



GIPSA News

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

March 2002

FY 03 Budget Update

Dave Shipman, Washington, DC

The President's fiscal year 2003 budget has been submitted to Congress and we're entering into the season of House and Senate budget hearings. For next fiscal year, here's a quick look at what the President's budget requests.

For the grain program, we're seeking \$19.6 million, which includes proposed increases of \$850,000 to build a unified data warehouse; and \$450,000 for detection of new added value crops and biotechnology traits. The data warehouse would allow us to integrate existing disparate database information systems to enhance the efficiency of our oversight and management of the official grain inspection system. The \$450,000 increase will help ensure that the accelerated introduction of new added value crops, whether derived through biotechnology or conventional breeding, does not outpace our ability to evaluate testing methods and accredit laboratories. We'll use this funding to expand our newly established biotechnology program to validate rapid protein-based tests, keep pace with the rapid development of DNA-based

methods, and develop reference methods for traditional end-use traits such as fatty acid profiles, amino acid profiles, phytate content, and other nutritional qualities.

For the P&SP, the FY 2003 budget requests \$23.3 million, which includes proposed increases of \$1,000,000 to improve enforcement of the anti-competitive and other provisions of the P&S Act; \$1,200,000 for the development of Web applications; and \$1,000,000 to monitor the livestock and meatpacking industries' use of electronic carcass evaluation technologies.

The increase for anti-competitive enforcement, which stems from a General Accounting Office recommendation, will allow us to more actively involve attorneys in complex anti-competitive, financial, and trade practice investigations. The \$1.2 million will allow GIPSA to contract-out the design, development, implementation, and maintenance of important eGovernment Web initiatives. The final increase of \$1,000,000 will be used to increase our monitoring and regulatory presence as the

livestock and meatpacking industries increase their use of electronic carcass evaluation technologies. The technologies now being implemented by packers have a direct effect in determining the prices paid to producers for livestock.

There are additional increases in the budget for employee pension and annuitant health benefits, a web server farm, information technology security, and the Federal Employees' Compensation Act (FECA) program.

Our FY 2003 funding requests were developed with one goal in mind: to secure the funding we need to remain relevant and valuable to American agriculture. We are reaffirming our commitment to facilitating the marketing of U.S. grain by responding to our customers' needs and providing the highest quality grain inspection and weighing services to all whom we serve. And, we are strengthening our abilities to monitor and quickly respond to complaints of anti-competitive, unjustly discriminatory, or unfair behavior in the livestock, meat and poultry industries that violate the P&S Act.

Names in the News

PERSONNEL

Marianne Plaus is the new chief of the Market Analysis and Standards Branch, Field Management Division. Prior to rejoining FMD, **Marianne** was assistant to the deputy administrator from 1994-2002, and an agricultural marketing specialist in the Standards and Procedures Branch from 1988-1994.

Welcome to **Terry Baron**, administrative assistant, Denver regional office, and to **Steve Pappaducas**, marketing specialist, Des Moines regional office. **Steve** comes to us from the Farm Service Agency.

The Compliance Division's Review Branch thanks these field-based people who assisted Branch team coordinators in conducting official agency reviews during the second quarter of fiscal year 2002: **Don Akers**, quality assurance specialist, Corpus Christi Suboffice, will help us

evaluate two private agencies this month, Grain Inspection, Inc., Jamestown, North Dakota, and Minot Grain Inspection, Inc., located in the Grand Forks Field Office circuit; **Dave Fulks**, shift supervisor, Portland Field Office, and **Horace Robinson**, shift supervisor, New Orleans Field Office, will help us evaluate two private agencies this month, Sioux City Grain Inspection and Weighing Service Company and A. V. Tischer and Son, Inc., located in the Cedar Rapids Field Office circuit; **Ted Respet**, assistant manager, Duluth/Superior Suboffice, and **Gary Zella**, quality assurance specialist, Stuttgart Field Office, helped us evaluate the California Department of Food and Agriculture, monitored by the California Federal Office; **Amanda Roussel**, shift supervisor, New Orleans Field Office, helped us evaluate the Alabama Department of Agriculture and Industries, located in the New Orleans Field Office circuit; and **Bill Ashley**, deputy director, Executive Resources Staff, helped us evaluate the financial operations of the Alabama Department of Agriculture and Industries. Our thanks to these employees for helping us succeed in the review program.

CONDOLENCES

Steve Willhoite passed away on February 3, 2002, of cancer. **Steve** was a marketing specialist in the Portland, OR, office in 1988 and transferred to the Lancaster, PA, office in 1989

AWARDS

Terrell Bailey, equipment specialist, New Orleans, received a time-off award for consistently providing exceptional and efficient service to our external customers.

William E. Bates, **Nelson L. Buck**, **Paul Hadyka**, **Richard R. Pforr**, and **Robert S. Lijewski**, Washington, D.C.; **Larry R. Engebretson**, Technical Services Division, Kansas City; and **Lane J. Lejeune**, **Kerry R. Petit**, and **Janet Walton**, New Orleans, received extra effort awards for their exemplary effort and dedicated participation as part of the Automated Sampling and Inspection Team in the development, installation, and testing of an automated grain inspection system for use at export port facilities.

Dale Berteau, ACG-9, New Orleans, received a time-off award for correcting a weights problem on M/V Nordmax at Cargill Reserver. His work helped GIPSA avoid a serious certification discrepancy.

Shelton Buckley, ACG-9, New Orleans, received a time-off award for responding to a cell phone call on the way to work, which rerouted him to provide service to a customer at the last minute.

Tess Butler, Compliance Division, received an extra effort award for recognized contributions in the performance of additional duties with the directives management system.

Continued, see Names on page 8.

In This Issue

FGIS Directives Info	3
Biotech Programs Expand	4
Ag Outlook Forum	4
Air Oven Lab a Winner!	4
Appealing Excel Decision	5
Copyright Pirates	5
For Your Health	6
International Training	6
Idea Hotline Update	7
Designation Renewals	8

FGIS Directives Info

Jan Hart, Washington, DC

Here's some background and information about changes that are taking place with the FGIS directives maintenance process. The newsletter was previously used to announce only new issuances, but is being expanded to announce all directives updates (cancellations, pen and ink changes, etc.). Our thanks to **Denise Ruggles**, Cedar Rapids, for suggesting that we incorporate the distribution code with the issuance information!

The FGIS Table of Contents (TOC) is the master listing of all FGIS directives, notices, and handbooks. The TOC received a "major overhaul" in April 2001, and was posted to the GIPSA website. A decision was made that hard copies of the TOC would not be reproduced for distribution, as had been done in the past.

The TOC will be updated and posted to the GIPSA website each month, showing the date it was updated. These changes will keep users of the FGIS directives system updated more frequently and accurately, so the traditional Quarterly Issuance Checklists are no longer needed and will no longer be issued.

If you have not visited the website to use the TOC, it is located on the GIPSA website. If you need a hard copy of the TOC, please download and print it directly from the website.

We will continue to make improvements in the FGIS directives system. Your patience and suggestions are appreciated.

ISSUANCES

- ❑ **FGIS Directive 9181.2**, "Performance Verification of Rapid Tests for the Detection of Biotechnology Events", dated 2-7-02. (Distribution: A)
- ❑ **FGIS Directive 9181.3**, "Proficiency Program: Detection of Biotechnology Events", dated 2-7-02. (Distribution: A)

CANCELLATIONS

- ❑ **Field Office Supervisors Handbook**. There has been some confusion about whether this Handbook was still in effect. The Handbook and its remaining Chapter 3 were eliminated with the previous issuance of the Quality Handbook.
- ❑ **FGIS Directive 1020.1** (old 100.2), "Mission Statement and Grain Standards Policy", dated 1/23/92. This information contained in this directive is outdated. The consolidated GIPSA mission statement will be included in the Delegations of Authority Handbook, which is being rewritten to reflect current practice.
- ❑ **FGIS Directive 1030.1** (old 102.1), "Officials Designated to Act as Administrator", dated 2/20/92. This information contained in this directive is outdated. The policy for which persons shall serve as the acting Administrator will be included in the Delegations of Authority Handbook, which is being rewritten to reflect current practice.
- ❑ **FGIS Program Notice 98-5**, "Compliance Reviews of Official Agencies". The disposal date was 3/9/99, but it was marked as retain until superseded. Information in this program notice was included in FGIS Directive 9070.2, "Management Control Program," dated 3-5-99.
- ❑ **FGIS Program Notice 99-14**, "Hard White Wheat Color Line Print Availability". There was no stated disposal date. However, this notice was transitory in nature and there is no need to retain, per Policies and Procedures Branch, Field Management Division (PPB, FMD).

GIPSA Expands Biotech Programs

On February 7, 2002, GIPSA introduced a Proficiency Program and expanded its Rapid Test Performance Verification Program for biotechnology-derived grains and oilseeds. These two programs respond to the market's need for reliable and rapid tests as new biotechnology-derived grains and oilseeds are developed and commercialized.

The Proficiency Program will enable organizations to assess their capabilities to analyze grains and oilseeds for the presence of commercially produced biotech events. The program is available to both private and government organizations and international entities. It will enable organizations to enhance testing reliability and help the grain industry determine the proficiency of commercial labs that provide testing services.

Under the Rapid Test Performance Evaluation Program, GIPSA will evaluate the performance of rapid tests developed to detect commercially produced biotechnology events in grains and oilseeds, and confirm that the tests operate in accordance with manufacturers' claims. This program was initially used to evaluate rapid tests developed to detect the presence of the Cry9C protein which appeared in StarLink™ corn.

These programs are another way GIPSA is serving a market that needs greater product differentiation. Market participants need precise information about products in the marketing chain. GIPSA's programs will ensure that accurate and reliable testing services are available to provide that information.

For information, visit GIPSA's web site at <http://www.usda.gov/gipsa/biotech/biotech.htm>.

Ag Outlook Forum 2002

*Deborah Shipman,
Washington, DC*

On February 21-22, USDA hosted the 78th Agricultural Outlook Forum in Arlington, VA. This year's theme was "Securing World Markets". The Forum focused on the future of American agriculture and, specifically, on economic recovery, biosecurity, and farm policies.

There also was an exhibit hall, where 19 USDA exhibits were on display. This was the largest number of exhibits displayed in past years, and the first year that the Secretary toured the exhibits.

At the Forum, Secretary Veneman spoke about the challenges and opportunities facing American agriculture. She spoke about USDA's accomplishments last year through the advancement of sound policies, programs, and services.

She mentioned that she has traveled to half the states in the country and to five different countries to advance the trade agenda. She also had the opportunity to discuss with America's farmers and ranchers about important issues regarding the industry.

The Secretary stated a team has been organized to prepare the Department to administer the programs and services expected to be contained in the Farm Bill that will assist America's farmers and ranchers, consumers, and low-income people.

Secretary Veneman concluded her speech: "Food safety and ensuring that our natural environment is protected and preserved are a great concern." She added that we must produce products in the most efficient and technologically advanced way.

Air Oven Lab Wins AOAC Collaborative

Bill Burden, Technical Center

The Technical Services Division's Air Oven Reference Moisture Laboratory won first place for moisture analysis in the 2001 edition of the American Association of Cereal Chemists - Cincinnati Section collaborative. Thirty-three government and industry laboratories participated in the collaborative, which was comprised of 12 monthly samples of wheat flour. The laboratories were ranked by their overall deviation from the mean.

In the same collaborative, TSD's Reference Protein Laboratory ranked 6th and the Ash laboratory ranked 15th to give TSD an overall ranking of **4th among all participating laboratories!**

Congratulations to **Valerie Collins, Gertrude Curry, Brenda Evans, and Glenn Terrill**, technicians in the reference laboratories, for a job well done!

GIPSA to Appeal Excel Decision

GIPSA has filed a Notice of Intent to appeal an administrative law judge's decision not to assess a civil penalty in a case filed against Excel Corporation.

Following a series of administrative hearings during 2000 and 2001, the administrative law judge found that Excel had violated the Packers and Stockyards Act but failed to assess any penalty for the violations. GIPSA disagrees with many of the factual and legal conclusions reached and with the decision not to assess a civil penalty for Excel's conduct.

At issue in the hearings were GIPSA's allegations that Excel failed to notify swine producers prior to changing a formula that calculated the prices paid on a carcass merit basis. The judge found that Excel's failure to notify producers prior to changing the lean percent formula on which payment is calculated was illegal.

In its complaint, GIPSA alleged that Excel failed to notify its hog sellers that it had changed the formula by which it estimated the lean percent of hogs, prior to implementing the change and in violation of the Packers and Stockyards Act. Excel uses lean percent measurement to compute the purchase price of hogs that it buys on a carcass merit basis. As a result, Excel underpaid producers approximately \$2.9 million for about 3.6 million hogs purchased between October 1997 and July 1998.

Copyright Pirates Walk the Plank

Harlan Crouse, ISSPM, APHIS

The continuing battle against software piracy heated up in December 2001 when Federal agents carried out raids across the U.S. cities against a far-flung network suspected of pirating billions of dollars worth of copyrighted material ranging from computer software to the latest music videos and movies.

Agents seized computers and hard drives in 27 cities in 21 states in raids on businesses, university computer centers, Internet service providers, and residences. The raid was coordinated globally, with foreign law enforcement agencies staging about 20 similar raids in Australia, Britain, Finland, and Norway. The raids were the result of a 15-month inquiry and were "the largest and most extensive investigation of its kind," according to U.S. Customs Commissioner Robert C. Bonner.

The target of the raids was the "WareZ" (pronounced "wares") group, a loosely affiliated network of software-piracy gangs that duplicate and reproduce copyrighted software over the Internet. According to the Customs Service, members of that group include computer-network administrators, students at major universities, government workers, and employees of technology and computer firms.

The USDA Cyber Security office and **Carol Remmers**, your information systems security program manager, have repeatedly warned against theft of copyrighted materials of any kind. To further battle such activities, the Cyber Security office now monitors access to various websites that promote illegal distribution of copyrighted material. USDA employees caught accessing those sites face disciplinary actions up to including dismissal, as well as criminal penalties if prosecuted.

**Are EEO/CR issues or concerns
affecting your employment with GIPSA?**

Do you have questions? Need help?

Then let your voice be heard.

Call the EEO Advisory Committee at...

1-800-639-5167

Civil Rights Hotline



For Your Health

Mavis Rogers, Washington, DC

MANAGING CHANGE. The one thing we can count on in life is that things will change. Change can be exciting, bringing new opportunities and experiences. But, change can also be difficult. The following suggestions can help you manage change:

- **Deal with change directly.** Don't pretend that ignoring a change will make it go away; this makes the change harder on you.
- **Talk about it.** Sharing your experience with friends and family members can help.
- **Try to limit how often change occurs in your life.** Adapting to new situations is harder when you have many changes occurring at once.
- **Try managing stress.** Because change is stressful, it is important to have positive ways of minimizing stress.
- **See the change as an opportunity rather than a threat.** Changes may seem threatening, but they can enrich your life.
- **Take care of yourself.** Your ability to deal with change will be better if you are eating healthy foods, exercising and taking time out for your favorite activities.

If you would like more information call your Employee Assistance Program (EAP) toll-free number (800) 222-0364.

JOB BURNOUT. Are you overwhelmed by your job? Do you have nightmares about work? Do you dread having to drag yourself out of bed on Monday morning? If so, you are not alone. Everybody feels burned out sometimes. Following are some

Training for International Assignments

Byron Reilly, Washington, DC

To better prepare employees for international assignments, GIPSA's Office of International Affairs (OIA) will conduct a 1-week class in conjunction with training scheduled for OIA's soon-to-be-established collateral duty personnel. The training is open to all employees, GS-9 and above, interested in prospective international assignments (including past travelers and those selected for the collateral duty positions). The class is scheduled for May 5 -11, 2002, in Washington, DC.

International assignments provide unique opportunities. FGIS employees represent the Agency, meet and work with their counterparts overseas, and experience new cultures. The assignments can be quite rigorous. For example, one might be asked to conduct instructional seminars; speak in front of large groups; assist with the development of domestic grain/commodity standards and marketing infrastructures; help importers with quality specifications or monitor the quality of a grain cargo in an overseas port. Assignments may require departing on short notice, working long hours under adverse conditions, and the ability to interact tactfully in tense situations with persons of different cultures. As each assignment arises, we match the skills required to the employee's qualifications.

If you are interested in being considered for the training to better prepare you for international assignments, go to the Jobs & Opportunities/International Assignments section of the *inGIPSA* web site. Complete the questionnaire and skills summary, and fax it to the Training Staff at 202-720-4628 by March 22. If you do not have easy access to *inGIPSA*, call the Training Staff at 202-720-1734, and they will send it to you.

We invite all employees interested in international assignments to use this opportunity to update their questionnaire and skills summary. Regardless of whether you have completed assignments for us in the past, please renew your expression of interest by submitting updated information.

The training class promises to be very informative and will prepare all participants for prospective international travel assignments. Please direct any questions to OIA at (202) 720-0226. We look forward to seeing you there!

tips for overcoming job burnout.

- **Identify the Causes.** Do you enjoy the kind of work you are doing? Do you receive sufficient recognition or compensation? Do you agree with your organization's goals? Asking

questions like these can help you figure out the source of burnout.

Continued, see Health on page 10.



GIPSA Idea Hotline Update

Norma Phelps, Washington, DC



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

Suggestor

Suggestion

Ronald A. Endsley, Des Moines	Create Acrobat Adobe Files Out of Scanned Packer Annual Report Files
John D. Barthel, Atlanta	Modify Complaint and Investigation Log
Anonymous	IT Hotline Should Provide a Local Telephone Number for Headquarters Employees
David Lowe, Kansas City	Bean Inspection Handbook Should State What Classes of Beans are Small, Medium, Large
	Approve a Reduce Portion Size for Samples That Contain an Excessive Number of IDK
Nancy F. Morris, Atlanta	Change Form P&S-316 to Include the Trustee's Name, Address, and Phone Number
Louise H. Jones, Washington, DC	Include SPARKS Information on the GIPSA Website in Lieu of E-Mail Forwarding
Jill M. Ainsworth, Atlanta, GA	Packers and Stockyards Programs Forms Should Be Revamped

GIPSA Hotline Ideas Accepted and Approved for Implementation During February 2002

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.

 Suggestions on Improvement of the Citrix Scale Program

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.**

Designation Renewals

Jan Hart, Washington, DC

GIPSA is granting a new 3-year designation to four official agencies to provide domestic official inspection and/or weighing services under the authority of the U.S. Grain Standards Act (USGSA). The agencies and the total official inspections and weights they provided during fiscal year 2001 are. J. W. Barton Grain Inspection Service, Inc. (4,435, plus 99 Class X weights); Central Illinois Grain Inspection, Inc. (8,437); North Dakota Grain Inspection Service, Inc. (103,412, with 71,245 in North Dakota and 32,167 in Illinois); and Plainview Grain Inspection and Weighing Service, Inc. (50,743).

Designated agencies provide domestic grain inspection and weighing services on an official basis to the grain trade on behalf of FGIS. Here's some information about these agencies and their main personnel.

BARTON. Barton operates in southern Indiana, western Kentucky, and eastern Tennessee. It is headquartered in Owensboro, KY, and operates a full-service lab in Jeffersonville, IN. Barton also has an applicant-specific laboratory and provides official weighing at one grain elevator.

James W. Barton started his grain inspection career in 1972, with the Illinois Department of Agriculture in Shawneetown, IL, as a sampler. **Jim** was later licensed for corn and wheat. He transferred to Marion, IL, as chief inspector 5 years later. In 1983, the State stopped providing grain inspections, so **Jim** joined the newly formed Southern Illinois Grain Inspection Service, Inc., which began providing service in Illinois State's area, as a chief inspector in McLeansboro, IL.

Jim wanted to work for himself instead of someone else. He was interested in the Owensboro, Kentucky, area that was owned and managed by **R. A. Gray**, who was retiring after 40 years in the grain inspection business. **Jim** was granted a designation and obtained the assets of the former R. A. Gray Grain Inspection Service, Inc., in 1987.

By 1989, **Jim** had settled in but wanted more business. He expanded in an unusual way – using a helicopter to land on barges passing through Barton's area. The practice of providing inspections to transit barges continues today with Barton probing barges under the barge inspection exception program. **Jim** has also expanded his area into the former Louisville and Chattanooga, Tennessee, geographic areas.

Son **Jason** continues the family tradition as the inspector in charge in Jeffersonville, IN.

CENTRAL ILLINOIS. Central Illinois operates in the central portion of Illinois, with two full-service laboratories, and two applicant-specific laboratories.

Harold Weirman started Bloomington Grain Inspection Department, the predecessor of Central Illinois, in 1941. Today, **Gary, Harold's** son, is the owner and official agency manager. **Gary** first sampled in 1959, but was not licensed until 1965 because he was not yet 21 years old and eligible to apply for a license.

Continued, see Designations on page 9.

Names, from page 2.

Ben Cotton and **Carl Jackson**, protein coordinators, New Orleans, received time-off awards for going out all times of the night to resolve problems with aflatoxin, protein and oil, falling numbers, and StarLink.

Sheila Davis, secretary, Washington, DC, received an extra effort award for covering the Division office during a time of heavy workload and limited assistance from other personnel due to holiday leave.

Constance Grows, ACG-9, New Orleans, received a time-off award for consistently providing exceptional, efficient service to our customers.

Deirdre Holder, regulatory analyst, Washington, DC, received an extra effort award for handling a heavy workload of high priority items, including, but not limited to, legislative reports and proposals and congressional correspondence.

Martin Johnson, economist, Washington, DC, received an extra effort award for his leadership to the Competition Branch in handling a heavy workload of high priority items, especially the leadership and work on the Captive Supply Report.

Jens Knutson, economist, Washington, DC, and **Weylin Lucius**, economist, Des Moines, received extra effort awards for their work on the Captive Supply Report.

Eric Poling received a time-off award from the Stuttgart Field Office for preparing a work book for a rice grading seminar the field office conducted for the Anheuser-Busch Company.

Continued, see More Names on page 9.

More Names, from page 8.

Amy Van Skiver, special assistant to the director, Washington, DC, received an extra effort award for her work on the FFIS project and handling other P&SP projects such as editing the FAIR report and serving as Acting Director.

Charles Williams and **James Woodard**, ACG-9s, New Orleans, received time off awards for providing good quality service to our customers.

Travel Bits & Pieces

Peggy Smith, Washington, DC

New Lodging Rates. Effective February 15, 2002, the following lodging rates were increased:

- Washington, DC - \$150
- Seattle, WA - \$143
- Portland, OR - \$91

Please continue to check the travel website for updated per diem rates and travel policies at <http://www.policyworks.gov>.

Help for you.

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

Designations, from page 8.

Gary took over the business when his father retired in 1977, and was designated for the first time in 1978. Bloomington was competitively chosen for designation for a portion of the former Peoria, IL, area, in 1989. **Gary** incorporated and changed the name from Bloomington to Central Illinois that same year.

Daughter **Melinda** joined the company as a licensed sampler and technician in 1997. She is now a licensed inspector and the manager of the Pekin, IL, office. Son **Monte** is a CPA, but he still holds a license from when he worked as a licensed sampler in the family business.

NORTH DAKOTA. North Dakota services the southeastern portion of North Dakota and the southern portion of Illinois. North Dakota has four full-service labs in North Dakota and one applicant-specific lab, and three full-service labs and two applicant-specific labs in Illinois.

Grain inspection was first done in the North Dakota area by a private agency that worked with the North Dakota Seed Commission in the 1960s. **Steve Adams**, the president and official agency manager, became part-owner along with **Jim Hansen** and **Everett Tool**. North Dakota incorporated in 1973. The principal owner, **Mr. Tool** died in 1976, and his widow and other owners sold the business to **Steve**. North Dakota expanded its enterprise by purchasing Southern Illinois Grain Inspection, Inc., in 1999, which had done business in Illinois for the 19 years since the State went out of business. North Dakota does business in Illinois as Illinois Official Grain Inspection. That operation is managed by **Dallas Stubblefield**.

Steve started sampling grain in 1965 in Grand Forks. Son **Mike** started full-time with North Dakota in 1989, and is now the corporation's secretary. Spouse **Leslie** and **Dallas** are North Dakota's vice presidents.

PLAINVIEW. Plainview provides grain inspection in the high plains of Texas' western panhandle. Their full-service specified service point in headquartered in Plainview.

Grain inspection started in the area in 1951 when a local grain company, Harvest Queen, wanted third-party grades. Plainview Grain Exchange was formed to service Harvest Queen and other companies. **Bob Davis**, who had worked for the Amarillo Grain Exchange since 1946, became the chief inspector in Plainview. **Bob** and spouse **Edna**, and another licensed inspector, **A.W. DeBerry** bought the Plainview Grain Exchange in 1976, and started Plainview Grain Inspection and Weighing Service, Inc. Plainview expanded to include the Lubbock, TX, area when Amarillo Grain Exchange, Inc., voluntarily relinquished that part of their area in 1994.

Bill Davis, **Bob's** son, was brought up in grain inspection and got his first inspection license in 1976. Besides working for Plainview, he worked part-time for Lubbock Grain Inspection while attending college at Texas Tech. After graduation, **Bill** worked in FGIS Kansas City Field Office from 1979 until 1981. When Kansas City was downsized, he returned to and bought into the family business. **Bill**, who started managing the grain inspection business in 1990, when his father died, is president and official agency manager. Spouse **Judy** is Plainview's treasurer.

The Roar of the Lion

Dennis S. Murray Sr., Washington, DC

USDA's memorable Black Emphasis Program on January 10, 2002, celebrated the life and achievements of **Dr. Martin Luther King, Jr.** Many attended in USDA's Jefferson Auditorium to hear a young lion speak the words of freedom from the teachings of **Dr. King**. That young lion was **Jeremy Ponds** from Panama, FL, whose powerful voice is like the roar of a lion, his words swift like the speed of a leopard.

Randall Carter, USDA's Office of Operations, shared his first impressions of **Jeremy**, whom he met while vacationing in Florida. On first seeing this young man speak on civil rights, politics, and God, Carter was impressed with the strength and conviction of his words. **Carter** couldn't believe that this young man, with this big voice and spirit could have such knowledge of history. When **Ponds**' speech was over, **Carter**, amazed by this young man, asked his parents if he could speak at USDA on Dr. King's celebration day. Even though **Ponds** was only 10, his parents applauded the idea and accepted the invitation to come to Washington. That was six years ago, and **Ponds** returned, now 16 years old and wiser, with a message even stronger than before.

Ponds spoke on civil rights, diversity, and freedom to a standing-room-only crowd. As he continued, he drew more praise and applause from the audience. I too was impressed as I listened to this young lion speak. He expressed his hunger for peace in a world damaged by the violence of 9-11. He then recited the "I have a dream" speech. He reflected on the struggles and times of peaceful demonstrations in Selma, the Montgomery boycotts, and the Greensboro sit-in, and other events during the civil rights movement. The audience was amazed at this young lion that held their attention with his words of wisdom.

Upon conclusion of his remarks, the audience, including **Lou Gallegos**, USDA's Assistant Secretary for Administration, stood to applaud young **Ponds**. The applause went on for several minutes and this young lion gracefully, with his big smile, said thank you. Many mentioned that **Ponds**' speeches would be heard for many generations to come. **Ponds** is a young man with much promise and the ability to change life as it is today by preaching the words of freedom to audiences of all ages, all over the country, like the honorable Dr. King did several decades ago.

Civil rights activists and historians like **Dr. Martin Luther King, Jr.**, **Malcolm X**, **W.E. Dubois**, **Langston Hughes**, and others influenced **Ponds** at a very young age. We are proud of this young man and other youth like him who are dedicated to civil rights and preserving Dr. King's teachings. We should all help develop more minds like **Ponds**' and help to continue their commitment to excellence.

Health, from page 6.

- **Decide What You Should Change.** Determine what action you should take. If you lack the skills for your particular job, for example, you might consider getting additional training. If you are too busy, honing your time management skills might be helpful.

- **Discuss Your Concerns.** Clarify in your own mind what others can do to help improve your situation, then talk with the appropriate people in a reasonable, non-threatening way. For example, point out to your supervisor why a clearer job description or increased recognition would enhance your performance.

- **Make the Changes.** Take steps to improve the situation. If you need training, for example, enroll in a class that can be beneficial. Keep in mind that even if you can't change external circumstances; you can change your attitude. That might mean lowering your expectations or, in an extreme situation, changing jobs. Regardless of the change you make, consider all the consequences before you act.

If you would like more information, call your EAP toll-free number at (800) 222-0364.

Courtesy FOH EAP- Magellan Health Services

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:

Dana Stewart

USDA, GIPSA, Stop 3601
1400 Independence Avenue, SW
Washington, D.C. 20250-3601

Phone (202) 720-5091
FAX (202) 205-9237
dstewart@gipsadc.usda.gov

by April 25, 2002!

OFFICE OF THE ADMINISTRATOR
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AND STOCKYARDS ADMINISTRATION
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