



GIPSA News

The newsletter of the employees of the Grain Inspection, Packers and Stockyards Administration

July 2010

FGIS Matters...!

Randall Jones, Washington DC

Our nation's capital is gearing up for the 4th of July celebrations and I hope you have a joyous holiday.

I am proud to announce that two team members have received prestigious awards. Congratulations to **Don Kendall** for his outstanding work with the Codex Committee on Methods of Analysis and Sampling. The State Department's Bureau of Economic, Energy and Business Affairs recognized his team during its Annual Awards Ceremony.

Also in June, **Byron Reilly**, along with select staff from the Agricultural Marketing Services (AMS) and Economic Research Service, received the AMS Administrator's Superior Service Award for their research and publication "Logistical Barriers to U.S. - Mexico Grain and Soybean Trade." Congratulations, **Byron!**

John Sharpe, former TSD Director, retired on May 3, 2010. FGIS is eternally grateful to **John** for his contributions and dedication to the mission of our agency. **John** was a pleasure to be around and to work with. We are all going to miss him, but he does leave a long lasting legacy in FGIS. You can find more details on his career and legacy on page 3.

On a different note, this year's export inspections are 11 percent over last year, with soybeans leading the way at 21 percent above last year's record. Sorghum shipments have increased 19.4 percent, followed by wheat and corn at 4.5 percent each. League City has witnessed a large increase in volume, inspecting an additional 55 percent (3.9 mmt) more this year than last. Portland has seen a 1.33 mmt increase, which is 33 percent ahead of last year at this time. Toledo has seen a resurgence in their workload with their tonnage ahead of last year's by 72 percent.

Rice inspections continue an upward trend. Since October 2009, rice inspections (both domestic and export) have increased an average of 4,372 mt per month, coming in near 383,000 tons during the month of May. Cumulative inspected rice tonnage through the month of May in the states of Louisiana, Arkansas, and California is 2.48 mmt, representing 79 percent of total inspections. Roughly 68 percent of total inspections this year have been destined for export.

Also this month, **Administrator Butler, Bob Lijewski, Dave Mundwiler, Phil Tate**, and I met in Montreal with Canadian stakeholders who ship U.S. grain through the St. Lawrence Seaway. This was a very successful meeting at which we discussed provision and cost of FGIS services, and visited an export facility in Sorel-Tracy. I would like to extend my appreciation to **Phil Tate, Julie Nelis, Pat McCluskey**, and all the staff involved in planning this trip. I'm confident this meeting will strengthen our working relationship with Canadian customers.

*Continued, see **FGIS** on page 10.*

Names in the News

PERSONNEL

The Eastern Regional Office welcomes new employees **Magnolia Barnes**, economist, and **John Jensen**, legal specialist.

Marilynn Gallagher was selected to fill the newly created Longview, TX, resident agent position, effective July 4, 2010.

Krista Hokit and **Cameron Wilkins** are GIPSA's 2010 Washington Internship for Native Students (WINS) scholars.

Aaron Eckhouse, summer intern, joined the Office of Departmental Initiatives and International Affairs on June 28, 2010. He is a junior at Swarthmore College majoring in politics and biology. Aaron has worked at a small pork processing facility in Iowa, and is particularly interested in sustainable farming, local food systems, and supporting small farmers.

AWARDS

Robert Anderson, WRO, received a spot award for extra effort in discovering errors in payment calculations for contract poultry growers during a recent compliance review.

Carol Carter, WRO, received a spot award for her tremendous effort in processing the annual reports with the CRU Unit during the busiest mailing period of the year.

Dawn Cowan, Washington, DC, received a time-off award for showing extra effort by preparing the Alternate Dispute Resolution directive.

Gary Davis, WRO, received a spot award for his extra effort and willingness to assist in carcass checkweigh training with a new resident agent.

Loree Dickens, WRO, received a spot award for extra effort and diligence in an investigation that led to trust payments of \$371,000. Her efforts led to a recovery of over \$500,000 and the prevention of losses to the livestock industry.

Timothy Johnson, WRO, received a spot award for his diligence and professionalism in handling administrative and personnel matters related to the selection and assimilation of new employees in the region.

Jerald Lenz, WRO, received a spot award for extra efforts and persuasion which led to timely recoveries at a livestock exchange and auction.

Weylin Lucius, WRO, received a spot award for excellence in documenting a formal case file, demonstrating a restriction of competition through dealers and packers collaborating in a slaughter cow market and for contributing to a major poultry investigation by developing the econometric model used in the case file.

William McCune, WRO, received a spot award for his extra efforts and diligence at a livestock auction that led to the recovery of over a quarter million

dollars and the prevention of losses to the livestock industry.

Ryan Montgomery, WRO, received a spot award for his investigative and legal analysis excellence which was demonstrated as the lead investigator of an investigation into whether an agreement between a large beef packer and large cattle feeding company conferred an unfair advantage to the large cattle feeding company.

Stephen Pollock, WRO, received a spot award for continued excellence in conducting the committed procurement verifications.

Robert Praytor, WRO, received a spot award for immediately notifying a regional association when information about the location of a known felon, which led to his arrest, and was obtained during an investigation.

Douglas Rydberg, WRO, received a spot award for his extra effort and willingness to assist in carcass checkweigh training with a new resident agent.

Nancy Speer, WRO, received a spot award for her extra efforts and diligence in convincing a livestock market to fully reimburse its custodial accounts with the recovery of over a half million dollars for the livestock industry.

Continued, see Names on page 3

John Sharpe Retired

Sharon Lathrop



John Sharpe

On May 3, 2010, **John Sharpe** officially retired after being on leave for several months. **John** was the director of the Technical Services Division (TSD) from 2007 until 2010. As TSD director, he was responsible for the development and improvement of methods to determine the quality and end-use value of grain, rice, beans, peas, and lentils, and overseeing the central quality control system that ensures the accuracy and consistency of the official inspection system.

Prior to his time at TSD, **John** was director of GIPSA's Compliance Division, where he was responsible for designating and delegating private companies and States to perform grain inspection and weighing on behalf of GIPSA, performing program reviews of all agency activities, and investigating violations of the Agricultural Marketing Act and the U.S. Grain Standards Act. Under **John's** leadership, the Division also administered the Agency's health and safety programs, and managed all regulatory activities.

Before joining the Compliance Division, **John** was the Agency's quality control coordinator and chief of the Data and Information Analysis Branch, responsible for the accuracy and consistency of all inspection results nationwide. **John** also was the national processed commodity manager responsible for administering GIPSA's inspection of food products derived from grain. He performed investigations and reviews of official agencies and grain companies to ensure their compliance with Federal statutes and regulations.

Before going to Washington, **John** was an inspector in the FGIS Mobile, Alabama, and Tampa, Florida, offices, where he checktested the area's inspection equipment and inspected grain, rice, and processed grain products.

John also had worked in the Commodity Operations Division of the Agricultural Stabilization and Conservation Service (now Farm Service Agency), where he performed various functions in the procurement and distribution of USDA's domestic and international food assistance programs. He also was a warehouse examiner for the Warehouse Division of the Agricultural Marketing Service, and a licensed grain inspector for the Georgia Department of Agriculture. Before embarking on his Federal career, **John** managed a corporate sugarcane farm in the Florida everglades.

John is a graduate of the University of Florida with degrees in Animal Science and Agricultural Economics. He grew up on a cattle ranch in Chairs, Florida, and is still involved in the family ranching activities.

John clearly is one of the good guys. He worked in practically every area of FGIS, and brought a wealth of institutional knowledge to every issue that confronted the Agency. **John** sincerely appreciated the people he worked with, and always exhibited an upbeat and positive attitude. He will be sorely missed by TSD and the Agency.

We congratulate **John** on his retirement, and wish him the best.

Names, from page 2.

Patricia Tolle, WRO, received a spot award for her outstanding service and extra effort in providing collateral duty IT service to the WRO.

Philip Warren, WRO, received a time-off award for his assistance to the District Attorney in Texas' 8th District in the successful prosecution of a case that resulted in a sentence to 10 years in prison, a \$2,000 assessment fine, plus court costs, and order to make full restitution to the auction market victims of his cattle theft.

Anne Webster, WRO, received a spot award for her tremendous effort in processing the annual reports with the CRU Unit during the busiest mailing period of the year.

Dennis Thalacker Retires

Tanika Harris, Washington, DC



Dennis Thalacker

Dennis Thalacker will retire on July 2, after 35 years of dedicated service to USDA and service in the United States Army.

Dennis began his career with Packers and Stockyards Administration on December 19, 1976, in the Denver Regional Office as an agricultural marketing specialist. In 1985, he was promoted to the Kansas City Regional Office, Kansas City, Missouri, as a marketing specialist, and in 1989 to Washington, DC, as a livestock marketing special-

ist for the Livestock Marketing Division, Marketing Practices Branch. During his time as a marketing specialist, he investigated every type of trade practice, including large weight fraud cases, check kiting, and large packer investigations.

In 1995, the Packers and Stockyards Administration and the Federal Grain Inspection Service became Grain Inspection, Packers and Stockyards Administration. In 1998, **Dennis** was reassigned to the Office of the Deputy Administrator, Information Technology Staff, as a computer specialist where he was able to pursue his love for computers. In 2002, **Dennis** was reassigned as an IT specialist.

Dennis was influential in establishing a wide-area network for the Packers and Stockyards Program. **Dennis** worked with **Bruce Griffith** and GIPSA former chief information officer **Gerald Bromley** to consolidate the FGIS and P&SP networks.

Dennis' contributions to GIPSA have been outstanding. He has always dedicated one hundred percent to the Agency.

Dennis is now looking forward to increasing his interest in the asset management field, gardening for fresh vegetables to eat and pretty flowers to pick, home remodeling, and building birdhouses and feeders. He will take bicycle trips, enjoy kayaking adventures, recreate and hike in the National Parks not visited previously and or again for those visited in his youth, bird watch, play golf, join a bowling league, and spend more time on his family genealogy research project.

Issuances

*Terri Henry
Washington, DC*

- GIPSA has issued FGIS Policy Memorandum Reference No. 234, "Mycotoxin Approved Grain/Commodity List," dated June 2, 2010.
- USDA has issued Departmental Manual 2300-001 "Agriculture Travel Regulation," dated June 15, 2010. This manual supplements the Federal Travel Regulation (FTR) issued by the General Services Administration (GSA). There is a link to the manual on *inGIPSA*.
- The following two policy memos have been removed from the *inGIPSA* web site for revisions:
 - ⇒ FGIS Policy Memorandum Reference No. 233, "Average Quality Uniformity Criteria and CuSum Loading Plan Policy," dated May 17, 2010, and
 - ⇒ FGIS Policy Memorandum Reference No. 235, "Billing for Mycotoxin Testing", dated June 2, 2010.

Go to the Library!

Krista Hokit, Washington, DC

Bored? Lack inspiration? Need a challenge? Looking for a way to make your career more meaningful? Check out the newly revamped GIPSA Training Library! It's stocked full of classic titles and new releases, with topics including leadership, management, Federal government issues, international business, team building, personal and professional development, diversity, conflict resolution, and communication. The library also has all the books for the Leadership Development Program. With over 300 books, you're sure to find something of interest.

No time to read? Check out a video, DVD, cassette tape, or CD from the training library's large assortment of multimedia material. There are over 200 audio/visual resources at your disposal.

All of the library materials available are listed on the inGIPSA web site under: Em-

ployee Resources/Training/Training Resources/Lending Library. Take a look to see all the choices you have!

Checking out material from the library is easy - just contact **Sharon Williams** at (202) 205-3878 and she will help you check out whatever you like. If you are outside of DC, she can ship your material to you.

Another option is to enrich your career development through online courses in AgLearn. These are quick, easy, and free resources that can be done at the convenience of your own desk. Look for them in AgLearn and get started today! The top 10 most popular courses throughout the USDA are:

1. Mark Goulston: How to Get People to Do What You Want Them to Do
2. 10 Steps to Getting Organized
3. Editing and Proofreading Documents in Microsoft Office Word 2007
4. Getting Started with Microsoft Office Word 2007
5. Microsoft Office Excel, PowerPoint, and Outlook 2007
6. Email Etiquette Series
7. Introduction to the New Microsoft Office User Interface
8. Formatting and Printing Worksheets in Microsoft Office Excel 2007
9. Getting Started with Microsoft Office Outlook 2007
10. Developing Excellent Time Management Habits

So what are you waiting for? Find something that inspires you today!

Mott to Serve in Civilian Response Corps

John Barthel, Denver

John Mott, economist in the Western Regional Office, has been selected to serve as an agriculture advisor in the Civilian Response Corps (CRC). His 2-year assignment begins on July 19, 2010.

The CRC is a group of civilian Federal employees who are trained and equipped to deploy rapidly to countries in crisis or emerging from conflict, in order to provide reconstruction and stabilization assistance. They are diplomats, development specialists, public health officials, law enforcement and corrections officers, engineers, economists, lawyers, public administrators, agronomists and others – offering the full range of skills needed to help fragile states restore stability and the rule of law, and achieve economic recovery and sustainable growth as quickly as possible. These “first responders” are experts who can deploy to a crisis with as little as 48 hours’ notice.

The CRC is a partnership of eight departments and agencies: the U.S. Agency for International Development (USAID), and the Departments of Agriculture, Commerce, Health and Human Services, Homeland Security, Justice, State, and Treasury. The Secretary of State leads the CRC, and coordinates with the Secretary of Defense to harmonize civilian and military activities.

The CRS’ mission is to lead, coordinate, and institutionalize U.S. Government civilian capacity to prevent or prepare for post-conflict situations, and to help stabilize and reconstruct societies in transition from conflict or civil strife, so they can reach a sustainable path toward peace, democracy and a market economy.

Employee Assistance Program

Call for confidential help.

1-800-222-0364

P&SP: Inspiring the Next Generation of Public Service

Gale Mason, Washington, DC

The GIPSA's Packers and Stockyards Program continues to strengthen its support for educational initiatives for land grant and other minority institutions, and the USDA summer intern program. This summer, P&SP is developing and enhancing the following interns' knowledge and experience by exposing them to agency work-related experiences. P&SP is proud to introduce our 2010 summer interns—the next generation of public service!

Sean Cuevo is from Mohegan Lake, NY, a small town outside of New York City. Sean did not expect to find himself in Georgia while searching for colleges. That all changed after he received a track and field scholarship from the University of Georgia, where he received a bachelor's degree in finance. Thanks to GIPSA's Basu Scholarship program, the 23-year-old is now at Kennesaw State University pursuing a masters in Accounting, positioning him for a full-time auditor position in the Eastern Regional Office (ERO).



“Growing up, did I expect to work in the agricultural industry? Of course not! Most kids in New York have never even seen a cow in their entire lives. When I was a kid, my parents told me that chocolate milk comes from brown cows, and for a long time I believed it. But look at me now, separating my Guernsey cows from my Holsteins and knowing that you have to add the chocolate later. I'm lucky; it's a chance to see a part of America that's invisible to most people. I didn't expect it, but I'll try my best to live up to it.”

Aside from identifying livestock, Sean enjoys spending time with his friends and family. Whether they are playing sports, grilling outside in the late afternoon, playing video games, or just sitting at the table and talking about nothing, as long as he's with the people he loves, it's all good to him.

Meghan Flynn is a 23 year old graduate student from Savannah, Georgia. She is a first generation American citizen of Filipino and Canadian heritage. Meghan graduated high school in 2005 as salutatorian of her class. She studied International Business with an emphasis in Economics and Italian at the University of Georgia, where she graduated Magna cum Laude in the Honors Program in May 2009. She currently is pursuing her masters degree in Economics at Georgia State University. Ms. Flynn is a Basu Scholar in the Student Career Experience Program. She is working with the Business Practice Unit in the ERO.



“I hope that this internship will allow me to apply what I have learned in school to real business situations. I look forward to working with real economic models and solving problems. My long-term career aspiration is in international economic development, so I

am eager to develop my knowledge of agriculture, as it is a vital industry to every economy.”

In her free time, Ms. Flynn loves to travel, spend time with her family, try new restaurants, and is an avid soccer fan.

Stephanie Feinberg (Springfield, VA) recently graduated from **Virginia Tech** with a Bachelors of Science in Animal and Poultry Science with a business minor. She has been an animal lover her entire life. Her experience in the animal field includes research in grass-fed bovine production and equine health, being a veterinarian technician in an emergency veterinarian hospital, and grooming pets as part of an academy program. In addition, Stephanie spent her last semester working at Virginia Tech's Middleburg Agricultural Research and Extension Center (MAREC) as a horse farm intern experiencing all the duties, responsibilities, and joys of working on a horse breeding farm. She also enjoys watching movies, dancing, reading, and all types of nature.



Stephanie is currently interning in the Policy and Litigation Division in Washington, DC. In the future, she would love to work in animal health or welfare with USDA. She

looks forward to this internship and all that it can teach her.

*Continued, see **Interns** on page 7.*

Interns, from page 6.



Nicholas Foster is a 21-year old senior at Drake University in Des Moines, Iowa. He is a Des Moines native and a graduate of West Des Moines Valley High School. Nick is a hard-working NCAA Division 1 student-athlete, and is pursuing a double major in accounting and finance. He was also the starting right back for the Drake Bulldogs soccer team as they made a trip to the Elite 8 in the 2009 NCAA Men's Soccer Tournament.

Nick is spending his second summer as student auditor for the financial unit in the Midwestern Regional Office (MRO). After he completes his undergraduate degrees, he will pursue a Masters Degree in Accounting as well as his CPA. Outside of school and soccer, **Nick** also enjoys baseball and listening to music.

Nick said, "I also expect to gain more insight on the intricacies of the livestock industry this summer. I am excited to become more comfortable with financial statements, custodial accounts, and the many other P&S regulations we enforce. I like the good character of the people in the MRO and will enjoy my summer here."

Kellye Goto is a 22 year old student from Denver, Colorado. She graduated high school in 2005 from Wheat Ridge High School. In May 2010, she received her bachelor's degree in International Business with a minor in French from the University of Colorado at Denver. In the fall, Kellye will be continuing her education at the University of Colorado at Denver thanks to GIPSA's Basu Scholarship program; she will be pursuing her Masters in Marketing with an emphasis in Sustainability. She is currently working with the Central Reporting Unit in the Western Regional Office (WRO) in Denver, CO.



"This is my third summer as an intern for the USDA, while working here I have learned a lot about USDA, its mission and the important role the department plays in regulating and controlling the livestock industry. This internship has opened up many opportunities for me and has given me the chance to continue my education. I enjoy interacting with different people across the country everyday and tackling new challenges that arise."

Away from work, **Kellye** enjoys shopping, cooking/eating, golfing, laying out in the sun and traveling. She LOVES the Denver Nuggets and goes to as many games as possible. **Kellye** also contributes to her community by teaching Sunday School, participating in multiple fundraising activities such as, Donor Dash, Race for the Cure, and the Denver Dragon Boat and Cherry Blossom Festivals.



Candice Harvey is a 19-year old sophomore at Fort Valley State University, Fort Valley, Georgia. This proud "southern belle" is a native of Brundidge, AL, and daughter to **Randy** and **Marilyn Harvey**. She is also a graduate of Pike County High School, where she graduated Valedictorian with career technical and honor endorsements. She currently is pursuing a degree in agricultural economics with a concentration in agribusiness marketing and management, and a minor in accounting.

Candice is coming to the GIPSA team as a 2009 USDA 1890 Scholar. She accredits her passion for agriculture from her lifetime involvement in 4-H and her grandmother's garden. She is a vivacious individual with a love for life, people, money, and numbers. This summer, she is interning in the Policy and Litigation Division in Washington, DC.

"I am expecting this summer to help guide me in my quest for what I really should do. I have always been able to identify my strengths and weaknesses, now this internship will allow me to find the job that is the perfect fit. I am considering the idea of becoming an agricultural marketing specialist, an auditor, or even something within Civil Rights. I am open to exploring all opportunities until I find my niche."

Beyond of her determination and drive for academic excellence, she also enjoys talking, dancing, writing, reading, and singing. Her motto for life is simple: smile and always remember "success is not measured by the position one has reached in life, but rather the obstacles that he/she has overcome" (Booker T. Washington).

*Continued, see **More Interns**, on page 8.*

More Interns, from page 7.



Tristen Maddux, 21, is a resident of Highlands Ranch, CO, where she graduated valedictorian of Thunder Ridge High School in 2007. She expects to graduate from Brigham Young University in April with her bachelor's degree in English with a minor in Environmental Science. She plays an active role in her community, participating in student council, tutoring, and academic clubs. After graduation, **Tristen** plans to continue on to law school. Having worked three summers with USDA/Animal and Plant Health Inspection Service, she is happy to now be working with the Central Reporting Unit in the WRO.

"I came to this internship with few expectations. To me, it was just another job, a way to pad my resume for law school. To tell the truth, I'm a vegetarian, and I thought I might really dislike working in the livestock industry. But my expectations have been totally and completely shaken. This is a fascinating industry and I love being a part of it. I have met so many wonderful and interesting people. Before this internship, I was completely oblivious to an industry so vital to American economy. I still understand only a very small portion of it, but I'm proud even to say that."

In her free time, **Tristen** loves to enjoy the great outdoors. She loves to camp, hike, and walk her dog. She also loves to play piano and sing, and reads as often as she can.

Russell W. Simon, II, is a 2007 USDA 1890's Scholar. In 2007, he graduated from Lake Marion High School, where he served in several leadership positions and participated in many community service projects.



Russell is a senior accounting major at South Carolina State University, where he has received numerous accolades and academic honors, including being inducted into the Beta Alpha Psi Honor Society, Beta Gamma Sigma Honor Society, and Golden Key International Honor Society. **Russell** served as the 2008-2009 president of Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS), the 2009-2010 president of Alpha Kappa Psi Professional Business Fraternity Inc., and currently is the 2010-2011 business manager of SC State's Student Government Association.

Russell has interned in the ERO and MRO, and this summer is working in the WRO. Through his 3 years with GIPSA, **Russell** has learned a lot about GIPSA's policies and procedures and the culture of stockyards and livestock markets.

Russell is very thankful for this opportunity with GIPSA. After graduating in May 2011, **Russell's** goal with GIPSA is to increase the rate of compliant entities by properly educating the buyers and sellers in the livestock industry about applicable rules and regulations. **Russell** would like to earn a Masters in Business Administration, become a Certified Public Accountant, and start his own business.



Emily Staudacher is a 19-year-old junior studying Agriculture Business at Iowa State University. She will graduate in May 2012. At Iowa State, she is a Student Admissions Representative and is involved in the Agriculture Business Club. She attended Indianola High School, which is in her hometown of Indianola, Iowa.

Emily is an intern with the Business Practice Unit in the MRO. This summer she hopes to conduct investigations and learn about the regulatory side of the agriculture industry.

Joshua T. Cobie, 23, is a law student from Ackley, IA, where he was raised on a family farm. He received his undergraduate degree in Business Management and a minor in Political Science from Central College in Pella, IA, in 2009. There, he was involved in student government, worked as an Admissions Student Ambassador, and played on the mens' golf team. While at Central, **Josh** also spent a semester studying abroad in London, where he interned in Parliament, traveled Europe with his fiancé, and learned the importance of having a global perspective on life. **Josh** just completed his first year at Drake University Law School, ranking in the top 25% of his class. At Drake, he is involved in the Delta Theta Phi Law fraternity and Agricultural Law Association. He enjoys spending time with family and friends, playing golf, and cheering the Iowa State Cyclones to victory.

Continued, see Even More Interns, on page 9.

Advisory Committee Resolutions

Randall Jones, Washington DC

The Grain Inspection Advisory Committee met on June 16-17, 2010, in Kansas City, MO. The following resolutions were introduced and passed by the Committee. FGIS is diligently working to address these resolutions:

1. The Advisory Committee recommends that GIPSA/FGIS move forward with expediency to determine the feasibility and selection of a new federal standard moisture measurement technology and/or instrument(s), for use in the official system.
2. To follow up on the President's National Export Initiative of doubling U.S. exports in 5 years, the Advisory Committee recommends GIPSA identify opportunities to work with appropriate governmental agencies to determine and help reduce trade barriers that are limiting exports of U.S. grains and grain products. The Advisory Committee recognizes the value of existing market programs. The Advisory Committee recommends GIPSA identify opportunities to secure adequate funding to fully utilize existing market promotion programs for this initiative.
3. The Advisory Committee recommends that GIPSA work closely with the vendors and industry to improve the timely acceptance and approval of mycotoxin test kits to help facilitate the movement of grain.
4. The Advisory Committee recommends that the Board of Appeals and Review adopt the guidelines of the GIPSA Quality Management Program, procedure 4.8 Local Quality Plan, to assist the Board of Appeals and Review in tracking and documenting Grading Services Lab performance.
5. The Advisory Committee recognizes that GIPSA's Yamamoto sheller evaluation substantially addressed the need identified at the November 2009 Grain Inspection Advisory Committee meeting. The Advisory Committee recommends that GIPSA continue to work with all stakeholders to reach a decision regarding rice sheller technology for California short and medium grain rice in time for the 2010 rice harvest.
6. The Advisory Committee recommends that a subcommittee be formed and charged with the task of reviewing allocations of the tonnage fee. This would include a review of component portions of current 520 allocations and a review of current unassessed export tonnage. The Advisory Committee gives the subcommittee authority to make a recommendation to GIPSA regarding tonnage fees.
7. The Advisory Committee is very concerned about food safety. Therefore, the Advisory Committee recommends the testing, retesting, and appeals process for sample evaluation for processed commodities be reviewed and communicated in further detail to the Advisory Committee.
8. The Advisory Committee recommends that GIPSA review the 15,000 metric ton exemption for possible regulatory compliance issues pertaining to container shipments.
9. The Advisory Committee encourages GIPSA to explore, in conjunction with the U.S.A. Dry Pea and Lentil Association, the feasibility of establishing a pulse crop grading lab in Eastern Montana or Western North Dakota.

Even More Interns, *from page 8.*



This summer, **Josh** is the legal specialist intern with the MRO. After completing his law degree, he would like to continue his legal career in the agricultural sector in his home state of Iowa. **Josh** attributes his interest in agriculture to his rural upbringing and active participation in 4-H and FFA while growing up, including many summers spent exhibiting swine at county and state fairs.

“Growing up on a small, family farm in rural Iowa taught me important lessons of hard work and patience, and also faith in yourself and your neighbors. I hope to be able to transfer those lessons over to my legal work with GIPSA this summer and to my future career as well. My experience in the MRO has been great due to the excellent work environment and co-workers that I can learn much from.”

Asia Outreach

Chuck Britton, Sacramento

I recently completed an assignment in Asia (April 25-June 9, 2010) for the GIPSA/FGIS Office of Departmental Initiatives and International Affairs. During my assignment, I visited eight countries - Singapore, Malaysia, Philippines, China, Taiwan, Indonesia, Japan, and Vietnam.

The majority of my time was spent providing technical assistance related to market outreach activities with USDA cooperators, including U.S. Grains Council (USGC), American Soybean Association - International Marketing (ASA-IM), and U.S. Wheat Associates (USW). The activities ranged from conducting seminars on GIPSA's role and functions in the market for feed importers to participating in meetings and conferences relating to quality concerns and GIPSA services.

I spent one week in South China visiting with our USDA counterparts in the Foreign Agricultural Service (FAS); and expanding relations with trade partners, importers, and government officials of the Chinese Administration of Quality Supervision, Inspection and Quarantine (AQSIQ) and local China Inspection and Quarantine (CIQ) officials. During the week, I participated in a U.S./China feed and food safety seminar and workshop in Xiamen, which continued building a relationship between the two countries related to mostly agricultural food safety issues. We have developed excellent relationships with the different FAS agricultural affairs offices in U.S. embassies around the world. The FAS staffs provide exceptional support in many ways, and appreciate our technical assistance with grain related issues when they arise.

Frequent topics for discussion at all locations visited included:

- U.S. grain industry and cooperators are facing stiff competition from other countries for market share – Brazil and Argentina for corn and soybeans, and Australia and Argentina for wheat.
- The need for feed products such as cornmeal, soy meal, and DDGS, continues to increase. These important “high energy” ingredients for feed formulations are especially in demand as meat and dairy product consumption rises and diets and income levels improve for consumers.
- Mycotoxins remain a sensitive issue among all importers.
- Almost all countries with exception of China use private surveying companies for quality information upon arrival of shipments. Comparing their data to GIPSA's original quality results is quite common, and can often divulge discrepancies.

Almost all U.S. grain export sales are based on “certificate-final” sale at the loading location or port. GIPSA official inspection information must be accurate and reliable. It's important that all personnel – the samplers collecting the sample, technicians performing mycotoxin and protein testing, and the inspectors and QC personnel providing final inspection results – realize the importance we all play in the marketing of U.S. grain shipments for all stakeholders along the food chain.

In fulfilling our mission of “...facilitating the marketing of grain and grain products,” GIPSA will continue to play a major role in the export of U.S. grain.



GIPSA's Chuck Britton demonstrates U.S. soybean grading to two Chinese inspectors.

FGIS, from page 1.

Bob Lijewski, Byron School, and I met with the Association of American Railroads (AAR) and discussed the financial issues related to the official calibration scale testing services we provide. FGIS owns and operates five specially designed and built railroad track scale test cars for testing grain industry railroad track scales. The test cars are maintained and operated out of the FGIS Master Scale Depot in Chicago, Illinois. Under an agreement with the AAR, FGIS annually tests all master scales and performs a number of field calibrations associated with the program. AAR interchange rules require that FGIS replace railcars before they reach 50 years of age. Last year, FGIS initiated discussions regarding the annual fee and replacement of two railcars. During our last meeting, the negotiations were concluded and AAR agreed to donate a railcar and provide sufficient funds to cover our anticipated costs for the next 10 years.

Lastly, we held the Grain Advisory Committee Meeting in Kansas City. FGIS managers and staff provided updates on FGIS programs. The meeting was well attended by representatives from official agencies and the rice industry who were interested in the results of the Yamamoto/Grain Man Study con-

ducted by **Dave Funk** and his staff. The FGIS Executive Management Team recognizes the value of the input received by the Advisory Committee. We promptly started working on addressing the nine resolutions submitted by the Committee. See resolutions on page 9.

Upcoming travel for July is a trip to League City, TX, where **Administrator Butler** and I will visit the field office and export facilities. I also anticipate that I will visit the New Orleans field office in July.

Stay safe and keep up the good work. Happy 4th of July!

Federal Asian Pacific American Council Training Conference

Linda Alston, Washington, DC

The 25th Annual Federal Asian Pacific American Council (FAPAC) Training Conference was held May 3-7, 2010, at the National Harbor in Maryland. The theme for this year was **Strategy for Success: Diverse Leadership for a Diverse Workforce**. The conference addressed the changing workforce at Federal agencies around the country, and included several workshops relating to leadership, health care, and a forum on a White House Executive Order, signed by President Obama in October 2009, to increase the participation of Asian-Pacific Americans in the Federal workforce.

USDA, along with other federal agencies, held agency forums to provide attendees a better understanding of the barriers that exist for Asian-Pacific Americans, and provide an opportunity to build coalitions and develop strategies for positive change. USDA and GIPSA are always looking for creative solutions to attracting, recruiting, and retaining not only Asian-Pacific Americans, but a diverse workforce.

The conference also included a workshop called Navigating the EEO Process given by GIPSA/Civil Rights Staff member **Rita Bhanot**. Rita also was a last minute substitute for a panel member who could not attend the conference. Her panel addressed the FAPAC 25th Anniversary Forum, which included a former president and current vice-president of FAPAC. She also was the mistress of ceremonies at the FAPAC Black Tie Dinner Banquet.

Although primarily for Asian-Pacific Americans, attendees at the FAPAC Conference were diverse in ethnicity and race. The conference offered a great opportunity for learning and networking with Asian-Pacific Americans from other Federal agencies, D.C. Government, and communities.

I encourage employees to participate in any of the government-sponsored training sessions and workshops held throughout the country, such as **Federally Employed Women**, July 12-16 in New Orleans, LA; **League of United American Citizens**, July 12-17 in Albuquerque, NM; **Blacks In Government**, in Kansas City, MO August 16-20; and the **Interagency Disability Educational Awareness Showcase**, date and location to be determined.

Beware of the Cookie Monster!

Noah Waters, Washington, DC

Cookie Monster appeared for the first time in a General Foods snack food commercial in 1966 and by 1969 he was a star character on Sesame Street, speaking with poor grammar and eating just about anything he could get his hands on. Although he never sought out to harm anyone intentionally, his ravenous appetite caused much disruption to activities and others surrounding him – he basically stole goodies from everyone!

The year 1994 marked the appearance of yet another ‘Cookie Monster’...the HTTP Cookie, or Web Browser Cookie. An HTTP cookie is a text string stored by a user's web browser. It consists of one or more name-value pairs containing bits of information, which may be encrypted for information privacy and data security purposes. To put it more plainly, an HTTP cookie is a mechanism that allows a web site to record ALL of your comings and goings, usually without your knowledge or consent. So, is this ‘Cookie Monster’ good... or bad? What are the associated advantages and disadvantages of this mechanism?

Good Cookie Monster. Cookies are simply text files and are NOT any of the following: executable, subject to self-replication, viral, spam or pop-up generating. Cookies cannot read or erase data from a user's hard drive. Positive cookie functions include to: expedite web application authentication, accommodate the storing of website user preferences and Skins, facilitate session tracking (state maintenance), ensure shopping cart contents are saved, and house the session identifier for a server-based session.

Bad Cookie Monster. Besides concerns for privacy, cookies also have some technical weaknesses. To be specific, they do not always accurately identify users and, most importantly, they can be used for security attacks. Here is a list of some of the most common cookie security vulnerabilities:

- Inaccurate Identification
- Cookie Hijacking (*which includes a man-in-the-middle exploit actually called the CookieMonster Attack*)
- Cookie Theft
- Cookie Poisoning
- Cookie Expiry
- Cross-site Cooking
- Inconsistent Cookie State

What Can The User Do? “Disabling Cookies” in the Internet Options settings is the most drastic measure to prevent the ‘Cookie Monster’ from stealing your goodies. This may, however, cause some websites to not work. Other alternatives include: avoid accessing important web accounts via unencrypted public networks (unless using GIPSA VPN connection); develop websites so that they are immune to cross-site scripting; use the ‘HttpOnly’ flag; use the more recent versions of web browsers; when performing web transactions, be sure to use the ‘on-screen’ executable buttons/selections rather than clicking the Back button on the respective browser Menu Bar. Just as with the original Cookie Monster, HTTP cookies are not intended to do harm. However, if risks are not properly mitigated – the Cookie Monster can wreak significant havoc to your system and/or to the information that GIPSA (and you!) hold dear.

Regulatory Info

Tess Butler, Washington, DC

Federal Register Publications

- ❑ Advisory Committee Meeting, published June 4, 2010
- ❑ Implementation of Regulations Required Under Title XI of the Food, Conservation and Energy Act of 2008; Conduct in Violation of the Act, published June 22, 2010
- ❑ Opportunity for Designation in the Amarillo, TX; Cairo, IL; and State of North Carolina Areas, published

Individual Development Plans (IDP): Taking Steps Small and Large

Caroline Thorpe, Washington, DC

The IDP is your chance to take the next step in meeting your future plans at GIPSA. Whether the step is small or large, participating in the IDP process may impact how far or fast you go in addressing your future goals. Whether this includes career or retirement, do not let this chance get away. IDP information is coming soon. Since the IDP is signed by you and your supervisor, it ensures that the training or development you want to take during Fiscal Year 2011 will be on track!

Getting started you may want to review where you are and what you want to do. Here are some questions that may help.

1. Where are you in your career and where are you thinking of going?
2. Consider what if any changes may come in your work environment?
3. How do you want to address any or no changes to your work environment?
4. What knowledge do you want to develop or need in this environment to perform better or help move forward in the direction you want to go? Note: To help you, the Office of Personnel Management has identified a series of core competencies that most employees can focus on: integrity/honesty, resilience, flexibility, interpersonal skills, continual learning, communication (oral and written), and problem solving. Thinking of leadership? Look at *inGIPSA/Employee Resources/Training/Supervisory Management Training/Leadership Journey*.
5. How do you want to address your plans? Move to a new job within your organization, Attend seminars or conferences (on-site and off-site)?

There are many opportunities to use the IDP process to your benefit whether you want to do classroom training or work on some project to develop yourself. This is a chance to highlight your creativity at whatever pace you choose. You can tiptoe, walk, trot, lunge or even run to the next level. Please consider these options: 1) online training in AgLearn (see the article on page 5 about the most popular courses on Aglearn); 2) books, videos, CDs, and DVDs from the GIPSA Lending Library (see article on page 5) or your local library or college campus; 3) details; 4) cross-training; 5) developmental activities (volunteer for tasks, challenging work assignments, and other activities); 6) get a coach; 7) attend special or regular meetings by shadowing or participating; and 8) investigate community resources and opportunities to assist with your development. Be mindful of the June 2008 USDA training policy.

The IDP is there for you and is currently located on the *inGIPSA* website under Employee Resources/Training/IDP.

GIPSA's New Railroad Track Scale Test Car

*Byron School
Washington, DC*



FGIS took over the responsibilities for testing railroad master scales from the National Bureau of Standards in 1980. Along with that responsibility, FGIS received the Master Scale Depot in Chicago, IL, and two railroad track scale test cars, which will both be 50 years old in early 2011. These two test cars are used primarily to test railroad master scales, which are used to calibrate railroad-owned and state-owned test cars. Railroad interchange rules do not allow cars older than 50 years to be interchanged. Therefore, GIPSA contracted to replace the FGWX200000 test car by mid 2010 and will contract to replace the FGWX100000 test car by mid 2011. The first replacement test car was completed near the end of June 2010 and has been assigned the number FGWX600000, shown above.

*Continued, see Test Car
on page 14.*

For Your Health

Mavis Rogers, Washington, DC



Summer is the season where the sun rays are at their highest peak. Staying well hydrated is very important in these days. Although most of the fruits like apples, bananas, and pears are now available throughout the years, some fruits are seasonal.

Summer, along with the scorching heat, also brings us sensational fruits like watermelon, muskmelon, honeydew melon, mangoes, cherries, strawberries, and other beautiful berries. These fruits not only satisfy our taste buds but are also great as a part of a healthy diet. They provide vital vitamins, minerals, fiber, phytochemicals, and antioxidants with negligible amount of fat. Fruits also are 80–90 percent water. Below are some summer fruits and their health benefits.

- ⊗ **Watermelon** not only helps to quench the thirst but is also a good source of beta carotene, vitamin C, pectin, lycopene, potassium, and iron.
- ⊗ **Apricots** are good source of iron, vitamin C, beta-carotene, potassium, and fiber.
- ⊗ **Berries** should be enjoyed in the summer! The phytochemicals in blueberries, blackberries, and strawberries help boost immunity, and have a protective effect against cancer, heart disease, and circulatory problems. Cranberries have a healing effect in urinary tract infection.
- ⊗ **Peaches and plums** contain good amounts of vitamin C, beta carotene, antioxidants, phytochemicals, and anthocyanins, all of which help to eliminate the free radicals from the body.
- ⊗ **Papayas and mangoes** are both excellent sources of vitamin C, beta carotene, vitamin A, and fiber. Eating sufficient amount of mangoes alone can make the body a rich store of vitamin A that lasts for months.
- ⊗ **Cherries** not only taste great but also contain ellagic acid, which inhibits the growth of carcinogenic cells in the body.
- ⊗ **Pineapples** are packed with many vitamins and minerals, and are a very good source of the enzyme bromelain, which aids digestion.

For variety, try fresh fruit salad with some low-fat yogurt or just a plain fruit salad for dessert.

Summer is a great season to enjoy these fresh, delicious seasonal fruits!

Courtesy: <http://www.diethealthclub.com>

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)

Test Car, from page 13

GIPSA has funded this new test car and the second test car will be funded jointly and equally by GIPSA and the Association of American Railroads (AAR). The AAR has also increased GIPSA annual funding to continue the program and provide additional funds for the maintenance and eventual replacement of the test cars. GIPSA owns three other test cars which are primarily used to test track scales both owned by grain companies and other commercial entities. One of these three test cars will be 50 years old in 2024 and the other two in 2029.

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 3614
1400 Independence Avenue, SW
Washington, D.C. 20250-3614
Phone (202) 720-5091
FAX (202) 205-9237
dana.b.stewart@usda.gov

by July 25, 2010!

Retiring? To be included on our email distribution list after you retire from GIPSA, please send your email address to dana.b.stewart@usda.gov.

OFFICE OF THE ADMINISTRATOR
USDA, GRAIN INSPECTION, PACKERS
AND STOCKYARDS ADMINISTRATION
STOP 3601
1400 INDEPENDENCE AVENUE, SW
WASHINGTON, DC 20250-3601
