



To all staff employees of SWOSU:

On behalf of your colleagues, I wish you every success in your employment with Southwestern Oklahoma State University.

I believe that each employee contributes directly to SWOSU's growth and success, and hope you will take pride in being a member of our campus community.

This Handbook was developed to respond to employment questions you may have from time to time. The Staff Handbook outlines many of the policies, programs and benefits that may be available to you as an employee. You should familiarize yourself with the contents of this employee Handbook as soon as possible, for it addresses many areas regarding your employment with Southwestern Oklahoma State University.

I hope that your experience will be challenging, enjoyable and rewarding.

Sincerely,

A handwritten signature in black ink that reads "Randy Beutler". The signature is written in a cursive, flowing style.

Randy Beutler
President