

AIR FORCE DISCHARGE REVIEW BOARD DECISIONAL RATIONALE

CASE NUMBER

FD-2003-00411

GENERAL: The applicant appeals for upgrade of discharge to honorable.

The applicant was offered a personal appearance before the Discharge Review Board (DRB) but declined to exercise this right.

The attached brief contains available pertinent data on the applicant and the factors leading to the discharge.

FINDINGS: Upgrade of Discharge is denied.

The Board finds the applicant submitted no issues contesting the equity or propriety of the discharge, and after a thorough review of the record, the Board was unable to identify any that would justify a change of discharge.

The Board finds that neither the evidence of record nor that provided by the applicant substantiates an inequity or impropriety that would justify a change of discharge.

ISSUE: The applicant submitted eight issues and requested that the review be completed based on the available service record.

A review of the issues submitted revealed that all eight pertained to concerns the applicant had with an Enlisted Performance Report (EPR) and the evaluation process which the applicant should appeal to the Air Force Board for Correction of Military Records. The Board reviewed the entire record and found no evidence of impropriety or inequity in this case on which to base an upgrade of discharge. The records indicated applicant received an Article 15, four Letters of Reprimand, and four Letters of Individual Counseling. The DRB opined that through these administrative actions, the applicant had ample opportunities to change her negative/repetitive behavior, that the disciplinary infractions were a significant departure from the conduct expected of all military members, and that there was no evidence of impropriety or inequity in this case on which to base an upgrade of discharge.

CONCLUSIONS: The Discharge Review Board concludes that the discharge was consistent with the procedural and substantive requirements of the discharge regulation and was within the discretion of the discharge authority and that the applicant was provided full administrative due process.

In view of the foregoing findings the Board further concludes that there exists no legal or equitable basis for upgrade of discharge, thus the applicant's discharge should not be changed.

Attachment:
Examiner's Brief

DEPARTMENT OF THE AIR FORCE
AIR FORCE DISCHARGE REVIEW BOARD
ANDREWS AFB, MD

(Former A1C) (HGH SRA)

MISSING DOCUMENTS

1. **MATTER UNDER REVIEW:** Appl rec'd a GEN Disch fr USAF 7 Sep 01 UP AFI 36-3208, para 5.49 (Misconduct - Minor Disciplinary Infractions). Appeals for Honorable Discharge.

2. **BACKGROUND:**

a. DOB: 20 Sep 80. Enlmt Age: 18 1/12. Disch Age: 20 11/12. Educ: HS DIPL. AFQT: N/A. A-46, E-50, G-39, M-27. PAFSC: 2W131E - F-15 Aircraft Armament Systems Apprentice. DAS: 10 Aug 99.

b. Prior Sv: (1) AFRes 29 Oct 98 - 15 Dec 98 (1 month 17 days) (Inactive).

3. **SERVICE UNDER REVIEW:**

a. Enlisted as AB 16 Dec 98 for 6 yrs. Svd: 2 Yrs 8 Mo 23 Das, all AMS.

b. Grade Status: A1C - 02 Aug 01 (Article 15, 02 Aug 01)
SrA - 26 Jun 01
A1C - 26 Feb 99

c. Time Lost: None.

d. Art 15's: (1) 02 Aug 01, Seymour Johnson AFB, NC - Article 92. You, having knowledge of a lawful order issued by Captain [REDACTED] to remain on quarters from approximately 1515 hours on 15 Jun 01 until 19 Jun 01, an order which it was your duty to obey, did, on or about 15 Jun 01, fail to obey the same by going out to the Shady J. Enlisted Club. Reduction to A1C. (Appeal/Denied) (No mitigation)

e. Additional: RIC, 05 JUN 01 - Failed CDCs and pretest.
RIC, 31 MAY 01 - Late for work.
RIC, 21 MAR 01 - Dereliction of duty.
LOR, 12 DEC 00 - Failure to go and failure to obey an order.
LOR, 12 DEC 00 - Failure to go and failure to obey an order.
LOR, 12 DEC 00 - Failure to go and failure to obey an order.
LOR, 17 OCT 00 - Physical assault.
RIC, 21 SEP 00 - Late for work.

f. CM: None.

g. Record of SV: 16 Dec 98 - 15 Jul 00 Seymour Johnson AFB 5 (HAF Dir)
16 Jul 00 - 15 Jul 01 Seymour Johnson AFB 2 (Annual)REF

(Discharged from Seymour Johnson AFB)

h. Awards & Decs: AFTR, AFOUA.

i. Stmt of Sv: TMS: (2) Yrs (10) Mos (10) Das
TAMS: (2) Yrs (8) Mos (23) Das

4. **BASIS ADVANCED FOR REVIEW:** Appln (DD Fm 293) dtd 20 Aug 03.
(Change Discharge to Honorable)

ISSUES ATTACHED TO BRIEF.

ATCH

1. Applicant's Issues.
2. DD Form 214.

18SEP03/ia

7. SUPPORTING DOCUMENTS (X as applicable) (Please print name and social security number on each document.)

WILL NOT BE SUBMITTED. PLEASE COMPLETE REVIEW BASED ON AVAILABLE SERVICE RECORDS ARE LISTED BELOW AND ARE ATTACHED TO THIS APPLICATION: (Continue on a plain sheet of paper if more space is needed.)

a. DOCUMENT 1:
b. DOCUMENT 2:
c. DOCUMENT 3:

8. ISSUES
The Board will consider any issue submitted by you prior to closing the case for deliberation. The Board also will review the case to determine whether there are any issues that provide a basis for upgrading your discharge. However, the Board is not required to respond in writing to issues of concern to you unless those issues are listed or incorporated by specific reference below. Carefully read the instructions that pertain to block 8 prior to completing this part of the application. If you need more space, submit additional issues on an attachment.

1. ORIGINAL REFERRAL EPR NOT SIGNED BY [REDACTED] WHEN PRESENTED TO [REDACTED]
2. ORIGINAL REFERRAL EPR HAD ALL BLOCKS II, VI & VII FILLED IN.
3. THE ADDITIONAL RATER ON THE ORIGINAL REFERRAL (MSGT [REDACTED]) SHOULD HAVE BEEN THE NAME ON THE REFERRAL LETTER TO WHOM THE RATER WOULD SEND REBUTTAL COMMENTS, INSTEAD THE REFERRAL LETTER NAMED SMSgt [REDACTED].
4. THE DATES IN BLOCKS II & VI, SIX ON THE ORIGINAL REFERRAL ARE INCORRECT. VI SHOULD BE 16 JUL 2001 (DATE ON REFERRAL LETTER) VII SHOULD BE AT LEAST 10 DAYS LATER.
5. FINAL VERSION OF EPR THAT BECAME A MATTER OF RECORD HAD A CHANGE OF NAME IN THE ADDITIONAL RATERS BLOCK. SMSgt [REDACTED], REPLACED MSGT [REDACTED]. I DON'T BELIEVE SMSgt [REDACTED] IS SSGT [REDACTED] RATER NOR WAS HE ON THE REFERRAL EPR GIVEN TO REBUTT.
- (NOTE: MSGT [REDACTED] WAS ON THE FIRST VERSION THAT ARRIVED AT MPF BUT THEY CAUGHT THE ERROR & SENT THE EPR BACK TO HAVE MSGT [REDACTED] ADDED: HIS NAME ON REFERRAL LETTER)
6. THE DATES ON BLOCKS II & VI OF THE FINAL EPR ARE INCORRECT. BLOCK II SHOULD BE 16 JUL 2001 NOT 15 AUG 2001. BLOCK VI SHOULD BE AT LEAST TEN DAYS LATER (26 JULY).
7. THE DATES IN BLOCK II FOR LAST PERFORMANCE FEEDBACK IS 4 SEP 2000. I HAVE A P FEEDBACK NOTIFICATION SIGNED BY MY RATER SSGT [REDACTED] - STATING HE GAVE ME ONE ON 24 FEB 01.
8. THE FRONT OF THE EPR BLOCK II SAYS I AM A SUPPORT SPECIALIST WITH SUPPORT DUTIES. I DID PCA FROM WEAPONS FLIGHT TO SUPPORT IN FEB 01. I HAD 6 MONTHS IN WEAPONS & 6 MONTHS IN SUPPORT YET MY EPR BLOCK 5 HAS NO BULLETS ON DUTY PERFORMANCE IN SUPPORT. GIVEN NO CREDIT FOR FEB - JUL ON EPR. I WAS NOT GIVEN A RATER IN SUPPORT. NO CRO WAS ACCOMPLISHED, AFI 36-2406 pg. 20 para. 3.2.1.4 WAS NOT ACCOMPLISHED.

I HAVE LISTED ADDITIONAL ISSUES AS AN ATTACHMENT TO THIS APPLICATION.

I PREVIOUSLY SUBMITTED AN APPLICATION ON (Enter date) AND AM COMPLETING THIS FORM IN ORDER TO SUBMIT ADDITIONAL ISSUES.

THE ABOVE ISSUES SUPERSEDE ALL PREVIOUSLY SUBMITTED.

9. CERTIFICATION
I make the foregoing statements as part of my application with full knowledge of the penalties involved for willfully making a false statement (U.S. Code, Title 18, Section 1001, provides that an individual shall be fined under this title or imprisoned not more than 5 years, or both)

a. DATE (YYYYMMDD)
20030820

b. SIGNATURE
[REDACTED]

UPON COMPLETION, MAIL THIS APPLICATION TO APPLICABLE ADDRESS BELOW

ARMY	NAVY & MARINE CORPS	AIR FORCE	COAST GUARD
Army Review Boards Agency Support Division, St. Louis ATTN: SFMR-RBR-SL 9700 Page Avenue St. Louis, MO 63132-5200	Naval Council of Personnel Boards Bldg. 36 - Washington Navy Yard 901 M Street, S.E. Washington, DC 20374-5023	SAF/MBR 550-C Street West, Suite 40 Randolph AFB, TX 78150-4742	Commandant (WPM-60) U.S. Coast Guard Headquarters Washington, DC 20593-0001



DEPARTMENT OF THE AIR FORCE
REVIEW BOARDS OFFICE
RANDOLPH AIR FORCE BASE TEXAS

Office of the Assistant Secretary

August 26, 2003
Docket # FD-2003-00411

SAF/MRBR
550 C Street West, Ste 40
Randolph AFB TX 78150-4742

Ms. [REDACTED]
[REDACTED]
Hope Mills NC 28348

Dear Ms. [REDACTED]

This concerns your recent application (DD Form 293) for upgrade of your discharge. Review of the issues you have submitted all concerns an enlisted performance report (EPR) and the evaluation process. If your intent is to appeal an evaluation report, you need to submit a DD Form 149, an application to the Air Force Board for Correction of Military Records. The Air Force Discharge Review Board (AFDRB), as the name indicates is solely for the review and upgrade of discharges. It is not the forum to appeal an evaluation report or to address concerns about compliance with evaluation procedures. As such, it would be in your best interest to resubmit a new application (DD Form 293) addressing the reason for your discharge which is reflected as misconduct on your DD Form 214. An application is provided for your convenience.

[REDACTED]

Examiner, Discharge Review Board
Air Force Review Boards Agency

No Response

FD2003-00410



DEPARTMENT OF THE AIR FORCE
4TH FIGHTER WING (ACC)
SEYMOUR JOHNSON AIR FORCE BASE NC

23 Aug 01

MEMORANDUM FOR AIC [REDACTED]

FROM: 335 FS/CC

SUBJECT: Notification Memorandum

1. I am recommending your discharge from the United States Air Force for misconduct, specifically minor disciplinary infractions. The authority for my recommendation is AFPD 36-32 and AFI 36-3208, Chapter 5, Section H, Paragraph 5.49. According to Table 1.3 of AFI 36-3208, your service can be characterized as honorable, general, or under other than honorable conditions. I am recommending your service be characterized as general.

2. My reasons for this action:

a. On or about 21 September 2000, you were late reporting for duty at the appointed time for which you received a Record of Individual Counseling (AF Form 174). These actions are documented by an AF Form 174, dated 21 September 2000 (Tab 1a).

b. On or about 31 August 2000, you followed a civilian from a night club to her residence and assaulted her for which you received a Letter of Reprimand. These actions are documented by a Letter of Reprimand, dated 17 October 2000 (Tab 1b).

c. On or about 4 December 2000, you failed to report for duty and you failed to provide your supervisor with a telephone number where you could be reached when out of the local area. You stated that you had a medical appointment, but failed to report for the medical treatment. You also received medical treatment outside of the military treatment facility and failed to follow established personal readiness personnel (PRP) procedures and report the incident. These actions are documented by a Letter of Reprimand, dated 12 December 2000 (Tab 1c).

d. On or about 7 December 2000, you failed to report to work after the conclusion of your medical quarters. After repeated counselings, you again failed to provide your supervisor with a telephone number where you could be reached when out of the local area. These actions are documented by a Letter of Reprimand, dated 12 December 2000 and a DD Form 689, dated 5 December 2000 (Tab 1d).

e. On or about 10 December 2000 and on or about 11 December 2000, you failed to report for duty at the prescribed time. You reported that you were placed on medical quarters by the Fort Bragg, Medical Treatment Facility, when contacted by your supervisor. You failed to notify your supervisor of your status and the squadron PRP representative that you had received medical treatment. These actions are documented by a Letter of Reprimand, dated 12 December 2000 (Tab 1e).

f. On or about 20 March 2001, you failed to report to the base immunization clinic to have your shot records updated. In addition, you failed to return to the mobility section and report to MSgt [REDACTED] as you were instructed. You made a false statement to MSgt [REDACTED] regarding the location of your shot record; you stated that the shot record was in your car. However, it was later discovered that you had lost your shot records and you had requested a new set of shot records. You also failed to report on time for a scheduled individual counseling session. These actions are documented by an AF Form 174, dated 21 March 2001 and an Immunization Clinic Memorandum, dated 22 March 2001 (Tab 1f).

g. On or about 31 May 2001, you reported 10 minutes late to duty for which you received a Record of Individual Counseling. These actions are documented by an AF Form 174, dated 31 May 2001 (Tab 1g).

h. On or about 5 June 2001, you stated that you would intentionally fail the rest of your CDC pretest. You were given a Letter of Counseling for this action, which you refused to acknowledge by signing in the appropriate section. These actions are documented by an AF Form 174, dated 5 June 2001 (Tab 1h).

i. On or about 15 June 2001, you failed to obey the lawful order of a commissioned officer in that you failed to remain in your quarters from approximately 1515 hours, 15 June 2001 until 19 June 2001. On or about 15 June 2001, you were seen going to the Shady J Enlisted Club. For this misconduct, you were given Article 15 punishment. These actions are documented by an AF Form 3070, dated 24 July 2001 (Tab 1i).

3. Copies of the documents to be forwarded to the separation authority in support of this recommendation are attached. The commander exercising SPCM jurisdiction or a higher authority will decide whether you will be discharged or retained in the Air Force, and if you are discharged, how your service will be characterized. If you are discharged, you will be ineligible for reenlistment in the Air Force.

4. You have the right to consult counsel. Military legal counsel has been obtained to assist you. I have made an appointment for you to consult Captain [REDACTED], Area Defense Counsel, at 1185 Cannon Street, Suite 308, Seymour Johnson AFB NC. The Area Defense Counsel can be reached at ext. 2-5345 or DSN 722-5345. Your appointment has been scheduled on 24 Aug 01 (date) at 0800 (time). You may consult civilian counsel at your own expense.

5. You have the right to submit statements on your own behalf. Any statements you want the separation authority to consider must reach me by 1630 28 Aug 01 (allow three duty days) unless you request and receive an extension for good cause shown. I will send them to the separation authority.

6. If you fail to consult counsel or to submit statements in your own behalf, your failure will constitute a waiver of your right to do so.

7. You have been scheduled for a mandatory medical examination at the Physical Examination Section, 4th Medical Group, Seymour Johnson AFB, at 0700 on 27 August 2001. You have also been scheduled for a mandatory follow-up examination at the Blue Team at 0730 hours on 27 August 2001.

8. Any personal information you furnish in rebuttal is covered by the Privacy Act of 1974. A copy of AFI 36-3208 is available for your use at the unit orderly room or the Area Defense Counsel office.

9. Execute the attached acknowledgement and return it to me immediately.


Lt Col, USAF
Commander

Attachments:

Supporting Documentation:

- a. AF Form 174, dated 21 September 2000
- b. Letter of Reprimand, dated 17 October 2000
- c. Letter of Reprimand, dated 12 December 2000
- d. Letter of Reprimand, dated 12 December 2000 and a DD Form 689, dated 5 December 2000
- e. Letter of Reprimand, dated 12 December 2000
- f. AF Form 174, dated 21 March 2001 and Immunization Clinic Memorandum, dated 22 March 2001
- g. AF Form 174, dated 31 May 2001
- h. AF Form 174, dated 5 June 2001
- i. AF Form 3070, dated 24 July 2001

MEMORANDUM FOR DISCHARGE AUTHORITY

FROM: ██████████

SUBJECT: Response to Administrative Discharge Action

1. Sir, before you make a decision regarding my proposed discharge, please read my response. I joined the Air Force to serve twenty years, to fight for my country and enjoy my job. The Air Force has taught me to respect myself and has been a great part of my life for the past 30 months. I went up through the chain of command for the past several months, talked to the commander and Lt. ██████████ on several occasions with discriminatory problems within my flight. Those problems include sexual harassment and sexual discrimination. I also used other agencies on base such as MEO and the IG; and no one helped me. The excuse was that they could not help until the process was done.

2. I would like to address each of the paragraphs in the discharge notification package.

a. On 21 September 2000, I was late for work and received a Letter of Counseling. SSgt ██████████, my supervisor was notified that my car had broke down on the way to work. I had to push my car back to the dorms and Amn ██████████ gave me a ride to work. We arrived there about 3 minutes late. I was late, but I had notified the unit of my problem and arrived as soon as I could.

b. On 17 October 2000, I received a Letter of Reprimand for assault. I was called to go to Bogarts to pick up one of my intoxicated former associates and ran into some problems with a civilian who was being very disrespectful. The law was called by one of the bouncers, because of her attitude. They came and talked to us and advised her to leave with no more disruption. On the way home, she threw several bottles at my car and began to swerve in and out of the lanes, blocking me from making my exit. I followed her about a mile down the road to see what her problem was with no intention to fight her. When I got out of the car to talk to her she spit in my face hit me, and we began to fight. I told the commander that it would never happen again and that my behavior was not honoring the Air Force.

c. d. and e. will be explained together. I have attached paperwork both form the clinic at Ft. Bragg and the clinic here at Seymour Johnson. On Monday, 4 December 2000, I called my shop 3 hours prior to the time I had to report for duty. I told MSgt ██████████ that I had been sick all weekend, and I was going to the hospital at Ft. Bragg. He told me to update him as soon as I knew something. I went to the hospital at Ft. Bragg; I was admitted at around 1600 hrs, hooked up to IV's, and put on quarters for 48 hours. When someone is put on quarters it is my understanding that the hospital calls the orderly room to tell them. The orderly room then calls the section to inform them. In addition, my mother drove from Fayetteville to hand carry my quarters' notice to the orderly room and gave them to Lt ██████████ on the 5th of December. In regard to the Letter of Reprimand for the 7th of December, I was placed on quarters on the 5th of December for 48. On the 7th of December at around 1500 I went to the clinic at Seymour Johnson and was seen by Lt ██████████ at Flight Medicine. Lt ██████████ called my unit and told them that I was sick, and she told me to come to sick call the next morning. On 8 Dec, I went to

sick call, and they put on quarters for another 24 hours. The doctor told my mom and I that I could travel back to Fayetteville for my quarters. Which brings me up to my last Letter of Reprimand for missing work on the 10th of December. The 10th of December was a Sunday and I was still in Fayetteville with my mother and I was still sick. I went back to the hospital at Ft. Bragg and they admitted me again around midnight and hooked me up to IV's again. I was released approximately 0530 and put on quarters for 24 hours. I was not told that I had to work on a Sunday night. I was not scheduled for weekend duty. The weekend duty roster is scheduled 3 months ahead so I would've known before that week. I was sick and missed on week of work and received 3 Letters of Reprimand for basically the same thing, and for going to Womack, an Army hospital. Each time I was put on quarters and each time I either made contact with my shop or they contacted me. My mom's phone number has been given to my supervisor on many occasions because she and my grandmother live in Fayetteville, and I usually go there on the weekends. Please see the following attachments.

Attachments:

1. Release from Ft. Bragg hospital/ 48 quarters (5 Dec 00)
2. Quarters sheet from SJAFB clinic (8 Dec 00)
3. Release from Ft. Bragg hospital (10 Dec 00)
4. Quarters sheet from Ft. Bragg hospital (11 Dec 00)

f. On 20 March 2001, I received a Letter of Counseling regarding my shot records. I went to the Immunizations Clinic the morning of March 20, 2001, to get new shot records made because mine had been lost by mobility. They made me a new one. I reported to roll at 1600 that day and was informed that I was due to have a TB shot, however Immunizations told me earlier that I was up to date on my shots. I went back to Immunizations about 1610 and they said that they had made a mistake and gave me my TB right then. Then the shop was notified about the miscommunication and then they were going to hold my shot records for two days until I came back to get my TB shot looked at. Please see the following attachment.

Attachment:

5. Letter from Immunizations

g. On 31 May 2001, I received a Letter of Counseling for reporting to work 10 minutes late. I told TSgt [REDACTED] that I had a flat tire and had to borrow my neighbors pump to pump up my tire. I still received a LOC.

h. On 5 June 2001, I DID NOT RECEIVE A LETTER OF COUNSELING. I had no knowledge of this LOC until I obtained copies of my PIF. Sir, I passed my CDC's and I have not stated to anyone that I was intentionally failing my pretests. MSgt [REDACTED] excuse on the back was that I refused to sign it, when I had no knowledge of it at all.

i. On 24 June 2001 I received an Article 15. I went to go see Capt [REDACTED] and she put me on quarters due to stress. I explained to Capt [REDACTED] that I was dealing with discrimination issues within my shop that had been stressing me out. I weighted 122 lbs. and I lost down to 102 lbs. She put me on quarters for Thursday and Friday, however I had to see her on Friday. She told me on Friday to take it easy over the weekend. Capt [REDACTED] had placed me on Paxil (an

antidepressant). I was to start it on Monday so she gave me a quarters slip for Monday and Tuesday, because she did not know how my body was going to react to the medication. She went ahead and gave me the quarters paper for Monday and Tuesday, because she was not going to be there on Monday.

AIC [REDACTED] has been told by the commander and Lt [REDACTED] that we have a fifty-foot rule between us, which means no communication whatsoever. I have also gone to her supervisors, TSgt [REDACTED], and SMSgt [REDACTED] about Airman [REDACTED] behavior. I asked them to write a statement stating that I have gone to the repeatedly about Airman [REDACTED]. TSgt [REDACTED] and SMSgt [REDACTED] refused. SSgt [REDACTED], the Health Care Technician, told [REDACTED] supervisor that she assaulted me and was getting a group of civilians to jump me. SSgt [REDACTED] said that I did not provoke or even speak to Airman [REDACTED]. When SSgt [REDACTED] approached [REDACTED] and told her to knock it off, she pushed her down to the ground. I had nothing to do with it. My shop gave me an Article 15 after Capt [REDACTED] had PCS'd off base, because they knew she would have clarified my orders. I know this because when I went back a week later for a check up Capt [REDACTED] said she told my shop that she did not put me on bed rest, she gave me the time off due to stress. Please see the following attachments.

Attachments:

6. Quarters Slip
7. Letter from SSgt [REDACTED]

3. Sir, I believe that I did not deserve a Referral EPR, Article 15, and certainly do not deserve a discharge from the Air Force. I have been doing details for the past 4 weeks as an AIC. I went up through my chain of command many times and all of this could have been avoided if my request to move to another squadron had been granted by my Commander and Lt [REDACTED] several months ago. I would like to remain in the Air Force for the rest of my career, or at least my full term of six years that I signed up for. I firmly believe this is discrimination, and that I have the right to plead and prove my case. What I'm fighting for here are my rights and what I deserve, so if the Air Force decides that it is necessary to discharge me, I believe that I still deserve to have an Honorable discharge and the right to get the education that I was promised when I enlisted into the Air Force. The only thing that I ask is for you to be just, and realize that the treatment I have received from others since I've been in the Air Force has been disrespectful and very dishonorable not only to me and themselves, but to the United States Air Force.

[REDACTED]
[REDACTED] USAF

8 Attachments:

1. Release from Ft. Bragg hospital/ 48 quarters (5 Dec 00)
2. Quarters sheet from SJAFB clinic (8 Dec 00)
3. Release from Ft. Bragg hospital (10 Dec 00)
4. Quarters sheet from Ft. Bragg hospital (11 Dec 00)
5. Letter from Immunizations

6. Quarters Slip (18 Jun 01)
7. Letter from SSgt [REDACTED]
8. EPR, dated 15 Jul 00