

Andrew Huellemeier – For Country For Family

[00:00:00] Welcome to analyst talk with Jason elders like coffee with an analyst, or it could be whiskey with an analyst, reading a spreadsheet, linking crime events, identifying a series and getting the latest scoop on association news and training. So please don't beat that analyst and join us as we define the law enforcement analysis profession.

One episode, I ahead time.

Thank you for joining me. I hope many aspects of your life are progressing. My name is Jason Eler and today our guest has one year of law enforcement analysis experience. With eight years of intelligence analysts with the military, he holds a masters of science and political science.

He's here to talk about his transition from the military to the Sheriff's office. Please welcome Andrew Huellemeier, Andrew, how are we doing? I'm doing good. How are you doing? I am doing well. So special. Thanks to Akshata Kumavat who I had on the show. About a month ago, she named names. And told me that, Hey, I need to get Andrew on this show.

So here you are.

I am [00:01:00]

so, so you, when we were just talking there before we hit record, you had mentioned that you're into genealogy and the, that name Huey has four E's in it, and it's quite longer than what it used to be. What have you found out about your last name ?

So, I mean, we went, as far as the whole, my side of my family Mey, it's kind of boring because we

Pretty much. I get that side of the family back overseas, and then the, the applications I use for all that they don't do very well once you get back over. So pretty much after my, my dad's dad, you hit back over, you don't get a lot further than than the fact that they they're all from Germany kind of thing.

So for that part of the family, it's pretty boring. You hit the, the wall on about my great, great foot. The rest of the family gets pretty, pretty interesting. As far as that goes for, for the longest time, I know I was looking at my mom's side of

the family, her maiden name's Glen, for the longest time, I thought they were Irish.

And then doing kind of the research there actually founded out that they were German last name and they [00:02:00] changed. Right around the time of the second world war to sound more English. Irish.

Yeah. That's interesting. Yeah. That's a, you can start pulling that thread and find a bunch of interesting stuff.

It sounds like. All right. But we're gonna, I had to cut it off there cuz we'll get on in tangent right here. So how did you discover the law enforcement analysis profession?

So as far as the, the job I'm in now, I found out, found out at LinkedIn when I was actually looking to get outta the military, but I knew about law enforcement probably before then.

My mom, who I brought up her family, but my mom is Hispanic police officer and she's been in. And their intelligence unit in that area for close to 10 years. And so I remember at least about the time I was graduating Heman and all that, I, when I kind of learned about my intelligence in the, the law enforcement type career field, and, and that, but from, you know, what I, what I always saw then was police officers and them and them doing the work.

It was of the, and. Type analyst doing the job. And then, but when I went off to college, I was in the ROTC program. It ended up getting selected during [00:03:00] ROTC to be an intelligence officer in the air force, all along those lines. And that kind of led me here. And then as I could get out of the mil off active duty in the military the job happened to appear.

And I said, that sound interesting. So I kind of asked my mom a few more questions than I had ever asked her about it before. and now I'm here.

yeah, she probably tried to tell you about it before and you wouldn't listen, right?

yeah, pretty much. Yeah.

All right. So when you were in college and you're studying political science, what were some of the avenues that you were trying to go?

So,

While I was getting my degree, I actually managed to get an internship with the Congressman. You know where I was growing up. I grew up in Cincinnati. So I actually did an internship with Steve that one summer for while I was in college.

I always knew I wanted to go, I was going into the military while I was there. So that was kind of my, my primary route. And you know, wherever that kind of led me was kind of. My plan at the time. But I did was interested in when I was studying political science and getting involved in something in government, whether it was, you know, some [00:04:00] point working for the state department or, or something along uh, even at the local level type government.

Okay. And then, so did you go into the military thinking that you would go into intelligence right away or was that a. Kind of a

process? No, actually I wanted to, when I originally was looking at the military, I wanted to fly airplanes. I wanted to specifically fly a 10. But at that time, the military was looking to the air force specifically was looking to scrap the, the a 10.

And so I said, well, I don't wanna be a pilot. If the one plane I wanna fly all the whole air force is gonna be gone by the time I actually am able to fly mm-hmm . So I. I washed that aside in college and by now white. And I, I remember I said, oh yeah, this is what I wanted to do when I was joining the military and I showed her pictures.

And of course the first picture of the plane, the, the engine had bullet holes in it and things like that. she looked and said, you are absolutely not flying that. I said, yeah, I know it's too late. I already got fit to be an Intel on top. Not I'm not gonna be flying airplane. So why the a 10

I was a honestly it was the kinda was like kind of the cool [00:05:00] factor mm-hmm of flying low you're flying slow and were able to blow up tank, that type of stuff.

Providing ground support and that, that type of stuff, it seemed really cool to me. And I was younger, you know, on younger than I am now. And looking back now, it was like, yeah, I don't really do that. Doesn't interest me now as I'm a little bit older, but when I was young, though, and, and the type of warfare, we

were fighting terrorist organizations that was gonna put you kind of on the front lines, helping out, helping out the fighting, you know, at the time Al Qaeda.

And then, you know, as time has moved on ISIS and those types, those types of, yeah. Hm.

And so when you get into the military and you get into intelligence, so what training do you go through? Was this part of something that it, it took you a while to pick up.

The whole intelligence gig.

So I get into the, so I get into the military. I commissioned in may of 2014 and pretty much within a month, I was, you know, we were on me and there, me and two other guys that I graduated by and commissioned with. And we all go off to our technical training school, which is out [00:06:00] in San Angelo, Texas at a little base called Goodfella air force.

And we go down there. There's a three of us end up spending about a month. Once we get down there waiting to actually get into class. And it's a, it's the longest outside of pilot training, one of the longest technical courses that the military has for, for off. And it's about six months long. Of of training.

And I'll say that my political science degree did not prepare me for what the the military expects of, of an intelligence officer. There's a lot of, of stuff that, you know, I never would've thought I had to learn in that regard. I'm learning things about the electromagnetic spectrum and how different types of communication, these different waveform, understanding how radars function, just things that my mind I'm going.

Like I never, to me, an intelligence officer is looking at, you know, what's this bad person on that side of the world trying to do not, you know, what's this radar do. And how does this radar gonna detect an airplane and how can we prevent that radar from detecting an airplane? So it was a, it was a very, [00:07:00] and at least initially a very difficult time for me the first, I would say the first four or.

Blocks of the, of the instruction were fairly easy. And then, then we got into that technical stuff. And I was like, I don't, I don't know if I picked the right career at least from the military's perspective, but we got through it. No, and I, luckily, somehow I don't know how I did it, but I managed to not fail any of the, any of the tests was able to graduate after the, the grilling I got of my life.

I remember. So there were to graduate, there were three exercises we go through at the very end. And I was at that one, one exercise away from the final exercise. And I probably got grilled for about a good hour by the instructor front of the whole class about everything under the sun that they could think of, honestly to this day, don't know how I passed that passed.

But it was pretty, it was pretty entertaining, but yeah, I can say that probably one of, probably the second or second or third, most challenging course I ever had to deal with that initial

class. Okay. So in terms of that grilling, was that something that. All the students had to go through, or did you say [00:08:00] something that you shouldn't have or were being corrected?

I don't know if it was, the instructor was trying to make sure that I deserved to go on to the next, you know, portion of the course mm-hmm or if it was, you know, I mean, I know there were a few things or I do remember there were a few things I said were, yeah, probably shouldn't have said that and he was digging for more details because I probably gave him more information, should have mm-hmm type thing.

I gave him more military, always jokes about, you know, giving people the rope to hang you with. And I gave him the rope to hang you with as I kind of went along that way. So I think it was a little bit of, you know, him trying to make sure that I deserve to move forward as well as me kind of giving him the means to, to continue the grilling

so open it back and forth there.

And then, so with the intelligence training, Mary. So I know in the military there's various forms of intelligence. There's the, the hot topic one probably nowadays is people here open source. ENT open source intelligence. Yep. And then [00:09:00] there's signal intelligence, and then there's probably a couple others in there that you were learning about.

Yeah. So we learned about open source, human human intelligence signal intelligence, which they, military breaks up into communications intelligence, and then Elan, which is electronics intelligence. And then there's ma which is measurements, intelligence, honestly. The best I've ever heard anybody describe that as it's kind of magic, how that function there's if, unless you worked it, nobody really knows how the best when usually people ask me.

Well, what's when I was, when I went back to the text taught students would ask me about it and I'd be like, it's it's magic. I don't, I don't really know too much about that. You gotta find somebody

who's done it. Boy. Once you get past training, then, what types of tasks are you doing as.

As an Intel

officer. So my first assignment on it, once I, once I graduated and got through the grilling, I moved on to Whiteman air force base where I was proceeded to be grilled again, by my, my [00:10:00] supervisor. But a lot of it was pouring in an airframe. We were supporting B2 bombers. And so a lot of our work was looking at niche.

So how Russia's military organizes, how, you know, China, North Korea Syria, all those different countries and how they, how they were operating. Obviously, Syria kind of changed over time, my time in the military and from what it was when I initially joined. But so we would look at, you know, what weapon systems do they have Mo and then look at things.

So along the line of we'd have. Our missions that our actual airframe were tasked out against. If you know, in the event of a war, here's kind of what your plane's gonna do and how it's gonna support the war effort. So I'd not only was so while I was there, I'd I moved around a lot and did a lot of things.

I started out mainly given briefings to commanders and, and leadership about here's what these various nation states are doing. Here's the type of activity that's going on here are new systems that are being developed by those countries. And then, and then I would move. And then I moved on [00:11:00] after that, of course the, the bomb squadron.

So in that case, I'm sitting over directly with the pilot and I'm responsible for training them on the different threats that they might encounter when they actually go, when they actually go fly me while, and then while I'm, while I'm there Obama squad and we, we go out and we we're over there supporting their daily flying.

So Hey, they have a, they have a sort they're gonna fly today. And you know, my job is to make sure that I've. When I give them briefing, I'm briefing them something, the training, the training mission that they're actually. Okay. All

right. And then you eventually get into teaching though, right? Correct.

So while I'm at white boy Kuwait, and while I'm there, I focus more on force protection and that type of stuff.

So looking at terrorist threat and those type of thing. And then once I get back from Kuwait, about six months left at white men, and I am deciding on where I want to go for my next assignment. So I talk with my wife and I'm kind of like, where do we want to go? What do we wanna do? Kind of thing.

And ultimately, we, I decided to go back tech time. I wasn't sure if I would, I wanted to get out or if I stay in on active duty. And I said, well, if I decide to [00:12:00] get. You know, let's go back, take all of the knowledge and experience I learned while I was at white while I was deployed Kuwait and try to teach the next generation of analysts and kind of do my bit to, to make sure the knowledge that I learned lost.

So I ended up going back to the tech school and I started spending my first year and a half there as an instructor teaching the new office. All right.

Now you're doing the grilling now, though, right?

yeah,

exactly. Now I get to, now I get to do the grilling but it was one of those things where having those variety, spending time at white men and learning all the different things I learned there, plus that deployment.

While I was there, I got, got to be exposed to a lot of different things in the intelligence community. So when I was at the tech school, I was teaching I would say about, I was, I had enough vari while, you know, between my assignment and deployment. I teach about 75% of the course mm-hmm . The only thing I really didn't have a ton of experience to teach was a lot of the signals collection platforms which was fine with me cuz we had a bunch of people who had a ton of experience in, in those type of platform.

So it was yeah, so I'm I [00:13:00] got to do a lot of the grilling and I actually got to, to sit in, in that exercise where I got myself grilled. As structor now sitting through that exercise I would say honestly, as the instructor though, the most rewarding part was I had several students that, you know, they struggled through kind of like, you know, kind of like I did how I saw I struggled through

in the beginning and learning things that I never thought I would ever have to learn.

So I got to sit down and help. I would say my time there, I probably helped five or step. You know, had similar struggles to myself, actually get through the course and get through that much. Yeah. Hmm.

So then, do you have any stories that you'd like to tell during this time you're when you're in the military, either as an analyst or as an instructor there that just to , gives the audience a, a better idea of what you were going through?

Yeah.

So well, one of the, so one of the stories when I was deployed is we were, and this is kind of one of the stories where you're sit there and you kind of think about it and you're like, well, you know, what'd, we it's kind it's in a way it would be one of those stories of something that an analyst should never do.

And this is a story I'd tell my, tell my, on things not to do . And you [00:14:00] know, you kind of, you have these lessons that you learn from time to time. So when I was deployed, we had an issue with some of our planes getting, getting shot at while they were flying. And so, you know, our, our planes keep getting shot at my boss.

Well, you need to. Figure out who, you know, who's actually responsible for that. So we start digging into it and we start looking into it. And me and the one analyst that I work with, we think this one group, you know, we think it's, Icelly shooting at our well, another analyst gets up there and they get in front of the commander and we told this analyst, you know, Hey, we're pretty sure it's ISIS.

And the, a analyst gets up there and they go, no, no, no, it's, Sheia militia groups. They're shooting at our, and they got a map up and they're showing it all and I'm looking at it. And I, and so after the, after they get done, you know, briefing at the commander buys off on what they say, I go up to 'em. I ask 'em.

I go, why'd you say it was, you know, the Sheia militia groups and not, I we're all pretty certain it's ice. And they look at me and they say, because the map for my slide shows the basically it's called ALOP, but it's the forward line of troop. And it shows that we're being shot at, on this side side controlled [00:15:00] by GM.

It shows us we're being shot at, and rather than try to convince the commander that this forward line of troops isn't permeable, cuz they are cuz. Terrorists groups don't care where, where the forward line of the battle. They they'll drive through it all all night. It was just easier to tell a commander that it was this group.

So we're kind of sitting there. We're like, well, it's not the right answer. And they go, yeah. But you're then trying to argue with the commander and tell 'em that the map is an .

So that definitely sounds like a don't be that

analyst . Yeah. So we were, we were like, all right. And then luckily, we were validated and able to go back, you know, correct it because about three or four days later, you know, information would come out that, yeah, it was actually, I know they had all this reporting that came out and we're like, well, sir, you know, this.

Hiring to death. Now,

now did the strategy change drastically based on change in regards that, that Intel, like what you did next? Like what your recommendation to do next? Did it change drastically given that it went from one group being responsible to now thinking, no, [00:16:00] you're, you're telling command staff notes to this other group.

It did in a way, but at the same time you know, both neither group was neither group was really trusted. Mm-hmm . It did, but it didn't time. I would say the biggest change was in there were minor changes to the route line, but overall command staff concerned with both groups anyways, mm-hmm so it did force some minor changes to routes, but overall in the ground, the thing we still need to fly into the, your builder of line.

So that's an interesting situation that you got yourself in, or I guess you didn't get yourself in that you've experienced because obviously there was many ways to handle that and. You certainly could have not waited until the briefing was over and stand up then and say, explain why you think it's this other group ISIS.

And, but you waited and really did a more, it seems seems to, from my point of view, you went more of a diplomatic [00:17:00] route and tried to work behind the scenes and get it resolved in, in a more diplomatic way. Yeah.

I mean the, so at the time when all this happened, I was been in on active duty about three years and the analyst who actually briefed it had been in the military for about 10 when they actually gave the briefing.

And so it was one of those things where they had they had so much experience and time that it, that, you know, the commander knows that. You know, they ultimately weigh that those years of experience at the same time too. So me getting up there and trying to, to fight that point at, at that time, you know, is it, is it worth destroying that person's credibility over or know?

Can we find more information and go back and tell the commander later? Like, actually, sir, it's, it's this, we found more information. Oh, that kind of leads to this, that, you know, the other analyst.

Yeah. Let 'em stay face a little bit. All right. So then, you know, in terms of your military career, is there other aspects of maybe some of the accomplishments that you created or something that you're particularly proud of?

I would [00:18:00] say the, you know, obviously one of the things I'm proud of is going back to the tech school and. To teach and train, you know, the next generation of Intel officers and kind of offer them tips and tricks and advice. But I would say while I was at white, one of the big things, there it's a strategic level platform.

So we do a lot of deterrence message with the, with our bomber aircraft, Russia and China, and all of the, actually being able to kind of serve in that regard. You're constantly out. Doing stuff like that. Being involved in things that, you know, most people don't see happen every day, but they have a day where you're out, you know, mess conducting exercises to kind of send that message along the way that was.

So the military does a big exercise called red flag that takes place in Las Vegas and getting to go out there and do that and work the Brits and the Ozzie. Cool as well. Cause you get to kind of see how we integrate, you know, our, our allies and all of.

Operations that they can perform and how we help each other. So that would another cool to go out, get to see how that's all done, done. Kind of a interesting story. So while we were out there [00:19:00] at red flag, it's kind of that Intel analysts need to be prepared at any kind of time to do anything. One of our pilots with their upgrade, well, we didn't know this at the time, but if your pilot's doing this certain upgrade, the Intel unit for that platforms, the pilot as lead Intel organization for the whole ex.

So when we had gone out, we, we were just me and one other person. Normally when you go out to support a red flag, you take half half of your shop. You're looking at 10 people or so going out to support things, you got people working day and night. Well, because we only sent the two of us out there. We didn't take supplies with us, cuz our plan in all of our missions from white men, our planes were flying from white Vegas and then go back.

So we didn't have any planes out there. We didn't have any equipment for us cuz we were just passing information from the exercise back to white. So they could actually execute the missions from whiteness. So low and behold. Captain walks and he goes, oh, by the way, you guys are lead Intel's mission. I'll look at him.

And I, well, I don't, I don't have anything, sir. I have no maps. I have no markers, pens, anything. I said, I have myself a phone [00:20:00] and a notepad, the right notes to send back to white pens. So he goes, what do you mean? You guys didn't bring anything out here? And I go, we weren't planning on doing this. You know, we were all our mission plannings taking place back at white.

And so he goes, well, you guys better find something, cuz you got about an hour before you need to do your briefing. Oh boy. So we ran around this whole big building feeling maps off the walls, you know, loop people's markers where we could find out. And we got the briefing done and we got it all, you know, got everything thrown together.

Oh man. But at the end, you know, we have our feedback with the, our mentor. And they go, you know, what were you guys thinking when you came out here and we go, well, we weren't thinking we'd have to do this but it was it was a mess, but we, I mean, we did it. But it was, it was not pretty. And then, you know, we get done and we we're turning to people's markers to 'em hanging the maps back up on the wall and stuff like that.

So it was a, it was interesting, but it was one of those things where I was proud. I was able to, you know, get everything thrown together, even with having nothing next to nothing to work with at the start. Yeah.

definitely a always be prepared [00:21:00] type of moment. So can totally agree with that. All right. So I, I guess what one last question before we move on to you getting into the Sheriff's office, is that, so did you see top gun Maverick?

I have not. Oh, okay. So I was kind of curious how accurate that was and some of the, because that whole movie is about planning a special mission and having to do a very precise. Degree of difficulty for the, the jets in order to succeed in the mission. So I was kind of curious when you watch that, what you were thinking?

Yeah, I, I haven't seen it yet. I, my wife and I both wanted to see it. But we have two, two little boys, a three year old, one year old who limit that ability to go, go watch movies sometimes. Yeah, I get it. We haven't got a chance to see it yet. But I do know there are some things, at least from like the original top gun where the top gun does do a pretty good job of picking some of the things that happen actually in the [00:22:00] military and some of the and that type of stuff.

So top gun is a fairly, I mean, I haven't seen the new one, but the original one does do a decent job as well, too.

all right. Let's take a break. When we come back, I do wanna talk about your transition from the military to the Sheriff's office. Want to talk to you about some personal interests and , we're gonna do a call in segment favorite first job. So if you have a favorite, first job, get your call in. You're listening to analysts, talking with Jason outer. We'll be right back.

Hi, this is Mary beta. Would you like to solve a cold case? If your answer is yes. Then enter a cold case from your agency into ViCAP. The FBI's violent criminal apprehension program. Thanks. Hi, this is Jim Mallard. I'm the crime and analysis division manager for the Houston police department. This is my public service announcement.

This is a reminder from the people around you. Please don't make us listen to your half of your phone calls. If [00:23:00] we're in a line or on a bus or in an elevator or some other captive situation we can't get out of, please be kind and hang up the damn phone.

Welcome back, Andrew. Now let's talk about the transition out of the military, cuz you mentioned in the first part of the interview that you were debating whether to sign on for more active duty time or to eventually become a civilian. So what went into that

decision? So the, so when I originally joined the military on.

You know, plan to do 20 years. And then, then I met my wife and I wasn't really sure if I wanted to do do 20 years anymore. As far as that could. So I would say the real kind of decision point for me was after we had our first son. So we had him fly with good fellow and my dad was in the military.

But he was never in the military during my lifetime, before I was born. And so I always had a close relationship with [00:24:00] my, my grandma and my grandpa and my, my parents. And we never really moved around a lot. And so I wanted him to have a relation with my parents, my wife's family and her parents and her grandma and all that type of stuff.

And so I started thinking about it. I was like, well, what do I want to do here? Do I wanna kind of keep going on or do I not? And about the time, no, that decision had to be made. We found out my wife was pregnant with our second son and I looked at her and I said, all right. So what do we wanna do here?

Said, we can, we can get out and go, you know, settle down and be close to, to family. And that let the boys have a relationship with grandparent and that type of stuff. Or we can continue on said, but I looked at her and I said, I said, but if we go, you know, if we leave good fell, go to one more duty station.

I said the train's on the tracks and we're not, it's not getting off the tracks because at that point. When I would've finished that next assignment, I would've been over, over halfway. And at that point it makes sense to get the, get the retirement at 20 mm-hmm and we're not gonna, you know, get off the track.

So we kind of talked about a little back and forth and [00:25:00] ultimately decided that, you know, what, at the time time to, to settle down because the other issue would've been, you know, if I'd gone to 20 years my oldest would've been in high school at the time. So, you know, there would've been a thing where we're not moving, moving while he's in high school.

Mm-hmm so we're stuck wherever we're stuck. And then, then the youngest one now he would've joined, been in high school while going into high school while the oldest one was in high school. So we've been stuck there long. So it was one

of those things where neither my wife or I had really moved around a bunch of kit.

We always had we around family and that type of stable nature. And so we decided, you know, I think it's best for our kids to have a relationship with their grandparent. So let's leave active duty. So I decided to leave active duty, I would say in the spring of right around the.

Right around the time that COVID hit. good timing. Yeah, I know. Right? Perfect timing. The world goes in the chaos. I decide though. Well, let's give up a stable job. But I still had another about year or so before I could get out mm-hmm from, from the military. So, you know, I was sitting there and I were like, well, hopefully the world turns around by the time we're ready to [00:26:00] get out.

And it did, it did in a way. So I did my transition. My wife was due in February and my time in the military on active duty ended April of 2021. So about two months in between there. So she moved back actually around Christmas time to Ohio and I was looking for a job while she was gone.

And so I, you know, I'm looking around trying to find a job, come on. Something needs to pop up to go my way kind of thing. And so I wanna say it was around January or so. I saw my listing for criminal intelligence analyst and I said, well, I'm an Intel analyst. Mm-hmm let me. Let me apply for this and hopefully it kind of works out and it was with the Sheriff's department.

So I was in town because my son had, my youngest son had born on. So I'd taken leave from the military for that time for birth. And then a few weeks after he was born, I did my interview with the Sheriff's department. I wasn't really sure how I did . But I would say that, you know, AK kind of grilled me along the way, but you.

I would say that was one of the advantages the military gave me is it was kind of a board style interview. And one of the things the military likes to do is [00:27:00] they're like do what they call on murder board, which is where they put, put you in front of five people and let them berate you with questions to make sure that you're, you know, what you're talking about.

And they trust you to go forward and do things. So I would say the military actually set me up kind of perfect for that type of interview that I'd share with department. And I don't, it was probably about say. About a month or so after I did the interview, they called and offered me the job.

And I said, yep, I need a job. And I'll, I'll do it kind of,

so yeah. So there wasn't much downtime there. Right. So you got out in April and you started and with the Sheriff's department in April, right? Yes. So

I, my separation date from active duty was April 15th. And then I started on April 29th about, so there was about two weeks kind in between there, but that was, that was from my request, a couple buddies of mine who I, in a while we had planned a trip.

So we told AK, I said, yeah, I'd like to, to be there, but I have a, you know, a little vacation plan. So I took my little vacation and it started work. Yeah.

Good for you. It looks like you're lucked out and you got a little bit of downtime, so yeah. It's worked [00:28:00] out well for you. So back to the interview you obviously.

Didn't have the law enforcement analysis background, but I'm guessing that the questions that you were asked you could easily relate and answer to based on some of the things that you did in the military.

That's correct. Yep. For sure. I know one of the questions I remember being asked, you know, what do you think is the most important part of whole intelligence cycle and, and how all that functions?

And that was one of the things that, you know, the military harps on is, you know, how does the flow of intelligence, the intelligence cycle on and how things work. And ultimately, you know, in my opinion, when you look at the intelligence cycle, being able to evaluate the inform lab and what you need to collect further is gonna be, you know, one of those more important element of when you look at intelligence.

So I think it was one of those things where, because I had taught it because I had learned it and because I had done it, one of the questions that was interesting is the difference between, you know, intelligence and evident. And, you know, that's something you don't have to think about in the [00:29:00] military of, you know, intelligence versus evidence kind of thing.

But at the same time, if you, if you get an idea of what intelligence is from the military to me and, and having. You know, my mom be a law enforcement officer, you know, I had her talk about those types growing up. So without necessarily having the whole ton of law enforcement experience, but, you know,

talking to people who had done law enforcement and having the intelligent, I think is really kind of what helped me get through that.

So,

so with that intelligence cycle question, is there a right or wrong answer to that? Or is that one of. Interview questions where it there's multiple answers. And it's just how you defend your answer.

I think it's what the latter of what you said there, it's more of there's. You could probably argue that any of the multiple different of the, of those steps are actually important, but it's kind of your own personal opinion.

And do you have the. Do you have the understanding and knowledge to, to actually articulate why you think that step is the

most important? Yeah, well, I certainly don't think it's the most important step, but the one that always makes me smile is [00:30:00] Coate. Cuz I, I just feel that that's just one that it's probably eventually gonna be hard to understand cuz I, I knew it Coate based on copying machines and how, you know, the output of copying machines worked.

And it would say how you do you want it collated. So that's that part I understood because of the word, but Coate is such an old word and as we get farther and farther away from paper products, I don't know if generations are gonna have difficulty understanding the concept of Coate

Yeah, I was we, we talk about being paper free and I always joke.

I said the air force, but trying to be paper free for, for years now. And it's still, they still print more paper than I've ever seen. . Yeah. I don't know if the, you know, the Sheriff's department might be able to be paper free.

yeah. All right. So then let's talk about you starting at the Sheriff's office and maybe what your expectation going in was, you know, how it was the [00:31:00] same as the military, maybe how I was

different.

I would say expectations going in. The, so the, the unit that I actually joined is is a fairly new unit. I think we're really in our second year of having a team of analysts, actually, part of it. So kind of going in expectations of, you know, this

is something that I can, but I can make it in a way what I, you know, obviously long as leadership recruits, but make it in a way that, that I want it to kind of be a job I kind of want to be and what to do.

And I have kind of the ability to, to learn, develop as an analyst in a, in a way that, that I kinda want in a way that I kind of want, as far as what the job entails, we were, you know, like I said, we were a new unit new people. You know, obviously the big thing coming into that unit like that you really don't know, you know, who, who you're getting ready to work with and what their, their level of experience as far as that type of stuff goes.

But that would be the biggest thing for me when I came into the unit, as far as expectation was, you know, this is really something that I can, that I can make a job. I enjoy, you know, there isn't the, the, I mean, there's obviously the legal, legal things that [00:32:00] take place when you do intelligence work. But as far as the job itself, as long as my boss is okay with me going, going this route and learning how to do this, focusing on this, it's kind of up to me was kind of how I felt coming into the job.

I would say the biggest difference, and it's still something that. I find interesting today coming from military intelligence, civilian intelligence, you know, military intelligence, you're not allowed to, to look at us persons. You're not allowed to look at anything that is a as a us entity, whether it be a business or whatever unless your unit has a special mission to do it, which I know never was a part of it.

He did. And so I remember when we, when I was at, at Whiteman, we had a pilot and he was trying to be like, Hey, can you, you know, figure out what frequency this radar is emitting on. That's air traffic control, radar, and. Then, can you figure out what kind of adversary radar and it's in a similar frequency?

So we can, you know, pretend that said radar is adversary radar. When we do our training. And at first I was like, sure. And then I started talking to one of the guys I worked with and he goes, we can't do [00:33:00] that. And I go, what do you mean? He goes us own radar. And I go, you know, you're right. So we, I went to a back to the pilot and I said, yeah, man, I can't, I can't do that.

Cuz you know, it's a us entity and I'm not allowed to do that. Versus, you know, as a, what I, what I do now, or I'm always looking at us people and you know, obviously within the legal ramifications of who I'm allowed to look at, but you know, I'm not allowed to, you know, going from not being able to look at

anything related to a us person to now, all I look at is us pers very kind of interesting difference between between the two of them.

Yeah. And it seems

like you have a pretty wide variety of. That you're looking at, looking at your resume here. It, it deals with statistical reports. It deals with repeat offenders, repeat victims, repeat locations. And then it also gets into specific criminal activity and tactical intelligence. So it is pretty wide range of activities that you're being asked to

do that that is for [00:34:00] sure.

Yeah. A lot of different people, different different places. I mean, you run into you run, you see the same people all the time. People who have done this a long time, know that you bump into the same names bases every so often. But I will say one of the, the cool things that I enjoy is, you know, no day is the same.

Mm-hmm , even if you're looking at the same individual, you know, they're not necessarily doing the exact over and over. Yeah. So

in terms of taking your military background and applying it to your current job, , stuff like speaking in front of others, Is usually a common skill set that I hear folks talk about and writing, applying reapplying that to their current duties, was there, is there something that the military taught you that maybe is you were surprised that it carried over or that when you tell people that maybe they're think like, oh, I wouldn't think that that would carry over from the military over into law enforcement.

I [00:35:00] mean, you hit the, the big kind of normal ones that people talk about from the military, but I would say one of the things in military teaches and, you know, it's one of those things that even, , I, as an officer, obviously had more specific training to it, but even, even the lowest level individual in the military, lowest ranking mil military member gets taught leadership and followership and, and, you know, That's obviously one of those skills that kind of transfers over, I guess, regardless, but I would say it was one of those things that, especially in a new unit was useful.

Cuz I could sit down with, with my boss. We could have a conversation and she'd ask, you know, well you've been in the military unit and they, they did this, you know, we're thinking about doing this part of our unit. You know, have you had any experience with that from a military type thing? So I would say

that was one of the big things is, you know, I had I'd sat in those kind of meetings based on where I, my ranked.

So it was interesting to kind of be able to use that. That was one of those skills where yeah, leadership and followership, like kind of ex. You know, expected to kind of come with me, but I never really expected the, to be asked this kind of question [00:36:00] based on your experiences, you know, having done this kind of thing before, what do you think of it?

So that would be one kind of thing I took from the military that, you know, is more than just your, your writing and briefing. Yeah, I would say the other kind of big thing, the military, not like law enforcement where law enforcement has its crime analysis, intelligence analysis, the military kind of your intelligence analysts.

They do some of the stick analysis. The, the stuff that, you know, we would view more as crime analysis and this career field. They do a lot of that kind of stuff as part of their job in military. And I would say that was one of the things that when I kind of started this job and we were doing, we would work on a few crime stack product that it kind of was like, oh, well this is kind of normal analysis that I would do in the military work.

Yeah. I'm looking at numbers and what's going on over here and then kind of applying it and doing it all altogether. So that would be another kind of big.

Yeah. And I, I definitely do wanna get into that conversation crime analysis versus intelligence analyst. But you had mentioned that you have enough flexibility to.

Make this position what you want. And I [00:37:00] realize that you've only been into the positions for 16 months, but in that 16 months, really, what have you been able to accomplish? What establishing the position?

So I would say our, the first biggest thing we I'm looking for grammar, but the, I would say the first big thing that really we started working on was we had a rash of cars.

And so, you know, we were looking for trends in regards communities where they're happening, kind of cars are going what what's the Mo that the offenders are using. And ultimately all we determined. Here's all these different locations that are hitting they're hitting when they're hitting 'em days of the week.

So that was kind of the first big thing that we really worked on as a team. And ultimately. Using the, the sheriff herself to kind of push the message out of, you know, Hey people, ultimately, what discovered is the, the biggest indicator of whether or not these people were gonna get their car stole was the fact that people left their cars unlocked.

Yeah.

sometimes they leave it running, which it makes it nice.

yeah, [00:38:00] no, that's luckily we didn't have any of those, but you, and then sit there and kind of wonder like sometimes the same person to get hit twice. And you're like, why you didn't learn the first time that

now it just sounds like a scam, not leave your car.

Yeah. Not to leave your keys in the car kind of thing. But we ultimately got to present some of that. One of the prosecuting officers in the surrounding county was kind of cool in that regard. And since then, I'd say one of the other big things that I've worked on, a rash, basically individuals getting into the.

The blue mailboxes that are outside most posts mm-hmm and stealing checks from them. And that's kind of been, the big thing I've been working on now is stolen checks that are being cash mailed out to individual all throughout the country. So we had checks stolen from Cincinnati end up in New York state or New Jersey.

And they're, you know, there is somebody writing a check for a hundred dollars, pay their electric bill, and it's getting cash New York for \$20,000. Oh.

So not only are they stealing the check they're doing some counterfeiting as well, and that they're changing the amount on the check, [00:39:00] correct?

Yeah. So, I mean, that's been a very interesting, and you know, it's been, it's a type of of crime that, you know, if you'd asked. Last year when I started dealing wanna work on a, a money fraud case with people stealing, you know, an old person's check and then they're mailing it out and somebody's cashing it for \$20,000.

Probably would've told you that doesn't sound very interesting at all, but once you actually start to, to dig into it, the whole process of that has been very

interesting. And I've reached out and called, called a professor. That's. What they study is, you know, type of crime.

People are fraudulently stealing, you know, they're stealing checks from blue mailboxes, selling them online, you know, anonymous apps, like know WhatsApp or telegram and, you know, to buyers who are buying these checks and they're know they're paying 'em for the check, and then they're gonna check X dollar amount.

They, you know, that they pay the buyer, they pet the seller. It's a very kind of interesting thing. And one of the, like I said, where I get to kind of make the, the job, what I want to be, like I said, you asked me last year, I would've said, no really didn't sound that inch, but actually getting to, to kind of, you know, a unit that's defining itself on what its capabilities are and [00:40:00] very, very cool to kind of learn.

I may have told you what an interest me are now are now interesting. Yeah. Now, in

terms of targeting the blue mailbox, is that something that you found is just in Cincinnati or. Something that folks are seeing across the United States. It's

actually, so it's something that's pretty much across the United States.

I would when I was kind of doing my, you know, research of trying to figure out how they, how it was all fun article, I found that actually, you know, started me down the path of looking at some of these different things was actually out of DC. Mm-hmm you? I was on Washington post art and they were talking about kind of a similar instances going on, but it was very interesting.

And then as I kind of worked more and worked with our detectives and we kind of started to put pieces together and they started working with the postal inspector, the postal inspector was basically telling 'em, it's kind of a thing going on nationwide. People would get ahold of the keys to get into the blue mailboxes and then they basically steal checks.

Mm. Wow.

All right. And just have you've been able to take [00:41:00] any law enforcement analysis training.

Yeah. So I was when I, we first started one of the things that argument push flow was for all the analysts take the Eylea IEA course, introductory level course mm-hmm

So I took that class. I think it's Fiat. Is that fi I one Fiat. Yeah. I took that class and then hit my one year as far as after completing that, I think July mm-hmm , that was one of the first courses they had. They had us take as far as that, because our, like I said, we were a new unit, so we had a guy who army Intel, but didn't have any law enforcement experience.

And then we had a individual who she was, she had a big she had her PhD in criminology, so didn't have a ton of analytical experience, but had more of the knowledge base as far as how law enforcement functioned.

Hmm, I'm curious to know, and, and we can stick with the project you're working on with the blue mailboxes.

Do you feel that the military handles issues like that [00:42:00] differently from what you've experienced there with the Sheriff's office? So you certainly have gone through some training now, and so is the way you got trained with law enforcement analysis gonna tackle that problem differently from maybe how the military would handle it if they were had a similar situation.

From an intelligence perspective, I would say not ne it wouldn't necessarily be different. Mm-hmm I would say probably the, the methods they would use would be a little bit more diff a little bit different. I think one of the big kind of, I think one of the big problems that a law enforcement and the.

And the military face when it comes to dealing with, with problems, you have a ton of problem sets to deal with, and you have a very limited finite number of resources to elect or act upon whatever you're trying to sell. Mm. One of the things they would always tell us in the military is, you know, you may have a problem set, but there's, you know, always a bigger fish who are gonna absorb those resources at that time that you need to actually collect.

And it's the same thing kind of here in, in law enforcement where, [00:43:00] you know, yeah, I've been focused on this problem set, but there's also 10 other problem sets that kind of pop up, you know, to detract my time. Other people's time de track the detective's time to actually kind of focus on, on these cases.

So I would say the approach is gonna be similar. One of the big differences, the military has a ton of money at the same time, they can buy better some of the

better system, better capabilities to collect. But in the end, both the military and the law enforcement run into the same issue of you have infinite problems with limited resources to actually deal with those infinite problems.

All right.

And then I, and then I do, we can use that, that still that same example with the, the blue mailboxes, cuz the segue into the, this idea of prime analysis and intelligence analyst in law enforcement. Because I, I think there's obviously various avenues for law enforcement agencies to tackle that problem, similar to the blue mailbox in that obviously there's the investigative side [00:44:00] where you're trying to identify and arrest.

Whoever is responsible for stealing those checks. And, and then there's another angle that you could take, which you get into prevention, where you start to educate the public or start doing some target hardening to where you make that. Blue mailbox, more difficult to get items out of. That's just stood just two avenues that you could take, but it does get into this idea of, historically, you may have Intel analyst looking at the, the people trying to identify who's responsible and the crime analyst may be going down the path of, you know, problem oriented policing, where they are looking at problem.

Areas, problem targets. What have you, in this case, it's a, it's a blue mailbox and [00:45:00] trying to work more at the prevention avenue. But I think from you, as you mentioned in the military side, that would all be done as part of the same project, but in, in law enforcement analysis, it's really, those are , two separate functions.

Yeah. I think that's one of the big things as far as, yeah. I think as far as how that all goes yeah, you mean you really hit the nail on the head as far as you have multiple kind of ways to, to deal with. How, how a crime is stopped and how discourage individuals from either going to this location and continuing to commit a crime.

Like what about X location makes it inviting to the two cases you talking law enforcement, the criminal is it, you know, is it poorly lit, but at the same time, you know, looking at the individual themselves and trying to determine, you know, yeah, maybe this individual, maybe this location's poorly lit, but maybe this individual also, maybe this location's important to them as well, and kind of draws them here for other reasons.

Do they live in the area? Is it convenient for them, all those types, all those types of factors really [00:46:00] play a role. As well as Intel perspective, trying to, you know, assess when the individuals were packed again, termin, all that way the, the investigator can be in the right place at the right time to stop crime from happen from the law enforcement pain.

Yeah, I obviously, and we talked on this show a couple times about it. It, I, I think. Where the analyst is stationed dictates how the tasks that they're assigned and how, what type of analysis that they're going to be doing. I've been assigned to the homicide unit, for instance.

And obviously in, in that scenario, I was supporting homicide investigations and that was my main duty. And then I've been assigned to be an analyst and I was stationed closer to the it staff. And in that regard, it seemed like I was more into data management and just special projects that [00:47:00] came up either as investigations or strategic analysis came into play.

So in the same regards, we coming back to this blue mailbox, You know, if, if I am normally supporting investigations and that's my main goal as an analyst to support investigations, tactical analysis, if you will, it does seem kind of odd then that I would say, oh, you know what? We do want to investigate these sets of crimes, but also we want to go into more of the target, hardening solving the problem.

That does seem a little bit odd to me that somebody that was supporting analysis would jump over to that. That does seem like two separate roles to me. And mainly it's because they're probably, if they're there to support investigations that once this investigation's done, they would just jump to the next investigation [00:48:00] to support that instead of sticking with this particular scenario of trying to solve and prevent theft in blue

mailboxes.

Mm-hmm . Yeah, no, I can definitely see. From that perspective, for sure. I think one of the reasons the military does kind of that as it is, is it's always trying to evaluate you now because in the military at least from Mike, you, you're trying to come up with a counter and your adversary is trying to come up with a counter to that counter mm-hmm along those lines.

And so you, your analysts are constantly thinking about, okay, well, I've done this to kind of alter what I'm doing, you know, altered my behavior to do this. And now the adversary is now doing something different. And maybe that

counters what I had done previously I remember I heard a story from someone while I would analyst that there were certain individuals and thought that somehow the military was putting trackers in lip and.

The adversary stopped drinking lip and tea because they thought that somehow we were tracking 'em [00:49:00] through trackers that have been placed. Wow. And then was just one, the kind of those things where you, you know, they took an approach to, I guess kind how you mentioned hardening the mailbox is how they mm-hmm they approach to harden themselves.

I mean, granted it was the wrong approach, but I think that's one of the ways where analysis kind of plays in as well as, you know, you might take in that avenue to approach on how to harden a target, but maybe we were wrong on how we chose to actually kind of approach the target. So yeah, I might have moved on to a different topic you know, immediately after we come up with a solution, but I feel like I should always come back to that, you know, that previous problem set every so often and re you know, did what I did, the action.

I took actually have an effect, or, you know, did we harden incorrectly? Did we did what we, you know, did the action. We take action result in what we wanted to do. And. You know, if it is, has our, has the criminal founded way around the act up to try to make that target more difficult for them to approach?

Yeah,

What can happen too in police departments. When just talking about tactical analysis, when you're talking about just working [00:50:00] the crime series, most likely you are staying in the realm of the police department. I mean, obviously you're going to be interviewing witnesses and, and maybe talking to subject matter experts that are outside of the police department.

But for the most part, you are staying in the lane of law enforcement. When you go into more trying to solve the problem or trying to target harden or more prevention, then most likely you are getting outside of the police department, cuz you're working with other departments and maybe educating the public and, identifying different ways that are usually beyond law enforcement that can help prevent that particular crime.

And some people aren't necessarily comfortable with that. Right. It's like, oh, I'd rather just stay in police department. I'd just rather stay [00:51:00] here, deal with the people that I know than reach across the aisle and deal with other departments of the city or other departments non law enforcement

entities.

Yeah. I think that's one of the, the things that I find most because it was, I mean, it was, it was a challenge, even in the military. You think about the military, there are four branches mm-hmm of the, of. Well five now with space force, but you have five branches of the military, plus the coast guard and communication across, you know, those different nodes is difficult.

And then you end up with in the, in the law enforcement realm where a county might have 50 different police departments, depending on the size, the county, the number of municipalities in the county You know, you're trying to deal with problems that they spread across the whole county, but you're looking for that one entity and that one agency that maybe is also experiencing that difficulties that you're you're experiencing.

So I think that's one of the, I would say more difficult thing in regards to policing, cuz everybody has their own problems. They deal with, you know, they have their own, those own, their own issue. And now somebody's calling you [00:52:00] from a different department and they're dealing with a problem and you have 10 other problems on your plate that you're trying to deal with.

I think that's one of the, one of the biggest challenge. One of the biggest kind of challenges I've spent, you know, everybody's busy with their own, their own kind of problems. I think everybody in law enforcement knows that, you know, there's manpower issues all throughout different departments, you have fewer officers and fewer employees doing, trying to do the same amount of work and being in the military.

I remember the, the do more with blessed. kind of saying the kind of saying me in the military, they struggled. That wasn't really practical. It was just kind of your, yeah, I'm trying to do everything. I can fewer people to do it. And it creates hiccups and challenges, law enforcement seeing the exact same thing.

Everybody's trying to help everybody. You're trying to help everybody out. But at the same time, there's a bunch of agencies that are all dealing with problem. Yeah. Hmm.

All right. Before we move on to the favorite first jobs call segment just wanted to ask about your top secret clearance. And is that something that you still have, or is that something that you no [00:53:00] longer have now that you're outside of the military?

So it's something I still have. I am so I have it, but I'm not what it, I'm not indoctrinated into it, if that makes sense. Mm-hmm so basically there's a, a briefing that you get when. , you know, you get, you do your background, check, you get your clearance and you have all that. But once you're not at a job that requires you, it, you become UN indoctrinated into the, the clearance.

And so I have it. I just can't view any of the, any information without being indoc proof. Yeah. It's

I think it's fascinating when I look back, cuz I, I eventually got the top secret S CI clearance as you did. And for in my head that was going to open up so many opportunities for me. Like once I got that clearance, I thought the world was going to be my oyster type of things in all seriousness and.

It was certainly took a while to get through. And so you're just [00:54:00] anticipating that day of getting cleared and it was so disappointing. to be honest with you, I don't know necessarily how it really impacted me. I did use, and then the job that I was getting it for, but it really didn't open up any doors as far as I know, in, in terms of my career opportunities.

So I, always felt that it was really disappointing. I don't know if you've. Feel the same way or you would cer I mean, certainly you probably encourage analysts if they had get the opportunity to get any type of clearance, you get it, but the expectations need to be managed. Yeah. That's

a that's that's for sure.

I I mean, I enjoy, I, it obviously gives you access to things that you otherwise wouldn't read, but we would always joke that, you know, the way the media is now and how social media is now that a lot of the stuff that you can read on Ts is somewhere out there on, on Google. If you Google it the right, right.

Somewhere, somewhere. Somebody's already posted about that information on Twitter or something. Yeah. So there's [00:55:00] a lot of stuff you can just get if you know where to look and, but I do agree it it's awesome to get, and I do think it does open some doorways for you, but at the same time. Yeah. There's a lot of stuff on there that you're like, man, this is really boring.

There's no, there's nothing about JFK or Haley in come here.

exactly. All right. So we're gonna play favorite first jobs. We have six colors on the line and so first on the line is Jim.

Jim, what is your favorite first job? Well, not really a job.

It was more like a gig. The first couple years that I was a crime analyst I played in a local college rock band. I've been a drummer all of my life. I, I started out college as a music major in marched in college band played in Drumma bugle core.

So I continued that when I started a crime analyst I, I played in a, a local college band for about two years. I had to give it up eventually the other guys in the band, you know, they had dreams of making it big and, and we started doing shows more and more nights of the week. And it [00:56:00] was hard to have a full-time job as a crime analyst.

And then, you know, be up all night till three or four in the morning playing. So it got to be a little bit too much, but it was, it was a great experience. And I had, I had tons of fun playing in a band

in a college town. So that's interesting. That makes me think of the Brian Adams song summer of 69, right.

Where the. Brand breaks up and, I don't know about you, but I don't necessarily have a musical bone. So I am certainly impressed of that. Someone that has analytical skills and musical talent. Yeah.

I, I can't play any musical instruments either, so I have no musical bones either.

but that's definitely an interesting first job. All right. Next on the line is Chris, Chris, what's one of your favorite first job. My favorite first

job was selling fireworks in the parking lot of a Walmart. People would walk up, look under the tables and then say, where are all the illegal fires? . I mean, I remember growing up with, you know, fireworks and they were, I would say probably my favorite experience, my favorite in kind of the, [00:57:00] just the craziest event of, with fireworks that, you know, I ever experienced was we bought some fireworks to celebrate the 4th of July and.

We're out in the field, shooting him off my dad's items, sir. And the fireworks fell over and I remember we all dove and hit the deck. And I remember my dad he's laying on top of my, probably about 10 at the time. As the fireworks are whistling over our head so I don't know if I don't know if that counts, you know, as far as, you know, your interesting fireworks experience, but they definitely weren't illegal.

So they were definitely illegal purchased fireworks, but, but yeah, I don't, I don't even really, even. I've never seen anybody sell fireworks in a parking lot before.

Yeah, well, they do here in Florida. But they're pretty specific here in Florida. And it's so funny how the different states in different roles in Florida, you can only fire off fireworks twice a year, 4th of July and new year's.

Other than that, you can't do it legally. And so, but they'll have them in the Walmart parking lots, the tents selling fireworks. Actually, I just talked to a [00:58:00] buddy who lives in Illinois and apparently in Illinois, as you're traveling the highways to, I think it's Wisconsin, he said that there's a sign on the Illinois side that says last chance to buy marijuana before you get to Wisconsin. And on the Wisconsin side, it says on the same highway, last chance to buy fireworks. So apparently you can buy weed in Illinois, but not fireworks. And in Wisconsin you can buy fireworks, but not weed. strange, strange place we live in. So, all right, next on the line is Danielle Danielle, what's one of your favorite first jobs.

I would

have to say being an archeologist. That was an awesome experience. I worked in Southern California in Newport beach and some of the stuff we found had never been seen before of native Americans. And so. I really miss being out in the field and doing that kind of stuff, [00:59:00] but it was a great, great experience.

It actually taught me databases and RGIS mapping crazy enough. But so yeah, I, I owe that job to helping me become a

crime analyst on the show. Often I am fascinated what people did before they were analyst. And to me, when she first said that about being an archeologist, I was like, oh, that doesn't sound very relatable.

But then at the end, she had a nice hook into how it helped her learned arch GIS and, and some of the other programming. So I that's something that I would not have anticipated a good, a nice clean path from archeology to law enforcement

analysis. Yeah. That's that, yeah. I just think when I think archeology, I think, you know, Indiana Jones is kind of the standard, what pops into my brain.

So, you know, I don't think of Indiana Jones popping on a computer and using arch GIS to map, you know, his next, his next treasure hunt or, you know, archeological dig he's going on. So

yeah, there's [01:00:00] very interesting kind of first job. Well, there is a new movie coming out with Indiana Jones. So RI get on that.

You can get to have some marketing opportunities. all right. Our next scholar is Joan. Joan. What's one of your favorite first jobs.

Well, believe it or not, Jason, I used to be the little old lady that made the biscuits for Hardee's. When I was in college, I was working two jobs and they threw me in there in the morning to make biscuits.

And I'm not a big cook myself. But I'd go in three o'clock in the morning, get up and make the biscuits from scratch at Hardy's every Saturday and Sunday for a long time.

Excellent. And what do they do with the ones that they don't sell? Do they just throw 'em out?

They do. Or you let you take 'em home.

Oh, okay. But they were pretty good about, you know, we're down to so many and you'd make another batch. You tried to keep 'em fresh and yeah. Same thing with hamburgers. You, you know, you can only keep it for so long and they called it getting burned on the grill. [01:01:00] Yeah. But burgers too. Hardy's and Wendy's but yeah, you don't want ever wanna get burned on the grill?

No, that's that's

interesting. See, I would've never, I would've never known

about, about that now. I tell you a funny story, Jason. when I, I worked at parties in the mornings, then I'd go to Wendy's in the afternoon on, on weekends. So I'd open. I'd make the biscuits. Then I'd work the drive through in the morning at Hardee's.

My shift would end it too. Then I'd go to. Wendy's in the evening. And so working the windows at Hardy's that morning, and then I go, I'm at Wendy's and this guy comes through the drive through and he looks at me and he's like,

do you have a twin sister? I was like, what? No, why? He goes, I could have sworn, are you sold me biscuits this morning at Hardy's that's the same guy.

I said, well, you're at the right restaurant. This isn't what I'm working at today. That's that is funny. First job was in past two. Yeah.

Well,

I think in particular Hardees their claim to fame is their fresh biscuits. And [01:02:00] so it's definitely something that's made from scratch.

When I think of fast food, I think of just everything's in the freezer and either throwing it in the fryer, throwing it on the grill, and that's essentially what you're doing, but it, with the process of making the biscuits, there's actually a process of rolling the dough and cutting them out.

And actually what seems like actual baking. Yeah. All right. Next on the line is Krista Krista. What's one of your favorite first jobs.

When I was 16 years old, my first job was working at Tomahs shoes. It was 1984 and the minimum wage was \$3 and 35 cents an hour, but I worked on commission. So if I sold you a matching purse or sock.

I would earn some commission. And so I actually am proud to say that I averaged about \$5 an hour during those

times. Yeah. And \$5 back in 1984 an hour. That was actually a pretty good wage for

a teenager. Yeah. [01:03:00] I mean, well, well, before I was born, so I can't really speak too much

about no, cuz I was thinking too, I think in 89, I think I was only making \$3 an hour at an amusement.

So I, she was doing better than me, five years earlier, so not bad at all. Yeah. So, all right. And our final caller is Eric. Eric. What's one of your favorite, first jobs, party

furniture delivery, man, my parents actually owned a small party store. We would deliver tables, chairs and put up tanks. Right. So it was nice to be outside most of the day.

That's

an interesting. Thing. And we did so much moving when we were kids. It makes me think that, yeah, I probably could easily have been a mover and help move furniture and, and whatnot. Cuz we had to always move furniture into various angles upstairs and narrow hallways and, and whatnot. So I probably could have been done that job.

[01:04:00] So, but that's also, you're dealing with people when they're the most stressed. Right. Moving is very stressful. So you're dealing with that anxiety. Yeah. I feel like

I'm a mover half the time when I go home from work, cuz my wife's got some kind of idea on how she wants to rearrange, you know, this room or that room.

And so I feel like I spend half the time when I get home, rearranging the rooms in the house to move stuff from here to there or wherever she wants it there. Yeah.

all right. Well that's favorite first jobs. If you have a favorite, first job you wanna share with us. Contact us at [Lea podcasts@gmail.com](mailto:Lea_podcasts@gmail.com).

All right, Andrew, let's finish up with words to the world. This is where I give the guests the last word you can promote any idea that you wish, what are your words to the world?

I would say it's kind of what I told my students when I was tech school was really never, never stop learning. Always find something, find interesting or new to learn because you just never know when that's gonna be valid for, for whatever you're working on.

You know, you'd be surprised at the [01:05:00] times that you're working on something. And the answer that you find is something that you read. You know, four or five years ago, but yeah, my biggest thing, and I always told it to my students when I was teaching was never stop learning and always trying to make yourself better.

Very good. Well, I leave every guest with you've given me just enough to talk bad about you later. but I do appreciate you being on this show, Andrew, thank you so much and you be safe. Thank you for having

me safe as well. Thank you for making it to the end of another episode of analyst. Talk with Jason elder.

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