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A Newsletter for Employees and Retirees

ISSUE 2

March - April 1998

Back To Our Roots

Chief Visits R-1, Gives Preview of Agenda for 21st Century

In his speech before Region One employees February 20 in Missoula, Chief Mike Dombeck gave a preview of what he released one week later as the Forest Service natural resource agenda for the 21st century. The agenda calls for the Forest Service to return to its roots, to give strong focus on watershed maintenance and restoration. "Our first priority must be to maintain and restore the health of our watersheds," he asserted.

Another agenda priority is to continue the focus on sustainable forest ecosystem management, acknowledging that economic prosperity cannot occur without healthy, diverse, and productive watersheds and ecosystems.

As a third priority, Dombeck recognized the growing importance of recreation in public use of National Forest System lands. "Forest Service managed lands provide more outdoor recreation opportunities than anywhere else in the United States," he asserted, and we "are committed to providing superior customer service and ensuring that the rapid growth of recreation on national forests does not compromise the long-term health of the land."

Lastly, Dombeck listed the development of a new national forest road policy as a vital part of the agenda. "Public use and

demands on the land have changed significantly in the last 10 years," he stated, "but the road system has not."

What the Chief proposed is the development of a new long-term forest road policy where the agency "more carefully considers decisions to build new roads.... eliminate old unneeded roads.... maintain roads that are important to public access, and develop new and dependable funding for forest road management."

*"We have two very basic choices.
We can sit back on our heels
and react to the newest litigation
or the latest court order...
Or, we can lead by example.
The answer is clear,
we must lead."*

Chief Dombeck, March 1998

As the first step towards implementing a new policy, Dombeck proposed a 18-month "timeout" on new road construction in roadless areas. The time is to be used to develop new scientific tools and analytical procedures that managers can use to decide when, or if, to construct new roads. It would also allow the public and the agency time to debate the issue.

The other proposal is to initiate a new long-term roads management policy. "The objective is to make scientifically-based, publicly-supported decisions that best meet the changing needs of the American people, while protecting our rich forest legacy."

R-1 Holds Open Houses

To assure public input into the process, Congress directed the Forest Service conduct meetings to allow people a chance to review the proposals, ask questions, gain understanding and provide the agency with written or oral comments.

In Region One, Forest Supervisors set five locations for open houses. All meetings went smoothly. Public comment was, with a few exceptions, nearly equally divided in opinion for and against the proposals. Those meetings included:

Helena, March 12. Jerry Adelblue, Helena NF, coordinator. Attendance, around 300.

Bismarck, March 12. Steve Williams, Custer NF, coordinator. Attendance, around 40.

Missoula, Barb Beckes, Lolo NF, coordinator. March 14, attendance, around 250. March 26, attendance around 500.

Coeur d'Alene, March 19. Brad Gilbert, IPNF, coordinator. Attendance around 175.

Libby, March 23. Joan Dickerson, Kootenai NF, coordinator. Attendance, around 130.

See ROOTS
continued on page 2

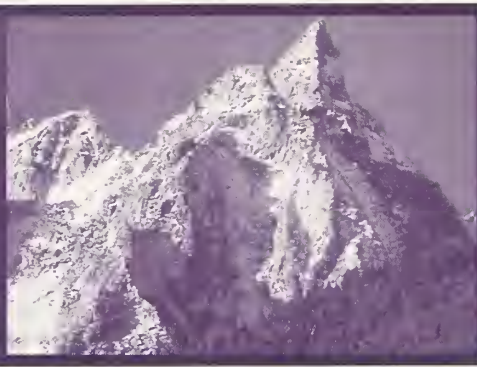
R-1



Nets 16

NFF Grants

by Sherri Greenwood,
communications director, NFF



The National Forest Foundation (NFF) recently announced the award of \$215,714 to 16 recreation and wildlife and fisheries projects on 9 Northern Region forests. These awards are among 100 projects nationwide receiving \$1.5 million in funds to be matched by private partners as part of the 1998 Recreation/Wildlife Challenge Cost-Share program.

The Foundation has partnered with R-1 on the following 1998 Challenge Cost-Share projects:

Klem Waterfowl Impoundment, Custer NF - \$45,000

Construct a wetland on the Little Missouri National Grassland to provide waterfowl brood-rearing habitat and recreational wildlife viewing opportunities.

Northern Region Pack Train, Lolo NF - \$25,000

Purchase equipment for the pack train and construct a display that will highlight minimum impact camping techniques.

Missouri River Interpretive Trail, Lewis & Clark NF - \$25,000

Construct an interpretive trail loop and living history demonstration area along the Lewis and Clark National Historic Trail.

Grizzly Bear Recovery Information/Education, Regional - \$20,000

Conduct workshops and public information about safe hiking and camping in bear country.

Big Creek Stream Restoration, Lolo NF - \$20,000

Restore the stream's natural meander pattern and native riparian community to stabilize fisheries habitat.

Rock Creek Bull Trout, Beaverhead-Deerlodge NF - \$18,764

Conduct a study to describe movement patterns and habitat use by bull trout.

Hughes Creek Aquatic Ecosystem Restoration, Bitterroot NF - \$15,000

Restore the aquatic ecosystem in an historically dredge-mined valley.

Clearwater Trail Easement Acquisition, Clearwater NF - \$9,700

Acquire 15.1 miles of trail easements across Plum Creek Timber Company lands to maintain public access to the forest.

Gallatin and Flathead Avalanche Centers - \$5,000 per center

Provide avalanche information to the public and search and rescue groups.

Bob Marshall Foundation Trail Maintenance, Flathead NF - \$5,000

Hire a volunteer coordinator to recruit volunteers to implement trail maintenance projects.

Talkington Draw-down Tube Installation, Custer NF - \$5,000

Install a draw-down tube in Talkington Reservoir to manage water levels to establish emergent wetland vegetation.

Adopt-a-Species, Helena NF - \$5,000

Support materials and operations to expand number of schools who "adopt" a native Montana wildlife species for in-depth study.

Leave No Trace: The Hunter's Code, Bitterroot NF - \$4,000

Produce a video that illustrates proper outdoor behaviors while hunting or camping.

Biological Community at Risk, Lolo NF - \$3,000

Interpret the negative consequences of noxious weed invasion on natural resources and wildlife.

Crystal Lake Disabled Access, Lewis & Clark NF - \$2,250

Make three campsites on the Crystal Lake Campground fully accessible.

Roots

continued from page 1

Changing Words To Action

Steps are underway to implement the Forest Service's agenda items. The two roads policy proposals appeared in the Federal Register January 28. The 60-day comment period closed March 30. (The initial 30-day comment period for response to the proposed suspension of road construction in roadless areas was extended.)

Over 40,000 written comments have been received to date on the two proposals and are being analyzed by the National Content Analysis Enterprise Team, led by former R-1 employee Jody Sutton. This analysis is being carried out at the Flathead National Forest Supervisor's Office in Kalispell.

The draft of the long-term road policy is scheduled for release in the summer 1998; the final, winter 1999. The draft of the forest roads analysis process is set for summer, 1998; the final, spring 1999.

The second step taken toward implementation was creating a Road Access Policy Development Team in January to develop policies that address the two roads proposals. There are several sub-teams, including a Roads Analysis Procedure Sub-team. R-1's Cynthia Manning and Tom Pettigrew are among the members. This sub-team will develop a procedure that will assist agency managers in reaching decisions about construction, reconstruction, maintenance, or decommissioning of roads.

The sub-team's recommended procedures will undergo technical and scientific peer review before being finalized and included in the Forest Service Manual and handbooks.

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Lake Como, Bitterroot NF, attracts around 60,000 visitors per year. It is the forest's most popular recreation site.

Keeping Up With Recreational Demands

Is "Pay for Play" the Way to Go?

Larry Timchak, recreation management specialist
Regional Office

By a wide margin, Forest Service-managed lands offer more recreational opportunities than any other Federal agency. In 1996, the public chalked up over 800 million visits to national forests. The problem is finding the dollars to match the demand.

Congress has been the chief source of funds for recreation. But efforts to control Federal spending have meant that our recreation budget has not kept pace with growing interest. The result has been reduced operations and increased deferred maintenance.

One method currently being tried to help alleviate the money shortage is the fee demonstration ("fee demo") program. Authorized by Congress in 1996, this four-year pilot program was created to test the effectiveness of collecting fees to help maintain recreation facilities and enhance visitor services.

Across the National Forest System, 100 sites have been selected for the program. In R-1, 5 projects are currently approved, 2 have been submitted for approval, and 2 additional projects are in the development stages.

Who Keeps the Money?

In the past, fees paid at some Forest Service recreation facilities went straight into the Federal treasury, with no direct benefit to the agency or the site where funds were collected. With the new fee demo program, up to 95 percent of revenue is retained by the forest or district for immediate use on projects and to cover fee collection costs. Typically 5 percent is retained at the regional office as start-up money to assist new fee demo projects.

Fees collected can be used for such items as repair and maintenance, interpretation, signs, habitat or facility enhancement, re-

source conservation, collection costs, and law enforcement related to visitor services.

Concern lingers about possible reductions in budgets on account of the new fees. Forest Service policy strongly discourages reducing budgets due to increased receipts from fee demo projects. Rather, the "new" money should help reduce maintenance backlog, improve customer service, and meet standards for management of recreation sites.

At the end of the four-year trial period, Congress will make a decision on the future of the program. Public reaction and how well the Forest Service uses this new source of funds will be key factors in determining the future of this program. As Congress and the Administration seek out new ways to fund management of the national forests, the program stands a good chance of being extended.

Region One Fee Demo Projects

Quake Lake Visitor Center, Gallatin NF

The \$2 per person entry fee charged at Quake Lake Visitor Center during FY 97 resulted in over \$32,000 in collections. Funds will be used to improve interpretive services and operations.

Regional Cabin Rental Program

Cabin rentals on 10 forests now are part of the fee demo program. Fees help with maintenance and improvements at the cabins, as well as administration of the program and response to customer service needs. Revenues can be used to bring other cabins into the program.

Como Lake Recreation Area, Bitterroot NF

Fees are collected for parking at the boat launch, beach, and trailhead parking areas. Changes to authorization for fee demonstration allows for retention of all campground receipts at the ranger district. Campground receipts from Lake Como campgrounds and two other Bitterroot campgrounds will now be available for improved campground and services.

Rendezvous Ski Trails, Gallatin NF

A park-and-ski fee for the trails, which attract over 40,000 skiers per season, will be implemented. Fees will be used for grooming, new trails, and other trail improvements. The project is a partnership with the West Yellowstone Chamber of Commerce.

Golden Eagle/Age Passport Sales

From revenues from sales of Golden Age/Eagle passports, 80% can now be retained at the point of sale for recreation projects.

Approval of Following Projects Anticipated for Spring

Lewis and Clark National Historic Trail Interpretive Center, Lewis & Clark NF

The center may attract up to 150,000 visitors per year. The entry fee will help cover costs of operations and expand visitor services.

Western Montana Developed Recreation Sites, Lolo and Kootenai NF

The project involves campgrounds on the Lolo and Kootenai NF's. All fees collected can be retained for improving service and addressing backlog maintenance projects.

Heritage Expeditions at Ninemile Wildland Training Center, Lolo NF

Training opportunities in horsemanship and packing, primitive tool use, and historic building preservation are now available to the public. Expeditions involve partnerships with outfitter guides (instructors) and local service providers.

Proposed Future Project

Region 1 is working on a proposal to retain outfitter guide fees under this program. This project could generate over \$700,000 to the forests to use for improvement of facilities such as trailheads, trails and boat ramps.

Largest Watershed Restoration Project in R-1 Completed

by Nikki Seifert,
former University of Montana intern,
Lolo National Forest

After years of studying and planning, the Lolo National Forest has completed a \$600,000 restoration project on Rock Creek. The project was done on a one-mile section of the creek damaged by a previous landowner.

The damage to Rock Creek began in 1947 when the owner of the Puyear Ranch, 31 miles from the mouth of the creek, diverted the channel so he would have more land and a better irrigation system. He built a gravel dam that blocked a creek meander, channeling the flow through a straight route. Eventually, water breached the berm and created two channels and numerous ecological problems, including stream braiding, heavy erosion and sedimentation, and fewer meanders and pools for fish.

"We've seen water quality and habitat quality decrease steadily over the last 20 years," said forest hydrologist Skip Rosquist. The quandary was what to do about it. "There are three chapters to the Puyear story," said Bob Kaufman, Lolo Forest Infrastructure and Operations Program Officer. "Deciding if we should do it; deciding how we should do it; and doing a review of what we've done."

Deciding If and How

Deciding if and how the Forest Service should do the project were projects in themselves. Although the damage to Rock Creek was evident and worsening—the stream had been carrying 250 tons of sediment from the eroding banks and bed downstream every year—this would be the largest watershed project ever done in the Northern Region and it would be done in the pristine waters of Rock Creek.

Missoula District Ranger Dave Stack decided to take the advice of the public and other agencies and return the creek to its original meander. The \$600,000 price tag did raise a few eyebrows within the forest. The Lolo ordered a peer review of the



Volunteers and Lolo NF staff help net fish and move from abandoned stram channels.

project. Hydrologists, engineers and fisheries biologists from R-1 and the Montana Department of Fish, Wildlife and Parks evaluated the proposal and advised the forest to go forward.

The Lolo hired Environmental Reclamation Northwest, a resource-reclamation company, to complete the project, with Inter-Fluve, restoration consultants, hired to design and oversee construction. "The close working relationship among forest specialists, the consultants, contracting officer, district personnel, and the construction contractor was excellent," Skip Rosquist added, "and that's what determined the overall success of the project."

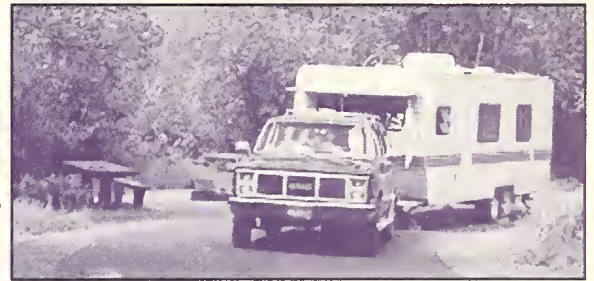
As Important As It Gets Getting the Records Straight--with Infra

If you've ever had to list and estimate the worth of all your personal possessions, you can imagine what a job that is for the Forest Service. But there are few jobs more important for the agency, because our credibility is based on our ability to accurately portray what it is we manage. This ability to track our assets and finances is especially important to Congress, who determines our budget.

In 1995, our inability to deliver accurate financial and real property reporting earned our agency an "adverse opinion" from the Office of Inspector General (OIG), as low a rating as you can get.

We took that rating to heart and put new energy into implementing a new "integrated" data system called Infrastructure (Infra). The fact that the system is "integrated" means that Infra contains data used by different staff areas. Prior individual staff systems will be incorporated, with all employees working from the same data base. Information will be entered once for use by everyone.

"In 1995, our...financial and real property reporting earned our agency... as low a rating as you can get."



Infra stores recreation opportunity information such as the availability of campsites.

Employees in the Northern Region charged with inputting the data have been working particularly hard the past few months to assure that national deadlines for data entry are met and that information is accurate. It has meant long hours for certain employees at districts and forest offices.

OIG Reps to Visit R-1

That effort is paying off, according to Linda Roose, R-1 Infra coordinator. "R-1 is out front in meeting our reporting requirements. We fulfilled the WO requests for data on recreation use, visitors, and fee operations, constructed features like water systems and dams, and seismic and building attribute information. We also met the report deadline for real property capitalization."

Having that data entered means we will be well prepared for the visit some time this year by OIG representatives, who will be out in the field, making site visits to buildings or constructed features, locating the source documents at the district or supervisor's offices and validating the recorded information in Infra. Their findings will be the moment of truth if we've done our job properly.

Linda adds, "We need to continue to verify and correct our information to prepare for this visit. But we're looking good!"



R-1 Employees Monitor Air Pollution in Wilderness Lakes

by Mark Story, hydrologist,
Gallatin National Forest

Region 1 has a bunch of wilderness lakes—in fact, about 1,750. As a focal point for wilderness recreation users, they offer valued recreation opportunities. More than that, the lakes also provide a chemical record of air pollution impacts.

This chemical record can indicate changes in a lake's composition, which would be impossible to detect otherwise. Imbalance of lake chemistry can affect the microorganisms, invertebrates, and fish that live there, ultimately affecting the health and productivity of animals higher in the food chain.

Since 1989, chemical sampling of wilderness lakes has been an integral part of the R-1 air quality monitoring program. As many as 176 lakes have been sampled, primarily by wilderness rangers and volunteers. The object is to do chemical analysis and determine the lakes' ability to neutralize acid precipitation in the form of rain or snow.

Six lakes have been selected for long term monitoring, two in each of the Cabinet Mountains, Selway-Bitterroot, and Absaroka-Beartooth Wilderness areas.

They were chosen because of their sensitivity to acid precipitation and they represent other similar lakes in R-1 wilderness areas.

What Makes Lakes "Sensitive"

Sensitivity to acid precipitation is controlled primarily by the bedrock at a site and how it physically and chemically weathers. This weathering affects a lake's capacity to neutralize acidity. Most of the Bob Marshall complex, Anaconda-Pintler, and Mission Mountains Wilderness areas have predominantly weatherable sedimentary bedrock. This bedrock dissolves relatively easily. As it dissolves it contributes chemicals to neutralize acidity.

Conversely, the Selway-Bitterroot, Absaroka-Beartooth, and parts of the Cabinet Mountains Wilderness areas have lakes with granite bedrock which is resistant to weathering and thus contributes little to neutralize acidity. Further, some of these lakes are in alpine watersheds that have little soil and vegetation and are quite susceptible to acid precipitation.

The Cabinet Mountains also have some lakes on quartzite bedrock, making them among the most sensitive lakes to acid precipitation measured in the world. However, none of the lakes sampled are measurably damaged since air pollution levels are currently low in Region 1.

As you visit pristine lakes in Region 1's wilderness areas, keep in mind they have an important story to tell. They are an important barometer for the long term health of the lake, its inhabitants, and its surrounding ecosystem.



A Message from the Regional Forester

There are few jobs more identified in the public mind with the Forest Service than firefighting. And, when the emergency arises, no job is more important to do well.

Last winter's snowpack is below normal across the Region, at levels preceding the 1988 fires, so we want to be in top readiness for the coming fire season.

We need to begin addressing the routine tasks of making sure staff are fitness qualified and have gone through the required safety training; that fire management plans and local operations agreements are in place; and that appropriate staff are familiar with the new federal wildland management policy.

As you'll see, the new Federal policy includes some significant changes. For example, greater cooperation is required across agency boundaries. The use of prescribed fire has been expanded as a means to restore fire's ecological role, to mitigate fuel hazards to public and firefighters, and to reduce suppression costs and resource losses.

Suppressing wildland fires is a top priority for all of us as Forest Service employees, and we all have to take responsibility to make sure the job gets done. Whether it's driving trucks, working on dispatch, or filling in behind other staff—it's all vital work.

Recent downsizing is going to place an extra burden on us to make sure all bases are covered, but when it comes to safety, we need to give whatever support is necessary to our firefighters on the line.



Leave No Trace Receives National Award

LNT Recognized for Preserving Backcountry

by Mary Bell Lunsford,
acting public affairs officer, Custer National Forest



Backcountry user fishing and enjoying the wilderness experience.

Leave No Trace (LNT), the national backcountry ethics program, has received a Silver Service Award from "Backpacker" magazine, a national publication widely read by outdoor enthusiasts. In the April 1998 issue, the magazine recognized nine recipients—"people, ideas and inventions that have most profoundly influenced the wilderness experience."

"LNT has done nothing less than change our relationship with nature and make backwoods etiquette a part of standard woodcraft," the magazine stated. Success came through a keen understanding of human behavior by LNT coordinators, the article explained. LNT appealed to people's better nature by launching an information campaign, placing materials right where recreationists would find them--in such places as trailheads, displays, park brochures, magazine articles and as curriculum at wilderness schools.

LNT's roots extend to other "no trace" outdoor education programs developed in Regions 2, 3, and 6 in the 1970's, as well as an experimental education program developed in R-1 in the early 1980's by Tom Alt for the Absaroka-Beartooth Wilderness in Montana.



Tom Alt, (left), on site, giving recreationists LNT tips before they head into the backcountry.

Through the efforts of many interested agency employees, LNT became the nation's official wilderness ethics program. The program we know today, chartered in 1991, is now a joint partnership among the National Outdoor Leadership School, Forest Service, Bureau of Land Management, National Park Service, and U.S. Fish and Wildlife Service. With LNT, the impact on wilderness users was due to the consistent, easy-to-follow message: Enjoy the backcountry without harming it.

R-1 LNT Coordinator

Jonathan Klein

Madison Ranger District,

Beaverhead-Deerlodge NF, 406/
682-4253. To order LNT materials
or register for LNT trainings, please
contact Jonathan or call the LNT
hotline at 1-800-332-4100.

LNT Masters

Jim Schaeffer, Dillon RD,
Beaverhead-Deerlodge NF, 406/683-
3958

Libby Langston, Missoula RD, Lolo
NF, 406/329-3944

Bob Hoverson, Ninemile RD, Lolo
NF, 406/626-5201

Bill Goslin, Stevensville RD, Bitter-
root NF, 406/777-5461

Sarah Walker, Lochsa RD,
Clearwater NF, 208/926-4275

Sherri Lionberger, IPNF, 208/765-
3065

Ian Barlow, Red River RD, Nez
Perce NF, 208/842-2255

Al Koss, Spotted Bear RD, Flathead
NF, 406/758-5376

Randy Hollander, Livingstone RD,
Gallatin NF, 406/222-1892

Jim Forest and Ray Mills, Rocky
Mtn RD, Lewis & Clark NF, 406/466-
5341



Leave No Trace Pioneers Retire



Tom Alt

Tom Alt former wilderness/trails manager and education coordinator on the Beartooth Ranger District, Custer National Forest, retired in January after 36 years of Federal service. Since 1979, Tom has been a major force in developing the highly successful Leave No Trace land ethic and the "Bear Us in Mind" bear aware programs for the Custer.

Over the last 19 years, Tom has been responsible for coordinating over 1,600 formal education programs that reached over 66,000 people in the Custer National Forest area. He personally presented about 700 of those programs to around 30,000 people. His strategy was to make sure that every 6th grader in 67 elementary schools in the Custer wilderness area heard the Leave No Trace message—and he achieved that goal.

Tom began his Forest Service career in 1961 on the Boise National Forest as a summer employee. He secured his first permanent position in 1967 on the Fisher River District, Kootenai National Forest. He later worked on the Gold Beach District, Siskiyou National Forest and, from 1970-78, for the Colville National Forest as sale administrator and snow ranger.

In 1979, Tom transferred to the Beartooth Ranger District to work as the wilderness, trails, outfitter/guide, and winter sports administrator. One of his primary tasks was to develop a wilderness education program for the newly declared Absaroka-Beartooth Wilderness.

Tom quite literally started from scratch with his program. There was no set format or target group. "We did know that 70 percent of the users of the wilderness and backcountry were from the three-county area around Billings," Tom stated. "From my background in other regions, I knew we needed a program that was consistent and that targeted 6th graders year after year. At that level, the kids can comprehend what you're saying, take it in, and use it."

"We formulated a basic Leave No Trace program," Tom explained. "The forest supervisor told me he'd go with it—not just for one or two years, but for the long haul.

That commitment," he added, "has been honored by three forest supervisors and three district rangers."

So, 19 years and 1,600 educational programs later, Tom retired from the Forest Service. But he hasn't retired from wilderness education. He still has the passion and the desire to lend his knowledge and skills to that effort. He's now a volunteer educational instructor for the Custer, working with fellow volunteer Gary Grocholski to bring Leave No Trace-type programs to select schools.

Tom does not leave unappreciated. In 1990, he received a Regional Forester's Award for his consistent, high quality conservation education programs. Ralph Swain, national LNT coordinator, also acknowledges the tremendous debt the region, and all Montanans, owe Tom Alt. "There's an entire generation of children in the Custer area that will grow up knowing about and practicing LNT ethics. They'll be voters, and perhaps legislators or recreationists some day," Ralph asserted. "How they take care of the land will be influenced by what Tom taught them in grade school."



Bob Oset

Bob Oset's work with Leave No Trace goes back more than 20 years to the early

days of the program. Since his earliest involvement in the '70's with wilderness programs, Bob believed the key to changing behavior in the backcountry was education. The only other option would be to impose further restrictions for users that would be hard to enforce. "It was my contention that education in outdoor skills, for training in equipment and techniques, was a viable management tool." And time has proved Bob right.

While working at the R-1 Regional Office during the winter months in the '70's, Bob set up a wilderness education program for the Region, establishing education coordinators for each of the forests. During this period, Bob was on a detail to the Washington office where he strongly pushed for formalization of a national wilderness education program.

*by Cass Cairns, information assistant
Bitterroot National Forest*

"There were many people out in the regions working hard at promoting leave no trace, tread lightly-type programs. I didn't care what we called it, but I thought we ought to have one name for it, so that people would come to recognize it and remember it. In terms of marketing, and having any affect on people, I felt that was key." It was at that point that "Leave No Trace" was formally adopted.

Ralph Swain, national LNT coordinator, witnessed Bob's contribution over the years. "Bob has worked tirelessly and relentlessly to bring the varied backcountry ethics programs all over the country under one banner—Leave No Trace," he stated. "For over 20 years, Bob has been like CNN, broadcasting loud and clear, over and over again, the need to come together under Leave No Trace," Swain added.

Bob took the buyout and retired from the Forest Service in January after 23 years with the agency. He began his career in 1965 at the Magruder Ranger Station, Bitterroot National Forest, as a forestry recreation technician, fulfilling the duties of a trail crew worker, packer, and wilderness ranger. Then in 1973, when the Magruder Ranger Station closed, Bob was reassigned to the West Fork Ranger District. From 1989-90, he worked for the Moose Creek Ranger District, Nez Perce National Forest. In 1990, he transferred back to the West Fork as a wilderness zone manager, assisting the forest wilderness coordinator.

Retirement has not dimmed Bob's interest in or dedication to wilderness education. He is hard at work developing a video aimed at 12 to 18-year olds that would convey a "Leave No Trace - The Hunter's Code" message. Bob has amassed several thousand dollars in grant money to get it produced. (See "NFF Grants" story, page 2.) Before leaving the forest, he recruited Anaconda-Pintlar Wilderness coordinator Judith Fraser and wildlife biologist John Ormiston to continue with the project. Bob is still involved on the sidelines and—given his track record and the dedication of his co-workers—this mission will be accomplished.

Flora Recognized by American Fisheries Society.

by *Bonnie Dearing, public affairs specialist, Lewis and Clark National Forest*



Gloria Flora

In February 1998, Lewis and Clark National Forest Supervisor

Gloria Flora received the Montana Chapter, American Fisheries Society's annual individual award for "Outstanding Contribution to Protection and Enhancement of Fisheries Resources in Montana."

Gloria's recognition was the result of her leadership and hard work on many aquatic resource issues in Montana, including her participation on the Interagency Westslope Cutthroat Trout Steering Committee. The goal of the committee is to provide for the survival of the Westslope cutthroat trout, a "sensitive" species recently petitioned for "threatened and endangered" listing. This is the first time the chapter has so honored a forest supervisor.

Excellence Award

by *Diana Enright-Bawden, public information assistant, Kootenai National Forest*



Terry Hightower of the Cabinet Ranger District Supervisor's Excellence Award from Bob Schrenk on February 19. The annual award is designed to recognize an employee's excellent work both on the forest and in the community. Any forest employee may nominate a fellow employee, with the final decision made by the Human Resource Council.

Terry, who has been with the district since 1991, started out on the trail crew and now handles special use permits. He has also been a member of the Noxon Ambulance Department for 10 years. It was for that community service Terry was nominated.

Terry says he never aspired to join the ambulance crew; in fact, as a new trainee he revealed that one particular training video turned him white as a sheet! But he stayed with it and is now an EMT and one of the senior members of the nearly 30-person crew.

Regional Forester's Honor Awards

The Regional Forester presented the following Honor Awards on January 28, in Missoula:

Award for Emergency Response

Gary Phillips, Nez Perce National Forest, for his quick emergency response to a fellow employee in a life-threatening situation (see story on page 9).

For Public Service

Nez Perce 1997 Forest Flood Response Group, for timely and cooperative efforts to restore basic access to residents of the Little Salmon River area after heavy rain and severe flooding in central Idaho. Accepting was Michael Cook, team leader (see story on page 9).

For Personal and Professional Excellence

Tom Wagner, Darby District Ranger, Bitterroot National Forest, for his work with local and county-level organizations to foster good working relationships with national forest constituents.

For Environmental Protection

Bill Putnam, RO engineer; **Bob Foley**, U.S. Fish and Wildlife Service; **Phil Cerner**, Coeur d'Alene Tribe, for their outstanding leadership and management in promoting the partnership among the Forest Service, U.S. Fish and Wildlife Service and the Coeur d'Alene Tribe in the restoration of natural resources in the Coeur d'Alene River Basin of Idaho.

For Equal Opportunity

Idaho Initiative Team, IPNF, for outstanding personal and professional commitment to enhancing work force diversity with the Northern Region. Team leader Joseph Encinas accepted on behalf of the team, which included: **Joseph Encinas**, **Dave Wright**, **Pat Aguilar**, and **Jaelyn Woods**.

For Reinventing Government

Northern Region Content Analysis Team for outstanding contributions to the Forest Service's effectiveness and ability to comprehend the desires and needs of employees and the public. Team members included: **Beth Horn**, **Cheryle Zwang**, **Kimberly Landl**, **Tim Gray**, **Gretchen Lentz**, Regional Office; **Sandra Rebo** and **Dellora Gauger**, Kootenai National Forest; **Peri Suenram** and **Diane Petroni**, Beaverhead-Deerlodge National Forest; and **Deanna Riebe** and **Sally Suk**, Clearwater National Forest.

For Safety

Ken Kaufman, IPNF, for his outstanding support, leadership, and contributions, both locally and nationally, in the areas of safety and health.



Tom Wagner, Darby RD, Bitterroot NF.



L to R, Bill Putnam, RO engineer and Bob Foley, U.S. Fish & Wildlife Service.



L to R: Pat Aguilar, Joe Encinas, and Jaelyn Woods, of the IPN.



L to R: Tim Gray and Gretchen Lentz, with the RO.

Nez Perce National Forest Employees Honored

by Laura Smith, public affairs assistant, Nez Perce NF

Several Nez Perce National Forest employees were selected to receive the 1997 Regional Forester's Honor Awards for their participation in the category of emergency response and public service. Among those recognized was forestry technician **Gary Phillips**, Salmon River Ranger District. Last July, Gary and a co-worker were in the field when she received a bee sting. When the co-worker went into anaphylactic shock, Gary put his EMT training into practice. He kept her airway open and administered oxygen, which he routinely keeps in his car for emergency purposes. He quickly radioed for a medivac helicopter and transported her to the nearest helispot. While waiting for the helicopter, Gary continued emergency care. This quick response and emergency action resulted in a successful life saving endeavor.

Another incident saw quick response by forest and regional office employees. New

Year's Day 1997 brought a warm front with heavy rain to portions of central Idaho. The combination of heavy rain and melting snow caused severe flooding, leaving the Little Salmon River area south of Riggins in a state of disaster. **The Nez Perce Forest Flood Response Group** reacted immediately by working with Idaho County to ensure that emergency efforts to protect life and property were not impeded.

A foot bridge and temporary road were constructed to allow residents and EMT's access to Highway 95. Activities to repair damage to the roadway, stream channel and bridge continued into the spring. A new bridge was designed and construction completed by March 7, 1997.

For their quick response, the group was recognized with a Regional Forester's Honor Award.



Above: Nez Perce NF Response Team. L to R: John Crotinger, Mike Cook, Yvonne Sterud, Jack Carlson, Bill Fowler.



Left: Gary Phillips, Nez Perce NF.

Group members include: Nez Perce employees **Mike Cook, Yvonne Sterud, Greg Ruthruff, Bill Fowler, John Crotinger, Jack Carlson, Joe Bonn, and Garry Seloske**, along with RO employee **Merv Ericksson**.

RO Retirement



Above: Smiling retiree Bill Antonich in 1998.

Bill Antonich, printing specialist for Region One, retired January 3 after 35 years with the Forest Service. Because of the nature of his job, Bill was known by a lot of people. He was a wizard at guiding employees through the printing and contracting process, including Federal and agency regulations, working with the Government Printing Office and contractors to make printing projects happen.

The reason Bill was so respected and appreciated was because, in his words, "I never told anyone, 'no you can't do that.' 'No' is not an answer, in my book. I gave people options and let them decide." Bill could give options because he knew the printing and contracting business with a depth and breath of knowledge that few people in the agency possess. Over the years, this knowledge and experience saved the government many thousands of dollars in printing costs.

Bill was born and raised in Missoula. His first job was in a local print shop, where for 3 1/2 years he learned the fundamentals of printing. In September 1963 he came to work for the Forest Service, in R-1's Engineering's print shop, which at the time was located at Ft. Missoula. He was involved in all aspects of the printing process, from layout and design, to camera work, to the actual printing.

He remained in the job until the early '70s when the shop was closed. After two years with the Materials Testing Lab, Bill transferred to the RO's Administration staff as a printing specialist. The position was moved to the Public and Governmental Relations unit in 1988.

In 1993, Bill co-founded and served as chairman of the Northwest Interagency Printing and Publications Council, which was created to bring public agencies and private companies with Federal contracts together to share information and keep current on printing technology.

Bill's wife Pat continues to work for the Forest Service in the RO RMLH&W staff. They enjoy such things as antiquing, and boating and fishing at their place on Georgetown Lake. For those people who know Bill, we're glad he's having fun—he's earned it.



Right: Bill in the print shop at Ft. Missoula 1964.

Engineer of the Year Awards

Engineer of the Year awards were presented recently by Regional Engineer Tom Pettigrew. Those recognized include: **Bob Kirkpatrick**, RO, for management; **Duane Yager**, and **Doug McClelland**, both with the RO, for technical engineer; and **Bob Hayes**, Lolo National Forest, for engineering technician.



L to R: Doug McClelland, Bob Hayes, Duane Yager, and Bob Kirkpatrick.

New Folks in the RO

John Alley recently transferred into the RO Public and Governmental Relations position vacated by former printing specialist Bill Antonich, who retired in January (see story on page 9). John is a Butte native. He attended the Montana School of Mines (now Montana Tech), Carroll College in Helena, and University of Utah, graduating from Montana State University. He was employed for a period in Butte's Berkeley Pit (now a superfund site!).

After service in the U.S. Army as a post illustrator, John worked in the printing industry, then went with a design and advertising firm. His first job with the Forest Service was with the Deerlodge National Forest, where he worked for 18 years in visual information and interpretation. From 1993-98, John was employed by the Helena National Forest as a visual communication specialist.

Among John's many interests are jogging, travelling, hiking, backpacking, cartooning, cooking, and beer-making.



Steve and Sandy Kratville near Chile/Bolivia border 12/96.

Former Gallatin National Forest employees, **Steve and Sandy Kratville**, joined the Northern Region staff in March. Steve is working as issues, partnership and outreach specialist for Public and Governmental Relations, filling in behind Laird Robinson, who is on detail to the U.S. Fish and Wildlife Service. Sandy is a wildlife biologist assigned to the Watershed, Wildlife, Fisheries and Rare Plants staff.

Sandy and Steve recently returned from Chile where they served 2 1/2 years as Peace Corps volunteers under the existing Memorandum of Agreement between the Forest Service and the Peace Corps. Steve worked as an extension forester for the Center for Education and Technology in Temuco, where he helped small landowners and local communities to design and implement agroforestry, reforestation, soil conservation and native forest conservation projects. Sandy assisted biologists, veterinarians and agronomists of the Agriculture Department with efforts to permanently establish and effectively manage a wildlife refuge around Lago Budi, a large salt water lake in south central Chile.

Before leaving for Chile, Steve and Sandy had worked on the Livingston Ranger District from 1987 to 1995. Upon their return from South America in November, they were detailed to the Gallatin National Forest Supervisor's Office. Sandy and Steve are both long-time Forest Service employees with diverse working experiences on several national forests in the Northern, Intermountain and Pacific Southwest Regions.



IN MEMORIAM

Dave Everett, born August 21, 1940, in



Dave Everett

Appleton City, Missouri, died November 3, 1997 in Manson, Washington. Dave was a forester with the Nez Perce National Forest from 1993 until his retirement February 1, 1997. Former positions as forester include work for the Gallatin National Forest (1988-93); R-10's Tongass National Forest (1982-88); R-6's Siuslaw

National Forest (1978-82); IPNF (1976-78); Flathead National Forest (1972-76); Kootenai National Forest (1969-72); and the Aerial Fire Depot (1968-69), where he worked as a smokejumper. Dave began his employment with the Forest Service as a temporary for the Wenatchee National Forest in R-6.

Survivors include his wife Carla, his two daughters, Gretchen and Heidi; two brothers, Jerry and Gale; and his sister Joan Everett. His brother Gale works as staffing specialist with the R-1 Regional Office.

The Gallatin National Forest has established a tree-planting program in Dave's memory as part of the plant-a-tree program, coordinated by Tim Hancock, 3710 Fallon Street, Bozeman, MT 59718.

Dick Guth, 68, died March 31, in Missoula.

Dick was born in Eagle River, Wisconsin, graduating from the University of Michigan with a bachelor's degree in forestry. His employment with the Forest Service included: district ranger, Chequamegon National Forest, R-9; district ranger, Ottawa National Forest, R-9; and Regional Offices in R-4 and R-1. Dick retired from R-1's Regional Office Public and Governmental Relations staff in Missoula in 1986.

Dick is survived by his wife Dorothy, and four daughters—Gretchen Chambers, Heide Westwood, Amy Guth-Petersen, and Abby Lucarz—and his sister Marge Gaulke.

Peter Koch, 77, of Corvallis, Montana, died February 14 at St. Patrick Hospital in Missoula



Peter Koch

due to complications from lung cancer. Dr. Koch was one of the 20th century's pre-eminent scientists in wood technology. He was born in Missoula to Gerda and Elers Koch. His father was a forest supervisor, fire chief, and assistant regional forester in the Northern Region during the period 1907 to his retirement in 1944.

After obtaining a degree in mechanical engineering in 1942, Dr. Koch served 4 1/2 years in the U.S. Army Air Corps. As a pilot in China, he received many decorations, including the Distinguished Flying Cross with Oakleaf Cluster, Air Medal with four Oakleaf Clusters, and the Soldier's Medal. Following discharge, he worked in private industry in the Northwest designing high-speed planners for

lumber production. He then returned to university study, completing his Ph.D. from the University of Washington in 1954. Dr. Koch taught at Michigan State University and next managed a New England lumber company before joining the Forest Service.

From 1963-82 he led the Southern Forest Experiment Station's timber utilization laboratory at Pineville, Louisiana, where he became one of the Forest Service's most inventive scientists. He cooperated in the development of wood chipper equipment that wasted little or no material as sawdust. The "headrig" chipper comprises one of the major wood-machining advances of the 20th century. His research also led to advances in wood gluing practices, and to many he is known as the scientist who made the southern pine plywood industry possible. For his outstanding efforts, Dr. Koch was awarded the Superior Service Medal of the U.S. Department of Agriculture in 1968. Other major awards include the distinguished Service Award from the Society of Wood Science and Technology and the Fred W. Gottschalk Memorial Award for outstanding service to the Forest Products Society. Publications include *Utilization of Hardwoods Growing on Southern Pine Sites* (3 vols), *Utilization of the Southern Pine* (2 vols), and *Lodgepole Pine in North America* (3 vols). After a brief tenure with the Intermountain Research Station in Missoula, he retired from the Forest Service in 1985 to form the corporation, Wood Science Laboratory, Inc., in Corvallis, of which he was president.

He is survived by his wife Doris and a brother, Thomas.

Francis Bourdette Lufkin, 83, died

February 12 of pneumonia in Bellingham, Washington. In 1939, Lufkin was working as a smokechaser, "chasing" fires on the ground, for the Chelan National Forest. That same year, he became involved in an experimental project to evaluate the feasibility of parachuting men and equipment into wildfires and made the first fire jump in Region 6 on August 10, 1940. At the end of the experiment, the smokejumping program was established. Lufkin and other Forest Service personnel traveled to Missoula in 1940 where the first official base was created. He trained out of the Missoula base in 1940 and then returned to Lenthier, Washington, where he helped establish the North Cascades Base, which he managed until his retirement in May 1972. During his career, he was also involved with developing effective ways for dropping cargo and water out of aircraft. For his contributions, Lufkin received a Superior Service Award from the Secretary of Agriculture and a Presidential citation. Lufkin was active in his local community, which included being twice mayor of Lenthier and head of the local school board.

He is survived by his wife Lola; two sons, Ron and Larry; daughter Joyce; and sister Grace Samuel Berg. A memorial service in Lifeline's honor is scheduled for 10 a.m., May 2, at the North Cascades Smokejumper Base in Winthrop. For more information about the memorial, call Bill Moody at 509/997-5971.

Arne Nousanen, 85, died February 17, after a fall at his home in Hamilton. He retired from the Bitterroot National Forest in 1969 after 31 years of service. His first jobs with the agency were for the Cabinet and Kootenai National Forests. He was appointed assistant ranger at

continued on page 11

Philipsburg in 1941. After service in the U.S. Coast Guard during World War II, Nousanen worked for the Clearwater, Nez Perce and Kaniksu National Forests in Idaho and for the Regional Office. In 1960, Arne accepted a one-year detail for the U.S. Agency for International Development to prepare a forest inventory of Cambodia. His final assignment with the Bitterroot was in recreation and lands. After retirement, Arne accepted a forest consulting position with the forestry department in Tehran, Iran.

Survivors include his wife Mary; daughters Diane Nousanen and Marcia Tatrallyay; and sisters Helen Harrington, Lori Nocerini and Doris Peterson.

William Van Vynck, 70, died March 24, in Anaconda. He was born and raised in Anaconda. After 20 years service in the U.S. Army, William returned to Anaconda in 1970 and worked as a resident advisor to the Anaconda Job Corps, retiring in 1985.

He is survived by his wife Takeko.

Daniel Wittmier, 72, died March 27, in Anaconda. Born in Filer, Idaho, Wittmier worked at the Anaconda Conservation Corps until retiring in 1987.

Survivors include his wife Betty; daughters Melinda Hintz, Melissa Robinson, and Cindy Bailey; sons Dan and Alan; brother Allen; sisters Alice Habits, Minnie Palmer, Esther Ward, Helen McLane, and Delores McIlhargy.

Tim Light New Forest Archeologist for the Flathead NF

by Allen Rowley, public affairs specialist
Flathead National Forest

Tim Light has joined the Flathead National Forest as forest archeologist. He previously worked as assistant archeologist on the Lolo National Forest, stationed at the Superior Ranger District.

Tim first worked for the agency in 1980 as a summer seasonal in archeology for the Helena National Forest, followed by four more seasons on the Lolo and Bitterroot National Forests. During this time, he earned a M.A. in anthropology from the University of Montana. Later, Tim worked for a private firm in Missoula as an archeologist for nine years before returning to the Lolo National Forest as the assistant archeologist.

Looking to the future, Tim is interested in continuing and even expanding the Hungry Horse Archeological Project Investigation. This is a cooperative project with the Confederated Salish and Kootenai Tribes funded by the Bonneville Power Administration to investigate prehistoric sites in the drawdown area of Hungry Horse Reservoir on the forest. Results from completed work indicate expanding the investigation has great potential to increase our knowledge of prehistoric cultures and land uses of the Flathead.

Tim is enjoying his work. "The chance to be actively involved in managing cultural resources is very different from writing a report as an archeologist in private practice," Tim said. "That's what working for the Forest Service offers—the opportunity to connect with the land and with the people."

BEAVERHEAD-DEERLODGE NATIONAL FOREST

Awards & Promotions

ALCOCK, GERALD, supervisory biological scientist, SO, performance award
HEINTZ, TOM, supervisory forester, SO, temporary promotion, acting forest supervisor
MCDONALD, MARGARET, engineering technician, Phillipsburg RD, career promotion
OWENBY, DICK, supervisory forester, SO, temporary promotion, acting forest supervisor

CUSTER NATIONAL FOREST

Awards & Promotions

LUNSFORD, MARY B., information assistant, QSI, and promotion, public affairs specialist, SO
MOCK, WILLIAM P., forester, SO, promotion
OTT, BARBARA A., social scientist, SO, QSI
ROBERTSON, STEPHEN R., fishery biologist, Dixie NF, SO, temporary promotion, district ranger, Grand River RD
WALSH, CATHY E., applications clerk (office automation), Medora RD, promotion, resource assistant (OA), Medora RD
WALTOS, ARLIS C., information assistant, QSI
WILLIAMS, STEVE E., forester, North Dakota Coordinator, QSI

Reassignment & Transfers

RUFVOLD, COLLEEN K., support services specialist, Sheyenne RD, reassignment, resource assistant (office automation), Sheyenne RD
SASSE, DONALD C., wildlife biologist, SO, reassignment, wildlife biologist, Ashland RD
SCHUMACHER, STEVE D., range technician, Sheyenne RD, reassignment, fire management officer, US Fish and Wildlife Service, J. Clark Salyer National Wildlife Refuge
TURBIVILLE, GAIL E., support services specialist, Sioux RD, transfer, procurement assistant, Nebraska NF

New Employees

HANNA, MARJORIE C., senior community service employment program, McKenzie RD

Resignations

ASKIN, JUDY K., forestry technician, Sioux RD

HELENA NATIONAL FOREST

Awards & Promotions

BURNS, JERRY, law enforcement officer, Lincoln RD, QSI
CURTIS, GAYLE, information assistant, Townsend RD, promotion
GOBBS, DEENA, resource clerk, Townsend RD, promotion
MILBURN, DEBBIE, law enforcement assistant, SO, QSI
MOULLET, PETE, law enforcement officer, Helena RD, QSI
WALKER, T. JOHN, law enforcement officer, Livingston RD, QSI

Reassignments & Transfers

ALLEY, JOHN, visual information specialist, SO to RO
BACONRIND, CHAD, fish biologist, SO to Idaho Panhandle NF
BAILEY, CLIFFORD, automotive worker, SO to Bitterroot NF
ZEPEDA, GILBERT, district ranger, Lincoln RD to Siskiyou NF

GALLATIN NATIONAL FOREST

Awards & Promotions

CASSIDY, K.C., supervisory computer specialist, SO, QSI
CHERRY, MARION, wildlife biologist, SO, QSI
DENNEE, BOB, forester, SO, QSI
MAY, BRUCE, fisheries biologist, SO, QSI
PFEIFER, BILL, contract specialist, SO, QSI
WILLIAMS, SHELLY, engineering program assistant, SO, QSI

Retirements

LERITZ, ED, supervisory forestry technician, Bozeman RD

KOOTENAI NATIONAL FOREST

Awards & Promotions

CLAY, DAVID, forester, Cabinet RD, QSI
HARRINGTON, JAMES, forestry technician, Fortine RD, temporary promotion
SNELL, STEVEN, forestry technician, Cabinet RD, QSI
THOMPSON, ROBERT, district ranger, Rexford RD, temporary promotion to forest supervisor, SO
TINCHER, DONALD, supervisory information resource manager, Fortine RD, temporary promotion to information resource manager
YOUNG, LEWIS, wildlife biologist, Rexford RD, temporary promotion to district ranger

Reassignments & Transfers

ADAMS, PAMELA, computer assistant, Libby RD, reassignment to computer assistant, SO
DICKINSON, ERIC, biological science technician, Nez Perce NF, reassignment to forestry technician, Three Rivers RD
GIESEY, MIKE, forester, Cabinet RD, reassignment to forester, Three Rivers RD
GILLAN, RITA, forestry technician, Libby RD, reassignment to computer assistant
WIDRIG, WILLIAM, forestry technician, Fortine RD, reassignment to SO
Resignations
NEIER, TARA, computer assistant, SO

LEWIS & CLARK NATIONAL FOREST

Awards & Promotions

EIMERS, STEPHANIE, wildlife biologist, Kings Hill RD, promotion
HERTEL, JACKIE, budget and accounting officer, SO, QSI
NIENOW, MARK, hydrologist, SO, QSI
TAYLOR, JUDITH, office automation clerk, Judith RD, QSI

REGIONAL OFFICE

Awards & Promotions

ACHESON, ANN, ecologist, FA&A, promotion
AUSTIN, DEBORAH, forester, RFO, temporary promotion
ANDERSON, CAROL, contract specialist, P&P, promotion
DEARING, PATRICIA, contract specialist, P&P, promotion

NORTHERN REGION NEWS GUIDELINES

- Articles should focus on Forest Service-related subjects or activities, or people engaged in agency-related activities.
- Send article(s) to NORTHERN REGION NEWS as soon as possible after event. Too often interesting articles run the risk of not being printed because they are not timely.
- No poetry, jokes or cartoons.
- You can tell the readers about a technical subject by using non-technical language. Avoid jargon not understood by people outside the technical topic.
- Keep under 150 to 300 words (about 3/4 of IBM page); no more than one page - can be shorter. For brief coverage of an event, consider sending in photo(s) and tell story in photo captions.
- Any story can be improved with photos (black/white; color prints; color slides; any size) and illustrations. Be sure to send along captions.
- Mail articles by IBM to gweisger/rl; or hard copy to Gloria Weisgerber, P.O. Box 7669, Missoula, MT 59807. Questions, call Gloria at 406/329-3094.

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DEADLINE

The deadline for the May-June NRN issue is May 15. Remember, the NRN is YOUR newsletter. If you're not seeing the kind of articles you want to read, why haven't you sent us a story, or encouraged a co-worker to share information on an important activity or project your forest or district has accomplished? And it doesn't have to be a finished article—we'll help with pulling it together. So, let's hear from you!

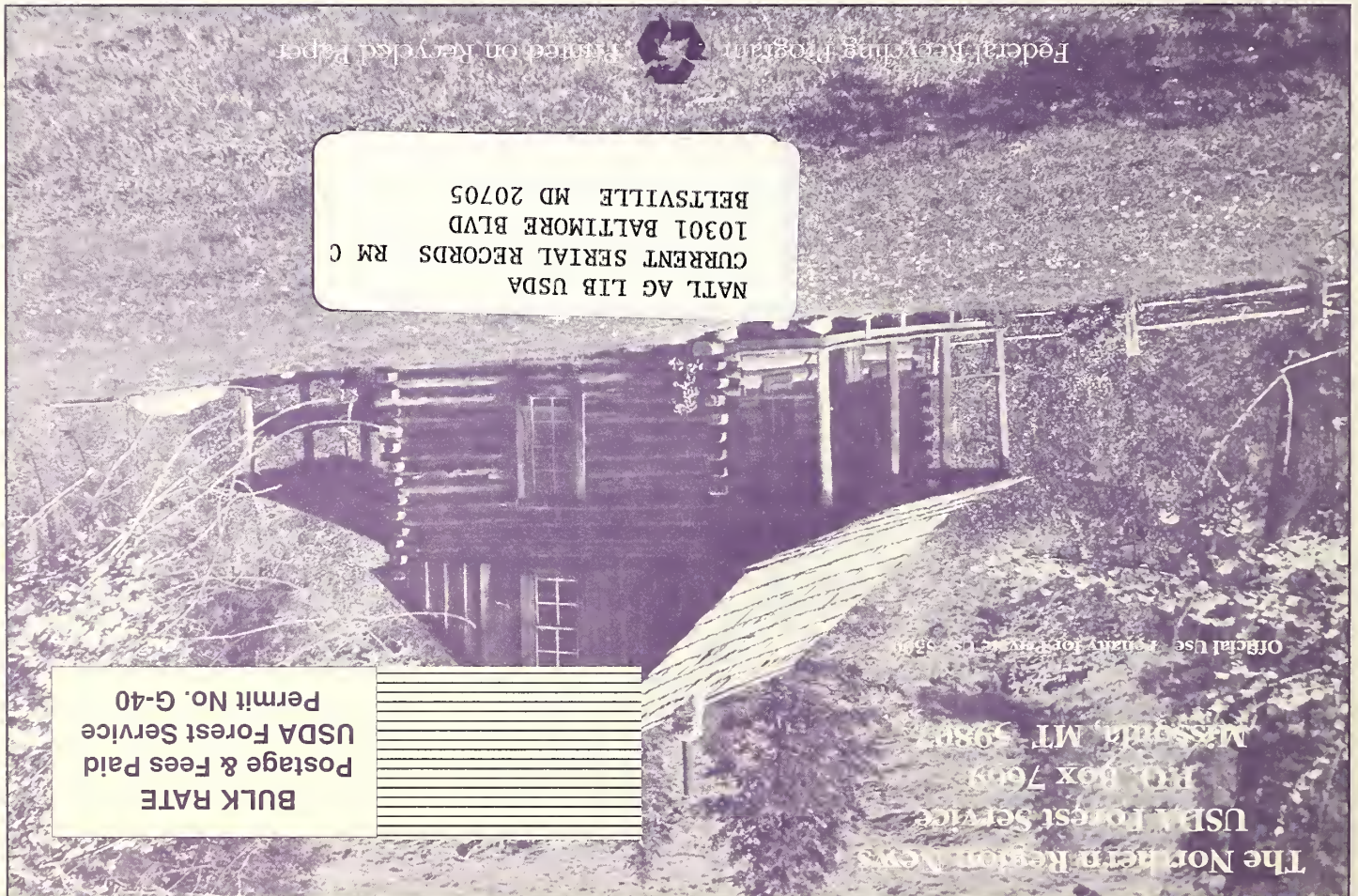
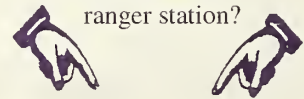
COMING....

The Northern Region News will be available to employees via the Intranet some time in the near future. Once the NRN is computerized, we will give employees clear instructions on how to access it. Hard copies will continue to be printed and mailed to retirees. One change perhaps you've already noticed—the NRN has gone bi-monthly.

INTO THE PAST

Jim Christiansen, with the Dillon Ranger District, Beaverhead-Deerlodge National Forest, and Vergil Lindsey, Ennis, Montana, correctly identified the 1921 photo of Pony Ranger Station, which was located about a mile from Pony, Montana. The site (the buildings no longer stand) is in the Beaverhead-Deerlodge National Forest.

The picture below was taken by Clyde Fickes May 1923.
Can you identify the ranger station?



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