

## **UPDATE**

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### **DATES TO REMEMBER**

May		
	3-5	National Land and Range Judging, Oklahoma City, Okla.
	6-7	NREA Grant Writing Institute, Oklahoma City, Okla.
	15	Membership must be received by National FFA and paid for or guaranteed by PO or credit card to be considered in delegate counts. FFA Alumni rosters due
June		
	1	Collegiate Agricultural Ambassador applications due CDE team declaration forms due Preliminary Delegate Allocation due
	7-8	Mid-America Grassland Evaluation Contest, Springfield, Mo.
	7-12	Washington Leadership Conference – Session 1
	10	2005 State Presidents' Conference registration due
	14-18	Washington Leadership Conference – Session 2
	15	American Degree applications due Final Delegate Allotments due
	19-22	Wyoming NLCSO
	20-23	Arkansas NLCSO
	21-24	Nebraska NLCSO
	21-26	Washington Leadership Conference – Session 3
	26-30	New York NLCSO
	29-July 2	Tennessee NLCSO
		Oregon NLCSO
	28-July 3	Washington Leadership Conference – Session 4

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### **THE LATEST FROM FFA**

**Collegiate Agricultural Ambassador Program:** National FFA is looking for college students equipped with presentation and networking skills to promote agricultural understanding and development. Ten college students will be selected from across the nation as agricultural ambassadors. The program's focus is to present agricultural information to urban and rural populations of all demographics. Each ambassador will receive the following to accomplish their objective of increasing agricultural literacy across the country:

- 1-year \$1,500 scholarship
- Use of a laptop computer
- Use of LCD projector
- New personal digital camera
- Reimbursed for all travel expenses
- Once in a lifetime experience

Look for more information to come about this fantastic opportunity on the Collegiate FFA website at [www.ffa.org/collegiate.cfm](http://www.ffa.org/collegiate.cfm) or contact Jill Casten, Program Manager, at 317-802-4356 or [jcasten@ffa.org](mailto:jcasten@ffa.org). Applications are available online and are due June 1, 2005. The ambassadors will receive training in August and begin in September. Ambassadors must be enrolled in a college or university to apply. This is a great opportunity for students to build career skills and give back to the agricultural community through service.

**Positions available with National FFA:** Currently, the National FFA Organization has many staff positions open. Full descriptions of all positions can be found at [www.ffa.org/about\\_ffa/html/ffa\\_jobs.cfm](http://www.ffa.org/about_ffa/html/ffa_jobs.cfm)  
Interested individuals can send a resume to Cindy Driver at [cdriver@ffa.org](mailto:cdriver@ffa.org) or fax to 317-802-5257. Contact Cindy at 317-802-4257 with any questions.

**Washington Leadership Conference:** The dates for the 2005 Washington Leadership Conference are June 7-12, June 14-18, June 21-26, June 28-July 3, July 12-17 and July 19-24. Student Package: \$550; Advisor Double: \$585; Advisor Single: \$780; Advisor Guest: \$975; Room Only: \$475.

This year's conference will feature high levels of service learning, mentoring and volunteerism strategies, problem-solving skills, relationship-building skills and character development. This premier leadership conference is shaping up to be the best yet! **Registration began in March.** For more information and to download a registration form, visit [www.ffa.org/programs/conferences/html/conf\\_wlc.htm](http://www.ffa.org/programs/conferences/html/conf_wlc.htm), e-mail [wlc@ffa.org](mailto:wlc@ffa.org) or call 317-802-4312.

**New Proficiency Award for 2006:** A new proficiency award area in agricultural education will be added in 2006. The National FFA Board of Directors approved the new award for the new revision cycle, stated as:

The "agricultural education" award involves students with SAEs related to education and extension, including but not limited to youth mentoring, agricultural education departmental assistants, PALS mentors and student coordinators, students developing informational materials and presentations for civic organizations and school-aged youth, and students who are involved in SAEs that educate the public about the broad topics of agriculture, agricultural education and FFA.

The James F. Lincoln Arc Welding Foundation, [www.JFLF.org](http://www.JFLF.org), and the Lincoln Electric Company have recently made a three-year commitment to fund the Agricultural Education proficiency award as a special project of the National FFA Foundation. The James F. Lincoln Foundation was created in 1935 to promote the science and education of arc welding. Its primary functions include the development of welding educational materials and annual awards for students' arc welding projects and engineering papers. The Lincoln Electric Company has been a sponsor of the National FFA for 57 years, providing advanced training opportunities and materials for students and teachers in the area of welding.

Teacher workshops to promote this new award area will be conducted during the 2005 National FFA Convention.

**PAS officers elected:** The new national officers for the National Postsecondary Agricultural Student Organization (PAS) were recently elected at the 26<sup>th</sup> annual conference in Albany, N.Y. Those elected to national office were: Lavyne Rada from South Dakota State University, president; Josh Daugherty from the University of Illinois, president-elect; Eileen Jensen from State University of New York-Cobleskill, secretary; Jason Twes from North Dakota State University, vice president; Laramie French from Crowder College, Mo., vice president; Dwight Little from Brigham Young University, Idaho, vice president; and Etta Balo from South Dakota State University, vice president. See the attached image of the new PAS officers.

#### **MERCHANDISING**

**Official Jacket Update:** Jackets currently being shipped feature new emblems that have been updated to restore the design and color of the original FFA emblem. The jacket's front emblem now matches its back emblem, and the color of the thread used for the jacket's embroidery matches the gold in the new emblem. Also, in August 2004, chapters began receiving jackets produced in the original shade of FFA national blue. These changes will move the jacket closer to its original appearance.

Effective immediately, all new tailored jacket orders are being made from the new jacket patterns. The new patterns for standard-sized jackets will be rolled out to everyone beginning in August

2005. If you are placing an order for a tailored jacket, you will want to use the attached forms that will guide you through the new measuring process. Contact: Lee Anne Shiller at [lshiller@ffa.org](mailto:lshiller@ffa.org).

**Chapter T-shirt Design Winners:** Congratulations to the winners of the 2005 Chapter T-shirt Design Contest! FFA received and judged more than 350 designs! Six T-shirts will be sold in the 2005-2006 BLUE catalog and on [www.ffaunlimited.org](http://www.ffaunlimited.org) beginning September 1, 2005.

The winners of this year's contest are:

Troy FFA (Missouri) – “Blue & Gold Outfitters”

Wall Lake View Auburn FFA (Iowa) – “Rightside Up or Upside Down”

New Berlin FFA (Illinois) – “Who You Callin' Farmer?”

Middleburg FFA (Florida) – “Can You See Me Now?”

Brevard FFA (North Carolina) – “From the Farm to the Fork”

Georgia FFA Alumni (Georgia) – “FFA is Dynamite”

These chapters and affiliate will earn 50 percent of the gross profits on catalog and Internet sales of their T-shirts for one year. Be on the lookout for details about next year's contest. For more information about this year's contest, visit [www.ffa.org/students/html/tshirt\\_contest.html](http://www.ffa.org/students/html/tshirt_contest.html), e-mail Dawn Sharp at [dsharp@ffa.org](mailto:dsharp@ffa.org) or call 317-802-4271.

**Graduation Sale:** Graduating from high school also means graduating from the FFA program that adds real-life experience to knowledge gained in the classroom, giving members an edge when they enter college or the job market. Encourage your members to emphasize the importance of the role of FFA in their education at graduation ceremonies with graduation apparel from FFA Unlimited. Friends and families can also honor members' achievements with FFA-themed graduation gifts and open-house celebration supplies. Visit [www.ffaunlimited.org](http://www.ffaunlimited.org) for more order information.

**Shipping Cap for State Association Orders:** State association orders for convention plaques, awards, medals and trophies will have freight charges "capped" at \$100 this year once the total dollar amount of their state convention orders exceeds \$1,500. To qualify, all award orders must be shipped to the same address within three months prior to the state convention date. The only items eligible to qualify for this special offer are plaques, awards, medals and trophies. On each state order, please add a note such as "Part 1 of state convention order," "Part 2..." , etc. Rush award orders placed two weeks or less prior the convention date will be charged standard or expedited shipping and are not covered under the freight cap promotion.

This freight cap provides a means for states to submit portions of your total convention order as needs are determined, as winners are selected, as recipients are identified or as state chapter awards are decided, rather than holding all awards for a single large order closer to the convention date. Placing partial orders earlier allows more time for engraving and production, award proofreading and validation of ordered item receipt. Contact Sheridan Gilchrist at [sgilchrist@ffa.org](mailto:sgilchrist@ffa.org).

**Special State Association Plaque and Trophy Forms:** It's that time of year to start planning for your state conventions. Attached is the 2004-2005 Special State Association Plaque and Trophy form. We are also offering customized solid walnut plaques in the shape of your state if you are interested in adding something new this year. Please see the attached PDF for details. For more information, contact Heather Rutherford at [hrutherford@ffa.org](mailto:hrutherford@ffa.org).

**New State Convention Merchandise Sales Program:** For complete details and this year's changes, please read the attached document carefully. The program is no longer a consignment program. It is now a regular sales order with a 25 percent discount and free shipping as long as no merchandise is returned. Contact Dawn Sharp at [dsharp@ffa.org](mailto:dsharp@ffa.org).

## **MEMBERSHIP**

**Membership Totals for 2004-2005:** The Membership Team would like to thank state staff for all of their hard work this year. Through April 15, 2005, we have received 428,411 members. States

already exceeding last year's total membership include: Arizona, Arkansas, Oklahoma, Texas, Missouri, Kansas, Idaho, Michigan, North Dakota, Wyoming, Colorado, Nevada, North Carolina, Virginia, Delaware, Maryland, Maine, New Hampshire and Oregon.

**NEW Online Training Document:** The Step-by-Step Guide to FFA Online Membership is located at <http://access.ffa.org/index.html>. This new PowerPoint training document, created with the assistance of Pam Kilpatrick of the Alabama FFA Association, offers a step-by-step process for the chapter advisor and a tool for state staff to present online membership.

**Delegate Counts:** Membership must be received by National FFA and paid for or guaranteed by PO or credit card by May 15, 2005, to be considered in delegate counts.

**Preliminary Delegate Allocation:** Preliminary Delegate Allocation is due to state staff for consideration on June 1, 2005. Appeals of membership counts must be submitted no later than June 10 for consideration.

**Final Delegate Allotments:** Final Delegate Allotments presented with any approved amendments based on appeals are due on June 15, 2005.

**New Horizons Magazine Address Update:** Subscription deadline dates for members receiving *New Horizons* in 2005 are as follows:

July/August	June 14, 2005
September/October	Aug. 16, 2005
November/December	Oct. 13, 2005
January/February 2006	Dec. 9, 2005

### **CONVENTION**

[www.ffa.org/convention](http://www.ffa.org/convention)

**National FFA Band/Chorus/Talent Applications:** The National FFA band, chorus and talent programs are a great way for members to express their creative side while participating in the largest annual youth gathering in the nation. Applications are available online in the Convention area and are due to the national directors by **July 1, 2005**.

**National FFA Officer Candidates Information:** The 2005 candidate application is now available. It can be found in the State Guide and in the Guide to the National FFA Officer Selection Process. The guide is available at an unpublished web address, which was sent to state staff via e-mail in late March. The guide has been updated with information used during the 2004 process. All applications must be submitted in hard copy format and must be postmarked by August 1, 2005. Contact: Doug Kueker, 317-802-4272 or [dkueker@ffa.org](mailto:dkueker@ffa.org), or Kim Henry, 317-802-4362 or [khenry@ffa.org](mailto:khenry@ffa.org).

**National Convention Judges:** Nominations are now being accepted for judges for the Agricultural Proficiency Awards, Stars, Agriscience Awards and National Chapter Awards at the 78th National FFA Convention. The Agricultural Proficiency and Star Awards judging will take place on Thursday, Oct. 27, 2005, and all of the judges will be invited to an awards luncheon on that day. Agriscience Awards will be judged on Wednesday, Oct. 26, and Thursday, Oct. 27. National Chapter Awards will be judged on Wednesday, Oct. 26. Nominations can be submitted on the attached form and sent to Rosalie Hunsinger, National FFA Organization, P.O. Box 68960, Indianapolis, IN 46268-0960 or faxed to 317-802-5255.

The National FFA Organization cannot cover expenses for judges.

**2005 CDE deadlines:** Deadlines for the 2005 National FFA CDEs are as follows:

June 1	Team declaration forms due
July 8	Team certification forms, waivers, payments and needs requests due State assistants forms due State speaking judges forms due
Aug. 15	Prepared Public Speaking manuscripts due
Sept. 15	Agricultural Communications portfolios due Agricultural Issues portfolios due Job Interview portfolios due Marketing Plan portfolios due
Oct. 12	Add/Delete forms due

CDE Program Information: [www.ffa.org/programs/cde/](http://www.ffa.org/programs/cde/)

CDE Convention Information: [www.ffa.org/convention/html/conv\\_cde.htm](http://www.ffa.org/convention/html/conv_cde.htm)

### **EDUCATOR NEWS**

**AG ED Job Posting Website:** Have any teaching, state staff or internship opportunities in your state? Post your agriculture-related job openings on our AG ED job posting website: [www.ffa.org/statestaff/agedjobs/index.htm](http://www.ffa.org/statestaff/agedjobs/index.htm). Contact Michele Gilbert at [mgilbert@ffa.org](mailto:mgilbert@ffa.org) or 317-802-4301.

**New Process for Ordering Free Award Medals:** The free award medals ordered by advisors for chapter banquets will be ordered on a new form this year. Instead of advisors individually requesting the free proficiency medals, we are pre-packaging the medals in groups by all proficiency award medals (every proficiency award medal in one package). The advisor may order one or two of the proficiency medals and one of the following: star discovery, star greenhand, chapter star farmer, chapter star in agribusiness, chapter star in agricultural placement, chapter star in agriscience, prepared public speaking, extemporaneous public speaking and creed speaking. The H.O. Sargent and agri-entrepreneurship award medals are also available by selecting the appropriate box. See attached form.

**NREA Grant Writing Institute:** The National Rural Education Association is offering an outstanding grant writing opportunity to educators interested in learning how to become more effective and competitive grant writers. The NREA Grant Writing Institute will take place May 6-7, 2005, in Oklahoma City, Okla. Registration information and agenda are attached.

**Teacher Resources:** The FFA Global website has numerous resources available for teachers to utilize in their classrooms. Choose from a wide range of fundraising ideas and interactive global projects. Visit [www.ffa.org/programs/global/](http://www.ffa.org/programs/global/) or call 317-802-4309.

**Invitational Judging Opportunities:** There are numerous judging events available to students who are interested in developing their land judging skills. The following events are open to FFA and 4-H members:

The National Land and Range Judging contest will be held May 3-5 in Oklahoma City, Okla. Each team interested in participating must be certified by the state supervisor, and a maximum of five teams may enter per state. Contestants must be at least 14 years old to participate. The National Land and Range Judging contest is sponsored by the Oklahoma Association of Conservation Districts in cooperation with the Oklahoma City Chamber of Commerce, Oklahoma Conservation Commission, Oklahoma State University, Oklahoma Agriculture Education, USDA Natural Resources Conservation Service, Oklahoma Farmers Union, State Conservation Associations and agriculture groups across the nation.

More information about the contest and registration materials are available at: [www.pss.okstate.edu/services/nationalland/index.html](http://www.pss.okstate.edu/services/nationalland/index.html).

Other events held in conjunction with the National Land Judging contest are the Range Management Judging contest and the Homesite Judging contest.

The Mid-America Grassland Evaluation contest will be June 7-8 in Springfield, Mo. It is open to all



high school students involved with FFA or 4-H and will focus on plant identification, soils and grassland conditions. The Mid-America Grassland Evaluation contest is sponsored by the Missouri Department of Conservation, University Outreach and Extension and the Natural Resource Conservation Service. See attached rules and registration information.

### STATE STAFF NEWS

**Extra Copies of *The Core*:** Teacher educators and state leaders, please let us know if we can provide multiple copies of *The Core* to you for use with pre-service teachers, partners or student leaders. Requests can be made by e-mailing [coreadvice@ffa.org](mailto:coreadvice@ffa.org) or calling 317-802-4239. When making the request, please include the following:

- How many copies you would like
- Who will be receiving them
- Contact person to send them to
- Mailing address for shipment

**Learn More About Agricultural Education Resources:** National FFA wants to ensure that you, your teachers and pre-service teachers are equipped to do your job effectively and efficiently, which means getting you the resources that you need. Contact us if you have a conference, seminar, enrichment activity, meeting or class coming up where you would like to have products from *The Core* featured. We're happy to set up displays, have staff do workshops on effectively using any of the products and answer all of your and your teachers' questions! To schedule an event, e-mail [coreadvice@ffa.org](mailto:coreadvice@ffa.org) or call 317-802-4239. The summer schedule is filling up quickly, so don't wait to schedule your event!

**Electronic CDE Certification Forms Available:** NEW CDE certification forms are available in an Excel template for 2005. The template includes a certification form and student waiver. Electronic file and step-by-step instructions can be found on your Ag Ed Inservice CD-ROM. Contact Jessica Scholer, CDE Certification Coordinator, at 317-802-4288 or [jscholer@ffa.org](mailto:jscholer@ffa.org) with any questions.

**Student Waiver, Release of Liability and Consent to Medical Attention Forms:** Protect your students and your state association by creating a student waiver form specific to your state or event. We now have a template to help you create your own forms for regional, state or interstate events. If you are interested in creating Student Waiver Forms for your state event, please contact Jessica Scholer, CDE Certification Coordinator, at [jscholer@ffa.org](mailto:jscholer@ffa.org).

**2005 NLCSO:** Plans are in full swing for the 2005 National Leadership Conference for State Officers (NLCSO). Based on recommendations from the NLCSO Task Force (held in November 2004), the conference will have a fresh look and structure for 2005! Check out the task force's full report and conference-specific information such as agendas, objectives and checklists at [www.ffa.org/programs/conferences/html/conf\\_officers.html](http://www.ffa.org/programs/conferences/html/conf_officers.html). Check back often for updates of the 2005 conference.

NLCSO is sponsored by Monsanto Inc., KRAFT Inc., International Truck & Engine Corp., Wrangler, Intervet, Archer Daniels Midland (ADM), Tractor Supply Company, Wayne Farms LLC and Ariat as a special project of the National FFA Foundation.

#### 2005 NLCSO Dates:

June 19-22, 2005	Wyoming NLCSO
June 20-23, 2005	Arkansas NLCSO
June 21-24, 2005	Nebraska NLCSO
June 26-30, 2005	New York NLCSO
June 29-July 2, 2005	Tennessee NLCSO
June 29-July 2, 2005	Oregon NLCSO
July 3-7, 2005	Utah NLCSO
July 5-8, 2005	Illinois NLCSO
July 10-13, 2005	South Carolina NLCSO
August 2-5, 2005	West Virginia NLCSO

For more information, contact Tiffany Sanderson at [tsanderson@ffa.org](mailto:tsanderson@ffa.org) or 317-802-4239.

**2005 State Presidents' Conference:** State leaders, please join us for the 2005 State Presidents' Conference! Registration materials and conference information are located at [www.ffa.org/programs/conferences/html/conf\\_officers.html](http://www.ffa.org/programs/conferences/html/conf_officers.html). Registrations are **due in full** by June 10, 2005, for both the state officers and all state leaders or teachers attending the 2005 conference. Please check the website for updates of the 2005 conference.

The 2005 State Presidents' Conference is sponsored by Chevrolet and GMAC as a special project of the National FFA Foundation.

2005 SPC Dates:

July 26-30, 2005

Omni Shoreham Hotel, Washington, D.C.

For more information, contact Tiffany Sanderson at [tsanderson@ffa.org](mailto:tsanderson@ffa.org) or 317-802-4239.

**American Degree Applications Deadline Change:** In 2004, the Board of Directors approved changing the national due date of American Degree applications to **June 15 for 2005** and each year thereafter.

A list of American Degree recipients must be prepared for the July board meeting during the second week of that month. Applications submitted early are welcomed and assist us in timely processing. Due to previous difficulties, we strongly recommend you track your shipment to verify its arrival at the National FFA Center. Send applications to Rosalie Hunsinger, Program Manager, National FFA Organization, 6060 FFA Drive, Indianapolis, IN 46278.

[www.ffa.org/programs/degree/](http://www.ffa.org/programs/degree/)

**Star Applicants' Personal History:** A reminder that the personal history of any Star applicant should be no more than three double-spaced pages, in **at least 10-point font**. In the minimum qualification process before judging, if there are more than three double-spaced pages, the additional pages will be removed from the application before judging.

## **ALUMNI**

**Rosters:** All FFA Alumni rosters and Legion of Merit Applications must be postmarked to National FFA by **May 15** to qualify for grants, awards and delegate counts.

**State Leaders Conference:** The National FFA Alumni Association invites all Alumni members and their families to attend the 2005 State Leaders Conference to be held July 26-31 in Columbus, Ohio. State Leaders Conference (SLC) is an opportunity for FFA Alumni leaders across the country to meet and discuss the issues facing FFA and FFA Alumni. It is a time to gather valuable information and resources from workshops presented around our theme - "Advocates for Agricultural Education." Various tours and social engagements are the final touch in creating an environment for learning, friendship, relaxation and fun. For additional conference information and a registration form, visit [www.ffa.org/alumni/](http://www.ffa.org/alumni/) or call 317-802-4293. (See attached information and registration form.) Please note: Each state is entitled to one SLC grant to cover the conference fee for their official state representative. Contact your state FFA Alumni leaders about the possibility of attending the conference as your state's representative.

**Awards and Grant Applications:** The following are due July 1: Local Program Support Grant Application (NEW DATE BEGINNING 2005), Outstanding/Pioneer Affiliate Application, Outstanding/Pioneer State FFA Alumni Association Application, Outstanding Achievement Application, State-to-State FFA Alumni Mentor Program Application, Council Nomination Applications, National Distinguished Contributor Applications and Scrapbooks. All forms can be downloaded at [www.ffa.org/alumni/](http://www.ffa.org/alumni/). These applications must be **postmarked by July 1**.

**Student Projects for Alumni Auction:** The National FFA Alumni team is inviting FFA members to donate their outstanding classroom, shop or SAE projects to the 2005 FFA Alumni auction.

This auction category will showcase students' talents and skills from the diverse skill areas being taught in agriculture courses across the nation, from wood and metal working to floral arranging and anything in between! Visit [www.ffa.org/alumni/html/alumni\\_auction.html](http://www.ffa.org/alumni/html/alumni_auction.html) for more information.

**Auction Donations:** Donations are now being accepted for the 2005 National FFA Alumni Auction. The National FFA Alumni team is looking for product donations for the live and silent auctions held during the national FFA convention. Auction funds provide WLC and collegiate scholarships to hundreds of students. Please consider donating so we may continue providing these opportunities for students. (See attached donation form.)

Also visit the 2005 Convention Site at [www.ffa.org/convention/](http://www.ffa.org/convention/).

**State Basket Contest:** Interested in winning a WLC scholarship and other prizes? Enter the FFA Alumni State Basket Contest! Each state FFA association and FFA Alumni association is invited to enter. Share your state's commodities and creativity! (See attached contest description and rules.)

For more information on the FFA Alumni Auction and State Basket Contest, visit [www.ffa.org/alumni/html/alumni\\_auction.html](http://www.ffa.org/alumni/html/alumni_auction.html) or call 317-802-4294.

Visit the National FFA Alumni online at [www.ffa.org/alumni/](http://www.ffa.org/alumni/).

#### **PREVIOUSLY REPORTED IN UPDATE**

**State CDE Plaques Available:** Please remember to order plaques for your state's Career Development Events. Orders must be submitted at least 30 days prior to your presentation using the state plaque order form found on the 2005 State Guide page, [www.ffa.org/statestaff/html/stateguide.html](http://www.ffa.org/statestaff/html/stateguide.html). Contact Jessica Scholer at [jscholer@ffa.org](mailto:jscholer@ffa.org) or 317-802-4288.

**Online Giving:** Online giving is now available through the National FFA Foundation. You can make your annual contribution to FFA by visiting [www.ffa.org/foundation/](http://www.ffa.org/foundation/).

**UPDATE** is available online each month at [www.ffa.org/media/html/med\\_pub\\_index.htm](http://www.ffa.org/media/html/med_pub_index.htm). Attachments are also available online.

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#### **The FFA Mission**

FFA makes a positive difference in the lives of students by developing their potential for **premier leadership, personal growth** and **career success** through agricultural education.

#### **The Agricultural Education Mission**

Agricultural Education prepares students for successful careers and a lifetime of informed choices in the global agriculture, food, fiber and natural resources systems.

The National FFA Organization is a resource and support organization that does not select, control or supervise state association, local chapter or individual member activities except as expressly provided for in the National FFA Organization Constitution and Bylaws.

The National FFA Organization affirms its belief in the value of all human beings and seeks diversity in its membership, leadership and staff as an equal opportunity employer.

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