



Counseling and Military Justice

Defense Language Institute and Foreign Learning Center



Counseling in General

- Counseling is a process
- The Army prescribes that Leaders counsel their subordinates
- The verbal and written portion of counseling occurs as a part of assessing, teaching, coaching, mentoring, broadening and team building



Event Oriented

- It may precede events, such as going to a promotion board or attending a school, or it may follow events, such as noteworthy duty performance, a problem with performance, or a personal problem.
- Event may be a serious violation of law or regulation
- Leaders use the counseling form (DA Form 4856) to record the incident



Counseling as Evidence



- Adverse Administrative and Punitive Measures
 - Article 15's
 - Chapters
 - Courts-Martial
 - Letters of Reprimands
 - Flags
 - Bars to Reenlistment



Soldier's Rights



- Presumption of Innocence
- Right Against Self-Incrimination
- Right Against Unreasonable Search/Seizure
- Fair and Impartial Hearings
- Right to Counsel (in most situations)
- Other Rights (discussed throughout this class)



Article 31(b) Rights

Article 31(b), UCMJ:

- To be informed of the nature of the suspected offense
- To remain silent
- To be informed that any statement you make can be used against you

Applies anytime a person subject to the UCMJ questions a Soldier suspected of an offense.

Use DA Form 3881

RIGHTS WARNING PROCEDURE/WAIVER CERTIFICATE			
For use of this form, see AR 190-30; the proponent agency is ODCSOPS			
DATA REQUIRED BY THE PRIVACY ACT			
AUTHORITY: Title 10, United States Code, Section 3012(g)			
PRINCIPAL PURPOSE: To provide commanders and law enforcement officials with means by which information may be accurately identified.			
ROUTINE USES: Your Social Security Number is used as an additional/alternate means of identification to facilitate filing and retrieval.			
DISCLOSURE: Disclosure of your Social Security Number is voluntary.			
1. LOCATION	2. DATE	3. TIME	4. FILE NO.
5. NAME (Last, First, MI)		6. ORGANIZATION OR ADDRESS	
6. SSN	7. GRADE/STATUS		
PART I - RIGHTS WAIVER/NON-WAIVER CERTIFICATE			
Section A. Rights			
The investigator whose name appears below told me that he/she is with the United States Army _____ and wanted to question me about the following offense(s) or which I am suspected/accused: _____			
Before he/she asked me any questions about the offense(s), however, he/she made it clear to me that I have the following rights:			
1. I do not have to answer any question or say anything.			
2. Anything I say or do can be used as evidence against me in a criminal trial.			
3. (For personnel subject to the UCMJ) I have the right to talk privately to a lawyer before, during, and after questioning and to have a lawyer present with me during questioning. This lawyer can be a civilian lawyer I arrange for at no expense to the Government or a military lawyer detailed for me at no expense to me, or both.			
- or -			
(For civilians not subject to the UCMJ) I have the right to talk privately to a lawyer before, during, and after questioning and to have a lawyer present with me during questioning. I understand that this lawyer can be one that I arrange for at my own expense, or if I cannot afford a lawyer and want one, a lawyer will be appointed for me before any questioning begins.			
4. If I am now willing to discuss the offense(s) under investigation, with or without a lawyer present, I have a right to stop answering questions at any time, or speak privately with a lawyer before answering further, even if I sign the waiver below.			
5. COMMENTS (Continue on reverse side)			
Section B. Waiver			
I understand my rights as stated above. I am now willing to discuss the offense(s) under investigation and make a statement without talking to a lawyer first and without having a lawyer present with me.			
WITNESSES (If available)		3. SIGNATURE OF INTERVIEWEE	
1a. NAME (Type or Print)			
b. ORGANIZATION OR ADDRESS AND PHONE		4. SIGNATURE OF INVESTIGATOR	
2a. NAME (Type or Print)		5. TYPED NAME OF INVESTIGATOR	
b. ORGANIZATION OR ADDRESS AND PHONE		6. ORGANIZATION OF INVESTIGATOR	
Section C. Non-waiver			
1. I do not want to give up my rights <input type="checkbox"/> I want a lawyer <input type="checkbox"/> I do not want to be questioned or say anything			
2. SIGNATURE OF INTERVIEWEE			
ATTACH THIS WAIVER CERTIFICATE TO ANY SWORN STATEMENT (DA FORM 2823) SUBSEQUENTLY EXECUTED BY THE SUSPECT/ACCUSED			
DA FORM 3881, NOV 89 EDITION OF NOV 84 IS OBSOLETE USAFA 2.01			



Punitive and Administrative Actions



- Separate independent processes which may require the same supporting documentation, i.e. DA Form 4856, Police Report, DD Form 2624 (Specimen Collection Document), etc.
- Different governing regulations
- (Potentially) different approval authorities



DA Form 4856 – 5W's



- Describe an incident in detail
 - Who is the subject, accomplice, and/or victim?
 - What behavior is being identified as an issue. Are there damages or destruction and to what? What are the known facts and circumstances?
 - Where did the incident occur?
 - When did the incident occur vs when it was reported/discovered?
 - Why – describe the reason this incident occurred?



DA Form 4856 - "Magic Bullet"

- aka "Magic Counseling Statement" or "Silver Bullet"
- Important for Separation Purposes
- AR 635-200, Para. 1-17
 - Army leaders at all levels must be continually aware of their obligation to provide purpose, direction, and motivation to Soldiers. It is essential that Soldiers who falter, but have the potential to serve honorably and well, be given every opportunity to succeed.
- counseling session must be recorded in writing. DA Form 4856 (General Counseling Form) and will include the reason(s) it is being administered, the date, the fact that separation proceedings may be initiated if the deficiencies continue, and other guidance as appropriate.



“Magic Bullet” con’t

If this conduct continues, action may be initiated to separate you from the Army IA W AR 635-200, If you are involuntary separated, you could receive an Honorable Discharge, a General (Under Honorable Conditions) Discharge, or Under Other Than Honorable Conditions Discharge. An Honorable Discharge is a separation with honor based on the quality of service, which meets the standards of acceptable conduct and performance of duty. A General Discharge is a separation under honorable conditions, based on a military record being satisfactory but not sufficiently meritorious to warrant an Honorable Discharge. A discharge Under Other Than Honorable Conditions is based upon a pattern of behavior of one or more acts or omissions that constitutes a significant departure from the conduct expected of a soldier. An Honorable Discharge may be awarded under any provision. A General Discharge may be awarded for separation under Chapter 5, Chapter 9, Chapter 13, and Chapter 14. An Under Other Than Honorable Conditions Discharge may be awarded for separation under Chapter 14 for misconduct. If you receive an Honorable Discharge, you will be qualified for most benefits resulting from....



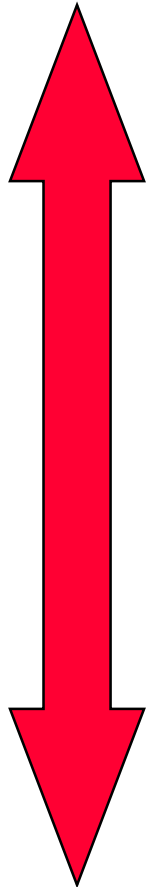
“Magic Bullet” con’t

... military service. An involuntary Honorable Discharge, however, will disqualify you from reenlistment for some period of time and may disqualify you from receiving transitional benefits (e.g., commissary, housing, health benefits) and the Montgomery GI Bill or Post 9/11 GI Bill if you have not met other program requirements. If you receive a General Discharge, you will be disqualified from reenlisting in the service for some period of time and you will be ineligible for some military and VA administered benefits, including the Montgomery GI Bill or Post 9/11 GI Bill. If you receive a discharge Under Other Than Honorable Conditions, you will be ineligible for reenlistment and for most benefits, including payment of accrued leave, transitional benefits, the Montgomery GI Bill or Post 9/11 GI Bill, and possibly transportation of dependents and household goods to home. You may also face difficulty in obtaining civilian employment as employers have a low regard for General and Under Other Than Honorable conditions discharges. Although there are agencies to which you may apply to have your characterization of service changed, it is unlikely that such application will be successful.



Disposition of Offenses

Commander's Options



- Take No Action (after investigation)
- Take Administrative Action
- Impose Nonjudicial Punishment (Article 15)
- Court-Martial



Legal Action Request

- Commander determines adverse action is necessary
- Legal Office requires:
 - Commander's request for legal action,
 - Counseling statements
 - Police/CID/(Investigative Agency) Report
 - FLAG
 - SRB
 - Supplementary documentation pertaining to incident (e.g. leave forms, UA's, damage reports/invoices, pictures/video *not pornography)



FLAGS



- AR 600-8-2
- Suspension of Favorable Personnel Actions
 - Awards, Schools, Promotion
 - * Leave is Commander's Discretion
- Notification

Counseling should include reason for the Flag, requirement for Flag removal, and action prohibited by the Flag. All flagged Soldiers will be provided a copy of the DA Form 268 when the Flag is initiated and when it is removed



FLAGS con't



REPORT TO SUSPEND FAVORABLE PERSONNEL ACTIONS (Flag)					
For use of this form, see AR 600-8-2; the proponent agency is DCS, G-1.					
SECTION I - ADMINISTRATIVE DATA					
a. NAME (Last, First, Middle Initial)	b. DoD ID No.	c. RANK	d. DATE OF RANK	e. SPECIALTY/PMOSC	f. COMPONENT
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND		h. UIC	i. FLAGGED SOLDIER'S EMAIL ADDRESS (.gov or .mil)		
j. HR OFFICE CONTROLLING FLAGGING ACTION		k. TELEPHONE NUMBER	l. THIS ACTION IS TO: <input type="checkbox"/> INITIATE A FLAG (Sections II and IV only) <input type="checkbox"/> REMOVE A FLAG (Sections III and IV only)		
SECTION II - INITIATE A FLAG					
a. NON-TRANSFERABLE FLAG					
<input type="checkbox"/> A FLAG IS INITIATED, EFFECTIVE _____ FOR THE FOLLOWING REASON:					
<div><input type="checkbox"/> Adverse Action (A) <input type="checkbox"/> Involuntary Separation - field initiated (B) <input type="checkbox"/> Referred OER, AER, or Relief for Cause NCOER (D) <input type="checkbox"/> Security Violation or Loss of Security Clearance (E) <input type="checkbox"/> HQDA - Delay of Promotion or Removal from a Selection List (F) <input type="checkbox"/> AMEDD Lack of License or Certification (I) <input type="checkbox"/> Commander's Investigation (L) <input type="checkbox"/> Law Enforcement Investigation (M) <input type="checkbox"/> Reserve Components Non-compliance with 10 USC §10206 (N)</div> <div><input type="checkbox"/> JAG Lack of License or Certification (O) <input type="checkbox"/> Deny Auto Promotion to PV2/PFC/SPC (P) <input type="checkbox"/> Lautenberg Amendment (Q) <input type="checkbox"/> Administratively Non-deployable for Retention (R) <input type="checkbox"/> No Family Care Plan (S) <input type="checkbox"/> Deny Auto Promotion to 1LT/CW2 (T) <input type="checkbox"/> Drug Abuse (U) <input type="checkbox"/> Alcohol Abuse (V) <input type="checkbox"/> HQDA - Involuntary Separation (W)</div>					
b. TRANSFERABLE FLAG					
<input type="checkbox"/> ACFT Failure (J) <input type="checkbox"/> Army Body Composition Program (K) <input type="checkbox"/> Punishment Phase (H) Date Punishment Complete: _____					
SECTION III - REMOVE A FLAG					
a. FLAG TO REMOVE					
<input type="checkbox"/> A FLAG (Two-Digit Flag Code) _____, WITH AN EFFECTIVE DATE OF _____) IS HEREBY REMOVED. EFFECTIVE DATE OF THIS FLAG REMOVAL IS _____, FOR THE FOLLOWING REASON:					
b. DISPOSITION					
<input type="checkbox"/> Final Action Favorable (C) <input type="checkbox"/> Final Action Unfavorable (D) <input type="checkbox"/> Final Action Specified (E) <input type="checkbox"/> Erroneous (Z)					
SECTION IV - AUTHENTICATION					
a. UNIT COMMANDER'S NAME (Last, First, Middle Initial)	b. DoD ID No.	c. RANK	d. UIC	e. COMPONENT	
f. UNIT, ORG., STATION, ZIP CODE/APO, MAJOR COMMAND		g. UNIT COMMANDER'S EMAIL ADDRESS (.gov or .mil)			
		h. UNIT COMMANDER'S SIGNATURE		i. DATE	
SECTION V - VALIDATION (Required for any Flag over 6 months old)					
a. BN COMMANDER'S NAME (Last, First, Middle Initial)	b. DoD ID No.	c. RANK	d. UIC	e. COMPONENT	
f. UNIT, ORG., STATION, ZIP CODE/APO, MAJOR COMMAND		g. BN COMMANDER'S EMAIL ADDRESS (.gov or .mil)			
		h. BN COMMANDER'S SIGNATURE		i. DATE	



FLAGS con't

SECTION II - INITIATE A FLAG

a. NON-TRANSFERABLE FLAG

☐ A FLAG IS INITIATED, EFFECTIVE _____ FOR THE FOLLOWING REASON:

- | | |
|---|--|
| <input type="checkbox"/> Adverse Action (A) | <input type="checkbox"/> JAG Lack of License or Certification (O) |
| <input type="checkbox"/> Involuntary Separation - field initiated (B) | <input type="checkbox"/> Deny Auto Promotion to PV2/PFC/SPC (P) |
| <input type="checkbox"/> Referred OER, AER, or Relief for Cause NCOER (D) | <input type="checkbox"/> Lautenberg Amendment (Q) |
| <input type="checkbox"/> Security Violation or Loss of Security Clearance (E) | <input type="checkbox"/> Administratively Non-deployable for Retention (R) |
| <input type="checkbox"/> HQDA - Delay of Promotion or Removal from a Selection List (F) | <input type="checkbox"/> No Family Care Plan (S) |
| <input type="checkbox"/> AMEDD Lack of License or Certification (I) | <input type="checkbox"/> Deny Auto Promotion to 1LT/CW2 (T) |
| <input type="checkbox"/> Commander's Investigation (L) | <input type="checkbox"/> Drug Abuse (U) |
| <input type="checkbox"/> Law Enforcement Investigation (M) | <input type="checkbox"/> Alcohol Abuse (V) |
| <input type="checkbox"/> Reserve Components Non-compliance with 10 USC §10206 (N) | <input type="checkbox"/> HQDA - Involuntary Separation (W) |

b. TRANSFERABLE FLAG

- | | | |
|---|--|---|
| <input type="checkbox"/> ACFT Failure (J) | <input type="checkbox"/> Army Body Composition Program (K) | <input type="checkbox"/> Punishment Phase (H) |
| Date Punishment Complete: _____ | | |



FLAGS con't

SECTION II - INITIATE A FLAG		
a. NON-TRANSFERABLE FLAG		
<input checked="" type="checkbox"/> A FLAG IS INITIATED, EFFECTIVE <u>DATE</u> FOR THE FOLLOWING REASON:		
<input type="checkbox"/> Adverse Action (A)	<input type="checkbox"/> JAG Lack of License or Certification (O)	AR 15-6 Investigation/ Commander's Inquiry
<input type="checkbox"/> Involuntary Separation - field initiated (B)	<input type="checkbox"/> Deny Auto Promotion to PV2/PFC/SPC (P)	
<input type="checkbox"/> Referred OER, AER, or Relief for Cause NCOER (D)	<input type="checkbox"/> Lautenberg Amendment (Q)	
<input type="checkbox"/> Security Violation or Loss of Security Clearance (E)	<input type="checkbox"/> Administratively Non-deployable for Retention (R)	
<input type="checkbox"/> HQDA - Delay of Promotion or Removal from a Selection List (F)	<input type="checkbox"/> No Family Care Plan (S)	
<input type="checkbox"/> AMEDD Lack of License or Certification (I)	<input type="checkbox"/> Deny Auto Promotion to 1LT/CW2 (T)	
<input checked="" type="checkbox"/> Commander's Investigation (L)	<input type="checkbox"/> Drug Abuse (U)	
<input type="checkbox"/> Law Enforcement Investigation (M)	<input type="checkbox"/> Alcohol Abuse (V)	
<input type="checkbox"/> Reserve Components Non-compliance with 10 USC §10206 (N)	<input type="checkbox"/> HQDA - Involuntary Separation (W)	
b. TRANSFERABLE FLAG		
<input type="checkbox"/> ACFT Failure (J)	<input type="checkbox"/> Army Body Composition Program (K)	<input type="checkbox"/> Punishment Phase (H) Date Punishment Complete: _____



FLAGS con't

SECTION II - INITIATE A FLAG

a. NON-TRANSFERABLE FLAG

☒ A FLAG IS INITIATED, EFFECTIVE DATE FOR THE FOLLOWING REASON:

Local PD, MPI, CID,
FBI, ATF, DEA

- | | |
|---|--|
| <input type="checkbox"/> Adverse Action (A) | <input type="checkbox"/> FLAG Lack of License or Certification (O) |
| <input type="checkbox"/> Involuntary Separation - field initiated (B) | <input type="checkbox"/> Deny Auto Promotion to PV2/PFC/SPC (P) |
| <input type="checkbox"/> Referred OER, AER, or Relief for Cause NCOER (D) | <input type="checkbox"/> Lautenberg Amendment (Q) |
| <input type="checkbox"/> Security Violation or Loss of Security Clearance (E) | <input type="checkbox"/> Administratively Non-deployable for Retention (R) |
| <input type="checkbox"/> HQDA - Delay of Promotion or Removal from a Selection List (F) | <input type="checkbox"/> No Family Care Plan (S) |
| <input type="checkbox"/> AMEDD Lack of License or Certification (I) | <input type="checkbox"/> Deny Auto Promotion to 1LT/CW2 (T) |
| <input type="checkbox"/> Commander's Investigation (L) | <input type="checkbox"/> Drug Abuse (U) |
| <input checked="" type="checkbox"/> Law Enforcement Investigation (M) | <input type="checkbox"/> Alcohol Abuse (V) |
| <input type="checkbox"/> Reserve Components Non-compliance with 10 USC §10206 (N) | <input type="checkbox"/> HQDA - Involuntary Separation (W) |

b. TRANSFERABLE FLAG

- | | | |
|---|--|---|
| <input type="checkbox"/> ACFT Failure (J) | <input type="checkbox"/> Army Body Composition Program (K) | <input type="checkbox"/> Punishment Phase (H) |
| Date Punishment Complete: _____ | | |



FLAGS con't

SECTION II - INITIATE	
a. NON-TRANSFERABLE FLAG	
<input checked="" type="checkbox"/>	A FLAG IS INITIATED, EFFECTIVE <u>DATE</u> FOR THE FOLI
<input checked="" type="checkbox"/>	Adverse Action (A)
<input type="checkbox"/>	Involuntary Separation - field initiated (B)
<input type="checkbox"/>	Referred OER, AER, or Relief for Cause NCOER (D)
<input type="checkbox"/>	Security Violation or Loss of Security Clearance (E)
<input type="checkbox"/>	HQDA - Delay of Promotion or Removal from a Selection List (F)
<input type="checkbox"/>	AMEDD Lack of License or Certification (I)
<input type="checkbox"/>	Commander's Investigation (L)
<input type="checkbox"/>	Law Enforcement Investigation (M)
<input type="checkbox"/>	Reserve Components Non-compliance with 10 USC §10208 (N)
b. TRANSFERABLE FLAG	
<input type="checkbox"/>	ACFT Failure (J)
<input type="checkbox"/>	Army Body Composition Program (K)

After determining misconduct initiate when pending:

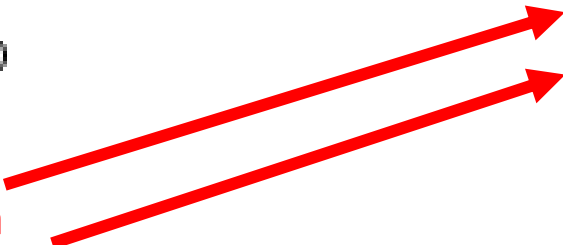
Art 15, UCMJ; CM; civilian criminal charges, restraint, or confinement; reduction board; and/or Reprimands



FLAGS con't

SECTION II - INITIATE A FLAG	
a. NON-TRANSFERABLE FLAG	
<input checked="" type="checkbox"/> A FLAG IS INITIATED, EFFECTIVE <u>DATE</u> FOR THE FOLLOWING REASON:	
<input checked="" type="checkbox"/> Adverse Action (A)	<input type="checkbox"/> JAG Lack of License or Certification (O)
<input type="checkbox"/> Involuntary Separation - field initiated (B)	<input type="checkbox"/> Deny Auto Promotion to PV2/PFC/SPC (P)
<input type="checkbox"/> Referred OER, AER, or Relief for Cause NCOER (D)	<input type="checkbox"/> Lautenberg Amendment (Q)
<input type="checkbox"/> Security Violation or Loss of Security Clearance (E)	<input type="checkbox"/> Administratively Non-deployable for Retention (R)
<input type="checkbox"/> HQDA - Delay of Promotion or Removal from a Selection List (F)	<input type="checkbox"/> No Family Care Plan (S)
<input type="checkbox"/> AMEDD Lack of License or Certification (I)	<input type="checkbox"/> Deny Auto Promotion to 1LT/CW2 (T)
<input type="checkbox"/> Commander's Investigation (L)	<input checked="" type="checkbox"/> Drug Abuse (U)
<input type="checkbox"/> Law Enforcement Investigation (M)	<input checked="" type="checkbox"/> Alcohol Abuse (V)

When pending adverse action
for Drugs or Alcohol use flag
accordingly not (A)





FLAGS con't

NON-TRANSFERABLE FLAG

☒ A FLAG IS INITIATED, EFFECTIVE DATE

FOR THE FOLLOWING REASON:

Initiate when the punishment period is one month or longer..

- ☐ Adverse Action (A)
- ☐ Involuntary Separation - field initiated (B)
- ☐ Referred OER, AER, or Relief for Cause NCOER (D)
- ☐ Security Violation or Loss of Security Clearance (E)
- ☐ HQDA - Delay of Promotion or Removal from a Selection List (F)
- ☐ AMEDD Lack of License or Certification (I)
- ☐ Commander's Investigation (L)
- ☐ Law Enforcement Investigation (M)
- ☐ Reserve Components Non-compliance with 10 USC §10206 (N)

- ☐ JAG Lack of License or Certification (O)
- ☐ Deny Auto Promotion to PV2/PFC/SPC (P)
- ☐ Lautenberg Amendment (Q)
- ☐ Administratively Non-deployable for Retention (R)
- ☐ No Family Care Plan (S)
- ☐ Deny Auto Promotion to 1LT/CW2 (T)
- ☐ Drug Abuse (U)
- ☐ Alcohol Abuse (V)
- ☐ HQDA - Involuntary Separation (W)

TRANSFERABLE FLAG

- ☐ ACFT Failure (J)
- ☐ Army Body Composition Program (K)

☒ Punishment Phase (H)
Date Punishment Complete: DATE

Remove the "Adverse Action" Flag the same day unless additional adverse action is pending.
e.g. after second reading of Article 15.



FLAGS con't

SECTION II - INITIATE A FLAG		
a. NON-TRANSFERABLE FLAG		
<input checked="" type="checkbox"/>	A FLAG IS INITIATED, EFFECTIVE	DATE FOR THE FOLLOWING F
<input type="checkbox"/>	Adverse Action (A)	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Involuntary Separation - field initiated (B)	<input type="checkbox"/>
<input type="checkbox"/>	Referred OER, AER, or Referral to a Board (C)	<input type="checkbox"/>
<input type="checkbox"/>	Security Violation or Loss of Security Clearance (E)	<input type="checkbox"/>
<input type="checkbox"/>	HQDA - Delay of Promotion or Removal from a Selection List (F)	<input type="checkbox"/>
<input type="checkbox"/>	AMEDD Lack of License or Certification (I)	<input type="checkbox"/>
<input type="checkbox"/>	Commander's Investigation (L)	<input type="checkbox"/>
<input type="checkbox"/>	Law Enforcement Investigation (M)	<input type="checkbox"/>
<input type="checkbox"/>	Reserve Components Non-compliance with 10 USC §10206 (N)	<input type="checkbox"/>
b. TRANSFERABLE FLAG		
<input type="checkbox"/>	ACFT Failure (J)	<input type="checkbox"/>
<input type="checkbox"/>	Army Body Composition Program (K)	<input type="checkbox"/>

Do not initiate until
Commander conducts (board)
notification procedure per AR
635-200



Bar to Continued Service

The Army desires to retain Soldiers of high moral character, competence, and demonstrated adaptability.

- Soldiers who do not meet this standard will be barred from further service.

Bars may be initiated for a variety of misconduct or general poor performance.

Initiation of administrative separation or bar to reenlistment required for:

- Failure to make satisfactory progress in Army Body Composition Program.
- 2 consecutive APFT failures.
- Removal for cause from NCOES courses.
- Full list in AR 601-280



References

- Counseling (AR 600-20)
- Administrative Reprimands (AR 600-37)
- Bar to Reenlistment (AR 601-280)
- FLAG (AR 600-8-2)
- Administrative Reductions (AR 600-8-19)
- Administrative Separations (AR 635-200)



Military Justice Shop Roles



(Military Justice Paralegals)

- Legal Action Submissions
- Counseling Expectations
- Required Documentation
- Legal Updates
- General Facts of Non-judicial Punishment, and Administrative Actions.

(Chief of Justice, Attorney)

- Legal Advisement
- Conditions on Liberties
- The "Can I, Should I, Do I's ?"
- Search Procedures



Questions??

