggestions on activities or events, please contact the FEB office!

A. D. Andrews, Chairman

National Federal Executive Board Conference Held in Washington, DC, July 2012

John Berry, Director of US Office of Personnel Management and Adrian Andrews, Special Agent in Charge of the US Secret Service Office in Oklahoma

During the National FEB Conference, Adrian Andrews received a certificate for his service as the Chairman of the Oklahoma Federal Executive Board. John Berry, Director of the U.S. Office of Personnel Management Director, presented the certificate.

In the spirit of sharing information, the Oklahoma FEB is taking the lead, with the efforts of Mr. Andrews, to develop a manual for the 28 FEB Chairs. This manual is intended to provide foundational information regarding Federal Executive Boards as well as guidance and information to consider when taking the position of an FEB Chair.

This project came as a request from some of the Chairs that will be vacating their position on the FEB, as well as leaving the area in which they currently work. This results in them not being able to serve in an Ex Officio capacity, serving as a resource to the incoming Chairperson.

The goal is to have this resource manual available for new FEB Chairs as they take office the beginning of the Fiscal Year.

FEDERAL EXECUTIVE BOARD

Spotlighting Information in Public Service

Did you Know……

The **Office of Natural Resources Revenue (ONRR)** is responsible for the management of revenues associated with federal offshore and federal and American Indian onshore mineral leases, as well as revenues received as a result of offshore renewable energy efforts. This revenue management effort is one of the federal government's greatest sources of non-tax revenues.

ONRR is comprised of three program areas including Asset Management, Audit and Compliance Management, and Financial and Program Management. Each year, ONRR achieves optimal value by ensuring that all natural resources revenues are efficiently and accurately collected and disbursed to recipients in a timely manner. The ONRR collects and disburses approximately $10 billion in annual revenues to the U.S. Treasury, five Federal agencies, 38 states, 41 American Indian Tribes, and about 30,000 individual Indian mineral owners.

ONRR also ensures that the nation's federal and American Indian natural resources revenues are accurately reported and paid in compliance with laws, regulations and lease terms. In FY 2011 ACM completed 1059 compliance reviews and 311 audits. Since 1982 ONRR has collected $3.9B in additional royalties due to compliance activities.

How Does All of This Work?

Every American benefits from the revenues generated from mineral and renewable energy resources, either directly through payments to tribes and individual Indian mineral owners, or indirectly though contributions to the Historic Preservation Fund, the Land and Water Conservation Fund, the Reclamation Fund, States, and disbursements to the General Fund of the U.S. Treasury.

The process begins as some federal lands are leased to individuals and companies for natural resources development. Lease holders competitively bid, initially pay a bonus, and subsequently rent, for the right to develop the resources on these onshore and offshore lands. Within the Department of the Interior, the Bureau of Ocean Energy Management, Regulation and Enforcement is responsible for offshore federal leasing, the Bureau of Land Management is responsible for federal onshore leasing, and the Bureau of Indian Affairs coordinates leasing on Indian lands.

The ONRR acts on behalf of the American people to manage the royalties, rents, bonuses and other revenues generated throughout the leasing process. Using sophisticated, computerized accounting systems, ONRR processes, or collects, approximately $1B each month. Bonuses, rents and royalties from more than 62,000 leases can amount to several billion dollars each year -- an amount that peaked to more than $23B in Fiscal Year 2008 and has averaged $13B annually during the past five years.

The distribution of revenues associated with onshore federal lands is generally split between the states and the Federal Government. Based on legislation, 49 percent of the money is distributed directly to the state within which the specific lease is located; 40 percent is sent to the Reclamation Fund of the U.S. Treasury, which finances the Bureau of Reclamation's water projects in 17 western states; and the remaining 10 percent goes to the Treasury's General Fund. Per provisions of the Alaskan Statehood Act, Alaska gets a 90% share of the revenues from certain leases.

For offshore leases, ONRR distributes the collected money to U.S. Treasury accounts. In recent years, annual deposits have included nearly $900M to the Land and Water Conservation Fund and $150M to the Historic Preservation Fund. The remainder is sent to the U.S. Treasury's General Fund. Additionally, a portion of royalties from certain offshore federal leases, adjacent to seaward boundaries of coastal states, are shared with eligible states and coastal political subdivisions.

The ONRR, in conjunction with the Bureau of Indian Affairs, provides revenue management services for mineral leases on American Indian lands. Money collected for Indian mineral leases is returned -- l00% -- to respective Indian tribes and individual Indian mineral owners through the Office of Trust Funds Management.

With Election near, know Hatch Act Limits

Taken from "Ask the Lawyer" article in Federal Times dated August 13, 2012 written by Bill Bransford

As the November elections approach, federal employees need to be reminded about the Hatch Act, which imposes significant restrictions on their allowable political activity.

These restrictions are important because the intent is to protect federal employees from undue political influence and to assure the public that career civil servants are not motivated by political concerns as they carry out their day-to-day responsibilities.

Enforcement of the Hatch Act falls to the Office of Special Council (OSC) through cases it prosecutes at the Merit Systems Protection Board (MSPB). Pay attention to Hatch Act training and rules because a violation of the Hatch Act carries a mandatory removal from public service unless the members of the MSPB unanimously agree that a lesser penalty is appropriate.

Hatch Act restrictions differ depending on the type of position you hold or the agency where you work. We do not have room here to go through all the ways an employee can get in trouble with the Hatch Act. The "frequently asked questions" page on the OSC website—www.osc.gov—explains restrictions, such as whether you can put a political bumper sticker on your car or wear a candidate's T-shirt to work.

The focus here is on emails, the downfall of many federal employees, whether or not the Hatch Act is at issue. Emails provide a permanent record. Emails generated on a work computer have no expectation of privacy. And OSC will find them if it decides to investigate you.

If you are a supervisor, manager or executive or can be viewed as being in a position of authority, do not use your office email to express your political opinion. Especially, do not use email to express that opinion to subordinates or to others in the office who would consider you to be in a position of authority.

If fact, if you are a supervisor, do not even use your home email to communicate with a subordinate about your views of a partisan candidate. Supervisors, managers and executives should leave their politics at the door when they come to work or engage in work-related activities outside the office.

Sometimes you'll get an unsolicited email at work that has political comment or information advocating a particular candidate or denigrating his opponent. OSC states that you may forward the email to your nongovernmental email address. However, you may not forward it to anyone else on a government computer. Also you may not log in to your home email on your government computer and forward the email to others. The basic rule is no political activity on government time with the use of government computers.

If you forward a particularly interesting political email to your home email address, thinking that you will send it to others using your personal computer when you are at home, remember not to include subordinates—even if they are lifelong personal friends and you know their politics—when forwarding the email. Considering some of the cartoons, animated videos and jokes about the campaign that make the email circuit closer to the election, this can be hard to do. Just remember the serious and severe consequences of Hatch Act violations as you engage in political activities.

One specific: Do not forward an email regarding a fundraiser to a subordinate. The supervisor should not invite the subordinate to a fundraiser under any circumstances. Doing it by email just provides clear-cut evidence for the Hatch Act violation prosecution.

If in doubt about any aspect of the Hatch Act, call OSC before you act and you will receive a written opinion that is binding. Just remember to tell them everything you plan to do.

Nothing in the Hatch Act prohibits you from voting or from having a political opinion. Just be careful how you express your political vews at work and on your government computer.

Bill Bransford is managing partner of Shaw, Bransford & Roth in Washington. He serves as general counsel to the Senior Executives Association, Federal Managers Association and other professional associations.

Analog leadership in digital times

"Chief's Perspective: Analog leadership in digital times"

WASHINGTON (AFNS) -- The United States Air Force is the world's most advanced air, space and cyberspace force. Most of that can be attributed to you -- our outstanding Airmen -- but technology also plays a huge role. Advanced tools help us maintain an advantage over our adversaries. Technology has enabled our continuing success.

However, technology also threatens to cripple us.

As electronic communication becomes more widely used, our face-to-face interaction skills are beginning to suffer. We know how to text, Skype, and FaceTime, but some of us seem reluctant to engage in a meaningful face-to-face conversation.

We value technology because it saves us time, provides conveniences and helps us to be more efficient. But we must also recognize its potential to strip us of critical human connection skills.

This high-tech challenge has a low-tech solution. We need to strike a balance; we must continue to emphasize the importance of technology - a resource we cannot and will not stop exploiting - and at the same time emphasize the importance and value of analog leadership.

Analog leadership means temporarily putting down the iPads and Android tablets, logging out of Facebook and Twitter, and switching phones to airplane mode to stop the stream of texts coming in and out. It means shutting off the technology and talking to each other.

Face-to-face. One-on-one.

Real human interaction - yes, for some of us it may be awkward at first, but getting to know each other better is an investment that will yield incalculable returns. Stronger connections will create a foundation on which we can grow more meaningful relationships.

And then we can turn the devices back on and use them for their intended purpose: to augment and add value to our real-life relationships.

As Airmen, we have to understand how to use technology, because without it we are not as well-equipped to do our jobs. However, as human beings, we also have to understand how and when not to use technology, because when distracted by it we are not as well-equipped to relate to others.

Thank you for your service and your continued dedication to duty. I look forward to seeing you face-to-face as I travel around our great Air Force.

Chief Master Sgt. James A. Roy

Reprinted from article posted on the Official website of the U.S. Air Force on 7/13/2012 by Chief Master Sgt. of the Air Force James A. Roy: www.af.mil/news/story.asp?id=123309787

There are no certainties in retirement planning

You may be wondering whether it's worth it to contribute an extra $50 per pay period to your Thrift Savings Plan account. Particularly when you're in the early stages of your career and have many other needs competing for your paycheck, it can be difficult to choose between spending and saving a little more toward a retirement that is many years away.

Our culture tends to send conflicting messages on the issue. On one hand, relentless ads beg you to spend every penny you have on products and services. Even our political leaders from time to time endorse consumer spending as a patriotic duty. On the other hand, your parents, investment companies and political leaders encourage you to save every penny that you don't have to spend on necessities, to be prepared for inevitable raining days. Savings is, again, frequently characterized as your patriotic duty.

So you're constantly in the middle of a tug-of-war between desire to spend and guilt over not saving enough. The trick is to find a balance that meets your needs for living the life you want today while also preparing for a reasonably secure and comfortable lifestyle tomorrow. To find this balance, you need to know what you'll get tomorrow in exchanging for sacrificing today. Unfortunately, this usually is not easy to figure out.

Consider the $50-per-pay-period decision. You know what $50 will buy you today, but before you decide whether to save or spend that hard-earned money, you'd like to know how much it will buy you in retirement spending if you save it.

The problem is that the answer depends on a number of factors, including your age now, your age when you retire, how long you live, how you manage your TSP account, your luck in the investment markets, your tax returns and inflation rates over your lifetime. All but one of these variables involves uncertainty and long periods of time, and this uncertainty generates lots of risk.

Because of this risk, it's not safe to simply project future account balances and spending rates using assumed fixed rates of investment returns, inflation rates and lifespan. Even risk to your projected retirement date and saving rate should be considered in the decision. This means taking into account the possibility that your TSP investment might grow less than you expect over time, or that inflation might be higher than you expect, or that you might not be able to save what you'd like, or that you might retire sooner than you think, or that you might live longer than you expect.

Fortunately, there are methods for quantifying and managing this risk that make these uncertainties more predictable. If you coordinate your planning, analysis and decision-making, you can make more reliable decisions and then manage your plan in accordance with your objectives, which improves your odds of success. However, this means that what you decide today should depend on how you'll decide in the future. The value of your $50 in savings will be unique to you, and your circumstances and decision-making. There is no one-size-fits-all answer.

Based on my planning, analysis and management methodology, for example, if you are 30 years old and plan to retire in 37 years at age 67, your $50 in TSP savings today can reasonably be expected to buy you about $8,100 per year in additional spending during retirement, after taxes and adjusted for inflation. Since the $50 savings contribution is pre-tax, it's like saving $37 per pay period, or $962 per year, in after-tax income to realize an additional $8,000 per year in spendable income during retirement—a return of roughly 730 percent on your investment.

While the costs and benefits of saving more will be unique to your situation, this example should give you an idea of the kind of benefit that can accrue from investing in the TSP. You can use this information to help you weigh your options and make an intelligent decision.

Taken from Money Matters article in the July 16, 2012 Federal Times written by Mike Miles, a Certified Financial Planner licensee and principal adviser for Variplan LLC, an independent fiduciary in Ashburn, VA, specializing in retirement planning for federal employees.

The White House
Office of the Press Secretary
For Immediate Release
August 22, 2012

President Obama Signs Oklahoma Disaster Declaration

The President today declared a major disaster exists in the State of Oklahoma and ordered Federal aid to supplement state and local recovery efforts in the area affected by the Freedom Wildfire during the period of August 3-14, 2012.
The President's action makes federal funding available to affected individuals in Creek County.

Assistance can include grants for temporary housing and home repairs, low-cost loans to cover uninsured property losses, and other programs to help individuals and business owners recover from the effects of the disaster.
Federal funding is also available on a cost-sharing basis for hazard mitigation measures statewide.

W. Craig Fugate, Administrator, Federal Emergency Management Agency (FEMA), Department of Homeland Security, named William J. Doran III as the Federal Coordinating Officer for federal recovery operations in the affected area.

FEMA said additional designations may be made at a later date if requested by the state and warranted by the results of further damage assessments.

FEMA said that residents and business owners who sustained losses in the designated counties can begin applying for assistance tomorrow by registering online at http://www.DisasterAssistance.gov or by calling 1-800-621-FEMA(3362) or 1-800-462-7585 (TTY) for the hearing and speech impaired. The toll-free telephone numbers will operate from 7 a.m. to 10 p.m. (local time) seven days a week until further notice.

FOR FURTHER INFORMATION MEDIA SHOULD CONTACT: FEMA NEWS DESK AT (202) 646-3272 OR FEMA-NEWS-DESK@DHS.GOV

Unintentional Drowning: Get the Facts

Tips to help you stay safe in the water

- **Supervise When in or Around Water.** Designate a responsible adult to watch young children while in the bath and all children swimming or playing in or around water. Supervisors of preschool children should provide "touch supervision", be close enough to reach the child at all times. Because drowning occurs quickly and quietly, adults should not be involved in any other distracting activity (such as reading, playing cards, talking on the phone, or mowing the lawn) while supervising children, even if lifeguards are present.
- **Use the Buddy System.** Always swim with a buddy. Select swimming sites that have lifeguards when possible.
- **Seizure Disorder Safety.** If you or a family member has a seizure disorder, provide one-on-one supervision around water, including swimming pools. Consider taking showers rather than using a bath tub for bathing. Wear life jackets when boating.
- **Learn to Swim.** Formal swimming lessons can protect young children from drowning. However, even when children have had formal swimming lessons, constant, careful supervision when children are in the water, and barriers, such as pool fencing to prevent unsupervised access, are still important.
- **Learn Cardiopulmonary Resuscitation (CPR).** In the time it takes for paramedics to arrive, your CPR skills could save someone's life.
- **Air-Filled or Foam Toys are not safety devices.** Don't use air-filled or foam toys, such as "water wings", "noodles", or inner-tubes, instead of life jackets. These toys are not life jackets and are not designed to keep swimmers safe.
- **Avoid Alcohol.** Avoid drinking alcohol before or during swimming, boating, or water skiing. Do not drink alcohol while supervising children.
- **Don't let swimmers hyperventilate before swimming underwater or try to hold their breath for long periods of time.** This can cause them to pass out (sometimes called "shallow water blackout") and drown.
- **Know how to prevent recreational water illnesses.** For more information about illnesses from recreational water, see the *More Information* section of website below.
- **Know the local weather conditions and forecast before swimming or boating.** Strong winds and thunderstorms with lightning strikes are dangerous.

If you have a swimming pool at home:

- **Install Four-Sided Fencing.** Install a four-sided pool fence that completely separates the pool area from the house and yard. The fence should be at least 4 feet high. Use self-closing and self-latching gates that open outward with latches that are out of reach of children. Also, consider additional barriers such as automatic door locks and alarms to prevent access or alert you if someone enters the pool area.
- **Clear the Pool and Deck of Toys.** Remove floats, balls and other toys from the pool and surrounding area immediately after use so children are not tempted to enter the pool area unsupervised.

If you are in and around natural water settings:

- **Use U.S. Coast Guard approved life jackets.** This is important regardless of the distance to be traveled, the size of the boat, or the swimming ability of boaters; life jackets can reduce risk for weaker swimmers too.
- **Know the meaning of and obey warnings represented by colored beach flags.** These may vary from one beach to another.
- **Watch for dangerous waves and signs of rip currents.** Some examples are water that is discolored and choppy, foamy, or filled with debris and moving in a channel away from shore.
- **If you are caught in a rip current, swim parallel to shore.** Once free of the current, swim diagonally toward shore.

Information extracted from an article on the CDC website. Visit the following link to get the full article and additional resources and information. www.cdc.gov/HomeandRecreationalSafety/Water-Safety/waterinjuries-factsheet.html#prevented

UPCOMING EVENTS
September 2012

Sep 6, 2012
10:30-12:30
Oklahoma Field Federal Safety & Health Council Meeting
US Postal Service, POC: Stephanie Schroeder, 405-954-0371

Sep 7, 2012
07:30 a.m.
Central Oklahoma CFC Kickoff
Kickoff Breakfast
Ballpark

Sep 18, 2012
All Day
Leadership FEB
Fort Sill
POC: FEB Office, 405-231-4167

Sep 19, 2012
10:00 am
Interagency Training Council
POC: Stacy Schrank, 405-606-3823

Sep 20, 2012
12:00 noon
Community Board Meeting
Federal Transfer Center

Sep 20, 2012
2:00 pm
Emergency Preparedness & COOP Council
OCCHD, NE 23rd St.
POC: FEB Office, 405-231-4167

Sep 28, 2012
12:00 noon
Naturalization Ceremony
400 NW 4th Street, OKC
POC: FEB Office, 405-231-4167

INSPIRATION CORNER

Like every beginner, I thought you could beat, pummel, and thrash an idea into existence. Under such treatment, of course, any decent idea folds up its paws, turns on its back, fixes its eyes on eternity, and dies. –Ray Bradbury

True knowledge is not attained by thinking. It is what you are; it is what you become. –.Sri Aurobindo

The secret of the leader lies in the tests he has faced over the whole course of his life and the habit of action he develops in meeting those tests. –Gail Sheehy

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:

- Kevin Donovan, Federal Security Director, TSA
- Jeremy Duehring, LCDR, Military Entrance Processing Station
- David Engel, Chief Administrative Judge, Social Security Administration, Tulsa
- Jim Finch, Special Agent in Charge, FBI
- Jerry Hyden, Director, US Department of Housing and Urban Development
- Ross Marshall, Executive Director, Tinker AFB
- 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: **Julie Gosdin**
Director,
US Postal Service District,
Oklahoma City

Staff

Director: LeAnn Jenkins
Assistant: Nichole James

The way we work is making us dumber (and what you can do about it)

www.workopolis.com/content/advice/article/2265-the-way-we-work-is-making-us-dumber-and-what-you-can-do-about-it

Do you ever feel like some of the people you work with aren't exactly the sharpest tools in the shed? Or worse, does it sometimes seem like you're not working to your *own* full potential? The explanation might not be in your (or your coworkers') IQs, but in the nature of work itself. It turns out that the way we do it is making us dumber.

A study released last week by the University of California demonstrates how the constant influx of email messages that most people receive all day long causes them high levels of stress and reduces their ability to concentrate.

In an experiment, researchers removed email from a group of office workers and compared their heart rates and behaviours with a group of similar workers who had access to email over five days. The people who had email changed computer windows an average of 37 times per hour - more than double the number of times of those without email. This means that all day long, workers with email are only spending an average of less than two minutes focused on any one thing before jumping over to check something else.

Inspiration can happen quickly, but most quality work takes more than two minutes of attention to accomplish.

The workers with email were also much more stressed, described as being in a "high alert" state. "We found that when you remove email from workers' lives, they multitask less and experience less stress," said study co-author Gloria Mark.

In an earlier study, Dr. Glenn Wilson, a psychiatrist at King's College London University, measured the IQs of workers over the course of a workday. His clinical trials showed that in people who tried to respond to every email message as it came in saw their IQs fall by 10 points. He pointed out that this is more than double the hit your IQ would take from smoking marijuana.

"This is a very real and widespread phenomenon," said Dr. Wilson. "We have found that this obsession with looking at messages, if unchecked, will damage a worker's performance by reducing their mental sharpness."

Email overload makes you dumber than smoking pot does. And that's not all. Earlier this year we reported on a study out of Virginia that explained why people sometimes seem like dolts in meetings.

"You may joke about how committee meetings make you feel brain dead, but our findings suggest that they may make you *act* brain dead as well," said Read Montague, director of the Human Neuroimaging Laboratory and Computational Psychiatry Unit at the Virginia Tech Carilion Research Institute.

Putting people together in groups shrinks their capacity for creative thought and slows down their brains' responsiveness. Meetings lower you IQ.

And yet many people have jobs where they attend meetings and respond to emails all day. So how can you actually work to your full potential in such an IQ killing environment?

Focus. Work on one thing at a time until you have finished it or until it is time to work on something else. Flipping between emails and browsers and documents every two minutes lets you keep track of numerous things at the same time, but it keeps your brain from concentrating fully on any of them.

Only attend those meetings that you have to be in. Request an agenda in advance where applicable. Prepare your input before the meeting so you're not trying to wing it in a competitive setting. Then take a moment afterwards to walk around, stretch your legs and clear your thoughts before resuming work on your own projects.

Doing one thing at a time really well will pay off a lot more in the end than just doing a perfunctory job on ten things at once. It's the quality of your work that builds your reputation and career, so do your best.

Financial Wellness Workshop

Date:	Wednesday, October 17, 2012
Time:	Three Hour Sessions (morning and afternoon, please identify your choice below)
Location:	Oklahoma City Public Works Training Facility, 3738 Southwest 15th Street, OKC
Why?	With Federal Salaries remaining flat and cost of living increasing, it is more important than ever for federal employees to be equipped with information on how to maximize their incomes.
Topics:	How Money Works – basic fundamentals you were definitely never meant to "know" Debt Solutions – alleviate unnecessary stress of too much month and not enough money Retirement Planning – protecting your money and never running out Long-Term Care – fastest growing need of people over 50
Instructor:	Eric Dubbell, Senior Vice President of Primerica

<u>Registration</u>

Name_________________________________ Agency__________________________________

Phone_________________________________ Email____________________________________

Please sign me up for the following session:

[ ] October 17, 2012, 9:00 a.m. - 12:00 noon
[ ] October 17, 2012, 1:00 p.m. - 4:00 p.m.

Mail registration 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

Cancellation Policy: Understanding that unforeseen circumstances may preclude an individual from attending, cancellations will be permitted through October 10, 2012. Since this is a "no-cost" training, we ask your courtesy to cancel early so that we can accommodate people on the waiting list, if one exists.

SUN	MON	TUES	WED	THUR	FRI	SAT
30		September 2012				**1**
2	**3**	**4**	**5**	**6** 10:00 OFFSHC	**7** 7:30 Central OK CFC Kickoff	**8**
9	**10**	**11**	**12**	**13**	**14**	**15**
16	**17**	**18** Leadership FEB: Fort Sill	**19** 10:00 ITC	**20** 12:00 Community Board Mtg 2:00 Emgcy Prep Council	**21**	**22**
23	**24**	**25**	**26**	**27**	**28** Naturalization	**29**

OKLAHOMA FEDERAL EXECUTIVE BOARD
215 DEAN A. MCGEE AVENUE, STE 153
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OFFICIAL BUSINESS ONLY

We wish to thank the FAA Media Solutions Division for their monthly assistance in the duplication and distribution of this newsletter.