



# noaa week

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## Regional Fishery Council Members Conference Set

A national conference to brief members of Regional Fishery Management Councils on the management of the 200-mile fishery conservation zone will be held by NOAA on September 13-17 in Arlington, Va.

Councils, established by the Fisheries Conservation and Management Act of 1976, are the basic tool for management of America's fisheries within the 200-mile zone, also established by the Act. The names of council members will be announced by Secretary of Commerce Elliot L. Richardson, on or before August 11.

Speakers at the Conference will include Dr. Robert M. White, NOAA Administrator; Robert W. Schoning, Director of the National Marine Fisheries Service; and David H. Wallace, Associate Administrator for Marine Resources. Speakers from other concerned Federal agen-

(Continued on page 3)

## A.O.O. Honors National Sea Grant Program

The American Oceanic Organization will hold a reception on August 5 in honor of the tenth anniversary of the National Sea Grant Program and the people who conceived and sponsored it: Dr. Sanford Atwood, Dr. John A. Knauss, Sen. Claiborne Pell, Cong. Paul G. Rogers, and Dr. Athelstan Spilhaus, who is now Special Assistant to Dr. Robert M. White, NOAA Administrator.

Special honored guests will include Dr. Robert B. Abel, Director of the Office of Sea Grant; NOAA's Associate Administrator, Dr. John W. Townsend, Jr., who will represent Dr. White; and Cong. Charles A. Mosher, who will be the Master of Ceremonies.

The first 200 attending the reception will receive a manganese nodule, dredged from the Pacific Ocean floor, 12,300 feet below

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## Sea Grants Awarded to M. I. T., U's of Wis., Mich., and S. C.

Sea Grants totaling more than three million dollars were announced this week:

-Research on serious problems of water quality and chemical contamination resulting from man's use of the Great Lakes will be continued by University of Wisconsin scientists under its \$1,225,000 Sea Grant.

The grant will be augmented by matching funds from the State and industry and will bring the University's total Sea Grant budget to over \$1,900,000.

Much of the past work done by Wisconsin's Microcontaminant and Water Quality Program has concentrated on PCBs—polychlorinated biphenyls—a group of complex and highly persistent chemicals valuable as insulators in electronics components—particularly their effects on salmon reproduction, their uptake and concentration in trout, and an assessment of the health hazards they may pose to

(Continued on page 4)

## Ms. Woods Named To ERL Federal Women's Position

Marian Woods, an Equal Employment Opportunity specialist, has been appointed Federal Women's Program

Coordinator for the Environmental Research Laboratories in Boulder, Colo. A major part of her duties will be to implement the buildup of a strong Federal women's program and other affirmative equal employment opportunity special emphasis programs among ERL

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Ms. Woods



THE NEW MEMBERS OF NACOA (THE NATIONAL ADVISORY COMMITTEE ON OCEANS AND ATMOSPHERE) WERE SWORN IN ON JULY 19 by the new Under Secretary of Commerce, Edward O. Vetter (right above), with assistance of Dr. Robert M. White, NOAA Administrator (center). They are: Dr. Werner A. Baum (left), Chancellor of the University of Wisconsin-Milwaukee, who was Deputy Administrator of NOAA's predecessor, the Environmental Science Services Administration, in 1967-68; Earnest Hubert Clark, Jr., President and Executive Officer, Baker International, Orange, Calif.; Lawrence J. Hogan, of Landover, Md., Attorney, Hogan and Hogan; Dr. A. Richard Kassander, Jr., Vice President for Research, University of Arizona, Tucson; Dr. L. Jay Langfelder, Professor of Civil Engineering and Director of Center for Marine and Coastal Studies, North Carolina State University, Raleigh; Edith M. McKee, of Win-



Mr. Clark



Mr. Hogan



Dr. Kassander



Dr. Langfelder



Mr. Peacock



Miss McKee



Mr. Rearden



Dr. Spengler



Dr. Wooster

netka, Ill., a Geologist Consultant; John A. McWilliam, General Manager and Chief Executive Officer, Toledo (Ohio)-Lucas County Port Authority (not shown); Oliver L. Peacock, Jr., of Ft. Pierce, Fla., President and General Manager, Peacock Fruit and Cattle Corporation, and Director, Florida Wildlife Federation; Jim Rearden, of Homer, Alaska, Outdoors Editor of Alaska Magazine; Dr. Kenneth C. Spengler, Executive Director, American Meteorological Society, Boston, Mass.; and Dr. Warren S. Wooster, Professor of Marine Studies and Fisheries, Institute for Marine Studies, University of Washington, Seattle.

# personnel perspective

## Current Vacancies in NOAA

To insure that NOAA employees are aware of job possibilities throughout the agency, a list of current NOAA-wide vacancies is published below. Employees interested in any of the listed vacancies

should contact their servicing personnel office for information on where to apply.

Announcement Number	Position Title	Grade	MLC	Location	Issue Date	Closing Date
692-76	Wildlife Biologist	GS-12	NMFS	Washington, D.C.	7-12-76	7-26-76
693-76	Budget Analyst	GS-13	HDQS	Rockville, Md.	7-12-76	7-26-76
694-76	Meteorological Tech.	GS-10	NWS	Madison, Wisc.	7-12-76	7-26-76
695-76	Supv. Meteorologist	GS-14	NWS	Charleston, W. Va.	7-12-76	7-26-76
696-76	Meteorologist	GS-9	ERL	Boulder, Colo.	7-14-76	7-28-76
697-76	Meteorological Tech.	GS-9	NWS	Norfolk, Va.	7-14-76	7-28-76
698-76	Fishery Biologist	GS-14	NMFS	Seattle, Wash.	7-14-76	7-28-76
699-76	Computer Specialist	GS-12	EDS	Colombia, Mo.	7-14-76	7-28-76
700-76	Physical Scientist	GS-13	ERL	Boulder, Co.	7-14-76	7-28-76
702-76	Management Analysis Officer	GS-15	HDQS	Rockville, Md.	7-15-76	7-30-76
690-76	Physical Scientist	GS-15	HDQS	Rockville, Md.	7-12-76	8-2-76

## The Discrimination Complaints System

Occasionally employees are confronted with actions which they believe to be discriminatory because of either their race, color, religion, sex, national origin, or age. Under the authorities of Executive Order 11478 of August 8, 1969, the Equal Employment Opportunity Act of 1972 (P.L. 92-261), and the Fair Labor Standards Act (P.L. 93-259), the Civil Service Commission is responsible for providing for the prompt, fair, and impartial consideration of employee complaints based on these factors. This article explains the system for processing those complaints.

The discrimination complaints system is segmented into three parts: (1) precomplaint, (2) formal complaint, and (3) appeal. The handling of each is done primarily by Equal Employment Opportunity Counselors; Equal Employment Opportunity Officers and Directors of Equal Employment Opportunity; and the Civil Service Commission, respectively. The opportunity to seek redress through the discrimination complaints system is available to all aggrieved employees except aliens employed outside the limits of the United States.

Employees who feel they have been discriminated against on the basis of race, color, religion, sex, national origin, or age must seek resolution of the issues through an EEO Counselor as the first step in the discrimination complaints process. The complainant must bring the matter to the attention of an EEO Counselor within 30 days of the matter, or, if a personnel action, within 30 calendar days of its effective date.

The EEO Counselor makes whatever inquiries necessary to resolve the issues in matters of discrimination complaints on an informal basis within 21 calendar days. Inquiries may include discussing the issues with the complainant's supervisor and associates if necessary. The EEO Counselor will not, however, reveal the identity of the complainant except when authorized to do so by the complainant or until the agency has accepted a formal complaint from the complainant. The EEO Counselor will, insofar as is practicable, conduct a final interview with the complainant within 21 calendar days from the date the matter was brought to the attention of the EEO Counselor. If the final interview is not concluded within 21 calendar days and the matters are not satisfactorily resolved, the complainant will be informed in writing of the right to file a formal complaint. The complainant may then file a formal complaint anytime up to 15 calendar days after the final interview.

Formal complaints must be submitted in writing by the complainant or the complainant's representative. In addition to the NOAA EEO Officer, appropriate officials who may receive complaints are: the NOAA Federal Women's Program Coordinator; Director of Equal Employment Opportunity, Department of Commerce (DOC); Heads of Primary Organization Elements; Directors of Regional Offices, Field Laboratories, and Centers; and the Administrator, NOAA. Complaints filed with any of the above designated officials other than the NOAA EEO Officer are forwarded to the NOAA EEO Officer without delay for processing.

The complainant may be accompanied, represented, and advised by a representative of the complainant's own choosing at any stage in

the presentation of a complaint. EEO Counselors or EEO Officers, however, will not serve as representatives for a complainant or an agency in connection with the processing of a discrimination complaint whether or not involved directly or indirectly.

Upon receipt of a complaint, the EEO Officer acknowledges the complaint and reviews it to determine whether it should be accepted or rejected. If accepted the EEO Officer informs the Director, Equal Employment Opportunity, DOC, that a complaint has been accepted and requests that an investigation be undertaken. The investigation, which is conducted by the DOC Office of Investigations and Security or the Civil Service Commission, includes a thorough review of the matter of the alleged discrimination. After the investigation is completed, the complainant is furnished a copy of the investigative file for review, and the EEO Officer provides an opportunity for an informal adjustment of the complaint. If adjustment of the complaint is not accomplished, the EEO Officer will notify the complainant in writing of the proposed disposition of the complaint and of the right to a hearing with a subsequent decision by the Director, EEO, DOC, or to a decision by the Director, EEO, DOC, without a hearing.

If a hearing is held, it is conducted by a complaints examiner who is employed by an agency other than DOC, usually the Civil Service Commission. From a record of the hearing and the investigative file, the complaints examiner transmits findings, analysis and recommendations to the Director, EEO, DOC. The Director, EEO, then makes a final decision and forwards the complainant a copy of the complaints examiner's report along with that decision. The complainant is informed in the decision letter of the right to appeal the decision of the Department of Commerce to the Civil Service Commission, of the right to file a civil action if applicable, and of the applicable time limits.

## What To Do If Injured At Work

This article discusses the steps an employee should take if he or she is injured at work.

First of all, every job-related injury should be reported immediately to your supervisor. These injuries include any illness or disease that is caused or aggravated by your job and any damage to medical braces, artificial limbs, and other prosthetic devices.

After you have reported your injury, your supervisor should complete Form CA-16, "Request for Examination and/or Treatment," which authorizes medical treatment. You may receive medical treatment from a local Federal medical officer or hospital if available, or a local private physician or hospital of your choice. Emergency treatment may, of course, be obtained without prior authorization.

Next, you should file a written notice of your injury by completing Form CA-1, "Federal Employee's Notice of Traumatic Injury and Claim for Continuance of Pay/Compensation," if you sustained a traumatic injury; or CA-2, "Federal Employee's Notice of Occupational Disease and Claim for Compensation," if the claim is for occupational disease or illness. Form CA-1 should be filed within two days after the injury and must be filed within 30 days to obtain Continuation of Pay (COP) for a disabling injury. Form CA-2 should be filed within 30 days of the injury.

After you have carefully read the benefits and instructions portions of Forms CA-1 and CA-2, you should obtain the completed "Receipt of Notice of Injury" from your supervisor. You should retain this receipt for your records.

Additional information concerning injury compensation is contained in Pamphlet CA-11, "When Injured at Work" (Revised April 1975) which is available from your servicing personnel office.

Correction: The chart that appeared in the "Illness Insurance" article in the July 9, 1976, edition of Personnel Perspective contained two errors which are underlined in the revised chart which follows:

- 10 years - 130 days or 1040 hours
- 15 years - 195 days or 1560 hours
- 20 years - 260 days or 2080 hours
- 25 years - 325 days or 2600 hours
- 30 years - 390 days or 3120 hours

# notes about people

Dr. Harold L. Crutcher, Science Advisor at the National Climatic Center in Asheville, N.C., was elected a Fellow of the American Society for Quality Control at the organization's international meeting in Toronto in June. Presentation of the honor, given in recognition of achievement of professional distinction and pre-eminence in the field of quality control, was made by officials of the local ASQC chapter for North and South Carolina, of which Dr. Crutcher is a charter member.



**Dr. Crutcher**

Barbara J. McKain, a Lead Forecaster at the Cheyenne, Wyo., National Weather Service Forecast Office, has been named to head the Amarillo Weather Service Office. She succeeds William Frank, who has transferred to Lake Charles, La.



**Ms. McKain**

Ms. McKain has 30 more years of meteorological experience in the field.

**A. O. O. Reception**  
(Continued from page 1)

The reception will be held in the Senate Caucus Room, 318 Russell Office Building, from 6-8 p.m. Tickets are \$15.00 per person. The menu will feature a selection of species of under-utilized seafood, plus much of the many universities under the Sea Grant Program.

To make reservations, call 527-0888 before noon on August 4. Reserve tickets will be held at the door, and no cancellations will be accepted after noon on August 4.

cludes serving as Meteorologist in Charge at Norfolk, Nebr., and as Staff Assistant at North Platte, Nebr. She has received a Department of Commerce Silver Medal for leadership and resourcefulness, and in 1975 was selected as one of NOAA's Outstanding Women.

James Dew is the new Official in Charge at the National Weather Service Office in Dayton, Ohio. He entered the NWS at Warrenton, N.C., in 1946, and served at Knoxville, Tenn.; with the Atlantic Weather Patrol in Boston; and as Port Supervisor for AWP in New York before moving to Dayton in 1973. He has attended the University of Tennessee, Pratt Institute and Suffolk Community College.



**Mr. Dew**

Phillip W. Swain, Supervisory Meteorological Technician at the National Weather Service Forecast Office in Indianapolis since 1973, has been selected for the position of Official in Charge of the San Francisco Weather Service Office. He succeeds Clyde Holmes, who has retired.



**Mr. Swain**

## Kelez Personnel Rescue Boaters

Personnel of The NOAA Ship George B. Kelez rescued four individuals whose pleasure boat had hit a pier and disintegrated near Floyd Bennett Field, Brooklyn, N.Y., earlier this month.

Responding to hysterical screams of "They are going to drown!" shortly before midnight on July 2, Ordinary Seaman Elvin T. Gillikin and Chief Marine Engineer K. N. Windley grabbed a flashlight and the ship's life ring and followed Edmond Turturro along the darkened pier to a spot 150 yards forward of where the Kelez was moored.

The flashlight located three people hanging onto pieces of debris or pilings of the pier. Mr. Gillikin threw the life ring to Donna Rossumando, apparently the most injured of the three, and remained at the scene while Chief Windley raced to the Kelez and returned with a Jacob's ladder. Securing it to the side of the 12-foot pier, the two descended and assisted Miss Rossumando and Lisa Sheinowitz to safety, then gave the life ring to William Roemmelt, whose injuries prevented him from climbing the ladder. Lt. (j.g.) Thomas L. Meyer and Yeoman A. T. McDaniel arrived at this moment, and quickly returned to the Kelez; while Lt. Meyer phoned the U.S. Park Police at Floyd Bennett Field and the Coast Guard at nearby Rockaway Station. Mr. Meyer obtained first aid supplies and returned to Mr. Roemmelt, who believed he had broken an arm and a leg. Mr. Gillikin remained to administer first aid while Lt. Meyer and Chief Windley went to obtain a small boat from the Kelez. Along with Bosun Group Leader Franklin J. Mickle and 2nd Cook Melvin McCray, they launched a boat, and Lt. Meyer and Bosun Mickle returned to the scene of the accident, assisted in getting Mr. Roemmelt aboard the Coast Guard vessel which had arrived, and accompanied him to the Coast Guard Station at Rockaway and then in the ambulance to the hospital.

The remaining Kelez crew members remained with the other victims on the pier until ambulance assistance arrived.

## Fishery Council Conference

(Continued from page 1)

Commerce, and the Coast Guard enforcement duties.

Detailed briefings will be held on the Fishery Management Plans to be prepared by the councils and on the scientific and technological requirements for managing fisheries through the management plans.

A final agenda and complete list of speakers will be announced prior to the conference. In addition to council members, a limited number of Federal, state, and local government officials and industry and private individuals will be invited to attend.

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**PARTICIPANTS IN THE FIRST METEOROLOGY/OCEANOGRAPHY MARINE FORECASTING COURSE**, held recently at the Naval Postgraduate School at Monterey, Calif., for forecasters from coastal National Weather Service Forecast Offices in the Western, Alaskan, and Pacific Regions, were (front row, from left) Phil Peck, Principal Assistant, WSFO Portland, Ore.; Paul Ellis, Leading Forecaster, WSFO Seattle, Wash.; Wayne McCarter, Leading Forecaster, WSFO Los Angeles, Calif.; Emil Gunther, Marine Focal Point, WSFO San Francisco, Calif.; Andrew Chun, Marine Focal Point, WSFO Honolulu, Hawaii; Roger Pappas, Marine Focal Point, WSFO Los Angeles; Lief Lie, Meteorologist in Charge, WSFO Juneau, Alaska; (back row, from left) Ruben Shultz, Marine Focal Point, WSFO Anchorage, Alaska; Bill Burton, Ocean Services Unit, WSFO Seattle; Richard Hoopes, Leading Forecaster, WSFO Fairbanks, Alaska; Robert Morrell, Leading Forecaster, WSFO San Francisco; Don Northrop, Leading Forecaster, WSFO Portland; DeVon Smith, Marine Program Leader, Western Region Headquarters, Salt Lake City, Utah.

The course covered such subjects as wave forecasting, oil spills, storm surges, thermal structure of oceans, air/sea interactions, ice characteristics and forecasting, marine biology and pollution, marine geology, tides, fog, and surf, and included a one-day cruise on the NPS ship *Acania* during which routine research data were gathered and techniques of parameter measurement were demonstrated.

### noaa week

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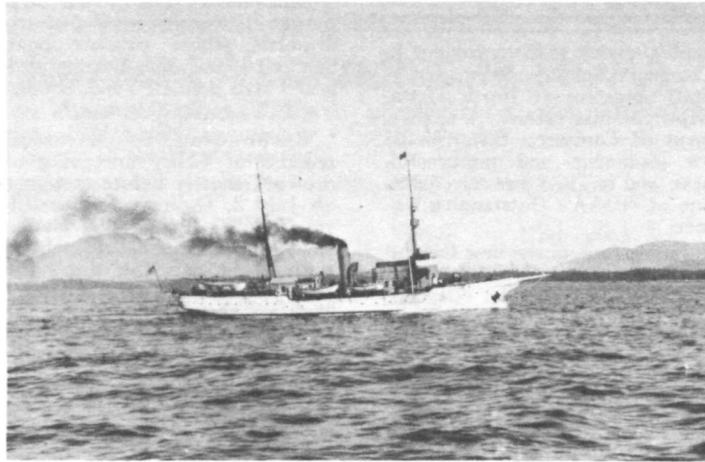
Catherine S. Cawley, Editor  
Warren W. Buck, Jr., Art Director

# USC&GS Explorer To Join Operation Sail to D.C.

The USC&GS Explorer, reclaimed from the mudflats of Gorst, Wash., in 1963, will sail up the Potomac River July 28 to join the 11-ship Operation Sail in the Washington channel.

The 165-foot schooner, restored and skippered by Dr. Clayton Janecky of Lone Rock, Wash., was built in Wilmington, Del., in 1904. Commissioned for the Coast and Geodetic Survey, predecessor of the National Ocean Survey, she conducted hydrographic surveys in Alaskan waters until 1939 and then served in World War II. Since her C&GS service, she has had various names, but now she is the Explorer again, and making her first trip to Washington, D.C.

Dr. Janecky, a retired Puget Sound Naval Shipyard optometrist, brought the Explorer down the west coast, through the Panama Canal, and up the east coast to New York to join the 70 other tall ships in Newport, R.I., over the Fourth of July weekend. After the mass sailing to New York, a squall forced her into an anchored naval vessel which slightly damaged her starboard top rail. Despite this mishap and the fact that her radio



USC&GS Explorer (1928)

and radar became inoperable, she continued on to visit Philadelphia, Pa., Wilmington, Del., and Baltimore, Md.

The 12 ships will be moored in the Washington Channel (in front of Hogates) from July 28 through August 2. Other vessels participating in the Potomac River Operation Sail are the Chief Aaptakic from the Canal Zone;

St. Margaret II from Delaware; Western Union from Pennsylvania; Camelot from Massachusetts; Spirit of America—a 62-foot trimaran from Connecticut; Mary E. from New York; Enchantress, a ferro-cement ship from Port Jefferson, N. Y.; Meka II from North Carolina; and the Strathbelle and Defiance from Washington, D.C.

## Sea Grants Awarded to M. I. T., Universities of Wisconsin, Michigan, and South Carolina

The response of monkeys to PCBs is also being studied. Results of experiments conducted last year suggest that levels of the chemical now permitted in Great Lakes fish can cause harmful effects in primates fed a steady diet of the contaminated fish. Investigators hope to obtain enough information to assist state and Federal agencies establish safe levels of these compounds in foods eaten by man.

Other efforts will be aimed at evaluating the effects of such pollutants as petroleum, toxic metals, and an especially potent chemical called TCDD.

Investigators also will study the aquaculture potential and living resources of the Great Lakes area, concentrating on improvement of a design for treating wastewater in the fish rearing system; creating methods to induce spawning in captive fish on demand to ensure a year-round supply of fry for culture; and determination of the economics of a perch aquaculture operation to find out at what scale it would be most cost effective.

—Developing improved techniques for carrying out undersea tasks with remotely-controlled devices—such as those that have proven successful in nuclear energy and outer space applications—will be part of a \$1,101,200 grant to the Massachusetts Institute of Technology.

The funds will be matched by almost \$780,000 from non-Federal funds.

Research will be undertaken on techniques for performing a variety of undersea manipulation

and sensing tasks by means of a submersible with general purpose arms, hand and video/sonar/tactile sensors that are controlled by an operator on the sea surface.

The "telemanipulation" or remote operation concept promises significant safety and economic advantages, according to the scientists.

In a thorough engineering systems analysis of a new concept in generating energy from ocean waves, researchers will evaluate potential extractable energy, the methods necessary to make a system more efficient, and the economic potential of short- and long-term applications of the system.

MIT research on underwater welding and cutting for shallow water applications will be extended into deep water, where high pressure further influences welding.

In another important project, dealing with new regulations under the new 200-mile fishery conservation zone, an analysis and documentation of existing and needed laws and regulations for governing future use of the nation's fisheries resources will be carried out to assist fisheries managers in their work.

—Research to determine the economic and operational feasibility of commercial purse seine operations in the Great Lakes will be among projects to be undertaken by University of Michigan scientists supported by a \$375,000 Sea Grant.

The funds will be matched by an additional \$297,500 from non-Federal sources.

Purse seine operations currently are used primarily for species that move in large schools, such as tuna and, on the East Coast, for menhaden. The researchers seek to determine the technical feasibility of using this method to catch Great Lakes fish, in the hope that successful development of a purse seine fishery would make possible continued operation of much of the currently threatened industry in that area.

They will look into the development of net designs and necessary modifications to Great Lakes fishing vessels should purse seine operations be used.

In another project, designed to protect the health and well-being of workers involved in underwater diving operations, medical and operating standards are being developed specifically for the Great Lakes area.

Improvements in diving health and safety also will be investigated in work designed to complement that being carried out at other institutions to reduce casualties among commercial, scientific and recreational divers.

—South Carolina's Marine Resources Center and a group of five universities will continue research on the giant Malaysian prawn, as well as work in improving shrimp processing and in coastal zone studies, under a \$360,000 Sea Grant.

The funds will be augmented by \$197,000 in matching support from the State of South Carolina and private industry.

The Marine Resources Center is administered through the State's Wildlife and Marine Re-

## Woods (Continued from page 1)

staff members. Ms. Woods previously held a similar position with the Community Services Administration (formerly the Office of Economic Opportunity) in Washington, D.C., and earlier she was employed by OEO and the Department of Health, Education, and Welfare in Denver for five years.

Before joining the Federal Government, she was Dean of Women at Northeastern Junior College in Sterling, Colo., and was employed in student personnel services at several other colleges in Colorado.

Ms. Woods earned a B.A. degree in English and physical education from Wartburg College in Waverly, Iowa, and an M.A. in health education from the University of Northern Colorado in Greeley. She currently is working on a doctoral degree in curriculum instruction and educational administration from the latter institution.

## Maine Tax Changes

Employees who are subject to state tax withholdings for the State of Maine may notice a minor change in their state tax for salary checks dated on or after July 28, 1976.

sources Department. Participating universities are Clemson University, the Citadel, College of Charleston, Medical University of South Carolina, and the University of South Carolina.

Work on the Malaysian prawn, a large crustacean resembling shrimp, began in South Carolina in 1972 in an attempt to determine if commercially attractive yields of the prawns could be produced in the State at competitive prices. Four groups are now doing research on the prawn rearing process, including designing hatcheries and grow-out ponds, ascertaining nutritional requirements, and learning about the animals' resistance to cold.

Most promising of results so far is the preliminary indication that South Carolina winters may be mild enough to allow the prawns to be reared successfully in outdoor tanks.

Being developed at Clemson University is machinery for automatically removing shrimp heads—a job now done by hand and becoming increasingly expensive. Preliminary tests show this a major problem of shrimp heading—orienting the shrimp so that they can be fed into a machine—may be solved by using jets of air to line up the shrimp.

In a project particularly important to the shrimp industry of South Carolina, the University of South Carolina will conduct an inventory of marine turtles, examining nesting areas and distribution of both loggerhead and green turtles.



# **National Oceanic and Atmospheric Administration**

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