



# NSO TIMES



Norfolk Sheriff's Office Newsletter

September 2015



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Team NSO gives bicycles donated by VFW Post 4809 to children who behaved well in the Sheriff's free summer camps, uniforms to Norfolk students, & inmate crews mulch all schools to prepare for back to school.

NSO sets up tents to help with the annual Berkley Reunion



**Norfolk Sheriff's Office**

voted

**Best Places to Work\***



\*Inside Business



[www.Norfolk-Sheriff.com](http://www.Norfolk-Sheriff.com)



# Sheriff's Message

I was so proud to travel up to Richmond along with our Human Resources Director Lt. Darrell Freeman to accept an award from Governor Terry McAuliffe for hiring the most U.S. veterans for a large company in the Commonwealth of Virginia. It is one of the best honors to receive recognition for valuing our veterans who have done so much for our country, and continue to serve as part of our Norfolk Sheriff's Office Team!

We are also very excited to start a new program called "Thinking for a Change" to help reduce recidivism by changing the way offenders think. It took teamwork between the Norfolk Sheriff's Office, Norfolk Circuit Court, City of Norfolk Human Services, Probation and Parole and Virginia Department of Corrections to make this new opportunity happen.

As Sheriff, I'm always looking for ways to help inmates turn their lives around and successfully re-enter society, so they don't end up back in jail on the taxpayer's dime. We are in the process of inviting more community leaders to volunteer to host programs inside our jail to help offenders learn skills to build better lives. I'm grateful for the dedicated artists from the Governor's School for the Arts who are volunteering their time to lead a new Art Program in jail.

As our children head back to school, the Norfolk Sheriff's Office team has been doing what we can to help Norfolk families. My foundation donated school uniforms to Norfolk students in need, and our office collected school supplies to help homeless children in Norfolk. We are always proud to give back to our community, and to support our kids!

Warm Regards, Sheriff Bob McCabe



*Robert J. McCabe*

Sheriff McCabe is the only Sheriff in the U.S. certified as a Court Security Executive



Special Thanks to Master Barbers in Ocean View for donating haircuts to kids in Sheriff McCabe's free summer camps!



# Norfolk Sheriff's Office wins Governor's Award for hiring Veterans



Dressed in blue khaki uniforms, the Norfolk Sheriff's Office Academy class marched in unison into the training building. While they're brand new recruits, they look sharp, and comfortable, almost like they've done this before. In a sense, many of them have. Out of a class of 23, nine of them are U.S. Veterans.

Deputy Recruits Anthony Horn and Royce Mader both served in the Marine Corps doing multiple combat tours. When Deputy Recruit Kendall Prunty was getting out of the Air Force, his Supervisor in the military told him to apply at the Norfolk Sheriff's Office. What might seem like a random tip about a job was actually the result of efforts by our Norfolk Sheriff's Office Human Resources team.

"I think the main thing is we are actively reaching out to let veterans know that we are there for them," Norfolk Sheriff's Office Human Resources Director Lt. Darrell Freeman said.

The hard work is being noticed; the Norfolk Sheriff's Office has received the Governor's award for hiring the most veterans for a large company in Virginia.

"We are extremely proud to have more than 170 veterans working for the Norfolk Sheriff's Office. Approximately 40 percent of the Norfolk Sheriff's Office are veterans. As a veteran myself, I know and understand the value of having veterans work within our organization. Veterans are already service oriented and their military background makes them a great fit for law enforcement," Sheriff Bob McCabe said.

Governor Terry McAuliffe started the "Virginia Values Veterans (V3)" program to encourage employers throughout the Commonwealth of Virginia to hire veterans. The Norfolk Sheriff's Office became a "V3" certified company, which means the Sheriff has committed to hiring dozens of veterans each year and reporting the hiring data to the Governor's staff on a quarterly basis.

(continued pg. 4)



The Virginia Values Veterans (V3) Program is an official Commonwealth of Virginia, Department of Veterans Services Program. © 2014



Sheriff McCabe & Lt. Freeman accepting award from Governor McAuliffe in Richmond at V3 Summit



NSO Human Resources Secretary Anna Decker has worked diligently to build relationships with the Fleet and Family Support Centers of Hampton Roads. When NSO is hiring deputies, the jobs are posted on local military sites and the Virginia Employment Commission site, and if there is a military job fair, our staff is there.

The little things also matter. When job candidates come in for the first time, often it's Decker who greets them and encourages them by sharing why she likes working at NSO.

(Photo: Veterans & Norfolk Sheriff's Office Recruits)

"It's my home away from home. I went to 8th grade with the Sheriff. It's a wonderful organization, and I highly recommend if someone can come here, to stay," Decker said.

Sheriff McCabe took the effort to recruit veterans one step further, getting VA approval for the On-the-Job-Training apprenticeship program. His office went through an extensive process to develop a one-year curriculum for law enforcement training. This means veterans can use one year of their G.I. Bill while working at NSO, adding anywhere from \$1,200 in additional pay to each month's check.

"When they know that's a possibility, if they don't want to go to a traditional college they can do it here. I think most people are looking at the fact that we are veteran friendly," Lt. Freeman said.

Lt. Freeman understands veterans because he grew up in a military family, with his Dad in the Navy, his brother in the Army, and younger brother and sister in the Air Force. Freeman was a US Airways manager responsible for hiring all airline employees, before he joined the Norfolk Sheriff's Office. In order to understand how to explain the job to recruit deputies, Freeman went through the academy himself.

"I respect our training department and going through it myself gave me an edge. When I recruit these guys, I tell them you'll have to do leg lifts in July in 90 degree weather. I was out there and I did it," he said.

Deputy Recruits Frank Denicola and Seth Hodgson are there now, doing the academy while still serving in the reserves.

"All my supervisors here at the Norfolk Sheriff's Office went above and beyond and ensured everything was taken care of for me to meet my Marine Corps reserves obligation," Hodgson said.

The Norfolk Sheriff's Office was the only law enforcement agency in Virginia to receive the Governor's award for hiring the most veterans. Overall, it's our consistency with recruiting efforts and our passion for finding the best people for the Norfolk Sheriff's Office.

Often times those people are veterans because they already know how to follow direction and order, they're used to the tough schedules and they're always ready. Even as new recruits, veterans have a good idea of what to expect and how to rise to the top.

# New Partnerships to Reduce Recidivism in Norfolk

Twenty-Seven percent – that’s how much a program offered inside Virginia prisons has helped reduce recidivism, according to the Virginia Department of Corrections.

“Thinking for a Change” helps offenders take control of their lives by taking control of their thinking.

The National Institute of Corrections unveiled the program in 1998, and the curriculum has been used at hundreds of state prisons nationwide.

The Norfolk Sheriff’s Office is now one of the first jails to offer “Thinking for Change” in the Commonwealth of Virginia and the first in Hampton Roads.

The three components of “Thinking for a Change” are self-reflection, social skills, and problem-solving skills. Inmates learn the concrete process for self-reflection aimed at uncovering antisocial thoughts, feelings, attitudes, and beliefs. Social skills instruction prepares the group to engage in pro-social interactions and consider the impact of their actions on others. Lastly, problem solving skills provide offenders with an explicit step-by-step process for addressing challenging and stressful real life situations.

“Thinking for a Change” is an evidence-based practice, with studies nationwide proving the program reduces recidivism.

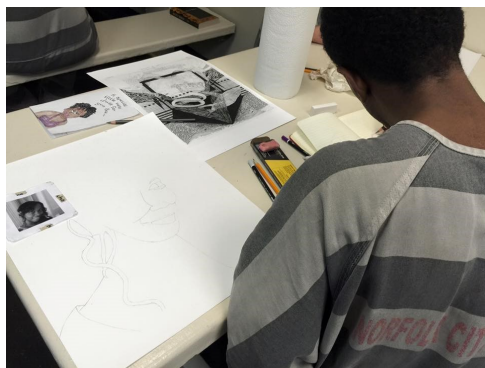
The Norfolk Sheriff’s Office has started the program with 15 inmates, holding classes twice a week. If the effort goes well, we will expand the program to reach more inmates.

Setting up the program took teamwork among multiple government agencies, including the Norfolk Circuit Court Specialty Court Staff & Judge J.P. Fulton, City of Norfolk Human Services Staff, State Probation and Parole Staff, Virginia Department of Corrections, Norfolk Sheriff’s Office Program Staff, Jail Administration Staff and Classification.

Each of the partners listed above will provide staff to teach the program. The curriculum and lessons are free to download from the National Institute of Corrections.

Judges will sentence inmates to participate in the program, meaning inmates will have one less requirement after release for completing the program in custody.

The Norfolk Sheriff’s Office offers multiple programs to help inmates rise above, including classes on life skills, fatherhood, spiritual programs, Cognitive Behavioral Therapy (CBT) Program to address addiction, alcoholics and narcotics anonymous groups, a High School Diploma and GED program, and The Norfolk Circuit Court Reentry Docket, which focuses on coordinated and comprehensive reentry planning, supervision, substance abuse treatment, case management, and judicial oversight.



## Volunteer Art Program Begins

“After researching “The Prison Arts Coalition” and the importance of self-reflection while incarcerated, the Norfolk Sheriff’s Office has started an Art Program in jail.

Dozens of correctional facilities across the nation are doing the same thing.

On average, inmates stay in the Norfolk jail about 58 days, and then they return to our community. Our hope is their time spent in

jail will lead them to learn to make better decisions, so they will not commit more crimes in our communities and end up in jail again on the taxpayer’s dime.

We are excited to have The Governor’s School for the Arts Christine Rucker and Chris Revels volunteer their time to teach the class- at no cost to taxpayers. We thank Norfolk Arts District for the encouragement to move forward with this new project.



(picture drawn by inmate)

# Why We all Should Volunteer



Cpl. Laura Niedholdt was scheduled to work on a video message to encourage her fellow Norfolk Sheriff's Office deputies to volunteer but she had to postpone the meeting. Her uncle Art Newman passed away after a long battle with cancer, and she went home to be there for his funeral.

While she was there, Cpl. Niedholdt was reminded of just how much her uncle, a first sergeant in the Air Force, shared her passion for volunteering. She received a copy of an article that he wrote for an Air Force magazine, doing just what she was preparing to do: encourage those in uniform to volunteer.

"We wear these uniforms that we have pride in, and we also need to go out to help others who can't help themselves. It's our duty as law enforcement to give back to the community, in his case for the Air Force and our case, the Norfolk Sheriff's Office," Niedholdt said.

The Norfolk Sheriff's Office Community Affairs division leads all sorts of volunteer activities, including kid prints, senior prints, sports & summer camps, talks on bullying, talks to on senior safety and even dressing up as the Easter Bunny to visit children who have to spend their holiday at Children's Hospital for the King's Daughters.

But despite having nearly 500 employees at the Norfolk Sheriff's Office, our Community Affairs staff is desperate to find volunteers to fill the slots.

"I think people are looking at volunteering as a negative. Not only is it positive because it makes you feel good, you're giving back to the community," Niedholdt said.

Sheriff McCabe tries to encourage volunteering by making it a family thing. If deputies have children, they can bring them along to the summer camps or other fun events. In the spirit of giving back, deputies and staff members also receive comp time for volunteering at Norfolk Sheriff's Office sponsored events.

"The kids think we are rock stars. At our last kid print, a boy came up to Deputy Waheed and asked for his autograph, which made the boy super happy and Deputy Waheed was over the moon too,"

The majority of our deputies chose to join our team because they have a passion for serving the community. With constant national news coverage of police protests, showing the true meaning behind the uniform is more important than ever.

"Law enforcement isn't being painted in the best light. It's all the more reason to put a uniform on, get out there in the community, and show young to old that we are the good guys. We are here to help," Niedholdt said.

For Niedholdt volunteering is more than a passion and a duty, it's a family tradition and her uncle's legacy.

"I just want to keep my uncle Art's memory and legacy going, serving the community and being the best Corporal I can be," Niedholdt said.



## The Importance of Volunteering

By: Master Sgt. Art Newman

All of us who wear the uniform have sworn to defend the Constitution – the ultimate in volunteerism; however, as members of the Armed Forces, volunteerism shouldn't end there.

Volunteering our time and talents is as much a part of being in the Air Force as carrying a squadron coin, calling the dining facility the 'chow-hall' or deploying to carry the call of freedom to other countries.

Volunteering is what we do in the Air Force because it's the right thing to do. Volunteering is a big part of all Airmen's core values.

**Integrity-** Integrity is doing what's right even when no one is looking. We should volunteer because we want to help make our communities

a better place to live and to raise our families, not because we need a bullet for our performance reports. Integrity is part of the whole-person concept, in the soundness and completeness of being leaders and followers. We volunteer to aid in being an example for others—a model citizen.

**Excellence--** Can there be a better way to excel than by helping others who may be in need or could use our assistance? Sharing our talents and abilities not only contributes to the greater good, but also can benefit us by knowing we were there for someone who needed us.

**Service-** Our service while on duty is second to none. We are the most powerful Air Force the world has ever seen. What we do as America's air power, with the size of the force we have today, and the scope of the mission, is nothing short of miraculous. The service we do off duty is even more incredible.

We're seen all the time off base. We volunteer to be leaders in Girl and Boy Scouts; we coach baseball, soccer, and football. We visit the elderly and our veterans and help out with community projects. The list of places and people Airmen help is almost endless.

We work so many hours a week and already have enough on our plates without having to volunteer, but volunteer work is important to our overall well-being. It gives us the satisfaction of knowing we're helping and that feeling you get when you look in the mirror and the reflection is smiling back at you.

If you don't have time to volunteer because you want to spend time with your family, include your family in the volunteer work. There are hundreds of places to volunteer and thousands of different tasks or opportunities out there for us to capitalize on.

There is a lot of pride in being part of the greatest all volunteer military the world has ever seen, but sometimes there is even greater pride in just helping out around the corner.

Want to Volunteer at NSO events?  
Contact Community Affairs  
at 441-1066



# Congratulations!



Congratulations to Deputy Weathersby who is our "Deputy of the Quarter." When you see nonviolent inmates out working to clean our community, Deputy Weathersby is the lead Crew Supervisor. He leads crews to maintain 7 cemeteries in the city. He is also a U.S. Navy veteran who served our nation for 20 years, receiving several awards for his achievements. Deputy Weathersby is a true example of a team player, and we are grateful to have him!

We also want to congratulate John Woodward who is our "Civilian of the Quarter." Woodward has been in law enforcement in Norfolk for 40 years, starting as an officer in Norfolk Police Department. Thanks to John and his standards team, the Norfolk Sheriff's Office always wins accreditation, meeting the highest standards for law enforcement. Woodward is also a US Navy Veteran, who is always ready to help the team any way he can. We appreciate our awesome people at NSO!



# Promotions



Sgt. Glaser, Cpl. Kent, Sheriff McCabe, Cpl. Stancil, & Lt. Pestik

Cpl. Jimmy Stancil was the president of his Academy class at the Norfolk Sheriff's Office in 2013, and he continues to impress us. He stood out as a leader in the U.S. Navy, rising to the rank of E-7 as an Aviation Boatswain Mate Aircraft Handling Chief Petty Officer.

After 21 years of service, Cpl. Stancil retired from the Navy and we're glad that he joined our Norfolk Sheriff's Office team. Stancil grew up in Smithfield, North Carolina and his favorite college basketball team is the North Carolina Tar Heels.





Cpl. Xavier Kent also stands out as a leader at the Norfolk Sheriff's Office. He graduated from Chester High School in Chester, Texas, and he enlisted in the U.S. Navy back in 1985. He served seven years with the rank of E-5 Fire Control Technician, and in 2012, we welcomed Cpl. Kent to the Norfolk Sheriff's Office team.

Sgt. Thomas Glaser was born and raised in Long Island, New York. After graduating from college in 1997, he attended Nassau Community College and worked at his family's restaurant. In 1999, he moved to Smithfield, Virginia and enlisted in the United States Marine Corps as a logistics specialist. After completing his initial training, he joined the Norfolk Police Department. During his time at



NPD, he earned a meritorious citation and officer of the quarter award. Glaser left NPD to open a business with his father, and we're glad that he also joined our NSO team. Last year, Glaser graduated Summa Cum Laude with an Associate's degree from Tidewater Community College in Administration of Justice.



Lt. Benjamin Pestik grew up in Reidsville, North Carolina, and after high school graduation, he enlisted in the United States Marine Corps. He served four years in the military, and then joined the Norfolk Sheriff's Office team more than 17 years ago. While he has worked in many divisions at NSO, Lt. Pestik has served most of his time in community correction. Lt. Pestik is known and respected for his leadership, organizational skills and dedication. In addition to his duties at NSO, he stays active within the community. He is the Treasurer and Chairman of the Constitution and By-laws Committee for the Fraternal Order of Police, Sewell's Point Lodge

#28. He is also a delegate for the FOP, traveling nationwide to attend conferences.

# Why some NSO employees leave, but come back

Norfolk Sheriff's Office deputies are among the lowest paid in Hampton Roads, because Norfolk City Council has not voted to raise pay as much as other cities. But what we lack in money, we make up for in care. Sheriff McCabe strives to create a family-like environment, and it shows. Read why employees say they return to NSO.

"I decided to come back to Norfolk because I love the morale and love shared here. I can honestly say that I have really built a home away from home. Even better yet a family away from home. When I decided to leave, it was definitely difficult for me to make that decision. I wanted to stay, but I needed to see for myself if making more money was really worth it (if the grass was greener on the other side). I quickly realized that the bonds and love I shared and formed here at NSO was not worth me being miserable somewhere else. Even when I left I talked to my NSO family just about every day. So as I have said since I been back at NSO, "I am back home!" Deputy Teana Armstrong wrote.

"I returned to the Norfolk Sheriff's Office because I was treated better, and my career could progress," Master Deputy Todd Thomas wrote.

"The reason I joined NSO again was because I really enjoy working here. I enjoy the camaraderie. It remind me of the brotherhood that I once had in the military. I have met a lot of good people at NSO that I can call friends here," Deputy Keith Wanzor wrote.

"My father lived in Atlanta, GA and had taken very ill. The only family member he had was my cousin, his niece. I made the difficult decision to leave the Norfolk Sheriff's Office and attend to my father. Once his prognosis was better and more resources were available to assist me, it was a no brainer for me to return to Norfolk. NSO is my family, my home away from home. My co-workers and supervisors are awesome and I know my chances for advancement were greater. Sheriff McCabe is an outstanding leader who is in touch with his troops. That is what made my decision to come back an easy one... and I'm glad I did," Deputy Christopher Bailey wrote.



## NSO collects school supplies for Homeless Children

The Norfolk Sheriff's Office teamed up with the charitable group ForKids to collect school supplies for homeless children in Norfolk. In the 2013-2014 school year, there were 574 homeless children enrolled in Norfolk Public Schools, and more than 1,800 in South Hampton Roads, according to data from the Virginia Department of Education.

"We need to make sure that all children have the tools they need to start off the school year on a positive note. The Norfolk Sheriff's Office is proud to help such an important cause, supporting the education of our kids and helping children stay on the right path," Sheriff Bob McCabe said.

ForKids "Back to School Drive" serves children who are homeless, and also children in ForKids housing programs who are experiencing extreme poverty. In 2014, the ForKids drive provided 909 children with new backpacks and supplies, and handed out more than 300 additional backpacks throughout the school year to children in need.

Dear Sheriff McCabe,

We would like to express our sincere appreciation to the Norfolk Sheriff's Department for running an incredible Summer Camp Program. The effort and time put into these camps has not gone unnoticed and the dedication of both you and your team is greatly appreciated.

Our daughter is an 8th grade honor student at St. Pius X School and also a bona-fide summer camp connoisseur. After the first day of camp, she came home talking about how much fun she had and she was excited to go back. Canoeing, archery and arts & crafts were some of her favorite activities.

It is great to know that all of the children attending had the chance to have fun while experiencing a true sense of community and belonging. Both the organization and atmosphere at the camp were first-rate. We are always grateful to see youth programs that make a difference.

Thanks again to you, your wonderful deputies and staff.

Sincerely, Donna & Michael Sadler



# Employee Service Awards

\*\*\*\*\*  
**Celebrating a Service Anniversary in September:**  
**Deputy David Brothers—15 Years**  
**Deputy Alesia Holness—15 Years**  
**Master Deputy Katalina Holt—15 Years**  
**Civilian Richard Jackson—10 Years**  
**Lt. Maria Hall—10 Years**  
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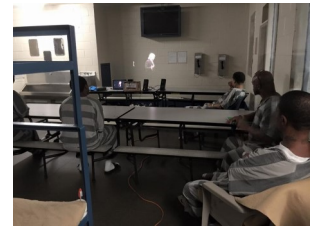
New Recruits train in firearms draw



Sheriff McCabe speaks at Ocean View 60s plus club



Captain Keough speaks with WAVY TV about new food program



Ted Talks continue in Jail, with ALTDAILY readers' suggestions

## October Birthdays

- |                          |                       |                     |                      |
|--------------------------|-----------------------|---------------------|----------------------|
| 28 Bacon, Angela         | 10 Fiorella, Raymond  | 04 Moore, LaTosha   | 22 Sumler, Paula     |
| 28 Barker, Jason         | 06 Garrett, Jane      | 15 Pestik, Benjamin | 03 Sykes, Danielle   |
| 11 Blevins, Donna        | 27 Gordon-Moss, Jeana | 31 Rink, Thomas     | 30 Toczek, Gregory   |
| 08 Bonilla, Ramon        | 04 Griebel, Darryl    | 11 Sears, Jon       | 31 Trail, Thomas     |
| 06 Bray, Kesha           | 10 Hall, Daniel       | 25 Sentz, Angela    | 24 Vogler, Deborah   |
| 09 Cordero, Nataliah     | 09 Hodgson, Seth      | 08 Serrano, Juan    | 17 Williams, Joemour |
| 30 Cuffee, Frederick     | 29 Loftus, William    | 18 Shildt, Erik     | 08 Willoughby, James |
| 21 Deschaine, Mark       | 21 McInnis, Tanula    | 27 Skaggs, Joseph   | 25 Worden, Jennifer  |
| 03 Dunston, Emory        | 22 Miller, Lakiya     | 05 Smith, Michael   |                      |
| 06 Elliott-James, Ellice | 29 Moore, Charles     | 08 Snyder, Gerald   |                      |

Thanks to Lt. Heather Richardson, Dawn Wilson & Anna Decker for sending in the employee anniversary and birthday information!



Norfolk SPCA No-Kill Adoption Center & Veterinary Clinics asked Sheriff McCabe to come in to help them get the word out about the need for people to adopt dogs and cats. Sheriff McCabe is holding a kitten named "Olaf" who needs a loving home. If you're interested in adopting, all the information you'll need is on their site, NorfolkSPCA.com

**Join the Law & Disorderly Annual Peter G. Decker, Jr. Memorial Golf Tournament!**

Friday, October 9, 2015 at Ocean View Golf Course, shotgun start at 12:30 p.m. Four man Florida Best Ball, \$65 per person/ \$260 a team. Beverages

during play on course, food & beer following tournament at picnic area. Want to be a corporate hole sponsor? Contact Bob Wash: 757-823-1562 or Steve Duke 757-373-9184

Local jails continue to be "de facto" mental health hospitals. Hampton Roads sheriffs have led on this issue - speaking out on the need to make more secure mental health facilities and beds available at the state level. Newport News Sheriff Gabe Morgan Sr. and Sheriff McCabe attended a two day Health Care forum hosted by the National Governor's Association in August. They both identified the number one issue facing most local jails as the need for mental health resources for those incarcerated who belong in a mental hospital rather than a local jail.



# Pizza with a purpose.

Bring in this flyer, present it to your server, and we'll donate **20%** of your check to the organization listed below. Purchases include dine in, take out, catering and all beverages.

FUNdraiser in support of:

**The Leukemia & Lymphoma Society**

**Thursdays & Fridays in September 2015**

Valid at the following location:

California Pizza Kitchen  
Macarthur Center (Main Entrance)  
300 Monticello Ave  
Norfolk, Virginia 23510  
757-622-7190

California Pizza Kitchen  
Town Center of Virginia Beach  
200 Central Park Avenue  
Virginia Beach Virginia 23456  
757-456-2630

Join the **Pizza Dough™ Rewards program** on your next visit or at [cpk.com](http://cpk.com) and receive a **free Small Plate** for registering.

FUNdraiser offer valid only on the date(s) and at the CPK location identified on the flyer. Only 501c organizations and non-profit schools are eligible to participate in CPK's FUNdraiser program. CPK will donate twenty percent of food and beverage sales to the organization. Tax, gratuity, gift card and retail sales are excluded from the donation. Offer valid for dine in, take out, online, catering or curbside orders. Valid for delivery orders placed directly with CPK. Offer void if flyer is distributed in or near restaurant. For more information about the 501c organization participating in the FUNdraiser, please contact the organization directly.

\*Small craving coupon not valid on this date.



Cpl. Johnson, Deputy Serrano, Sgt. Riddick and Deputy Bonk attended the National Sheriffs' Association Court

Security Training in Newport News last month. The training included understanding the need for vulnerability assessments, judicial threat management, planning for emergencies, and understanding the basic dynamics and operations needed in planning high-profile-court cases.



Boat with trailer for sale. \$37,000.00. For additional info and pictures please contact Sharen Brann @ 664-4711



Queen mattress, bed, dresser & night stand for sale, \$500 call Karen 757-802-6222

# NSO Times

Your ideas and suggestions are always welcome.

Please submit photos and subject matter to Karen Hopkins,  
Public Information Officer ([Karen.Hopkins@norfolk-sheriff.com](mailto:Karen.Hopkins@norfolk-sheriff.com)) X44344

Thank you for the help of Jennifer Worden, Dee Minor, and Captain Joe Baron for the meticulous proofreading skills. Your expertise is appreciated!