NATIONAL VETERANS EMPLOYMENT & EDUCATION COMMISSION

TOPIC 1: ECONOMY

Hiring accelerated sharply in February as restaurants and other hospitality businesses reopened, adding 379,000 to U.S. payrolls and fueling renewed growth as the coronavirus pandemic eases.

U.S. employers added jobs for the second straight month in February, the Labor Department said Friday, in what marks a sharp pickup from earlier this winter.



The unemployment rate, determined by a separate survey, ticked down to 6.2% last month. The jobless rate is well down from a 14.8% peak in April 2020 but remains above pre-pandemic levels, when unemployment was near 50-year lows. The rate may also understate the degree of job loss a year into the pandemic, many economists say, because millions of Americans, particularly women, have dropped out of the labor force.

In February, most of the job gains occurred in the leisure and hospitality sectors, including restaurants and 355,000 jobs. There were smaller gains in temporary help services, healthcare, retail, and manufacturing. While hiring is showing signs of accelerating, the U.S. still had 9.5 million fewer jobs last month compared with a year earlier—just before the coronavirus took hold in the U.S.

"As we reopen the economy, inch-by-inch, that will unleash consumer spending and drive job growth, especially industries that have been most severely affected by the pandemic," said Nela Richardson, a Ph.D. economist at human-resources software firm Automatic Data Processing Inc.

Reduced business restrictions, more people receiving vaccines, and a lower level of Covid-19 infections relative to a January peak contribute to increased economic activity and should translate into more robust hiring, Dr. Richardson said. She added that restaurants, hotels, concert venues, and stadiums—all part of the hospitality industry that lost some 4 million jobs last year—will lead what she expects to be a spring burst in hiring. Many economists expect the Congressional Budget Office to take until 2024 to recoup jobs lost during the pandemic entirely. There are signs the labor market and overall economy have improved in recent weeks.

Worker claims for unemployment benefits—a proxy for layoffs—fell in the latter half of February to their lowest level in nearly three months, though they remain above the pre-pandemic peak. Following back-to-back months of contraction, U.S. workers reported for more shifts in February, said Ultimate Kronos Group, a workplace software firm. And internet job boards showed openings early this year returned to pre-pandemic levels, indicating building demand for labor.

"We're desperately trying to hire because I don't see it slowing down," said Bobbi Westerby, chief executive at Environmental Consulting & Technology Inc.

The Gainesville, Fla., firm, which works on renewable energy and other projects, paused hiring last spring due to the uncertainty the pandemic caused. It also lost staff to retirements and employees

stepping away to care for children, Ms. Westerby said. But the firm's revenue held up better than she initially expected. By July of last year it needed to start hiring. The 215-person firm has 10 more employees than before the pandemic and 13 open positions it hopes to fill by April. Those roles, including environmental technicians and project managers, generally required college degrees.

Government-stimulus payments to individuals, federal loans to businesses and enhanced unemployment benefits also appeared to stoke the economy at the start of the year. Household income growth surged in January, and consumers boosted their spending 2.4% from December, the Commerce Department said. Demand for manufactured goods is also rising this year, and home sales are trending at 14-year highs. All those factors should reinforce economic growth, especially if more people grow comfortable with leaving their homes, and start dining out and buying inperson services. Centerline Logistics, a Seattle company that provides fuel to ships in U.S. ports, is hiring to keep up with better-than-expected demand.

Volumes at ports where Centerline operates picked up last fall as the demand for consumer goods rose ahead of the holidays, and that demand has continued this year, Chief Executive Matt Godden said. "Ships are stacked up at the port as far as the eye can see," he said. Mr. Godden said he expects increased leisure travel later this year to result in more oil and fuel tankers arriving in ports. "We needed more workers and equipment," he added.

The company acquired six additional fuel barges late last year and is looking to add 70 workers to crew the larger fleet. The jobs start at \$45,000 a year and don't require college degrees, but do require a willingness to work in the elements and the physical ability to work on a boat. Still, millions of workers who lost their jobs last year are struggling to find work, especially in their prior fields.

Job loss also fell disproportionately on women and racial minorities because they were more likely to hold in-person service jobs that couldn't be done from home. Those workers disproportionately fell out of the workforce, likely reflecting family-care responsibilities and health concerns about returning to in-person work, economists say.

Angela Moore, a 49-year-old actor and performer, applied for unemployment benefits nearly a year ago, after her gigs quickly dried up. The benefits help to pay for the mortgage and utilities at her northern Virginia home, but little else, she said. She went without air conditioning last summer because she couldn't afford repairs.

She started a temporary job in September at a call center. That position ended in November, and Ms. Moore said her search for another job was delayed when she was diagnosed with Covid-19. Ms. Moore said she is still searching for full-time work but also faces lingering effects of her infection, including headaches, fatigue and difficulty concentrating.

"It's not that I don't want to work," she said. "But it's just in terms of the opportunities, there are a lot less...And now I feel like I have this gray cloud over me."

[Reported by Ariel De Jesus]

HOUSEHOLD DATA

Table A-5. Employment status of the civilian population 18 years and over by veteran status, period of service, and sex, not seasonally adjusted

[Numbers in thousands]

	Total		Men		Women	
Employment status, veteran status, and period of service	Feb 2020	Feb 2021	Feb 2020	Feb 2021	Feb 2020	Feb 2021
Unemployed	329	497	286	427	43	70
Unemployment rate	3.6	<mark>5.5</mark>	3.6	5.4	3.7	6.1

The national unemployment rate is 6.7 percent (January 2020). Gulf War II veterans' unemployment rate is 6.3 percent. Currently, Gulf War II women veterans' unemployment rate is 3.8 percent (down from 5.0 percent in November).

In February 2021, the veteran unemployment rate was 5.5%. The comparable non-veteran unemployment rate was 6.5% in February.

TOPIC 2: VIRTUAL MEETINGS & CONFERENCE CALLS

On Monday, March 1, the National Veterans Employment and Education Division attended the Washington Conference, virtually. Morning presenters included AFLCIO President Trumka, Boris Kun and DOL Vets. Afternoon session included VA Education Service update with Charmaine Bogue and business meeting passing two resolutions: 1) America First and 2) Broadband for Rural Areas. Evening Panel was on Securing America's Industrial Base and included Ambassadors John Berry moderating a distinguished panel of foreign service leaders and union experts.

On Tuesday, March 2, the National Veterans Employment and Education Division had a conversation with MJ Woodall on RBS issues and discussion with CCME President E. Silva on CCME presentation.

On Tuesday, March 2, the National Veterans Employment and Education Division along with DOD is scheduled for a RBS at a American Intercontinental Campus in Houston.

On Wednesday, March 3, the National Veterans Employment & Education Division had a conversation with Data Consultant on the For Profit issue of quality and impact of 90/10. Consultant Cohen discussed with me the importance of military students in the university environment.

On Wednesday, March 3, the National Veterans Employment & Education Division discussed with Project Manager Woodall on RBSs and role of other oversight.

On Wednesday, March 3, the National Veterans Employment & Education Division had several conversations with various VSOs, SVA, VEP and SVAC staff on 90/10 issue.

On Thursday, March 4, the National Veterans Employment and Education Division had conversations with Senate Staff and VSOs on 90/10 and the path forward. Discussion of submitting an amendment to the 90/10 to allow 6 more months for adjustments to implementation of new regulations to ensure that we harm no veterans unnecessarily while we are helping them.

On Friday, March 5, the National Veterans Employment and Education Division had a conversation with Senate staffer to discuss path forward on 90/10.

On Friday, March 5, the National Veterans Employment and Education Division met with minority staff on the HELP committee.

On Friday, March 5, the National Veterans Employment and Education Division attended a meeting with MJ Woodall on no cost extension of RBS Grant and future plans and work. Also, met with NASAA and EdCounsel on RBS project.

On Friday, March 5, the National Veterans Employment and Education Division met with NCDMDV on SAA project and meeting with state legislators on the same.

GLOSSARY OF FREQUENTLY USED ABBREVIATIONS

ACE: American Council on Education

ACP: American Corporate Partners, a veterans support organization

ATLAS: Accessing Telehealth through Local Area Stations, a V.A. telehealth initiative

BLS: Labor Department's Bureau of Labor Statistics

C&P: V.A.'s Compensation and Pension exam

CAVC: Court of Appeals for Veterans Claims

COLA: Cost-of-living adjustment

CSAAVE: California State Approving Agency for Veterans Education

DIMO: Defense Security Cooperation Agency/Defense Institute for Medical Operations

DOD: Department of Defense

DOL-VETS: Department of Labor, Veterans Employment and Training Services

EdCounsel: Higher education consulting firm

EIDL program. SBA's Economic Injury Disaster Loans

EIDL: Economic Injury Disaster Loan

GAO: Government Accountability Office

GPD: V.A.'s Grant and Per Diem Program for homeless veterans

GWB: George W. Bush Higher Education Policy Work Group

HEROES ACT of 2003: Higher Education Relief Opportunities for Students Act of 2003. Grants the Secretary of Education the authority to waive requirements that impede military borrowers' access to critical repayment protection during the war, military operation, or national emergency.

HVAC: House Veterans Affairs Committee

MCAI: American Legion's Military Credentialing Advancement Initiative

MSLP: The Federal Reserve's Main Street Lending Program

MSO: Military Support Organization

NAICU: National Association of Independent Colleges & Universities

NASAA: National Association of State Approving Agencies. Responsible for approving school funding for GI Bill

NAVPA: National Association of Veterans Program Administrators

NCA: V.A.'s National Cemetery Administration

NDAA: National Defense Authorization Act

NLD: American Legion's National Legislative Division

OPM: Office of Personnel Management PPP: Paycheck Protection Program RBS: Risk-Based Survey Model

RPIC: Rural Placemaking Innovation Challenge S2S: Service to School, a veterans organization

SAA: State Approving Agency, responsible for approving school funding for GI Bill

SBA: Small Business Administration

STEM: Science, Technology, Engineering, Medical

SVA: Student Veterans of America, a veterans organization

SVAC Senate Veterans Affairs Committee

TAPS: Transition Assistance Program for Survivors, a nonprofit for Gold Star Families

TEAM Act: Senate Bill 4393, to improve the provision of health care for veterans who were

exposed to toxic substances from burn pits

TFA: American Legion's Temporary Financial Assistance program

USAID: United States Agency for International Development

USDA: United States Department of Agriculture

USERRA: Uniformed Services Employment and Reemployment Rights Act VA&R: American Legion's Veterans Affairs and Rehabilitation Division

VACO: Veterans Affairs Central Office

VBA: V.A.'s Veterans Benefits Administration

VE&E: Veterans Employment and Education Division

VES: Veterans Education Success, a veterans organization

VSO: Veterans Service Organization

TOPIC 3a: TRACKING LEGISLATION

GI Bill Repair Act of 2020: To extend to black veterans of World War II, their surviving spouses, and direct descendants eligibility for specific housing and educational assistance programs administered by the Secretary of Veterans Affairs

(Tracked by John Kamin)

Resolution No.: None on file

Status: Currently on hold, has not been introduced

Homeless Veteran Coronavirus Response Act: The bill allows V.A. to use existing funds for a broader range of services; authorizes the Department to collaborate with outside organizations to facilitate shelters on its properties; loosens restrictions on Grant and Per Diem (GPD) payments, and requires V.A. to ensure veterans participating in V.A. homeless programs have access to V.A. telehealth services.

(Tracked by John Kamin)

Resolution No. 326: Support Funding for Additional Housing for Homeless Veterans with Families

H.R.492 - To amend title 38, United States Code, to make permanent the Secretary of Veterans Affairs's authority to provide financial assistance for supportive services for very low-income veteran families in permanent housing.

(Tracked by John Kamin)

Resolution No. 340: Support Permanent Authorization for the Supportive Services for Veteran Families (SSVF) Program

HR 1615: The American Legion supports legislation that would streamline and improve the verification process for veteran-owned small businesses and veteran-owned small businesses. (Tracked by John Kamin)

Resolution No. 155: Support Verification Improvements for Veterans' Business

Status: Passed House Vote, received in the Senate and referred to the Committee on Veterans' Affairs. Did not pass by end of 116th Session, will need to be reintroduced.

HR 2224: To direct the Secretary of Labor to prioritize services to homeless veterans with dependent children in carrying out homeless veterans' reintegration programs and for other purposes.

(Tracked by Stephen Harger)

Resolution No. 326: Support Funding for Additional Housing for Homeless Veterans with Families

Status: Did not pass by end of 116th Session.

HR 1196, Jobs for Veterans Act of 2019: This bill allows an increased work opportunity tax credit for employers who hire veterans who have been certified as discharged or released from active duty in the Armed Forces after September 11, 2001, and who begin working for the employer after December 31, 2019, and before January 1, 2024. This increased credit is in addition to any work opportunity tax credit allowed to a veteran with a service-connected disability.

(Tracked by Ariel De Jesus/John Kamin)

Resolution No. 354: Work Opportunity Tax Credit Program

HR 7010, Paycheck Protection Program Flexibility Act of 2020: This bill significantly changes the PPP loans' terms to be more advantageous to small businesses. Including more flexibility in applying the loan to other expenses besides payroll and benefits and extending the time frame for expending the loan.

(Tracked by John Kamin)

Status: Became Public Law No: 116-142.

HR 4625: To require education programs to be approved by the V.A. to abide by the Principles of Excellence to include a ban on deceptive or misleading recruiting, clear information about total costs and program requirements, accommodation for deployments, ensuring a point of contact for veterans, and not being under a punitive action by an accreditor.

(Tracked by John Kamin)

Resolution No. 318: Ensuring the Quality of Servicemember and Veteran Student's Education at Institutions of Higher Education

Status: Became Public Law No: 116-315

HR 6957: To direct the Secretaries of Defense and Veterans Affairs to treat a period of full-time National Guard duty, performed in response to the national emergency declared on March 13, 2020, by the President concerning COVID-19, as not shorter than 90 days.

(Tracked by John Kamin)

Resolution No.: Currently studying for appropriate resolution.

HR 4920 Department of Veterans Affairs Contracting Preference Consistency Act of 2020: is a bill that would allow AbilityOne companies to keep their preferential treatment at the Department of Veteran Affairs after 2016 with some compromises. The Senate initially sent it back to the House

after it was passed for changes. Those changes have been reconciled, and the bill cleared its last hurdle before it is sent to the White House.

S. 2594: To amend title 5, United States Code, to modify specific requirements concerning service and retirement for veterans' Preference for federal hiring.

(Tracked by Ariel De Jesus)

Resolution No. 317: Enforcing Veterans' Preference Hiring Practices in Federal Civil Service

- **S. 3745**, **Coronavirus Emergency Borrower Defense** (**E-BD**) **Act:** to require the Department of Education to grant full student loan discharges to three specific emergency categories of defrauded borrowers—specifically borrowers covered by:
- (1) Department of Education findings against Corinthian.
- (2) Department of Education findings against ITT Tech; and
- (3) State attorneys general group discharge applications made before the date of enactment.

(Tracked by John Kamin)

Resolution No. 82: Preserve Veteran and Servicemember Rights to Gainful Employment and Borrower Defense Protections

Status: Did not pass 116th Session.

TOPIC 3b: ACTION TAKEN ON LEGISLATION

Building Credit Access for Veterans Act: A bill to require the Secretary of Veterans Affairs to carry out a pilot program to establish an automated process for obtaining alternative credit rating information and other purposes.

(Tracked by Ariel)

Status: Draft Bill / Letter of Support submitted on October 13

HR 8426: Protecting Apprenticeship Training for Veterans Act: Currently, veterans must meet a minimum number of apprenticeship hours to receive their Housing Allowance. Due to pandemic work shortages, veterans in those programs now face a reduction or suspension in their stipend. This would allow veteran apprentices who were laid off to roll over excess hours from a previous month to meet the hourly requirement.

(Tracked by John Kamin)

Resolution: Resolution No. 25: Support and Expand Apprenticeship Opportunities for Servicemembers

Status: Letter of Support drafted

HR 4941: Veteran Employment Transition Act" or the "VET Act" was sponsored by Representative Andy Kim. The bill's last action was in the House on 12/02/2019; it was referred to the Subcommittee on Economic Opportunity. The bill's goal is to improve the Transition Assistance Program. The bill would allow certain veterans' service organizations to contact veterans regarding benefits and better inform veterans of employment opportunities. The Service groups would inform veterans of the benefits and employment opportunities with the Federal, State, and local governments. The groups inform veterans of events in the area.

(Tracked by Ariel De Jesus)

Resolution No. 70: Improve Transition Assistance Program

Status: Letter of Support submitted

HR 7003: is a bill sponsored by Rep. Takano, Mark D-CA-41, and was introduced 05/22/2020. The bill would authorize a pilot program in the Department of Defense to enhance efforts to provide

job placement assistance and related employment services directly to the National Guard, Reserves, and veterans of the Armed Forces. The last action on the bill was 05/22/2020 and referred to the Committee on Armed Services.

(Tracked by Ariel/Raymond)

Resolution No. 81: Transition Assistance Program Employment Workshops for National Guard and Reserve Members

Status: Pending Letter of Support

Draft Bill: Veterans Educational Assistance Transparency and Accountability Improvement Act, improve the G.I. Bill Comparison Tool ensures veterans, servicemembers, and their families are better informed when choosing what educational institution is best for them.

(Tracked by John Kamin)

Resolution No. 327: Support Further Assessment and Evaluation of Institutions of Higher Learning to Enable Veterans to Make Informed Education Choices

Status: Letter of Support submitted

Draft Bill: JSF - To amend title 38, United States Code, to clarify the scope of procedural rights of members of the uniformed services concerning their employment and reemployment rights and other purposes.

(Tracked by Ariel De Jesus)

Status: We submitted written testimony for the July 23, 2020 hearing.

Draft Bill: USERRA Protections for State Active Duty - To amend title 38, United States Code, extend particular employment and reemployment rights to members of the National Guard who perform State active duty. Submitted written testimony to the Legislative Division.

(Tracked by Ariel De Jesus)

Resolution No. 315: Support Employment and Reemployment Rights of National Guard and Reservists Returning from Deployment

Status: We submitted written testimony for the July 23, 2020 hearing.

HR 7111: Veterans Economic Recovery Act of 2020: Require the Secretary of V.A. to carry out a rapid retraining program that provides eligible veterans up to 12 months of retraining assistance for in-demand occupations. These 12 months of benefits would be equivalent to students' and schools' payments through the Post 9/11 GI Bill.

(Tracked by John Kamin)

Resolution No. 316: Support Employment of Veterans in the Public and Private Workforce

Status: This bill was submitted for the July 23, 2020 testimony.

HR 7445: To expand eligibility for home loans from the Secretary of Veterans Affairs to individual members of the Armed Forces reserve components.

(Tracked by Stephen Harger)

Resolution No. 329: Support Home Loan Guaranty Program

Status: This bill was submitted for the July 23, 2020 testimony.

TOPIC 4: EMPLOYMENT



Employee Assistance Program—One-Stop Resource for Support

When most people hear about the Employee Assistance Program, they often think of counseling, but the program offers so much more.

EAP's Work-Life Program offers services that can help all Air Force civilian employees, including Non-Appropriated Fund workers, as well as Guard and Reserve employees and families, juggle the responsibilities of work and home without dropping the ball.

Air Force Materiel Command civilians have had access to the Air Force EAP for more than 15 years. The program expanded its

reach, rolling out Air Force wide in October 2017.

Heather Watkins, an Air Force EAP field consultant at Robins Air Force Base, said the program's specialists are available 24 hours a day, seven days a week to provide expert guidance, information and personalized referrals to service providers in the employee's area.

"The Employee Assistance Work-Life Program is a benefit to Air Force civilian employees and their families that saves employees time by helping them with personal life issues that can otherwise distract them from work such as: child and elder care, education, financial or legal issues, health and everyday responsibilities," she said.

Watkins said the program offers referrals for services ranging from adult care and aging - including care options, living arrangements, respite care, grief and bereavement – to daily living tasks like home improvement, automotive and cleaning services, emergency preparedness, travel arrangements, and much more.

The Work-Life Program even offers resources for COVID-19 through its Life-Care Resource Center. Such resources include discounts and deals on living healthy at home with your family, practicing mindfulness meditation for well-being and performance, planning staycations, and utilizing available financial resources. The Work-Life Program also provides free kits containing various products and information on many of the more commonly faced life issues.

"The program helps to ease the burden of stress and everyday life by allowing specialists to research needed community resources and ensuring that the resource is available for the employees to use," Watkins said. "Using Work-Life services can save the employee hours of time by having the specialist do the research on local resources for them."

No matter when you need help, EAP consultants are there, said Carolina Perez, an Air Force EAP field consultant at Robins for two years.

"The EAP Work-Life Program helps Air Force civilians and their household members take some of the stress out of everyday life and major life milestones," she said. "The EAP Work-Life Program can assist with smoother life transitions to include help with moving, retirement, adoption, child care, adult care, wedding planning, education and more.

"Specialists are at the ready to provide members and their families with expert guidance, information, and personalized referrals to service providers in their area," Perez said. Perez said EAP Work-Life services help people keep their focus on the Air Force mission, not life's difficulties.

"The goal of any EAP program is to assist employees with personal and work-related problems that may impact their job performance, health, mental and emotional well-being," she said. "The Work-Life Program is an important part of the Air Force EAP in that it can assist members and their families with addressing key life events and day-to-day challenges that may be impacting their job performance."

Air Force civilians and eligible military members, along with their families, can access the EAP Work-Life Program by calling EAP at 1-866-580-9078. By setting up an account on the EAP website at https://www.afpc.af.mil/eap, individuals can access EAP's Life-Care Resource Center webinars, live talks, audio guides, and articles that offer insight and strategies into key life events, as well as day-to-day challenges.

The American Legion has always pushed for a more robust Transition Assistance Program (TAP), affording servicemembers the opportunity for a seamless transition. The Legion looks to forward to the report mandated by Congress one year after the new TAP was implemented – October 2020.

[Reported by Ariel De Jesus]

TOPIC 5: EDUCATION

The Senate Parliamentarian ruled in favor of keeping the House language closing the 90-10 GI Bill loophole that the American Legion has been focusing on addressing for years.

"Predatory for-profit colleges have taken advantage of the '90-10 loophole' to cheat veterans and service members out of their education benefits while providing them with a low-quality education, useless degrees, and burdening them with student loan debt," House Committee on Veterans' Affairs Chairman Mark Takano, D-Calif., said in a statement. "The 90-10 rule was put in place to prevent waste, fraud, and abuse of federal education dollars, but for-profits have exploited the loophole to earn millions in profits."

A measure included in the coronavirus relief package now being debated by the Senate would reclassify how GI Bill money is counted. Right now, for-profit schools must collect at least 10 percent of their revenue from non-federal sources. Democrats are pushing for a massive bill for pandemic relief intended to include stimulus checks to individuals and families. As with some bills passed through Congress, other unrelated legislative measures are sometimes included.

The 90/10 rule doesn't count the GI Bill as federal revenue, despite military scholarships coming from federal dollars. This gives for-profit colleges an incentive to recruit veterans to stay in business, veteran advocates have argued.

Because of the loophole, the for-profit school industry has drawn intense scrutiny from some lawmakers and veteran advocates for conducting questionable business practices to recruit veterans. One for-profit school, the University of Phoenix, was required to refund \$50 million and cancel another \$141 million in debt for its marketing practices toward GI Bill recipients.

In 2018, the Department of Veterans Affairs inspector general warned the agency could waste \$2.3 billion in payments to "ineligible colleges" during the next five academic years. In the bulk of cases, the payments would go to for-profit universities or bogus schools.

In response to the Parliamentarian's ruling, Senator Rick Scott introduced Amendment #941, which would strike the language closing the loophole from the American Rescue Plan. As the bill is being debated under reconciliation procedures, Amendment #941 only needs 51 votes to pass.

While Republican's are expected to support the Amendment, attention is being turned towards two Democratic Senators: Joe Manchin and Kyrsten Sinema.

In addition to both being moderate Democrats, the two Senators will face extra pressure from powerful constituents: West Virginia is home to American Public University System (owner of American Military University), and Arizona is home to the Apollo Group (owner of the University of Phoenix). With both wielding powerful lobbying strength, it is more important than ever that The American Legion fight on behalf of veterans to close the loophole. Voting on this Amendment is expected to occur late this evening.

[Reported by John Kamin]

TOPIC 6: CAREER FAIRS

ALL IN-PERSON CAREER FAIRS SCHEDULED THROUGH APRIL HAVE BEEN CANCELLED, SUSPENDED, OR POSTPONED.

The American Legion is working on future virtual workshops and career fairs.

Newly discharged veterans claiming benefits totaled 9,071, an increase of 742 from the prior week.

The American Legion's National Veterans Employment & Education Commission's Mission is to take actions that affect veterans' economic well-being, including issues relating to veterans' education, employment, home loans, vocational rehabilitation, homelessness, and small business.

[Reported by Ariel De Jesus]

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