

ALL HANDS

MAGAZINE OF THE U.S. NAVY

OCT 2018



TOP NEWS

NAVY ANNOUNCES UPDATES TO UNIFORM POLICIES

From Chief of Naval Personnel Public Affairs

The Navy announced updates to uniform policy, grooming standards and the launch of a uniform working group in NAVADMIN 233/18, Sept. 21.

Highlights of the changes include:

- Completion of fittings and wear tests for new, improved female officer and chief petty officer slacks and skirts, scheduled to be available for purchase by the end of 2018

- Announcement of the improved general safety boot (I Boot 4) with enhanced comfort and durability features, expected to be available for purchase in October 2018

- Commanding officer's (CO) approval for the wear of the coyote brown ball cap with coveralls and flight suits
- CO authorization of command logos on t-shirts worn with Navy Working Uniform (NWU) Type I, II and III,

coveralls and flight suits

- Fingernail grooming standards for men and women, including guidance on length, shape and color of nails

- Lock hairstyle standards for wear, size, length and guidance for wear in uniform
- Wear guidance and changes to the allowed material for rings and bracelets
- Announcement for Sailors assigned to Marine Corps units, who must now abide by Marine Corps grooming standards when wearing Marine Corps uniforms

- Authorization and wear guidance for the optional simultaneous wear of the post-tour command at sea and command ashore/project manager insignia


Navy also launched a uniform policy working group to provide a forum for direct fleet feedback on uniform wear and regulations. Commands interested in having a crew member participate

in a future working group can submit a command-endorsed request with the name, rank, rate and availability of the Sailor to the "Ask The Chiefs" email list at umo_cmc@navy.mil.

Sailors can provide feedback and recommendations on Navy uniforms and the Navy uniform app at any time via the "Ask The Chiefs" email, on the Navy Uniform Matters Office website at www.npc.navy.mil, or a link available on the uniform app.

Read NAVADMIN 233/18 in its entirety for details and complete information on all of the announced uniform changes, updates and guidelines at www.npc.navy.mil.

Get more information about the Navy from the U.S. Navy Facebook or Twitter.

For more news from Chief of Naval Personnel, visit www.navy.mil/local/cnp/. 

INFO-PACKED HOUSEHOLD GOODS WEBINARS TO START

From NAVSUP Corporate Communications Public Affairs

If you're moving soon, planning a personally procured move (PPM), moving overseas, retiring or separating from the Navy, set aside an hour to attend a household goods (HHG) webinar.

Webinars offer basic information to get your move headed in the right direction, as well as the opportunity to have your specific question answered.

Topic-specific webinars include Moving Soon, which covers basic terminology, details about what can be shipped and your responsibilities; PPM, about moving yourself and weight tickets; and Moving Overseas, which details what can and can't be shipped, what to do with your vehicle and storage. There's also a webinar about retiring or separating from the Navy that covers final move, storage and more.

Times and topics are detailed online at www.navsup.navy.mil/household.

To join a session, click on it and then follow these instructions:

Provide your name and email.

See the black and green square icon on the lower right corner of your computer. Click it. (You may be asked to download the Adobe Connect file if you have never used it.)

Listen to the instructor through your computer speakers. There is no need to dial into the conference line.

Questions entered in the chat pod will be answered at the end of the training session. (If you are not familiar with using chat pods and would like to ask your question verbally, dial 877-428-0949 / Participant code: 7949153#.)

Turn microphone to "mute" to avoid hearing an echo or static.

Note that Google Chrome is not compatible using an NMCI computer. Choose a different browser.

For more information from the Navy


household goods team, go online at:

Facebook: www.facebook.com/navyhlg

YouTube: www.youtube.com/navyhlg

Twitter: www.twitter.com/navyhlg

The household goods team can also be reached by email at householdgoods@navy.mil or via telephone at 855-HHG-MOVE (855-444-6683).

NAVSUP's mission is to provide supplies, services and quality-of-life support to the Navy and joint warfighter. Headquartered in Mechanicsburg, Pennsylvania, and employing a diverse, worldwide workforce of more than 22,500 military and civilian personnel, NAVSUP oversees logistics programs in the areas of supply operations, conventional ordnance, contracting, resale, fuel, transportation and security assistance. Additionally, NAVSUP is responsible for food service, postal services, Navy Exchanges and movement of household goods. 

ALL HANDS MAGAZINE

MAGAZINE OF THE U.S. NAVY

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ON FRONT COVER: Sailors maneuver a rigid-hull inflatable boat alongside the Arleigh Burke-class guided-missile destroyer USS Carney while participating in VBSS training during Exercise Bright Star 2018. (U.S. Navy photo by MC1 Ryan U. Kledzik/Released)

ON BACK COVER: Sailors prepare to launch aircraft on the flight deck of the Nimitz-class aircraft carrier USS Abraham Lincoln (CVN 72). (U.S. Navy photo by MC1 Josue L. Escobosa/Released)

OUR MISSION IS SHARING THE NAVY STORY



TOP NEWS

MYNAVY CAREER CENTER OPEN FOR BUSINESS 24/7

By Ed Barker, Naval Education and Training Professional Development Center Public Affairs

Delivering on a promise to provide Sailor-focused customer service and around-the-clock assistance, Navy Personnel Command (NPC) opened the MyNavy Career Center (MNCC) contact center.

"To put to sea the Navy the nation needs, we need a talented and committed total force team, focused on maintaining and expanding our operational overmatch against great power competitors. Attracting and retaining the caliber of Sailors needed for this force requires a modernized personnel system on par with industry-leading providers, and delivering an unprecedented level of customer service for our Sailors is at the core of our transformation efforts," said Rear

Adm. Jeff Hughes, commander, NPC.

Opened Sept. 24, the contact center represents an evolution in Navy pay and personnel services delivery by providing Sailors with a tiered system, available 24 hours a day, seven days a week, to handle their queries and transaction requests. Tier Zero is the service member's self-service option through MyNavy Portal (MNP), my.navy.mil. Tier One is communication with a contact center agent by phone or email. Finally, if a Sailor's inquiry or transaction request cannot be handled by a customer service agent, he or she will be escalated to Tier Two, where a subject matter expert will take appropriate action. "This is good for everyone, Sailors, because they will have 24/7 access through a single point

of entry for answers to questions, current information and responsive support to their transaction needs. This returns time and energy to Sailors to focus on the mission and their families," said Hughes. "It benefits commands because it allows for more effective and efficient service by the Manpower, Personnel, Training and Education (MPT&E) enterprise team, command administrative leaders and command pay and personnel administrators. Finally, it is good for the MPT&E enterprise team, as the services rendered on-line or by the call center agents provide more opportunity and time for subject matter experts to focus on transaction processing and complex cases," he added.

Another aspect of the MNCC contact center is its ability to evolve, to increase its functionality and provide improved support.

"As we receive feedback from Sailors and gain more insight and experience into what services Sailors need, we'll continually add more capability to the MNCC contact center," said Ann Stewart, director, pay and personnel management.

This MNCC contact center launch is just the beginning. It is an incremental step toward an evolving development effort. We will field modern and industry-standard telephone and customer relationship management tools later next year, to enhance our ever-expanding list of services offered. 

NON-RESIDENT TRAINING COURSES, RATE TRAINING MANUALS MOVE TO NAVY E-LEARNING

By Ed Barker, Naval Education and Training Professional Development Center Public Affairs

Beginning Oct. 1, Sailors will access Navy Non-Resident Training Courses (NRTC) and Rate Training Manuals (RTM) exclusively through the Navy e-Learning (NeL) and My Navy Portal (MNP) websites.

Used primarily to prepare for advancement exams or to expand life-cycle rating knowledge, 159 NRTC and RTM self-study packages previously available through netc.courses.navy.mil will be moved to NeL. NeL and MNP both require a common access card to browse or download.

"We've moved our entire course and manual library under the NeL umbrella, eliminating the need for Sailors to print and mail-in their completion data," said Frank Topf, NRTC program manager for the Naval Education and Training Command. "Instead of validating and recording everything manually, NeL will grade, offer certificates and record completions automatically, entering them into a Sailor's Electronic Training Jacket."

Sailors will be able to download the materials for offline study, or for review at home or while at-sea, but online connectivity is required to complete electronic assessments of NRTC or RTM materials. Formal course enrollment is required for assessments.

"Moving to the Navy's NeL Learning Management System (LMS) will allow continuous improvements and also facilitate updates to NRTC and RTM content and assessments going forward," said Hank Reeves, assistant program manager, Sea Warrior Systems/PMW-240.

For NRTC and RTM access through MNP (www.mnp.navy.mil), Sailors should look under professional resources, then select Personnel Qualifications Standards. Downloadable PDFs provide assessment questions similar to the course completion assessment format in NeL and allow Sailors to accomplish all learning/study offline if necessary; however, credit for NRTC/RTM




completion can only be accomplished within NeL.

For access through NeL (learning.nel.navy.mil), select the course catalog tab near the top of the page, and within the Learning Category, select "What's New." NRTC and RTMs are segmented by chapter, and Sailors can choose to either save or launch the chapter. After each chapter is launched and completed, the subsequent assessment is available. All NRTC/RTM individual assessments within each chapter must be accomplished in this manner to record completion.

The enrollment of NRTC courses in the LMS should be a user-friendly process. Through Oct. 31, Sailors with

questions about the new NRTC/RTM enrollment, download or assessment process can contact the NRTC Help Desk at 877-838-1659 and select option five or submit a ticket at http://supportsystem.livehelpnow.net?cid=30432. After Oct. 1, any Sailors who have questions for enrollment through NeL can contact the My Navy Career Center (MNCC) Help Desk via MNP at 833-330-MNCC (833-330-6662) or askmncc@navy.mil. Frank Topf is the POC for any concerns about the program and can be reached at frank.topf@navy.mil or 757-492-9002.

An additional program -- Navy Credentialing Opportunities On-Line (Navy COOL), provides information about licenses and certifications applicable to all Navy occupations and offers resources and funding to help Sailors gain the appropriate desired and, in many cases, required civilian credentials. For more information about Navy COOL, visit www.cool.navy.mil/ or call 850-452-6683. 

TOP NEWS

NAVY UPDATES POST-9/11 GI BILL BENEFIT TRANSFER REQUEST PROCESS

By Chief of Naval Personnel Public Affairs

The Navy released a new electronic form for completing the statement of understanding (SOU) needed to submit Post-9/11 GI Bill Transfer of Education Benefits (TEB) requests, and a new policy allowing Purple Heart recipients to transfer education benefits, in NAVADMIN 236/18, Sept. 24.

Starting Oct. 1, Sailors will be able to complete the required SOU online via My Navy Portal, or the My Education website at <https://myeducation.netc.navy.mil/webta/home>, instead of the paper “page 13” that must be processed before submitting an initial TEB request. Sailors should verify their current

email information to ensure prompt feedback on TEB applications. After completing the SOU, Sailors will receive a link to the Defense Manpower Data Center (DMDC) milConnect portal where they can complete the application.

Sailors who are unable to complete the SOU or TEB application online may contact the Navy Personnel Command GI Bill Office (PERS-311) to request assistance with their applications.

The new process does not impact Sailors who already have a approved TEB requests in milConnect, or the process for adding a dependent or modifying benefits allocated to dependents on

approved TEB requests.

The NAVADMIN also announced that Purple Heart recipients are immediately eligible to transfer their unused education benefits to their dependents, without the requirement for six years of service and agreement to serve four additional years. Purple Heart recipients are also eligible if their total military service exceeds 16 years.


All other Sailors requesting transfer of education benefits must have served at least six years and have at least four years remaining on their service commitments, as outlined in NAVADMIN 170/18.

Effective July 12, 2019, any Sailor who

has more than 16 years of total service will no longer be eligible to transfer education benefits to their dependents, unless they are a Purple Heart recipient. Take action now to avoid losing this opportunity!

All Sailors who are or will be eligible to transfer their Post-9/11 GI Bill education benefits should discuss their options with their command career counselors.

For detailed information on transferring Post 9-11 GI Bill education benefits, read NAVADMIN 236/18 at www.npc.navy.mil.

To contact the NPC GI Bill office, visit <https://www.public.navy.mil/bupers-npc/career/education/gibill/pages/default.aspx>. 

NAVY ANNOUNCES DEPLOYABILITY ASSESSMENT AND ASSIGNMENT PROGRAM

By Chief of Naval Personnel Public Affairs

In an effort to maximize warfighting effectiveness and lethality across the force, Navy announced the implementation of its Deployability Assessment and Assignment Program in NAVADMIN 239/18, released Sept. 25.

The program will ensure the timely disposition, processing and accountability of all active component full time support, and selected reserve Sailors who are either medically, legally or administratively limited from deployment. The deputy chief of naval personnel (DCNP) is the single process owner of the program.

“The Navy the nation needs is a talented, ready and lethal active and reserve force, and we need deployment-ready Sailors to accomplish the mission,” said Rear Adm. Jeff Hughes, DCNP. “While command leadership is responsible for overall personnel readiness, our Sailors bear the ultimate responsibility for their individual readiness and deployability status, and this new program is designed

to help our force successfully achieve both goals.”

Starting Oct. 1, 2018, Sailors who have been nondeployable for 12 consecutive months will be notified of mandatory processing for administrative separation or referral to the Disability Evaluation System (DES), as appropriate. The policy applies to all Sailors, regardless of current duty type (operational or non-operational).

Military treatment facilities and Sailors’ commands will make deployability assessments by determining a Sailor’s ability to perform appropriate military duties commensurate with his or her office, grade, rank or skill in light of ongoing medical treatment or administrative limitations.

Commands will use written counseling and performance evaluations to document a Sailor’s knowing failure to comply with responsibilities to maintain individual readiness (e.g., missing medical or dental appointments or

intentional failure to disclose status affecting deployability). Sailors who fail to comply with this policy could ultimately receive administrative separation.


“Sailors who receive notifications will have the opportunity to be considered for retention by the secretary of the Navy,” said Capt. Chris Harris, director, distribution management division, career management department, Navy Personnel Command. “All retention determinations will be made on a case-by-case basis.”

Retention may be granted if it is determined to be in the best interest of the Navy. A Sailor who is unable to deploy for administrative reasons must personally submit a retention request. A medical evaluation board may recommend retention on behalf of a Sailor who is unable to deploy for medical reasons, if it is likely that the Sailor’s medical condition will ultimately permit a return to a deployable status.

The Navy Bureau of Medicine and

Surgery is proactively realigning resources and focus to support Sailor readiness and deployability, especially in fleet concentration areas. However, in some cases, Sailors must be referred to civilian medical networks for follow-on referrals or appointments. Navy leadership is cognizant of the delays outside of the control of individual Sailors and this factor will be considered in the retention determination process.

Pregnant and post-partum Sailors are exempt from this policy. No other Sailors are exempt, but special categories for retention consideration include combat -wounded members, Sailors who will be nondeployable for 12 months or longer due to administrative reasons, and Sailors who have attained such years of creditable service so as to be within three years of qualifying for retirement.

This policy supports Defense Secretary James Mattis’ guidance to maximize the lethality and readiness of the joint force, and the release of DoD Instruction 1332.45. 

2018 NATIONAL CYBER SECURITY Awareness Month



MILLION MALICIOUS
EMAIL ATTEMPTS PER
DAY STOPPED BY DOD



ATTACKS INVOLVED
INSIDERS



OF COMPROMISES
TAKE MINUTES OR LESS



ATTEMPTED COMPROMISES
THE NAVY DEFENDS
AGAINST EVER HOUR



BILLION DOLLARS
CYBERCRIME HAS
COST THE WORLD



COMPUTERS WITH EXPLOITABLE
VULNERABILITIES THAT AN
ATTACKER COULD REACH
FOR ONLY FIVE DOLLARS



MILLION IN RANSOM
WAS PAID IN THE FIRST
QUARTER OF 2016

243

YEARS OF EXCELLENCE

Story by MC2 Brittney Kinsey



U.S. Navy photo by MC3 Brian Stephens



U.S. Navy photo by MCSN Sabyn Marrs



U.S. Navy photo by MC2 Anthony Flynn



U.S. Navy photo by MC3 Jeff Sherman



U.S. Navy photo by MC2 Ryre Arciaga



U.S. Navy photo by MC2 Justin Wolpert



U.S. Navy photo by MC2 Kenneth Abbate



U.S. Navy photo by MC1 Joshua Nistas



U.S. Navy photo by BM3 Rebecca Brown

"It follows then as certain as night succeeds the day, that without a decisive naval force we can do nothing definitive, and with it, everything honorable and glorious."

---President George Washington, November 15, 1781

Created by the Continental Congress in 1775 to protect America's coasts against British ships, the Navy has upheld a legacy of excellence at sea for 243 years. From those first days of revolution to the present day war against terrorism, it has measured its trials and triumphs through the ability to thrive within a changing maritime environment.

Although it was temporarily disbanded at the end of the Revolutionary War, in March 1794, President George Washington signed the Naval Armament Act into law, ordering construction of six frigates for the newly re-established fleet. The Department of the Navy was established by Congress "to provide and maintain a navy" in April 1798.

The Navy affirmed its importance through decisive victories during the Barbary Wars. Its might was further cemented during the undeclared Quasi War against the French, the War of 1812 and the Spanish-American War, which helped American ships establish command of the sea while protecting the

nation's interests and shipping lanes from foreign rivals. The nation's defender has been forged by the sea ever since, adjusting and adapting from the days of sail to coal to nuclear energy, learning from and triumphing over Barbary pirates, the British, the Spanish, the Germans, the Japanese and the Soviets.

Today, the United States Navy has evolved and grown more capable and lethal than any naval force in the world. Its warfighters stand watch across the globe, ensuring Sailors are forged into a more capable version of themselves through naval service.

Sources: U.S. Navy and Naval History and Heritage Command. 



Photo courtesy of NASA



U.S. Navy photo by MC1 Ryan Kledzik

TRAINING FOR THE

WORST

CASE SCENARIO

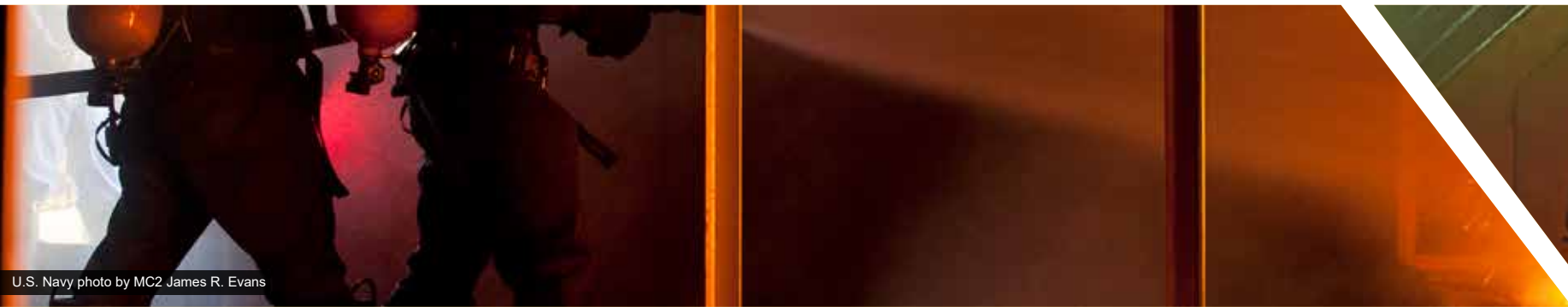
Story by MC2 Jackie Hart



U.S. Navy photo by MC2 James R. Evans



U.S. Navy photo by MC3 Ryan McLearnon



U.S. Navy photo by MC3 Ethan Carter



U.S. Navy photo by MC2 Wyatt L. Anthony

In July 1967, aircraft carrier USS Forrestal (CVA 59) experienced one of the most costly at-sea fires the Navy has seen since World War II.

After a missile malfunctioned and fired aboard the ship from an F-4B Phantom II, a series of explosions and a subsequent fire claimed the lives of 134 crew members. The crew was poorly trained on how to respond to an incident of that magnitude, so efforts to save the ship from complete destruction lasted hours and left an additional 300 men injured. From the fire and flames, however, came the birth of modern naval damage control.

Fast forward to 2018, and Sailors from around the fleet come to Norfolk on a weekly basis to experience live fires and flooding in a controlled environment,

to prepare for what could happen while at sea. With the Farrier Fire Fighting School, the U.S. Navy has given its men and women the opportunity to train for worst-case scenarios.

“Here at Farrier, we try to give as much realistic training as possible to the fleet by using [the USS Buttercup Wet Trainer], using live fires to try to get people used to fighting real casualties - as close as possible and keeping it as safe as possible,” said Chief Damage Controlman Kenya Wilson, an instructor at the school. “We can do multiple things, from fires to flooding, training to dewatering. Anything that we can do that can possibly happen on a ship, we can train for here.”

The school is named for Chief Aviation Boatswain's

Mate (Handling) Gerald W. Farrier, who lost his life aboard Forrestal while attempting to extinguish ordnance that caught fire. In his memory, the Navy created what Wilson described as “a one-stop shop” that hosts tens of thousands of students each year for both classroom instruction and hands-on experience.

Firefighting coursework includes lessons on how to use protective gear, what types of fires students may encounter, how to properly combat them and what extinguishing methods to utilize. As for flooding, students learn how to identify the intensity of incoming water and whether to plug or patch a hole in a ruptured pipe or wall, as well as how to use shoring and dewatering tools to maintain the structural integrity of a space.

Once instructors are certain students have a working

knowledge of how to overcome each potential obstacle, training goes from hypothetical to practical.

“It’s been quite the experience,” said Machinist’s Mate 2nd Class Brittany Anderson, a student en route to guided-missile destroyer USS Donald Cook (DDG 75). “You get here and get the briefs, the PowerPoint presentations and instruction on what’s going to happen and how to handle it. Then the on-the-job, hands-on type of learning starts.

“For firefighting, it’s hot and you have no choice but to fight the fire, and that’s everyone’s job,” she continued. “We learned to work together and to adapt to the situation to keep us alive. ... I feel it was very beneficial to both me and my classmates. Then, for the wet trainer, it’s also chaotic and dark,

but with lots of water we had to try and keep from completely flooding the space. We were also briefed thoroughly on how to handle each type of problem we’d encounter once inside, though, and were able to work successfully to both minimize the water intake and learn how to dewater and escape, if necessary.”

On most days, seemingly never-ending flooding pours into USS Buttercup, giving Sailors a glimpse of what a sinking ship could look like. Water flows rapidly from around, above and below them to stress the importance of acting quickly to effectively manage the simulated disaster.

The counterpoint is fire. As the sweat pours down from the fiery heat of the live-fire trainer, Sailors realize damage controlmen aren’t the only ones

charged with picking up a hose and dousing flames if a casualty happens while underway. It is at that point, Wilson said, that each student feels the stress associated with a potential catastrophe. And the more they are stressed out, the more comfortable they will be in a real-life crisis.

“It’s good for them to get here in a realistic and a safe environment,” Wilson added, “so that they can get those reps and sets so they’re better prepared when they do get to the ship and something bad happens. When we’re out to sea, we don’t have 911. We don’t have anybody we can fall back on; we’re all we got. That’s not everybody’s rate. That’s not what they came in the Navy for, but when it comes down to emergencies, we need everybody. We need all hands on deck to get through the casualty.”

" WE CAN DO MULTIPLE THINGS, FROM FIRES TO FLOODING, TRAINING TO DEWATERING. ANYTHING THAT WE CAN DO THAT CAN POSSIBLY HAPPEN ON A SHIP, WE CAN TRAIN FOR HERE."



U.S. Navy photo by Johnathan Clay

National Domestic Violence Hotline 1-800-799-7233 (SAFE)

Military OneSource 1-800-342-9647

October is National Domestic Violence Awareness Month (DVAM), an annual observance signed into law by Congress in 1989. It gives commands the opportunity to increase awareness and inform service members and their families about domestic violence prevention efforts and reporting options for victims.

Domestic violence is defined by the Department of Defense as “the use, attempted use or threatened use of force or violence against a person, or a violation of a lawful order issued for the protection of a person who is: a current or former spouse, a person with whom the abuser shares a child in common, or a current or former intimate partner with whom the abuser shares or has shared a common domicile.” It can happen to anyone regardless of rank, gender, ethnicity, age or religion.

“Families can experience domestic violence incidents for a number of reasons, and many times it’s because they’re struggling and need help in other areas of

their lives,” said Laurie Hanley, a family advocacy coordinator for Fort George G. Meade, Maryland.

A Department of Veterans Affairs report found that 18 percent of active duty men and 29 percent of active duty women have committed some form of domestic violence within the last 12 months. Additionally, a family advocacy report commissioned by the Department of Defense indicates that 59 percent of alleged spouse abusers were active duty service members and 41 percent were civilian spouses.

This year’s observance focuses on addressing domestic violence as a shared community responsibility. Everyone has a responsibility to prevent, recognize and report domestic violence. Awareness campaigns make military and civilian resources available to support victims, plan for safety and rehabilitate offenders.

Service members and their families can stay informed and prevent domestic

violence by seeking assistance from the Family Advocacy Program (FAP), located at every U.S. military installation worldwide where military families reside.

“The purpose of the advocacy program is to help families before and after abuse, intimate partner violence or family violence occurs,” said Hanley. “Some people may not even be aware they are victims of domestic abuse, so educating them about what abuse looks like and knowing where to get help is large part of our job. That’s where FAP helps.”

Victims who seek assistance related to domestic abuse can choose between two reporting options. Unrestricted reports to civilian law enforcement, military police or command leadership launch an investigation of the incident while providing medical and legal support. Restricted reporting allows victims to receive advocacy and treatment services without involving command and law enforcement.

Family advocacy professionals work with those affected by domestic violence to

offer safety and referral services, ensure command and offender accountability, and provide counseling and clinical case management to families.

“Some of the common misconceptions about FAP is we only provide services to women or civilian spouses and are a disciplinary program, but we actually provide many resources for service members, spouses and children including life skills courses that are intended to be preventive measures against domestic violence,” Hanley explained.

Family Advocacy also works with Fleet and Family Support Centers Navy-wide to provide workshops, seminars and classes for families on various topics, including couples communication, effective parenting, anger management, conflict resolution and counseling.

Editor’s note: To learn more about FAP resources or to find a representative, [click here](#). If you are a victim of domestic violence, call the National Domestic Violence Hotline at 1-800-799-SAFE. 



