



THE COMMUNICATOR

Editor — Dawn Mergen, Personnel Specialist

Volume 17, Issue 1
February, 2019

Grant County Employee Newsletter

In this issue...

In the Spotlight (Sheriff)
Fair Receives Recognition
Bike Trail Grand Opening
State Retirement Beneficiary

Holiday Schedule
Dana's Desktop
Retirement Recognition
Out-of-Area Dependent
Training Opportunities
New Employees

Service Anniversaries
Flex Balance Reminder
Aflac Visit
Deferred Comp Visit
Change in Status



Sheriff Nate Dreckman

~In the Spotlight~



In 1838, 10 years before Wisconsin became a State, the county board in Grant County decided to construct a building to provide for the safe-keeping of criminals for a total construction cost of \$400. This pioneer bastille was made on square hewn logs, snugly laid together. It wasn't too long and it was burnt to the ground by an incendiary, causing them to erect a stone jail in 1844 for the cost of \$1,685. This structure was soon found to contain serious failings, and in 1848 the county advertised for bids to enlarge the jail; however in 1849 it was decided that cutting air holes in the walls to allow ventilation was all that was needed. What really finally woke the county board up was the ease at which inmates escaped from this facility and they came to the realization that they needed a more secure jail.

It wasn't until 1872 that work was begun on a brick, two story jail for the sum of \$20,200. The specifications required it to have 18" thick walls and floors of limestone, 7" thick. It contained 12 cells, 6 on each floor and each being made of articulated iron-work, secured with heavy bolts and strong locks. This was built on the current site of the Grant County Administration building, with construction completed in September of 1873 for a total cost of \$21,740. This served as the jail and Sheriff's residence until 1956 when the county board took a big step and bid out a new jail. They budgeted \$200,000, but in the end it only cost \$171,000. In April of 1958, the corner stone was laid for the new

(Continued on page 2)

(Continued from page 1)

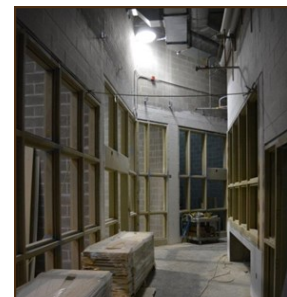
facility and it was supposed to be state of the art, but it did not prove to be escape proof. It was able to hold 20 inmates and the booking room was in the basement, which made for some interesting stories getting prisoners booked.

This facility served purpose for many years, until 1980 when a committee was formed to start the process of updating the jail to meet state requirements. After much planning and building, the addition to the jail opened in August of 1982 and it was the first time that Grant County had female jailers. This was a big step up as it added electrical door controls for each block and all entrance doors. It also added visiting booths and dispatch with bulletproof glass. It increased the total capacity to 32 inmates and 11 Huber inmates. Because of the need for more beds, in 1995 bunks were added to the Huber dorm and part of the blocks bringing the total capacity to 66, where it stands today.

So fast forward several years to 2016, and the county board again made the decision to move forward with the construction of a new facility. This time around they incorporated several other county departments in the project to help develop efficiencies in the services we provide the citizens, as well as meeting the county's strategic plan. A committee was formed and throughout the process, board members and department heads worked together, along with Potter Lawson, Inc., to come up with a suitable plan that prepares the county for decades into the future.

We developed a plan that included 103 beds, a separate medical area, special needs cells and the implementation of technology to reduce inmate movement within the facility. In July of 2017 construction began on the site, located near the 52 building on the county farm. Initial bid openings were positive for the county, as they came in 19.2 million, well under prior projected costs, thanks to the utilization of a local company, Epic Construction, for construction management.

Our goal in designing a new jail facility was to make sure we planned well into the future, not only with the number jail beds, but the rest of our portion of the facility as well. It truly has been a challenge throughout this entire process; however with the team we put together here at the Sheriff's Office, along with the Grant County IT Department; we have worked through all the



(Continued on page 3)

(Continued from page 2)

issues that have arisen. Jailers Karen Walls and Dominic Pagliaro have been assigned to our transition team, working since November of 2017 out at the site. Not only have they been overseeing the construction, they have also been hard at work on developing new policies and procedures for the new facility. The design and size of the new jail is completely different from what we currently have, causing us to have to rewrite many of the policies and procedures. They also completed a staffing study to determine how the new facility should be staffed once it is opened. That proved to be the most challenging piece, as we knew there was going to be a need for more staff, but until an analysis was completed, we didn't have an accurate number. We appreciate all the other department heads patience and diligence as we worked through the budget for this year. It was a demanding task to figure out how to implement the additional cost of staffing into the budget, but there is a need to make sure the jail is operated properly, for the safety of the inmates, as well the jailers.



Jailer Karen Walls



Jailer Dominic Pagliaro



Captain Travis Klaas

2019 brings with it the task of completing the building project and then moving. This means not only moving files, computers and other tangible items; we also need to move people, which could mean around 50 inmates. This undertaking will be led by Captain Travis Klaas, who was promoted to Jail Administrator last fall. Captain Klaas has taken the reins of the jail and is already in the process of making improvements in how the jail operates by pushing to go paperless in the very near future. In addition to the move of inmates and all that goes with it, the dispatch and radio system is another piece that creates its own unique challenges. The complex issue at hand is how to maintain 911 services during the move of the dispatch center, along with maintaining an operating radio system. A plan is being developed to make sure there is minimal disruption in the service as we make the transition at some point in the near future.

It's truly exciting to be part of such a monumental project for Grant County and we appreciate all of the people who have played a role in getting the building completed, from the board members, to department heads, all the way to the construction workers. It's evident that with proper teamwork, a clear cut plan and determination; great things can be accomplished. President Harry S. Truman once said "It is amazing what you can accomplish if you do not care who gets the credit." This has not been more evident in this project.



Grant County Fair Receives State Recognition

Amy Olson, Grant County Fairgrounds and Operations Director, accepted many awards at the Wisconsin Association of Fairs Convention held January 6-9, 2019. A memorable event to be sure! In addition to receiving awards for the 2018 Fair, Amy began a new role to serve as the District 3 Director on the board of the Wisconsin Association of Fairs. Congratulations Amy! Thanks for all your hard work!



Serving as the District 3 Director is a great opportunity and I am very excited about being a board member. I officially started this position on January 9, 2019 at our annual convention. The Wisconsin Association of Fairs supports 75 fairs in Wisconsin and their mission is to increase fair's quality by providing education and advice in all aspects of the fair industry. We host an annual convention where the fairs meet to network and gain knowledge in the fair industry. We host district meetings and have regular meetings throughout the year to listen, assist, and alert fairs of any changes within the industry. Wisconsin Association of Fair is made up of four districts. I will act as one of the two directors for our district (District 3) which involves 18 counties. What an honor it is to be on this board and be an advocate for our county fairs.

While attending convention I also received awards for my entries in the photo/media contest. Two of the photo entries were (1) Animals at the fair and (2) Animals and Kids at the fair. The winning media award was for a Fair Newspaper Ad. Although I was excited for those three ribbons I was ecstatic to receive the Grand Champion in my Overall Marketing Campaign! They had a marketing company come in and judge the entries by looking at all aspects of what was done to promote your fair. To be honest I was blown away! It's wonderful to receive this kind of recognition. My marketing campaign is a big part of what I do for the fair. It's what grabs people's attention to effectively draw people to the fair.



There are so many people that support the fair either by being paid or volunteering to help make it successful. Two individuals that also deserve recognition for the awards are Shelly Holmes and Abbey Eagan. Shelly Holmes, of Shelly Holmes Portraiture, did an amazing job capturing the fair's events, activities, people, and animals as our photographer in 2018. Abbey Eagan, of Wolf's Grantland Graphics, helps take my ideas of marketing the fair and turns them into reality. I start in January designing my marketing campaign for the fair and then talk with Abbey to work out all the details and piece it all together. Our 2019 theme is going to be "Life is Better at the Grant County Fair" because it is! The fair is a place not only for entertaining the public but to educate them on our agricultural industry. It's a place where children, adults, and senior citizens can display their hard work in exhibit buildings. It's a place to make and build memories with family and friends. Life is better when you're at the fair!



These awards and the awards I receive at the International Association of Fairs Convention are a great remembrance of why I started this job. I truly love what I do and want Grant County Wisconsin to be a place everyone knows about and loves to visit whether it's fair time or not.

-Amy Olson, Grant County Fair



Ready for Spring?! Be sure to ride the new bike trail located at the intersection of West Mound View Road and Mitchell Hollow Road. Run, walk or ride the trail from Platteville to Belmont.

County Board Supervisor Mark Stead and Highway Commissioner Dave Lambert attended the Mound View State Trail grand opening last summer.

Who's Your State Retirement Beneficiary?

This Spring you will receive your annual Wisconsin Retirement System (WRS) / Employee Trust Funds (ETF) account statement.

Please look closely at the beneficiary section and make any changes you may need/want.

More information: http://etf.wi.gov/faq/designate_beneficiaries.htm

Beneficiary Designation Form: <http://etf.wi.gov/publications/et2320.pdf>

Anyone wishing to have a specific subject discussed in a future newsletter may contact Joyce Roling at 723-2045 or jroling@co.grant.wi.gov.

2019 Paid Holidays

The following is a listing of Grant County's year 2019 observed paid holidays:

New Year's Day.....	Tuesday, January 1, 2019
Friday Afternoon before Easter...	Friday, April 19, 2019
Memorial Day.....	Monday, May 27, 2019
Independence Day.....	Thursday, July 4, 2019
Labor Day.....	Monday, September 2, 2019
Veteran's Day.....	Monday, November 11, 2019
Thanksgiving Day.....	Thursday, November 28, 2019
Christmas Eve.....	Tuesday, December 24, 2019
Christmas Day.....	Wednesday, December 25, 2019
2020 New Year's Day.....	Wednesday, January 1, 2020.

Dana's Desktop

Dana C. Andrews, Grant County IT Technician

Vol. 6 Issue 1

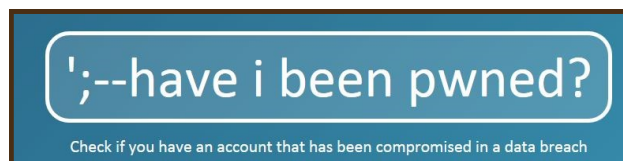


Hacking continues to be an issue when you are online. The latest news is some person or group took several of the major data breaches from the last few years and made a collection of email addresses and passwords. Posted on the dark web, it is 87 GB in size and contains over 2,000 databases. There are a total of over 772 million email addresses (772,904,991) and 21 million passwords (unique passwords meaning all those people using abc123 were only counted once). The truly horrid part of this is the passwords have been decrypted (meaning they are in human readable 'plain text' format).



Now this involves some math, but since people mix accounts and passwords, this particular underweb posting results in 2.7 billion (2,700,000,000) combinations that can be tried to hack into your online accounts. Everyday PCs are capable of burning through that in just a few hours (latest hacking trick is to use the computational power incorporated in the graphic cards that gamers normally install). One last observation about this; the researcher who discovered this ran it against a database of known data breaches and identified 140 million emails and 10 million passwords that have not been reported as breached or hacked.

Please, please change your online passwords often; and NEVER-EVER, use your banking password for other online sites. If you would like to check if your own accounts have been 'breached' navigate to: <https://haveibeenpwned.com/>



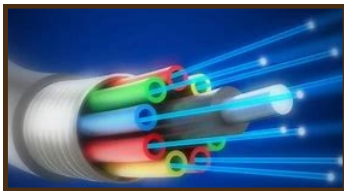
Enough being serious, here is an interesting historical fact. Have you ever heard that the correct answer to 'who was the greatest dancer ever' is Ginger Rogers? She matched Fred Astaire's moves but backwards and in heels. The same thing could be said about Ada King. She was a British Countess (Countess of Lovelace and often referred to as Ada Lovelace). Although a woman in the 17th century, she was a mathematician and was the first to recognize the possibilities of Charles Babbage's proposed mechanical computer. She published an algorithm for his

(Continued on page 7)

(Continued from page 6)

machine and as such can be credited as the first computer programmer (her dad was Lord Byron, the poet. Because of being a poet, he was considered 'insane' and Ada was encouraged to study the sciences and logic to avoid suffering his same fate). She was also a visionary, writing about the computer and what it could mean beyond number crunching by examining how individuals and society would relate to such technology as a tool.

Are you still waiting for your personal robot servant? I don't know if we will ever see anything like what is in the movies but we already have robot vacuums, mops, and lawn mowers. Higher end models even empty themselves. Amazon made news the other day with an experimental robot delivery bot. However a company named Starship Technologies already has a fleet of delivery bot on a college campus in Virginia. Students order their pizza and coffees in an app and the 'bot' brings it to them (I wonder if it is free after 20 minutes?). In my household, we don't use switches or pull cords. We ask Alexa and she turns our stuff on and off. There is a laundry folding robot; another that cleans your windows, and even a robot that cleans toilets. We probably don't need to talk about all the self-driving vehicles.



Did you know the new building (CSB or Community Services Building) is the first county building built to include computer technology?

'Our' new building will have 109 built in wireless access points. Fiber optics (glass wires that use light instead of electricity) will be used to speed signals not only from the internet but between our distribution points (we call them wiring closets). Conference rooms will

have large commercial smart TVs and the phone system will be Internet based (Voice over IP or VoIP). Special hardware and software is being installed to make internet access faster and safer. There is a dedicated room for I.T. functions, repairs, and storage. All the computer systems have duplicate backup systems ready to take over in case of system failure and there are three back up power suppliers (UPS) besides the emergency generator. Of course you'll still find the printer out of paper.

The CSB outfitting is also paying I.T. dividends to the rest of the county.

Some software, like our new anti-virus (Carbon Black) is already being deployed county-wide. Certain construction projects allowed us to extend needed infrastructure to other facilities at little to no cost. Data storage can be shared, especially with the speeds of fiber optic. Maybe most importantly, we have a clear roadmap for upgrading equipment as replacement becomes required.



Retirement Recognition

June 10, 2018 through February 09, 2019

Rebecca Bloyer (Child Support), **34 years** (retired December 30)

Roger Schauff (Highway), **32 years** (retired January 4)

Sandra Lenz (Orchard Manor), **32 years** (retired January 11)

Edward Breitsprecker Jr. (Sheriff's Office), **31 years** (retired September 7)

Lisa Swanson (Orchard Manor), **29 years** (retired February 9)

Peggy Hollister (Orchard Manor), **26 years** (retired June 15)

Joann Koeller (Sheriff's Office), **25 years** (retired December 22)

Lawrence Ploessl (Highway), **22 years** (retired January 21)

Betty Steiger (Orchard Manor), **20 years** (retired November 21)

Ronald Sturmer (Coroner), **20 years** (retired December 31)

Judy Raisbeck (Orchard Manor), **19 years** (retired January 18)

Patricia Wells (ADRC), **15 years** (retired October 8)

Grant County wishes you a happy and healthy retirement!

Reminder: Please contact the County Personnel Office at least two months before your retirement date so we can assist you with the process.

Quartz Health Insurance “Out-of-Area Dependent” Coverage

Effective January 1, 2019 Quartz has added an “Out-of-Area Dependent” coverage rider for employees of Grant County who have enrolled in the County’s group health plan. This rider supplements the “Out-of-Area Student” coverage rider. The Out-of-Area Dependent coverage rider provides more flexibility for out-of-area visits and services for members’ dependents who are under the age of 26 and live outside of Quartz’s service area. For more information on the Out-of-Area Dependent coverage rider contact Quartz customer service at 1-800-362-3310.

“Quarterly” Training Schedule

These sessions are held in the County Board Room and reserved seating is appreciated by calling 723-2540 or emailing Dawn at dmergen@co.grant.wi.gov.

Dates: April 11, June 17, September 19, and November 7

8:15 a.m. to 8:55 a.m.	Civil Rights Compliance
8:55 a.m. to 9:25 a.m.	Electronic Communication Policy / I.T. Update and Education
9:25 a.m. to 10:05 a.m.	Sexual Harassment Workplace Violence
10:05 a.m. to 10:15 a.m.	Break
10:15 a.m. to 10:40 a.m.	FMLA
10:40 a.m. to 11:00 a.m.	Workers Compensation
11:00 a.m. to 11:25 a.m.	April and September: Deferred Compensation Plans Presentations June and November: Aflac Presentations
11:25 a.m. to 11:45 a.m.	County Benefits in Review (Optional for staff that recently oriented with Dawn)

SkillPath Star12 Live Webinars

Keep an eye out for postings with monthly personal development webinar opportunities. These live webinars are held in the County Board Room at 1 p.m. and typically end by 2 p.m.

Staff are encouraged to attend after asking for supervisor approval.

We hope to see you there!

Team Grant County

Welcome to our Team!

New Employees - June 10, 2018 through February 11, 2019

Patrick Patterson ~ June 14 ~ County Clerk's Office

Megan Kase ~ June 18 ~ District Attorney's Office

Brooke Cummins ~ June 29 ~ Orchard Manor

Racheal Reynolds ~ July 1 ~ Orchard Manor

Carl Chappell ~ July 5 ~ Highway

Nicole Huber ~ July 9 ~ Social Services

Kess Kane ~ July 10 ~ Orchard Manor

Maggie Droessler ~ July 16 ~ Health

Laura Wolles ~ July 24 ~ Health

Jose Morga ~ July 30 ~ Highway

Reese Nemitz ~ August 13 ~ Fair

Beverly Broihahn ~ August 14 ~ ADRC

Katherine Bidanset ~ August 31 ~ Orchard Manor

Maggie Kafar ~ August 31 ~ Orchard Manor

Clarisa Kehoe ~ August 31 ~ Orchard Manor

Rianna Reynolds ~ September 11 ~ Orchard Manor

Tarka White ~ September 13 ~ Orchard Manor

Kenda Edge ~ September 14 ~ Orchard Manor

Toni Krantz ~ September 14 ~ Orchard Manor

Jackie Williams ~ September 14 ~ Orchard Manor

Mandi Perry ~ September 16 ~ Orchard Manor

Christian Bremmer ~ September 17 ~ ADRC

Sheila Horner ~ September 17 ~ Social Services

Amy Esser ~ September 24 ~ Social Services

Judy Robison ~ September 26 ~ Orchard Manor

Courtinee Witzig ~ September 28 ~ Orchard Manor

Nicci Vosberg ~ October 5 ~ Social Services

Jesse Klein ~ October 8 ~ Information Technology

Amanda Mixdorf ~ October 8 ~ Finance

Kay Waterman ~ October 9 ~ ADRC

Tyler Kirschbaum ~ October 14 ~ Sheriff's Office

Gary Barrett ~ October 15 ~ Highway

Team Grant County

(Continued from page 10)

Judy Huebner ~ October 15 ~ Orchard Manor
Jannan Roesch ~ October 15 ~ Social Services
Michele Timlin ~ October 15 ~ Social Services
Hannah Hutchcroft ~ October 23 ~ Orchard Manor
Marilee Mulligan ~ October 25 ~ Orchard Manor
Benjamin Wohland ~ October 29 ~ Sheriff's Office
Christine Bartels ~ November 2 ~ Orchard Manor
Tara Laufenberg ~ November 2 ~ Orchard Manor
Alyssa Leffler ~ November 2 ~ Orchard Manor
Jaclyn Witzig ~ November 6 ~ Social Services
Katie Hutchcroft ~ November 14 ~ Orchard Manor
Rhonda Perkins ~ November 14 ~ Orchard Manor
Margaret Mead ~ November 19 ~ Sheriff's Office
Montana Kastner ~ November 21 ~ Orchard Manor
Daniel Kliebenstein ~ December 3 ~ Sheriff's Office
Kathy Hottenstein ~ December 7 ~ ADRC
Desiree Ploessl ~ December 7 ~ Orchard Manor
Janean McCormick ~ December 21 ~ Orchard Manor
Jeanne Roschi ~ December 21 ~ Orchard Manor
Candace Koch ~ December 27 ~ Sheriff's Office
Patricia Greenwood ~ January 2 ~ Social Services
Kathleen Wood ~ January 2 ~ Orchard Manor
Chris Douglas ~ January 3 ~ Information Technology
Phyllis Fuerstenberg ~ January 7 ~ Coroner
Megan Klema ~ January 7 ~ Sheriff's Office
Andrea Mumm ~ January 7 ~ Sheriff's Office
Jordan Scott ~ January 7 ~ Sheriff's Office
Sarah Mumm ~ January 9 ~ Orchard Manor
Dylan Duvall ~ January 19 ~ Orchard Manor
Jacinda Hecker ~ January 19 ~ Orchard Manor
Trinity Hocking ~ January 19 ~ Orchard Manor
Brynley Pritchett ~ January 19 ~ Orchard Manor
Kaitlyn Rice ~ January 19 ~ Orchard Manor
Julie Mayne ~ January 31 ~ Orchard Manor
Kindra Yoose ~ February 5 ~ Orchard Manor
Brianna Klaas ~ February 11 ~ Health

Service Anniversaries

August, 2018 through March, 2019 (5 year increments)

Cathy Olson (Orchard Manor), **40 years** on February 11

Debbi Donald (Social Services), **35 years** on October 5

Jane Whitish (Social Services), **35 years** on January 16

Tracy Schildgen (Health), **25 years** on December 29

Joseph Kaiser (Highway), **20 years** on October 12

Rachel Bohringer (Orchard Manor), **20 years** on November 10

Daniel McLimans (Highway), **20 years** on November 16

David Melssen (Highway), **20 years** on December 7

Annette Lolwing (CSZ Department), **20 years** on January 1

Jeffery Kindrai (Health), **15 years** on January 5

Carrie Kerstiens (Child Support), **15 years** on February 16

Roxann Fowler (Orchard Manor), **15 years** on March 30

Amber McKelvey (Social Services), **10 years** on October 3

Amanda Stepanek (Orchard Manor), **10 years** on October 30

Selina Baus (Health), **10 years** on November 5

John Winkler (ADRC), **10 years** on December 29

Karla Schwantes (County Clerk), **10 years** on January 5

Nathan Gallagher (Sheriff's Office), **10 years** on January 18

Jena Barr (Orchard Manor), **5 years** on October 29

Emily Hochhausen (Social Services), **5 years** on December 2

Todd Kasper (Sheriff's Office), **5 years** on December 4

Mason Nemitz (Sheriff's Office), **5 years** on December 29

Lou Ann Blackburn (Orchard Manor), **5 years** on January 8

James Wissing (Highway), **5 years** on January 13

Jackie Runde (Orchard Manor), **5 years** on January 29

Ashley Spease (Orchard Manor), **5 years** on January 30

Laura Damm (Register of Deeds Office), **5 years** on March 4

Jennifer Moon (Orchard Manor), **5 years** on March 7

Kaley Johnson (Orchard Manor), **5 years** on March 14

Brittney Cliff (Child Support), **5 years** on March 17

Pamela Mergen (ADRC), **5 years** on March 20

Do you have money left in your flex account?

Remember with healthcare and daycare flex you USE IT OR LOSE IT. You must request reimbursement before March 31st, 2019 for your 2018 healthcare and daycare flex election balances. Contact EBC or the County's Personnel Office if you have questions.

EBC: (800)346-2126 or www.ebcflex.com
Grant County Personnel: (608)723-2540 or dmergen@co.grant.wi.gov

Aflac

Grant County's benefit eligible employees may participate in Aflac. This coverage helps you pay for medical related out-of-pocket costs.

Policy changes/enrollments are effective July 1st and January 1st.

Michelle Nodorft (608-778-8057) from Aflac will be in Lancaster to meet with employees that would like to learn about the coverage types, have questions, or want to make changes.

Visit dates have been planned as follows.

June 17th and November 7th

Please watch for a posting with the locations and times.



Deferred Compensation Retirement Contributions



Grant County partners with Wisconsin Deferred Compensation program and Nationwide deferred compensation program, to provide an additional avenue of saving for your retirement other than WRS. All benefit eligible employees have the option to save through pre-tax or after-tax payroll deduction.

Representatives from both programs will be in Lancaster to meet with employees that would like to learn about deferred compensation, have questions, or want to make changes to their accounts.

Visit dates have been planned as follows.

Nationwide Retirement Solutions: April 11th and September 19th

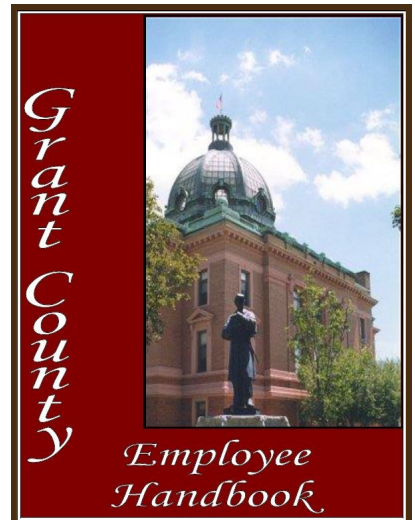
Wisconsin Deferred Compensation: April 17th and September 19th

Please watch for a posting with the locations and times.

Employee Policies

Joyce Roling, Grant County Personnel Director

Each newsletter will contain a review of a policy from the employee handbook. Although employees have access to the handbook at all times, it is not something that is reviewed often. These reviews will act as a reminder.



Do you have a new address, changed your name, or have a new telephone number?

Do you need to update your beneficiary on your life insurance policy or WRS?

We've had a few occasions this past year with the inability to reach staff because some very important information was not updated. Let us know if you have changes.

Ways you can check to see if your information is correct:

1. Call the Personnel Department and we will help you
2. Take a look at your check stub to see if the address is your current address
3. Make sure we have your cell phone number. Especially if you no longer have a land line!



Grant County Employee Handbook

Change In Status:

It is the responsibility of each employee to promptly notify his/her supervisor and the County Personnel Department of any changes in personal data no later than seven business days after the change occurs. Personal mailing addresses, marital status, telephone number, number and names of dependents, individuals to be contacted in the event of an emergency, educational accomplishment, and other such status reports should be accurate and current at all times with the employee's personnel file.

Note: You can view our Employee Handbook in its entirety on the Grant County Website. www.co.grant.wi.gov, Employee HR Documents.



Account
Address
Adoption
Bank
Beneficiary
Birth
Cell
Child
Date
Demotion
Dependent
Divorce
Grade
Husband
Marriage
Phone
Position
Promotion
Spouse
Step
Wedding
Wife

OBND TNUO CCA E I
GRADE O I I NBD Y O
OTINO ITOMED L N
EDOAK TSC PNR R L
AHDB S P S E R E E P D
P I C S O O N F O F S N G
P H U U C D I I M I S E N
P B S H E A E W O C R B I
L E I N P O S I T I O N D
C L T R M A R R I A G E D
D E E S T D I V O R C E E
I S N C H H N L N Y N I W
C D N I E R E C A Y W W T