



GIPSA News

A newsletter for the employees of the Grain Inspection, Packers and Stockyards Administration

January 2000

From My Desk

Jim Baker

I am proud to announce the recipients of the 1999 Administrator's Awards. Congratulations and thanks to the following 1999 Administrator's Awards recipients for their outstanding contributions to GIPSA:

DISTINGUISHED

Janina Milaknis
Montreal

Warren Preston
Washington, DC

SUPERIOR

Tess Butler
Washington, DC

Erin DuBroc
New Orleans

Mike Johnson
California

Raymond Jones
Washington, DC

Peggy Smith
Washington, DC

Perry Smith
Beaumont

SAFETY

Mavis Rogers
Washington, DC

EEO/CIVIL RIGHTS

Janet Walton
New Orleans

Peer Review of Fed Cattle Investigation

To strengthen and improve its investigations of potential anti-competitive behavior, GIPSA is conducting outside peer reviews of select major investigations of competitive practices in the meatpacking industry.

On December 28, 1999, GIPSA released the peer reviews of the Agency's Texas Panhandle fed-cattle investigation.

The Texas investigation focused on procurement methods and use of non-spot procurement methods from February 1995-May 1996. Non-spot procurement methods (commonly referred to as captive supplies) include forward contracts, marketing agreements, and packer feeding programs. In its investigation, GIPSA collected detailed data on procurement transactions and conducted extensive interviews with feedlot operators to learn about procurement behavior.

Continued, see Peer Review on page 3.

Thanks to all who took part in the awards process. This year's awardees truly exhibit exceptional dedication to and support of the Agency, its employees, and its customers.

Names in the News

Farewells

PERSONNEL

Welcome to **Diane Blunt**, who joined the International Monitoring Staff on January 3 as a program support assistant. **Diane**'s previous position was with APHIS Plant Protection and Quarantine in Norfolk, VA.

Welcome also to **Georgia Mitchell**, administrative assistant, Atlanta; **Paul Hughes**, marketing specialist, Denver; **Kristi Pirtle**, administrative assistant, and **Kay Seufferer**, marketing specialist, Des Moines.

AWARDS

Larry McDonald, Technical Services Division (TSD), received an extra effort award for outstanding facilitation of meetings GIPSA-wide and for coordinating the production of exceptional quality presentations for the director of TSD.

On December 31, GIPSA bid farewell to three long-time employees: **LeRoy Baker**, manager, Moscow Field Office; **George Wollam**, Audiovisual, Training and Regulatory Staff, Washington, DC; and **Jim Williams**, Compliance Division.

The Moscow, ID, Field Office bid farewell to field office manager **LeRoy Baker** on December 31, 1999. **LeRoy** retired after 31 years of public service.

At a luncheon on October 14, 1999, **LeRoy** received the Processor and Export Division Lifetime Service Award from the USA Dry Pea and Lentil Council. **Dirk Boettcher**, chairman of the Council's Grades Committee, presented the award during the Council's annual convention. **LeRoy** received this recognition for his many years of service to the industry. He was often called upon to share his knowledge of grading and line interpretations.

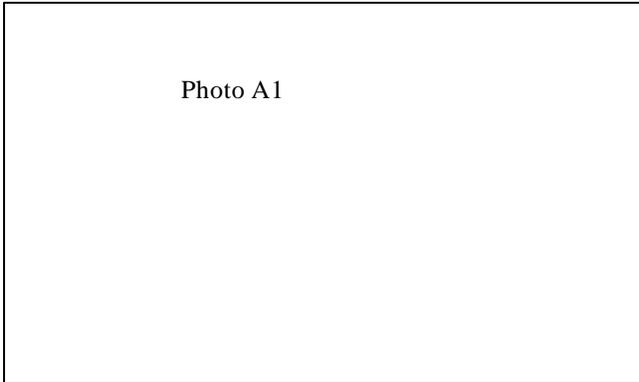


Photo A1

LeRoy Baker, manager, Moscow Field Office, receiving a Lifetime Service Award from the USA Dry Pea and Lentil Council's Dirk Boettcher.

LeRoy provided invaluable assistance to the industry through his efforts to ensure high quality inspection services, both as a quality assurance specialist and later as field office manager. He also was instrumental in getting recent changes made to the standards for peas, lentils, and split peas that facilitate the

marketing of these products. His efforts have helped the industry remain competitive in the marketplace and establish its reputation for high quality products.

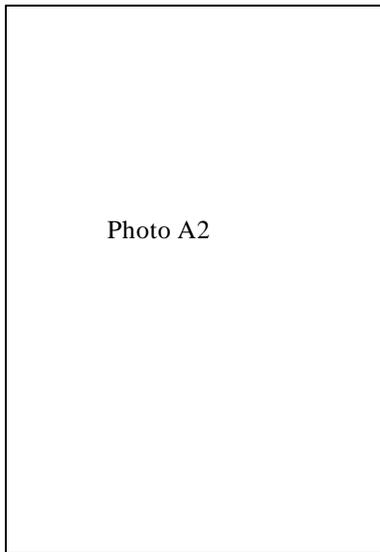
Continued, see Farewell on page 3.

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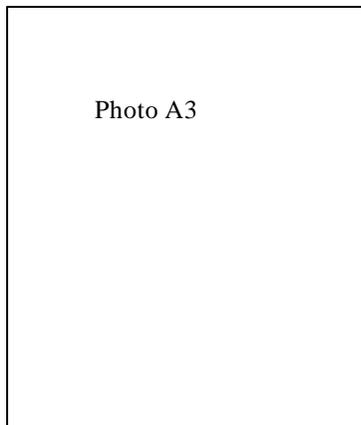
Farewell, from page 2.

E. James “Jim” Williams started with FGIS in the Compliance Division in 1977, after working with the Commodity Futures Trading Commission. **Jim** had over 33 years of Government service upon his December 31, 1999, retirement.

After retiring, Jim plans to sell his house in Virginia to his son. Then he and wife **Juliet**, a retired school-teacher, plan on traveling extensively. They are now headed for their first stop - Florida - to enjoy the sun and fun in their truck and house trailer!



Happy retiree Jim Williams.



George Wollam's retirement will be far from idle!

George Wollam, training manager for GIPSA, retired on December 30, 1999 after 32 years of public service. **George** spent 2 years in the Navy and 30 years in a number of government agencies, including Food and Nutrition Service, Agricultural Marketing Service, and, of course, GIPSA, where he managed the audiovisual, regulatory, and training functions of our Agency.

George is looking forward to catching up on his reading and intends to do substitute teaching in history at the high school level. He has two sons in college and a daughter in high school so his days will be far from idle.

Best wishes to all!

**Call the Deputy Administrator's Hotline
to hear the latest news and views from FGIS.
The toll-free telephone number is:
1-877-286-4251**

Peer Review, from page 1.

GIPSA asked seven distinguished outside authorities to review the Texas Panhandle fed-cattle investigation to evaluate whether GIPSA asked the right questions, collected the right data, and conducted sound analyses using appropriate models. The reviewers generally concurred that the scope of the investigation was appropriate, and large amounts of useful data were collected on individual cattle procurement transactions. They offered several suggestions for improved data collection processes, descriptive data analyses, and model development.

“The Texas Panhandle fed-cattle investigation and subsequent peer review have made important contributions to our understanding of fed cattle procurement,” said administrator **Jim Baker**. “The peer review process will increase the knowledge gained from that investigation, contribute to future analysis of livestock procurement investigations, and help GIPSA strengthen its investigative process in general.”

The peer reviews and a study completed as part of the investigation are available on GIPSA's home page at: www.usda.gov/gipsa/progser/p&s/txpeer/peerreview.htm.

Help is within reach.

For confidential assistance,
call your Employee
Assistance Program

Washington, DC personnel, call...
301-570-3900
or 1-800-222-0364

Field personnel, call...
1-800-222-0364

NOLA Welcomes New Shift Supervisors

On January 3, 2000, four new shift supervisors went to work in New Orleans: **Russell Frank, Earl Monroe, Amanda Roussell, and Charles Trevillion.**

Russell Frank started his career with FGIS in 1975 in Indianapolis, IN. He relocated to New Orleans in 1976, where he moved up the ranks to agricultural commodity grader (ACG)-9. He had been executive vice president of the local union since 1997; an agency facilitator from 1993-1995, wherein he, working with employees at all levels, helped define the agency's vision and future direction; and, from 1989-1993, an EEO counselor. **Russell**, a native of New Orleans, is a graduate of Southern University with a degree in agronomy. He and his wife **Jondrea** have two children. For fun, **Russell** enjoys fishing, reading, golf, and chess.

Earl Monroe joined FGIS' New Orleans field office in 1976, progressing to an ACG-9 before transferring to the then Lutcher field office. He served two terms as vice president of the local union (1989-95 and 1996-99); and was president in 1999. **Earl**, better known as PaPaJaG, is a graduate of Southern University with a degree in agriculture business and agronomy. He and his wife **Delores** have one child. **Earl's** hobbies include chess, computers, traveling, and cheering on the Southern University football team!

Amanda Roussell began her career with FGIS in 1987 as an agricultural commodity technician. Within 3 years, she became an ACG. She has been an officer in the local union, the field office's facilitator, and a member of the GIPSA EEO Advisory Committee. **Amanda** has a degree in plant science from Nicholls State University. She and her husband **Quentin** have two children. In her free time, **Amanda** likes to read, bicycle, garden, and bake.

Charles Trevillion started out with FGIS as an ACG in St. Louis in 1977. His career with the Agency has taken him to the Mobile, Lutcher, and New Orleans field offices. **Charles** is a graduate of Alcorn State University with a degree in agricultural education. In his free time, **Charles** enjoys a good game of basketball with his friends.

December Issuances

Charlie Turner, Washington, DC

- ❑ FGIS PN99-21, Statement - No Transgenic Sorghum or Dry Edible Beans, dated 12-2-99
- ❑ Directive 9160.1, Closed Circuit Television Installations, dated 12-15-99
- ❑ Issuance Change 95, Revision to Grain Inspection Handbook, Book III, Inspection Procedures, Chapter 2, Inspection of Shiplots, Unit Trains, and Lash Barges, dated 12-3-99 (This change updates breakpoint tables 25, 26, 27.)

Reaching Out: Sunbelt Ag Expo

Amy Van Skiver, Atlanta

Cotton fields, pecan groves, farm equipment, livestock, poultry farms, and lots of people were the sights we saw October 19-21, 1999, in Moultrie, GA, at the Sunbelt Agricultural Exposition. The Expo draws over 1,100 exhibitors and over 200,000 visitors from across the United States and over 20 foreign countries each year, qualifying it as one of the fastest growing farm shows in the country.

Buddy Taylor, Hal Crocker, John Rollins, and I, all from the Atlanta region, staffed a GIPSA booth, handing out brochures about P&S Programs, talking to producers about P&S enforcement activities in the livestock and poultry industries, and contacting students and colleges about our ongoing recruitment efforts. Sixteen students, high school guidance counselors, and college professors specifically requested that we mail them information about internships, co-ops, and job opportunities with GIPSA, and many others talked with us during the course of the show.

John Stencel, special assistant to the administrator, Washington, DC, joined us for a presentation **John, Hal**, and I gave to 25 poultry growers and poultry company employees on contract poultry growers' protections under the P&S Act, and what P&S is doing currently to improve our service to the industry in the future. A representative of one poultry integrator invited us to give the same presentation to an industry group in the future. The growers in attendance had a number of questions, and seemed to appreciate the information we provided.

Around the World

*John Pitchford and the International Monitoring Staff
Washington, DC*

The International Monitoring Staff (IMS) would like to extend a hearty “thank you” to the following employees who traveled around the world during 1999 on behalf of IMS and GIPSA. We reached the far corners of the globe much more frequently

than in previous years, and we appreciate your willingness to help us reach out to our customers worldwide - whether you were conducting a grading seminar, investigating a quality discrepancy, or giving a presentation about GIPSA’s role in the market-

place. We could not have done it without you.

If you are interested in such assignments, and have not yet expressed your interest to IMS, please do so by checking out the ‘Jobs and Opportunities’ section of ‘inGIPSA’.

Azmy, Nabil	6/03 - 6/12	Board of Appeals	Egypt
	9/06 - 9/11	Board of Appeals	Nicaragua, Costa Rica, Panama
	7/20 - 7/23	Board of Appeals	Venezuela
Bates, Bill	9/10 - 9/26	Weighing and Equipment Branch	Philippines
Begley, Martin	9/10 - 9/26	Weighing and Equipment Branch	Philippines
Britton, Charles	2/05 - 2/18	California Fed/State	Indonesia
	6/18 - 7/02	California Fed/State	North Korea, China
	10/16 - 10/27	California Fed/State	Turkey, Syria
Cooley, Scott	11/08 - 11/13	Washington Fed/State	Morocco, France
	8/10 - 8/21	Washington Fed/State	Georgia
Flemm, John	6/26 - 7/05	Washington Fed/State	Singapore, Sri Lanka
Gerguis, Sabri	4/13 - 4/26	League City	Kenya, Tanzania, Egypt, Jordan
Greenwood, Henry	6/25 - 7/01	Standards and Procedures Branch	India
Hearns, Joe	12/3-12/12	League City	China
	8/22 - 8/29	League City	Guatemala, El Salvador, Honduras
Jan, Gregory	12/9-12/22	Toledo	Yemen
Krouse, Robert	12/12-12/15	Kansas City	Mexico
	7/02 - 07/13	Kansas City	Saudi Arabia, Kuwait
Poling, Eric	8/22 - 8/29	Board of Appeals	Guatemala, El Salvador, Honduras
Respet, Ted	1/26 - 1/31	Duluth	Dominican Republic
	4/10 - 04/15	Duluth	Venezuela
Roseberry, Edward	5/12 - 5/26	Baltimore	Guatemala
Eurvin Williams	4/19 - 4/24	Board of Appeals	Peru, Guatemala
Wrenn, Thomas	6/23 - 6/25	Grand Forks	Canada
Younes, Mohsen	7/20 - 8/19	Toledo	Bangladesh
	9/17- 9/26	Toledo	Syria, Egypt
Zella, Gary	9/06 - 9/11	Stuttgart	Nicaragua, Costa Rica, Panama

Travel Bits & Pieces

Peggy Smith, Washington, DC

Per Diem Rates. On December 2, 1999, the new per diem rates for travel performed on or after January 1, 2000, were published in the *Federal Register*. Copies were distributed to each office and also are available at: www.policyworks.gov. Also, the standard CONUS rate was increased from \$50 to \$55 for travel performed on or after January 1, 2000.

Travel Management Centers. Changes in customer needs and the travel industry have emphasized the diversity of the Federal government's travel needs. The "one size fits all" approach to travel management no longer applies. GSA is providing the opportunity for each government agency to customize the services provided by a travel management center (TMC). The field and regional offices have the flexibility to develop their own task order and select a TMC that will meet their particular needs. Each office has been sent material to assist them in selecting a travel management center. A working group has been set up in headquarters to prepare a task order and select a TMC for all USDA headquarters offices.

In the meantime, the contract with American Express has been extended through March 5 for headquarters offices. However, a \$15 fee will be applied to each transaction. This fee will be billed to the agency, not to the individual traveler.

Atlanta's RAs Go To School

Mary Heisey, Resident Agent

During the week of September 20, 1999, the Atlanta regional office saw an influx of 11 resident agents for a 3-day training session. The session included a seminar on workplace change and management, a "hands on" checkweighing field trip, and a computer training class.

On September 21, 1999, the resident agents (RAs), along with some of the Atlanta regional staff, spent the day in a "Work, Change, & You" training session. This training, which created a group activity environment, was geared to enhancing job satisfaction. It explored the type of work environment in which we currently work and sought to identify the environment in which we **NEED** to work. The workshop allowed the participants to evaluate their current working conditions and to discuss issues, concerns, and expectations with their supervisor.

On September 22, with a complete day of developing new skills under their belts, the RAs tackled the fine art of poultry checkweighing. Seaboard Farms and Tyson Foods, Inc. graciously accommodated 12 people and provided explanations and demonstrations of their poultry weighing procedures. In addition, **Buddy Taylor** demonstrated the procedure to check a scale's repeatability. This "hands-on" field trip clearly illustrated how poultry checkweighs should be conducted.

On the third day and final day, the RAs had an invaluable opportunity to work together to "iron-out" any computer applications. **Gerald Bromley** and **Jill Ainsworth** provided information on many practical computer related applications. Each RA provided information to the group as a whole that individually they may never have learned. This information sharing created a more confident group of RAs who now can more effectively use the equipment provided.

More Time Off for Organ Donors

Nella Kusmenko, Human Resources

On November 24, 1999, the Organ Donor Leave Act was enacted. The Act permits an employee to be granted up to 30 days each calendar year to serve as an organ donor. This increased the amount from 7 days to 30 days. The length of excused absence for organ donation procedures will vary depending upon the medical circumstances of each case. For medical procedures and recuperation requiring absences longer than 30 days, supervisors are encouraged to accommodate employees by granting additional time off in the form of sick leave, annual leave, advanced sick and/or annual leave, leave without pay, earned credit hours, earned compensatory time off, or donations from the Leave Transfer Program. For additional guidance, please contact your servicing personnel office.



GIPSA Idea Hotline Update

Norma Phelps, Washington, DC

Here are the ideas received on the GIPSA Idea Hotline during December. If you have questions about any ideas or the Hotline, please call me at 202-720-1017.

Suggestor

Suggestion

Benny Vitale, Kansas City, MO

Develop a Web Site Where USDA IT Technicians Can Share Information

Robert Fitzgerald, Washington, DC

Approve Metro Checks or Deduct Mass Transit Commuting from Taxable Income

Shelton Buckley, New Orleans, LA

Approve the Purchase of Rainsuits or Ponchos in the FGIS Clothing Program

GIPSA Hotline Ideas Accepted and Approved for Implementation During December 1999

This list does not necessarily indicate that the idea was implemented as suggested or that it is currently in place (it could be in the development/implementation stage). To avoid the chance of misinterpretation, please call the Hotline if you have any concerns or questions regarding the following list of ideas.



Post Instrument Manufacturers on GIPSA HomePage

Keep those ideas coming in! Send your ideas to the GIPSA Idea Hotline via e-mail: gipsa-ideas@gipsadc.usda.gov; FAX to 202-720-1015; or telephone 800-455-3447 or 202-720-1013. **We encourage you to send ideas via fax or e-mail to reduce the possibility of transcription errors; however, ideas will be accepted regardless of the method you choose to use.**

Cedar Rapids Food Drive

Dave Skallerud, Cedar Rapids

On November 23, 1999, I delivered over 100 pounds of food donations made by the Cedar Rapids Field Office to the Clare House. This represents over 13 pounds of donations per field office employee!

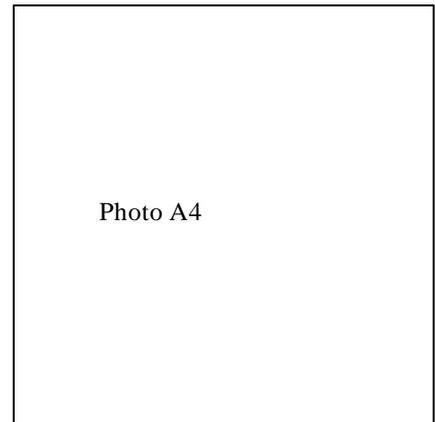


Photo A4

Dave Skallerud readies the Cedar Rapids Field Office's food donation.

The people at Clare House were, as always, very appreciative of our donation. The Clare House is the only residence for people with HIV/AIDS in the State of Iowa. The House also works with two churches in operating a food pantry. This is a fine operation and very deserving of any help they receive.

The Cedar Rapids Field Office was proud to help.

Designation Ceremony

Illinois

Jan Hart, Washington, DC

Compliance Division director **Neil Porter** and I recently visited Illinois to present designation renewals to two agencies headquartered in the state: Kankakee Grain Inspection, Inc. (Kankakee) and Springfield Grain Inspection, Inc. (Springfield). Each agency was presented a document and certificate to acknowledge their selection as a designated agency to provide official grain inspection services under the U.S. Grain Standards Act (USGSA).

We visited Kankakee on December 15 at their main specified service point (SSP) in Essex, IL. Owner and official agency manager **Mike Fegan** and long-time licensed inspectors **Brian Lowey** and **Ray Zufall** were present.

Kankakee was founded in 1933 as the Kankakee Grain Inspection Bureau, Inc., by **Mike's** grandfather. **Mike's** uncle took over the business in 1965, and **Mike** started working for the agency at that time. In 1987, after his uncle passed away, **Mike** purchased the agency from his aunt and became the official agency manager. The agency was first designated under the USGSA in 1978, but was reincorporated in 1988, receiving a completely new designation at that time. In addition to Essex, Kankakee operates a second full-time SSP in Tiskilwa, IL. The two SSPs performed 5,709 inspections in fiscal year 1999, which makes them a somewhat smaller volume agency when compared against other designated private agencies. However, about 3,000 of these inspections were for barges. Kankakee also provides aflatoxin-testing services.

On December 16, we visited Springfield's sole SSP in Springfield, IL, where it has been located since 1948. Owner and official agency manager **Glen Wallace** and operations manager **Carol Jirousek** were present.

Glen's grandfather performed grain inspection functions in the Chicago market before the USGSA was enacted. In 1929, he was working for a neighboring agency in Illinois, and founded the Springfield Grain Inspection Department. **Glen's** father worked for the agency until taking over business operations in 1962. And like father, like son, **Glen** started working as a licensed sampler in the

1950s, and took over operation of the agency in 1974. Obviously **Glen** has been with the agency for many years, but **Carol** is just a "spring chicken" with only 37 years inspection experience! Springfield was initially designated in 1978, but was incorporated in 1991, at which time it received a new designation. Springfield performed 6,008 inspections in fiscal year 1999; of which, about 900 were barges.

It was a real pleasure for **Neil** and me to visit these two official agencies and their personnel.

Photo A5

GIPSA's Jan Hart, left, and Neil Porter, right, present Kankakee's Mike Fegan, center, with the official agency's designation.

Photo A6

Glen Wallace and Carol Jirousek, Springfield, accept their designation certificate from Compliance Division Director Neil Porter.

Another Designation Ceremony

California

Sandy Newell, Sacramento, California

Administrator **Jim Baker** visited the California Department of Food and Agriculture (CDFA) on December 3, 1999, to present to CDFA under secretary **Juan Villarreal** a 3-year designation for the State of California, including the new area of Los Angeles. This momentous occasion represented the unifying of the State of California under one official grain inspection agency. CDFA has been inspecting various grains since 1945 and became part of the national official grain inspection system in 1978.

Photo A7

The State of California proudly accepts its official designation. Pictured are, standing, left to right: John Donahue, Homer Formentera, Cyndi Snovel, Tim Walters, Marshall Stoddard, Mike Johnson, Juan Villarreal, Administrator James Baker, Sandra Newell, Steve Wong, Dale Rice, and Chuck Britton; and seated, left to right, Dennis Martin, Bill Davis, and Bill Hodges.

Mike Johnson, Sacramento federal/state manager, and **Chuck Britton**, quality assurance specialist, also represented GIPSA at the CDFA ceremony. CDFA was represented by under secretary **Villarreal**, director **John Donahue**, branch chief **Steve Wong**, myself, and four field office supervisors from around the state.

California has full-time field offices in Imperial, Los Angeles, Corcoran, Stockton, Vallejo, West Sacramento, and Williams. California performed 45,544 grain inspections in fiscal year 1998/99, placing it as the fourth highest volume State agency, behind Wisconsin, Washington, and Minnesota. California also provided 26,928 commodity inspections, 4,695 miscellaneous inspections and 8 weighing inspections for a total of 77,235 grain and commodity inspections.

USDA 2000 Calendar



USDA's Millennium Tribute to American Century Farms

The Department of Agriculture Employee Services and Recreation Association (ESRA) is offering a special Millennium calendar as a tribute to the "Century Farms of America." The calendar features just a few of the over 65,000 farms in America that have been in continuous operation by the same family for over 100 years. In some cases, these farms existed prior to the birth of our nation.

The calendar, available for \$14.99 per copy, is 14"x12", saddle-stitched, and filled with brilliant full color photographs and educational narrative. It comes in a beautiful archival presentation jacket embossed with the USDA seal.

ESRA will be making the calendars available through its Ag Connection Store at USDA Headquarters in Washington, D.C. Calendars also will be available by phone: (800) 626-ESRA or on-line via www.usdaesra.org/calendar.html. For information on the purchase of calendars, contact:

Millennium Calendar
USDA/ESRA
Room SM-10 South Building
1400 Independence Ave. SW
Washington, DC 20250-9902
(202) 720-ESRA (DC Metro Area)
(800) 626-ESRA (National)
(202) 690-2737 (Fax)

USDA Improves Relations with OK Native Americans

Amy Van Skiver, Atlanta

John Stencel, assistant to the administrator, and I traveled to Tahlequah and Stillwell, OK, during the week of November 8, 1999. We were invited to two meetings sponsored respectively by the United Keetoowah Band (part of the Cherokee Indian Tribe, pronounced "Keetuwa"), and the Stillwell City Council.

Phil Givens, formerly liaison to USDA for the Cherokee Indian Tribe, organized the meeting for USDA agencies to share the programs they have which benefit Native Americans and rural communities. Three USDA agencies participated: GIPSA, Rural Economic Development, and the local Farm Service Center.

It was clear in the ensuing presentations and discussions that the 80 producers and other community participants from that vicinity weren't well informed about the services and programs offered by the USDA. The presentations given focused on:

- grants and loans available to Native American and rural farmers and producers,
- assistance with forming agricultural cooperative organizations,

- programs enabling tribes to reclaim tribal lands,
- the protections afforded livestock and poultry producers by the Packers and Stockyards Act, and
- internships, co-ops, and job opportunities in the USDA.

two or three Native American tribes whose members are primarily farmers and livestock or poultry producers. There are over 150 contract poultry growers and many livestock producers of Native American heritage in eastern Oklahoma. This area

also ranks among the poorest rural areas in the Nation.

While we as USDA employees have much more to do to better serve this ill served area, we can take pride that GIPSA was one of the first USDA agencies to participate in improving relations with the farmers and producers in eastern Oklahoma. These rural and Native American producers were genuinely thankful for our participation, and look forward to an ongoing partnership with us

in the future.

The Keetoowah Band's Chief **Jim Henson** has what he calls a "good neighbor policy," wherein his tribe seeks to participate in activities which not only help their band or tribe members, but also the community at large. It's my personal hope that GIPSA will seek to be truly "good neighbors" to all the livestock and poultry producers we serve as we enforce the Packers and Stockyards Act.

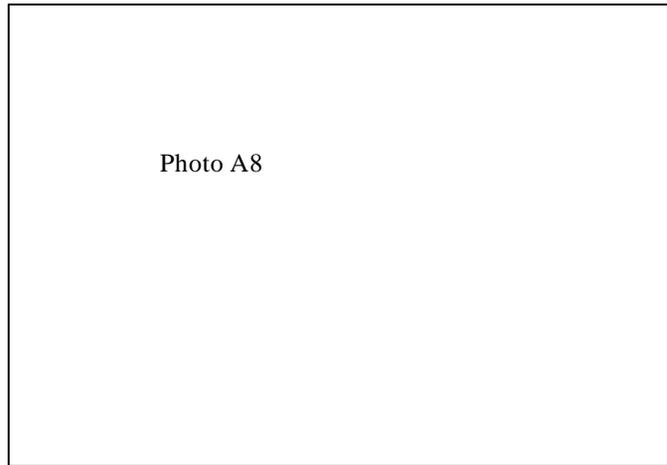


Photo A8

Atlanta regional supervisor Amy Van Skiver with Alfred Million, a Cherokee Indian poultry grower in Oklahoma.

Those of us who represented USDA learned a lot about eastern Oklahoma, too. According to the meeting coordinator, the state of Oklahoma has the largest concentration of Native Americans of any state of the Union. The second largest Native American tribe in the United States is the Cherokee Indian Tribe, which owns land and has members in a 14-county area of eastern Oklahoma. The Cherokee Tribe is one of

1999 Review Branch Contributor Award

Jan Hart and the Review Branch Staff Members

There currently are 66 FGIS field-based employees who have volunteered to be on the detail list for the Compliance Division's Review Branch. This number includes 59 technical-series and 7 administrative-series people, and works out to about 17 percent of our field-based workforce.

During calendar year 1999, 27 of the 66 field-based employees assisted us in conducting 15 onsite compliance reviews. These people helped us evaluate 3 field offices, 1 suboffice, 2 Federal/State offices, and 24 official agencies or applicants for designation.

Over the course of the year, we said "thank you" to each person for the work they did for us. But sometimes you can't say it too many times, so... thanks again to all those who were a part of our review program this past year! Much of the success of our program is due to the folks from the field who participate in it!

This is the fourth year the Review Branch is providing special recognition to the persons who contributed the most to our review program. We decided as a group that:

- **Judy Johnston** (individual)
- **Ray Kirkpatrick** (leader)

would receive the annual ***Review Branch Contributor Award***." Each will receive a USDA Certificate of Merit and cash award for what they contributed to the 1999 review program.

Here's to a great review program in the new millennium!

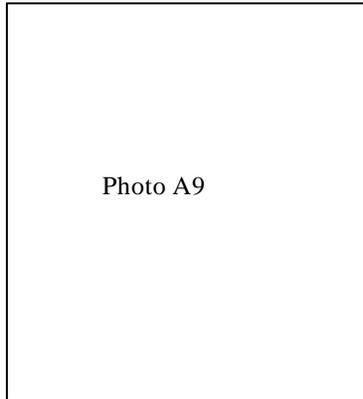


Photo A9

Judy Johnston

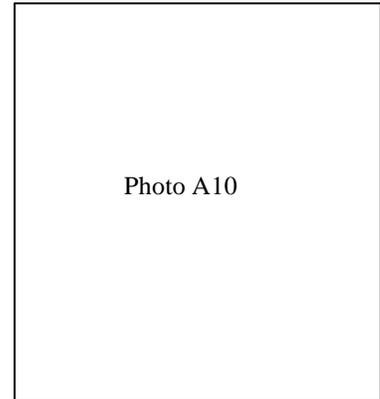


Photo A10

Ray Kirkpatrick

Participants in the 1999 Review Program

Don Akers, QAS, Corpus Christi
Chuck Britton, QAS, Sacramento
Jim Brown, QAS, New Orleans
Mitch Doak, ACG, Kansas City
Dave Fulks, SACG, Portland
Joe Hearn, QAS, League City
Donna Hoover, OSA, League City
Frank Jackson, Area Manager, New Orleans
Judy Johnston, OSA, Wichita
Ray Kirkpatrick, ACG, Portland
Regina Landry, ACG, Crowley
Ray Lavine, Industrial Specialist; League City
Roy Lyon, ACG, Wichita
Bob Medley, ACG, New Orleans
Shane Minden, ACT, Moscow
Max Peterson, ACG, Wichita
Paul Robertson, ACG, Beaumont
Amanda Roussell, ACG, New Orleans
Denise Ruggles, OSA, Cedar Rapids
Lynette Scalise, ACT; Moscow
Roy Shepherd, SACG, New Orleans
Dave Skallerud, ACG, Cedar Rapids
Bill Strickland, OIC, Jonesboro
Austin Thomas, ACG, New Orleans
Mary Vick, ACG, Kansas City
Ken Weaver, AFOM, Kansas City
Gary Zella, QAS, Stuttgart

Civil Rights Corner



Remembering Dr. Martin Luther King, Jr.

Sharon Williams, African American Program Manager



As we embrace the new millennium and celebrate the 71st birthday anniversary of the late, great **Dr. Martin Luther King, Jr.**, let us reflect and remember a man, who in the middle of the 20th century, made his momentous entrance on the American stage to lead the struggle for nonviolent social change. Let us remember him for his pursuit of the American Dream and whose speeches, writings, and marches challenged the conscience of a generation. Let us remember him for his courageous and selfless devotion which gave voice and meaning to the human and civil rights movement, and whose charismatic leadership inspired people of all races, men and women, young and old, in this nation and abroad, to join in liberation struggles. Let us remember that his contributions were recognized by his Noble Peace Prize and a national holiday in his honor. Let us reflect and remember a man whose legacy gave us meaningful words and actions to live by.

Famous Quotes by Dr. Martin Luther King, Jr.

“I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content to their character.”

“A man who won’t die for something is not fit to live.”

“A nation that continues year after year to spend more money on military defense than on programs of social uplift is approaching spiritual death.”

“The old law about ‘an eye for an eye’ leaves everybody blind.”

“Our lives begin to end the day we become silent about things that matter.”

“Even if I knew that tomorrow the world would go to pieces, I would still plant my apple tree.”

“If a man is called to be a streetsweeper, he should sweep streets even as Michelangelo painted, or Beethoven composed music, or Shakespeare composed poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, “Here lived a great streetsweeper who did his job well.”

“The time is always right to do what is right.”

“One who condones evils is just as guilty as the one who perpetrates it.”

Getting to Know Atlanta's Interns

Karen Johnson, Atlanta, GA

Photo A11

Atlanta's interns Liz Hagen and Stephanie McFadden.

Stephanie McFadden is a senior at the University of Arkansas at Pine Bluff, Pine Bluff, AR. Her major is in agricultural business and her minor is accounting. In 1996, she was selected for the National Scholar Program with GIPSA. As a part of this program, she has worked in several P&S regional offices. In 1996, she worked in the Memphis, TN, regional office. The following summer, **Stephanie** worked in the Omaha, NE, regional office. She spent the past two summers in the Atlanta regional office. While in Atlanta, she was able to get her feet wet by getting involved with custodial account investigations, registration and bonding, and reviewing annual reports. During the school year she is very involved with her sorority, Delta Sigma Theta, which keeps her busy with volunteer work and school activities. Stephanie told me that she learned a great deal this summer and enjoyed working with everyone.

Elizabeth Hagen, also a senior, attends Cal-Poly University, San Luis Obispo, CA. Her major is in agricultural business with emphasis in international marketing and accounting. She is involved with the Agriculture Ambassador program at her school. This involves recruiting high school students for the school of Agriculture of Business. She plans to join a business fraternity called Kappa Alpha Si. **Liz** spent her first internship with P&S in the Atlanta Regional Office. During her internship, she worked closely with **Amy Van Skiver** on the Ag Progress Days, held August 17-19, 1999, and wrote an article for the *GIPSA News* (October 1999) on this event. She was able to assist in a custodial account investigation, annual reports, and registration and bonding. **Liz** told me that she has had a wonderful experience working with P&S.

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Civil Rights Hotline



Federal Holidays in 2000

★	Martin Luther King Day	January 17, 2000	★
★	President's Day	February 21, 2000	★
★	Memorial Day	May 29, 2000	★
★	Independence Day	July 4, 2000	★
★	Labor Day	September 4, 2000	★
★	Columbus Day	October 9, 2000	★
★	Veteran's Day	November 10, 2000	★
★	Thanksgiving	November 23, 2000	★
★	Christmas	December 25, 2000	★

Reaching Out: Kansas Ag Expo

Bob Crook, Cedar Rapids

The 1999 Kansas Agri Business Exposition was held November 17-19, 1999 in Wichita, KS. The theme for this year's event was Expo 2000: "The Adventure Continues." The Expo is sponsored by the Kansas Grain and Feed Association and the Kansas Fertilizer and Chemical Association. There were about 200 exhibitors and over 1,800 visitors during the 3-day event.

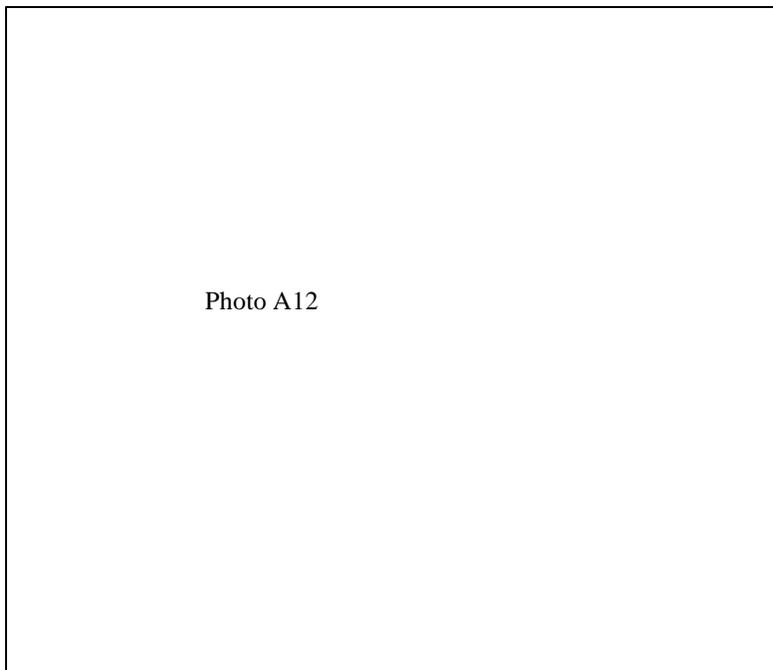


Photo A12

Indiana Jones takes a moment from the Adventure to pose with, left to right, GIPSA's Jody Boydston-Johnson, Diane Palecek, and Bob Crook. (Photo courtesy of Gary Bothwell.)

Kansas Grain Inspection and GIPSA both had exhibits at the expo. **Gary Bothwell, Tom Meyer** and **Becky Fleming** staffed the Kansas booth. The Kansas crew reports a high volume of visitors. The staff received inquiries about electronic information transfer, remote certification and official commercial inspection service.

The GIPSA booth was staffed by **Diane Palecek, Jody Boydston-Johnson, Ken Critchfield** (Ken's stunt double is standing in for the picture above!), and me. We talked about grain inspection and weighing issues, and P&S career opportunities with the many Expo attendees.

This was a great opportunity to let folks know what we do and what's new in GIPSA.

GIPSA FY 1999 Annual Report Available

GIPSA's annual report for fiscal year 1999 is now available. The report summarizes the Agency's:

- organizational structure and functions,
- program activities and accomplishments,
- management initiatives, and
- financial status

for fiscal year 1999.

The report is available for downloading and browsing from GIPSA's home page (<http://www.usda.gov/gipsa/newsinfo/pubs/99ar.pdf>); limited amounts of hard copies also are available from Dana Stewart, telephone at 202-720-5091, or e-mail dstewart@gipsadc.usda.gov.

GIPSA News is the employee newsletter of the USDA Grain Inspection, Packers and Stockyards Administration. Send your news, ideas, suggestions, comments, questions, or thoughts for the next issue to:

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by January 25, 2000!

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