

DHS TODAY

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DHS TODAY is a weekly employee e-newsletter produced by the Department of Homeland Security, Office of Public Affairs.

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I. HR Design News Corner: Introducing MAX HR; Q & A

The proposed Department of Homeland Security human resources system is specifically designed to:

- Better meet the needs of the Department to take swift action and adapt to the changing nature of our work, and
- Continue to attract and retain highly talented and motivated employees.

The proposed system will ensure that

- Employees have a greater opportunity to influence their pay;
- Performance measures are relevant and accurately linked to the mission;
- Employees and their representatives continue to have opportunities for collective bargaining; and
- Issues are resolved faster, and due process is maintained.

Maximizing training and leadership opportunities, and *maximizing* your potential, are key elements of the HR system. Therefore, the name "MAX HR" will be used to characterize the Department's new human resources system and describe subsequent HR improvements and programs.

Because the system will have a significant effect on DHS' culture and people, MAX HR, along with the tagline, "*Maximizing Results, Rewarding Excellence*," personalizes this initiative and highlights the core intentions of the new system—to focus on results and to seek and reward excellence throughout the Department.

As we transition to the new system, you will see references to MAX HR on the DHS Internet, intranet, and in future HR-related communications.

Q&A

Since the proposed regulations for the Department's new HR system were published last month, a great deal of interest has been generated. A number of you have provided comments through the formal public comment process; we have also received a number of questions through the feedback mailbox and various employee forums with DHS leaders including Deputy Secretary James Loy, Under Secretary for Management Janet Hale, and Chief Human Capital Officer Ron James. Your continued feedback will help us ensure that the system meets the needs of employees.

In monitoring and addressing your feedback, we've noticed some frequently asked questions that we thought would be helpful to share in this week's article.

Q: I am due a longevity step increase in October 2004. Will I lose this under the new system or will I receive my step increase?

A: Changes to the GS pay system won't begin until 2005. Specifically, we are planning a phased rollout of the pay system with the first group of employees (DHS Headquarters and Coast Guard civilian) converting to the new pay system sometime in calendar year 2005. All employees will still receive their scheduled within-grade step increases, assuming their performance is satisfactory, until they are converted into the new system.

The proposed new pay system includes a provision where we will "buy out" employees' next within grade increases, on a pro-rated basis. Upon conversion to the new pay system, employees' base pay will be adjusted to include a percentage of their next within grade increase, based on the time spent in their current step and the waiting period for the next step.

Q: What types of pay increases are available to employees under the proposed system?

A: Pay adjustments under the proposed new system will fall into two general categories:

- Market-related adjustments (including a general adjustment and locality supplements), and
- Annual performance-based pay increases.

In keeping with the desire of Secretary Ridge and OPM Director Kay Coles James for a high performance culture, the proposed regulations stipulate that these pay adjustments will be provided only to employees who meet or exceed performance expectations.

Q: How will the new system affect my retirement and benefits?

A: The proposed regulations do not change the current rules and policies regarding retirement, health or life insurance benefits, or leave entitlements.

Q: Where can I find the proposed regulations for the new personnel system? When does the public comment period end?

A: The proposed regulations for the Department's new HR System are published in the *Federal Register*, with a 30-day public comment period, which closes on March 22, 2004. All DHS employees, along with other members of the public, have an opportunity to submit formal comments on the proposed system.

How to submit public comments

All interested individuals are encouraged to voice their thoughts, recommendations, and concerns during the public comment period. All submitted comments will be reviewed and considered. There are two methods for submitting public comment:

Via the Internet

Proposed regulations and background information on the HR Design process can be found online at www.epa.gov/edocket. This site includes a link to the DHS/OPM regulations, and instructions for submitting public comment electronically. *Note:* You can also view all public comments submitted electronically at this location.

There is also a link to this site on the DHS Internet homepage (www.dhs.gov) and the DHS intranet (www.dhsonline.dhs.gov).

Via U.S. Mail

Individuals can also send written comments to:
DHS/OPM HR System Public Comments
PO Box 14474
Washington, D.C. 20044-4474

All written submissions must reference DHS/OPM and the docket number **(DHS-2004-001)**.

For general comments

DHS will continue to receive and respond to input and suggestions via the feedback mailbox at hrdesign@dhs.gov. Please note that this address is for informal comments only and submissions will not become a part of public record.

II. Secretary Ridge Calls for International Culture of Cooperation

In an address to the Institute of Defence and Strategic Studies in Singapore on March 9, Secretary Ridge called for a worldwide commitment to defeating terrorists.

“No one country can be truly safe without the cooperation and like-minded commitment from all others,” said Ridge. “Interdependence is a good thing. It helps inspire one another to higher standards. It drives the global policies that daily shape the twin pillars of security and prosperity. It compels us to be innovative and unified in our approach to security. And that goes against the grain of what terrorists want, which is dissension. But they will not distract us from our common goal, which is their defeat.”

The Secretary cited examples of this interdependence following the Sept. 11, 2001, terrorist attacks when 70 nations began working together in the areas of law enforcement, information sharing, transportation security, cyber security, and financial asset seizure. Singapore, he noted, has been “an active, courageous, and integral participant in this global coalition.”

Ridge stated that the President created the Department of Homeland Security following Sept. 11, "to make the fullest protection of our people the highest charge of our nation." He defined Homeland Security as a unified effort, a national strategy, which must be a priority in every home across America.

Secretary Ridge mentioned several strategic priorities for the Department that he said will "bolster the global scope of our information sharing capabilities, integrate better service and security into our immigration practices, and drive the development of high technology to combat the weapons of high consequence."

He closed his address by emphasizing again the importance of global cooperation. "All of our progress, all of our actions," Ridge said, "are predicated on the strength we gain by building strong partnerships -- global partnerships that build barriers to terrorists, and build bridges to one another."

*The Secretary's address is available on the DHS website at:
http://www.dhs.gov/dhspublic/interapp/speech/speech_0159.xml.*

III. Coast Guard Supports Port Stabilization Effort in Haiti

The Coast Guard began conducting operations in the vicinity of Port-au-Prince, Haiti, March 10 to help facilitate the normalization of commercial and humanitarian shipping operations in the port and support the Multinational Interim Force - Haiti's (MIF-H) stabilization effort.

A detachment of Coast Guard Maritime Safety and Security Team (MSST) 91104, based in Galveston, Texas, is conducting port security operations and the Coast Guard Cutter Cypress, a 225-foot buoy tender homeported in Mobile, Ala., is improving the navigational system in the port with improved aids to navigation. The Cypress already conducted a channel survey of the approaches to Port-au-Prince harbor to identify the need and location of navigational aids. Wednesday the crew of Cypress began work on approximately a dozen aids, including placing new aids and repairing some existing ones. A properly marked navigational channel will significantly improve Haiti's maritime transportation system and facilitate the safer movement of commercial and humanitarian aid shipments to the port.

"Improving the safety and security of Port-au-Prince harbor is a critical step to restoring the access to existing port infrastructure and will aid in the stabilization of the situation in Haiti by normalizing commercial activities and facilitating more efficient humanitarian aid activities," said Rear Admiral Harvey E. Johnson, Director, Homeland Security Task Force Southeast.

A robust presence of Homeland Security ships, boats, and aircraft continue to patrol the Windward Pass and Coastal South Florida to deter potential migrants and provide for the border security of the United States. MSSTs are multi-mission units established following the attacks of Sept. 11 to enhance the Coast Guard's port security and force protection capabilities. Their typical duties include protecting military load-outs, enforcing security zones, defending critical waterside facilities in strategic ports, and interdicting illegal activities.

IV. Government Of Malaysia to Implement Container Security Initiative *Begins targeting and pre-screening cargo destined for the U.S.*

On March 8, 2004, U.S. Customs and Border Protection (CBP) Commissioner Robert C. Bonner and Datuk Abdul Halil Bin Abdul Mutalib, Director-General of Customs of the Government of Malaysia, announced the implementation of the U.S. - Malaysia Container Security Initiative at the port of Klang, Malaysia. CBP and the government of Malaysia signed a Declaration of Principles to cooperate in the Container Security Initiative (CSI) on January 20, 2003.

"The primary purpose of CSI is to protect the global trading system and the trade lanes between CSI ports and the United States. By implementing CSI, the government of Malaysia is helping to make a safer, more secure world trading system," said Bonner.

As part of the CSI program, CBP has deployed a team of officers to the port of Klang to work with their Malaysian counterparts to target cargo containers destined for the United States. Officials of the Malaysian government are responsible for examining any container identified jointly with CBP officers as a potential terrorist risk. The port of Klang is the 18th CSI port to become operational since CSI was proposed in January 2002.

V. TSA Kicks Off Privacy Education Program

The Transportation Security Administration on March 8 announced a privacy education kick-off week with a series of educational programs emphasizing the role and responsibilities all employees have in protecting individual privacy.

"In carrying out the TSA mission to secure our nation's transportation systems, we must respect and protect the privacy rights of all individuals we serve," said Rear Adm. David M. Stone, Acting TSA Administrator. "This week is an opportunity for all TSA employees to sharpen their awareness of how to deliver security while preserving privacy."

The March 8-12 series will reinforce the requirements and spirit of the Privacy Act of 1974 to the 53,000 TSA employees throughout the nation and around the world. The theme of the week is "Respecting Privacy, Preserving Freedoms."

"This kick-off period will signal the beginning of an ongoing commitment to privacy awareness and education for all TSA employees," Stone said.

From the acting administrator to the newest screener, all TSA employees will complete Web-based and multimedia training on protection of personal privacy rights. Dual emphasis has been placed on assuring proper handling of information and on providing protections for those going through airport screening.

These activities are part of a five-point plan to assure that TSA is a model agency on privacy issues:

- TSA has implemented ongoing educational and training programs for all employees;
- TSA will appoint an external privacy advisory board;
- TSA will disseminate a privacy statement specific to the tasks and circumstances at TSA;
- TSA will enforce specific internal policies and controls on use of data and private information;
- and
- TSA will hire a privacy officer to oversee compliance and to report on agency performance.

"This is a top priority for our agency," Stone said. "All Americans need to know that our employees will understand and follow the letter and spirit of privacy laws."

VI. CBP Sets New Compliance Dates For Air Cargo Data

On March 4, U.S. Customs and Border Protection announced in the *Federal Register* revised implementation dates for the transmission of inbound air cargo data required under its Trade Act of 2002 cargo security rules. The original implementation date is March 4, 2004.

"The new schedule will allow CBP to modify certain critical aspects of Air AMS [Automated Manifest System], train all CBP officers that process imported air cargo on those changes, and certify the software of new participants," said CBP Commissioner Robert C. Bonner.

The final rule established procedures not supported by the existing system edits in the Air Automated Manifest System, the CBP-approved electronic data interchange system. CBP will complete the necessary changes to Air AMS in May 2004, followed by a 90-day certification testing period. Implementation will begin as shown in the following chart:

Air AMS Implementation Schedule

Date:	Ports in the following locations:
August 13, 2004	Connecticut, Delaware, District of Columbia, Florida, Georgia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, North Carolina, Pennsylvania, Puerto Rico, Rhode Island, South Carolina, Vermont, Virginia, West Virginia
October 13, 2004	Alabama, Arkansas, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Michigan, Minnesota, Mississippi, Missouri, Nebraska, New Mexico, Ohio, Oklahoma, South Dakota, Tennessee, Texas, Wisconsin
December 13, 2004	Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, North Dakota, Oregon, Utah, Washington

CBP recognizes that some carriers, in order to complete the automation process at all their arrival locations, may desire to begin submitting data for those ports in an earlier timeframe. CBP will work with them, and if possible, staffing and training requirements permitting, will accommodate their requests.

For more information on the *Federal Register* notice and the rule requiring electronic transmission of cargo information, please visit the U.S. Customs and Border Protection web site at http://www.cbp.gov/xp/cgov/import/communications_to_industry/advance_info/.

VII. Vegas Arrests Latest In ICE Efforts to Remove Fugitive Criminal Aliens

A South American man convicted of attempted murder and a Mexican national linked to a fatal hit and run accident are among 34 fugitive aliens arrested by ICE officers in Las Vegas during a week-long enforcement operation that ended March 4.

The operation was the latest in a nationwide, ongoing ICE effort to identify and arrest fugitive criminal aliens and other immigration absconders and remove them from the United States. ICE's Detention and Removal Office (DRO) has 18 dedicated absconder teams located across the

country and in 2004 has been averaging about 800 absconder apprehensions a month. All of those arrested were previously ordered deported by an immigration judge, but failed to comply with those orders. Since these individuals have already been through immigration proceedings, they are subject to immediate removal from the country.

Among those arrested was Oscar Fernandez-Donayre, 31, a Peruvian national with a criminal record that dates back to the early 1990s. His convictions include attempted murder, battery with a deadly weapon, and evading a police officer. Fernandez was ordered deported in 1994. Also arrested was Federico Amado-Perez, 30, of Mexico. Amado was convicted three years ago of reckless driving in connection with a deadly automobile accident where he fled the scene.

“Taking immigration absconders off of our streets is a top ICE priority,” said Frank Galvan, officer-in-charge of the ICE DRO in Las Vegas. “For the fugitives who are still out there, be warned -- the days when you could brazenly ignore an immigration judge’s order are over. We’re going to find you and send you home.”

The individuals arrested in the past week in Las Vegas are from Mexico, Peru, El Salvador, Liberia, and India. Several have extensive criminal records, including past convictions for weapons possession, alien smuggling, spousal abuse, drug trafficking, and grand theft. All of the arrests took place in the Las Vegas metropolitan area. Officers from the Las Vegas and North Las Vegas Police Department Gang Units assisted with the investigation.

VIII. Official Opening Held for Safety Act Office

On March 10, Dr. Charles McQueary, Under Secretary for Science and Technology, presided over a ribbon cutting to officially open the SAFETY Act Implementation Offices in Alexandria, Va. These offices, which will be staffed by DHS personnel and contractors, will process incoming applications for the SAFETY Act.

Congress first enacted in 2003 the Support Anti-terrorism by Fostering Effective Technologies Act of 2002 (the SAFETY Act) as part of the Homeland Security Act. The SAFETY Act is intended to encourage the development and rapid deployment of anti-terrorism technologies by providing sellers of the technologies and other entities in the supply and distribution chains with limited liability.

On October 10, 2003, Secretary Ridge signed an interim final rule implementing the Act. Since October 2003, the Science and Technology division, which has the responsibility for implementing the Act, has been accepting applications for SAFETY Act protections. These new offices will consolidate those activities into one location.

IX. First Deepwater Program Cutter Delivered to Coast Guard

“Firsts are always defining moments,” said Admiral Thomas H. Collins, Commandant of the U.S. Coast Guard, in an address to approximately three hundred guests at the ceremony that delivered the 123-foot Island Class cutter Matagorda to the Coast Guard at Bollinger Shipyards in Lockport, La., March 5.

“Today marks the delivery of the modernized USCGC Matagorda, the first cutter delivered by the Deepwater program, the largest, most innovative acquisition and recapitalization program in Coast Guard history,” said Admiral Collins.

The Matagorda is a patrol boat, and the first of 49 Island Class 110-foot patrol boats to be refurbished in the \$17 billion Coast Guard modernization program, known as Deepwater. The Matagorda's operational capabilities were upgraded as part of a 15-year service-life extension program. A new 13-foot stern ramp for launching a small boat and a larger pilot house were fitted, about 900 square feet of hull plating was replaced, berthing space was relocated for improved habitability, new propellers and larger rudders were installed, and a new mast was fabricated and installed. Additionally, a modern and robust Command, Control, Communications and Computers, Intelligence, Surveillance and Reconnaissance (C4ISR) system was installed.

Deepwater is a critical multi-year, multi-billion dollar program to modernize and replace the Coast Guard's aging ships and aircraft, and improve command and control and logistics systems.

Deepwater was developed to guarantee the nation's maritime homeland security with the capabilities to maximize the warning, detection, and response time available to Homeland Security decision-makers and to provide the necessary capabilities to execute those decisions. The Deepwater Program will provide capability and the capacity for the Coast Guard to meet Maritime Homeland Security missions that could occur in ports, waterways, coastal areas, and extending seaward.

“The Deepwater Program—as the Matagorda proudly represents—is key to ensuring the Coast Guard can continue to fulfill its Homeland Security mandate,” said Admiral Collins.

X. First Combined Emergency Management-Fire Academy Catalogue Goes On-line

FEMA has issued its first catalogue combining courses for both the National Fire Academy (NFA) and Emergency Management Institute (EMI). The 272-page catalogue for FY 2005 is available on-line immediately; paper copies will be available after April 1.

“The training offered at the National Emergency Training Center, while always important, has taken on increased urgency since the attacks of 9/11,” said Michael D. Brown, Under Secretary of Homeland Security for Emergency Preparedness and Response. “This new catalogue demonstrates the breadth of this training and the support given to it by President Bush and Homeland Security Secretary Tom Ridge.”

The catalogue includes a description of some 264 courses and the class schedule for NFA, and a description of courses at EMI; the schedule for EMI is posted on-line. This year marks the first time the two institutions have issued a joint catalogue. Both training facilities are located at the National Emergency Training Center, in Emmitsburg, Md. The courses offered there range in length from three days to two weeks and are appropriate for all members of the emergency management and firefighting community. The catalogue includes two courses being offered for the first time: Command and General Staff Functions in the Incident Command System and Partnering for Fire Defense and Emergency Services Planning.

“We are pleased to offer this combined catalogue for the first time,” said U.S. Fire Administrator R. David Paulison. “It speaks to the fact that in the world we face today, first responders from across the spectrum must have opportunities to hone their craft, improve their skills, and share with each other technical approaches. We strongly encourage firefighters and emergency management officials to take advantage of these offerings.”

There is no tuition charge for these courses. Lodging is also free and transportation costs are reimbursed. Students pay only for a small fee for meals.

The online catalogue can be accessed at: www.usfa.fema.gov. Printed copies can be ordered through the Web site at: www.usfa.fema.gov/applications/publications or by calling 1-800-561-3356.

The first semester application period opens May 1 and closes June 30, 2004. First semester includes classes scheduled October 1, 2004, through March 31, 2005. Application guidelines can be found in the catalogue.

XI. Key Measure of Maritime Transportation Security Act Established

On March 8 at the Coast Guard Marine Safety Office San Diego, Congressman Bob Filner (D-51st), Congresswoman Susan Davis (D-53rd), and Rear Admiral Kevin Eldridge, Eleventh Coast Guard District Commander, presided over the ceremony recognizing the establishment of the San Diego Area Maritime Security (AMS) Committee.

The formal establishment of an AMS Committee is one of the key measures of the Maritime Transportation Security Act of 2002. On the first anniversary of the Department of Homeland Security, this event marks a significant milestone in the effort to secure one of the Nation's most strategic ports. According to Rear Admiral Eldridge, "The formation of the San Diego Area Maritime Security Committee is a significant milestone in our combined efforts to increase security for this port. Through continuing partnerships between the Coast Guard, its Department of Homeland Security partners, the local maritime industry, law enforcement, first responders, and the general public, the committee will serve as the focal point for these entities to ensure a coordinated approach to port security."

The AMS Committee is composed of 22 members from all levels of government, maritime industry stakeholders, and the private sector. Its members will work with the Federal Maritime Security Coordinator to protect the communities bordering the Port, the 1.4 million passengers transported every year on the Bay, the millions of dollars in revenue and thousands of local jobs provided by the local maritime industry as well as the U.S. Naval installations, commands, and assets home ported in San Diego.

An important umbrella group that brings together all maritime stakeholders and fosters a comprehensive team approach to port security, the AMS Committee will continue to build partnerships among local political leadership, military commands, law enforcement and first response agencies, maritime industry stakeholders, and the general public.

XII. CBP Border Patrol Agents Detain 45 Undocumented Aliens and Seize More Than \$4 Million in Cocaine

U.S. Customs and Border Protection Border Patrol agents assigned to the Harlingen Station detained 45 undocumented aliens from inside an open dump trailer about one mile south of the Sarita, Tex., checkpoint.

A semi-trailer was spotted along U.S. Highway 77 with the emergency flashers activated. When agents stopped to render assistance, several people ran from the semi-truck into the brush. Upon examining the open, dump style trailer, Border Patrol agents discovered the undocumented aliens.

Of those detained, 35 were Mexican nationals and 10 were Central Americans. All were taken to the Harlingen Border Patrol Station where they were processed for removal.

The driver of the semi-truck and those that absconded into the brush could not be located. The charge of transporting undocumented aliens carries a possible maximum fine of \$5,000 and five years imprisonment for each undocumented alien being transported.

In another case, Border Patrol Agents assigned to the McAllen Sector's Falfurrias Border Patrol checkpoint seized over 138 pounds of cocaine with an estimated value of \$4,416,000.

While performing an immigration inspection at the Falfurrias checkpoint, CBP Border Patrol agents interviewed a driver of a gray sport utility vehicle. A CBP Border Patrol canine unit conducted a routine, non-intrusive inspection of the vehicle. The canine positively alerted, which resulted in the discovery of 138 pounds of cocaine hidden in several natural cavities within the passenger area of the vehicle.

The driver was arrested and subsequently turned over to the Drug Enforcement Administration in Corpus Christi, Tex., for further investigation.

XIII. Pressing Releases

USCIS ANNOUNCES H-2B PROCEDURES – REACHES CAP

WASHINGTON, March 10 -- U.S. Citizenship and Immigration Services (USCIS) announced today that it has received enough H-2B petitions to meet this year's congressionally mandated cap of 66,000 new workers. After March 9, 2004, USCIS will not accept any new H-2B petitions subject to the FY 2004 annual cap. USCIS will use the following procedure for the remainder of FY 2004: USCIS will process all petitions received by the end of business on March 9, 2004; USCIS will return all petitions subject to the annual cap (along with the filing fee and, if applicable, the premium processing fee) that are filed after the end of business on March 9, 2004; Petitioners may re-submit or file new petitions when they have received labor certification approval for work to start on or after October 1, 2004. Petitions for current H-2B workers do not count towards the congressionally mandated H-2B cap. Accordingly, USCIS will continue to process petitions filed to: Extend the stay of a current H-2B worker in the United States; Change the terms of employment for current H-2B workers; Allow current H-2B workers to change or add employers.

BE SMART WHEN FLYING DURING SPRING BREAK

WASHINGTON, March 11 -- For many, spring break is a time when thousands of students leave daily responsibilities behind, hopping on flights bound for sun or snow. But all travelers must

remember that airline security is a serious matter that requires following a few easy guidelines. "We anticipate this spring travel season will be very busy," said Rear Adm. David M. Stone, Acting Administrator of the Transportation Security Administration. "We are prepared to accommodate travelers nationwide. In turn, we ask travelers to be prepared to fly." With nearly two million passengers to be screened each day during spring break, travelers are urged to check out TSA's helpful travel tips on the Web at www.TSATravelTips.us.

XIV. Upcoming Events

March 15 – Under Secretary for Emergency Preparedness and Response Mike Brown speaks to the International Association of Emergency Managers in Alexandria, Va.

Assistant Secretary for Infrastructure Protection Robert Liscouski speaks at the ASIS International Conference in Washington, D.C.

March 16 – Under Secretary for Border and Transportation Security Asa Hutchinson announces the Arizona Border Security Initiative at Davis – Monthan Air Force Base in Tucson, Ariz.

Assistant Secretary for Immigration and Customs Enforcement Mike Garcia speaks at ICE FAM Special Agent in Charge Conference in Reston, Va.

March 17 – Deputy Secretary James Loy speaks to Business Executives for National Security in Atlanta, Ga.

Under Secretary for Science and Technology Charles McQueary visits the University of California- Berkeley to meet with administrators and students in Berkeley, Calif.

Under Secretary Hutchinson testifies to the House Select Homeland Security subcommittee on Infrastructure and Border Security on the DHS FY 05 budget in Washington, D.C.

Assistant Secretary Garcia testifies to the House Appropriation subcommittee on Homeland Security on the DHS FY 05 budget in Washington, D.C.

Acting Transportation Security Administration Administrator Dave Stone testifies to the House Transportation and Infrastructure Subcommittee on Aviation on the status of CAPPs II in Washington, D.C.

March 18 – Under Secretary Mike Brown testifies to the House Transportations and Infrastructure subcommittee on Economic Development, Public Buildings and Emergency Management on the DHS FY 05 budget in Washington, D.C.

Under Secretary Hutchinson speaks to the 2004 International Economic Development Council Summit on "Who is Feeling the Impact of Homeland Security" in Washington, D.C.

Office for Domestic Preparedness Director Sue Mencer testifies to the House Appropriations subcommittee on Homeland Security on the DHS FY 05 budget in Washington, D.C.

THREAT LEVEL: YELLOW