



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Oklahoma Area Office

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Charge No.: 311 2004 02531

Ms. Karen DePue
12629 Pepper Tree Place
Oklahoma City, OK 73142

Charging Party

Oklahoma Corporation Commission
ATTN: Mrs. Dee Porter
Director of Administration
2101 N. Lincoln Blvd.
P. O. Box 52000
Oklahoma City, OK 73152-2000

Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue on behalf of the Commission the following determination as to the merits of the subject charge filed under Title VII of the Civil Rights Act of 1964, as amended, and the Equal Pay Act of 1963, as amended.

All requirements for coverage have been met. Charging Party alleges that the Respondent has engaged in unlawful employment practices in violation of Title VII of the Civil Rights Act of 1964, as amended, by discharging her for complaining of sexual harassment and other forms of gender discrimination on behalf of herself and other female co-workers, and in violation of the Equal Pay Act of 1963, as amended, by being paid less than her similarly situated male counterparts.

Respondent denies the allegations.

Investigation revealed sufficient evidence to establish that Charging Party was retaliated against for engaging in the protected activity of complaining of sexual harassment and other forms of gender discrimination on behalf of herself and other female co-workers. Charging Party opposed what she reasonably and in good faith believed to be unlawful employment practices. She was subsequently discharged, and investigation has established a causal connection between the protected activity and the adverse action taken. Respondent's justification for the discharge is not believable and has been considered by the Commission as pretext to cover retaliatory motive.

LETTER OF DETERMINATION
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Based on this analysis, I have determined that the evidence obtained during the investigation establishes a violation of Title VII of the Civil Rights Act of 1964, as amended. Investigation revealed insufficient evidence to support a finding of a violation under the Equal Pay Act of 1963, as amended, for unequal pay.

Upon finding that there is reason to believe that violations have occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join it in reaching a just resolution of this matter. The confidentiality provisions of Title VII of the Civil Rights Act of 1964, as amended, and of the Commission's Regulations apply to information obtained during the conciliation.

If the Respondent declines to discuss settlement or when, for any other reason, a settlement acceptable to the Area Director is not obtained, the Director will inform the parties and advise them of the court enforcement alternative available to aggrieved persons and the Commission. A Commission representative will contact each party in the near future to begin conciliation.

On Behalf of the Commission:

MAY 24 2005

Date



Donald T. Stevens
Area Director

cc:

Mr. Amos Moses
Deputy General Counsel
Oklahoma Corporation Commission
2101 N. Lincoln Blvd.
P. O. Box 52000
Oklahoma City, OK 73152-2000

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STATE OF OKLAHOMA
CITY/COUNTY OF OKLAHOMA

CASE NAME: _____
CASE NUMBER: _____

AFFIDAVIT

I, KAREN JUNE DEPUE, being duly sworn upon oath affirm and hereby say:

I have been given assurances by an Agent of the U.S. Equal Employment Opportunity Commission that this Affidavit will be considered confidential by the United States Government and will not be disclosed as long as the case remains open unless it becomes necessary for the Government to produce the Affidavit in a formal proceeding. Upon the closing of this case, the Affidavit may be subject to disclosure in accordance with Agency policy.

I am 44 years of age, my date of birth is March 14, 1959, my gender is female, my racial identity is American Indian.

I reside at 12629 Pepper Tree Place, City of Oklahoma City, County of Oklahoma, State of Oklahoma, Zip Code 73142.

My Telephone number is (including area code) (405) 850-9117 cell (405) 722-9033 home

My *Social Security number is 442 72 6127

My Complaint is against Oklahoma Corporation Commission
(Name of Union/Company/Agency)

which is located at P.O. Box 52000,
_____(Number/Street)

in Oklahoma City, Oklahoma 73152-2000
(City) (State) (Zip)

* WHETHER DISCLOSURE IS MANDATORY OR VOLUNTARY AND EFFECT ON INDIVIDUAL FOR NOT PROVIDING INFORMATION: Voluntary. Failure to provide an affidavit has no effect upon the jurisdiction of the Commission to process a charge. However, a sworn statements submitted by the parties are, of course, relied upon more heavily than unsworn statements in making determinations as to the existence of unlawful discrimination..

KJD
initials

STATE OF OKLAHOMA
CITY/COUNTY OF OKLAHOMA

CASE NAME: _____
CASE NUMBER: _____

AFFIDAVIT (CON'T)

I am a female and have been a single sole supporting mother for 14 years. My date of birth is March 14, 1959 and I am currently 44 years of age. I am an American Indian and I do have my Certificate of Degree of Indian Blood issued by the United States Department of the Interior Bureau of Indian Affairs, Okmulgee Office. The Oklahoma Corporation Commission on October 21, 1981 hired me. During my approximate 22 years of service at the Oklahoma Corporation Commission, I received excellent ratings on annual evaluations with an overall performance rating of "Exceeds Standards". This included the last one received, which was signed in January 2003. (copies of the evaluations can be provided upon request) I also have many letters of commendation throughout my 22 years of service.

On February 1, 2003, the Corporation Commissioners hired Tom Daxon as the Acting General Administrator. Mr. Daxon was my immediate supervisor. Commissioner Bob Anthony and Commissioner Denise Bode were acquaintances of his in accordance with statements by Mr. Daxon, prior to hiring him as the Acting General Administrator. Due to the extensive budget shortfalls within the state the Commission made it well known that Mr. Daxon was hired to perform a reorganization, which included an agency plan for reducing staff. The Commission made this information public via press releases. On February 4, 2003, pursuant to Mr. Daxon's request, I met with he and Clark Musser, General Counsel for the agency. I was the first division director to meet with Mr. Daxon. Tom Daxon asked who maintained our agency's web site. I advised him that basically I was the web master with the assistance of a part time hourly employee. Tom Daxon then laughed and referred to me as the "Web Mistress". Clark Musser looked at Mr. Daxon and said that he could not believe he said that. Mr. Daxon stated that it was probably not appropriate. Mr. Daxon then responded that he had a female that kept up the web page at the Office of State Finance and he called her his "web mistress". I was completely insulted and distraught to think that a new supervisor would make such a statement the first time he meets with a new employee. I responded in a very abrupt tone "the term web master was a job title and was not gender specific". I reported this incident of sexual harassment to Pam Fye, Administration Division Director, who was the agency's Civil Rights Administrator.

On February 24, 2003, I had a second one-on-one meeting with Tom Daxon, Acting General Administrator. Mr. Daxon had scheduled a meeting in my office for the purpose of meeting my staff. Tom Daxon came in my office and sat down at my conference table. Mr. Daxon then asked if I needed to shut the door, but I told him that

was not necessary. I then sat down at the conference table on the opposite side of Mr. Daxon. Mr. Daxon then proceeded to ask me about the agency's Internet policy and as I began to discuss our policies, he interrupted me stating that he was referring to pornographic activity. I explained the policy and procedures and that we had software that logged all Internet activity and provided reports of illegal activity. Tom Daxon then asked if the agency had persons that had shown up on the report. I told him we had several people that had appeared on the report and most people would show up once, then not show up again. I also conveyed that the report clearly showed whether the porn site was a mistake or a pop-up or whether it was deliberate attempts to view porn sites. Tom Daxon continued to ask about specifics and wanted to know what kind of porn web sites. I responded that Charles Dudley, Administrative Law Judge, had been caught several times and that Mr. Dudley even admitted to having a problem. I further explained that as far as I knew, agency management had done nothing disciplinary-wise, except direct my division to remove him from being able to get past the state network and onto the Internet. I also explained that Commissioner Bob Anthony's aide, Larry Lago, appeared on the report in violation of the policy concerning visiting pornographic web sites on state equipment in 2002, which I reported to the prior General Administrator Larry Shaver. Mr. Daxon continued to want to know about the particular porn sites, but I would just respond that they were very bad and explicit. Tom Daxon proceeded to tell a story of his wife telling him that she thought that their two boys had been visiting porn sites on their home computer. Mr. Daxon then stated that he decided to get onto the boy's computer and see what sites they were visiting. I told Mr. Daxon in somewhat of an angry tone that I too had a teenage son and a computer at home, but that I would just check the cookies listing and not visit the sick porn sites. I scooted my chair back and crossed my arms in a closed-off posture hoping that he would see that I was becoming uncomfortable and did not like our conversation. Tom Daxon continued with this disgusting story of viewing the pornographic web sites that his children had visited. Tom Daxon explained how the naked women had beautiful, tight bodies with large breasts and tight firm butts. Mr. Daxon again talked about their breasts saying that these women were very well endowed. Mr. Daxon even compared these naked women to me, saying that I was a very attractive woman. Tom Daxon described this for some time and at one point laughed and said that he was getting excited and aroused while looking at them as they were so erotic. All I could do was just drop my jaw in shock and stare at him. Never, in over 20 years experience, had any of my immediate supervisors talked in such a disgusting manner. The entire conversation made me sick to my stomach and severely angry. Mr. Daxon then said that his wife walked into the room, and that point I interrupted him, and said, "so your wife walked in and said now I know where the boy's get it, you pervert". Mr. Daxon responded that no that is not what she said, but that it really didn't matter. Mr. Daxon then changed the subject and asked me to rewrite the Internet Policy as he would not have staff members going to pornographic sites or they would be fired. Mr. Daxon said that he had used up all the time he had

and that he would come back to meet my staff at a later date and then left. I reported this incident of sexual harassment to Pam Fye, Administration Division Director, who was the agencies Civil Rights Administrator. That night when I got into my car, I cried all the way home, thinking that this was only the beginning of Tom Daxon's employment as my supervisor.

On the morning of March 6, 2003, Tom Daxon came into my office and said he needed to talk to me. He wanted to shut the door so I had to move a chair that was in the way. I left the chair between Mr. Daxon and my self. Tom Daxon then put his hand on my hand, which I quickly pulled it away. Mr. Daxon told me that he had to let Pam Fye go, that there were problems that had come up that would not allow them to continue to work together. He stated that he thought it was unfortunate as he had all of the faith and confidence in Pam's abilities to perform her duties. He also stated that he wanted to let me know personally since he knew that Pam Fye and I were friends. I looked at him and said that it was unfortunate for the entire agency. Mr. Daxon then left. I walked over and could only stare out my window. I felt that the information I had reported to Pam Fye, as our Civil Rights Administrator, was used against her. I was horribly depressed all day. Shortly after that, Chanda Graham, Human Resources attorney, came up to my office. Chanda said that she had been asked to talk to me about getting Pam Fye's computer equipment and files, and that I needed to keep them until I was asked for them. I told her OK and she left. Dennis Eppley and I went down to Human Resources to obtain Pam Fye's equipment. The staff of Human Resources did not even know what had happened and I had to tell them. That was so hard to do and I felt appalled that I was told about the termination before Pam's staff was told. I copied Pam Fye's network directory under my own to keep. I had my staff make a backup of her personal computer and kept the hard drive in my office. It should be noted that at no time did anyone in the agency ever request any of the information prior to my termination.

On March 13, 2003, Chanda Graham, Human Resources attorney, interviewed me. The interview was an investigation of an internal grievance filed by Pam Fye, Administration Division Director, after her termination on March 6, 2003. Ms. Graham asked me about the incidents of February 4 and February 24, that Ms. Fye had reported. Ms. Graham also said they would be interviewing Shirley Hull, classified Budget Officer, concerning the allegations made surrounding her. Ms. Graham explained Mr. Daxon wanted to have these issues investigated to ensure that none of his staff felt uncomfortable with him. I explained to Ms. Graham that since these issues had been reported that it might be 2 weeks, 2 months, or 2 years, but that the Commission would fire me for reporting them. I did indicate that I had reported these incidents to Pam Fye, Administration Division Director, who was the agencies Civil Rights Administrator. I explained the incidents in detail to Ms. Graham and told her that she well understood that if I considered these to be sexual harassment that I would be fired

because "that is the way the Commission operates". Ms. Graham said that she agreed with me because she too knew how the agency was. Even in fear of losing my job, I told Ms. Graham, that I thought the statements made by Tom Daxon were inappropriate and stupid. Ms. Graham told me that she would write up a report of our conversation and provide it back for my review and signature as part of the investigation. I requested that Ms. Graham include the language about my fears of being fired in her report and if it was not included that I would not sign it. I never did receive any report from Chanda Graham, but am sure that Ms. Graham reported my discussion to Tom Daxon, as it was part of her job. I went home extremely stressed out, as I believed that the information I discussed would be used against me, and that they would try to come after me for reporting a charge of discrimination, participating in an investigation, and opposing discriminatory practices.

On June 6, 2003, Tom Daxon scheduled a meeting concerning the voluntary out procedure. Tom Daxon, out of the blue, point blank asked me if I had knowledge of any Divisions that had violated rules or statutes. I was terrified that he even asked me to speak out against divisions I had to support and work so closely with. Before I spoke, I requested that my information and I be protected under the Whistle Blower's Act, and Mr. Daxon agreed. I reported that the Oil and Gas Conservation Division was in violation of several rules and statutes concerning Unallocated Gas well tests and allowable computation, most all functions concerning the Oil wells allowable computation, and concerning the reporting and processing of monthly oil production since 1998. I reported that Oil and Gas Director Larry Fiddler, was aware of these violations. I further reported that Larry Fiddler, Oil and Gas Director, and Jim Hamilton, Technical Department manager, had set up an extremely fraudulent act involving Brent Cummings from the Oklahoma Independent Producers Association (OIPA). Sandy Gragg, an administrative technician in the Oil and Gas Production Section, had confided this scheme to me. Larry Fiddler scheduled a meeting with Brent Cummings to review the Unallocated Gas well test procedures. Jim Hamilton and Larry Fiddler ordered the production section staff, Nanci Price, Sandy Gragg, and others to take stacks of the current received well tests and pretend to be entering them into the automated system when they brought Mr. Cummings around. Sandy Gragg refused because she believed it represented fraud. The others did as they were directed. When the meeting with Mr. Cummings was over, the entry of the forms stopped. Tom Daxon asked me to meet with Brent Cummings and Angie Burkhalter and he gave me their phone numbers. Tom Daxon then stated that if I would meet with them, he would do everything in his power to help protect my staff members who were critical to the agency during the reduction in force. Tom Daxon also told me that the Oil and Gas Division had been bad-mouthing Data Processing in an attempt to make me angry with them. I was angry that it did not seem to matter what I had just told Mr. Daxon about the violations. I also became scared that he was trying to set me up and cause bad relations between the Oil and Gas Division and myself. I met with OIPA

representatives Brent Cummings and Angie Burkhalter on June 10, 2003. After the meeting with OIPA I told Mr. Daxon that I had met with them as requested, and he was not even interested in what they had to say. As far as I know, there were no action, or investigation, taken concerning these violations I reported.

On June 13, 2003, I was invited to a meeting with Tom Daxon, Rachel Mor (Deputy General Counsel), Jim Vermilion (Finance Director), Shirley Hull (Budget Officer), Ben Jackson (Acting Director General Counsel and newly appointed Acting General Administrator upon Daxon's departure), and Chanda Graham (Human Resources attorney). The meeting was to discuss the persons that did not want to take the voluntary out and how to go about a Reduction in Force (RIF). In the meeting, I pleaded with Mr. Daxon to protect certain staff members that were critical to business functions. Ben Jackson stated "well I don't think that is a good argument, people in data processing with the same job title should all be able to do the same job". We also invited David Hayes and another lady from the Office of Personnel Management (OPM) to join us. The representatives from OPM upheld my position that it was applied consistently that agencies could protect persons, especially in data processing, critical to business functions. Chanda Graham and Rachel Mor discussed that one of the staff members on the original voluntary out list, Sandra Wooten, had filed a discrimination grievance against me, which was investigated by an outside agency mediator who found no grounds for discrimination. This was the argument they kept bringing up in front of everyone, and that they feared Ms. Wooten would sue the agency if kept on the list. At one point, Chanda Graham stated that I had been reported for discrimination but it had not been proven "yet". I was greatly insulted as the final investigation as completed had found no grounds for discrimination. Tom Daxon denied my request based upon input from the General Counsel representatives. I felt betrayed that Mr. Daxon could not seem to remember what he had promised me the week before about protecting my staff who were critical to the agency's needs. At one point, I requested directly of Tom Daxon, Rachel Mor was present, for him to allow me to take the voluntary out package. Mr. Daxon did not reply. I was not allowed the same voluntary out package that had been approved for male directors, Bill Burnett, Consumer Services Division, and Tom Tucker, prior Petroleum Storage Tank Division director. (see Exhibit 40). This voluntary out package would have given me approximately \$44,000 as a severance package. I left the meeting but the others remained to discuss a similar situation in the Oil and Gas Division even though the director, Larry Fiddler, was not present. This meeting made me so stressed out and angry. It lasted almost 3 hours and I became sick and depressed to the point of sleeping and crying all weekend. The next week, both Tom Daxon and Shirley Hull told me that Ben Jackson used my same argument of persons critical to business functions to protect staff positions in the Oil and Gas Division even though he was opposed to a female director using the argument.

On June 20, 2003, previous Acting General Administrator Tom Daxon presented his final report to the Commissioners in an Open Meeting on the last day of his employment. There were copies of the report that were passed out to attendees (see Exhibit 2). I was present at that meeting and began reading the report. Due to sudden extreme allergic reaction brought on by intense stress, I began to have a dry cough and had to leave the meeting on two occasions to get a drink of water. I finally stopped coughing and came back into the meeting. Ben Jackson, new Acting General Administrator, was present and all other division directors were present. One of Mr. Daxon's recommendations was to put all of the data processing funding into the divisions and let them decide whether they wanted to use the Data Processing Division or use private companies. If the divisions chose not to use the Data Processing Division then many more staff would have to be let go. This is a violation of the statute that established the Data Processing Division (see Exhibit 20) as it states that the division is responsible for "all" data processing for the agency. This report caused extreme mental anguish on my self and the entire staff of the Data Processing Division. I am also including a document presented to me by my staff titled "GA Thoughts" (see Exhibit 5). This document again resulted in extreme mental anguish on my staff and myself. In the midst of all my emotional pain I had to work so intensively to keep my staff positive and focused on their duties. I feel these actions are retaliatory in nature for my reporting wrongdoing and as a way to terminate me as a female. Agency history shows that they have never gone after a male Director to eliminate his Division, or to leave his workload to be decided at the whim of other Division Directors. These meetings caused me a great deal of mental anguish and stress. I felt they were discriminating against me as a woman and in so doing; they were going to harm many other Data Processing employees' livelihoods.

On June 20, 2003, after the Tom Daxon meeting, I went to the Oil and Gas Division for a meeting with Mike Schmidt, Oil and Gas Deputy Director, Rachel Mor, Deputy General Counsel, Ben Jackson Acting General Administrator, Larry Fiddler Director of the Oil and Gas Division, and Tim Brown from Drilling Info. The meeting concerned a request by Tim Brown for not only data but for the Oracle blueprint diagram of the Oil and Gas Database. I advised the group that the request was not for data but for software and recommended we obtain an Attorney General's opinion. Ben Jackson dismissed obtaining an Attorney General's opinion clearly stating that the request would not happen. I felt this was a blatant violation of right as a state employee and knew my job would be threatened if I made a request for an Attorney General's opinion. Ben Jackson in a very smirking and demeaning manner said that I needed to "**think outside the box**". I felt this was a directive for me to violate law and policy and his tone was harassing to me as a woman. I never heard him speak in that manner to my male peers in front of a group. I was able to convince them that they needed to at least create a separate contract agreement since this was not data but was software. General Counsel agreed to draft an agreement. During the meeting it was discussed that Mike Schmidt

had set up a meeting in April between all three Commissioners staff, oil and gas, and Mr. Brown. It was also reported that Commissioner Bode had played golf at the spring OIPA conference with Tim Brown. I could not believe that Mike Schmidt, whom I worked so close with, had conducted a meeting with the Commissioners regarding my divisions areas of responsibility, and never invited me or told me about until this day. I was so hurt and felt that this was an action of people working in concert as retaliation for my reporting wrongdoing. There was other conversation concerning the previous meeting by Tom Daxon, and then Ben Jackson in a very antagonistic manner said, "**at least he (Ben referring to a male director) didn't start coughing**" and quietly laughed and smiled sweetly at me. I have never been exposed to a man taking so much pleasure in tormenting a woman, with his condescending comments, the way he smiled and smirked, and he always smacked his lips. I became so beat down and was tearing up against my will, when Ben Jackson made his slur about my coughing during the meeting, as if I have control over my body's reactions to allergies. All of my co-workers are knowledgeable of the fact that I have terrible allergy problems during certain times of the year, including Ben Jackson, with whom I have worked for 22 years.

On June 30, 2003, Ben Jackson sent a memo (see Exhibit 3) to only 4 directors, not all directors requesting information from them on the issue that Tom Daxon suggested in his report (see Exhibit 2). The memo was sent only to Larry Fiddler (Oil and Gas Director), Ace McCown (Transportation Director), Brooks Mitchell (Petroleum Storage Tank Acting Director), and Joyce Davidson (Public Utility Director), all of who are directors of regulatory divisions. The memo was not sent to the other 4 directors. This memo was not sent to Marchi McCartney, Acting Director of the Consumer Services Division. (I note this for future information regarding September 2003) I would have not known about this memo, except one of my fellow directors, Ace McCown, Transportation Division, provided me with a copy, explaining that he felt they were trying to eliminate my division and me. After that, Vicki Wallace, from the Public Utility Division, came to my office to discuss the memo. The requested information had always been placed into the annual Electronic Data Processing Plan. Vicki Wallace also stated she felt it was an attempt to dissolve the Data Processing Division, which would be an enormous cost to the state. Ben Jackson never requested information from me as to the costs of private vendors, which I always kept as we often hired contractors to assist with projects. I was not given the opportunity to defend my division. I felt this request for information behind my back was further sexual discrimination and I have never know of a General Administrator performing this kind of activity regarding a male director.

In approximately July 2003, Ben Jackson, Acting General Administrator, conducted his first Steering Team meeting. Mr. Jackson stated openly while we were waiting for everyone to become present that, "**he would never forgive me for the way I treated him during the oil and gas allowable procedures**". With his comments, Ben looked me

in the eye with a leering grin. Ace McCown was sitting next to me. I turned to Ben and stated, "Ben, that was when I was young and aggressive and now I am old and assertive. Surely you don't still hold that against me". The event Ben was referring to occurred in 1984. I felt helpless and gave thought to the fact that this must be how a battered woman feels when a man is abusing her, and nothing or nobody will help. I felt that Ben was only trying to intimidate me and make a mockery of me in front of my peers because I was a woman and for reasons of continuing retaliation for reporting violations of statutes and policy.

In July 2003, my division was notified that Rachel Mor and Mary Beth Snapp would be moved from the General Counsel's office to the Administrative Proceedings Division. These two females were both Deputies General Counsel who worked under Ben Jackson. He presented Rachel Mor (a Jewish female over 40) and Mary Beth Snapp (a white female over 40), with a proposal to either move downstairs to the Office of Administrative Proceedings and become Administrative Law Judges or no longer be working at the Commission (see Exhibit 40). This was done in the July-August timeframe. He then hired 2 white males, Curtis Towery and Amos Moses to replace the females he had removed. It has also been rumored and discussed by the legal staff, that the 2 males hired were members of the "Masons" like Jackson. It should also be noted that one of the males, Curtis Towery, had been fired for cause, from the Commission on 2 different occasions in the past. In addition, the same month, Ben Jackson called me on the phone and said that he had terminated Susan Murray, an Administrative Law Judge, in the Administrative Proceedings Division. I was also advised that before Ben fired Mrs. Murray, he gave her a bad performance evaluation. Both actions on the part of Ben Jackson seem harassing and discriminating, as he was not Mrs. Murray's immediate supervisor. Susan Murray was in another division and had both an immediate supervisor and a division director in her chain of command. Ben Jackson exhibited harassing and discriminating behavior toward another female in General Counsel. While Chanda Graham (a female black attorney) was on vacation, Ben hired one of these white males, Amos Moses, to be Deputy General Counsel over personnel law, which is the area of law Chanda was responsible for. He moved her office while she was gone, and then had a secretary tell her when she returned. It has been reported to me that Chanda Graham filed an EEOC charge against Ben Jackson for discrimination. Groups of staff, both male and female, all over the Commission were consistently discussing and vocal about their opinions that Ben Jackson was going after women.

In August 2003, I was requested to attend a meeting concerning a statewide Transportation related project that was federally funded. The agencies represented included Tax Commission, Department of Transportation (ODOT), Department of Public Safety, Federal Motor Carrier Safety Administration, who is funding the project, the consultants leading the project, and the Corporation Commission. At one point in

the conversation, Mr. Jim Hazeldine from ODOT asked, "**if I and the OCC Data Processing Division would still be around.**" I responded very professionally and was taken aback during the entire meeting. I was sick to think that even people outside my agency were being given information that was not true and reflected badly on the entire division and myself. Many times, the Commission has had to discuss, consider losing, or closing down various Divisions due to legislative actions, but these male directors were always informed and allowed on with the agency in some other capacity with their salaries intact. That afternoon when I returned to the building, I ran into Ben Jackson in the hallway. He asked how things were going and I responded that I was quite distraught when members of other agencies ask me in a meeting with many other agencies if my division and I are going to exist. With that said, Ben Jackson looked at me and said in a very sarcastic manner, "**well, you just have a way of making people mad all over the place**" and walked off. I felt his tone and demeanor were used with me as a woman and not a professional. Again that afternoon, as many times, I cried all the way home, and was emotionally unable to enjoy my time with my son. I became so bitter and depressed that I began to take it out on my son. The morning of August 25, 2003, I had an extreme argument with my son that I never would have had if I had not been so tormented. My son drove off and had an automobile accident right in front of me. It was obvious that my pain was affecting his life too.

On September 4, 2003, in an elevator, Ben Jackson and I were discussing the hiring of staff after the voluntary out or reduction in force. I said to Ben Jackson that he was lucky to be hiring 2 additional people in General Counsel. It is to be noted, that while Ben Jackson is Acting General Administrator he is also Director of General Counsel. It was reported to me that Ben Jackson took a day of leave and appointed Larry Fiddler as Acting General Administrator. On this day, Larry Fiddler as Acting General Administrator completed the paperwork and promoted Ben to permanent Director of General Counsel. It has been also reported that this was a violation as an Attorney General's opinion in the past stated that only the Director of General Counsel (referred to as General Counsel), or a Deputy General Counsel could act as General Administrator, which is the appointing authority for the agency. I asked Ben Jackson when I was going to get to hire 2 positions back. Ben Jackson stated, "**you won't ever get to hire any positions because you have been bad.**" I wanted to scream when he, as he always did, looked at me and smirked as he made the comment. I could not take any more abuse, as I was ready to fall apart. Again, this "your bad" comment was directed toward me as a woman and not as a professional.

On Friday, September 5, 2003, I went to Commissioner Bode's office to attend a meeting as requested. In the outer office were Linda Guthrie (Commissioner Bode's aide), Ben Jackson, Shelly Perkins (Commissioner Cloud's aide) and Debbie Butler (Commissioner Bode's secretary). Linda Guthrie looked at me and said the meeting was in courtroom 301. I turned to leave. Ben Jackson called me back and proceeded to accuse me of not

solving the problems with Commissioner Bode and Commissioner Cloud's personal pocket PCs called a PDA (not Commission equipment but the personal equipment of the Commissioners). Shelly Perkins turned and left. I turned to Debbie Butler who I have always worked with personally on the PDA, and asked her if there were any problems that she had not told me about. Debbie Butler said there were "no problems". Then Ben Jackson said that there was also problems with connecting Commissioner Cloud's PDA. I told Ben that my division had never been requested or told that Mr. Cloud had a PDA. I then stated that I would take care of the situation and Ben left. Later that day I received an email from Ben concerning the subject. (see Exhibit 7). He gave me until close of business September 12 to resolve the problems. I interviewed all staff and provided a written response and attached emails from the Commissioners Staff and the memo on September 10 (see Exhibit 8) to Ben Jackson. With everything that was requested it was an impossible task to complete all items before September 12. I have been ordered several times to work on Commissioner Bode's personal PDA equipment, which is not state equipment. I do not believe that state employees during working hours, should be ordered to work on private equipment owned by a Corporation Commissioner, but I knew if I did not perform the work I would be fired. The work that was demanded by Commissioner Bode was to correct her personal contacts, not business, and I was ordered to write a program to copy the home phone number to the business phone number so that the number would show up on her PDA. Instead of discussing items with me individually, I felt Ben Jackson always attacked me in front of others in order to harass and demean me as a woman.

The same day, September 5, 2003, I attended a meeting with Commissioner Bode, Linda Guthrie (Aide to Commissioner Bode), Larry Fiddler (OG Director), Jim Hamilton (OG Technical Department Manager), Mike Decker (Deputy General Counsel for oil and gas), Larry Lago (Aide to Bob Anthony), and Shelly Perkins (Aide to Commissioner Cloud). The topic of conversation was the recommendations to change the rule on the Unallocated Gas well tests. The facts were discussed that Oil and Gas had not entered the data from the annual Unallocated Gas well tests since 1998, and had also not computed the allowables. Commissioner Bode was not surprised or upset at Larry Fiddler for violating Commission rules and regulations. I felt this was a clear violation of the oath that the Commissioner's take when sworn into office (see Exhibit 9), as they must uphold the Commission's rules and regulations. Both of these items are violations of the rules and were exactly what I reported to Tom Daxon on June 6, 2003. It just kept going, over and over, in my mind, how can management, especially a Commissioner, be treating me, a female director, so badly and be almost praising another male director who has violated rules and regulations. I had never been such an emotional wreck in my life. I just kept wishing that I had not told Chanda Graham about the sexual harassment on March 13 or reported the violations of policy and statutes to Tom Daxon on June 6, and perhaps they would not be tormenting me like this.

On Monday, September 8, 2003, while all of my staff was in the division front about to celebrate birthdays Jeannie Pickett came in and brought me a memo (see Exhibit 10) from Ben Jackson smiled and then left. The memo was a severe attempt to intimidate me and contained threatening language that he "did not want to have to bail me out of jail." It should be noted that as of the June 20 meeting, General Counsel was supposed to develop the agreement. Instead, because they were so untimely, I drafted an agreement that morning and had it delivered to Charles Wright for review (see Exhibit 11). Charles Wright did not get the agreement back to me to submit to Drilling Info until September 9, which I promptly both called and faxed the information to Tim Brown of Drilling Info. I have copies of the agreement, Freedom of Information request, and fax transmittal (see Exhibit 12). I also have emails to Ben Jackson concerning the status (see Exhibit 13). I also had 2 copies of the diagrams that I provided to Bich Pham, Data Processing Division, upon my termination. I believe this was pure harassment in terms of hostile work environment as Drilling Info, Tim Brown, has not returned the agreement nor have there been further discussions since the diagrams are still in the possession of Bich Pham, Data Processing Division. No one in Data Processing has heard from Mr. Brown since I was terminated, even the section under Danny Fitzpatrick, that provides data to companies.

On Monday, September 8, 2003, I received an email (see Exhibit 14) from Ben Jackson at 10:08 a.m., requesting information on vintage equipment so that Ben Jackson could defend the FY05 Budget Request. It should be noted that I received this email and request 30 minutes from receipt of the memo regarding Drilling Info (see Exhibit 10). I prepared the reports and submitted them with a memo to Ben Jackson on Wednesday, September 10 (see Exhibit 15). I believe that Ben Jackson was making every attempt to harass me as a woman and make me fail in some way by stacking all these attacks in a single day.

Again on Monday, September 8, 2003, upon returning from a monthly CVISN meeting, I had a memo (see Exhibit 16) again from Ben Jackson in an envelope with my name and "confidential". The memo came out blasting me stating he had learned about a "decision" I had made. His language was that the decision was "beyond the scope of your unilateral authority". The memo again was intimidating and antagonistic when he stated "I shouldn't have to remind you of all the work that I had to go through to keep you from being fired and sued personally over your tampering with the gas Allowables in Guymon Hugoton." I have no idea for the reason behind this statement and again feel that this harassment was because I am a woman. Never have I seen or heard of these kinds of attacks being made on male directors. My previous director and previous General Administrator, has stated it was I that cleaned up the mess with Guymon Hugoton. I have also included a memo (see Exhibit 17) from the manager in the Oil and Gas Division concerning the Guymon-Hugoton allowable process

commending my staff and I for the good work performed. In addition, I have included a memo (see Exhibit 41) from one of the largest operating companies in the Guymon-Hugoton gas field commending me for work on the related allowables. On September 9, 2003, I responded with a memo and attached emails (see Exhibit 18) to Ben Jackson. I had not made a "decision" but had made a recommendation and had received an email just the morning of September 8, 2003, from Mr. Fiddler saying that he desired to have these documents imaged. I found out that the email Mr. Fiddler had sent me was also sent as a "blind copy" to Ben Jackson, because I obtained a copy from the email system. When a blind copy is sent, the receiver, me, has no idea of who the email was also sent to. Also, when I responded to Mr. Fiddler since Ben Jackson was a blind copy, he also got a copy of my reply. Mr. Fiddler was involved in the tormenting treatment I was receiving. I pointed out in my memo that imaging had been discussed several times in open meetings with the Commissioners and Tom Daxon, and that my recommendations agreed with what was assumed to be approved procedures. It should be noted that Mr. Fiddler sent me the email (see Exhibit 19) desiring to image the documents Monday morning at 9:44 and Ben Jackson sent me his nasty memo Monday afternoon. At no time did Ben Jackson ever take the time to discuss the matter with me, prior to receiving my memo in response. I felt so depressed as it seemed the whole agency was out to get me. Again I pointed out to management in my memo that Mr. Fiddler had violated rules and statutes, and nothing was done to correct these violations. At this point, I was an emotional wreck. How so much torture could be placed on me, a woman, for doing nothing wrong when nothing is done regarding male director's rule, policy, and statute violations? It was killing me inside, and I don't think I will ever recover from the fact that I was being treated so viciously.

On Tuesday, September 9, I saw Rachel Mor and Charles Wright leaving for lunch. Rachel pulled me aside and told me Ben Jackson had made statements in General Counsel that "he is going to fire you". I do not know what exact statement was said from Ben Jackson, but I know that it had to be pretty ugly for our attorneys Charles Wright and Rachel Mor, to be upset enough to tell me. That day at lunch I went over to Pam Fye's business and sobbed and cried. My whole life and everything I had worked so hard for, maintaining integrity and high morals was being stripped from me. That afternoon I met with Chanda Graham who told me that Ben Jackson was discriminating against her also. I let Chanda read the memos where Ben had made threatening comments and told her that I felt that I was being discriminated against and that I was considering filing an EEOC complaint. Ms. Graham indicated that she would let Mr. Jackson know that I was considering filing the EEOC and that perhaps it would back him off me. I do not know if Ms. Graham ever discussed this with Mr. Jackson.

On Tuesday afternoon, September 9, 2003, one of my staff received information from another division staff member that Duncan Woodliffe, a geologist in the Oil and Gas Division, was developing a new MS Access database for the Consumer Services

Division, Mineral Owners Escrow Account (MOEA) system. It should be noted that the existing production system, my staff developed and is responsible for, concerns the accounting of several hundred thousands of dollars; monies that producers owe to mineral interest owners. This is not a system that should ever be developed outside of the controls of systems development methodology, quality assurance, and most importantly security. The person reporting the incident also stated that Ben Jackson directed the project to be developed by Duncan Woodliffe. This is a clear violation of the statute (see Exhibit 20) that established the Data Processing Division. In order to validate the report, I had staff look at Duncan Woodliffe's personal computer and we did find both the new database and the production data files from the existing MOEA database. It should be noted that as of this date that Mr. Woodliffe is still in the process of developing the MOEA application outside of the Data Processing Division. I believe that this entire action on behalf of Ben Jackson, Larry Fiddler, and Marchi McCartney, demonstrates how these individuals were working against me and intentionally inflicting so much emotional stress. I have included an email from Bich Pham when Duncan Woodliffe made a help hotline call about problems with an MS Access database, which was the MOEA database he was working on as early as September 2, 2003. I have also included an email (see Exhibit 21) with the attachment from Marchi McCartney to Ben Jackson concerning the Data Processing Division. It should be noted that Marchi McCartney was never sent the request for information on June 30 (see Exhibit 3). I did not understand why if the General Administrator felt there were so many problems my division, why he never attempted to meet and speak with me in a professional manner. Instead he continued to attack me as a woman in these demeaning and harassing manners.

On Wednesday, September 10, 2003, after receiving my memo (see Exhibit 15), Ben Jackson sent an email (see Exhibit 22) to every Commission employee and asked them to let him know if they had any hard drive, CPU, or monitor crash in the last 4 weeks. They were to respond to Joyce Conner, the General Administrator's assistance. On Thursday, September 11, I asked Joyce if she would check to see if I could receive a copy of all of the Emails that indicated equipment failure to compare to our databases and other tracking systems in place in the Data Processing Division. Joyce said that she had talked to Ben Jackson and that he had said it was OK for me to receive them. I had not received them prior to Joyce being on vacation September 12, 2003. I submitted a memo to Ben Jackson on the requested information that my staff maintains in 2 databases (see Exhibit 23) and again stated that if there was anything else he needed to please let me know. Joyce Conner did tell me that the responses were very supportive of my division. I never received copies of the emails upon her return. There were many employees of the agency that came up to me and asked what Ben Jackson was trying to do.

On Wednesday, September 10, 2003, Carolyn Lumry, my administrative assistant, told

me that Kim Dobbins (Commission Grievance Manager) had asked her if she would be interested in coming back to work in Consumer Services Division (CSD). Carolyn Lumry had worked in the CSD prior to my hiring her as my assistant. Kim Dobbins works directly for Marchi McCartney. Carolyn indicated that she felt that Ms. Dobbins made the statement as though something bad was getting ready to happen in our division. I was a crushing blow to learn that so many agency employees were aware of Ben's attempts to harass and humiliate me, when they never treated male directors in such a demeaning manner.

On Monday, September 15, 2003, I went to Commissioner Bob Anthony's office to take a document I passed out in Steering Team, as his office was not represented. Present were Commissioner Bob Anthony, Jackie Hollinhead his secretary, and Larry Lago his aide. Bob Anthony asked me if the Commissioners were included in the Internet monitoring logs kept on all employees and asked if the Commissioner's were included in the email logs. I responded that all employees of the agency are included in the logs for both Internet and email. Anthony also asked me if my staff could get into other people's computers. I explained the software we use to remote into a computer and take control over it. It seemed odd that a Commissioner would ask questions to determine just exactly what kind of information that data processing could get hold of that might be used against the Commissioners. Commissioner Anthony stated that the Commissioner's were not employees of the state as they were elected. This is in conflict with OS 51-152 (5)(a)(1) that states "employees" include all elected or appointed officers. I then discussed the memo I had sent on September 15 (see Exhibit 25) and Anthony said that he had not seen it but that he would read it. Under the request by Commissioner Anthony, I directed my staff to remove the Commissioners from being included in the Internet logs. It should be noted that the previous log file that was archived did contain all three Commissioner's which is maintained by the Data Processing Division. Commissioner Anthony also stated that he had full confidence in Ben Jackson. Later that afternoon I received from Jackie Hollinhead a written memo from Bob Anthony to Ben Jackson, Denise Bode, and Jeff Cloud, that he thought my recommendation was good (see Exhibit 26). This document from Anthony was the first positive thing I had received from my management in months. However, the questions concerning the information I might have access to, disturbed me so much that I could not sleep that night.

On September 17, 2003, I drove into work. I pulled in to park just as Larry Fiddler was leaving his car. Fiddler walked off grinning and smirking as if he knew something and I remember saying to myself "well today must be the day". When I got into the office, I had an email (see Exhibit 27) from Jackson asking me to come to the GA's office at 9:30 to "discuss a personnel matter". I went down to the meeting and was made to sit in the assistant's, Joyce Conner, office. Present in the GA's office was Louis Burkhart, Human Resource Manager, and Marchi McCartney, Consumer Services Director. I did not

know why Marchi McCartney was present as she was no longer in General Counsel, but was another director of another division. It disturbed me greatly that a person, who was one of my peers, would be included in the meeting. Ben Jackson came in later and asked me in. He did not shut the door. He sat down, smiled and smacked his lips and said, "well Karen, the Commissioners no longer need your services". He then threw a memo (see Exhibit 28) at me across the table, even though I was sitting next to him. He continued to smile and smirk, looking at Marchi McCartney. I read the memo. Said OK. I then stood up, shook each of their hands and left the room. I was not going to give this abuser the pleasure of seeing me fall apart or break down. I was given until 4:30 that day. It should be noted that they did not provide any explanation or give any cause for the action. It should also be noted that it does not say in the memo (see Exhibit 28) any cause or explanation for the action. The method of how Ben Jackson informed me was unprofessional, antagonistic, and caused severe mental anguish. I had to fight back falling apart in that meeting and all day. At that point I was completely emotionless and numb. The entire Commission was sent an email at 1:08, September 17, as to personnel changes (see Exhibit 29). I was horribly embarrassed and in severe mental anguish, as everyone knew I was no longer director before my term ended at 4:30. I felt that Ben just needed one more parting infliction of emotional abuse toward a woman. In the past, even General Administrator's who were asked to "resign" were treated with respect and given going away events and gifts. I had been employed there for 22 years, for God's sake. Other male directors, who were accused of abuse of public funds were moved to other divisions and paid until they could retire, or at least for a reasonable term so they could make other arrangements or they were paid large sums of money to take voluntary outs.

In October 2003, the Commission replaced me, a female American Indian age 44, with a new director, Jeff Landrith, who is male, white, and 32 years of age. It should also be noted that the Commission hired Dee Porter as the new General Administrator in October. Dee Porter is a female and is reported to be an Indian. This is the first time in history of the Commission has had a female General Administrator (GA). All other GA's were male since the first hired in 1980-1981.

My salary at the time of termination was \$5,450.83 per month in addition to benefits. I have lost all insurance benefits for both my son and myself due to not being able to pay the high price of Cobra insurance. I lacked less than 8 years to be eligible for full retirement from the state, which would have provided approximately \$2,500 a month. I had several hundred hours of sick leave that would have been banked into my retirement that I lost because of being terminated. Those sick leave hours at my pay rate were worth several thousand dollars. I also lost the ability to receive my longevity pay, even at a partial rate for having worked 6 months after my anniversary date

There is also an issue of equal pay. From the time I became acting Director, April 2000

until the time I was discharged September 17, 2003, I made less than several other directors. While I made \$65,410, other directors made \$72,000. This is another violation. Even male acting directors were hired in, at higher pay than I was, as a Director. A Director is a Director no matter what division they direct the activities of. We all have very similar duties that we all must perform no matter what. The only difference is the specific functional area. We all are required to have a degree, etc. My salary was \$550 per month less than other directors, most of which were male. The statutes were changed eliminating the cap on the Data Processing Director, which should have allowed my salary to be equal to the other directors. This never occurred even after I was made permanent director in March of 2002. The new white male director hired to replace me was given the same pay I was making even though I had twice the years of experience. There have been many equal pay issues concerning females and males at the Commission that have resulted in filing of EEOC charges. Mary O'Kelly, who worked for Tom Tucker, filed against the agency in 2002 and was granted the equal pay. Sharon Dries, who worked for Larry Fiddler, filed against the agency in 2003 and was granted the equal pay. It should be noted that the male, Bob Reichart, which Sharon Dries filed on, as receiving more money was one of the individuals, caught on the Internet Logging report (see example of log Exhibit 30) for visiting porn sites all morning. The sites that Mr. Reichart visited could be considered criminal activity, as they were porn sites of underage females. It is unbelievable that the Commission has treated women so unfairly while condoning criminal activity and violations of rules, policy, and statutes by males.

The Commission has demonstrated over the years that they treat men and professional women different. There have been many past directors and General Administrators that were all "men", that were provided other jobs once they were asked to vacate their management position. These include Doug Halley, L. B. Earp, Jerry Matheson, Ralph Bauer, Earl Henry, Larry Edmisson, Mike Battles, Tom Tucker, Dave Kelly, Charles Dudley, Larry Shaver, and Jim Palmer. Doug Halley was placed in Human Resources after they took him from being General Administrator. L. B. Earp was moved from Affirmative Action Officer to Human Resources, after he point blank asked me if my director was the father of my son during a grievance investigation. Earl Henry was allowed to remain as Director of the Indemnity Fund, until he could create a new company that files Indemnity Fund claims for several thousand dollars against the Commission's underground storage tank cleanup fund. Mike Battles was moved to a nothing job in oil and gas upon removal as director but left at the same director salary which was more than I was making as a director. Larry Edmisson was even paid a salary until he could retire while he was supposedly "loaned out" to the Department of Environmental Quality. Tom Tucker and Dave Kelly made to vacate their positions as Director and Deputy Director of Petroleum Storage Tank Division after the legislative audit found violations of statutes and rules were paid to stay at home. This occurred for weeks until the Commissioners became nervous about "ghost employees" and

found other jobs in the agency at their same pay rate until they could be offered the Voluntary Out offer which they received several thousands of dollars. Charles Dudley was the Office of Administrative Proceedings director that was placed back as an Administrative Law Judge at the director's salary even though he was found so many times to violate statutes and policy concerning viewing porn sites on state equipment. Larry Shaver was basically terminated as General Administrator but was given a contract to allow him to perform contract web development for the agency on an hourly basis to help pay for his Cobra insurance until he turned 62 and could qualify for Medicare. Jim Palmer, who was the Information Officer, was not terminated but instead Jackson moved him to the Consumer Services Division with the same title in a nothing job. This is how the Commission treats men over professional women. Women directors are simply fired or forced to resign which includes Linda Allen, Gail Strickland, Pam Fye, and myself. There have historically been very few females in executive positions at the Commission.

I have read and had an opportunity to correct this Affidavit consisting of eighteen (18) typed pages and swear that these facts are true and correct to the best of my knowledge and belief.

Karen June Depue
KAREN JUNE DEPUE

Subscribed and sworn to before me this 25th day of February 2004.

Patti Jones
Notary Public

My Commission Expires: 11-4-7
My Commission Number: 03013422



User Activity

Date Range: 8/28/00 04:00 to 9/1/00 18:00
 Selected Users: g71.okc, occ2-132, occ.state.ok.us. Selected Categories: Adult / Sexually Explicit.

Call Bob Reichardt

Sharon Dries filed EEOC

status: this guy

as long as it is mem. Dennis Eppley keeps all files on all violations.

Example of Actions condensed at OCC



9/1/00

IP Address	Site Name	Status	IP Address	Status	IP Address
g71.okc	cgi.sexlist.com	Allowed	8/28/00 7:13:16AM	Allowed	8/28/00 7:13:24AM
	cgi.sexswap.com	Allowed	8/29/00 7:16:58AM	Allowed	8/29/00 7:21:00AM
	clit10.sextracker.com	Allowed	8/29/00 7:21:31AM	Allowed	8/29/00 7:21:31AM
	clit12.sextracker.com	Allowed	8/28/00 7:18:38AM	Allowed	8/28/00 7:18:38AM
	counter10.sextracker.com	Allowed	8/29/00 7:19:17AM	Allowed	8/29/00 7:19:17AM
	counter11.sextracker.com	Allowed	8/28/00 7:18:03AM	Allowed	8/28/00 7:18:03AM
	counter12.sextracker.com	Allowed	8/29/00 7:22:12AM	Allowed	8/29/00 7:22:12AM
	counter3.sextracker.com	Allowed	8/29/00 7:19:12AM	Allowed	8/29/00 7:19:12AM
	counter6.sextracker.com	Allowed	8/29/00 7:17:55AM	Allowed	8/29/00 7:17:55AM
	counter9.sextracker.com	Allowed	8/28/00 7:13:27AM	Allowed	8/28/00 7:20:37AM
	www.babes4free.com	Allowed	8/29/00 7:15:20AM	Allowed	8/29/00 7:20:35AM
	www.babyfacemag.com	Allowed	8/29/00 7:20:59AM	Allowed	8/29/00 7:20:59AM
	www.blowjobs-sextoys.com	Allowed	8/29/00 7:21:14AM	Allowed	8/29/00 7:21:30AM
	www.blowjobs-sextoys.com	Allowed	8/29/00 7:22:15AM	Allowed	8/29/00 7:22:15AM
	www.hottteensgalore.com	Allowed	8/28/00 7:17:09AM	Allowed	8/28/00 7:17:09AM
	www.lolliopteens.com	Allowed	8/29/00 7:16:24AM	Allowed	8/29/00 7:16:24AM
	www.nakedyouth.com	Allowed	8/28/00 7:17:32AM	Allowed	8/28/00 7:17:32AM
	www.pinkteenseries.com	Allowed	8/29/00 7:21:51AM	Allowed	8/29/00 7:21:51AM
	www.superchicken.com	Allowed	8/29/00 7:19:40AM	Allowed	8/29/00 7:20:42AM
	www.thumbzilla.com	Allowed	8/29/00 7:17:55AM	Allowed	8/29/00 7:17:55AM
	cgi.sexlist.com	Allowed	8/29/00 7:19:56AM	Allowed	8/29/00 7:20:33AM
occ2-132, occ.state.ok.us	counter3.sextracker.com	Allowed	8/28/00 7:12:38AM	Allowed	8/28/00 7:12:56AM
	counter6.sextracker.com	Allowed	8/28/00 7:07:53AM	Allowed	8/28/00 7:07:53AM
	hardcore.pornbillboard.net	Allowed	8/28/00 7:08:55AM	Allowed	8/28/00 7:11:55AM
	www.blowjobs-sextoys.com	Allowed	8/29/00 7:09:18AM	Allowed	8/29/00 7:13:55AM
	www.landofbabes.com	Allowed	8/28/00 7:07:48AM	Allowed	8/28/00 7:07:48AM
	www.sexcavern.com	Allowed	8/29/00 7:08:41AM	Allowed	8/29/00 7:08:41AM
		Allowed	8/28/00 7:11:55AM	Allowed	8/28/00 7:11:55AM
		Allowed	8/29/00 7:10:47AM	Allowed	8/29/00 7:10:47AM
		Allowed	8/28/00 7:11:22AM	Allowed	8/28/00 7:11:22AM

User Activity



IP Address	Site Name	Status	Time Access	Status	Time Access
occ2-132.occ.state.ok.us	www.sexpenguin.com www.worldsex.com	Allowed Allowed Allowed	8/29/00 7:12:30AM 8/28/00 7:08:51AM 8/29/00 7:09:16AM	Allowed Allowed Allowed	8/29/00 7:12:42AM 8/28/00 7:09:10AM 8/29/00 7:09:19AM