B L BLUE LETTER

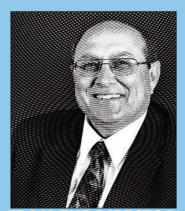
April 2018 No. 3792



Extension applies science in expected and unexpected ways

April is here, and spring flowers and tornado season in Arkansas are getting in full swing. Some of my most vivid memories growing up in this state are tied to April, also my mom will be 92 this month – happy birthday, Mom.

This issue has many interesting items within. I hope you enjoy reading them as I did, and know that extension work is certainly always diverse and even "unusual." 4-H Archeology, corn/soybean forage demos with deer as the pest, an award-winning "bee-ologist," irrigation schools, extension registered dieticians, a "Country Bumpkins 4-H Club," an aerospace and defense summit, a Breakthrough Solutions Conference in June for community developers,



FROM THE DIRECTOR

students and nutrition, Coleman Creek cleanup again, a forestry workshop held during a storm, Annie's Project, the 4-H Livestock Leadership Academy, 150 people at a community egg hunt, Soybean Science Challenge state winners, a major Beef and Forage Conference, county BBQ cookoff and many grants that demonstrate the quality of – and appreciation for – applied science. You really cannot make this up.

Speaking of awards, you can read about Bev Sims in IT receiving a national certificate of appreciation for many years of dedication to the EFNEP program. Congratulations, Bev! And, even though I have lost count now, Aaron Cato won first place in the Ph.D. competition at the Southeast Branch of the Entomological Society of America (ESA) while Joe Black and Layton McCullars won second place in their respective M.S. competitions. All three are advised by Dr. Gus Lorenz and focus on

(Continued, page 9)

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Cooking up a bit of history



Dr. George Sabo, Arkansas Archeological Survey director, Hope Bragg, Desha County 4-H agent/staff chair, Gov. Asa Hutchinson and Dr. Ann Early, state archeologist, at the proclamation of March as Arkansas Archeology Month.

March is Archeology month in the state of Arkansas, and 4-H helped celebrate it. Desha County staff chair Hope Bragg, along with state archeologist Ann Early and Arkansas Archeological Survey director George Sabo, presented Gov. Asa Hutchinson with a framed poster for Archeology Month.

The next week, more than 50 youth from across the state met in McGehee to learn how archeologists conduct science. Youth were able to meet with three archeologists from southeastern Arkansas and prepared

a lunch using traditional foods that prehistoric ancestors would have consumed. Highlights of the day included getting to see a pot that was made during the woodland period (600 BC - 1000 AD), learning to cook, making their own clay pots and setting up archeological test units.



Dr. John House of the Arkansas Archeological Survey at UAPB shares about prehistoric pottery.



4-H youth from Desha County set up test units using chaining pins and metric scales.

Corn and soybeans for forage

A corn and soybean forage demonstration was conducted in Newton County by Johnson County Extension agent Blair Griffin and Newton County Extension agent Adam Willis in June 2017.

The purpose of this demonstration was to determine the feasibility of using corn and soybeans as an annual crop in a field with low quality forage. Corn and soybeans were planted with a no-till drill at a rate of 50 pounds of beans and 60 pounds of corn per acre.

Utilizing deer corn and feed grade soybeans is a low cost seed option, but poor germination and seed vigor can be a problem. The corn and soybeans had a 50 percent rate of germination.



provided broad spectrum control without affecting the corn and soybeans. This option allows the producer to have a quality forage for livestock while still being able to combat weeds, and would work well in a situation where the producer plans to renovate a forage field.

Once the corn and soybeans emerged, the biggest problem was deer selectively

Glyphosate was applied at a rate of one quart per acre on July 12. Glyphosate

Once the corn and soybeans emerged, the biggest problem was deer selectively grazing on the soybeans. Most evenings there were 20 to 30 deer grazing in the demonstration. The corn was unaffected by the deer until late in the summer when they fed on the ears of corn.

We plan to repeat this demonstration in 2018.

Apiculture society recognizes Jon Zawislak with Roger A. Morse Award



Jon Zawislak

Jon Zawislak, extension entomologist and apiary specialist for the University of Arkansas System Division of Agriculture, will be presented with the Roger A. Morse Award at the annual conference of the Eastern Apicultural Society this year in Hampton, Virginia.

The award recognizes outstanding achievements in teaching, extension and regulatory activity in the field of apiculture, more broadly known as beekeeping. The award is named for Dr. Roger Morse, a professor and honeybee biologist who taught at Cornell University for many years and who is credited with bringing the science of apiculture to the practice of beekeeping. Zawislak was nominated for the

award by colleagues from other institutions, with support from Arkansas beekeepers. Zawislak attended his first Eastern Apicultural Society meeting in 2009 to receive his Master Beekeeper certification, and has since returned to speak at the society's

meetings and assist in instruction and to administer the exams numerous times.

"It's an amazing organization that draws together a diverse audience of 400 to 500 dedicated hobbyist and commercial beekeepers, as well as scientists and researchers from all over the world," Zawislak said. "I never fail to learn something new, and have been become acquainted with many of the specialists from other institutions through the conferences."

Zawislak offers beekeeping courses and workshops throughout the state for the UA Cooperative Extension Service, as well as speaking to non-beekeepers about the importance of pollinator conservation.

Irrigation Water Management schools provide hands-on training in irrigation practices

Irrigation Water Management schools were held in Craighead, Crittenden, Arkansas, Jackson, Lee, Mississippi and Cross counties.

Participants were exposed to the basics of soil moisture sensors for irrigation, surge irrigation and advanced multiple inlet rice irrigation tools through a hands-on series of schools. The sessions were designed as a small group format to facilitate a deep understanding of the topics. "They walk out the door with the knowledge and the

tools they need to successfully use these IWM tools," said Chris Henry, associate professor and water management engineer, who organized and conducted the schools.

Special thanks to Branon Thiesse, Chris Grimes, Dave Freeze, Stewart Runsick, Russ Parker, Rick Wimberley, Ray Benson, Stan Baker and Matthew Davis for hosting the schools. Thanks to Dustin Pickelmann and Greg Simpson for helping put on the schools.



Irrigation Program Associate, Dustin Pickelmann demonstrates proper installation of soil moisture sensors at the Surge and Soil Moisture Sensor School in Marianna.



Sensor School in Manila, after a comprehensive session on how soil moisture sensors work, participants make eight watermark sensors for their personal use in the 2018 season.

Natural Resources Conservation Service, to train staff and producers who have applied for IWM plans. Also, thanks to Greenway Equipment and Legacy Equipment Precision Ag staff for helping with the Rice Irrigation schools.

The schools were conducted with cooperation and support from the Arkansas

National Registered Dietitians Day at the Capitol

On March 14, four CES
Registered Dietitian Nutritionists
participated in National Nutrition
Month activities by attending the
Governor's proclamation celebrating
National Registered Dietitian Nutritionist Day/National Nutrition
Month. This year's theme "Go Further
with Food," pairs well with many of
our established programs, including
EFNEP and SNAP-Ed.



Pictured left to right are Amy McClelland, Emily Hays, Katie Holland, and Debie Head

Timely weather fun and facts

On March 13, the Lafayette County Country Bumpkins 4-H Club hosted speakers on severe weather. Robert "Bull" Carmichael and Danny Ormand with the local Office of Emergency Management came to teach youth about severe weather hazards. They brought a storm chaser vehicle for youth to look inside. Weather-themed snacks were available, including a cupcake tornado. Club members participated in weather-related educational activities and received an informational activity packet.

Club leader Samantha Brewer recently attended storm spotter training in order to facilitate this event. ■



Severe Weather Class: Danny Ormand and Robert "Bull" Carmichael (OEM), Evan B., George B., Jackson S., Owen P., Allie P., Reagan Rogers, Abigail B., Birdie B. (Country Bumpkin 4-H Club members) and Henry.

BENEFITS CORNER

Counseling Sessions

Fidelity will be offering individual counseling sessions on May 1st. More info to come!

Bike-Share Pilot Program

UAEX Little Rock State Office has partnered with the UA Little Rock campus that kicked off a new bike-share pilot program which began on February 15. The university has partnered with Spin, a bike-share company that has 200 orange bikes spread across the university's campus. Employees at the State Office have the privilege of using the bikes. Employees can pick up and ride a bike for 50 cents per half-hour or purchase unlimited 30-minute rides for \$14 per month.

Spin bikes can be found across all bike racks on UA Little Rock's campus. You may have noticed one or two on our campus as well. You may use these bikes on either campus. Here's how it works:

- (1) Download the app by searching "Spin Bikes" on the app store or google play and sign up with your UAEX email address.
- (2) Pull up the app to locate a bike nearby
- (3) Scan the QR code on the bike to unlock it
- (4) Start your ride
- (5) When you reach your destination, drop off and lock the bike by a designated area.







Update your address in Banner

BeVerly Sims honored at National EFNEP Conference

BeVerly Sims, computer specialist, received a certificate of appreciation at the National EFNEP conference for commitment, dedication and leadership to strengthen the Expanded Food and Nutri-

tion Education Program Web-Based Nutrition Education, Evaluation and Reporting System and enhance program effectiveness as a member of the WebNEERS Beta Team. Sims provides valuable support to the CES EFNEP team.



Beverly Sims

APAC participates in Arkansas Aerospace and Defense Summit

The Arkansas Procurement Assistance Center (APAC) participated in the 10th Annual Arkansas Aerospace and Defense Summit March 27-29, 2018, in Hot Springs.

The Arkansas Aerospace and Defense Alliance is a group of public and private aerospace companies, government agencies and educational institutions dedicated to growing the aerospace, aviation and defense infrastructure in Arkansas and training a qualified workforce. APAC's mission is to provide training and resources that help Arkansas businesses generate revenues and thereby create/retain jobs for Arkansans through effective government contracting.

APAC program manager Melanie Berman and

procurement counselor Mary Love led a breakout session on government contracting for participants on the third day of the summit. Key stakeholders present at the three-day summit included Little Rock Air Force Base commander Col. Gerald A. Donohue, Arkansas



APAC Program Manager, Melanie Berman speaking at the 2018 Arkansas Aerospace and Defense Summit.

Lieutenant Governor Tim Griffin, Arkansas Economic Development Commission director Mike Preston, Congressman Bruce Westerman as well as a representative of the presenting sponsor, Camden-based defense contractor Lockheed Martin.

It is important for Arkansas businesses to be aware of APAC and the multitude of government contracting opportunities across the state. During the last fiscal year, more than \$223 million in government contracts went to Arkansas-based businesses, of that \$99 million to APAC clients. If you know of an Arkansas-based business interested in government contracting, have them contact APAC at 501-671-2390 or apac@uaex.edu.

Great Places director to address Breakthrough Solutions Conference in June

"Great places are communities that take action through a strong vision for innovation, collaborative partnerships and a desire to enhance vitality and quality of life," states Liesl Voges, Community Development manager at the Iowa Arts Council and director of the Iowa Great Places Program. "It is these communities who will prosper in the 21st century because they

cultivate and develop their unique and authentic assets."

Keynote speaker for the 2018
Breakthrough Solutions Conference to be held on June 7, Voges will address "Great Places Create Great Opportunities." The Iowa Great Places Program is a nationally known program with the purpose of nurturing and recognizing communities throughout the state of Iowa to become great places.

"We are delighted that Ms. Voges



will be coming to share her insights," June 7. said Mark Peterson, professor of Community and Economic Development. "Arkansas communities strive to become great places to live, work and play, so we look forward to hearing what they have learned through their experience."

The conference will take place at the University of Arkansas Cooperative Extension headquarters in Little Rock on June 7, with a preconference workshop on June 6. More information on these events will soon be available at www.uaex.edu/breakthrough-solutions.

Concord students learn about nutrition through AR Foods program

Cleburne County Extension Service hosted an Arkansas Foods program at Concord School District during February and March for K through 12 grades. A total of 420 students were reached.

Arkansas Foods is a series of mini-lessons, posters, newsletters and tasting activities. The project was created in response to the need for more nutrition education resources in the cafeteria. The project focuses on 10 food

features during the fall and 10 food features during the spring.





Children and workers show their enthusiasm for the Arkansas Foods program

LRSO and UA Little Rock partner on Coleman Creek cleanup



Coleman Creek sparkled a little more March 10 after volunteers from Extension and UA Little Rock spent the morning plucking trash from the waterway that flows through our campuses.

The team of 36 stretched from just south of Charles Bussey Avenue south to 32nd Street, filling up 58 trash bags of loose items and pulling another 120 pounds of heavy material from the creek.

The cleanup was a product of a meeting between administrations last year to discuss how we could work together more. Extension employees, their families, UA Little Rock staff and a geology club assisted. The cleanup was part of Little Rock's 9th Annual Citywide Cleanup event.

Trashy treasures pulled from our creek that day included a keyboard, part of a wooden bed frame, blankets, clothing, car parts, wires and too-many-to-count pieces of plastic trash bags.



A group of Extension volunteers relaxes after the Coleman Creek cleanup. Pictured clockwise from bottom left are Reese and Erica Fields, Molly, Sam and Banks Austin, Graham Peterson, Sherry Sanchez, Lisa Barnes, Rick Cartwright, Mark Kiefer, Amy Cole, Linda McCargo, Tom Riley, Julie Robinson, Kristen Kiefer, Kristin and Kahlan Higgins, Mary Poling, Stacey McCullough, Carlos Sanchez and Riley Fields.

They are a prime example of how stormwater moves trash off city streets into stormdrains and into the local creek. Coleman Creek drains into Fourche Creek, which collects the majority of Little Rock's rain water and thus the majority of its litter. Plans are already underway for a fall cleanup on Saturday, October 27, 2018. Get your waders ready.

Multi-county forestry workshop a big success

A multi-county forestry workshop (Dallas, Cleveland, Bradley and Calhoun counties) was held on Feb. 27, 2018, at the Chambersville Volunteer Fire Department in north Calhoun County. Attendance for the workshop was more than 100 with a catered meal provided by the Arkansas Forestry Association. Topics covered at the workshop included:

- Tree ID and Value (Jaret Rushing, Calhoun County county Extension agent -staff chair/Registered Forester)
- Estimating Timber Value (Dr. Kyle Cunningham, assistant professor Forestry)
- Process and Pitfalls to Selling Timber (Dr. Jon Barry, assistant professor/Extension forester)
- Timberland Certification (Rob Beadel, Arkansas Forestry Association/American Tree Farm System)

Attendees included persons from 13 counties in Arkansas and one from Texas, along with eight UAEX personnel. This was in spite of the rainy, stormy night! All the topics covered at the workshop were well received by all who attended. Many of the participants commented that they were glad to have a forestry workshop like this in our area.



Jaret Rushing explains the importance of tree identification and tree value.

Five-county group completes Annie's Project

Participants from Boone, Carroll, Newton, Marion, and Searcy counties recently completed Annie's Project, a six-week agricultural business education program. The goal of Annie's Project is to empower farm and ranch women who want to be even more knowledgeable about their agricultural enterprises. Annie's Project focuses on the five risk areas: financial, human resources, legal, marketing and production.

Annie's Project was held in Harrison with agents from the five counties conducting sessions. Guest speakers included Dr. Laura Hendrix, University of Arkansas System Division of Agriculture; Don Foster and Kevin Robertson, Anstaff Bank; Dr. Myriah Johnson, Noble Research Institute; and Rusty Rumley, National Agricultural Law Center.

Annie's Project participant's comments:

- "I enjoyed listening to others experiences. Learning about marketing and production."
- "I benefitted from hearing new ideas. Learning about info available through Extension."
- "Annie's Project was very helpful! I want to take it again! I will definitely use the information especially the estate planning and black berry production."

Annie's Project in-service training was offered to agents by Hendrix, Arkansas state coordinator, and Sherry Beaty-Sullivan, Little River County staff chair. Please contact Dr. Laura Hendrix if you are interested in conducting Annie's Project in your county.





2018 state and regional Soybean Science Challenge awards

2018 Arkansas 4-H Livestock Leadership Academy



The LLA group strategically planning how to conquer the wall during the low ropes course put on by the ExCEL program staff.

The 2018 Arkansas 4-H Livestock Leadership Academy was held March 22-24 at the Arkansas 4-H Center in Ferndale. Thirty-six 4-H'ers from across the state spent three days learning about leadership skills and participated in a full farm-to-table experience.

Day one consisted of the 4-Hers doing the low ropes course with the ExCEL Program. Day two started with Deputy Secretary of Agriculture Cynthia Edwards speaking to the group about the Arkansas Grown and Arkansas Made programs. The 4-Her's then loaded up and headed out to farm tours at Rabbit Ridge Farm in Bee Branch and Simon Farm in Saltillo. Lunch was provided by Simon Farm with assistance from Cecil Oursbourn with Farm Credit Services of Greenbrier.

The group also toured Cypress Valley Meat Company, a USDA-inspected processing facility in Pottsville. The farm-to-table experience was rounded out by the 4-Hers eating supper at The Root Café in Little Rock. Both Rabbit Ridge Farm and Simon Farm sell meat to The Root Café that has been processed at Cypress Valley Meat Company.

The academy wrapped up on Day 3 with reflections and evaluations.



Alan Mahan of Rabbit Ridge Farm talking about his pastured pork operation to the LLA participants.



Kenny Simon of Simon Farm discusses the importance of pasture and forage management to LLA participants.



The LLA group toured Cypress Valley Meat Company in Pottsville.

Prairie Angels 4-H gets egg-cited with community project

It was an egg-citing day at the Arkansas County Fairgrounds in DeWitt when the Prairie Angels 4-H Club hosted the annual Community Egg Hunt on March 24. The club spent several hours filling eggs and putting together various prizes, then met early on Saturday morning and hid more than 6,000 eggs. More than 150 people attended, and it only took the kids about 20 minutes to fill their baskets and start opening their eggs to see if they were the lucky recipient of a prize ticket.

Other 4-H clubs also contributed candy-filled eggs, and local businesses donated supplies and prizes for the event.

This is the fourth year for the Prairie Angels to sponsor the hunt. Another civic organization had conducted the hunt for a number of years. When they disbanded, rather than see the tradition fall by the wayside, Prairie Angels took it on as a community service project.



The 2018 Soybean Science Challenge state student research winner was announced at the 64th annual Southwestern Energy Arkansas State Science and Engineering Fair on March 31 at the University of Central Arkansas in Conway.

Extension professors Karen Ballard and Julie Robinson presented the \$1,000 award on behalf of the Arkansas Soybean Promotion Board to Natalie Blake, a sophomore at Ridgway Christian High School in Pine Bluff. Natalie also received a \$300 award for the Southeast Arkansas Regional Science and Engineering Fair.

Natalie won an honorable mention in Plant Sciences at the State Science Fair, received two other first-place awards at the local and regional level and was runner-up for Best of Fair at University of Arkansas - Pine Bluff.

Regional SSC student research winners included were Autumn Bates, Arkansas School for Mathematics, Science and Arts; Sarah Millikan, Osceola High School; Claire Webre, Parkview Magnet High School; Molly Reeves, Alma High School; Brigette Crow, Poyen High School; and Taylor Orrell, Emerson High School.

Regional SSC awards were presented across Arkansas, including ASU - Jonesboro, Hot Springs - ASMSA and ORMSEF, UA-Little Rock, UA-Fayetteville, UA-Monticello and SAU-Magnolia.

North Central Arkansas Beef and Forage Conference

On Feb. 27, Fulton, Izard, Independence and Sharp counties teamed up to host the North Central Arkansas Beef and Forage Conference in Salem.

With 131 attendees, it was a packed house. A steak dinner was served as agents Brad Runsick, Joe Moore, Nathan Reinhart and Michael Paskewitz presented information on weed control and county demonstration results. NRCS and Farm Service Agency each gave a detailed program update. Jared Underwood with Ozark Hills Insurance talked about the benefits of forage crop insurance.

With springtime upon us, Dr. Jeremy Powell gave the producers some excellent and timely information on deworming products and vaccination protocol. Dr. Kelly Loftin closed out the evening by helping producers make a plan for season-long fly control that would also minimize insecticide resistance.

Each producer received an educational packet containing relevant fact sheets and copies of the presentations. With information being pertinent to a variety of operations, each producer was able to take something positive home with them.



Extension applies science, cont.

applied field entomology in their studies. Aaron was recently recognized as the outstanding Ph.D. student in Entomology by the Bumpers College at the University of Arkansas. Outstanding work by these young professionals!

I sincerely appreciate all the hard work and bright smiles by all extension colleagues every day as we work to improve Arkansas, the nation and the world.

Please have a wonderful and safe April.

- Rick Cartwright

Tyson's donates to Sevier County **BBQ** Cookoff

Tyson Foods recently donated money to help support Sevier County's BBQ Cookoff. Donna Dugan presented a check for \$160 to Kim Frachiseur, 4-H program assistant, and Janet Cantrell, family and consumer sciences agent.

All the 4-Her's were appreciative of Tyson's involvement and hope to return the favor by helping Tyson out at their company picnic.



Matthew M., County fifth-place winner.



Left to right: Donna Dugan, Tyson HR Complex manager, Kim Frachiseur and Janet Cantrell.

Event

Calendar

May II – Conversations With Cartwright Webinar

May 28 – Holiday: Memorial Day

May 31 to June 2 – State Master Gardener Conference, Fort Smith

June 5 and 6 – Extension Homemaker State Conference, Hot Springs

June 6 and 7 – 2018 Breakthrough Solutions Conference and Pre-Conference Workshop, Little Rock State Office

July 4 – Holiday: Independence Day

July 13 - Conversations With Cartwright Webinar

August 3 - Rice Field Day, Rice Research and Extension Center, Stuttgart

August 8 – 2018 Soybean College, Newport Extension Center, Newport

December 3 – State Faculty Conference, Little Rock State Office

Grants and Contracts

for Month Ending March 31, 2018

Project Title Project Title	Award	Principal	Granting Agency
4-H National Mentoring Program Year 8 - OJJDP	\$ 52,208	Ashley Dingman	National 4-H Council
Efficacy and Crop Safety of Co-Herbicides with Xtend	7,336	Bob Scott	Monsanto Company
Industrial Weed Control SO 79	7,336	Bob Scott	Monsanto Company
Thrips in Cotton - I Protocol	8,700	Glenn Studebaker	Syngenta Crop Protection, Inc.
Development of Integrated Management Strategies for Redbanded Stink Bug in Soybean	47,930	Gus Lorenz	Soybean Promotion Board
Educating Growers and Consultants on Insect Monitoring and Control	5,000	Gus Lorenz	Soybean Promotion Board
Investigating Emerging Production Recommendations for Sustainable Soybean Production	24,536	Gus Lorenz	Soybean Promotion Board
Stink Bugs in Soybean - 3 Protocols	26,100	Gus Lorenz	Syngenta Crop Protection, Inc.
Improving Technology Transfer for Profitable and Sustainable Soybean Production	30,000	Jeremy Ross	Soybean Promotion Board
Investigating Emerging Production Recommendations for Sustainable Soybean Production	146,964	Jeremy Ross	Soybean Promotion Board
Investigating Production Recommendations for Double Crop Soybean Production	19,000	Jeremy Ross	Soybean Promotion Board
Boone County Pollinator Project	1,200	Mike McClintock	Arkansas Flower and Garden Show, Inc.
Pulaski County Demonstration Garden	2,500	Randy Forst	Arkansas Flower and Garden Show, Inc.
Strengthening Retail in Rural America	776,499	Stacey McCullough	Mississippi State University
Industrial Weed Control SO 80	7,860	Tom Barber	Monsanto Company
Industrial Weed Control SO 81	7,991	Tom Barber	Monsanto Company
Soybean Enterprise Budgets and Production Economic Analysis	17,600	Vic Ford	Soybean Promotion Board
Total Awards for March 2018	\$1,188,760		

Personnel changes

Please welcome the following:

Ashley Cuzzort, County Extension Agent - 4-H - Family and Consumer Sciences, Lee County, effective March 1, 2018.

Megan Huddleston, 4-H Assistant, Randolph County, effective March 1, 2018.

Rethalee Morrow, Administrative Specialist, Clay County - Corning, effective February 16, 2018.

Jacqueline Silva, Program Assistant - EFNEP, Benton County, effective February 16, 2018.

Extension says goodbye to:

Joseph Black, Program Tech, Entomology, effective March 30, 2018.

Kaycee Davis, County Extension Agent - Agriculture, Howard County, effective March 2, 2018.

Cory Hallmark, Discovery Farm Technician, Crop, Soil and Environmental Science, effective March 23, 2018.

Taylor Hastings, County Extension Agent - Family and Consumer Sciences, Jackson County, effective March 30, 2018.

Chris Russell, Administrative Specialist, 4-H and Youth Development, effective March 15, 2018.

University of Arkansas, United States Department of Agriculture, and County Governments Cooperating

The University of Arkansas System Division of Agriculture offers all its Extension and Research programs and services without regard to race, color, sex, gender identity, sexual orientation, national origin, religion, age, disability, marital or veteran status, genetic information, or any other legally protected status, and is an Affirmative Action/Equal Opportunity Employer.