



GIPSA News

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

August 2010

GIPSA Collaboration with DOJ and OGC Recognized with Honor Award

J. Dudley Butler, Washington, DC

The **GIPSA Agriprocessors Recovery and Litigation Team** will receive the Secretary's Honor Award on August 3, 2010, in Washington, DC. The team members are being recognized for their dedication and tireless efforts in ensuring that 37 livestock producers and poultry growers from Illinois, Indiana, Iowa, Minnesota, and Minnesota received full payment of over \$5.3 million for cattle and poultry sold to Agriprocessors, Inc., of Postville, Iowa, subsequent to its financial collapse and bankruptcy in November 2008.

The team's work supports USDA's priority of supporting rural America and regional food systems by ensuring the economic viability of and providing financial protection to America's farmers.

The team is comprised of professionals from GIPSA, the USDA Office of the General Counsel/Trade Practices Division (OGC), and the U.S. Department of Justice (DOJ). The composition of this team reflects the collaboration required across USDA and DOJ to protect the economic viability of America's farmers and enhance rural prosperity. First involved were GIPSA agents who, in a quickly changing and challenging situation, were on the ground at Agriprocessors immediately after bankruptcy was declared, auditing the company's business records to ensure sellers and growers received the financial protections available to them under the Packers and Stockyards Act. The Act authorizes a packer and poultry trust, which protects cash sellers of livestock and poultry by making their rights to specific assets of the company legally superior to the interests of other entities. The team members quickly identified the unpaid livestock sellers and individuals with poultry growing contracts, and helped them file timely bond and trust claims to ensure they were paid.

Honor Award Recipients

Gregory Andrews, GIPSA
Bruce Gardner, GIPSA
Matt Cole, DOJ
Pete Deegan, DOJ
Adam Fast, GIPSA
Shari Konarske, DOJ
Tanisha, Mapes, GIPSA
Lee Cline Meyer, DOJ
Maureen Oviatt, DOJ
Eric Paul, OGC
Luis Sosa, GIPSA
Casey Sturgill, GIPSA
LaDondra Taylor, GIPSA
Sali Van Weelden, DOJ
CJ Williams, DOJ
Christopher Young, OGC

*Continued, see **Honor** on page 4*

Names in the News

PERSONNEL

George Banks has been selected to be the New Orleans Field Office's new quality assurance manager.

LeRoy Capper is the new chief of the Application Development Branch, Information Technology Staff. Previously, **Lee** was a senior consultant with Johnston McLamb, and, for the past 5 years, was involved in the development of the *FGISonline* applications. **Lee** is a graduate of Grove City College with a degree in applied physics and computer science and a minor in math. **Lee** shows a great deal of attention to detail, is an excellent communicator, and is well respected in the IT community.

Jacob Small, USDA/1994 Tribal Scholar, reported for a 2-month summer work assignment at the Technical Services Division (TSD). **Jacob** will be working in grain moisture measurement and moisture meter technologies.

Dr. Ajit Ghosh reported for work as the new chemist in the Trace Analysis Laboratory at TSD.

AWARDS

Donna Ash, Washington, DC, received a time-off award for serving as a valuable resource to the Agency and her role in the Eagle Horizon 2010 preparation, which contributed to GIPSA's outstanding performance and devolution during the emergency preparedness exercise.

Thomas Duggan, **Weylin Lucius**, **Ryan Montgomery**, **Stephen Pollock**, and **Craig Raysor**, WRO, received time-off awards for their extra effort, teamwork, and professionalism in completing the analysis of a proposed acquisition.

Kari McPherson, **Steven Golus**, **Amy Goembel**, and **Robert Merritt**, MRO, received time-off awards for extra effort in assisting newer resident agents in support of P&SP's Business Plan.

Issuances

*Terri Henry
Washington, DC*

Reissued

- ❑ FGIS Policy Memorandum Reference No. 233, Average Quality Uniformity Criteria and CuSum Loading Plan Policy, dated July 2, 2010

Issued

- ❑ Issuance Change No. 26 to the Weighing Handbook, Chapter 1, dated July 5, 2010
- ❑ Issuance Change No. 27 to the Weighing Handbook, Chapter 2, dated July 5, 2010
- ❑ FGIS Program Notice 10-02, Online Recordkeeping for Inspection and Weighing Equipment, dated July 16, 2010
- ❑ FGIS Program Notice 10-09, National Soybean Sample Collection Plan for the Pesticide Residue Program, dated July 23, 2010

Employee Assistance Program

Call for confidential help.

1-800-222-0364

Regulatory Info

Federal Register Publications

- ❑ “Implementation of Regulations Required Under Title XI of the Food, Conservation and Energy Act of 2008; Conduct in Violation of the Act, Proposed rule; extension of comment period,” dated July 28, 2010
- ❑ “Export Inspection and Weighing Waiver for High Quality Specialty Grains Transported in Containers,” dated July 19, 2010

Comment Period on Farm Bill Proposed Rule Extended

GIPSA is extending the comment period for the proposed rule that seeks to improve fairness and transparency in the marketing of livestock and poultry under the Packers and Stockyards Act. We now will accept comments until November 22, 2010. GIPSA published the proposed rule in the Federal Register (75 FR 35338) on June 22, 2010, and had originally set the comment period deadline for August 23.

Bidding Farewell

Clyde Steves, Stuttgart



Clyde Steves

I started in grain inspection in the Agricultural Marketing Service’s (AMS) New Orleans Field Office in December 1972. At that time, there were 21 federal employees in the office. In May 1977, I transferred to the FGIS Beaumont Field Office as a shift supervisor, responsible for covering the inspection areas of Beaumont, Lake Charles, and Crowley. This was right after FGIS accepted responsibility for all inbound and export inspections. The grain elevator in

Beaumont was primarily inbound rail and trucks for export, and FGIS would perform as many as 500 inbound inspections per day. I was promoted to field office manager in Stuttgart, Arkansas, in May 1985. I have been located in this office since then, providing original rice inspections in the areas of Greenville, Memphis, Stuttgart and Jonesboro, and working with five agencies to provide official grain inspection services.

After working for 33 years with FGIS as a supervisor, I would like to thank the dedicated employees who have worked long hours, sometimes under very trying work conditions, to get the job done and provide excellent service to an industry that is unpredictable at best. The job would not have been done many times without that dedication. I would also like to thank all of the agency managers I have worked with for making the job fun. They are very professional and dedicated to grain inspection and the industry, providing service under some stressful conditions as well. And we do not want to forget to thank the administrative staff, who corrected our errors and showed that same dedication to service.

I plan to spend my retirement enjoying my family. Hopefully my wife **Jean** and I will get to travel more and visit my three daughters, **Sara, Amanda, and Carrie**, and two grandchildren, **Emma and Fisher**. As some of you may know I am still trying to build a house at the lake, and that should use up any extra time I have. I have enjoyed working with FGIS these 37 years.

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

Honor, from page 1.

In addition to personally contacting most of the unpaid sellers, GIPSA team members also organized and conducted an informational meeting for the public in December 2008 in Dubuque, IA, to answer sellers' and growers' questions about the claim process, and to help livestock producers and poultry growers submit bond and/or trust claims. Team members also briefed Congressional staff and media about the significant detrimental impact of the bankruptcy on regional farmers and livestock sellers at the meeting.

Once the GIPSA team members built the case on behalf of the affected producers, they worked closely with OGC and DOJ attorneys throughout 2009 to ensure that the U.S. Bankruptcy Court was fully informed about the existence, purpose, and legal authority of the packer and poultry trust. As a result of the team's efforts, from investigator to attorney, in May 2009, the Bankruptcy Court released funds under its authority for payment to producers whose bond and trust claims were deemed valid by GIPSA. As a result, 37 livestock producers and poultry growers in Illinois, Indiana, Iowa, Minnesota, and Wisconsin were paid over \$5.3 million that otherwise would have been lost to them as a result of Agriprocessors collapse.

Finally, during 2009, GIPSA team members provided integral support to DOJ's U.S. Attorney's Office, Northern District of Iowa, during both the investigative and trial phases of the criminal prosecution of the former Agriprocessors chief executive officer and several other company managers. The investigation and subsequent criminal prosecution included 19 counts of willfully violating an order of the Secretary under the Packers and Stockyards Act.

This team of diligent and dedicated professionals, drawn from different organizational units within USDA and DOJ, significantly contributed to the economic viability of small farmers and poultry growers by ensuring they received full payment for their product. Additionally, working together, this team helped ensure that the sale of livestock and poultry in commerce is protected by the rule of law, and that the financial interests of farmers and ranchers are given fair weight in bankruptcy proceedings. Because of these efforts, small, family-operated farms and ranches received over \$5.3 million owed to them for the sale of their livestock or poultry that might otherwise have been lost. By conscientiously and determinedly helping America's farmers on an individual basis, the team ensured financial protections and equity in the marketplace on a tremendous scale.

This is a great accomplishment, and one that shows what tremendous accomplishments we can achieve by collaborating with our counterparts in USDA and the Department of Justice.

Individual Development Plans

The IDP due date has been extended to August 20, 2010. The previous due date was August 6, 2010.

Please check with your supervisor or Collateral Duty Training Officer for details on submission of your IDP.

FGIS Matters...!

Randall Jones, Washington DC

As many of our talented and experienced inspectors are eligible to retire within the next few years, FGIS is focused on maintaining our standards of excellence while building our future workforce. Last week, I was excited to announce a new initiative under the Federal Career Intern Program (FCIP) that provides an opportunity for current employees and college graduates. FGIS is looking for bright, energetic, mobile, and committed professionals to participate in the FCIP. As Federal Career Interns, individuals work rotating assignments and participate in the full range of inspection work to acquire on-the-job experience and training necessary to be the next generation of FGIS inspectors and leaders. After successful completion of the 2-year internship, the interns will be eligible for non-competitive conversion to a permanent position. The deadline to submit applications is August 9, 2010.

FGIS has long relied on our customers' input to better understand their needs and assess the performance of the official inspection and weighing system. To this end, we conducted mail-out surveys of the paying customers of the official system in 1996, 2000, and 2007. This year, we are conducting our first online survey to better capture our customers' input and ease their overall survey experience. A randomly selected representative sample of customers received an invitation to complete the survey online last week. We look forward to receiving our customers' responses and valuable input.

Don Kendall and **Larry Freese** received a USDA Secretary's Award in recognition of their work with the Codex Committee on Methods of Analysis and Sampling (CCMAS). Over the last year, **Don** was instrumental in creating the draft guidance on detection methods for DNA and protein in foods and gaining its approval. **Don's** technical expertise and valued opinion helped garner support for expanding the scope of the document to reflect other uses of the methods, such as food authentication. **Larry Freese** was essential on all the sampling discussions and statistical design portions, and was a key supporter of the U.S. Delegation. They have worked tirelessly alongside other U.S. delegation members to build support for expanding the scope of the document through international outreach and greatly improved the text through an electronic working group chaired by Argentina. Congratulations **Don** and **Larry**!

Also this month, I was pleased to announce the selection of the team members of the Change Control Working Group (CCWG). Congratulations to **Pat McCluskey, Tandace Scholdberg, Rodney Bell, Erik Mojica, Valerie Hills,** and **Myron Hall** for their selection to serve on the CCWG. This team will help FGIS administer a structured procedure to evaluate change requests submitted by FGIS employees and facilitate implementation of those changes that enhance operational efficiency and effectiveness. This new process will provide all FGIS employees the opportunity to participate in the continuous improvement of the agency. I anticipate great outcomes from this talented group of employees. Thanks to all employees who submitted applications.

Clyde Steves, Stuttgart field office manager, retired after nearly 38 years of service. **Clyde's** expertise in rice inspection has been critical for our operations. He will be greatly missed. Congratulations on your retirement, **Clyde**!

This year's export inspections continue to run 11 percent ahead of last year, although the pace is slowing down since we have hit the summer months. Soybeans continue to lead the way at 17 percent above last year's record. Sorghum shipments are up 18 percent, followed by wheat at 8 percent and corn at 6 percent. League City has seen a large increase in volume, inspecting an additional 54 percent (4.2 mmt) this year over last year. Portland has seen a 1.3 mmt increase, which is 29 percent ahead of last year at this time. Toledo continues to experience a resurgence in their workload as their tonnage is ahead of last year by 63 percent.

Since October 2009, rice inspections (both domestic and export) have averaged 3,424 mt per month, coming in at near 279,000 tons during the month of June. Cumulative inspected rice tonnage through the month of June in the states of Louisiana, Arkansas, and California is 2.67 mmt, representing 78 percent of total rice inspections. Roughly 67 percent of rice inspected this year has been destined for export.

Until next month. Keep up the good work and stay safe!

AgDiscovery 2010

Andrew Greenfield, Washington, DC

On July 9, 2010, GIPSA's Field Management Division representatives **Andy Greenfield, Rob Dorman,** and **Sherri Murphy** participated for the second year in a row in the 2010 AgDiscovery Program at Delaware State University in Dover, Delaware, sponsored by the Animal and Plant Health Inspection Service (APHIS).

AgDiscovery is an outreach program designed by APHIS to enrich teenage students with information about careers in plant and animal science and wildlife management. During the 2-week summer boarding program, 15 students took part in character- and team-building activities and diversity workshops, and had the opportunity to learn about the many career paths open to them in the field of agricultural sciences.

Rob, Sherri, and **I** presented information to the students on the role FGIS plays as part of GIPSA and USDA. The presentation focused on the check-testing of equipment, random sampling, statistics, and inspection techniques. We also gave the students an idea of the day-to-day responsibilities of agricultural commodity technicians and graders in the field.



Sherri Murphy (far left), and Rob Dorman and Andy Greenfield (front center) are joined by their fellow grain inspectors for the day.

To illustrate the random sampling part of the presentation, the students were divided into groups of four and randomly selected a scoopful of multi-colored M&Ms, which represented a sample of mixed grain. The students worked together to divide the candies out into each of their six colors, representing equal amounts of different types of grain. The activity demonstrated that although there is an equal probability to select a particular color (grain) at random, the outcome may vary from the target percentage since random sampling has inherited variation. After the activity, the students were able to eat their samples. This activity was repeated in more difficult scope with mixed corn and wheat,

when the students acted as graders, and had to separate white corn (5 percent) from yellow corn and white wheat (10 percent) from red wheat. Again, the concept of variation was instilled in them. The students were actively engaged as well as entertained in all of the activities presented and were very eager to ask questions about the agency.

Thanks to **Dr. Harry Thayer** and **APHIS** for inviting us back this year to participate in the program, to **Larry Freese**, Technical Services Division for his guidance, and the **Board of Appeals and Review** for providing samples.

Personnel News

Irene Omade, Washington, DC

Tariffs on Web

U.S. Savings Bonds. The U.S. Department of Treasury has announced it will stop issuing paper savings bonds through federal payroll savings plans as of **September 30, 2010**. This change will reduce the costs associated with the U.S. Savings Bond Program and supports the Treasury's long-term plan to issue all securities electronically. Starting with Pay Period 20 payroll processing, payroll deductions for savings bonds will no longer be accepted. Employees who wish to continue bonds may do so by enrolling in the electronic bond program via Treasury Direct (www.treasurydirect.gov).



Employee Personal Page (EPP). Effective Pay Period 12, NFC redesigned the Employee Personal Page (EPP). The newly redesigned EPP provides an improved user interface and expanded functionality. The basic processes of EPP have not changed. However, the navigation is menu-driven and the pages within EPP will have a new look and feel. Each benefit type contains current information

and self-service processing on the same page. EPP now provides users with a Self-Service History feature where employees are able to view the current status of documents being processed through Employee Self Services (ESS). Employees are able to follow a document as it is processed from EPP to the Payroll/Personnel System database. To visit EPP go to: <https://www.nfc.usda.gov/personal/index.aspx>. Links from inGIPSA to the EPP have been updated.

Electronic Official Personnel Folder (eOPF). The eOPF is an electronic version of your OPF and contains the records required to document your Federal career. The Human Resources Division, in conjunction with the Office of Personnel Management, is providing access to all employees as part of a government-wide initiative. **Effective Pay Period 19 employees who have not registered for access to their eOPF will no longer receive paper copies of their SF-50s.** To register, please follow the steps outlined in the "eOPF Registration Using eAuthentication Guide" along with other related documents which can be found on the inGIPSA website at <http://ingipsa/Employee-Resources/Benefits.aspx>

New on the web: tariffs, or schedules of rates and charges for stockyard services for all stockyards and market agencies selling on commission that are operating at posted stockyards.

Each stockyard owner and market agency selling on commission operating at a posted stockyard must file with GIPSA a schedule of rates and charges, and must post the schedule, or tariff, on the business premises in an area that is accessible and visible to the public. Each tariff must include a description of the stockyard services rendered, the stockyard at which it applies, the name and address of the stockyard owner or market agency, the kind of livestock covered, and any rules or regulations that may affect any rate or charge. If applicable, the tariff also must include feed charges, if any, and charges for professional veterinary service rendered.

GIPSA's listing of stockyard tariffs is located at http://archive.gipsa.usda.gov/psp_tariff/default.aspx. Users can search by state for tariffs for specific facilities.

Meet More Interns

Krista Hokit is a 20-year-old senior at Oklahoma State University. She plans to graduate in December 2010 with a degree in economics and pre-law and a minor in history. **Krista** takes great pride in her academic studies, and has been recognized by The Golden Key International Honor Society as being in the top 15 percent of juniors and seniors at Oklahoma State University. She is also a member of Phi Alpha Delta Pre-Law Fraternity and an annual volunteer for the United Way campaign.



Krista is interning at the USDA through the Washington Internships for Native Students program (WINS), which offers students of sovereign American Indian, Alaska Native, and Native Hawaiian nations the opportunity to build leadership skills while living, studying, and interning in Washington, DC. As a Native American student and a member of the Echota Cherokee Tribe of Alabama, she is thrilled to have the opportunity to learn more about her heritage and represent her tribe in the Nation's capital through the WINS program. WINS participants work full time in an internship position, take two classes at American University in the evenings, and participate in various cultural activities. "WINS has been an incredible opportunity. It is a challenging but very rewarding

program," **Krista** says.

This summer, **Krista** is working with the Management and Budget Services office with **Rosemary Mayne** and **Caroline Thorpe**. She has reorganized and cataloged the training library, helped organize training events, reviewed federal regulations, and helped administer Individual Development Plan materials. About her internship experience, **Krista** says: "Before working with GIPSA, I had an extremely limited understanding of what the USDA did. I had no concept of the size of the organization or the many functions it provides. I have been very fortunate to work on so many different projects and to gain a much broader view of the USDA." **Krista** is very thankful for the opportunity to work for GIPSA this summer, and would like to thank everyone she has met and worked with for taking the time to help her develop professionally in this capacity.



Cameron Wilkins is a 21-year-old majoring in economics at Oklahoma State University. He plans to graduate in May 2011 and put his degree to good use. Throughout his college experience, he has made the President's Honor Roll on multiple occasions, and been involved in a number of organizations, including Phi Kappa Phi and Golden Key Honor Societies. When he isn't at school, **Cameron** is usually hard at work on his family's ranch in Northeast Oklahoma. As a fourth generation cattle producer and exhibitor, he is well versed in agricultural practices and enjoys expanding his knowledge of the grain and livestock industries. **Cameron** was thrilled to receive an internship at GIPSA.

As a member of the Cherokee Nation of Oklahoma, **Cameron** received his internship through the WINS program. Although his background is primarily in the livestock industry, **Cameron** has enjoyed working in the Compliance Division this summer with **Karen Guagliardo**, **Bill Ashley**, and others. **Cameron** says, "I am very grateful to have had the opportunity to learn about FGIS, and work in such a good environment alongside so many professional individuals. I was originally intimidated by the size and complexity of the Department of Agriculture. However, with everyone's assistance, I have quickly adjusted and feel right at home. I believe that I have gained an enormous amount from this experience and I now know more about my people, my country, and USDA's importance to the world."

GIPSA's Top-10 AgLearn Favorites

Krista Hokit, Washington, DC

Hey GIPSA employees! Looking for a fun and easy way to gain new skills? Check out an online class in AgLearn! These classes cover a wide range of topics, so whatever skills you're looking for, chances are that AgLearn has the materials you need.

The courses listed in the box to the right are the most popular courses among GIPSA employees. "Why?" you ask. Because they work! These classes are current, popular, and produce results. It's easy to search for any of these classes by title in the AgLearn system. Plus, they are archived in the learning histories of GIPSA employees, so you know you won't struggle with technical difficulties.

As a quick reminder, in accordance with USDA requirements, before taking any retirement training with outside vendors, you will be required to complete one of the courses offered on AgLearn. Specifically recommended are the retirement classes offered by DMason. These can be located by entering "retirement" in the upper-right-hand search box of your AgLearn account webpage and clicking "Go".

No matter what your developmental needs and career goals, you have incredible resources available to you through AgLearn. These are only a few of the most popular courses; others with high completion rates include: Emotional Intelligence, Since Strangling Isn't An Option, and First Aid – Basic.

In AgLearn, there are many courses to choose from and much to be learned. Your options and your boundaries are truly unlimited. Don't just take my word for it! Try AgLearn for yourself and see!

GIPSA's Top-10 AgLearn Favorites

1. Cultural Sensitivity and Diversity Awareness
2. 10 Steps to Getting Organized
3. Motivation and Goal-Setting: How to Set and Achieve Goals and Inspire Others
4. QuickTalks: Jim Loehr: Stress Management
5. Back Safety
6. Google Skills Application
7. QuickTalks: Stephen Covey: Habit 2: Begin with the End in Mind
8. Just Listen! How to Connect and Get Through to Anyone
9. Dealing with Individual Conflict
10. Answering Questions with Tact and Skill

For Your Health

Mavis Rogers, Washington, DC



Tips for Preventing Heat-Related Illness:

- ⊗ Drink more fluids (nonalcoholic) regardless of your activity level. Don't wait until you are thirsty to drink. Warning: If your doctor generally limits the amount of fluid you drink or you are taking water pills, ask him/her how much you should drink when the weather is hot.
- ⊗ Don't drink fluids that contain alcohol or large amounts of sugar – these actually cause you to lose more body fluid. Also, avoid very cold drinks because they can cause stomach cramps.
- ⊗ Stay indoors and, if at all possible, stay in an air-conditioned place. If your home does not have air conditioning, go to the shopping mall or public library - even a few hours spent in air conditioning can help your body stay cooler when you go back into the heat. Call your local health department to see if there are any heat-relief shelters in your area. Electric fans may provide comfort, but when the temperature reaches the high 90s, fans will not prevent heat-related illness. Taking a cool shower or bath, or moving to an air conditioned place is a much better way to cool off.
- ⊗ Wear lightweight, light-colored, loose-fitting clothing.
- ⊗ NEVER leave anyone or any animal in a closed, parked vehicle.

Although anyone at any time can suffer from heat-related illness, some people are at greater risk than others. Check regularly on:

- Infants and young children,
- People aged 65 or older,
- People who have a mental illness, and
- Those who are physically ill, especially with heart disease or high blood pressure.

Visit adults at risk at least twice a day and closely watch them for signs of heat exhaustion or heat stroke. Infants and young children, of course, need much more frequent watching.

If you must be out in the heat:

- ⊗ Limit your outdoor activity to morning and evening hours.
- ⊗ Cut down on exercise. If you must exercise, drink two to four glasses of cool, nonalcoholic fluids each hour. A sports beverage can replace the salt and minerals you lose in sweat. Warning: If you are on a low-salt diet, talk with your doctor before drinking a sports beverage. Remember the warning in the first “tip” above too.
- ⊗ Try to rest often in shady areas.
- ⊗ Protect yourself from the sun by wearing a wide-brimmed hat (it also keeps you cooler) and sunglasses, and putting on sunscreen of SPF 15 or higher. The most effective products say “broad spectrum” or “UVA/UVB protection” on their labels.

Courtesy: Safetycenter.org.

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

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by August 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.

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