



SEED BUZZ

The newsletter for WSCIA, which certifies small grains and pulse crops

MANAGER CORNER

A big thank you to all the WSCIA members who have renewed their membership! Our winter months have been busy with working on software upgrades for the business office as well as doing some serious spring cleaning. Jake and Rebecca have already been working for the past several weeks reviewing winter wheat applications. A reminder that a seedling application should be used if the field does not meet land history requirements. If you have any questions on field applications, we are more than willing to have that conversation with you, so don't hesitate to reach out. See our 2024 calendar on page 3 for the upcoming application deadlines. We are all looking forward to a great 2024 season and I hope everyone stays safe once spring planting begins.

- Aaron Jeschke, WSCIA Manager

FOUNDATION SEED REPORT

We have had a productive fall working through conditioning our many seed lots. At the time of writing this, the weather is unseasonably warm and gives the impression of a false spring. We are on track to have all seed ready by the time the real spring does show up. Some varieties are already sold out for 2024, please ensure you put a Year In Advance order in with Cheyan. Order forms are on the foundation seed page of our website, and we will keep them updated for the spring and fall season.

**SAVE
THE DATE**
Nov 10-12
2024

2024 WSCIA Annual Meeting

Yakima Convention Center
Yakima, WA
More details to come!



WSCIA CONTACT INFO

 (509) 334-0461

Aaron Jeschke
WSCIA Manager
aaron@washingtoncrop.com

Rebecca Hulsey-Griffith
Certification Office Specialist
rebecca@washingtoncrop.com

Jake Nelson
Field Program Supervisor
jake@washingtoncrop.com

Katie Whetzel
Finance Officer
katie@washingtoncrop.com

FOUNDATION SEED SERVICE

 (509) 592-4515

Cheyen James
FSS Office Manager
cheyan@washingtoncrop.com

Darryl Krause
FSS Operations Supervisor
darryl@washingtoncrop.com

Andrew Horton
Seed & Warehouse Technician

VARIETY HIGHLIGHTS

WASHINGTON STATE UNIVERSITY

Marci Miller, Washington Genetics (509) 659-4020, marci@washgenetics.com

WSU spring wheat varieties continue to prove their outstanding performance in variety testing trials, farmer's fields across the Pacific Northwest, flour mills, and food products. The newest released **Butch CL+** is a two-gene Clearfield soft white spring wheat with early maturity, good straw strength, medium-shorter height, Hessian fly resistance, the highest level of stripe rust resistance at both seedling and adult stages, and excellent test weight. These traits make it very broadly adapted, even under irrigated production.

Hale has higher average grain yield than all other HRS varieties in high and intermediate production areas (>12" annual precipitation) based on two and three year performance across WSU's Variety Testing Program trials. Hale has the best possible stripe rust resistance rating, medium height with good straw strength, early-medium maturity, excellent test weight, Hessian fly resistance, and good grain protein concentration. End-use quality of Hale is excellent and sets a new standard for WSU spring wheat varieties. **Roger** spring club has also set a new bar with its combination of elite yield potential across the region, the only spring club with Hessian fly resistance, high test weight, excellent end-use quality, very good adult stripe resistance and earlier maturity. WSU varieties **NetCL+**, **Ryan**, **Seahawk**, **Tekoa**, **Hedge CL+** and others continue to lead in productivity and profitability across the PNW. For seed inquiries please call Washington Genetics (509) 659-4020 or contact your local seed dealer.

AGRIPRO Greg McCormack greg.mccormack@syngenta.com

AP Renegade is a consistently high performing hard red spring wheat. With a strong disease package, medium height and medium maturity, AP Renegade is widely adapted across production areas. AP Renegade has a high test weight with good protein and end use quality. It is hessian fly resistant.

AP Venom - A hard spring, is extremely high yielding irrigated variety with good protein. It has medium maturity and medium to tall height with excellent straw strength. AP Venom is flexible for spring or fall planting.

WESTBRED Nathan Clemens, (509) 570-8696, nathan.clemens@bayer.com

WB9623 - 2023 NWYC 3rd Place Dryland Winner 119.1 bu/ac Genesee, ID. Offers AI toxicity resistance and higher yield potential, especially in our lower PH soils. It is medium - late in maturity and medium- tall in height with great standability on the dryland acre. Consistent performance in both protein content, test weight and has Hessian Fly and moderate Stripe Rust resistance.

WB9303 - NWYC Dryland Winner 2020 and 2022. It is a companion variety to our WB9668 with a medium plant height and medium - early maturity. It has proven to be a strong fit within our PNW Dryland acres offering both high yield potential and solid protein content. Also, when it comes to pest management, WB9303 has both Hessian Fly and Stripe Rust resistance.

WB6211CLP - Our latest soft white spring wheat from WestBred utilizing Clearfield Technology. This variety is a direct replacement for our no longer offered WB1035CLP. WB6211CLP has better yield potential and overall end-use quality. It is an early maturing, medium-tall variety and has both Hessian Fly and Stripe Rust resistance.

continued page 3

LIMAGRAIN CEREAL SEEDS

*John Dodd, PNW Commercial Mgr., (509) 956-5855,
john.dodd@limagrain.com*

LCS Odyssey is a consistently high yielding malting barley that is broadly adapted across the PNW. Sought after by maltsters and distillers across the states, LCS Odyssey is one of the only barley varieties on the market that is rated non-GN (glycosidic nitrile).

UI Stone is a soft white spring wheat co-released by University of Idaho and Limagrain Cereal Seeds. Targeted for irrigated regions of Southern Idaho, UI Stone has proven to be well adapted across a variety of irrigated geographies. UI Stone has intermediate stripe rust resistance, an earlier heading date, very good straw strength, and most desirable end use quality.

BARLEY PROJECT, OREGON STATE UNIVERSITY

*Denis Sather, (541) 737-8806, denis.d.sather@oregonstate.edu,
Pat Hayes (541) 737-5878, patrick.m.hayes@oregonstate.edu*

Successor a spring 2-row immi-tolerant feed barley, is slated for release by Oregon State University in 2023. Successor was selected from the cross of OSU Lightning x WSU Survivor, the first immi-tolerant spring feed barley released in the Pacific Northwest. Successor is intended for dryland areas, where its yield potential, earliness, moderate height, lodging resistance, kernel plumpness and test weight may be key advantages. Look for Successor in the Oregon, Washington, and Idaho dryland Extension trials in 2023 and be sure to place your orders for Foundation seed intended for planting in 2024. Why merely survive when you can succeed?

2024 CALENDAR

APRIL 1

Field inspection applications are due for fall-planted small grains, peas, and lentils. After this date, a \$50 late fee applies to those applications.

APRIL 1

Deadline for youth education funding requests. WSCIA is proud to support agricultural education projects for Washington youth. Requests must be written and submitted by students. Find more information at washingtoncrop.com/edfunds.

JUNE 1

Field inspection applications are due for spring-planted small grains, peas, and lentils (chickpea applications due within 28 days of planting). After this date, a \$50 late fee applies to applications. Visit our web portal (wscia.co) to submit field inspection applications. Electronic files of seed stock documents and field maps are required to complete the application. Contact the business office for help.

NOVEMBER 10-12

WSCIA Annual Meeting at the Yakima Convention Center. More details to come.

2024 WSCIA SPRING SEED SAMPLE AVAILABILITY LIST AND ORDER FORM

FIRST DEADLINE FOR ORDERS: JUNE 15, 2024

REQUESTS ARE ADDRESSED LAST THURSDAY OF EACH MONTH, BASED ON AVAILABILITY

ALL SAMPLES WILL BE UNTREATED, UNLESS ONLY TREATED INVENTORY IS AVAILABLE

ALL PRICES ARE SUBJECT TO CHANGE WITHOUT NOTICE. AVAILABILITY OF VARIETY IS NOT GUARANTEED

**Handling fees of \$50/order of up to 3 varieties + \$10/each additional variety will be applied to all seed shipped in amounts of 200 pounds or less. All orders of \$1,000 or less must be paid for in advance.
Processing Fee of 3.5% will be added to all invoices paid by credit card.**

Wheat key: SW = Soft White; HR = Hard Red; HW = Hard White; Club = Soft White Club

SPRING WHEAT	PRICE/LB	POUNDS	Untreated
Alum HR *	\$ 0.70		
Butch CL+* NEW	\$ 0.70	SOLD OUT	
Chet HR *	\$ 0.70		
Dayn HW *	\$ 0.70		
Glee HR *	\$ 0.70		
Hale HR * NEW	\$ 0.70		
Hedge CL+ Club *	\$ 0.70		
JD Club	\$ 0.70		
Kelse HR	\$ 0.70		
Louise SW	\$ 0.70		
Melba Club *	\$ 0.70		
Net CL+ HR *	\$ 0.70		
Roger Club * NEW	\$ 0.70		
Ryan SW *	\$ 0.70		
Seahawk SW *	\$ 0.70		
Tekoa SW *	\$ 0.70		

LENTILS	PRICE/LB	POUNDS	Untreated
Avondale*	\$ 1.08		
Mason	\$ 0.98		
Merrit	\$ 0.98		
Morena*	\$ 1.08		

Symbol key:

* License or MTA required for purchase

SPRING BARLEY	PRICE/LB	POUNDS	Untreated
Full Pint 2 Row Malt	\$ 0.70		
Havener 2 Row Hulless *	\$ 0.70		
Meg's Song 2 Row Hulless *	\$ 0.70		
Oregon Promise 2 Row Hulled Malt *	\$ 0.70		
Palmer 2 Row All Malt *	\$ 0.70		
Successor 2 Row Feed*	\$ 0.70		
Survivor 2 Row Feed *	\$ 0.70		

In order to comply with state and federal seed labeling laws and provide you with the seed of the highest quality for your research, no seed will be shipped without the necessary analysis. During the season, germination testing can be backlogged by 3 to 4 weeks. Submitting your request early ensures that germination testing is done well in advance so seed is available to you at your desired planting time.

CHICKPEAS	PRICE/LB	POUNDS	Untreated
Dylan Large Kabuli	\$ 0.98		
Nash Large Kabuli *	\$ 1.18		
Quinn Large Kabuli *	\$ 1.18	SOLD OUT	
Royal Large Kabuli *	\$ 1.18	SOLD OUT	
Sawyer Large Kabuli	\$ 0.98		
Sierra Large Kabuli	\$ 0.98	SOLD OUT	

Purchaser to review the terms on the reverse and sign and date the Purchase Order

Company/Farm Name _____

Contact Person _____

Billing Address _____

City/State/Zip _____

Phone and E-mail _____

MAIL or E-mail Order To:

cheyan@washingtongcrop.com

Seedhouse Phone: 509-592-4515

Washington State Crop Improvement
2575 NE Hopkins Court, Pullman, WA 99163

SPRING 2024 SEED AVAILABILITY LIST AND ORDER FORM

DUE FEBRUARY 18, 2024: ORDERS FOR SPRING CEREAL/FIELD PEA/LENTIL/CHICKPEA 2024 DELIVERY

DUE FEBRUARY 25, 2024: SPRING CEREAL/FIELD PEA/LENTIL/CHICKPEA 2025 YEAR-IN-ADVANCE REQUESTS (Requires Contract &/or Deposit)

DUE MARCH 31, 2024: ORDERS FOR SPRING 2024 DRY BEAN DELIVERY

DUE MAY 2, 2024: SPRING 2024 DRY BEAN YEAR-IN-ADVANCE REQUESTS (REQUIRES YIA CONTRACT &/OR DEPOSIT)

PRICES FOR CEREAL SEEDS ARE BEING STANDARDIZED TO \$0.70/LB REGARDLESS OF VARIETY AGE.

ALL ORDERS UNDER 200 LBS ARE SUBJECT TO HANDLING FEES AND ORDERS LESS THAN \$1,000.00 MUST BE PAID FOR BEFORE DELIVERY

FIELD PEAS	\$/LB	2024	2025	Pkg Type
		POUNDS	YIA POUNDS	
Specter Winter Feed	\$ 0.65			
Hampton Green Field *	\$ 0.68			

OATS	\$/LB	2024	2025	Pkg Type
		POUNDS	YIA POUNDS	
Park	\$ 0.70			

SPRING BARLEY	\$/LB	2024	2025	Pkg Type
		POUNDS	YIA POUNDS	
Full Pint 2-Row Malt	\$ 0.70			
Havener 2-Row Hulless***	\$ 0.70	ASK		
Meg's Song 2-Row Hulless** & ***	\$ 0.70			
Oregon Promise 2-Row Malt ****	\$ 0.70			
Successor 2-Row Feed *** NEW	\$ 0.70	YIA 2025		
Palmer 2-Row All-Malt*	\$ 0.70			
Survivor 2-Row Feed ***	\$ 0.70			

SPRING WHEAT	\$/LB	2024	2025	Pkg Type
		POUNDS	YIA POUNDS	
Alum HR ***	\$ 0.70			
Butch CL+ SW *** NEW (CSR Allocated)	\$ 0.70			
Chet HR ***	\$ 0.70			
Dayn HW ***	\$ 0.70			
Glee HR ***	\$ 0.70			
Hale HR**&*** NEW	\$ 0.70			
Hedge CL+ Club**&***	\$ 0.70			
JD Club	\$ 0.70			
Kelse HR	\$ 0.70	ASK		
Louise SW	\$ 0.70			
Melba Club ***	\$ 0.70			
Net CL+ HR ** & ***	\$ 0.70			
Roger Club**&*** NEW	\$ 0.70			
Ryan SW ***	\$ 0.70			
Seahawk SW ***	\$ 0.70			
Tekoa SW ***	\$ 0.70			

LENTILS	\$/LB	2024	2025	Pkg Type
		POUNDS	YIA POUNDS	
Avondale Medium Green *	\$ 1.08			
Brewer Large Brown	\$ 0.98	ASK		
Mason Large Yellow	\$ 0.98			
Merrit Large Yellow	\$ 0.98			
Morena Spanish Brown *	\$ 1.08			

CHICKPEAS	\$/LB	2024	2025	Pkg Type
		POUNDS	YIA POUNDS	
Dylan Large Kabuli	\$ 0.98			
Nash Large Kabuli *	\$ 1.18			
Quinn Large Kabuli * NEW	\$ 1.18	YIA 2025		
Royal Large Kabuli *	\$ 1.18	YIA 2025		
Sawyer Large Kabuli	\$ 0.98			
Sierra Large Kabuli	\$ 0.98	YIA 2025		

DRY BEANS	\$/LB	2024	2025	Pkg Type
		POUNDS	YIA POUNDS	
Othello Pinto	\$ 0.98			

GRASSES	BULK/LB	2024	2025	Pkg Type
		POUNDS	YIA POUNDS	
Alkar Tall Whtgr	\$ 17.00			
Anatone Bluebunch Whtgr	\$ 17.00			
Bromar Mt. Brome	\$ 17.00			
Canbar Canby Bl.Gr.	\$ 17.00	ASK		
Covar Sheep Fescue	\$ 17.00			
Durar Hard Fescue	\$ 17.00			
Secar S.R. Whtgr	\$ 17.00			
Sherman Big Bl.Gr.	\$ 17.00			
Union Flat Blue Wrye	\$ 17.00	ASK		
White Pass Blue Wrye	\$ 17.00	ASK		
Whitmar Brdls Whtgr	\$ 17.00			

Please indicate Package Type Code: 50/60# Paper = "P" or 2000# Poly Bulk Bag = "B"

- * License Required for Purchase (WSCIA), price includes royalty
- ** Includes License (PVP)
- *** License Required for Purchase (WSU)
- **** License Required for Purchase (OSU)

Standard Treatments (Small Grain and Chickpea)
Small Grains: **Legumes:**
CMVT APX HI-RHIZE CB **LSV Vibrance P/B APX CB**
\$10.44 cwt CMVT CB .66 **\$10.27 cwt LSV APX CB .75 Peas & Lentils**
\$11.68 cwt CMVT CB 1.0 **\$11.19 cwt LSV APX CB 1.0 Chickpeas**
\$12.81 cwt CMVT CB 1.33
\$12.38 Terraxxa Custom Blend + Gaucho

ALL SALES ARE MADE PENDING BUYERS ACCEPTANCE OF TERMS OF SALE AND SIGNED WARRANTY AND DISCLAIMER - ALL PRICES ARE SUBJECT TO CHANGE WITHOUT NOTICE. WSCIA RETAINS THE RIGHT TO ALLOCATE SEED WHEN SEED STOCKS ARE IN LIMITED SUPPLY.

Purchaser to review-agree to the terms on the reverse by signing and dating the Purchase Order

Company/Farm Name <hr/> Contact Person <hr/> Billing Address <hr/> City/State/Zip <hr/> Phone and E-mail <hr/>	MAIL, PHONE, E-MAIL OR FAX YOUR SIGNED ORDER TO: Washington State Crop Improvement 2575 NE Hopkins Ct., Pullman, WA 99163 Seedhouse Phone: 509-592-4515 E-mail: cheyan@washingtoncrop.com
---	--

PURCHASE ORDER – TERMS AND CONDITIONS OF SALE

Mail or fax to: Washington State Crop Improvement Association (WSCIA) Foundation Seed Service
2575 NE Hopkins Ct., Pullman WA, 99163 • Fax: (509) 335-7007

Please Note: If you place an order by phone or e-mail, WSCIA will still need a *signed copy* of this form showing that you agree to the terms and conditions as stated below. If the signed copy is not received by WSCIA within 14 days of your order, WSCIA may terminate your order without notice.

- 1) This Purchase Order can only be changed or canceled if the purchaser notifies WSCIA within 7 days after this order is placed.
- 2) For orders totaling less than \$1,000, payment is required before seed can be picked up or shipped. For orders greater than \$1,000, payment for seed is due within 30 days of invoice date. An 18% finance charge will be applied to all invoices not paid within 30 days of invoice date, with minimum finance charge of \$5.00.
- 3) Handling fees of \$50 per order of up to 3 varieties + \$10 per each additional variety will be applied to all seed shipped in amounts of 200 pounds or less.
- 4) **Due to the cost and risk involved in producing seed, WSCIA requires at its discretion and purchaser hereby agrees, that any purchaser ordering seed in advance (“Year-in-Advance” order) must deposit 20% if required by WSCIA-FSS of the posted Foundation seed price with the seed order. The purchaser must also take delivery of, and pay for, 100% of seed ordered.**
- 5) WSCIA cannot, and does not guarantee the availability of any seed order. Therefore, if seed of a marketable quality is not available upon order, WSCIA in its sole discretion will choose whether to allow the purchaser to change, cancel or reconfirm the seed order beyond the change deadlines listed in Paragraph 1 above. Said changes will only be allowed if placed in writing and signed by WSCIA and the purchaser.
- 6) No seed orders will be returned or resold without prior written approval of WSCIA which WSCIA may withhold for any reason.
- 7) All Foundation class seed of allocated varieties must be used as Foundation seed only, and will not be reclassified to Registered or Certified seed without written approval of WSCIA.
- 8) Seed is priced F.O.B. the storage location. All freight arrangements and/or charges are the sole responsibility of the purchaser. If someone other than the purchaser is to pick up the seed order, WSCIA must be notified in advance, in writing, of the name of the person or persons picking up the order.
- 9) Once the seed order has been loaded for the purchaser, WSCIA is released from any and all responsibility for the seed.
- 10) All special orders, such as orders of any variety of seed not listed on WSCIA’s advance order form, will have additional charges including, but not limited to, freight charges, in addition to the established price set by the WSCIA Board of Directors.
- 11) If a seed shortage exists relative to a particular variety, the seed will be allocated among those ordering it according to WSCIA’s Allocation Policy (11/18/02) which is incorporated herein by this reference. A copy can be obtained by contacting WSCIA.
- 12) **Limited Warranty:** WSCIA warrants, *to the extent of the purchase price only*, that the seeds WSCIA sells will be labeled as required by law and will conform to the label description within the recognized tolerances in the seed industry and its standards. **WSCIA DISCLAIMS ALL OTHER WARRANTIES, EXPRESSED OR IMPLIED, INCLUDING, BUT NOT LIMITED TO, THE IMPLIED WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE/USE.**
- 13) **WSCIA HAS MADE EFFORTS TO MINIMIZE THE POSSIBILITY OF OUT CROSSING, HOWEVER, WSCIA SELLS ALL SEEDS IN AS-IS CONDITION/FORM AND IS NOT RESPONSIBLE FOR ANY OUT-CROSSING WHICH HAS OCCURRED, MAY OCCUR, OR WILL OCCUR IN ANY FOUNDATION SEED PRODUCTION FIELD. THE PURCHASER OF THE SEED AGREES TO ASSUME THE RESPONSIBILITY OF REMOVING ANY VISUALLY OFF-TYPE SEED(S) WHICH MAY HAVE RESULTED FROM A CROSS-POLLINATION EVENT TO THE EXTENT THAT CERTIFICATION STANDARDS ARE MET.**
- 14) **LIMITATION OF LIABILITY: THE PURCHASER’S SOLE AND EXCLUSIVE REMEDIES FOR ANY AND ALL DAMAGES SUSTAINED AND/OR LOSSES SUFFERED WITH RESPECT TO THE PURCHASE AND/OR USE OF THE SEED ORDERED FROM WSCIA, WHETHER BY WSCIA’S BREACH OF WARRANTY, NEGLIGENCE, OR ANY BREACH OF ANY OTHER DUTY, IS LIMITED TO THE FOREGOING WARRANTY AND SHALL BE, AT WSCIA’S SOLE OPTION, LIMITED TO THE RECOVERY OF AN AMOUNT NOT TO EXCEED THE ORIGINAL PURCHASE PRICE OF THE SEED.**
- 15) **LIQUIDATED DAMAGES:** The parties agree that should Purchaser fail to pay for and accept the seed per the terms of this agreement, that WSCIA’s damages are difficult to ascertain in advance. The difficulty of ascertaining damages is partly due to the uncertainty of whether and to what extent WSCIA can mitigate its damages. Therefore, the parties agree that establishing liquidated damages remedy will lead to greater certainty of the parties’ rights. The agreed liquidated damages is 80% of the original sales price or a lesser amount in WSCIA’s determination.
- 16) This agreement shall be governed by the laws of the State of Washington and venue for any action shall lie in Superior Court for Whitman County, Washington. This agreement may be subject to mediation according to Chapter 49 of Title 15 of the Revised Code of Washington. In any action to enforce this agreement, the prevailing party shall be entitled to its reasonable attorney fees and costs.

Purchaser's Signature

date

WSCIA

date

Purchaser's Name

WSCIA Name



2024 ANNUAL WSCIA MEMBERSHIP

The WSCIA encourages anyone interested in quality seed in general, to become a member of the state and county crop improvement associations. Members are provided information relative to the seed industry such as new varietal developments, technical information, seed sources, and seed availability. Membership also provides the opportunity to get together with other members of the seed industry at annual state and county crop improvement association meetings to identify and discuss topics of interest common to all.

Please remember: membership is not required to certify seed.

Membership categories are:

- **Active Member \$25:** Any person, partnership, profit or non-profit association actively engaged in the production, conditioning or sale of agricultural seeds, plants, or other propagules in the State of Washington shall become an active member. Active members shall have one vote and can be elected to office.
- **Associate Member \$50:** Any individual, firm or corporation who is in any way interested in the seed industry shall become an associate member upon payment of the annual membership fees. Associate members may participate in meetings but are not eligible to vote.
- **Approved Conditioning Plant \$75:** Approved conditioning plants and portable cleaners that process certified small grains and pulses. Approved conditioning plant members shall have one vote. Dues payments are deductible as ordinary and necessary business expenses for Federal Income tax purposes under Section 162 of the I.R.S. Code.

Dues are not deductible as charitable contributions.

*form also available online at washingtoncrop.com



Please complete, detach this portion, and return with remittance within 30 days.

2024 WSCIA ANNUAL MEMBERSHIP

NAME: _____ COMPANY: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

COUNTY: _____ PHONE: _____ EMAIL: _____

Your email is for WSCIA records — we won't share it with other parties.

ACTIVE MEMBER \$25 ASSOCIATE MEMBER \$50 APPROVED CONDITIONING PLANT \$75

WASHINGTON STATE CROP IMPROVEMENT ASSOCIATION

Washington State Crop Improvement Association, INC., (WSCIA) is a non-profit organization working with Washington State University, Washington State Department of Agriculture and Washington seed growers and conditioners to develop, produce and distribute certified seed in order to improve crop yields in Washington.

Working through education, instruction and promotion, WSCIA is the official Washington State agency for foundation seed and for seed certification of Buckwheat, Chickpea, Field Pea, Lentil, Sorghum, Small Grain and Forest Reproductive Material. Certification of seed of Grass, Dry Edible Bean and Soybean is conducted by the Washington State Department of Agriculture.



QUALITY ~ INTEGRITY ~ DEDICATION