



The Mustang Lariat

June 2024
Volume 01

Silver Eagle: CAPT Matthew Arnold

Senior Warrant Officer, Navy (SWON) CW05 Sigfrido "CP" Cruzpena

Head OCM's Corner:

Greetings, Mustangs! This edition of the Lariat includes some content beyond the regular lineup. If you have information or a story to share, route it through your competitive category leader and you could see your work published in the Lariat.

The state of our community remains strong with LDO inventory/OPA at 3335/3460 for 96%, and CWO inventory/OPA at 2080/2205 for 94%.

In-Service Procurement Board. *All documents supporting the LDO/CWO ISPB application process are updated and on MyNavyHR. Our new program instruction, OPNAVINST 1420.2 is now a stand-alone instruction, and will be reviewed annually for required updates. LDO/CWO ISPB NAVADMIN 105/24 is released, and among the changes please note that appraisers will leave blank the FIT WITH COMMUNITY QUALIFICATIONS blocks on CNRC's updated Interviewer's Appraisal Sheet (NAVCRUIT 1131/5 Rev. 04-2024). That section doesn't apply to our applicants. Look for a stand-alone LDO/CWO appraisal sheet in the first revision of OPNAVINST 1420.2 next year. Our FY-26 LDO/CWO/WO1 Eligibility Checklist is also updated, as it is now applicable to active duty and TAR personnel only. There are many updated references and documents this year, so please ensure you are reading the latest version and submitting the current forms.*

Board of Directors. *We had great representation at the BOD in April at NETC headquarters where we briefed RADM Czerewko on the complexities, challenges, and forward progress of our community comprised of 40+ active designators. In-designator leaders, board president and sponsor, as well as schoolhouse director discussed our current processes, and we are in alignment on all aspects of the LDO/CWO program. We are interested in hearing your voice, and welcome ideas from the deck plate. Please identify your designator and CC leaders, develop those professional relationships, and use your voice to influence the forward momentum of our community.*

Frequently asked questions. I'm PCSing in July. Should my package be submitted to/endorsed by my current or next CO? *Current CO is usually the best answer. Since CO's are no longer ranking candidates, there is no need to delay the process. While operational commitments will drive some applicants to apply through their gaining command, make every effort to coordinate and communicate early. Plan ahead as much as possible.*

Head OCM's Corner Cont:

Why is there a limit of 180 days TIS waiver for applicants? The choice of 180 days for TIS waivers not only sets a baseline to work with, but also provides the most utility for the Navy and the officer regarding attainable years of service. Most of the time the question comes from a CO or mentor who is simply trying to take care of a great Sailor. Typically, this is a Chief with 20 years and 181+ days, or a First Class with 14 years and 181+ days. As a Navy, we value the ability of our leaders to adjust policy when it mutually benefits the Navy and the Sailor. As Mustangs we also have to consider the tough questions such as, "what was this Sailor doing when they were actually eligible to apply?" Please continue to support your commanding officers by having the tough conversations to ensure we are sending quality applicants to the board.

Recruiting efforts. There is some phenomenal work going on throughout the fleet to recruit our reliefs. One of many examples is the Hampton Roads Admin LDO/CWO group, who is taking the "each one, teach one" method to the next level. Recruiting briefs and record reviews have a direct correlation to the number of quality applications received.

We have had some great contributions through our recruiting poster campaign, and we're always looking for new ideas. If you have something to contribute, please reach out. Thanks to all those who took the time to share their poster, and for those who submitted and are still in the queue, we haven't forgotten you! We want to ensure our products represent the vastness of our LDO/CWO community.

In closing, I want to acknowledge the great team that you and I have working for our community in CW05 John Cowan, LCDR Ryan Peter, and Mr. Parker Dinwiddie here in the OCM shop. Beyond the products you see every year for LDO/CWO accession and promotion plans, there is an array of work that happens every day behind the scenes to ensure all the governing components of our community are in order.

LDOs and Warrants are propelling our Navy forward!

Very Respectfully,

CAPT Pat Sutton



Board of Directors Captain representatives

CWO OCM Corner:

After 14 long years, the OPNAV 1420.2 instruction was finally published. Our office is extremely relieved and excited for this release. There are some institutional changes we all must embrace as supporting the instruction is our paramount charge. If anything is missing or omitted, then we can make corrections in the next update. We understand that multiple changes may be difficult to implement if you are deployed or completing operational tasks. However, we are confident that MS TEAMS can be utilized to assist in upholding this process.

In April, the LDO/CWO Board of Directors (BOD) was held in Pensacola with our Flag Sponsor. It was a distinct collection of competitive category representatives, designator leaders, and speakers from representative support functions to our Mustang Community. We had invaluable discussion and enjoyed receiving updates from each designator. While some of you are quite busy, others are currently in a maintain status. I would like to reiterate that everyone is represented at the BOD. If you have problems or issues within your designator and cannot find a localized solution, contact your BOD. Collectively, the category BOD can investigate and find a solution. The OCM office also participates in category BOD meetings and provides guidance at all levels. Your senior LDO or CWO in each designator is your BOD representative; please reach out to this member for guidance and information. Following our discussion at the annual meeting, the BOD will be completing a billet review for each designator. We are hoping these reviews will ensure the correct paygrade and officer type is assigned to each billet. If you are asked to participate, please provide the best information possible so that we can maintain sufficient manpower for the future.

Another significant part of the BOD meeting was an emphasis on recruiting. We have seen three steady years of approximately 1500 applications for the ISPB. It will be difficult to sustain our program on those types of numbers in the long run; we need more depth in our selection pool to have a greater quality cut for each designator. In general, we would like to see mid-20% to mid-30% as our overall selection percentage. We need to increase our applicant pool to reach that goal. Each of us should be asking ourselves these questions:

- 1. Do you have a proactive approach to accession recruiting?**
- 2. Have you taken an active part in developing a strategy for your designator?**
- 3. Do you believe that your image alone is enough to “identify your relief?”**

Recruiting season can be busy as it also coincides with the release of promotion results. Despite the season, I hope everyone has a terrific summer. Find a little time to spend with your families and loved ones. Remember we all have to stay physically and mentally ready to contribute when the opportunity arises. Looking forward to seeing everyone during the roadshow, and the OCM office is always ready to assist if you need anything.



CWO5 Cowan with some AVP WO1s.

Very respectfully,

CWO5 John Cowan

ADMIN TOOL BOX



2024 Board of Directors Conference held in Pensacola, FL

Selection ALNAVs

ALNAV 030/24 LT SELECTIONS
ALNAV 032/24 CAPT SELECTIONS
ALNAV 042/24, CAPT STAFF SELECTIONS
ALNAV 049/24 CDR SELECTIONS

CONGRATULATIONS to all the selectees!

SNAPSHOT

Now is a good time to request your updated snapshot. Keep in mind, the low, mid, and high zone blocks are based off your flowpoint from when you were commissioned. When you actually go into zone will be based on vacancies and determined from year to year and announced in the zone message.

To request your snapshot, please send an email to the OCM functional email: ldocwoocm.fct@navy.mil.

Enlisted to officer conversions for active duty LDOs and CWOs are processed by TSC Great Lakes. Great Lakes begins working with the prospective officer's CPPA four to six weeks prior to the commissioning date. The Great Lakes team will provide guidance, process the DD-214, open an officer pay record, start initial officer pay and entitlements, and electronically forward the signed Oath to PERS-8 to be included in the OMPF. TSC Great Lakes encourages prospective officers to sign and provide all commissioning documentation prior to the actual commissioning date to ensure officer pay is received at the end of the first pay period following commissioning (the Oath of Office should be signed using the actual commissioning date).

TSC Great Lakes now will forward Oaths for future LDOs/CWOs onboard carriers and certain SPECWAR units, but these units process their own commissioning.

*All prospective LDOs/CWOs (including those on carriers and SPECWAR units) MUST contact TSC Great Lakes 60 days prior to the commissioning date at: M-GRLK-TSCEOPP@navy.mil. Provide your name, your commissioning date, the name of your command, your contact information, the name of your CPPA, and your CPPA's contact information.

Words from the Silver Eagle!

It has been a very busy few months since the last issue of the Lariat was released. In April, the Officer Community Managers and the senior LDOs and CWOs from each of our Competitive Categories gathered onboard NAS Pensacola to meet with our Community Sponsor, RADM Czerewko, who is currently serving as the Commander of Naval Education and Training Command, to conduct the Board of Directors meeting. We were able to discuss many of the challenges facing our communities with RADM Czerewko and he offered his whole-hearted support in championing our efforts to address these issues. Action items coming out of this meeting included a recommendation to conduct a complete billet scrub of all billets to ensure the work being performed by our LDOs and CWOs is properly aligned. The meeting was a success and we now have work to do to bring some of the efforts to fruition. Thank you to RADM Czerewko and his staff for hosting us for this event.

The result of several of FY-25 control-grade promotion boards have been released in the last few weeks. Congratulations to those who were selected to be advanced to Captain and Commander. Please remember that you were selected based upon your past performance as an indicator of your future service within our ranks. Soon the next chapter of your service will begin and it will bring with it new challenges. For those not so fortunate to have been selected, continue to press forward. Review your record, identify weaknesses and take the actions necessary to address those issues in order to increase your chances of being selected next year. For those of you who were not considered for promotion this year, it is never too early to review your record in preparation for future boards.

The FY-26 In-Service Procurement season has begun in earnest. The FY-26 board message has been released. Please ensure that you are conducting the process at your command in accordance with the newly signed Active Duty Limited Duty Officer, Chief Warrant Officer and Warrant Officer Programs instruction (OPNAVINST 1420.2). Please read the new instruction in its entirety as it contains several important changes. Of special note, the paygrade requirements to participate as a member of an interview panel have changed. You must now be a LCDR or CWO3 to serve as a member of the panel. As a member of the interview panel you play an integral role in the process. You must conduct the panels with integrity and make your recommendations based upon the individual applicant's readiness to perform the duties of a LDO or CWO on day one. Your efforts serve to ensure the quality of our officers going forward. Please continue to engage with and mentor our applicants to ensure they are properly prepared and to actively support the program and its associated processes.

Our detailers are experiencing challenges with assigning LDOs and CWOs to appropriate billets that support their upward mobility. Please remember that during your selection process you stated that you understood the requirement to be world-wide assignable in order to support our mission. It is our responsibility to maintain our personal readiness, including our medical readiness. Shore assignments afford us the opportunity to address medical issues so that when the time comes for us to return to sea duty we are prepared. There have been several recent incidents of officers waiting until they are under orders to sea duty billets to address longstanding medical issues, some of which resulted in the officer being assigned to Limited Duty during the Sea Duty Screening process. These actions cause perturbations within the detailing process and require other officers to shoulder additional burdens to meet the mission. Please do what you can to avoid these issues if at all possible.

Words from the Silver Eagle!(cont)

Please continue to look for ways to better our community and our Navy. Leverage the tenants of the Get Real, Get Better initiative to make improvements that significantly increase our warfighting capability and capacity within your community and throughout the Navy writ large. Thank you for all you do. Our community is strong and getting stronger but there is much work that remains to be done. Sail and Fly Safe.

*Very Respectfully,
CAPT Matt Arnold*



SWON and Silver Eagle

Words from the SWON!

Fellow Mustangs,

First, I would like to congratulate my predecessor, CWO5 Brian Baker, on his retirement after 33 years of dedicated service to our Navy. Brian's leadership and unwavering passion for our community were instrumental in advancing several BOD initiatives during his tenure as the SWON. Brian served our Navy and the Mustang community with distinction and integrity. Shipmate, fair winds, and following seas!

As the rest of us continue to carry out the mission we must ensure that we are fully prepared for the task ahead. We all should set some time aside to reflect on the importance of our commitment to our Country, the Navy, and the Mustang community. A self-calibration session from time to time is extremely beneficial and ensures that we stay on a charted course.

Oftentimes I am asked to share the recipe for our "secret sauce" (success). While there are many different versions of this recipe, I believe that our main ingredient is the "GAS" (care) factor. For example, LDOs and CWOs don't dabble at our duties and responsibilities, we master our traits and stay proficient as the experts we are expected to be. We do not attempt to fake our way through life, for sooner or later the truth would come to light and the reputation of our entire community would be tarnished. We remain committed to continuously improving ourselves and employing our expertise to effectively accomplish our mission.

In preparation for yet another exciting candidate appraisal board season, I cannot over-emphasize the importance of providing sound mentorship and truthful feedback during the interview process. We all share the responsibility to find our best reliefs and groom those who may need some additional time to get there.

With that said, let's continue moving forward and carry on the legacy of our community. I look forward to working with all of you as we continue to innovate our community and meet the challenges ahead. Please do not hesitate to contact me if you need my assistance.

Best regards,

CWO5 Sigfrido (CP) Cruzpena

NUC/SUB 62XX/72XX CC Note:

Congratulations to CAPT Ken Holland on his selection as Major Commander and assignment as Commanding Officer of Submarine Tender EMORY S. LAND AS 39. I would also like to thank him for his professionalism and initiatives during his tour as our Nuclear/Sub Senior Detailer and his initiatives and efforts as the previous Competitive Category (CC) Lead. In May of 2024, I relieved Ken as the CC Lead, and this is an honor that I would never have envisioned as a junior LDO. As the CC lead, I will work with each designator's senior LDO and CWO and bring up questions and concerns to the OCM shop with active communications. Below are a few items I would like to convey to our Nuclear/Submarine LDO/CWO community for continued success across the CC:

Build Our Bench with Talent: *We are in peak recruitment season for the FY26 ISPB, so we must actively seek relief for our designators by fully observing the sailors we lead. Under your leadership, the high-caliber sailors will naturally follow in our footsteps and want to apply to be an LDO or CWO. Be aware of the new policy and guidance for this year's ISPB. Please focus on the new OPNAV and NAVADMIN for specific guidance and ask questions from our senior leadership and OCM shop. Be sure to get boards completed before the last minute. It seems logical, but we have personnel who magically want to apply yearly, which suits our numbers. However, we should have already had these personnel targeted for our program and boarded early.*

Preparing For the Next Board Season Necessitates Proactive Officer Record Management: *By the time this issue of the lariat is published, every FY-25 LDO Statutory Board will be complete, and the CWO3/4/5 Board will be underway. It is crucial to recognize that active officer record management is not solely the responsibility of senior leaders in your designator; this is your responsibility. I strongly encourage you to update your records for next year before the Zone Message is released. Look closely for "Air Gaps" in FITREPs and lack of continuity due to missing FITREPs. The New evaluation system has presented challenges in getting FITREPs into your service records. Our senior officers are an invaluable resource for mentorship when drafting FITREPs. Ensure your awards and continuing education are well documented. We are willing to provide input when asked. If you are in a 1 of 1 situation within a URL wardroom, do not hesitate to seek assistance with FITREP reviews and request communication with your Reporting Senior as required. Remember, you always have an advocate and a sounding board.*

6200 CC Designator Health: *Overall, our Nuclear/SUB LDO and CWO community's health is strong. Some of our smaller designators' ladders have gaps in year groups to maintain a healthy ladder, which occurs cyclically. Senior 6230 leadership recently completed a review of all community billets. This effort consisted of a review of each billet's duties and responsibilities. Do the billets have the appropriate officer grade/rank assigned, and where do they align within our progression ladder? Thanks to all who contributed to this effort, as this review allows them to remain competitive for promotion. Having a clear ladder and billet structure also helps the 6230s to be more overt in our recruiting efforts and subsequent technical progression. With the 6230 efforts in mind, we all should focus more on our junior officers and help them be the most competitive at each phase of their career progression. Year group gaps can occur when officers do not fully communicate their career intentions with the detailers. In closing, I want to foot-stomp to voice your intentions. If you do not want your record reviewed at your following promotions statutory board, I would ask that you communicate this with the detailers early and submit your "Do not pick me" letters (Regardless of IZ or BZ) before the 10-day correspondence timeline to the board.*

NUC/SUB 62XX/72XX CC Note (cont):

Navy Officer Billet Classification (NOBC) and Additional Qualification Designator (AQD) Codes: NOBCs are valuable additions to your official record but are not automatically included like a PQS qualification awarding an AQD an NOBC awards a "Special Qualification" in your official record. It's important to note that several sections in the "Special Qualification" Block are often left blank unless you take the initiative to submit NOBCs to NPC for inclusion. For instance, if you serve as a Material Officer, EMO, or Combat Systems Officer on a Major Command Staff (ISIC, GRU, TYCOM, DIRSSP, Naval Reactors, Fleet Commander, and OPNAV), you can earn credit for these roles by requesting the corresponding NOBCs. Listed below are common NOBCs that we do as LDOs and CWOs:

- a. **Emergency Planner:** Many CC Designators have collateral duties manning an ECC or ICP during shore-based drills.
- b. **PROJECT MANAGEMENT:** Many within the NR and SSP billets manage high-level technical projects as their daily duties.
- c. **OPERATIONAL TEST and EVALUATION OFFICER:** It is safe to say that every LDO/CWO will have managed a test and evaluation program in their officer career progression up to the control grade billets.

If the above duties align with your current or past billets, you should request the appropriate NOBC. You should ensure the briefer has a reason to sell you to the board so that you can continue service at the next higher rank. Why not take credit and give you that A++ record in the tank and a reason to merit reorder on the next promotion or special program selection board?

Nuclear/Submarine LDO/CWO Designator Health: Our CC health is strong overall. Some of our smaller designators' ladders have gaps in year groups to maintain a healthy ladder, which occurs cyclically. Senior 6230 leadership recently completed a review of all community billets. This effort consisted of a review of each billet's duties and responsibilities. Are the billets assigned the appropriate officer grade/rank, and where do they align within the progression ladder? Thanks to all who contributed to this effort, as this review allows our 6230 LDOs to remain competitive for promotion. Having a clear ladder and billet structure also helps to be more overt in recruiting efforts and subsequent technical progression. These efforts are in progress with other designators in our CC. As a CC, we should focus more on our junior officers and help them be the most competitive during each phase of their career progression. Year group gaps can occur when officers do not fully communicate their career intentions with the detailers. In closing, I want to foot-stomp to voice your intentions. If you do not want your record reviewed at your following promotions statutory board, I would ask that you communicate this with the detailers early and submit your "Do not pick me" letters (Regardless of IZ or BZ) before the 10-day correspondence timeline to the board.

Each of you is doing hard, meaningful jobs that have a significant global impact. I can assure you that our Submarine Force leadership recognizes and values our LDO/CWO community. Keep up the great work!

Very Respectfully,
CAPT Mark Nowalk

Staff 7521 Note:

The overall health of the 7521 community is excellent. Designator health is green across the board for CWO2, CWO3, CWO4 and CWO5. FY-26 (7521) new accessions will attend Mustang University and Navy Supply Corps School in Newport, RI. Attending both locations is a win-win for the community. The addition of Mustang University will further assist with transition from the CPO Mess, leadership and overall warrior toughness. Furthermore, the (7521) BOD is in the process of reviewing billet alignment to ensure the right paygrades are in the right jobs.

Starting in FY25 (7521s) will no longer compete with the General line community. The 7521 community will be one of one, in the Staff category. The 7531, CEC CWOs are currently part of the Staff Corps competitive group. (7531) is in a multi-year plan to sundown the designator, there are 2 officers remaining, anticipate the last two CWOs will retire in FY28.

What does the above-mentioned mean to the Food Service Officer community? CWO5, Lieutenant Commander, Commander and Captain are "control grades" -- the number that the Navy can have in each of these grades is set by law and cannot be exceeded. As such, promotions into these grades are driven solely by requirements (MyNavyHR). As of today, we have three CWO5 billets, in the past the number of W-5s exceeded the number of billets. With the (7521) becoming its own competitive category, having more inventory than billets will no longer be authorized for CWO5s. The community will promote to the billets and will not exceed the allotted number. CWO3 promotion will remain all fully qualified. CWO4 promotion will remain aligned with the annual promotion plan.

Each FSO has an obligation to do his or her part in identifying their relief. Take an active approach to reaching perspective accessions. As a team we need to identify and recruit the best of the best in the Culinary Specialist community. Continue to have socials and gatherings in your AOR to recruit potential candidates. I had an opportunity to attend the Culinary Specialist training fair held at FLC Norfolk in February. The Navy Food Management Team Norfolk did an excellent job hosting the event. It was gratifying to see Culinary Specialists of all ranks intermingling with FSOs and gaining first-hand knowledge on the ins and outs of the CWO program.

*Very Respectfully,
CWO5 Harrison Wright, III*

Staff 6530 Note:

Within the 6530 community, we are going back to the basics: community values, billet review, recruiting.

- *Community Values: We are revisiting who we have been, who we are, and who we need to be in order to keep our community moving forward. We can't rest on our community's laurels and assume that our community will be healthy going forward. We owe it to our 6530 predecessors to not only maintain, but to help our community improve and evolve. By properly identifying our values, we can then inform our billets, promotions, recruiting, and the future health of our community.*
- *Billet Review: As we work through our values, we also need to ensure that our billet structure is in line with our values. Our expeditionary community needs us in the right billets that maximizes our up-from-the-ranks experience. If we deviate from our LDO billets, we will send a mixed message that we are interchangeable, which we are not. By leveraging our skill set in the right billets, we will continue to make a lasting impact for our Navy - within the expeditionary community.*

Recruiting: Lastly, by knowing who we are (values) and the type of work (the right billets) that we are suited for, we can then move forward and recruit, mentor, and develop the next generation of 6530 LDOs to keep our community thriving well into the future. As we recruit, we also have to change our strategy and tactics; we can't just wait for applicants to find us; we need to understand what motivates the new generation of prospective LDOs. Faced with a talent/recruitment competition against other stakeholders, we must improve the method in which we sell the value of joining our community.

*Very Respectfully,
CAPT Javi Lopez-Martinez*

Schoolhouse News!



Greetings from the Mustang Academy team in Newport, RI! We would like to begin this Lariat with congratulating CWO4 Herman Fuentez on his selection as FY-23 NSTC & OTCN Officer Instructor of the Year! We would also like to welcome aboard our newest Instructors, LT Jared Chieco (6490) and LT Andrew Mixon (6200). Jared wasted no time immersing himself into the schoolhouse this March and is already providing stellar leadership influence. Andrew is the latest edition to our team as of May and is working himself into the folds of the academy. We are excited to have new designators that add to the representation of our communities!

Giving Back to the LDO/CWO Community

Mustang Academy would like to thank all sponsors and drop-in visitors for providing mentorship and leadership this fiscal year to all of our new accessions. It is always an honor to have you all welcome our new Mustangs into the Wardroom! A big shout out to: CAPT Z. Butts, CAPT O. Martinez, CAPT D. Crumpacker, CAPT Thornton, CDR R. Horne, CWO5 J. Fernandez, CWO5 R. McGinnis, CWO5 K. Carini, CWO5 Watkins, and CWO5 J. Theodorou. If you are interested in sponsoring a class or stopping by, please contact our Deputy Director for scheduling.

Outstanding Mustang Students

Bravo Zulu to the following Mustangs that consistently set the example for their peers: ENS Kristina Jolly (Class 24010), ENS Jacob Engle (24020), CWO2 Michael Johnson (24030), CWO2 Kurt Lindsay (24040), CWO2 Kevin Barchi (24050), and CWO2 Samantha Allen (24060) on their achievement as the Outstanding Mustang Student.



A new exhibit was recently donated to the Mustang Museum; Machinist Shoulder Boards. Along the top row, Machinist Shoulder Marks and Collar Devices from 1908-1922, showing the star that moved to the center of the corps insignia displaying the designation of a Line Officer. On the bottom row, Machinist Shoulder Marks which are gray in color. This brief uniform shift dating to May 1943 only lasted a short while. It was not only unpopular, it also could not compete with the large inventory of khaki uniforms in stock at the time.

Future Students

The OTCN website is the definitive source of information:
<https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/OTCN/LDO/>

Please review all information including our Director's Letter. We're consistently updating the website as conditions change. Feel free to network with other selectees on the FY24 & FY25 LDO/CWO Selectees Facebook Group.

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The Mustang Lariat

Sursame Ab Ordine





Hampton Roads 2024 Admin LDO/CWO Applicant Symposium

U.S.C. Title 10 Section 623:

The Secretary concerned shall determine the number of officers in the promotion zone for officers serving in any grade and competitive category from among officers who are eligible for promotion in that grade and competitive category.

CAPT Pat Sutton
Head LDO and CWO Community Manager

CWO5 John Cowan
CWO Community Manager

LCDR Ryan Peter
Asst LDO and CWO Community Manager

Mr. Parker Dinwiddie
Asst LDO and CWO Community Manager

Our Group Email address: ldocwoocm.fct@navy.mil

Community News and Forums: Stay Connected!

MyNavy HR Website:

<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO/>



Facebook: <https://www.facebook.com/groups/10150114349755436>

