



GIPSA News

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

October 2009

From the Administrator

J. Dudley Butler

During the week of September 14, it seemed that a great portion of GIPSA staff had temporarily relocated to Kansas City, Missouri. At a single location that week, FGIS held its Management and Administrative Conference; and P&SP held a week-long training session for new investigators, and concurrently, a P&SP Management Team meeting. I was fortunate to be able to participate in portions of all of these sessions, and to meet many members of the GIPSA family, as well as other staff, during a tour of the National Grain Center.

In speaking to the entire group at a dinner that week, I shared my vision of One GIPSA. GIPSA's two program areas, as well as our support staffs, may have in the past thought of themselves as separate entities brought together by reorganization. However, it is clear to me that FGIS and P&SP do share the same mission. Whether in livestock markets or in grain elevators, bringing fairness and integrity to American agriculture is our mission.

Our work is on the frontlines, and in doing our job we – GIPSA – are the recognized gold standard. American agriculture and our customers around the world look to us for absolute professionalism, consistency, and reliability in regulating and serving the livestock and grain sectors. In the end, our small Agency brings a large measure of protection and levels the playing field for America's producers.

Thanks to your professionalism, dedication, and integrity, our future success becomes more and more apparent to me each and every time I meet another member of the GIPSA family.

We are moving forward today as one GIPSA. Although our programs have different roles in different agricultural sectors, we all share a mission and a commitment to integrity that will remain the cornerstone of this Agency.



GIPSA converges on Kansas City.

Names in the News

PERSONNEL

Wayne Basford is the ERO's new legal specialist for the Business Practice Unit.

Rosemary Mayne is the deputy director of Management and Budget Services. Previously, **Rosemary** had served as GIPSA's Training Officer. **Rosemary** is responsible for the day-to-day supervision of all management/administrative services.

CONDOLENCES

Cary Brown, industrial specialist, Master Scale Depot (MSD), Chicago, passed away on September 26, 2009. **Cary** worked at the MSD for 16 years. Prior to that, he was a service manager for Automated Scales Company for 7 years. **Cary** was a veteran and served in the U.S. Navy for 2 1/2 years. He is survived by his wife Judy and children Lindsey, Dan, and Tim.

In This Issue

Names in the News	2
Aspire to Leadership?	4
FGIS Matters	5
Issuances	6
Regulatory Info	6
Sneakernet	6
FGISonline: ITW	7
Link Receives Award	7
CCWG	8
H1N1 Updates	8
KYFKYF	8
For Your Health	9

AWARDS

Jill Ainsworth, ERO, received an extra effort award for her dedication in providing excellent customer service and for significant contribution in completing over 500 entries in the PSAS project.

Lee Ainsworth, ERO, received an extra effort award for continued diligence, leadership, and training related to the new scale and weighing program, and for the completion of two inaccurate carcass scale cases.

Crystal Akins, ERO, received a spot award for her commitment and dedication in performing financial and trade practice activities.

Robert Anderson, WRO, received a spot award for his hard work and dedication in completing a competition investigation that relied on numerous affidavits.

Kathy Boyd, WRO, received a spot award for extra effort as a mentor in providing hands-on training while patiently explaining tasks to new employees, which greatly enhanced their contribution to the Agency's mission.

Jody Boydston-Johnson, WRO, received a spot award for extra effort and dedication in organizing and coordinating ECM training for field employees in a manner which contributed to the accomplishment of the P&SP mission.

Timothy Brennan, ERO, received a spot award for his commitment and dedication in performing financial and trade practice activities.

Brian Burk, WRO, received a spot award for extra effort as a mentor in providing hands-on training while

patiently explaining tasks to new employees, which greatly enhanced their contribution to the Agency's mission.

Carol Carter, WRO, received an extra effort award for the diligence she has shown to the task assigned since beginning work with the CRU Unit, which is greatly valued; and a spot award for extra effort as a mentor in providing hands-on training while patiently explaining tasks to new employees, which greatly enhanced their contribution to the Agency's mission, and for extra effort as the collateral duty Health & Safety Officer for the WRO.

Desmond Coker, WRO, received a spot award for his commitment and dedication in performing financial and trade practice activities.

Hal Crocker, ERO, received an extra effort award for sustained performance and professionalism in performing trade practice investigations in the poultry industry.

Bart Di Giovanni, ERO, received an extra effort award for sustained performance and professionalism in performing trade practice investigations in the livestock and poultry industries, and conducting financial investigations in the livestock industry.

Herple Ellis, ERO, received a spot award for his continued leadership, training and mentoring as the sole senior agricultural marketing specialist in the ERO.

*Continued, see Names
on page 3.*

Names, from page 2.

Oscar Ferrara, ERO, received a spot award for his personal initiative in learning and handling the various competition and economic tasks assigned as the sole economist in the ERO.

Angela Fore, ERO, received a spot award for her contribution to the scanning phase of the PSAS project which led to the on-time completion and success of this project.

Marilynn Gallagher, ERO, received a spot award for her commitment and dedication in performing financial and trade practice activities.

Mary Heisey, ERO, received a spot award for sustained performance and professionalism in performing trade practice and financial investigations in the livestock and poultry industry.

Lawrence Houston, ERO, received a spot award for sustained performance and professionalism in performing trade practice and financial investigations in the livestock industry.

Timothy Johnson, WRO, received a spot award for extra effort and professionalism in managing procurement, staffing, and personnel services in a manner which contributed to the accomplishment of the P&SP mission.

Weylin Lucius, WRO, received a spot award for his hard work and dedication in completing a competition investigation that relied on numerous affidavits.

Steven Mason, ERO, received a spot award for his sustained dedication and leadership in the Program Support Unit, which greatly contributes to the efficiency and effectiveness of the ERO.

William McCune, WRO, received a spot award for his intense research, which led to the recovery of a months' old \$84,000 bank error and the avoidance of an unnecessary formal action against the market.

Barbara McKee, ERO, received a spot award for her contribution to the scanning phase of the PSAS project which led to the on-time completion and success of this project.

Michael Meadows, ERO, received a spot award for his work as a co-manager of the Native American Program of EEO's Special Emphasis Program.

Margaret Mills, WRO, received spot awards for extra effort and dedication in organizing and coordinating ECM training for field employees in a manner which contributed to accomplishment of the P&SP mission; and for extra effort and innovation in mapping WRO Resident Agent territories showing registrants and packers, which contributed to efficiency and became a model for the Agency.

Kim Milstead, ERO, received an extra effort award for sustained dedication and commitment in performing legal duties outside recognized responsibilities for one legal specialist which increased the efficiency of the ERO.

James Morcaldi, WRO, received a spot award for extra effort and professionalism in obtaining an additional \$80,000 recovery from the surety company in a cattle bond claim.

Douglas Neesen, WRO, received a spot award for his extra effort in collateral duty assignments in managing the fleet of the WRO vehicles and always ensuring preventative service and needed repairs

are performed and up to date as necessary.

Gordon Peters, ERO, received a spot award for his commitment and dedication in performing financial and trade practice activities.

Johnetta Robinson, ERO, received a spot award for her contribution to the scanning phase of the PSAS project which led to the on-time completion and success of this project.

Twala Samuels, ERO, received an extra effort award for almost single-handedly accomplishing the task of obtaining revised tariffs in the ERO to meet the new directive.

Stacey Schofield, WRO, received a spot award for taking the lead in the 2009 Tariff Project, which the WRO was the first regional office to complete.

Myron Simmons, WRO, received an extra effort award for his leadership, innovation, and extra effort in leading the WRO through the Historical Scanning Project which enabled the WRO to complete the scanning project well before the deadline.

Nilsa Ramos Taylor, ERO, received an extra effort award for sustained performance and professionalism in performing trade practice investigations in the livestock and poultry industries and conducting financial investigations in the livestock industry.

*Continued, see **More Names**
on page 5.*



Aspire to Leadership?

Rosemary Mayne, Washington, DC

Do you aspire to apply for a leadership position in the future? Have you wondered what it takes to get to the next level in your career? If so, consider applying for GIPSA's Leadership Development Program II. Now is the time to apply! Do not miss submitting your complete application package **by November 13, 2009**, for the competitive selection process.

This training initiative is designed to help GIPSA prepare our next generation of Agency leaders. Participants will take part in three blocks of classroom training at the Eastern Management Development Center (EMDC) in Shepherdstown, WV, a facility run by the U.S. Office of Personnel Management (OPM). The first-rate faculty will teach 1-week sessions in January, August, and December 2010 that cover key leadership concepts and topics. Topics will include leadership, teamwork, dealing with difficult people, succeeding as a new supervisor, communications, career development, managing conflict, strategic thinking and planning, political savvy, and a host of GIPSA-specific issues including Congressional relations, USDA's strategy, current Agency practices, and budget execution. We also will focus on current Farm Bill instruction and projects. Instruments including the Meyers-Briggs Type Indicator, the OPM 360 degree assessment, and others will help you learn more about yourself and how you relate to others.

This learning experience will be highly interactive. You will build a network of GIPSA colleagues, learn more about the Agency, and get feedback on your leadership competence.

Finally, each participant will have the opportunity to work on a special hands-on project or field assignment that is critical to the future of GIPSA. Participants will have coaching from a GIPSA senior manager and all projects will be presented in class.

The program is intense but not overwhelming. Challenge yourself! The classroom work will have a direct transfer to your current job and to future leadership positions, should they come your way. The GIPSA senior management team is excited about this new LDP for 2010. Chat with any of the graduates of the first LDP about their experiences.

Please get your applications in as soon as possible. I am the program manager for this initiative, please call me with any questions.

Will you be in class in January?

More Names, *from page 3.*

Carla Thomas, ERO, received a spot award for sustained effort, dedication, and a professional attitude which greatly contributed to the efficiency and effectiveness of the ERO.

Patricia Tolle, WRO, received an extra effort award for the diligence she has shown to the task assigned to her since beginning work with the CRU Unit, which is greatly valued.

Melba Twitty, ERO, received a spot award for representing the Agency in the APHIS AgDiscovery 2009: Investing in the Future of American Agriculture at Delaware State University by preparing and giving a presentation to inner-city youth on the P&SP's role in the livestock industry.

John Ver Linden, WRO, received an extra effort award for his leadership, innovation and extra effort in leading the WRO through the Historical Scanning Project which enabled the WRO to complete the scanning project well before the deadline.

Anne Webster, WRO, received an extra effort award for the diligence she has shown to the task assigned to her since beginning work with the CRU Unit, which is greatly valued.

Rhonda Williams, WRO, received a spot award for her extra effort as a mentor in providing hands-on training while patiently explaining tasks to new employees, which greatly enhanced their contribution to the Agency's mission.

Regina Willis, ERO, received a spot award for her contribution to the PSAS scanning project and for providing exceptional and efficient service to our customers.

Jaime Ziem, ERO, received spot awards for sustained performance and professionalism in performing trade practice and financial investigations in the livestock industry, and for creating written instructions and processes for Agency submission of electronic case files.

FGIS Matters ...!

Randall Jones, Washington, DC



Randall Jones

Lots of exciting things going on this month to share with you! The end of summer has come and gone—along with another fiscal year. September has been full of all of the end-of-year things: mandatory training, close monitoring of each and every dollar that's spent, performance evaluations, operating plans for 2010, and the list goes on. A lot of people have worked very hard these past few weeks to make sure our administrative systems are in order, and they all deserve a special thank you.

Though the close of each fiscal year brings about a lot of work, it also presents new opportunities. Each of us will develop an Individual Development Plan for this year, and I encourage you to take the time to talk with your supervisor about what you can do this coming year to grow professionally. If you need help, call the Training Office and they can help you along the way. We'll also start talking about our new priorities for year, and how our important

work helps support the Secretary's goals.

To get the conversation started for the fiscal year—and to talk about ongoing challenges and opportunities for FGIS—many of our managers and administrative staff met in Kansas City in September. We talked about all the things I've mentioned—training and budget—as well as ethics, succession planning, and *FGISonline*, and heard updates from each field office. One evening, we had the opportunity to have dinner with our partners in the Packers and Stockyards Program, who were also in town for meetings.

While there was a lot of good information shared over the course of those 3 days, I want to highlight a couple of things for everyone:

▲ ***Planning for the future.*** As I know many of you know, there are an increasing number of FGIS members who are eligible or soon will be eligible for retirement. I challenge those who are nearing the end of their careers to share your knowledge and skills as much as you can; to foster your more junior colleagues and engage them in challenging and meaningful ways; and pass along the values that FGIS has built its name upon. For newer employees, make sure you ask questions and soak up as much as you can. Your coworkers represent an elite class of experts and, altogether, thousands of staff-years of experience... so don't take that for granted.

▲ ***Do the right thing.*** During our meeting in Kansas City, we participated in ethics training provided by **Mr. Jacob Blass** and had a lot of discussion about real-world ethical issues. Remember that we represent GIPSA, USDA, and the entire Federal Government when we're in the workplace and in the countryside. If something doesn't feel right or you don't feel comfortable with a situation that presents an ethical dilemma for you – take pause! If it's a really tough situation, seek help by calling your supervisor or our Agency's ethics officer. Remember that the value of our services rests in the fact that they are accurate and fair, and GIPSA employees have worked hard over the years to build that trust and integrity and our reputation. Take pride in your work and in your decisions.

I know you're all gearing up for a busy fall season with some big crop numbers expected this year. So, stay safe and keep up the good work!

Issuances

Terri Henry, Washington, DC

- FGIS Directive 3330-1, "Cellular Equipment Communication Management, Operations, and Maintenance," dated September 8, 2009
- FGIS Program Notice 09-16, "National Soybean Export Assessment Sample Collection Plan for Interior Offices," dated September 8, 2009
- FGIS Program Notice 09-17, "National Soybean Export Assessment Sample Collection Plan for Export Field Offices," dated September 8, 2009
- GIPSA Program Notice 09-14, "Suspension of the Guaranteed Home Buyout Relocation Travel Allowance," dated September 21, 2009

Regulatory Info

Tess Butler, Washington, DC

Federal Register Publications

- Required Scale Tests, published August 24, 2009
- Designation for the Pocatello, ID; Lewiston, ID; Evansville, IN; and Utah Areas, published August 27, 2009
- Opportunity for Designation in the Champaign, IL; Detroit, MI; Davenport, IA; Enid, OK; Keokuk IA; Marshall, MI; and Omaha, NE Areas and Request for Comments on the Official Agencies Serving These Areas

Sneakernet to Internet

James P. Lambert, Kansas City

Let's time warp back to FGIS in the mid-1980s. FGIS computers consisted of the TRS 80, followed by the HP Touchscreen 150, then the 20MB Vectra, and 8" Frisbees through 3½" floppies. With this hardware, we also had a hodgepodge of software such as DOS 3.0, MultiMate, Lotus 123, Condor, and SAS. Users collected the data from an instrument, saved it to disk, carried it to the master computer, and dumped it in. Hence, the term "Sneakernet." And, if you weren't lucky enough to have a 'CBasic' program, you would have to enter the data by hand.

Have you ever heard the saying "give a guy enough cable and he'll hang himself" or "bats in the belfry"? The first LANs were created with boxes of 10BaseT twisted pair cable, BNC connectors, routers, switches, and Ethernet cards that you had to set the addresses. No such thing as 'plug and play.' Programming was done in BASIC or FoxPro. Back then, it was called the "iterative method of development" and produced the beginnings of a knowledge base. It served its purpose but became intractable. The blinking 14K modems finally gave us communication to the outside world and introduced us to the Internet and email and opened up a huge potential for web-based applications.

Now back to the present. GIPSA is at a watershed and we are making information more easily available by creating a technological cloud; linking GIPSA with the world by developing web-based programs such as ITW, IDW, and PSAS. We've divided our thought processes into 'business' and 'IT' and are now using 'IT' to support the business processes of the Agency, instead of being limited in our business processes by what IT can do. At times, a certain amount of conflict may arise between the two. Don't lose track of our objectives, and don't forget there's a method to the madness. After all, as Red Green says, "We're all in this together."

"We've come a long way, baby" from the time of the "Sneakernet."

Employee Assistance Program

Call for confidential help.

Washington, DC personnel, call...
1-800-222-0364

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

FGISonline: Inspection, Testing, and Weighing

*Wade Berteau, New Orleans, and
Doug Lacefield, Washington, DC*

As many of you know, we are replacing our current CuSum application with the FGISonline Inspection, Testing, and Weighing (ITW) system. This does not affect the CuSum inspection plan, just the CuSum application.

ITW is the cornerstone of FGISonline suite of computer systems, and interacts with several systems within the suite to obtain commodity, location, and personnel information, as well as provide inspection and weighing results.

In addition to replacing the existing functionality of the current CuSum application, ITW will capture inspection and weighing results for ships, railcars, containers, barges, and trucks on single, combined, average composite, and composite sample lots.

Current CuSum hardware now in use will be replaced with new Dell hardware and 22-inch Dell wide-screen monitors.

Like the FGISonline certification application (CRT), there are two versions of ITW: distributed (DITW) and web-based ITW. Most *original* inspections at export locations will use DITW; *re-inspections*, and *appeal* inspections will use the web-based version of ITW.

Once an inspection is complete, inspectors will manually synchronize (send records via the Internet) DITW records with the web-based version. This is to mitigate risks associated with downtime in case of server or network outages.

ITW will send summary inspection records (such as final factor results and grades) to CRT for certification, once certification is complete. CRT will send detail records (such as individual subplot results) to the Inspection Data Warehouse.

The League City, New Orleans, Portland, and Toledo Field Offices, along with the Washington State Department of Agriculture, have been involved in the development and testing of ITW, and have provided excellent guidance to ensure that ITW captures all needed inspection records and correctly calculates CuSum values.

Also, in preparation for the ITW rollout, each export field office has a designated ITW training coordinator, assigned by the field office manager, who is responsible for ensuring everyone in their respective office who will use the system has been properly trained.

ITW is scheduled to begin deployment to export field offices this winter.

The New Orleans Field Office (NOFO) will be the first office to use ITW. ITW will be installed in one of NOFO's elevators for use on all shifts. Once confirmed that records are being sent where they belong and the application is running smoothly, ITW will be phased in at other locations in the New Orleans area and in other field offices.

As the phase-in continues, we will begin to include other service types until the full ITW application is successfully completed.

Jim Link Receives Award

Former GIPSA administrator **Jim Link** is the 2010 recipient of the W.A. "Bill" King Award for Excellence in Agriculture. The award, named for the late Bill King, founder of the Fort Worth Farm and Ranch Club and longtime manager of the Southwestern Exposition and Livestock Show, recognizes a business or individual who has significantly contributed to the agriculture or agribusiness industry. First awarded in 1994, the W.A. "Bill" King Award for Excellence in Agriculture will be presented to **Mr. Link** at the Fort Worth Stock Show's Livestock Appreciation Day Luncheon on January 21, 2010.

**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

CCWG

Nilsa Ramos, Atlanta

The Change Control Working Group (CCWG) has been active since January 2009. The CCWG reviews change requests (CRs), and provides recommended action to the P&SP Management Team (PMT) for their approval, facilitates implementation of approved changes when necessary, and ensures final dispositions are communicated to P&SP employees.

The CCWG consists of seven voting members – two from each regional office (RO) and one from the Policy and Litigation Division (PLD); two non-voting members – a representative(s) from the Business and Economic Analysis Division (BEAD), and a sponsor from the Office of the Deputy Administrator (ODA).

The CCWG met during the week of September 21, 2009, in Washington, DC, to review the charter for updates and revisions; discuss quarterly reports provided to PMT on the status and count of CRs; and to discuss CRs employees have submitted to the CCWG for implementation.

The group also met with members of PLD and BEAD, Administrator **J. Dudley Butler**, and PSP deputy administrator **Alan Christian**, to discuss workflows and CR issues.

If you are interested in submitting a change request or would like additional information about the CCWG, please visit the P&SP Employee Library now posted on the *inGipsa* web site.



The members of the 2009-2010 CCWG are: (top left to right) Bart Di Giovanni, Resident Agent ERO; Jared G. Koch, Marketing Specialist WRO; Kevin J. Studer, Legal Specialist MRO; Adam M. Fast, Senior Auditor MRO; and Regina R. Ware, Economist in BEAD, currently the ODA sponsor; (bottom left to right) Amy R. Blechinger, Auditor and PLD representative; Nilsa Ramos Taylor, Resident Agent ERO; Tina D. Dillard, Automation Clerk from BEAD and Patricia L. Tolle, Supervisory Financial Systems Analyst WRO.

H1N1 Updates on *inGIPSA*

inGIPSA now contains resource information on the H1N1 pandemic flu. The site will be updated as new information becomes available, so check back often.

You can also receive email updates on the H1N1 situation directly from the Centers for Disease Control. Visit CDC's site at: <http://www.cdc.gov/h1n1flu/> to sign up.

If you have any questions, please contact **Mark Kemp**, GIPSA Safety and Health Officer, or **John Pitchford**, GIPSA's 2009 Human Pandemic Action Officer, 202-720-0226.



Check out USDA's brand new Know Your Farmer, Know Your Food website at www.usda.gov/knowyourfarmer. The Know Your Farmer initiative is a USDA-wide effort to create new economic opportunities by better connecting consumers with local producers. It is also the start of a national conversation about the importance of understanding where your food comes from and how it gets to your plate. Check out the website for how you can support local farmers, strengthen rural communities, promote healthy eating, and more.

For Your Health

Mavis Rogers, Washington, DC

Basic Smoke Detector Information. What is the single most important thing you can do when it comes to the safety in your home? Experts agree that, without a doubt, the most important step is to make sure you have working smoke detectors installed. Smoke detectors have saved tens of thousands of lives and prevented hundreds of thousands of injuries over the years. They are cheap, very easy to install, and there is absolutely no excuse for not using them. You can pick them up at discount stores, hardware stores, home improvement stores, and even more and more grocery stores carry them.

How Many Smoke Detectors Do You Need? At a bare minimum, you need at least one for every level of your house. If all bedrooms share a common hallway, then one detector in the hallway should do. But, if the house is laid out with bedrooms separated in different areas, you will need one for each separate area. In addition, any bedroom where people sleep with their door closed should have a detector inside the room. Smoke detectors over 10 years old should be replaced, according to fire safety experts.

Testing Your Detectors. You should test your smoke detector on a regular basis, like every Friday night or Saturday morning, or whatever works for you and is easy to remember. Testing a smoke detector is very simple. Most detectors have a button marked TEST and you simply push the button. If the alarm sounds, the detector is fine; if the alarm doesn't sound when the button is pushed, either the detector has gone bad or the battery is dead. In either case, you will need to fix it right away.

Because it is easy to forget about batteries in smoke detectors, it is becoming something of a national institution in America to replace the batteries twice a year when we switch to and from Daylight Saving Time. That is a good idea and you should adopt the habit. Many people have been lulled into a false sense of safety because "I've got a smoke detector." But, if the batteries are dead, it will do you no good. Fire experts estimate that about a third of all detectors in this country have dead batteries in them. Do not let this happen to you.

One situation that needs to be addressed is what happens if the smoke detector keeps going off for no reason? Usually, this happens if it is too close to a stove and steam and light smoke are setting it off. In that case, you will need to move the detector. Don't just take the batteries out to get rid of the annoyance. That can be a deadly mistake.

What Kind of Smoke Detector Should You Get? There are two basic kinds: photo electronic and ionization. Photo electronic smoke detectors are better at detecting smoldering fires, which create lots of smoke but little actual fire at first. They are your best bet for most places. Ionization smoke detectors work best for rapidly spreading fires in combustible materials where there are lots of flames but little smoke. If you are going to have a smoke detector in your kitchen, choose an ionization model. That will also reduce the likelihood of it being triggered by cooking.

Smoke detectors are your most important fire safety weapon. It is imperative that you have them in your home and that they are in good working condition at all times.

Courtesy: Safetysource.org.



*October 2009
Fire Prevention and
Safety Month*

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

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by October 25, 2009!

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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