



COFFEE INDUSTRY CORPORATION LTD



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SEASON'S GREETINGS

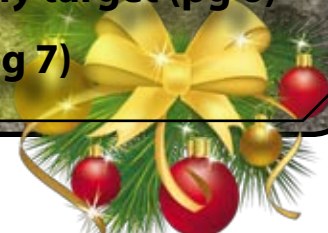
WORK ON NEW EXPORT COMPLEX PROGRESSES

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MISSION STATEMENT

To provide enabling regulatory environment and facilitate the industry's development through research, extension, information sharing and market development services to bring better financial returns to the coffee value chain actors.

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Cover photo: The new Coffee Exports Office complex currently under construction in Lae, Morobe Province.

Editorial

Welcome to the December issue of the PNG Coffee Industry Corporation Newsletter!

This year's market report has indicated a good year in terms of price received by farmers to be exceptionally good. Parchment prices have seen a gradual increase since the implementation of the price support program in July. Despite the discontinuity of the program, world market movements and weather patterns have also contributed positively to the good changes in prices seen in the domestic market from parchment to green bean.

Some notable programs that have seen the benefits rippled down to farmers include the freight program which continues to assist disadvantaged farmers in remote areas.

Coffee borer surveillance work continues in affected provinces to ensure spread of the pest is minimized with the integrated pest management practices.

Smallholder farmers continue to prove that they can do more when incentive and support is given in the right areas. A Robusta coffee group is featured in this issue on how they are working in the Sepik Region to bring farmers to the export end.

This issue covers a good number of stories which should give an update on happenings from partnership initiative to extension work and marketing initiatives.

Until the next Issue,

We wish you and your families a Happy Merry Christmas and best wishes for the New year!



Media Team



From the Chief Executive Officer's Desk



Let me take this opportunity to recap on some highlights for the year 2021.

This year has not been easy for many businesses and for coffee, it is no exception with continued disruptions with the Covid -19 lockdowns affecting shipping schedules. Nevertheless, coffee exports have pulled through the year with the November 2021 market report indicating a good coffee year in terms of price movements globally with adverse weather patterns in the top producing country sending positive signals for the local market.

CIC's government funded projects such as the freight subsidy, coffee berry borer, Lae export building construction and coffee access road are some notable projects that work has progressed well in this reporting period.

We are grateful for partners and industry stakeholders who continue to do their best in improving farmers' livelihoods through their respective sustainable programs. One such initiative by Monpi Coffee Ltd under their SMS program is commended for positively changing farmers' lives.

I would also like to thank the government for rolling out the commodity price support, which coffee also received its fair share of funding that was given to licensed factories to buy at agreed increased prices. Although, many are concerned about the discontinuity of this program, we are hopeful that the government sees this as an opportunity to boost farmer's interest in somewhat challenging situations.

The freight subsidy program continues to highlight the high level of need in flying zone areas. Although the program recorded an increase of targets freighted in the third quarter, more coffees still need to be transported out, leaving a mammoth task ahead for partnership programs to help elevate the effort needed.

I would like to take this time to congratulate the newly appointed directors of the CIC Board including the new Board Chairman, Mr Jerry Kapka, who were appointed this year and look forward to working together on positive outcomes for the industry.

Mr Kapka has a vast experience from different levels in coffee business and we are privileged to have him lead the current Board.

With these remarks, I wish all coffee stakeholders, partners and all our hardworking farmers and staff safe festive holidays and a Prosperous New Year 2022.

CHARLES DAMBUI

Acting Chief Executive Officer

Work on new export complex progresses

Construction work on the new coffee export complex in Lae, Morobe Province is progressing well after the ground breaking ceremony early this year.

CIC Chief Operations Officer Steven Tumae said it took seven years (2014-2020) to accumulate funding for the building to be finally constructed in 2021. He said that the contract was awarded to Haom Builders for bid value at PGK 10.6 million in November 2020. He added the actual construction started in February 8th 2021 and is expected to be completed by mid 2022.

The project is currently being implemented by Haom Builders and technically overseen by the contract administrator, Frameworks Architect Limited.

Mr Tumae explained that work carried out in the third quarter included, electrical works-cabbling through concrete pedestal, concrete poured for the strip footings and pedestal, concrete blocks laying and backfilling, steel dowel insertion to concrete blocks, back filling and compaction, erection C1 main building columns, and primary columns and beams to first floor were lifted and installed. The building already reached the third floor and work is progressing well.

This project once completed is expected to have a new modern coffee export building constructed by mid-2022 that will accommodate new export facilities that can enhance performance on quality checks efficiency in export facilitation.

This Public Investment Program (PIP) was submitted in 2014 for funding under two distinct components; 1) new coffee export building and, 2) to equip the new building with modern and standardized facilities to improve quality tests and efficacy in export procedural systems. The later component will start after the building is completed.



New coffee export building construction work progresses.

Favourable coffee year anticipated



The PNG Coffee Industry Corporation (CIC) has recorded production for the 2020/21 coffee year estimated to be 11 percent higher at 756,599 bags (41,006 tonnes) than in the preceding coffee year production output.

According to the CIC market report for November 2021, exports totalled 724,500 bags (43,470 tonnes), representing an increase of 10 percent compared with preceding coffee year's export performance and 38 percent less than 1 million bags benchmark.

In line with the export volume, export value grew by 39 percent in the 2020/21 coffee year to K525.8m as compared to K377.4m in the 2019/20 coffee year.

Amongst a number of major threats and problems the industry is faced with, climate-related shocks and covid-related disruptions continue to affect coffee trade flows. There have been some disruptions to movement of coffees from exporters' warehouses to the wharf for exports as evident by a marginal increase of 0.5 percent in warehouse stockpiles in the reporting coffee year resulting in not much improvement in 2020/21 shipments.

The top three coffee export grades in 2020/21 coffee year were B (35%), Y (34%) and A (24%) accounted for 78 percent of total export of 2020/21 coffee year. Exports of Y1 in the year indicated a 20 percent decline, which was offset by an 8 percent increase in exports of A/AA grade while exports of X/AX and other grades remained fairly constant, signifying an upgrade in coffee grades being exported from three preceding years.

The surge in price in 2020/21 coffee year attributed to bad weather conditions in Brazil and marks a significant recovery from the low levels experienced

over the three preceding coffee years.

In line with the increase in prices, the average export (FOB) price of Y grade in 2020/21 has seen an upward surge to 31 percent high on average, an increase of 232.14 toea per kilogram from 778.52 toea per kilogram in 2019/20 to 1,010.66 toea per kilogram in 2020/21 coffee year.

The three major markets for PNG coffee continue to be USA (21%), Germany (20%) and Australia (18%) shipping in about 70 percent of total annual exports.

On the domestic front, the prices for parchment coffee are likely to hold up above K8.00 per kilogram. The increase in price in the year was reflected in significant growth in Deliver-in-Store (DIS) and Factory Door (FDR) average prices on the local market by 32 percent and 46 percent respectively, compared to 2019/20 prices. As a result, the proportion of the Free on Board (FOB) prices received by growers improved from 54 percent in 2019/20 coffee year to 60 percent in 2020/21 coffee year.

Given the smaller crops in the three preceding coffee years and 2020/21 being an on-year, CIC has forecasted production at 850,570 bags for 2021/22 crop. Recent reviewed projection for PNG total production in calendar year 2021 is 900,491 bags, representing an increase of 32 percent on the 683,426 bags harvested in calendar year 2020.

Exports is picking up in the fourth quarter of 2021 with continued price rise. In October 2021, coffee prices reached new multi-year highs. The industry in general is therefore expected to increase in coffee export volume and value in 2021 calendar year, being attributed to favourable world and domestic market prices in the year.

Freight program exceeds target

The Freight Subsidy Scheme (FSS) has recorded 701.9 ton (13, 174 parchment bags) of coffee freighted for marketing in the third quarter of 2021.

Acting Chief Executive Officer Charles Dambui said the quarterly volume projected at 102.5 ton has gone up to 701.9 ton returning an estimated K3.9 million to rural growers.

“During the reporting period, the program was able to freight coffee in from 10 inaccessible districts and around 35 grower groups of more than 10, 000 farmers benefited directly from the program,” Dambui said.

He said around 92% of the volume (11, 764 bags) came from Morobe particularly in Tewae-Siassi district indicating that sea freight costs is lower than air-freight.

SIL aviation continues to play a vital role in the Obura-Wonenara district while establishment of North Coast Aviation in Goroka is progressing well to infiltrate all the coffee airstrips in the central Highlands. Middle-Ramu has 3, 374 bags reported through the office of Agriculture Minister but with limited funding only K200, 000 was made available with Missionary Aviation Fellowship (MAF) and North Coast Aviation (NCA).

The freight program is a pioneered program in 1991 in remote agriculture commodity marketing and market access by the CIC. The program has been helping farmers from the remote districts without road transport access and with difficulty in high freight costs for air and sea transport from small serviceable airstrips and jetties to the nearest markets in town centres.

The National Government support to the program has been for 8 years (2010, 2012, 2013, 2014, 2016, 2017, 2019, 2020 and 2021) and is ongoing. For the last eight years, the GoPNG funding towards FSS on average is estimated at PGK 3,028,371 annually to freight in 312,785 kilograms at a cost of PGK 641,703.

Recoupment of revolving funds in the third quarter this year has improved significantly by 53 percent of the up-front payment between 40-60% which depended on the actual freight cost and coffee quality. The increase in coffee price has really helped farmers to freight rest of their coffee after the initial sales enabled by subsidies.

Work on the mini-huller project at Pokion base camp of Awanas Cooperative in Rai Coast district of Madang has started off well in this quarter. A carpenter and mechanical attendant have completed construction of the building and installation of the huller machine. A CIC technical

team is yet to visit the project site to check on the specifications of work done before giving the green light to use the new machine.

The program hopes to ensure “better factory gate/door price markets accessed” by the remote coffee farmers where there is no road access and or road transport.



Farmers in Milne Bay Province loading coffee bags to a container for export to Lae. The farmers also benefited under the freight program.

Coffee borer surveillance news

Coffee Berry Borer (CBB) remains a major threat to the PNG coffee industry. Since its incursion in 2017, CIC together with partners like National Agriculture Quarantine & Inspection Authority (NAQIA) have carried out a number of response exercise to mitigate its spread in the major coffee growing areas as well as lowland areas.

During the third quarter, trap servicing and establishment trap servicing was done twice a week but due to shortage of ethanol much was not done. CBB within the plantation at Panga in Western Highlands Province has been spreading and trapping was done to minimize CBB infestation and crop loss.

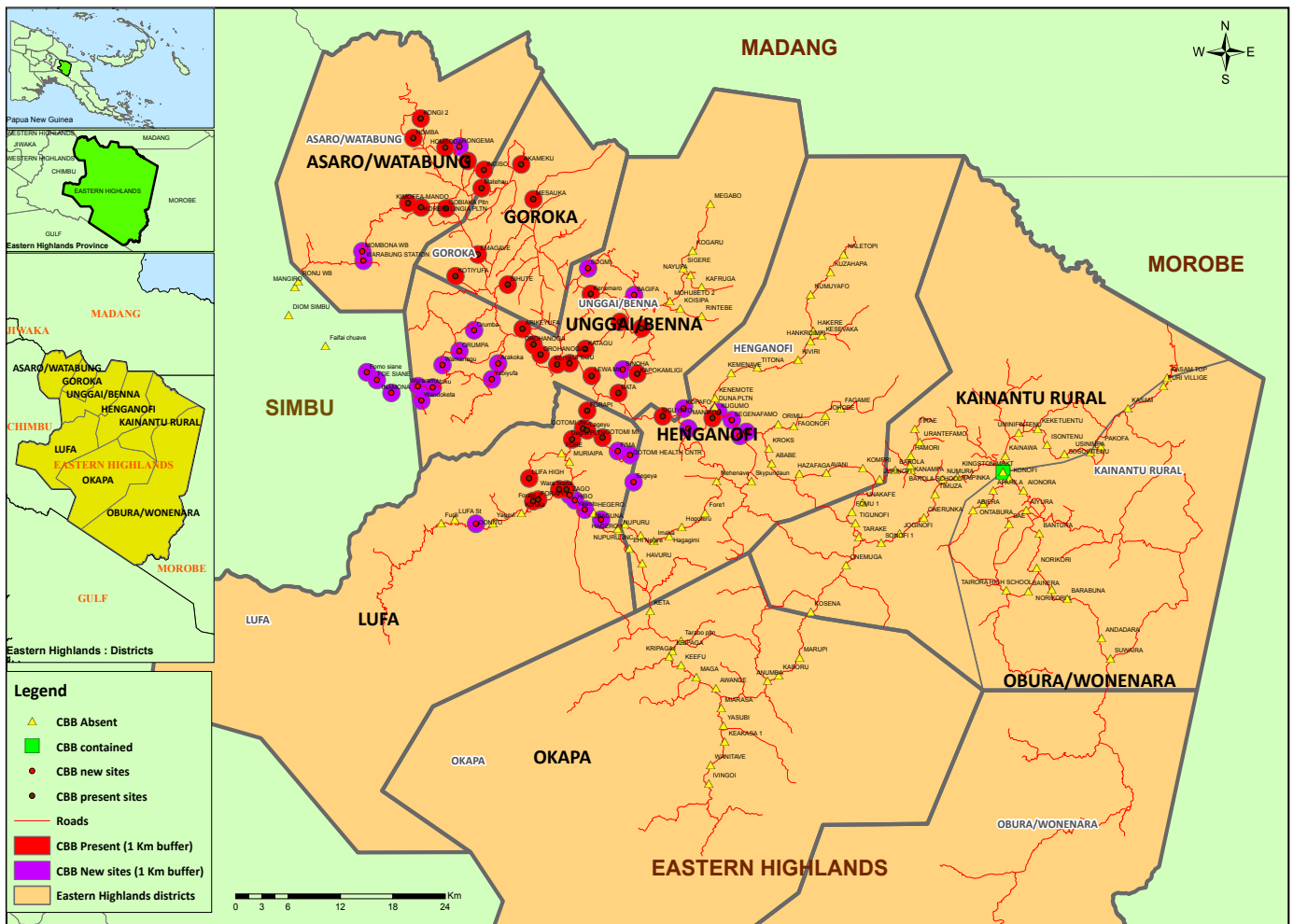
A total of 534 traps were done in the quarter covering 11 blocks of the plantation. With the increase in traps more CBB beetles were trapped, which resulted in the reduction in the infestation level together with Integrated Pest Management (IPM) approaches being undertaken subject to environmental conditions that favours CBB lifestyle and reproduction.

An IPM package was developed and released to the farmers to adopt it in this quarter. A number of CBB-IPM training were also conducted in Jiwaka and Eastern Highlands to minimize CBB infestation levels.

Nil spraying was done this quarter as there was no weedicide in stock. There was a big need for de-suckering after rehabilitation last year in the CBB infested blocks so casuals were engaged in carrying out de-suckering.

A CBB awareness was conducted in the Simbai area of the Middle-Ramu district of Madang Province. The extension officer in the province spent a week in the Kovon LLG areas and conducted the awareness. A total of 1,180 farmers attended and the distribution of CBB posters covered 13 council wards with farmers being warned of the dangers of CBB invasion. They were advised not to transport in any coffee seeds or seedlings from outside Simbai into Simbai area. Recently, a team of technical officers from Goroka travelled to Simbu Province to assess the pest spread, set traps and carry out general surveillance work.

Below is a map showing the spread of the CBB pest in affected provinces.



Farmers seek help to upgrade airstrip

Coffee farmers in a remote community in Ainong situated in the hinterlands of Madang Province are seeking assistance to help them build their long abandoned airstrip.

For many farmers in the area, people have to walk to reliable airstrips in order to access basic goods and services in the nearest town.

Farmers, both old and young have been shouldering bags of coffee and walking via bush tracks for years, climbing mountains and rivers to have their coffee bought or airfreight into towns to get something out of their hard work.

Like many remote places in PNG, people in such places have long gone been forgotten by responsible governments to make economic activities easy for them.

The need for an airstrip construction was discussed by the community and a consensus reached that initial work began in 2009.

Six villages were organized and people gave their time and labour to help clear the land for the airstrip. Work seemed to progress well but people needed new tools and support from the government and development partners to continue work.

Work on the Ainong airstrip came to a standstill in 2010 after various community disagreements for their uncom-

pensated time and effort. Eventually in 2016, everyone decided to return to work again and completed the 700 meters airstrip without any assistance from outside.

The Airstrip project once completed will be able to benefit the 20, 000 people of Kovon-Kaironk Valley, which will ease their burden of shouldering coffee bags walking long distances and being labelled as white horses from afar.

Secretary of the Ainong Mailla Airstrip Board Kenny Hambros approached the CIC head office in August this year and sought assistance towards this project. The group received an assistance of K30, 000 towards preparing the airstrip for the trial landing by a third level airline.

"I approached CIC to assist us complete the outstanding work before a trial landing can be made. I am very grateful for this support given," he said.

Hambros said once this is completed, 10, 000 coffee growers of Kaironk Valley will be able to bring their coffee out to the market. He is also appealing to local leaders, development partners and kind hearted people to assist them in cash or kind to complete this project.

CIC Policy and Planning Manager Steven Tevo said partnerships with other like-minded organizations and development partners will enable such projects in remote areas to progress for the benefit of the people in those areas.



L-R: Kenny Hambros and Roger Aulomb of Ainong Mailla Airstrip receiving the assistance of K30, 000 from CIC Policy & Planning Manager Steven Tevo and Financial Controller Nick Wakan at the CIC head office in Goroka.

Support must go to flying zone farmers: Minister

Agriculture and Livestock Minister Hon. John Simon says that low coffee production can be attributed to many factors, however the main ones are price and accessibility to markets.

"The continuous drop in production is due to many reasons but price is one of them, as well as accessibility. Growing coffee is not a problem. Papua New Guineans are hardworking people. When it comes to price and accessibility, that is the problem that makes our people lose interest," Minister Simon said this during a recent CIC board meeting in Port Moresby when addressing the new board.

Mr. Simon said it was no easy task but it needs partnership and collaboration with development partners and government bodies to move things forward.

"How do we get coffees from the remote places such as Afore, Kambia, Agaun and other remote places out to the markets? It just needs a bit of planning, put yourself aside and think about the farmers. Put the sector ahead of you then we will move coffee forward."

CIC Acting Chief Executive Officer Charles Dambui said it costs more than K5, 000 to charter a third level airline to only load about 21-22 bags on a single run. He said under the freight program, CIC currently works with five airline companies to airfreight coffee bags from very remote areas. However, the program itself cannot cater for the high demand and need of farmers' coffee in those remote places. "The volume of coffee in those remote areas is more compared to what the program can bring out," Dambui said.

He highlighted that third level airlines charter rates continue to increase and the ceasing of the twinotter aircrafts has reduced the volume of coffee needed to be airfreighted on a single charter, making it costly and uneconomical for farmers when prices are low. He said most times coffee bags are left to rot or are burnt when there is no way out.

Meanwhile, Mr. Simon said the current government has looked at price support and not price stabilisation. "We tried to see how we can help and motivate the farmers. The price support was introduced at a time when parchment coffee prices were trading below K4 a

kilogram. There was not enough return on the farmer's sweat. The subsidy aimed to bring the parchment price above K5. Now the price is above K5 so why are we still talking about price support? You are already getting more than K5, K6 and K7. How can the remote areas get these same prices? If ever we have some money, let us look at these people. For the remote farmers, they are still earning K1 or K2 but they are also contributing to the industry. It is about time the board and CIC look at a strategy to bring these people's coffee out. The challenge is on you my new board of directors. You have to sit, meet and discuss and let me know what to bring to the cabinet. I am also going to the government to ask them to continue price support. We need to look at our brothers not enjoying K5/K6 price. Our Prime Minister is very passionate about the industry. We just need to get a good submission to them with good return on investment."

In response to the Minister's remarks, CIC Board Chairman Mr. Jerry Kapka said the industry was at the crossroads and was going through many difficulties and the government was very concerned.

"We are very optimistic and want to work with the government aspirations, do our very best to deliver to the people. The board is yours as the government appoints it. Every day we are thinking about what difference we can make for this industry. We want to deliver to the people with your support."



Farmers in remote Negabo in Simbu Province loading coffee bags onto a CIC-chartered aircraft for freighting to Goroka.

Partnership program changing farmers' lives



Mr. Ise Kofomu and Mrs. Moanti Ise in front of their Isuzu vehicle bought from coffee sales. Right: Bihute inmates with coffee seedlings which they assisted by ensuring all healthy seedlings were ready for pick up by Monpi's SMS program network partners.

Eleven years ago, a female coffee farmer from Hofro village in the Dunatina area of Eastern Highlands Province began her coffee journey with a reputable exporter in Goroka by selling only six green bean bags of coffee. Little did she know that after 11 years of consistently supplying good quality coffee to the exporter, she would see great improvement in her living standard.

Mrs. Moanti Ise, 38, from Hofro in Henganofi District is the owner and Director of Moanti Coffee. From a humble beginning as a simple coffee buyer, she began purchasing coffee from her community in 2010, processes the coffee and sells to Monpi Coffee Exports Ltd, a leading coffee exporter in Goroka.

Under Monpi's Sustainable Management Services (SMS-PNG) program, it works closely with its suppliers on a variety of extension programs. Throughout the years, it has delivered tailor-made training modules focused on best agricultural, environmental and social practices and guides and support the network partners to deliver the best coffee it can produce for its specific markets. Moanti Coffee has been part of that journey.

During a visit in November this year to Correctional Institute Services- Bihute, it was evident that an active partnership between the institute and Monpi had been in place enabling the inmates to help set up an 18, 000 capacity coffee nursery for the Monpi- SMS program.

Moanti Coffee has been working with Monpi-SMS for the last 11 years and the trip to CIS-Bihute was one of the good things Monpi-SMS does for its network partners. Moanti went there to collect part of its 5, 000 coffee seedling allocation for its farmers. A total of 1,923 seedlings were collected on that visit to bring to farmers in Henganofi to use as infillings and new plantings.

CIS-Bihute Sergeant Major Adoga Kwaieloi said the

partnership between the institute and Monpi-SMS was beneficial for both parties as it provided a learning point for detainees to make something worthwhile whilst serving their time at the institute. "As part of the detainee rehabilitation program, we train them on different projects such as piggery, poultry, coffee nurseries and other lifelong skills to help them fit into society after life here," Adoga said.

According to Monpi's SMS Manager Alexandre de Dinechin, the established nursery contains seedlings of Typica, Arusha and Mundaonovo varieties. Work on the nursery started in November 2020 and continued into the months of April and May 2021 where seeds were sown and later pre-germination occurred in May.

Monpi-SMS is dedicated to developing sustainable supply chains and advocates the responsible production and trade of coffee with respect for people and the environment.

Moanti Network is one of the many untold and successful stories of simple farmers that have been given the right support and resources to take them to the next level in life that is evident in improved living standards compared to where they began.

When speaking with Moanti during the seedling collection, she expressed her greatest satisfaction and gratitude towards the Monpi-SMS program. "This is not just a one sided program but as a farmer I have been given the support in the right areas enabling me to progress in the coffee business. One of the advantages for farmers like me, we are disadvantaged and rejected bank loans by the commercial banks, but with SMS, we are not turned away but assisted with advances after faithfully and consistently supplying our best produce to them.

Looking back at supplying only six green bean bags 11 years ago, Moanti is proud to say that her group is able to supply 7, 000 bags at present to the Monpi- SMS program.

"Our standard of living has improved. This business and partnership has opened doors for me to now own a vehicle, purchase land, set up a dry mill, pay for my six children's school fees and most importantly leaving my full time paid job and now focusing on this business. It is a win-win situation for all involved and I commend the Monpi-SMS program for that."

Coffee extension team meet in EHP

Fifteen coffee extension officers of the Coffee Industry Corporation (CIC) from the 15 coffee growing provinces met with the newly appointed Program Manager for SME and Development Program, Mrs. Rebecca None, in Goroka from December 14 - 17 to present the 2021 progressive reports and plan for 2022 activities.

Mrs. None commended the work of each field officer put in over the years and encouraged them to continue the good work they are already carrying out in their respective provinces. She added that some of the immediate tasks in 2022 will include profiling all active coffee grower groups, conducting coffee census, establishing coffee nurseries for coffee rehabilitation and expansion to new areas, and strengthening quality improvement and group marketing activities. Mrs. None added that despite the resource constraints, officers were innovative and proactive in their approaches to work by fostering productive partnerships with provinces and districts that enabled them to deliver on their targets for the year. The officers were encouraged to maintain and formalize the partnership with key stakeholders as a way forward.

Chief Operations Officer (COO) Steven Tumae emphasized on teamwork and told the extension team that each of them had a unique role to play and that was to make a difference and be the agents of change where they have been placed.

After four days of presentations, planning and discussions, the meeting ended with a small function to thank all for their effort into the year's operations.



CIC extension coordinators from all coffee growing provinces with their new Program Manager Mrs. Rebecca None (eighth from left, back row) with COO Steven Tumae (eighth from left, front row) at Steak Haus, Goroka.

Robusta farmers reap benefits from coffee sales

As its history suggests, Sepik continues to be a leading Robusta coffee growing region in the country with much of its coffee coming from Dreikir, Maprik, Wosera, Angoram, Nuku and Lumi areas.

CIC Coffee Extension Coordinator David Elmai is based in Maprik and says farmers there have been working very hard before and after the price support was rolled out in the province last year and into this year.

Acting Chief Executive Officer Charles Dambui said the Sepik Coffee Group (SCG) is a CIC initiated group marketing vehicle used to drive group marketing sales and export for farmer groups in each of the respective participating districts. Dambui highlighted that in 2019, SCG constituting of about 25 active farmer groups, was able to export two containers at the net value of about K180, 000 for farmers to a secured market in Australia. Then in 2020, export increased to three containers, returning K374, 694 indicating that farmers were willing to work extra hard when they were properly rewarded for their sweat and hard work.

He said this year, the SCG through Maprik Investment Limited, a service delivery arm of Maprik District Development Authority anticipates to export five containers of 320 green bean bags to the same market under an export arrangement with CIC's Kofi Management Services Ltd. Dambui on behalf of the farmers acknowledged the support by the PNG Government, under the strong advocacy and leadership of the Agriculture Minister Hon. John Simon for ensuring funds intended to help farmers under the Price Support program reached them.

Before the roll out of the price support program, the normal parchment price ranged at K3-K4 per kilogram. With the government assistance, a price of K5.50 was paid boosting the farmers' interest to go back to their coffee gardens. Dambui said the K5.50 price paid was a historic price for the farmers, which positively encouraged and motivated them to revive coffee in the region. Minister Simon said the hardworking farmers should receive the K5.50 parchment price straight for their Robusta coffee and there must be no middle man involved.

Joycelyn Gailen of Bolumita Coffee Cooperative in Maprik said many farmers were grateful for the price support program which they benefited from. "I can now pay for my daughter's school fee with the K5.50 price received. It is a good program that should continue to support us." Joycelyn said if the government wanted to see farmers increase production, it should continue to look at innovative ways in subsidizing cost of production along the coffee production and export chain, and should also maintain the much needed price support and intervention program for the benefit of smallholder Robusta coffee growers.



Leaders of leading Robusta coffee group (Akatne) from Dreikir, receiving their payment of K110, 000 from CIC Extension Officer David Elmai from the 2020 sales.

Staff News

New Program Managers Appointed



Mr. Steven Tumaë is the newly appointed Chief Operations Officer.



Mrs. Rebecca None is the Program Manager for SME and Development.



Dr. Mark Kenny has been appointed as the Program Manager- Research & Innovation. He will be taking charge of all coffee research and scientific matters.



Mr Sam Menanga is the Manager- Industry, Regulations & Compliance.



Dr. Reuben Sengere has been appointed as the Program Manager- Marketing & Partnerships.



Mr. Steven Tevo is the Policy & Planning Manager.



Mr. Jackson Pepeto is the Program Manager for Corporate Services overseeing HR, Payroll functions and administration matters.



Mr. Jesse Anjen is the Acting Information, Communication & Technology Manager.

Departures

The restructure exercise was implemented this year and the following long- serving staff have been retired and retrenched. We thank you for your dedication, contribution and service to the coffee industry and wish you well in your next chapter in life. Farewell all!

1. Mr. Matei Labun
2. Mr. Tony Lumbalumba
3. Mrs Tuli Aeno
4. Ms. Kevo Kongona
5. Mr. Gafie Mailawe
6. Mr. Roney Waisi
7. Mr. Malon Amos
8. Mr. Chris Junju
9. Mr. William Waiembi

SPECIAL TRIBUTE

We pay tribute to the late Chief Scientist Mr. Tom Kukhang who passed away in October this year. We salute you for your tireless efforts in coffee research and breeding, and for your invaluable contribution over the years with the coffee industry in PNG. You will be greatly missed by all who worked with you and knew you. Rest In Peace.

