

STAFF NEWSLETTER OF THE METROPOLITAN LIBRARY SYSTEM

PAGES

What Do You Want?

If you haven't taken a look at it already, you should glance over the Service Principle Newsletter for August that is currently available on the MLS Intranet. You'll find a lot of good advice that will help boost your customer service in ways that are smart and easy to manage.

As an example, here's an excerpt:

It's a question we should always ask and yet we often find so difficult to answer. How an organization handles this question (and the answers) will determine its ultimate success. Because if you consistently offer your customers what they want at a price they feel is fair you'll have all the customers you can handle.

A recent survey asked 2,000 people: When you are a customer, what do you want? Here's what they said:

- 1. Listen to me
- 2. Know more than I do about your product or service
- 3. Be easy to work with
- 4. Give me what I came for
- 5. Smile
- 6. Tell me your name
- 7. Acknowledge my presence
- 8. Don't treat me like I'm an interruption
- 9. Show me you care

- 10. Don't waste my time
- 11. Be honest
- 12. Offer alternatives if you don't have what I want

September 2012

- 13. High quality and low prices
- 14. Don't try to sell me—just help me
- 15. Do what you say you're going to do
- 16. Keep me informed

Are these the concepts that drive your relations with customers? If not, why not?

For more information read the August Service Principle newsletter or click on this button.



SO Opening

Safety Training Lending Library



Librarians



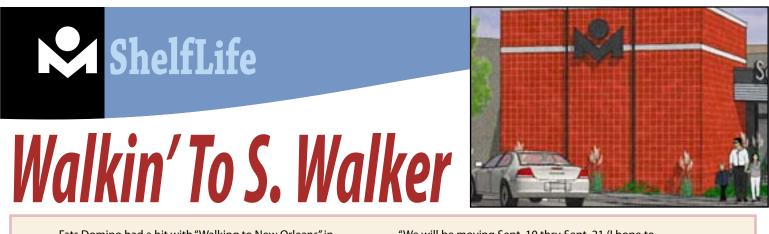
Building a Reading City

Mystery Person Staff Profile

Del City ShelfLife Quiz

MLS Staff Quiz Answers

> Birthdays & Hire Dates



Fats Domino had a hit with "Walking to New Orleans" in 1960. **Randy Wayland** and the Southern Oaks Singers will have a hit with "Walking to South Walker" in 2012 when they pack their bags and head back to the old homestead this month.

"Its finally happening!" Randy wrote. "We are going to be moving back to our Walker location beginning Sept. 10. This should be an easier move since we won't have to move the shelving and furniture. So if you would like to help and get an early preview of our new digs, send me an email. "We will be moving Sept. 10 thru Sept. 21 (I hope to be done sooner, but you never know) and we will be working 7:30 to 4:30."

If you want to lend a hand to Randy's Kids, be sure to get your supervisor's approval before giving Randy a call.

And on a more formal note, **Kay Bauman**, MLS Deputy Executive Director for Library Operations, sent out these instructions for the upcoming closing of The Southern Oaks Library from Monday, September 10 – Tuesday, September 25.

August 27	Sept 9	SO only	Any material checked out at Southern Oaks beginning August 27th will automatically have a due date of September 26th.
August 29	Sept 23	All Agencies	No reserves for Southern Oaks will appear on Agency SR Search Lists beginning Wednesday, August 29th. They will reappear on Monday, Sept 24th. Materi- als that are returned that only have Southern Oaks customers on the waiting list should not say "Hold for Reserve." If they do, please call Jimmy or Anne in IT and give them the Bib & Item no so they can research the issue.
August 29	Sept 23	All Agencies	Staff should not fill reserves for Southern Oaks customers beginning August 29th.
August 31	Sept 25	SO only	Staff at Southern Oaks need to hold any reserves sent to them and receive them on Wednesday, Sept 26th. If they receive before and customer has e-notify, the customer will receive an e-mail.
September 1	Sept 25	SO only	Southern Oaks staff should not perform the receive reserves function beginning Saturday, September 1st. Southern Oaks staff may resume using the receive reserves function Wednesday, Sept 26th.
Sept 10	Sept 25	SO only	Southern Oaks will continue to clear their bookdrop and route reserve material that has come in through the bookdrop when computers are available.
Sept 10	Sept 25	SO only	No SR Search List will be generated for Southern Oaks September 10th thru Sept 25th.
Sept 24		All Agencies	Staff may begin filling reserves for Southern Oaks on Monday, September 24th.

Do what you can to help and be sure to drop by the New Improved Southern Oaks to check things out.



Safety— Third Quarter

For some people, September is the month of Jesse James (born 9/5) and Billy the Kid (born 9/17). For others, September means great mystery writers— Agatha Christie was born on 9/15 and Mary Roberts Rinehart died on 9/22. Some think wistfully of the Age of Queen Victoria—three of Jack the Ripper's five victims were killed in September.

But for most of us, September means one thing and one thing only: it's the last month of the third quarter of the year and third quarter safety training is due. Third quarter? Blood borne pathogens.

In case you've forgotten how to find the material you need to read/view for this training, go to the MLS Intranet. Find the Human Resources column, then go down to Safety and click on Safety Training. There you'll find the material you need, plus the form you have to fill out to show that you've used the material. If it takes you less than 30 minutes to brush up on blood borne pathogens, fill in the rest of the half hour with other stuff.

Do it. You'll be glad you did.



Here's something else you might have missed. Director of Construction Management **Todd Olberding** found this short video and suggested that we all might want to take a look at it.

It's from the City of Houston, Texas, and it tells you what the best responses are if someone enters your place of business—or someone else's place while you're there—and starts shooting people at random. Run, hide, and fight might seem like advice that's obvious, but the fact is that if you haven't given any advance thought to your possible reaction to this kind of emergency, you really can't be sure what you'd do.

Take a few minutes to watch. I don't think many people are just willing to slough off the possibility that this kind of horror can happen anytime, anyplace.

http://www.youtube.com/watch ?v=5VcSwejU2D0&feature=play er_embedded





Lending Library: 1,501 Ways to Reward Employees



by Bob Nelson

You've worked with someone who insisted that he didn't expect or want extra recognition at work—you know, the my-paycheck-is-all-thereward-I-need kind of guy. Maybe you've been guilty of thinking that way yourself. I know I have.

But I also know that as often as I mumbled something like that, I would also grouse about not getting the occasional pat on the head for a job well done.

Managers and supervisors, meet Bob Nelson, president of Nelson Motivation, Inc., a founding board member of the National Association for Employee Recognition (NAER). Yes, it's a real organization, and if it isn't, it should be. But it is. Real. Really.

Nelson examined the incentive programs at companies of all sizes, from JS Communications to J.C. Penney, to find out what works and what doesn't. Many of the ideas he presents in the book are low cost and low maintenance, some formal and some informal. For example, JS rewards outstanding employees with two "I Don't Want To Get Out of Bed Days," and at Microsoft you could have your office "sodded"—grassed over.

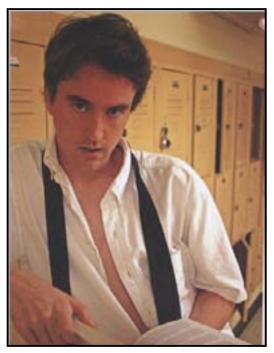
This volume is the updated edition of the version originally published a few years ago, *1,001 Ways to Reward Employees*. MLS has both books in system.

This is What a Librarian Looks Like

I guess we've all grown weary of the librarian stereotype—middle-aged woman (of either sex), hair in a bun, skirt to the floor, finger to the lips shushing some poor kid who just turns the pages too loudly. Pfui.

Well, Bobbi Newman and Erin Downey-Howerton are trying to put an end to all that nonsense with their website "This Is What a Librarian Looks Like: Challenging the librarian stereotype one post at a time." http://lookslikelibraryscience.com/

Librarians from all levels of importance, from clerks, pages and reference librarians all the way down to administration, send in photos of themselves—you can see some of them belowshowing that they are more than Marians. The pix come from all over the world. Enjoy.



Liberry Tom, public librarian in South Carolina (This photo was taken for University of South Carolina's "Mildly Attractive Men of SLIS" calendar.) http://25.media.tumblr.com/tumblr_m6xdvs6lkO1rp998io1_500.jpg



Kate & Shawna, library ninjas for the Sunriver Library in Central Oregon http://24.media.tumblr.com/tumblr_m8idbiM0wi1rp998io1_500.jpg



Sarah Kemp, archivist from Philadelphia http://25.media.tumblr.com/tumblr_m1tiweecgw1rp998io1_500.jpg

Building a Reading City: Keep It Short

My reading goal in 1991 was relatively simple: to read one short story a day for a year. 365 stories later I found that I'd enjoyed the tales so much, I decided to renew the goal for 1992. Now it's 2012 and I'm still at (8,285 stories and counting).

So I'm wondering who else among MLS staff is a fan of the short form, and I ask "What is your favorite short story?" From the responses I was able to put together a list of 14 titles (two stories were nominated twice), all by American writers. Here they are, with comments from staff.

Marilyn Backus (Materials Selection): A Sound of Thunder by Ray Bradbury

"A big game hunter pays to go back in time to kill a T-Rex (destined for imminent death anyway), but accidentally kills a butterfly which was not supposed to die yet. Although the story was written in 1952, the 'butterfly effect' is referenced even today by chaos-theory physicists, meteorologists, mathematicians, and popular filmmakers, whether they mention Bradbury or not."

Chris Carroll (DVS): *After the Plague* by T. C. Boyle "A lonely survivor of a massive epidemic wanders southern California, enjoying the accoutrements of some of the area's finest real estate while attempting to rid himself of a persistent girlfriend."

Margo Ellis (Cataloging): *You've Got Your Troubles, I've Got Mine* by Bob Burden

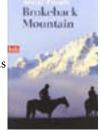
"A recently discharged but perhaps not-so-cured mental patient sells vacuums, commits manslaughter and seminecrophilic acts, shouts 'Hey!' admires his own pants, attends a dinner party, dresses as a wild Indian, makes a friend, visits a whorehouse, rides off into the sunrise. I love this story because it is absolutely nuts."

Jennifer England (DN): *Sorry Fugu* by T. C. Boyle "Boyle is a master of the short story and 'Sorry Fugu' exemplifies why: an ability to fully immerse the reader into the story's time and place and generate a true sympathetic understanding of the characters' relationships."

Alice Fielding (Cataloging): 1955 by Alice Walker "A little-known musician's strength and compassion help her to maintain a friendship with a successful musician who lacks a sense of self-worth. I like this story because it contains good advice on how to handle critics: 'You don't even know those people. Try to make the people you know happy.'

Jana Hausburg (CH) and **Angela Thornton** (DN): *Brokeback Mountain* by Annie Proulx

Angela: "Jack and Ennis meet as ranch hands in 1963 Wyoming and start an intense and unexpected love affair that continues over the next 20 years. This story transcends genres and stereotypes and speaks with vivid clarity to anyone who has known the excruciating heartbreak of an ill-fated romance."



HUNDER

AD BU

Jana: "Why I like it: Good writing, beautiful setting, and forbidden love. What's not to like?"

Teresa Matthews (ED): *The Mangler* by Stephen King "Demonically possessed sheet folder with a taste for blood and the Police detective that stands between it and innocent Laundromat workers everywhere. I just like the fact that King has a way of taking objects and finding the things about them that creep people out and puts it in a plot that is totally unreal, but in the pit of your stomach, late at night, when you're all alone you kinda could believe it."

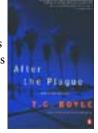
Ashley Meyer (NW) and Gatlin Sullivan (NW): *Harrison Bergeron* by Kurt Vonnegut, Jr.

Ashley: "Harrison Bergeron is a dystopian science fiction story about a time in the future (2081 to be exact) when everyone is equal...whether they like it or not." Gatlin: "It's a quite intriguing story of dystopia."

Katrina Prince (BE): *Desiree's Baby* by Kate Chopin "I love short stories. I have several that I like equally so I find it hard to choose just one. This one's about miscegenation in the deep South."

Debbie Robertus (BI): *The Ransom of Red Chief* and *The Gift of the Magi* by O. Henry

"I don't read short stories much but these are still my favorites. They are both such classics I'm sure everyone knows the plots."





Continued on page 6

Building a Reading City cont'd

Anna Todd (BI): The Third Level by Jack Finney "Charley stumbles upon a mysterious third level in Grand Central Station that will take him back in time to 1894. I first came across this story when I was in middle school and it has stuck with me ever since. Everyone can relate to a character who thinks life was simpler in the past!"

Lisa Wood (OUT): Loser by Aimee Bender "After his parents pass away a young boy develops a supernatural connectedness to inanimate objects that gives him the ability to find lost items."

Doug Bentin (MaC): An Imperfect Conflagration by Ambrose Bierce

"I started this game so I get to play, too. I love this story for its bad attitude, dark humor, and cynicism. Plus it has one of the most attention grabbing first lines ever: 'Early one June morning in 1872 I murdered my father--an act which made a deep impression on me at the time.' Nasty, warped and brilliant.

TAFF PROFILE

ngerprints



Here are the clues to this month's mystery person.

Fave Music:	Christian rock, Skillet and Switchfoot	
Fave Book(s):	Pendergast mysteries by Preston and Child, anything by Jane Austen, Sebastian St. Cyr mysteries by CS Harris, Hunger Games series	
Fave Movie:	Love Superhero flicks	
Fave Sports:	Watch any sport my kids play in, except no baseball	
Fave Vacation:	Colorado Rocky Mtns in summer	
Worst Vacation:	Skiing (I had to be in the remedial stopping class w/4 yr. olds and I hate being cold	
Fave TV Show:	Grimm, BBC's Sherlock Holmes	
Fave Food:	Pasta	
Fave Season	Fall	
Fave Hobby	Reading	
Family:	Hubby and four kids, 9-17	
Fave Pets	I love my lab, Scout	

What profession would you be in if you were not working at MLS? Book editor.

Do you have a "Bucket List" and what's at the top of it? Visit Venice, Italy Answer on page 8

Vickie Ross, Edmond circ clerk, says she enjoys "aerobics, photography and dancing, especially swing and ballroom." And, of course her family "a husband, 3 sons, 3 golden retrievers and a Yorkie." She says her family is active in two churches, Church of the Servant and LifeChurch.

Vickie's worked at MLS for four and a half years, starting at Edmond, then "went to Cataloging for two years and am now back at Edmond."

Vickie says, "We have the BEST customers at Edmond. I love helping customers, even the difficult ones."

Her favorite state, next to Oklahoma is Colorado, "I love football and my favorite team is the Denver Broncos. Every year for the past 25 years we have gone to Winter Park

Colorado in September for our vacation. The aspen trees are beautiful at that time of year and we usually get some snow while we are there."

Vickie's other interests are movies and reading. "My very favorite movie is the Pixar movie "UP". The books The Last Lecture by Randy Pausch and Resilience by Elizabeth Edwards have made a huge difference in my life.

My retirement dream is to be living in a cabin in

the mountains of Colorado. I would be spending my days hiking, biking and taking photos of the beautiful scenery." And Colorado must have inspired Vickie's favorite quote: God never made an ugly landscape. all that the sun shines on is beautiful, so long as it is wild. John Muir



Del City On the Go

Citizens of Del City voted on Aug. 28 to renew the \$.015 sales tax that had been originally put in place to pay for the fire and police stations. The extended tax will provide funds for a new Del City Library, as well as for a female veteran's memorial project in Patriot Park, a sports complex, a public works administration building, street repairs and new vehicles for police and public works. The measure passed by a convincing vote of 78% in favor, 22% against.

New library planning and construction won't begin overnight, but this is the absolute necessary first step.



The ShelfLife Quiz:

Chapter and Verse, Minus the Verse

I like it when authors give titles to the individual chapters in a book, but some writers are better chapter-titlers than others. Here are some attention-grabbing chapter titles. See if you can match them to the novels in which they appear. (In some cases I've replaced a character's name with asterisks to keep that question from being too easy.)

The Chapter Titles

- 1. How Mouston Had Become Fatter With out Giving ***** Notice Thereof, And The Troubles Which Consequently Befell That Worthy Gentleman
- 2. I Return To Ireland, And Exhibit My Splendour And Generosity In That Kingdom
- 3. Of The Liberty Which ***** Gave To Several Unfortunates, Who, Much Against Their Will, Were Being Carried To Where They Had No Wish To Go

- 4. Atones For The Unpoliteness Of A Former Chapter, Which Deserted A Lady, Most Unceremoniously
- 5. A Tempest, A Shipwreck, An Earth quake, And What Else Befell Dr. Pan gloss, *****, And James The Anabaptist
- 6. How ***** Ate Six Pilgrims In A Salad
- 7. "He Disagreed With Something That Ate Him"
- 8. The Assassination of John Fitzgerald Kennedy Considered as a Downhill Motor Race
- 9. A Gallon of Strawberries
- 10. Chapter 17

The Novels

- a. *The Atrocity Exhibition* by J.G. Ballard
- b. *The Caine Mutiny* by Herman Wouk
- c. Candide by Voltaire
- d. Don Quixote by Cervantes
- e. *Fifty Shades of Grey* by E.L. James
- f. *Gargantua and Pantagruel* by Rabelais
- g. Live and Let Die by Ian Fleming
- h. *The Man In The Iron Mask* by Alexandre Dumas
- i. *The Memoirs of Barry Lyndon*, *Esq.* by W.M. Thackeray
- j. Oliver Twist by Charles Dickens
- Answers on page 8

MYSTERY SON IS: Cindy Martin, VI

HELLO TO

Emily Canniff	Asst. Mgr. of LO, SO	
Kevin Cook	Circ Clerk, NW	
Elisabeth Wright	Librarian, VI	
Vickey Scrivner	Library Aide, LU	
Samuel Garcia	Library Aide, CH	
Joshua Jordan	Public Comp. Spc., MC	

PROMOTION

Edith Daniel	From Assoc. Librarian to	
	Librarian, SO	
Donna Durbin	From Circ Clerk, HT to FT, BE	

TRANSFER

Ashley Meyer..... From HT Circ Clerk, ED, to to FT Circ Clerk, NW

RETIREMENT

Ronna Davis..... Librarian, ED

GOODBYE

Kathryn Easler	Library Aide, MC	
Julie Mills	Library Aide, RE	
Molly Allen	Library Aide, MC	
Taylor Dalrymple	Public Comp. Spc., CH	
Kim Macarty	Tech Processor, TP	
Matt Edmond	Public Comp. Spc., Bl	
Joshua Lynch	Circ Clerk, NW	
Sequoyah Moore	Library Aide, ED	
Najah Hylton	Library Aide, VI	
Megan Dorame	Library Aide, RE	
Paige Warren	Library Aide, Bl	

/MPATHY

To Carol Overton, ED, whose husband Paul died unexpectedly Monday, August 27.

And to Crystal Easley, DC, whose grandfather, Jasper Roper, passed away August 27.



Emily Canniff



Vickey Scrivner



Elisabeth Wright



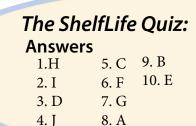
Kevin Cook



Samuel Garcia



Joshua Jordan



September Bulletin Board

September Birthdays

9/1 9/1

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MARY STRASNER
TERESA MATTHEWS
DANIELLE WALKER
JOHN RAHHAL
LATASHA TIMBERLAKE
STEPHEN GO
MOLLY WILLS
PATRICK RILEY
JUDITH BATES-NEWBERRY
DARRIE BREATHWIT
PERRY WILSON
KARA FRIED
DUANE THURMOND
DIANE SARANTAKOS
TULIN LAFOLLETTE
LANNY MYERS
SEQUOYAH MOORE
DAVID GROW
PRISCILLA DOSS
MARY SCHAEFER
CANDACE MCDANIEL
LENARD WARD
SAMUEL JOHNSON
CHERYL PERNELL
TRAVIS HOWELL
KENDRA WILLIAMS
VINCENT ARMIJO
RUBY SOUTIERE
DEREK DAVIS
MELODY KELLOGG
ROSEMARY RYDEN
ANGELA PAELTZ
BRANDON JOHNSTON
GERALDINE ADAMS
ANDREW SOLIVEN
LISA HEINRICH
TINDLE ARNOLD
ANGELA WILEY
TAYLOR HORN
PHILL JO
DEBRA JACKSON
KAREN MARRIOTT
VANESSA SPAETH
LAURA VANWINKLE
SUSAN BURT
DAVID FRENCH

Employee's September Date-of-Hire KAREN MARRIOTT

SUSIE BEASLEY **FAYE HORN** JO NITA WHITE ROSEMARY CZARSKI ALMA BROWN **KAY BAUMAN** PAM BUCHANAN SUSAN RYAN SHIRLEY HENDERSON JANA HAUSBURG DEBBIE ROBERTUS ANN MEEKS CRYSTAL SUPPES MARY TAYLOR LINDA WILLIAMS **DIANE SHARP** TOM GALLAGHER MATTHEW EVANS VAN BIELSTEIN **EMILY WILLIAMS DUANE THURMOND** TERESA MATTHEWS MARY ANN JOHNSON CORY NIEBANK **EMILY GREEN** CHRISTOPHER CADE **BRITTANY BARBER** CAROL ROBERTS **ROBIN SAGEL** JENNIFER JONES DARIN SMITH **KRISTIN HILL CINDY FRAZIER** MYRA DOVER **DEREK DAVIS** AI BERT BROWN JOHN RAHHAL LARINDA CROSSLAND DAVID MORAND DUSTIN CHANDLER SARA NORIEGA **BRETTE HOLLY** CARLA CORMACK KARIN DAUGHERTY LIGEIA CHAMPION FARRAH BUTLER SHEILAH WISER

9/18/1978 9/10/1979 9/25/1981 9/13/1982 9/16/1982 9/27/1982 9/10/1985 9/13/1989 9/3/1991 9/11/1995 9/11/1995 9/11/1995 9/25/1995 9/16/1999 9/7/2000 9/17/2001 9/16/2002 9/17/2002 9/17/2002 9/2/2003 9/16/2003 9/29/2003 9/13/2004 9/27/2004 9/19/2005 9/11/2006 9/28/2006 9/24/2007 9/9/2008 9/9/2008 9/17/2008 9/22/2008 9/23/2008 9/25/2008 9/7/2010 9/7/2010 9/7/2010 9/7/2010 9/8/2010 9/20/2010

9/21/2010

9/19/2011

9/19/2011

9/19/2011

9/20/2011

9/22/2011

9/22/2011

9/6/1977



October Bulletin Board

Employee's October Date-of-Hire

IIMMY WELCH 10/22/1970 FRANCIE PENDLETON 10/9/1972 RUBY SOUTIERE 10/1/1978 10/5/1987 STEVEN JENKINS REGINA FIELDS 10/4/1993 CYNTHIA MARTIN 10/1/1998 LINDA HOLMBERG 10/22/1998 RONDIA BANKS 10/4/1999 LISA BRADLEY 10/22/1999 PATSY GLOVER 10/16/2000 TODD OLBERDING 10/1/2001 STEVEN ISAACS 10/1/2001 SUSAN HUTCHINS 10/7/2002 JONATHAN TOLLE 10/11/2002 MELISSA WEATHERS 10/28/2002 ROSEMARY STAFFORD 10/4/2004 SHELDON BEACH 10/5/2004 JESSICA LITTLE 10/12/2004 WENDY GABRIELSON 10/13/2004 ERICA RUTLAND 10/21/2004 KRISTIN WILLIAMSON 10/25/2004 PATRICIA ORTIZ 10/26/2004 KATHRYN HATFIELD 10/3/2005 JEROD GERFEN 10/23/2006 LILY WANG 10/26/2006 HARRY HOANG 10/27/2006 CAROL OVERTON 10/11/2007 MICHAEL OWENS 10/6/2008 10/7/2008 DREA GATES KATHRYN SHEESLEY 10/8/2008 CHRIS KENNEDY 10/20/2008 PHILLIP BELT 10/5/2009 MATTHEW LOGO-FALEPOUONO 10/5/2009 MALLORY WEIGL 10/19/2009 CARA KOSZARA 10/6/2010 10/18/2010 SAM JOHNSON MARY JANE HALL 10/18/2010 MELODY KELLOGG 10/3/2011 RONI ANDERSON 10/4/2011 TODD PODZEMNY 10/17/2011 RICHARDMAXWELL 10/19/2011 KRISTIN KENNELLEY 10/21/2011

October Birthdays

LINDA TEMPLE	10/1
SHELDON BEACH	10/1
ELIZABETH BROWN	10/3
LISA MYERS	10/4
JEROD GERFEN	10/4
TRACEY THOMPSON	10/6
STACEY O'NEIL	10/6
BARBARA BEASLEY	10/7
KRISTIN WILLIAMSON	10/7
ERIN BEDFORD	10/7
MARK MARSHALL	10/8
STAN TAUCER	10/8
LAVETTA DENT	10/9
JOHN BLEVINS	10/10
CHERYL COLEMAN	10/11
DEBORAH MORRIS	10/11
MYRA DOVER	10/13
SHARON THOMPSON	10/14
ROGER BANKER	10/14
JOSHUA WELLS	10/15
FANNIE HARSHBARGER	10/16
LORI PICCOLO	10/16
CHRIS LARWIG	10/17
MARY LONG	10/17
MARY MCELROY	10/18
RONDIA BANKS	10/18
ANTHONY EDWARDS	10/18
MARYL BAIRD	10/19
ERIN YOUNG	10/19
PAULINE	
RODRIGUEZ-ATKINS	10/20
WARREN ANDERSON	10/21
J.R. DAY	10/22
MALLORY WEIGL	10/22
MATTHEW	
LOGO-FALEPOUONO	10/23
BRYAN SMYTHE	10/24
REBECCA MASON	10/24
CARLA CORMACK	10/25
KELLIE DELANEY	10/25
JENNY BODENHAMER	10/28
HEIDI PORT	10/30
KASSIE ELSTEN	10/31
MARIAN MCPHERSON	10/31