



# GIPSA News

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

June 1999

## Honor Awards

*James R. Baker*

On June 9, 1999, **Secretary Glickman** will present the Department's Honor Awards to three members of the GIPSA team: **David Funk**, **John Pitchford**, and **Henry Greenwood**. The Honor Awards are the most significant awards that the Department gives. They recognize outstanding contributions to agriculture, to consumers of agricultural products, and to the ability of USDA to serve rural America. GIPSA congratulates the Agency's 1999 Honor Award recipients: **David Funk**, **John Pitchford**, and **Henry Greenwood**.

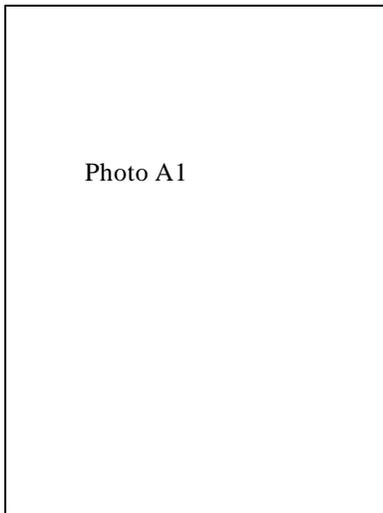


Photo A1

*Dave Funk*

### DAVID FUNK Secretary's Award for Personal and Professional Excellence

**David Funk**, chief, Inspection Systems Engineering Branch, brings to GIPSA broad experience in engineering, design, and manufacturing scientific instrumentation, and an unceasing commitment to seeking improved processes and better technology for grain inspection. **Dave** pioneered the development and implementation of new methods for standardizing Near Infrared Transmission (NIRT) instruments so they could be

used reliably for all official measurements without using slope samples to standardize each instrument for each measurement. GIPSA implemented **Dave**'s NIRT standardization processes in 1998. **Dave**'s new processes will save USDA and its official partners over \$100,000 per year.

*Continued, See Honor on page 2.*

## Approaching the Finish Line

*Harold Davis, Washington, DC*

It was approximately 2 years ago that we made a decision that impacted every employee in the P&S program; our activities needed to become more focused on issues in the industry that were impacting producers, growers, and farmers. To give more attention to concentration, trade practices, and financial matters, we decided to bring employees together into fewer offices, with larger staffs and broader expertise. We needed our auditors and marketing specialists in each office, but we also wanted to round out our regional staffs with economists and legal specialists. We developed a plan to reorganize GIPSA's P&S Programs to meet the needs of this volatile and ever-changing industry.

The decision to reorganize was made knowing there would be pain. There is always stress and discomfort when change occurs — change pushes us out of our comfort zones.

*Continued, see Finish Line  
on page 6.*

**Honor**, from page 1.

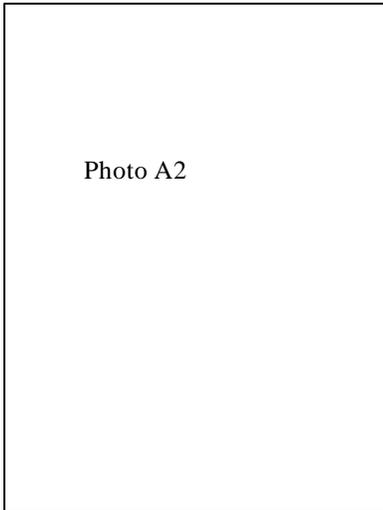


Photo A2

*John Pitchford*

**JOHN PITCHFORD**  
**Secretary's Award for Personal and Professional Excellence**

**John Pitchford**, chief, International Monitoring Staff (IMS), is GIPSA's liaison to international customers and world markets. He consistently demonstrates an enduring commitment to customer service and to strengthening the policies and programs of GIPSA and USDA. In FY 98, **John** helped resolve 15 of the 16 complaints it received from foreign buyers about U.S. grain shipments. His outreach efforts, which included meeting with 36 visiting teams from 20 countries, strengthened trade relationships and resulted in new and expanded foreign markets for America's producers. His professionalism and expertise have been essential in resolving numerous sensitive trade policy issues and opening world markets for U.S. agricultural products. He worked with India to revise their mycotoxin regulations; prepared a protocol for inspecting wheat for TCK smut for U.S. shipments to China; worked with other USDA agencies to resolve Brazil's prohibitions on importing U.S. wheat containing TCK; and continues to work with Japan to resolve differences in wheat protein results.

**HENRY GREENWOOD**

**Secretary's Award for Personal and Professional Excellence**  
**(Group Award)**

**Henry Greenwood**, Standards and Procedures Branch, is being recognized for his contributions to the success of the Total Quality Systems Audit (TQSA) program. TQSA is a major refocusing of the processed commodity inspection program. **Henry** overcame administrative, logistical, and personnel hurdles to move the program from the status quo into the 21<sup>st</sup> century. Thanks to **Henry's** dedication, creativity, and hard work, the TQSA Team successfully gained industry and government acceptance and confidence, and provided national training to industry suppliers and TQSA auditors on the highest international standards of quality.

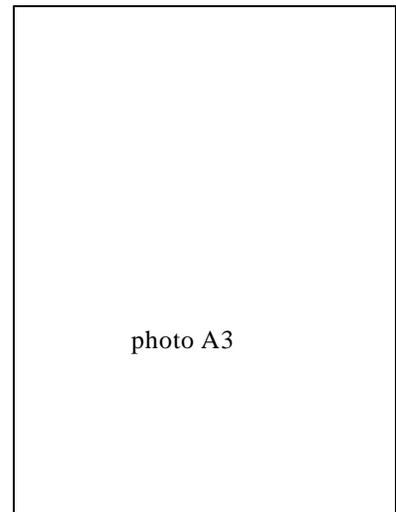


photo A3

*Henry Greenwood*

Dave, John, and Henry are invaluable assets to GIPSA and the Department. The U.S. Government and the public significantly benefit from their outstanding and unselfish devotion to public service. They are most worthy of being selected for the Secretary's Honor Awards, and GIPSA is very proud of each and every one of them.

# Names in the News

## Personnel

**Leslie Maddox**, Greenville, recently received his Bachelor of Arts degree in Business Administration from Mississippi Valley State University. **Leslie** worked full-time with GIPSA and attended class at night, all while juggling the most important hats of being a husband and father to **Vivian** and **Maya**.

Welcome to **Glenda Plautz** and **Lori Warner**, legal instruments examiners, in the Des Moines office.

**Donna Melton**, Program Services Staff, received a promotion to program analyst.

Welcome to GIPSA's summer interns: **Tiffany Barnes**, Denver; **Shontay Clark**, Civil Rights Staff, Washington, DC; **Desmond Coaker** and **Linley Davis**, Des Moines; **James Garrahan**, Executive Resources Staff, Washington, DC;

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**Vivian Hofler**, Audiovisual, Regulatory, and Training Staff, Washington, DC; **Rana Jackson**, Office of the Director, Field Management Division (FMD); **Dionne Johnson**, Program Services Staff, Washington, DC; **Reginald Lewis**, Automation and Program Services Branch (APSB), Washington, DC; and **Gilbert Sanchez**, Information Resources Management Staff, Washington, DC.

## Awards

The following folks all received extra effort awards for exceptional effort in assisting in the reorganization of the Packers and Stockyards Program for the 21st century: **Fred Bridgman**, packers and stockyards (P&S) specialist, Bedford; **Ron Ellis**, P&S specialist, So. St. Paul; **Gerald Bromley** and **Dennis Thalacker**, computer specialists, Washington, DC; **Pat Jelinek** and **Kandee Murphy**, former P&S employees; **Ken Palmer**, marketing specialist, Bedford; **Patricia Tolle**, marketing specialist, Denver; **Robert Clemans**, computer specialist, Denver; **Sharon Setzer**, administrative officer, Denver; **Ruby Miyazawa**, legal instruments examiner, Denver; **Jim Vanderwielen**, supervisory P&S specialist, Des Moines; **Sheryl Ball**, marketing specialist, Lenexa; **Sara Wright**, marketing specialist, Memphis; **Donna Melton**, program analyst, **Peggy Smith**, program analyst, **Bruce Boor**, marketing specialist, **Branard England**, auditor, Wash-

ington, DC; and **Eugene Bass** and **Raymond Jones**, GIPSA Civil Rights Staff, Washington, DC.

**Harold Chiasson**, industrial specialist, New Orleans, received a QSI award for sustained superior performance contributing to the increased effectiveness and efficiency of the New Orleans Field Office and GIPSA.

**Louise Jones**, secretary, Office of the Deputy Administrator, received a time-off award for tracking and reconciling correspondence through Staff Action.

**William Kelly**, APSB, received a spot award and a time-off award for the upgrade to GroupWise 5.5.

**Doug Lacefield** and **Morris Johnson**, APSB, received spot awards for the upgrade to GroupWise 5.5.

**Yohanna Lorio**, computer specialist, New Orleans, received a time-off award for her support of the Cu-Sum implementation and development of an onsite training program for the New Orleans Field Office.

**Sandra Metheny**, agricultural commodity grader, Stuttgart, received a spot award for the extra effort in completing 10 railroad track scale tests within a 1-week period.

**Carol Remmers**, APSB, received a time-off award for the upgrade to GroupWise 5.5.

**Robin Rother**, Technical Services Division, received a Certificate of Achievement for developing and implementing a data file backup process which benefits all of the staff at the Technical Center.

*Continued, see Names on page 9.*

## Focus on the Future

*Harold Davis, Washington, DC*

When P&S managers reexamined our responsibilities under the P&S Act more than 2 years ago, we concluded that our core responsibilities were financial, trade practice, and competition issues. We also concluded that our attention needed to be focused in these core areas.

Now that the reorganization is finished, P&S is in an excellent position to address these areas as we move forward. We have established our three regional offices, and are in the process of recruiting in all areas of expertise, with a goal to be fully staffed by September 30.

We are developing a roadmap that focuses on concentration issues and the beef industry, that will provide direction for the next 18-24 months. This roadmap will supplement our current operating plan and will help GIPSA be proactive in addressing industry concerns about concentration and industry structure. It will include plans for developing new regulations and conducting targeted investigations dealing with specific concerns about the effects of formula pricing arrangements.

Separate roadmaps are being developed to address concerns in the pork and poultry industries. These are also being designed to provide direction for the next 18-24 months on major industry issues.

During the next 5-10 years, we must look closely at industry issues and remain focused on issues that are of concern to farmers and ranchers. We must be aware of areas that provide opportunities to produce positive change and to make a difference in the lives of farmers and ranchers — particularly, small farmers. A recent example is the complaint USDA filed against Excel Corporation, in which we allege that Excel failed to notify hog producers that it changed the method of calculating lean percent. The complaint alleged that Excel's formula change resulted in 1,250 farmers being paid \$1.8 million less than they would have otherwise received on 19,900 lots of hogs purchased on a carcass merit basis.

We must also remain aware of our responsibility to carry out the provisions of the P&S Act in all three core areas — financial, trade practices, and competition. While we will no doubt need to "fine tune" our organization structure and programs, I am confident the framework set in place will help us provide vital services in today's business environment. We must continue to be aware of challenges before us, and be willing to make needed changes.

The future of P&S is bright. As we approach the new millennium, let's work together to ensure that all players in the livestock, meat, and poultry industries are given an equal opportunity to thrive.

## April/May Issuances

*Charlie Turner, Washington, DC*

- PN-99-11, Cancellation of Desert Durum Wheat Protein Calibrations - 04/09/99
- PN-99-12, Near Infrared Transmittance Wheat Protein Updates and Adjustments - 04/26/99
- Directive 9180.15, Inspection of Export Lots for Cottonseed - 04/02/99
- Directive 9180.61, Official Calibrations for the Dickey-John GAC2100 Moisture Meter - 05/01/99
- Moisture Handbook - January 1999
- Bean Inspection Handbook - 04-01-99

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## Virus Info

*Carol Remmers, Washington, DC*

For good information on computer viruses, check out:

<http://www.symantec.com/avcenter/vinfodb.html>

There you'll find an encyclopedia of known viruses and updates on which are hoaxes and which are real threats. The general information about what viruses are and what they do is also interesting!!

This might be a good page to take a look at and bookmark!

# SES Candidate Training

*Dave Shipman, Washington, DC*

In February, GIPSA solicited applications for the Training Program for Senior Executive Service (SES) Candidates. We received 3 applications from GIPSA/FGIS managers. I am pleased to announce that all three applicants were selected to participate in the program. **Don Kendall**, Technical Center; **John Giler**, Washington, DC, and **John Pitchford**, Washington, DC, will participate in the program at staggered intervals during 1999 and 2000.

The SES is a separate personnel system covering over 7,000 positions throughout the Government. Movement into the SES is the result of a vigorous process. The five seminars in this program provide career development to assist in that process.

Here's a quick look at our program participants:

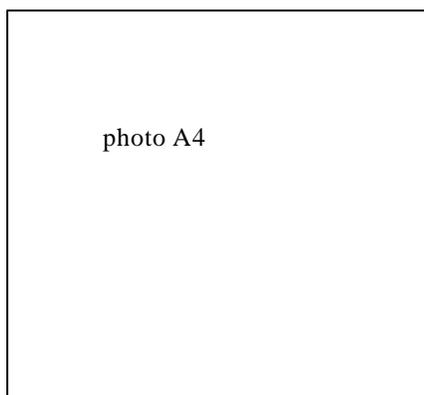


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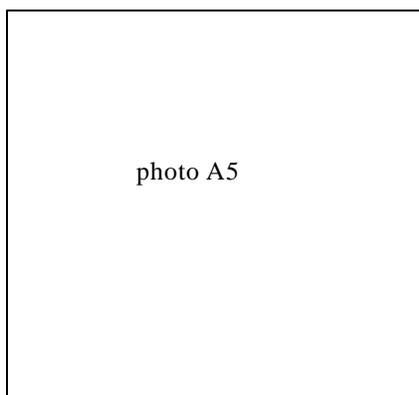


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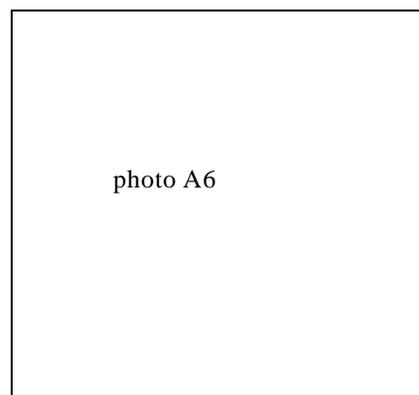


photo A6

## JOHN GILER

**Joined FGIS:** 1978

**Currently:**

1992–Present. Chief, Standards and Procedures Branch. Responsible for oversight and maintenance of the official U.S. standards and official inspection procedures.

**Previously:**

1985–1992 Marketing Specialist, Standards and Procedures Branch

1984–1985 Officer-in-Charge  
Savannah Sub-Office

1978–1984 Federal Grain Inspector,  
Mobile Field Office

1978 Federal Grain Inspector,  
Philadelphia Field Office

**Personal:**

Enjoys frozen drinks and assistant coaching 3 baseball teams for 2 kids.

## DON KENDALL

**Joined FGIS:** 1996

**Currently:**

1996–Present. Chief, Analytical, Reference, and Testing Services Branch. Responsible for developing reference methods; supporting the development and maintenance of official testing procedures; and providing analytical testing services.

**Previously:**

1992–1996 Director, Kansas City District  
Laboratory, Food and Drug  
Administration (FDA)

1989–1992 Director, Total Diet Research  
Center, FDA, Kansas City

1976–1989 National Center for Toxicological  
Research, FDA,  
Jefferson, AR

**Personal:**

Enjoys golf, fishing, and other outdoor activities.

## JOHN PITCHFORD

**Joined FGIS:** 1977

**Currently:**

1988–Present. Chief, International Monitoring Staff. Responsible for GIPSA's international affairs, grain quality/sanitary/phytosanitary issues, technical trade barriers, foreign complaints on grain quality, and educational programs for importers of U.S. grain.

**Previously:**

1985–1988 Grain Marketing Specialist,  
IMS, Washington, DC

1979–1985 Agricultural Commodity  
Grader, Procedures Development  
Branch, Field  
Management Division,  
Washington, DC

1977–1979 Agricultural Commodity  
Grader, Portland Field Office

**Personal:**

Enjoys bicycling, swimming, and skiing.

## Finish Line, from page 1.

We recognized that there would be some negative feelings and attitudes about closing offices and moving families, and tried to be as sensitive as we could to the needs of individual employees.

Now, as we approach the final days of the P&S reorganization, we see physical results of these plans and decisions. The three regional offices have been established. We are occupying new space in Atlanta and Denver, and have established a new office in Des Moines. P&S employees who will serve as resident agents have moved to new locations and are setting up offices in their homes.

The reorganization has indeed affected every P&S employee, especially those who had to relocate. Many others chose to leave the agency for other jobs or to retire. Efficient office teams have been separated and disbursed across the country, lives have been disrupted, and routines changed. Families are experiencing the pain of moving to new cities, changing schools, and leaving families and friends they love.

The remaining employees who have chosen not to relocate will be leaving P&S on July 2. They, and the employees who have already left, are taking with them an abundance of expertise about the livestock, meat, and poultry industries that will be difficult to replace. It is with much sadness that we watch them leave us, and we wish each one of them the very best life has to offer.

As we approach the finish line of this reorganization, I truly appreciate the commitment and adjustments each of you have made. It has been your support that made the changes possible. There are exciting challenges ahead of us, and I am confident we are well equipped to meet them.

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## National Safety Committee

*John Giler, Washington, DC*

In April, **Dave Fulks**, Portland Field Office, and **Josh Watson**, New Orleans Field Office, were selected to serve on the FGIS National Safety Committee.

The Committee was formed to help address the safety concerns of GIPSA employees.

**Dave** and **Josh** were selected to replace positions which were previously held by **Walter Rust** and **Doug McEnery**. They were selected based on their knowledge, field experience, and concern for working in a safe environment.

Other members of the Committee are: **Robert Medley**, Chairperson, New Orleans; **Roy Landry** (alternate), New Orleans; **Clemmie Smith**, League City; **Cleve Ellis**, Portland; and **Sam Basile**, Compliance Division.

If you have any questions regarding the committee, please contact me at 202-720-0244.

## Work Force Plan

*Marianne Plaus, Washington, DC*

In case you haven't heard, GIPSA has its first work force plan. Early in April, each manager in the Agency received a copy of GIPSA's Work Force Plan for Fiscal Years 1999-2004. The plan in its entirety is also in the "Plans, Plans, Plans" section of *inGIPSA*, our internal home page. If you don't have access to the Internet and/or would like a hard copy of the plan, please call me at 202-690-3460.

The work force plan is an extension of the GIPSA Strategic Plan and complements our Affirmative Employment Program Plan and Civil Rights/EEO Strategic Plan. The goal of the work force plan is to develop an action plan that is in line with our strategic goals and that will help us prepare for future employment needs.

Things rarely remain the same, however. In recognition of the dynamic nature of our work environment and work force, the work force planning team will consider all comments as it updates the plan about a year from now. Thereafter, the team will periodically revise the plan as needed.

In closing, I want to thank the team members: **Ron Bicsak**, Technical Services Division; **Bruce Boor**, Office of Field Operations; **Cleve Ellis**, Portland Field Office; **Jan Hart**, Compliance Division; **Brian McKee**, Field Management Division (FMD); **Kathryn Pankiewicz**, Portland Field Office; **John Sharpe**, FMD; and **Dana Stewart**, Office of the Deputy Administrator, FGIS. Thanks also to **Jim Baker**, **Harold Davis**, **John Good**, **Dan Van Ackeren**, and **Dave Shipman** for their guidance and comments.



# GIPSA Idea Hotline Update

*Norma Phelps, Washington, DC*



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

*Suggestor*

*Suggestion*

Thomas B. Reagan, Beaumont, TX  
Raymond Kirkpatrick, Portland, OR  
Pat LaCour, Baltimore, MD

Develop Incentives to Keep Qualified Personnel; i.e., ACG 9-11's  
Have the Agency Issue Prepaid Phone Cards for Travelers  
Revise the FGIS-930, Commodity Inspection Report  
Have at Least One Gateway or Equivalent in Each Field Office  
Provide Pocket-Size Directory with Agency Phone Numbers  
Charge User Fees for Commercial Inspections

Scott J. Cooley, Olympia, WA

Dave Skallerud, Cedar Rapids, IA

May's tee-shirt winner: **Thomas B. Reagan**, Beaumont Field Office!

## **GIPSA Hotline Ideas Accepted and Approved for Implementation During May 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.



Switch All Certificates to LaserJet Paper

Keep those ideas coming in! Send your ideas to the GIPSA Idea Hotline via GroupWise to GIPSAIDEA; HP Desk to Ideas; Internet to [ideas@fgis.usda.gov](mailto:ideas@fgis.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.**

## **Personnel Forum**

*Lynn Barba, APHIS Human Resources*

Welcome to the second edition of the Personnel Forum! Below you will find answers to frequently asked employee questions. We hope you find the information useful and invite you to e-mail your questions to [hrfeedback@usda.gov](mailto:hrfeedback@usda.gov).

**QUESTION #1:** I'm thinking about requesting a desk audit, but I don't know much about the process.

What's involved?

**ANSWER #1:** So, you want to step in the shoes of a Position Classification Specialist? Well here goes...

A classification audit is a tool used by position classification specialists to gather information about jobs. Audits contribute to a classification specialist's knowledge of how jobs function, helping to assure that posi-

tions are properly classified. Jobs, not people, are the focus of classification audits. They are conducted to assess the duties and responsibilities of a particular position -- not to review an employee's qualifications or performance level.

*Continued, see **Forum** on page 9.*

## Reaching Out: PSRW

On May 3, 1999, for the fourth year, **Sam Basile**, Peoria, participated with other Federal, State, County and City agencies to help kick off this year's Public Service Recognition Week "Awareness Fair" at the Courthouse Plaza, Peoria, IL. The one-day event helped increase public awareness about what GIPSA does. Approximately 25 agencies participated.

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## Travel Bits & Pieces

*Peggy Smith, Washington, DC*

Just a reminder that each employee is responsible for paying the entire balance on their VISA travel credit card upon receipt. NationsBank is asking for your cooperation in eliminating delinquent unpaid balances.

## Stuttgart's Excellent Inspectors

*Gary Zella, Stuttgart*

Certificates of excellence were presented to six of the Stuttgart circuit inspectors during a Brown Rice Seminar held April 13-15, 1999, at the Stuttgart Field Office.

Recipients were selected based on their QA/QC data for the current fiscal year to date. The top two graders in each category of total broken kernels for milled rice, total broken kernels for brown rice, and whole kernels for rough rice were recognized.

*Total Broken Kernels, Milled Rice*

**Jim Cadle**, Jonesboro, and **Alan Heimsch**, Stuttgart

*Total Broken Kernels, Brown Rice*

**Sam Lewis**, Jonesboro, and **Leslie Maddox**, Greenville

*Whole Kernels, Rough Rice*

**Johnny Cox**, Stuttgart, and **James Leonard**,

Missouri Department of Agriculture.

**Eric Poling**, Board of Appeals and Review, and **I**, as Stuttgart's QAS, conducted three seminars over a 3-day period. Future rice seminars, along with other applicable seminars are planned in the circuit to provide training and enhance employee awareness about the many different aspects of their jobs.

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## Reaching Out: Small Grains Field Day

*Chuck Britton, Sacramento*

photo A7

The California Federal/State office participated in the annual "Small Grains Field Day" held May 12, 1999, at the University of California, Davis campus. **Bill Hodges**, California supervisor, and **I** developed a special grain grading exhibit and demonstration for the event. Demonstrations included sample preparation, test weight, protein analysis, GAC 2100 moisture determinations, classing, and other subjective factors, and a brief explanation of the wheat standards.

This event is held each year at the university's agronomy field headquarters on campus, and is attended by many growers, seed dealers, extension agents, brokers and grain shippers. All attendees are loaded into hay wagons, which go out to the various field test plots to view the various grains (mostly wheat, barley, oats, and triticale) and the latest varieties. There were two new varieties that received a lot of interest this year: "Kern," a red wheat, and "Nu-west," a hard white wheat. The demonstrations and exhibit competed with the bar-b-que lunch as the most popular features of the day. As part of their outreach program, the California Department of Food and Agriculture shows up in force to participate in these field days with their many customers in the grain industry.

## **Names**, from page 3.

**John Sharpe** and **Owen Ecker**, FMD, received time-off awards for exceptional support in preparing the moisture presentation for the director, providing assistance on the wheat calibration protein problem, and conducting the QA/QC training sessions.

**Teresa Toups**, Sacramento, and **Elkin Parker**, Indianapolis, P&S specialists, received extra effort awards for assisting in the electronic transfer of records to the new P&S Programs' offices.

**Dan Van Ackeren**, director, Field Operations, and **Gerald Grinnell**, director, Economic/Statistical Support Staff, received extra effort awards for exemplary dedication and commitment to planning and implementing the reorganization of the P&S Programs.

A Public Employees Roundtable Certificate of Excellence was presented to GIPSA's **Packers and Stockyards Programs** in recognition of their nomination for the 1999 Public Service Excellence Award and their efforts to achieve effectiveness and efficiency in serving the American public.

### **30-Year Service Awards**

Ronald Hanson, Minneapolis, MN  
Keith Kienow, Denver, CO  
Orville Peterson, Wichita, KS  
Robert Turner, Sacramento, CA

*Continued, see **More Names**  
on page 10.*

## **Forum**, from page 7.

A request for a desk audit should be made to an employee's supervisor. The supervisor will forward appropriate requests, with a revised position description, through his/her supervisory channels to the position classification specialist. The classifier determines if an audit will be conducted, or if an employee's concerns would be better addressed using a different process. If an audit will be conducted, the classifier designs the questions and schedules the audit through the supervisor.

The employee prepares for the audit by determining what the most important aspects of the position are; ensuring that the duties and responsibilities of the position can be explained in detail; and collecting work samples to provide to the classifier. The audit will be carried out on-site, over the telephone, or through a written survey. It will involve question and answer exchanges between the classification specialist and the employee, during which the employee is given the opportunity to share all relevant information about his or her job. In most cases, the classifier will also interview the supervisor to obtain his/her perspective about the job.

When all the relevant information has been collected, the Position Classification Specialist analyzes the information against the appropriate Office of Personnel Management Position Classification Standards. An Evaluation Statement is prepared to summarize the analysis of duties and responsibilities as they relate to the standards, and provide a decision on the title, series, and grade of the position. Typically, the decision is provided to the supervisor within 30-45 days of the audit.

For additional information about desk audits, please contact your servicing classification specialist.

**QUESTION #2:** I've heard NFC has a new system whereby employees can access their personal information. What is it and how do I access it?

**ANSWER #2:** The Employee Personal Page is a personalized web site available for USDA employees serviced by the National Finance Center (NFC). Using a web browser (e.g., Netscape), you can now view your payroll, leave, travel, insurance, savings bond, and other personal information online. Earnings and leave information is available right after the payroll process completes - no more waiting for the paper statement to show up in your mailbox! You can access the system 24-hours a day, 7 days a week to review your information.

To access your information on NFC's Web site you'll need your Social Security Number and a Personal Identification Number (PIN), provided by NFC.

To learn more and start enjoying access to your personal information, visit the Employee Personal Page area of NFC's home page at:

<https://www.nfc.usda.gov/personal/index2.htm>

# Take Our Children to Work

*Diane Palecek, Kansas City*

On April 22, 1999, the Kansas City Field Office held its first "Take Our Children to Work Day." Nine guests spent the day with us. **Beverly Cook, Day Huguet, Mary Vick, and Mark Wooden** did a great job planning the kids'

photo A9  
miniBAR

Photo A8  
(lab coats)

activities and keeping them entertained.

The children were quite enthusiastic as they were introduced to various sampling, sample processing, testing, and grading procedures. One

of our guests commented, "I thought your job was boring, but this is fun!" We agree!

photo A10  
group pic

**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  
E-mail: [dstewart@fgis.usda.gov](mailto:dstewart@fgis.usda.gov)

**by June 25, 1999!**

## More Names, *from page 9.*

### 25-Year Service Awards

Gale Calkins, Wichita, KS  
Carla Cambre, New Orleans, LA  
Willie Epherson, New Orleans, LA  
Robert Evans, New Orleans, LA  
Lezo Foley, New Orleans, LA  
Merle Russelburg, New Orleans, LA  
Jackie Stevens, Jonesboro, AR  
Thomas Wane, Corpus Christi, TX

### 20-Year Service Awards

David Ballard, Portland, OR  
Dawn Cowan, Washington, DC  
Richard Hardy, Washington, DC  
Judy Hawkins, Portland, OR  
Mark Leppert, Kansas City, MO  
Robert Simpson, Portland, OR  
David Skallerud, Cedar Rapids, IA  
Sara Wright, Memphis, TN

### 15-Year Service Awards

Lee Ainsworth, Indianapolis, IN  
Carey Cook, Kansas City, MO  
Sharon Lathrop, Kansas City, MO  
Amy Newman, League City, TX  
Al Rupert, Chicago, IL  
Byron School, Washington, DC

### 10-Year Service Awards

Susan Fall, Minneapolis, MN  
Stephaine Harden, Ft. Worth, TX  
Mary Heisey, Lancaster, PA  
Donna Hillard, Toledo, OH  
Adel Ibrahim, League City, TX  
Richard Pierce, Kansas City, MO  
Nilsa Ramos, Atlanta, GA  
Sandra Robertson, Washington, DC

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AND STOCKYARDS ADMINISTRATION  
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