



LEBANON POLICE DEPARTMENT

2013 ANNUAL REPORT

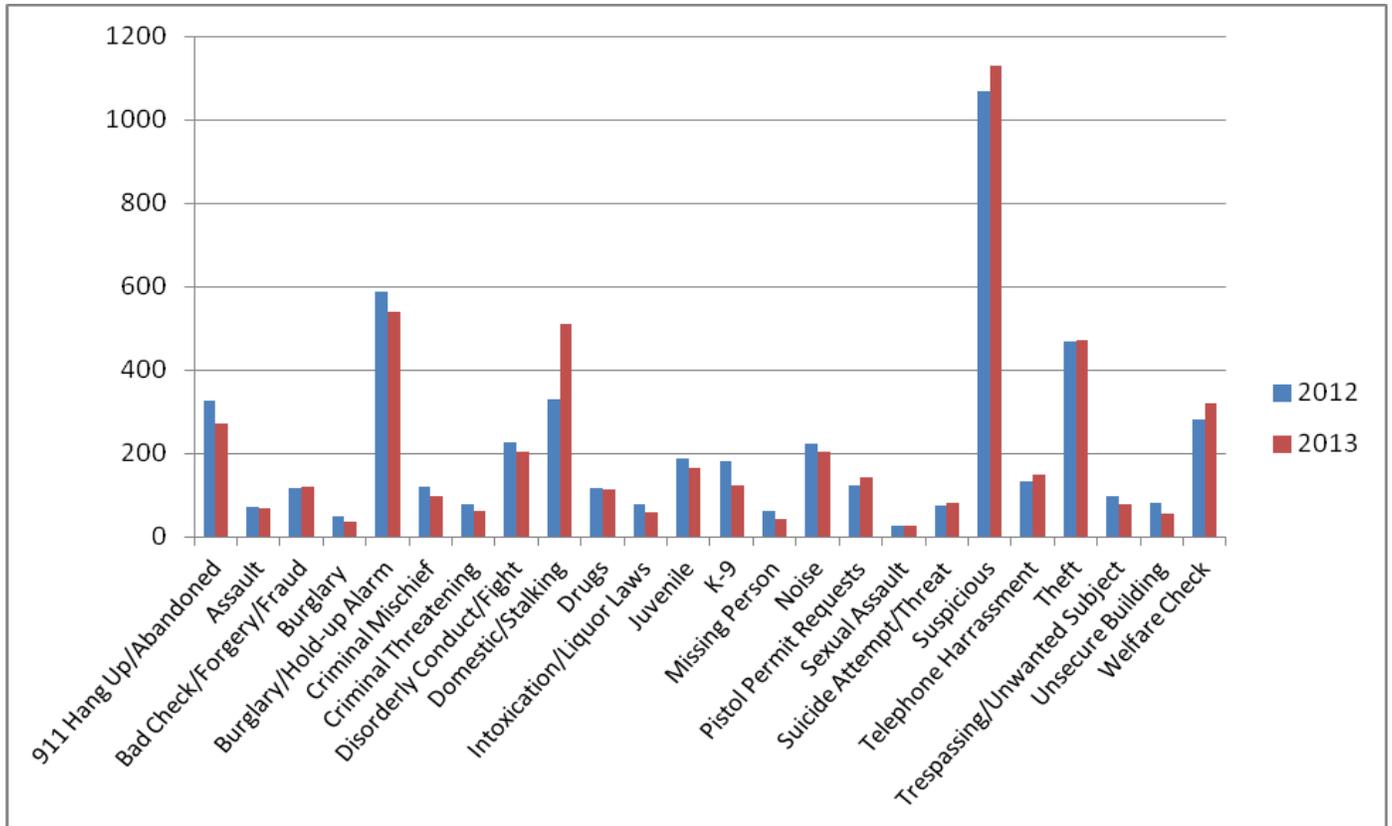


POLICE ACTIVITY

A Call for Service is described as a request from the public for services, or to report a crime, concern or question. Some of the different calls we receive are for thefts, suspicious activity, police alarms, motor vehicle complaints, E-911 traces, assaults, domestic disputes, and traffic accidents, to name only a few. During 2013, we received **37,401** Police Calls for Service, up from 35,114 in 2012.

The total number of Offenses for this year was **2,548** (2,597 in 2012) and there were **1,208** persons arrested (1,230 in 2012). The Police Department investigated **789** reported accidents (814 in 2012), which resulted in 49 known injuries (93 in 2012). Officers made a total of **6,958** motor vehicle stops (6,547 in 2012) resulting in **6,468** warnings (6,068 in 2012) and **772** summonses (849 in 2012). A total of **322** Parking Tickets (268 in 2012) were given out this year.

PATROL DIVISION



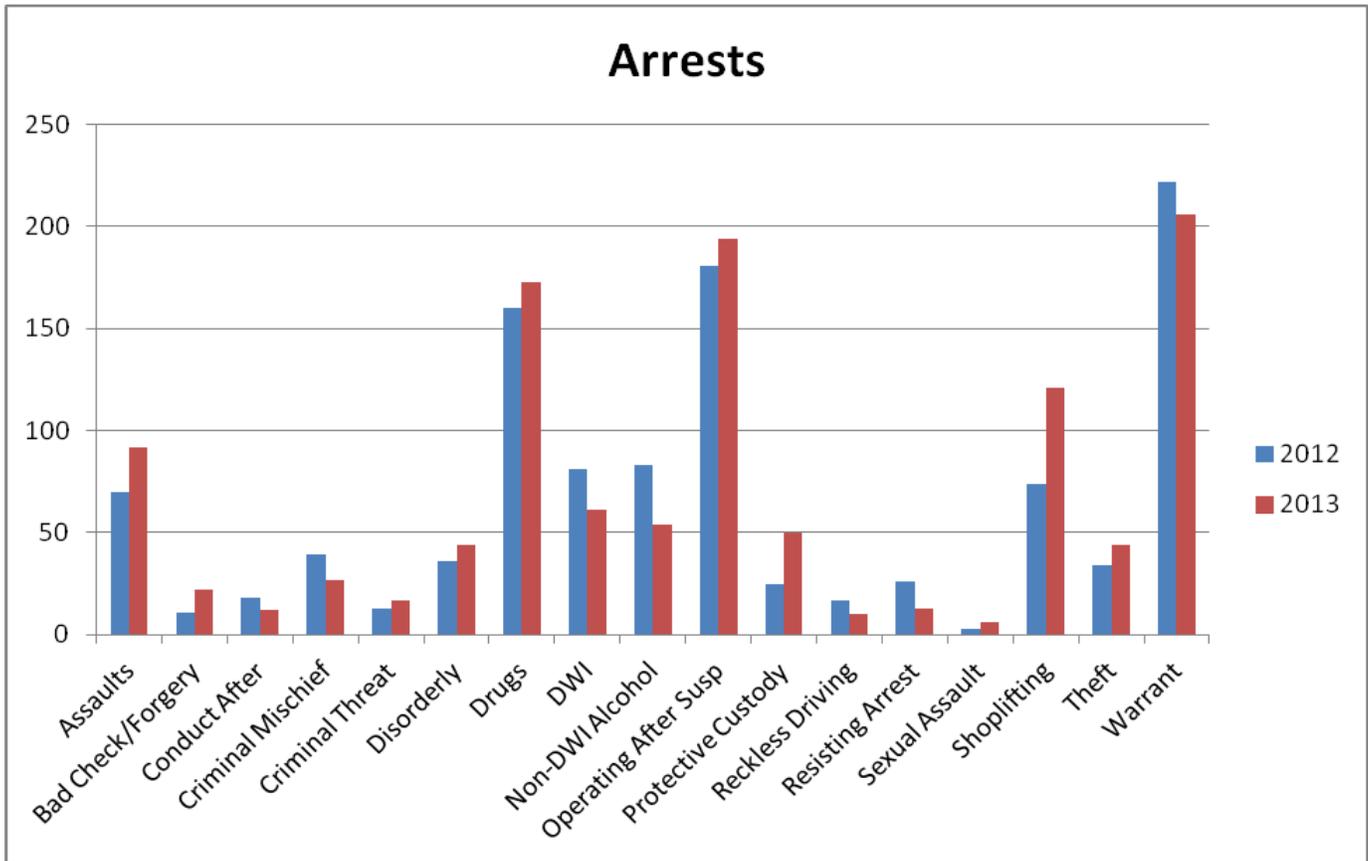
The following are noteworthy reported Investigative **CALLS FOR SERVICE** comparisons of 2012 to 2013:

The number of domestic/stalking calls **increased 54%** (178 more calls).

The number of suicide attempts/ threats calls **increased 8%** (6 more calls).

The number of theft calls was consistent with only a **0.5% increase** (2 more calls).

The number of burglary calls **decreased 29%** (14 less calls).



The following are some noteworthy ARREST statistics of comparison of 2012 to 2013:

Bad check/forgery arrests **increased 100%** (11 more arrests).

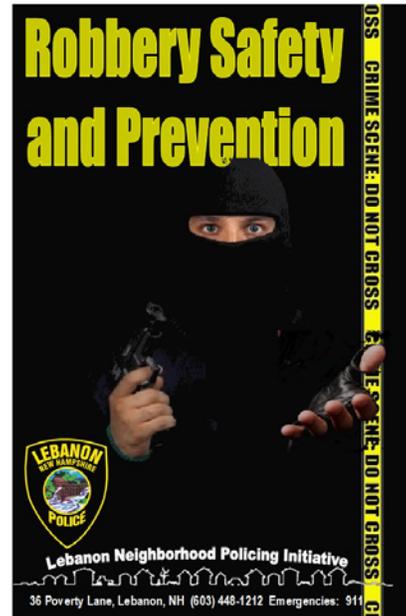
Assault arrests **increased 31%** (22 more arrests).

Sexual Assault arrests **increased 100%** (3 more arrests).

Protective Custody arrests **increased 100%** (25 more arrests).

Resisting arrests **decreased 50%** (13 less arrests).

Shoplifting arrests **increased 64%** (47 more arrests).



In order to sustain the safe and desirable community our City enjoys, in addition to last year’s increased times in neighborhoods and at local businesses, we have made concerted efforts to keep businesses informed of incidents as they occur. For example, when a pharmacy was robbed in Lebanon, officers responded to other pharmacies and circulated photographs of suspects in order to make businesses aware and to enhance the potential solvability of these crimes. This was done with other businesses in town as well, including convenience stores and banks.

Also during the year, we developed and printed two safety cards for distribution to the community. One card focuses on businesses for “Robbery Prevention and Safety”. This card offers tips for employees and business owners to make their businesses safer and how to accurately report the incident to police. The cards were well received and we conducted many safety talks with business owners and their employees. The second card – “Help Keep Our Neighborhoods Safe” – was developed for our residents. It encourages residents to report suspicious activity and gives examples of activities that may be considered concerning. These were passed out to residents as officers were walking or bike patrolling in neighborhoods.

In 2013, we added police logs to our website. These logs give a daily “snapshot” view of the work our officers do. The logs contain information on the various types of calls handled each day and are updated regularly. We have seen increased traffic to our webpage due to these postings. In 2012, we had 20,721 site visits and in 2013, we had over 94,000 site visits with approximately 10,000 visits to our new police log section.

Throughout the year many major crimes were investigated including working with multiple jurisdictions to solve robberies throughout the Upper Valley Region and prosecuting individuals dealing drugs within our community. In addition, we maintained increased patrols in areas where criminal activity had been detected.

LEBANON POLICE DEPARTMENT BIKE UNIT



The department's four certified officers are trained and equipped to utilize our two mountain bikes for patrol. The bike unit serves as an effective enhancement to city patrolling and is a means of interacting with the community in a more approachable manner. This unit adds to apprehension of criminals as many are not looking for, or expecting a bicycle to respond. The bikes are also able to patrol in areas not accessible by our cruisers such as the Rails to Trails and Boston Lot reservoir and trails. You may see our bike patrols on the mall /park area, as well as Main Street and neighborhoods. We look forward to another positive year for our mountain bike patrol.

LEBANON POLICE K9 UNIT



Senior Officer Jeremy Perkins and K9 Max



Senior Officer Jon Tracy and K9 Briggs

In 2013, the two K9 Teams continued to provide a unit that residents can be proud of. They were visible regularly throughout Lebanon at sporting events, in neighborhoods, completing building checks, at public relations events and demonstrations, as well as performing their regular patrol duties. In 2013, we celebrated our 6th Annual Canine Awareness Day at West Lebanon Feed & Supply, and in conjunction with the City Clerk's office named "Lebanon's Top Dog" from resident entries.

In 2013, the department bid farewell to our K9 partner Cody. Cody retired and leaves behind a legacy of excellent service to the City of Lebanon. He was adopted by his K9 Handler, Officer Jon Tracy. We wish him a happy retirement.

Officer Tracy is now partnered with K9 Briggs. The two completed the Vermont Police Canine Academy in 2013 and are certified in patrol work and narcotics detection. Briggs has had a busy start to his career and we look forward to many years of service.

Unit Activity and Highlights for the year:

January

During the month, our teams completed several drug searches, and completed many business checks. Officer Perkins and K9 Max located a suspect, who was wanted for drugs, in a closet during a search warrant. With K9 Max's help, the man was taken into custody.

February

As part of our Community Outreach, K9 Cody and Officer Tracy completed a demonstration for a Girl Scouts Troop. The team also located drugs during various searches, including several bags of cocaine.

Officer Perkins and K9 Max located drugs at a local hotel after Max alerted on the room door. They also assisted with two criminal tracks, both of which were for domestic violence offenders.

March

Officer Tracy and K9 Cody were called to assist in tracking a bank robber in a neighboring town. They also assisted in several drug-related searches within Lebanon.

K9 Max and Officer Perkins assisted with two tracks for armed robberies from local businesses. They also tracked and apprehended a suspect who was wanted for felony assaults involving knives. In addition, they completed a demonstration at the CCBA.

April

Officer Perkins and K9 Max completed a demonstration for students during the annual Job Shadow Day. Also, the team located a man who had arrest warrants and had fled from a car stop. The man was apprehended by the K9 team after a long track over various areas to include roadways, fields, woods, and residential yards.

Officer Tracy and K9 Cody handled several drug-related calls including one where they were called to sniff a vehicle where heroin was located. They also assisted in locating cocaine, LSD, and a crack pipe during a search warrant of a residence.

May

May was a busy month for our two teams. Each May, the Lebanon Police K9 Unit organizes the Police K9 Awareness Day. It is an annual event which attracts many people from the Upper Valley area. We host several K9 teams from New Hampshire and Vermont and increase awareness of the important work our K9 teams do, while raising money for K9 related projects including the Vermont Police Canine Association where our teams regularly train.



The teams also completed their regular duties, completed a demonstration at Colburn Park and assisted in the seizure of drugs including cocaine, LSD, marijuana, and a crack pipe during different calls.

June

During the month, our K9 teams assisted with building checks, tracks, and drug sniffs. The teams also made many appearances throughout the city including Storrs Hill Ski Area, Glen Road Skate Park, Smith Field, Hanover Street Mall, True's Ledges, various neighborhoods, and many of our shopping plazas and businesses.

July

The teams completed regular duties and several public appearances. In addition, K9 Max and Officer Perkins assisted in a high risk arrest warrant at a local residence. The suspect was taken into custody safely and there were no injuries.

Officer Tracy and K9 Cody did a demonstration for Boy Scouts at a Boy Scout camp.

August

After attaining his Narcotics Detection certification, K9 Briggs completed his first drug sniff and located cocaine and marijuana within a vehicle during a search. During the month, Officer Tracy and K9 Briggs began their full time training for patrol certification.

Officer Perkins and K9 Max assisted in tracking two suspects who had fled from a stolen vehicle during a motor vehicle stop. They two were tracked through a swampy area where the K9 team located various articles of clothing that the suspects had shed which assisted in identifying them.

September

Officer Perkins and K9 Max completed a track for two theft suspects which went from a business in Lebanon all the way to a motel in Vermont. The team tracked right to the motel room where the suspects were located. The team also completed several drug sniffs and public appearances during the month.

October

During the month, K9 Briggs and Officer Tracy continued their patrol certification training. Officer Perkins and K9 Max continued their regular duties in town conducting drug sniffs, building checks, and making public appearances.

November



Officer Tracy and K9 Briggs graduated from the Vermont Police Canine Academy Patrol Certification School. This certification brings them to full K9 status and their duties officially include narcotics detection, tracking, handler protection, building searches, article searches, obedience, and other duties they may encounter in their service.

Each year, the teams must recertify for both their patrol and drug detection work. They recertify at a national standard which requires a lot of training on the part of our teams. This year was no exception and in addition to their regular work patrolling in Lebanon, Officer Perkins and K9 Max attained their recertification and received high marks.

In addition – Officer Perkins and K9 Max assisted with a track for a bank robber in Lebanon. The team’s track determined the direction of travel and identified the suspect’s point of escape by a vehicle. The suspect was later determined to have robbed other banks and was identified and charged after a joint agency investigation.

December

Officer Perkins and K9 Max tracked a man wanted for domestic violence. The track went for a long distance, down a roadway, into a field, across a river, through woods and eventually ended when the team located the suspect hiding in a ditch.

Officer Tracy and K9 Briggs ended the year assisting with many drug sniffs and appearances in various locations throughout the city.

LEBANON POLICE DEPARTMENT K9 UNIT

Calls For Service Breakdown

	2007	2008	2009	2010	2011	2012	2013***
Article Search	0	1	8	5	3	5	3
Assist Other Agency	13	14	19	20	24	22	19
Building Search	19	9	37	51	54	59	21
Criminal Track	12	10	23	32	28	40	24
Directed Patrol	**	**	**	2	44	75	16
Disorderly Persons	0	1	4	3	1	1	1
K9 Drug Search	42	99	120	78	89	49	53
Lost Person Track	3	5	17	11	1	9	2
Public Relations	5	15	11	8	22	16	7
Street Time	148	251	227	254	303	321	371
TOTALS:	242	405	466	464	569	597	517***

** Numbers were not for these years

*** During the year K9 Cody was retiring and was in limited use. Officer Tracy and K9 Briggs were in training for approximately 4months during the year.

LEBANON POLICE ACCIDENT INVESTIGATION TEAM



Our Accident Investigation Team consists of six highly trained officers who assume responsibility over the case from start to finish. They collect evidence, photograph scenes and complete comprehensive reports to be used in prosecution. The information and evidence gathered is not only used in the prosecution of violators but is helpful in preventing future accidents.

During 2013, members of our team attended the Jay McDuffie Motor Vehicle Seminar held at the Police Academy where topic discussions included motor vehicle accident investigation. The Accident Team was called out on one (1) specific occasion for a motor vehicle accident involving multiple vehicles and one party was seriously injured. They were able to make use of the specialized equipment and training received during the year at other less severe accidents.

SCHOOL RESOURCE OFFICER



Senior Officer Greg Parthum is into his sixth full year as the School Resource Officer (SRO). He serves the Lebanon High School and the Lebanon Middle School and has been a very visible representative of the Lebanon Police Department. He is a great resource to the students, teachers and staff, and is doing outstanding work assisting with information on legal issues, teaching, counseling, as well as being active in many school activities including dances and sporting events.

As the Lebanon School District School Resource Officer, Senior Officer Parthum continues to investigate school related crimes, to teach various topics, and to counsel students. He continues to collect information via the electronic device registration program as a deterrent to theft concerns in the school community. Students register devices by providing information including the serial number, make/model, and color. The program has played a major role in minimizing the number of thefts related to such items.

In the classroom, Senior Officer Parthum taught classes on substance abuse, bullying, cyber-bullying, sexting, domestic violence, community policing, and the negative impacts of gangs, among other topics. He visited numerous advisory classes to interact with students in a more casual manner and setting and also met with several students who were interested in a career in law enforcement.

Senior Officer Parthum is an active member of the LHS SIST (Student Intervention Support Team) and the LHS prevention team. He is involved in safety-related matters throughout the district. He answers questions related to current laws and the court system and also acts as a liaison between faculty, students and parents. He is also a liaison between students and community services such as Headrest, Second Growth, West Central Behavioral Health Services, WISE, and other sources of assistance available in our community. Officer Parthum has developed important relationships with several Upper Valley agencies and has an excellent grasp of what resources apply to situations as they occur.

The School Resource Officer Program is in its ninth year in Lebanon and has developed into a full service community based experience for students, teachers and parents. Please see below for a trends and statistics overview for our previous eight years with the program. The numbers below include criminal matters investigated by the SRO, but do NOT include calls for service for various non-criminal but police-related issues which are included in a separate chart below.

SCHOOL RESOURCE OFFICER



SRO Yearly Comparisons

School Year:	9/2005 to 6/2006	9/2006 to 6/2007	9/2007 to 6/2008	9/2008 to 6/2009	9/2009 to 6/2010	9/2010 to 6/2011	9/2011 to 6/2012	9/2012 to 6/2013	9/2013 to 12/2013
Assault	4	4	10	8	3	3	6	3	4
Criminal Mischief	2	5	2	6	2	5	2	3	3
Disorderly Conduct	6	7	6	7	3	2	3	4	1
Drug/Alcohol/Tobacco	1	4	7	9	5	12	10	7	4
Miscellaneous Violations	3	6	5	7	2	23	23	24	12
Sex Offenses	3	2	3	5	1	2	0	7	2
Theft	8	19	27	26	8	29	24	24	7
Threatening/Harassment	5	4	7	1	2	11	7	7	5
Motor Vehicle Complaints	*	*	*	*	*	9	8	6	3
TOTALS:	32	51	67	69	26	96	83	85	41**

* Statistics were not kept for these years

** Numbers indicate timeframe from 9/2013 through 12/31/2013 only

- These statistics represent calls for the SRO which required a long form offense report and extra investigative time.

- Miscellaneous Violations include offenses such as Protective Custody, Bomb Threat, Weapons Violations, Truants, Child Abuse, Missing Persons, Runaways, etc.

In addition to the longer investigation efforts, the School Resource Officer completed the following calls for police service in the school year from 9/2012 through 6/2013 which did not result in serious findings:

Juvenile Problem	27	Theft	1
Assist Law Enforcement	2	Motor Vehicle Complaint	8
Telephone Harassment	2	Suspicious Incident	2
Subpoena Service	11	Child Abuse/Neglect	2
Drug Offenses	2	Department Information	1
Property Found/Returned	7	Motor Vehicle Accident	3
Assist School District	8	Trespass	1
PR Details	2	Civil Issue	1
Suicide Attempt/Threat	2	Weapons Violation	4

While we feel they are an important part of the day to day job, we do not keep statistics for the number of meetings, student contacts, conferences, and general duties that the School Resource Officer completes every day while in the schools.

TACTICAL CONTAINMENT TEAM (TAC)



The main purpose of our team is for local officers to be able to quickly respond, handle, and contain a high risk/ hostage or armed standoff until the New Hampshire State Police SWAT Unit arrives and takes primary tactical responsibility for the incident. The TAC is also used independently to conduct warrant entries in cases where a greater caution is needed than average search and arrest warrants, due to the nature of the crime or intelligence gathered. The team has also been trained in surveillance for criminal cases, as well as intelligence gathering.

As tactical concepts, principles and violence in our society continue to evolve, it is imperative that team commanders, team leaders and negotiators continue to attend credible training courses and bring back the most current tactics and information to their teams. Our TAC consists of ten assigned members who train monthly.

The TAC served one high risk warrant this year at a residence where two suspects were taken into custody without incident after they had threatened a man with a large knife. The team also conducted surveillance on several occasions prior to search warrants being served.

DETECTIVE DIVISION



August 2013 – 483 bags of heroin confiscated

The Detective Division investigates major crimes involving adults and juveniles. Some examples of the major crime investigations include sexual assault, burglary, drugs, offenses against children, thefts, and fraud cases. The division activity included **3,777** hours of investigation, **446** hours processing evidence, **25** hours of public relations, **16** hours assisting patrol, **69** hours registering sex offenders, and **367.5** hours reviewing and presenting cases for Grand Jury. The Detective Division also completed **266.5** hours of training. The average weekly caseload for the division, consisting of four detectives, this year was **31** felony or enhanced penalty cases.

SUPERIOR COURT STATISTICS

The Lebanon Police Department presented **116** individuals for indictment on felony and enhanced penalty misdemeanors to the Grand Jury at the Grafton County Superior Court during this year (126 in 2012), which resulted in **176** indictments, down 5% from indictments in 2012.

PROSECUTION



A total of **1,043** cases were handled by Prosecution this year. Of these cases, there were **942** arraignments, **67** trials, and **718** other hearings. Some other activities during this year for the Prosecutor included **1,030** hours for case review and court preparation, **623** hours at court, and **557** hours of administration (meetings and personnel issues). There were **19** young adults (ages 17-20) sent to the Valley Court Diversion Program for the Alcohol Safety Program and/or Cannabis Class for charges arising out of acts in Lebanon. Prosecution directs the Court Diversion Program for juvenile offenders. During 2013, 10 juveniles were submitted to the Diversion Program.

JUVENILE COURT STATISTICS

Juvenile cases are handled by Prosecution. There were **14** arraignments, **11** adjudications (trials), **15** dispositional hearings and **8** other hearings which included **34** hours in juvenile court and **69** hours of juvenile case preparation.

R.A.D. – RAPE AGGRESSION DEFENSE



The R.A.D. basic self-defense course for women consists of 12 hours of training for women ranging from the age of thirteen and up. In 2013, the Lebanon Police Department R.A.D. Instructors, Lieutenant Scott Rathburn, Corporal Gerald Brown and Special Officer Peter Begin conducted four separate classes with a total of 50 women in attendance. The classes involve discussions about personal safety topics, then intense instruction in a number of techniques which students practice leading to a simulation during which the techniques taught are used during realistic scenarios.

R.A.D. classes will continue through 2014 and as in the past, there is no cost to participants.

TRAINING DIVISION



Lebanon Police Officers for 2013 completed a total of 2,436.75 hours of combined training. The average training hours per officer was 71.67 hours. As required by Police Standards and Training Council, each officer completed a minimum of eight hours of mandatory training, as well as four hours of Response to Resistance training.

Courses Attended by Staff:

*Tactical EMS Course * Sexual Harassment * Cyber Crime * Firearms Training * Synthetic Cannabinoids * Warrant Execution * Work Zone Traffic and Flagger * Ethics in Law Enforcement * Crisis Intervention Team * Breath Test Operator * Constitutional Law * Handling of Evidence * Ethics & Conflicts * Felony Traffic Stops * Understanding Differences * Suspicious Activity Reporting * Successful Grant Writing * Child Death & Homicide Investigations * Driving Simulator * Accident Investigation * Bulletproof Leadership * Preparing Reports for Testimony*

- Ten officers from the department participated in a week long Crisis Intervention Team training.
- Three additional officers received training certification as Breath Test Operators. There are only three officers left in the department to be scheduled for this training resulting in all officers being certified. Future officers will receive this training in the academy. All certified Breath Test Operators re-certify yearly through an online process.
- Two officers completed their recertification as Firearms Instructors. All five of the Firearms Instructors are currently certified and will continue to do so as required by the Police Standards and Training Council.
- All officers received training and certification in CPR and the use of AEDs. This training is required every two years.
- Three officers from the administrative staff received training in being Public Information Officers.
- Two officers participated in a week long training course on Homicide Investigations.



POLICY AND PROCEDURE REVISIONS

The Administration worked on issuing updated and more efficient operational policies to include: Enforcement of Bicycle Laws – Exercise Room Access – Serving Paperwork at Dartmouth-Hitchcock Medical Center – Traffic Enforcement/Traffic Enforcement Unit – License to Carry Concealed Pistol/Revolver – Public Interaction and/or Foot Patrol – Cruiser Equipment Checklist and Cruiser Checks – Line of Duty Deaths – Citizen Complaints and Internal Investigations – Bullet Trap: Use for Department Weapons - Criminal Record Checks – Department Call for Service & Dispatch Log – Disclosure and Retention of Personnel Records – Domestic Violence Orders – Major Crime Investigations – Handling of Evidence – Found Property – National Tracing Center (NTC) for Weapons – Case Management – Automated External Defibrillators – Meal and Mileage Reimbursement

COMMUNICATIONS CENTER ACTIVITY



The Communications Center serves as the emergency center for the City of Lebanon. It serves as the primary contact point for the City's Police, Fire, and Ambulance services. Emergency and non-emergency calls are received and transmitted to the proper agencies. Every request for service, from unlocking a vehicle, to vehicle accidents, criminal calls, 911 emergency calls and building fires are dispatched and documented by the Communications Specialists. The Center receives afterhours requests for the Police Department's Records and Administrative Divisions (accident reports, parking tickets, pistol permits, excavation permits), as well as several other City Departments, and notifies the appropriate agency contact (highway, water, wastewater, airport). The Communications personnel oversee the maintenance of the telephone and radio systems and associated equipment for the Police Department. The Communications Center also maintains emergency operational plans and contact information for local businesses and buildings, monitor and bill nearly 300 alarm user accounts, also enter, query, and audit items in Local, State, and National databases (warrants, criminal histories, and protective orders), maintain a computerized listing of canines and bicycles registered with the City, collect and verify enhanced 911 address information for the New Hampshire Emergency Communications Bureau, and assist various other agencies such as Grafton County Probation and Parole, New Hampshire State Police and other area public safety agencies with routine requests, such as computerized checks, directions or telephone numbers.

On some calls, multiple agencies and/or jurisdictions respond to the same call; therefore, the number of calls per agency is higher than the actual number of calls. An example of this type of call would be a motor vehicle accident with injuries on I-89 in Lebanon. In this scenario, both Lebanon Police and Lebanon Fire/EMS would respond to the scene, but they are dispatched/ managed separately.

During this year, there were 38,896 Calls for Service (up from 32,975 in 2012).

These calls breakdown as follows:

Lebanon Police	36,653
Lebanon Fire	2,243
Both Police/Fire	748

Of the number of calls listed above, 38% were received between 6am and 2pm; 32.4% were received between 2pm and 10pm and 29.6% were received between 10pm and 6am.

DEPARTMENT ACTIVITY AND EVENTS

- Throughout the year, officers spoke at local schools, daycare centers and summer camps on various topics to include safety, drugs, harassment, abuse and bullying.

- Throughout the school year, officers also participated in the local “walking school bus” event with groups of students from Hanover Street School and Mt. Lebanon School and read books to local elementary students. Officers also participated in four separate Lebanon Middle School “Lock-Ins” in conjunction with staff from the CCBA. Over 200 students participated.



- In April eight Lebanon Junior High School students participated in the annual Job Shadow Day hosted by the department. This annual event enables youth from Lebanon and other communities in the Upper Valley to observe a workplace host as he or she goes through a normal day on the job, providing an opportunity to see how skills taught in the classroom are applied beyond the school walls.

- Chief M. James Alexander retired after over 23 years of service with the Lebanon Police Department.

- Members of the Lebanon Police Department and Grafton County Probation and Parole participated in the Law Enforcement Torch Run. They ran with the Flame of Hope™ from the Lebanon Police Department to the Dartmouth College Highway where they handed it off to the Enfield Police Department. The flame ultimately ended at the Opening Ceremonies of the Special Olympics State Summer Games in Durham.



- The annual Jim Wechsler Bike Rodeo was held on June 1 at the Lebanon Middle School. Bike helmets were handed out to children who did not have one, children were able to register their bikes, learn about bike safety and participate in an obstacle course.

- The 4th Annual Marge Hammond Memorial Bike Auction took place on June 27 in Colburn Park. We had over thirty bikes auctioned off and were able to raise over \$500 for our child health and community programs.

- Officers participated in Safety Days at Home Depot and K-Mart. An officer provided instruction on dealing with Emotionally Disturbed Persons for the Ski Patrol at Storrs Hill, another spoke with employees from Bridgman’s Furniture on how to deal with potentially dangerous customers and an officer provided information and training to new WISE advocates.

- The 22nd Annual Golf Tournament was held on July 25th at the Lake Morey Country Club in Fairlee, Vermont. This tournament benefits the various Child Health and Community Programs sponsored throughout the year by the Police Department. We were able to raise approximately \$4,000 through the support and generosity of all who participated.
- Officer Zachary Lawrence was hired on August 15. He attended the 163rd Academy class at the New Hampshire Police Standards and Training facility in Concord and graduated in December. We look forward to his career as a full-time police officer with our department.

- Officers Nicholas Alden and Garrett Hubert represented the Lebanon Police Department in the CHaD Battle of the Badges Autumn Baseball Classic held on September 15 in Manchester, New Hampshire. This event raised money to support vital programs and services at the Children’s Hospital at Dartmouth-Hitchcock (CHaD) which includes the Child Advocacy Center who we work closely with advocating for children who are victims of physical and sexual abuse.



- Deputy Chief Smith became Interim Police Chief when Chief Alexander retired in February until he took the full-time position and became Police Chief Smith on November 12.

- Communications Specialist Leah Perlongo was hired on December 2. Leah comes to us from Atlanta, Georgia and we are excited to have her as part of our Communications Team.