FROM THE DIRECTOR

On July 2, 1862, President Abraham Lincoln signed into law the Morrill Act which was written and introduced by Senator Justin Morrill of Vermont.

The newly signed Morrill Act called for grants of federal lands to each state to establish public universities, making the pursuit of a higher education a reality in every state in the U.S.

The Morrill Act laid the groundwork for what eventually evolved into the Cooperative Extension Service offered through Land Grant Universities as a means for delivering newly discovered knowledge to improve agricultural production and the quality of life for rural America.

On June 26, 2012, the Association of Public and Land-Grant Universities and the public university community kicked off in Washington, D.C., the sesquicentennial or 150th year celebration of the Morrill Act.

Abraham Lincoln and Senator Morrill may or may not have fully understood the impact the Morrill Act would have on the quality of life in America for the next 150 years, but as we reflect upon the past, we realize how our lives have been enriched by their actions.

As you work each day, your efforts perpetuate the legacy they initiated 150 years ago. Thank you for all that you do to enrich the lives of your clients at the county and state level. ■

– Tony Windham

Operation Military Kids (OMK) campers visit Crystal Bridges Museum of American Art

OMK campers spent a weekend in Northwest Arkansas visiting the U of A Poultry Science Center, Razorback Stadium, Prairie Grove Battlefield State Park, Crystal Bridges and the Fayetteville Library for a service project with Master Gardeners.

The Crystal Bridges Museum tour focused on original artwork from times of military conflict – Peale's portrait of George Washington, Rockwell's Rosie the Riveter, representing the contribution of women to the war effort, and Union Refugees, a portrayal of Americans displaced by the Civil War. Other periods of military history included were the Mexican American War, the Vietnam War and the Gulf War.

(continued on page 2)
OMK and Chris Meux produced a journal showing each painting, with a paragraph explaining the military conflict, a description of a child’s life in that era, information about each painting, and discussion questions with space for writing. Understanding experiences of children of military personnel throughout history gives children a connection with our history and with each other, and helps them to develop resiliency to deal with their own life experiences as military children.

The Crystal Bridges education staff expressed excitement about this unique approach to a museum tour and supported the efforts of Maureen Rose, 4-H military liaison, to offer this special experience.

(Operation Military Kids, a Military 4-H Partnership funded by the United States Army, provides camping experiences targeting military youth impacted by deployment, with an emphasis on geographically dispersed children of guard and reserve service members.)

Decatur producer earns national bermudagrass title; clinches No. 12 for Arkansas

Arkansas has won a 12th straight championship, and it didn’t involve a football, basketball, track shoes or even a razorback.

For this year’s bermuda hay victor in the American Forage and Grassland Council hay competition, being part of the state effort to produce the best hay – the Arkansas Quality Forage program – is a family tradition.

“We have a generational history,” said Dan Henderson, of Decatur. “My dad was involved way back when they first started this program. He passed away in 2004, but I continued so I could keep up with what other folks were doing with their bermuda and how they were getting the most quality out of it.”

Henderson’s father was the first Arkansas Quality Forage program grower of the year in 1998.

Last year, Henderson’s Greenfield sample came in fourth. “This is the first year I’ve been in the top three,” he said with a laugh. Henderson has about 200 acres and uses all of his hay for his beef operation. Where a Relative Feed Quality score of 100 is fairly equal to full-bloom alfalfa, his entry scored 151. Not bad for beef cow hay!

2012 was the first time the Arkansas Forage and Grassland Council hosted the contest and American Forage and Grassland Council national field tour. This year also marked the return of the top sample to northwest Arkansas, and another year’s peace of mind for Benton County Extension Staff Chair Robert Seay.

Seay confessed to feeling a little pressure.

“A Maryland producer entered the most beautiful bermuda hay sample I ever laid eyes on,” he said. “I immediately thought, ‘We’re gonna get our butts kicked!’”

However, when it came down to the analysis of nutritional value, “Arkansas growers ended up winning first, second and third,” Seay said. “I can quit sweating now.”

Jimmy Jarvis of Hiwasse was second with his Cherokee variety sample, and John Ginn’s Greenfield variety sample was third. In 12 years of competition, the Jarvis sample was only the second top-three finish for a seeded variety of bermuda. All other winning entries were sprigged varieties.

Last year’s winner marked the first time the bermuda title went to a grower outside northwest Arkansas, when Jamie Styles of Coal Hill won with a Genesis variety sample.

“We got it back this year,” Henderson said.

For more information about the Arkansas Quality Forage Contest, contact your county Extension office or visit www.uaex.edu.
U of A Health Plan Changes

Because Extension has elected to absorb the entire 10% rate increase in total health premiums, there will be no increase in your U of A health insurance premium payments effective July 1, 2012.

However, effective July 1, there will be two changes in areas of coverage which are most expensive to the plan. These two categories of service are consistently two of the top three areas of plan expense. The changes are:

- An increase in the inpatient per admission copayment from $250 to $300
- The addition of a $150 outpatient surgery copayment

Effective April 1, 2012, there was a very positive health insurance plan design change. Now you are billed only a $25 copayment when you see any QualChoice Primary Care Physician (PCP). If you do not have a PCP designated, PCP visits will be billed at the $40 specialist copayment.

In addition, the plan recently added nutritional counseling and weight loss benefits, a three-tier drug plan providing for $10 generics and $0 preventative care including immunizations, screenings and annual physical exams.

Women of Distinction and Nita Cooper

Arkansas First Lady Ginger Beebe will help residents honor the second class of the Women of Distinction.

Friends, co-workers and family members of the women selected for the second class of Women of Distinction are buying tickets and tables for the luncheon at 11:30 a.m. Tuesday, July 31, in the Durand Center on North Arkansas College’s Center Campus.

This year’s honorees include Jane Tilley Adair, Nita Cooper, Dr. Sue Chambers, Robbie Grace Cotton, Marcille Miller Lawrence, Marilyn Turney Mathis and Betty Stivers.

The winner of the second annual Women of Distinction scholarship also will be honored at the luncheon which will be served by Jamie’s Creative Catering. Doors will open at 11 a.m.

A limited number of tickets are available for $12 each or $65 for a table of six; tickets will not be available at the door. Tickets must be purchased in advance, and the deadline is Wednesday, July 25. Mail registration for tickets to Jane Christenson, Harrison Daily Times, P.O. Box 40, Harrison, AR 72602; e-mail janec@harrisondaily.com; fax (870) 741-5880; or phone (870) 743-0623 for credit card registration.

Women who will be honored in the first class of Women of Distinction are Cathy Brandt, Deanna “Suzie” Evans, former Boone County Judge LaVerne Grayson, Katherine Nance, Glenna Jones Ragan, Layne Ragsdale, Kim Rosson and Sandra Hudspeth Reynolds.

The event is being sponsored by the Harrison Daily Times and First Federal Bank; North Arkansas Regional Medical Center and North Arkansas College are partners for the event; and associate is Lisa Villines with Sisters Flowers and Gifts.

Jennings receives Extension Award of Merit

The Arkansas chapter of Gamma Sigma Delta, the honor society of agriculture, presented its annual achievement awards April 24 to faculty and students. Jason Apple, professor of animal science in the University of Arkansas System Division of Agriculture, distributed the awards during ceremonies on campus.

Faculty awards were presented to Nathan Slaton, professor of crop, soil and environmental sciences, who received the Research Award of Merit; Don Edgar, assistant professor of agricultural and extension education, who received the Teaching Award of Merit; and John Jennings, professor of animal science, who received the Extension Award of Merit.

John Jennings has demonstrated the ability to conduct projects in cooperation with the Arkansas Forage and Grassland Council, NRCS, Arkansas Soil Districts, USDA-ARS faculty, other extension specialists, U of A research and teaching faculty and experiment station faculty. The forage producers from Arkansas as well as those across the Southeastern and Midwestern U.S. have benefited from Jennings’ ability to work with these and other organizations.
DELTA DISTRICT

**Lance Blythe, County Extension Agent - 4-H, Greene County.** Lance has been able to add a competitive Shooting Sports Team, a new WHEP program and 4-H Embryology. He has increased participation in our county and district horse shows. He is capable of handling a vast variety of agriculture calls as well as the extreme load of a full-time 4-H agent. Lance has the ability to motivate and encourage youth and adults and is always looking for new ways to involve new youth and families in the 4-H program.

**Tammy Keeler, Program Assistant (EFNEP), St. Francis County.** Tammy works with all levels of clients and relates well while maintaining a great rapport with partnering organizations. She exceeded her goals of the number of youth reached. Tammy builds trust and credibility with clients by demonstrating reliability and consistency in her work and office duties. She is an asset to EFNEP in St. Francis County.

OUACHITA DISTRICT

**Ashley Carroll, County Extension Agent - Family and Consumer Sciences, Pulaski County.** Ashley participated in Cooking Matters which is a six-week program that met one night per week. With the help of volunteer culinary and nutrition experts, Cooking Matters course participants learned how to select nutritious, low-cost ingredients and prepare them in ways that provide the best nourishment possible for their families. Ashley formed a partnership with the city of Little Rock and two schools in the Little Rock School District to conduct this program. Ashley also has a strong partnership with the North Little Rock School District. This partnership allowed her to provide food tastings through the Organ Wise Food of the Month program at eight North Little Rock elementary schools reaching approximately 2,400 students each month. Ashley used the Train the Trainer method with the North Little Rock STARS, an elite group of student volunteers. The STARS under Ashley's direction also deliver Color Me Healthy to approximately 1,300 preschoolers once per month. Ashley and a program assistant are also working at two Little Rock elementary schools teaching Eating From the Garden and managing 40 raised vegetable garden beds. Approximately 500 students receive lessons and food tasting from this curriculum. Ashley also maintains a Strong Women Program and also a Walk Across Arkansas team making for a balanced program for nutrition, health and wellness in Pulaski County.

Ashley is a kind and generous person. Always willing to help fellow agents and always with a smile! Ashley serves as an excellent “captain” for the SNAP-Ed program in Pulaski County, but most importantly she is humble and always willing to support program assistants and fellow agents. When there is an opportunity to provide nutrition education to SNAP or SNAP-eligible participants, she welcomes it with an open calendar.

OZARK DISTRICT

**Dena Malone, Administrative Support Supervisor, Van Buren County.** Dena is a very dependable part of the Van Buren County team. She does an outstanding job reminding agents of deadlines and program reports. She works hard to be a consistent representative of the organization to the public in the office when the agents and program assistants spend a great percentage of time in field work. She was instrumental in designing a new format for a quarterly county newsletter and implementing the use of the Zimbra calendar which facilitated the coordination of activities among the staff. Dena also set up the copier for the staff to be able to print and scan documents to and from their computers. She assisted in planning the Support Staff Training and served as a facilitator for this training. She is a true asset to the Van Buren County Cooperative Extension Service.

**Margaret Yancey, 4-H Program Assistant, Izard County.** Margaret is a fair and honest worker. She often says, “She is here for the 4-H children,” wanting to make a difference in their lives. She is a great team player and always willing to lend a hand. Margaret is a great asset to the Izard County Cooperative Extension Service.
Employees of the Quarter (cont.)

January - March 2012

Susan Pickle, County Extension Agent - Family and Consumer Sciences, Benton County. Susan is very dependable and always willing to pitch in and help co-workers. Her work ethic, detailed to programs and overall accomplishments are strongly admired, as well as her support for the entire county team. Susan is willing to pitch in and help any co-worker, anytime. Her co-workers benefit from her expertise and experience, and at the same time, she is open to learning new ways and means of accomplishing an Extension education program. Some of Susan’s outstanding achievements include Ozark District Strong Women Ambassador, SNAP-ED education, adviser to the Benton County EHC volunteer group and programming in all four FCS areas. Susan is a true asset to the Benton County Cooperative Extension Service.

STATE OFFICE

Terilyn Maize, Administrative Support Supervisor, Plant Pathology. Terilyn served both CES Plant Pathology and Entomology after the administrative support supervisor for Entomology resigned in June 2011 until a new one was hired at the end of October 2011. While serving both departments, she managed the clerical work for 25 employees during the summer of 2011. This included seasonal technicians, full-time technicians, faculty and to some extent, department heads. Terilyn worked very hard and successfully to establish lines of communication and coordination with the Lonoke Ag Center's plant pathology and entomology staff and faculty, financial services and department heads. She worked very hard to process all paperwork, including time sheets and reimbursements, in an efficient and timely manner. Terilyn has done an excellent job of managing the affairs of a large number of individuals with a positive, can-do attitude.

Jessica Vincent, Program Technician - AgrAbility, Family and Consumer Sciences. Jessica is responsible for the day-to-day activities of the AgrAbility Project. In January, she was instrumental in writing the continuance grant application as well as the report of accomplishments for the AgrAbility project. These major writing/reporting projects are above her normal duties. During this quarter, she edited the Endless Gardening magazine, wrote an AgrAbility newsletter and presented at state, regional and national conferences. Jessica is a hard worker, loyal, a self-starter, successful and has a great work ethic. The most outstanding attribute of her character is her integrity. Jessica is a team player both inside and outside of Extension.

Kenny Simon, Program Associate - Forages, Animal Science. Kenny is responsible for organizing, operating and conducting demonstrations of the 300 Days of Grazing program. The program objectives are to demonstrate cost-effective practices to decrease production costs through reducing the dependency on harvested forages and commercial fertilizer and improving efficiency for beef cattle, small ruminants and equine producers. Kenny's personality makes producers very receptive to the methods demonstrated through 300 Days of Grazing. He has helped producers see opportunities that are simple, easy, and the key elements to implementation were already available. Kenny works with county agents who are conducting up to six different practices taught through the program. The program has brought county, state and national recognition to the Division of Agriculture Cooperative Extension Service. Agents and cattle producers also have benefited from his knowledge of electric fencing and water tank setup to help lay out rotational grazing systems. Kenny's ability to initiate, followup and see projects through completion demonstrates his initiative and positive attitude.

Bob Scott, Professor - Weed Science, Crop, Soils & Environmental Sciences. Bob noted the local success of Ron Baker in Clay County who developed the concept of the Flag the Technology Program, then working with Ron and others, took the program statewide. He recognized its potential to help growers and agriculture, then developed and implemented new support to get it off the ground. Flag the Technology is a statewide educational and service effort used by county Extension agents and stakeholders to identify genetic (herbicide resistant varieties) technology in fields, resulting in less drift injury or accidental applications to crops. Bob led the team that created a display, educational brochures, color-coding specs and where to buy the standardized flags. Feedback from stakeholders and their organizations in Eastern Arkansas, including applicators and the State Plant Board, has been overwhelmingly positive and elevating recognition of the Division of Agriculture Cooperative Extension Service wherever the flags are noticed. The best compliment for program success is “copying,” and Tennessee, Mississippi, Louisiana and Missouri have all indicated interest in developing and implementing this program. Bob's interpersonal skills and technical proficiency are widely recognized. He is known as a team player and a team leader.
**When to post online**

A recent social media study was conducted by URL-shortener Bitly. The study analyzed the click-tracking data to determine the optimal days and times for posting online to social media outlets. By tracking shortened URLs posted to various services, Bitly found that most links were followed in the early afternoon for Twitter and Facebook.

Twitter users clicked heavier in the early days of the week, while Facebook users were more evenly spread through the week with a spike on Thursdays. Tumblr users tended to follow links in the late evening hours and more on the weekend.

Even a quick glance at the data charts can give you a general sense of the best times to post information for maximum impact. When using Facebook and Twitter, you might wait until after lunch to post information on your programs. Posting helpful tips late on a Friday might not reach as many people as you’d like.

For those of you using Tumblr, a late evening post may be more widely received. The charts show that there is almost always activity. However, you want to make your effort count – check the chart.

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**Mark Your Calendars**

**UAPB Lonoke Farm Field Day Aug. 14**

An agriculture field day is scheduled for Tuesday, Aug. 14, at the Pearlie S. Reed/Robert L. Cole Small Farm Outreach Wetlands and Water Management Center (SFO­WWMC) on the UAPB Farm at Lonoke, Ark.

The field day begins with registration at 7:30 a.m. Tractor and walking tours and demonstrations will follow at 8:45 a.m. with the last tour departing at 11 a.m. Tractor-pulled trailers will transport participants to three main tour areas – crop production systems, water management activities and agriculture-related activities.

This year the crop irrigation emphasis will be on sweet potato production and innovative zero grade/level basin irrigation on soybeans.

The UAPB farm is home to 23 traditional and alternative crop demonstrations involving six federal agencies, seven state agencies, two local governments and two nongovernmental groups. The SFO­WWMC was created on the 871-acre farm to address critical groundwater issues facing Arkansans and to provide research-based information to clientele on conventional and alternative cropping schemes.

The UAPB Farm is located on O’Cain Road, off Hwy 31, some 2.8 miles from I-40 Lonoke Exit 175. For more information on Field Day, contact Dr. Leslie Glover at (870) 575-8822 or Charlie Cummings at (501) 674-4470 or e-mail charliecummings42@yahoo.com.

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What’s new in publications? Find out at:

Meet the **new** employees!

**David H. Jerome**  
Director, Arkansas Procurement Center  
Little Rock

- **What’s your background?**  
  I am a retired U.S. Army Acquisition Corps officer.

- **What knowledge, skills and experience are you bringing to Extension?**  
  I’ve been involved in federal government contracting and program management for 28 years. I am level III certified in both contract management and program management. I have been a certified professional contracts manager since November 1993.

- **What are one or two things you would like your colleagues to know about you?**  
  I believe businesses within Arkansas have a lot to offer in the way of quality products and services. My goal is to assist those businesses in gaining a better understanding of how to contract with the public sector and be successful.

- **What would you like to accomplish your first year with Extension?**  
  I would like to spread the word that APAC is very important to the economic well-being of Arkansas and the program needs to be supported.

- **What brought you to Extension? What was it about Extension that you value?**  
  The opportunity to be the director of APAC brought me to Extension. I believe my experience and training will be value added to Extension, and the opportunity to be a part of growing APAC will be personally rewarding.

- **What are your interests or hobbies outside of work?**  
  I am very interested in military history and how the military responds to change. I enjoy playing golf.

**Jessica B. Vest**  
County Extension Agent - Family and Consumer Sciences  
Logan County - Paris

- **What’s your background?**  
  I have a B.S. in general human environmental sciences from the University of Arkansas and an M.S. in family financial planning from Oklahoma State University. For the past seven years, I have taught family and consumer sciences at the high school level in Oklahoma. I have also been an FCCLA (Family, Career, and Community Leaders of America) adviser during that time and served as a national consultant for FCCLA.

- **What knowledge, skills and experience are you bringing to Extension?**  
  With my background in family and consumer sciences and teaching, I feel that I am knowledgeable about the topic of FCS and can pass that along to those in my county. I am also certified in FCS from the American Association of Family and Consumer Sciences.

- **What are one or two things you would like your colleagues to know about you?**  
  I was awarded the Oklahoma Association of Family and Consumer Sciences Teacher of the Year Award for 2011 while teaching in Oklahoma.

- **What would you like to accomplish your first year with Extension?**  
  I would like to learn more about the specific programs that would be beneficial to Logan County and begin providing consistent programming for the citizens of my county.

- **What brought you to Extension? What was it about Extension that you value?**  
  I absolutely loved teaching FCS but was looking for a change and looking to move back home to Arkansas when I saw the job posting. I had been exposed to Extension in college as well as through friends who work for Extension. I love that while working for Extension, I can continue to teach, but I have a much different
audience. The programs Extension offers are amazing, and I am looking very forward to a long and rewarding career in Extension.

• **What are your interests or hobbies outside of work?**
  I enjoy spending time with my husband, Cory, and my two step-children, Kaitlyn and Caden. I love crafting, spending time with my nieces and trying new recipes.

**Amy Williams**
4-H Program Assistant
Sebastian County

• **What's your background?**
  I was born and raised in Fort Smith, Ark., and graduated from Southside High School in 2003. I received my A.A. from UA-Fort Smith and am close to finishing my B.A. in historical interpretation. I worked at the Fort Smith National Historic Site as a park guide.

• **What knowledge, skills and experience are you bringing to Extension?**
  I am a Certified Interpretive Guide (CIG) through the National Association of Interpretation. My CIG training, along with my college hours in interpretation, have taught me how to create and present programs for a wide range of audiences. I have been working with youth for many years, which will definitely come in handy in this position. Over the last five years, I have spent over 100 hours volunteering at the Janet Huckabee Arkansas River Valley Nature Center. My time spent there has proven to be a great experience, especially when it comes to nature programming.

• **What are one or two things you would like your colleagues to know about you?**
  I'm outgoing and love to laugh.

• **What would you like to accomplish your first year with Extension?**
  I would like to spread the word about the great programs that are offered through Extension, especially 4-H. 4-H was not offered in the schools that I attended, and I would like to work on promoting 4-H in Fort Smith schools.

**Adam Willis**
County Extension Agent - Agriculture
Newton County

• **What’s your background?**
  I have lived in Newton County all of my life. I lived on a cow-calf operation in Deer, Ark., and went to school at Deer Public Schools. I attended Arkansas Tech University and received a degree in agriculture business. I taught agriculture at Deer High School and received my master's in education through the University of Central Arkansas in Conway.

• **What knowledge, skills and experience are you bringing to Extension?**
  I have a knowledge of the area ofNewton County and the people that live there as I have been a life-long resident. I have also been involved in agriculture all of my life. I feel my experiences on the farm and in the classroom will benefit local growers and producers – helping them reach their goals.

• **What are one or two things you would like your colleagues to know about you?**
  I have a sincere desire to help anyone out when I can. I am always here if there is anything I can do to help.

• **What would you like to accomplish your first year with Extension?**
  I would like to get myself established and learn as many useful things as I can to help me be a more beneficial agent. I would also like to build a solid relationship with the producers in my area so they will use the resources I can provide to help them become more successful.

• **What brought you to Extension? What was it about Extension that you value?**
  I like the idea of being able to help our local farmers be more successful. I have a strong love for farming and our community and see Extension as an opportunity to become part of our local success.
What are your interests or hobbies outside of work?

I like to spend time working on my farm. I also enjoy being in the woods hunting and fishing. I enjoy pretty much anything that has to do with being outside in the country.

Information Technology Update

Zimbra storage increase!

July 28 and 29 Zimbra storage will more than double to accommodate growth. Look for details in the near future!

Grants and contracts for Month Ending May 31, 2012

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<tr>
<th>Project Title</th>
<th>Award Amount</th>
<th>Principal Investigator</th>
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<td>Rice Verification</td>
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<td>Rice Insect Control</td>
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<td>Field Trial Agreement</td>
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<td>Bayer Crop Science LP</td>
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<td>Field Trial Agreement</td>
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<td>Demonstration of Runoff Sediment and Nutrient Loss Reduction With Conservation Tillage of Soybean Rice Rotation in the L’ Anguille Watershed</td>
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<td>Michael Daniels</td>
<td>Agriculture Experiment Station</td>
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<td>Discovery Farms</td>
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<td>Demonstrating Sustainable Management of Glyphosate-Resistant Ryegrass</td>
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<td>Insect Management in Mid-South Cotton: AR III</td>
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<td>A Team Approach to Improved Weed Management in Rice</td>
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<td>Dicamba Soybean</td>
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<td>Monsanto Company</td>
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<td>Twinlink Performance Compared to Bollgardii Across the Cotton Belt</td>
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<td>Management of Newly-Commercialized Cotton Cultivars: Adaption, Vigor and Maturity</td>
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<td>Sentinel Plot Monitoring Program for Soybean Rust</td>
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<td>TOTAL MAY 2012 AWARDS</td>
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Please welcome the following:

David H. Jerome
Program Director - Arkansas Procurement Center, Community and Economic Development, effective June 1, 2012.

Lance A. Schmidt
Area Agronomist - Rice, Crop, Soil & Environmental Sciences, effective June 4, 2012.

Jessica B. Vest
County Extension Agent - Family and Consumer Sciences, Logan County-Paris, effective June 4, 2012.

Amy E. Williams
4-H Program Assistant, Sebastian County, effective June 4, 2012.

Adam W. Willis
County Extension Agent - Agriculture, Newton County, effective June 4, 2012.

Extension says goodbye to:

Clifford M. Coker
Associate Professor, Extension Plant Pathologist, Plant Pathology, effective June 29, 2012.

Jay B. Davis
Executive Director, Arkansas 4-H Foundation, effective June 28, 2012.

Sheri L. Green
Administrative Specialist, 4-H and Youth Development, effective June 1, 2012.

Robyn L. Hambrick
Program Assistant 4-H, Prairie County-Des Arc, effective June 15, 2012.

Larry L. Holeman
Associate Director of Physical Plant, Warehouse, effective June 15, 2012.

Nora F. Tomerlin
County Extension Agent - 4-H - Agriculture, Chicot County, effective June 1, 2012.

The Arkansas Cooperative Extension Service offers its programs to all eligible persons regardless of race, color, national origin, religion, gender, age, disability, marital or veteran status, or any other legally protected status, and is an Affirmative Action/Equal Opportunity Employer.