

**FARM CREDIT ADMINISTRATION**  
**Equal Employment Data Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002**  
**(No Fear Act), Pub. L 107-174**

| Complaint Activity         | Comparative Data          |      |      |      |      | FY 2018 |
|----------------------------|---------------------------|------|------|------|------|---------|
|                            | Previous Fiscal Year Data |      |      |      |      |         |
|                            | 2013                      | 2014 | 2015 | 2016 | 2017 |         |
| Number of Complaints Filed | 1                         | 2    | 2    | 1    | 2    | 1       |
| Number of Complainants     | 1                         | 2    | 2    | 1    | 2    | 1       |
| Repeat Filers              | 0                         | 0    | 0    | 0    | 0    | 0       |

| Complaints by Basis  | Comparative Data          |      |      |      |      | FY 2018 |
|--|---------------------------|------|------|------|------|---------|
|  | Previous Fiscal Year Data |      |      |      |      |         |
|  | 2013                      | 2014 | 2015 | 2016 | 2017 |         |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> |                           |      |      |      |      |         |
| Race   | 1                         | 1    | 2    | 1    | 1    | 1       |
| Color  | 0                         | 0    | 1    | 0    | 0    | 0       |
| Religion   | 0                         | 0    | 0    | 0    | 0    | 0       |
| Reprisal   | 1                         | 1    | 1    | 0    | 2    | 1       |
| Sex  | 0                         | 1    | 1    | 1    | 0    | 1       |
| National Origin  | 0                         | 0    | 0    | 0    | 0    | 0       |
| Equal Pay Act  | 0                         | 0    | 0    | 0    | 0    | 0       |
| Age  | 0                         | 2    | 1    | 1    | 0    | 1       |
| Disability   | 1                         | 1    | 0    | 0    | 1    | 1       |
| Genetic Information  | 0                         | 0    | 0    | 0    | 0    | 0       |
| Non-EEO  | 0                         | 0    | 0    | 0    | 0    | 0       |

| Complaints by Issue  | Comparative Data          |      |      |      |      | FY 2018 |
|--|---------------------------|------|------|------|------|---------|
|  | Previous Fiscal Year Data |      |      |      |      |         |
|  | 2013                      | 2014 | 2015 | 2016 | 2017 |         |
| <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> |                           |      |      |      |      |         |
| Appointment/Hire   | 0                         | 0    | 0    | 0    | 0    | 1       |
| Assignment of Duties   | 1                         | 1    | 0    | 0    | 0    | 0       |
| Awards   | 1                         | 1    | 0    | 0    | 0    | 0       |
| Conversion to Full-time  | 0                         | 0    | 0    | 0    | 0    | 0       |
| <b>Disciplinary Action</b>   |                           |      |      |      |      |         |
| Demotion   | 0                         | 0    | 0    | 0    | 0    | 0       |
| Reprimand  | 0                         | 1    | 0    | 0    | 0    | 0       |
| Removal  | 0                         | 0    | 0    | 0    | 0    | 0       |
| Suspension   | 0                         | 1    | 0    | 0    | 0    | 0       |
| Other  | 0                         | 0    | 0    | 0    | 0    | 0       |
| Duty Hours   | 0                         | 0    | 0    | 0    | 0    | 0       |
| Evaluation Appraisal   | 1                         | 1    | 0    | 0    | 0    | 0       |
| Examination/Test   | 0                         | 0    | 0    | 0    | 0    | 0       |
| <b>Harassment</b>  |                           |      |      |      |      |         |
| Non-Sexual   | 1                         | 1    | 1    | 0    | 1    | 0       |
| Sexual   | 0                         | 0    | 0    | 0    | 0    | 0       |
| Medical Examination  | 0                         | 0    | 0    | 0    | 0    | 0       |
| Pay (Including Overtime)   | 0                         | 0    | 0    | 0    | 0    | 0       |
| Promotion/Non-Selection  | 1                         | 1    | 1    | 1    | 0    | 0       |
| <b>Reassignment</b>  |                           |      |      |      |      |         |
| Denied   | 0                         | 0    | 0    | 0    | 0    | 0       |
| Directed   | 0                         | 0    | 0    | 0    | 0    | 0       |
| Reasonable Accommodation   | 1                         | 1    | 0    | 0    | 1    | 0       |
| Reinstatement  | 0                         | 0    | 0    | 0    | 0    | 0       |
| Retirement   | 0                         | 0    | 0    | 0    | 0    | 0       |
| Termination  | 0                         | 0    | 0    | 0    | 1    | 0       |
| Terms/Conditions of Employment   | 0                         | 1    | 0    | 0    | 0    | 0       |
| Time and Attendance  | 0                         | 0    | 0    | 0    | 0    | 0       |
| Training   | 0                         | 0    | 0    | 0    | 0    | 0       |
| Other  | 1                         | 2    | 1    | 0    | 1    | 0       |

**FARM CREDIT ADMINISTRATION**  
**Equal Employment Data Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002**  
**(No Fear Act), Pub. L 107-174**

| Processing Time  | Comparative Data          |      |      |      |        | FY 2018 |
|--|---------------------------|------|------|------|--------|---------|
|  | Previous Fiscal Year Data |      |      |      |        |         |
|  | 2013                      | 2014 | 2015 | 2016 | 2017   |         |
| Total Number of Complaints pending during fiscal year                |                           |      |      |      |        |         |
| Average number of days in investigation stage                        | 94                        | 108  | 76   | 94   | 111.43 | 138.8   |
| Average number of days in final action stage                         | 0                         | 0    | 0    | 0    | 0      | 0       |
| Complaint pending during fiscal year where hearing was requested     |                           |      |      |      |        |         |
| Average number of days in investigation stage                        | 0                         | 0    | 0    | 76   | 141    | 144     |
| Average number of days in final action stage                         | 0                         | 0    | 0    | 0    | 0      | 0       |
| Complaint pending during fiscal year where hearing was not requested |                           |      |      |      |        |         |
| Average number of days in investigation stage                        | 0                         | 0    | 0    | 0    | 0      | 121     |
| Average number of days in final action stage                         | 0                         | 0    | 0    | 0    | 0      | 0       |

| Complaints Dismissed by Agency              | Comparative Data          |      |      |      |      | FY 2018 |
|---|---------------------------|------|------|------|------|---------|
|   | Previous Fiscal Year Data |      |      |      |      |         |
|   | 2013                      | 2014 | 2015 | 2016 | 2017 |         |
| Total Complaints Dismissed by Agency        | 0                         | 1    | 1    | 0    | 0    | 0       |
| Average days pending prior to dismissal     | 0                         | 57   | 62   | 0    | 0    | 0       |
| <b>Complaints Withdrawn by Complainants</b> |                           |      |      |      |      |         |
| Total Complaints Withdrawn by Complainants  | 0                         | 0    | 0    | 0    | 0    | 0       |

| Total Final Actions Finding Discrimination | Comparative Data          |   |      |   |      |   |      |   |      |   |         |
|--|---------------------------|---|------|---|------|---|------|---|------|---|---------|
|  | Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   |         |
|  | 2013                      |   | 2014 |   | 2015 |   | 2016 |   | 2017 |   | FY 2018 |
|  | #                         | % | #    | % | #    | % | #    | % | #    | % |         |
| Total Number Findings                      | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| Without Hearing                            | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| With Hearing                               | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |

FARM CREDIT ADMINISTRATION  
 Equal Employment Data Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002  
 (No Fear Act), Pub. L 107-174

| Findings of Discrimination Rendered by Basis  | Comparative Data          |   |      |   |      |   |      |   |      |   |         |
|---|---------------------------|---|------|---|------|---|------|---|------|---|---------|
|   | Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   |         |
|   |                           |   |      |   |      |   |      |   |      |   |         |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> |                           |   |      |   |      |   |      |   |      |   | FY 2018 |
|   | 2013                      |   | 2014 |   | 2015 |   | 2016 |   | 2017 |   |         |
|   | #                         | % | #    | % | #    | % | #    | % | #    | % |         |
| <b>Total Number Findings</b>  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Race  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Color   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Religion  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Reprisal  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Sex   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| National Origin   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Equal Pay Act   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Age   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Disability  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Genetic Information   |                           |   |      |   | 0    |   | 0    |   | 0    |   |         |
| Non-EEO   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| <b>Findings After Hearing</b>   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Race  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Color   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Religion  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Reprisal  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Sex   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| National Origin   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Equal Pay Act   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Age   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Disability  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Genetic Information   |                           |   |      |   | 0    |   | 0    |   | 0    |   |         |
| Non-EEO   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| <b>Findings Without</b>   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Race  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Color   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Religion  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Reprisal  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Sex   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| National Origin   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Equal Pay Act   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Age   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Disability  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |
| Genetic Information   |                           |   |      |   | 0    |   | 0    |   | 0    |   |         |
| Non-EEO   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |         |

**FARM CREDIT ADMINISTRATION**  
**Equal Employment Data Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002**  
**(No Fear Act), Pub. L 107-174**

| Findings of Discrimination Rendered by Issue | Comparative Data          |   |      |   |      |   |      |   |      |   |
|--|---------------------------|---|------|---|------|---|------|---|------|---|
|  | Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   |
|  | 2013                      |   | 2014 |   | 2015 |   | 2016 |   | 2017 |   |
|  | #                         | % | #    | % | #    | % | #    | % | #    | % |
| <b>Total Number Findings</b>                 | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Appointment/Hire                             | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Assignment of Duties                         | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Awards                                       | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Conversion to Full-time                      | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Disciplinary Action                          | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Demotion                                     | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Reprimand                                    | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Suspension                                   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Removal                                      | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Other  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Duty Hours                                   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Evaluation Appraisal                         | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Examination/Test                             | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Harassment                                   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Non-Sexual                                   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Sexual                                       | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Medical Examination                          | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Pay (Including Overtime)                     | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Promotion/Non-Selection                      | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Reassignment                                 | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Denied                                       | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Directed                                     | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Reasonable Accommodation                     | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Reinstatement                                | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Retirement                                   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Termination                                  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Terms/Conditions of                          | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Time and Attendance                          | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Training                                     | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Other  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| <b>Findings After Hearing</b>                | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Appointment/Hire                             | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Assignment of Duties                         | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Awards                                       | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Conversion to Full-time                      | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Disciplinary Action                          | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Demotion                                     | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Reprimand                                    | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Suspension                                   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Removal                                      | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Other  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Evaluation Appraisal                         | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Examination/Test                             | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Harassment                                   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Non-Sexual                                   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Sexual                                       | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Medical Examination                          | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Pay (Including Overtime)                     | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Promotion/Non-Selection                      | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Reassignment                                 | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Denied                                       | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Directed                                     | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Reasonable Accommodation                     | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Reinstatement                                | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Retirement                                   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Termination                                  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Terms/Conditions of Employment               | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Time and Attendance                          | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Training                                     | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Other  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| <b>Findings Without</b>                      | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Appointment/Hire                             | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Assignment of Duties                         | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Awards                                       | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Conversion to Full-time                      | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Disciplinary Action                          | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Demotion                                     | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Reprimand                                    | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Suspension                                   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Removal                                      | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Other  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Duty Hours                                   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Evaluation Appraisal                         | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Examination/Test                             | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Harassment                                   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Non-Sexual                                   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |
| Sexual                                       | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   |

**FARM CREDIT ADMINISTRATION**  
**Equal Employment Data Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002**  
**(No Fear Act), Pub. L 107-174**

| Findings of Discrimination Rendered by Issue | Comparative Data          |   |      |   |      |   |      |   |      |   | FY 2018 |
|--|---------------------------|---|------|---|------|---|------|---|------|---|---------|
|  | Previous Fiscal Year Data |   |      |   |      |   |      |   |      |   |         |
|  | 2013                      |   | 2014 |   | 2015 |   | 2016 |   | 2017 |   |         |
|  | #                         | % | #    | % | #    | % | #    | % | #    | % |         |
| <b>Total Number Findings</b>                 | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| Medical Examination                          | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| Pay (Including Overtime)                     | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| Promotion/Non-Selection                      | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| Reassignment                                 | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| Denied                                       | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| Directed                                     | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| Reasonable Accommodation                     | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| Reinstatement                                | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| Retirement                                   | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| Termination                                  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| Terms/Conditions of Employment               | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| Time and Attendance                          | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| Training                                     | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |
| Other  | 0                         |   | 0    |   | 0    |   | 0    |   | 0    |   | 0       |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data          |      |      |      |      | FY 2018 |
|---|---------------------------|------|------|------|------|---------|
|   | Previous Fiscal Year Data |      |      |      |      |         |
|   | 2013                      | 2014 | 2015 | 2016 | 2017 |         |
| Total complaints from previous Fiscal Years                 | 0                         | 1    | 1    | 1    | 1    | 3       |
| Total Complainants  | 0                         | 1    | 1    | 1    | 1    | 2       |
| <b>Number complaints pending</b>                            |                           |      |      |      |      |         |
| Investigation   | 0                         | 0    | 0    | 0    | 0    | 0       |
| Hearing   | 0                         | 0    | 0    | 0    | 1    | 3       |
| Final Action  | 0                         | 0    | 0    | 0    | 0    | 0       |
| Appeal with EEOC Office of Federal Operations               | 0                         | 0    | 0    | 0    | 0    | 0       |

| Complaint Investigations                        | Comparative Data          |      |      |      |      | FY 2018 |
|---|---------------------------|------|------|------|------|---------|
|   | Previous Fiscal Year Data |      |      |      |      |         |
|   | 2013                      | 2014 | 2015 | 2016 | 2017 |         |
| Pending Complaints Where Investigations Exceeds | 0                         | 0    | 0    | 0    | 0    | 0       |