INSPECTOR GENERAL
DEPARTMENT OF DEFENSE
400 ARMY NAVY DRIVE
ARLINGTON, VIRGINIA 22202–4704

AUG - 3 2005

MEMORANDUM FOR CIVILIAN AND MILITARY PERSONNEL EMPLOYED BY AND ASSIGNED TO THE OFFICE OF THE INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE

SUBJECT: Office of Inspector General Policy on Health and Fitness (Rev. 2)

References: (a) IG Policy 2004-36 of December 20, 2004
(b) Inspector General Act of 1978, as amended

Purpose: To update and re-promulgate the DoD Office of Inspector General policy on health and fitness. Reference (a) is hereby cancelled.

Statutory Duty and Regulatory Responsibilities: As early as 1946, the Congress has recognized the importance of maintaining a healthy and fit Federal workforce by passage of a law that authorizes government agencies to establish, within the limits of available appropriations, "a health service program to promote and maintain the physical and mental fitness of employees" (Reference (b)). The Commander-in-Chief has endorsed a formal initiative, "Healthier Feds," which is "based on the premise that increasing personal fitness and becoming healthier is critical to achieving a better and longer life" (*see* link below). In addition the Joint Staff agreed to serve as the proponent for implementing throughout our operational forces a competitive "Commander-in-Chiefs Challenge" Initiative based on our "Joint Physical Fitness Test and Award Program" beta test (*see* Tab A).

Policy Guidance: It is the policy of this Office of Inspector General to encourage all employees to establish and to maintain a healthy and fit lifestyle by participating in a regular program of physical activity and to compliment such activity with yearly physicals and better diet. To facilitate this policy, I am encouraging OIG leaders throughout our various facilities to provide on-site changing and other facilities consistent with this policy.

Employees are encouraged to participate in the OIG Joint Physical Fitness Test and Award Program now blessed by this President's Council on Physical Fitness and Sports as "The Commander-in-Chiefs challenge" and endorsed by Olympic champion Dan Gable (see "Message from Dan Gable to the Department of Defense of the United States of America," included at Tab B). Policy on the use of duty hours for training leading up to the Commander-in-Chief's Challenge and its threefold purpose is at Tab C.

Participants who meet the established criteria (included as Appendix B at Tab B) for Bronze, Silver, and Gold awards will be awarded Presidential Champion medals and certificates *(see* http://www.presidentschallenge.org/earn awards/index.aspx). Further, employees are encouraged to use all resources, including OPM's *HealthierFeds* initiative (www.opm.govlhealthierfeds), the President's *Healthier US* initiative (www.healthierus.gov), and the President's Council on Physical Fitness and Sports (www.fitness.gov), in order to inspire each OIG member to be physically active every day, to eat a nutritious diet, and to make healthy choices.

Effective Date: Immediately.

Joseph E. Schmitz

Attachments: As Stated

# TAB A

INSPECTOR GENERAL
DEPARTMENT OF DEFENSE
400 ARMY NAVY DRIVE
ARLINGTON, VIRGINIA 22202–4704

DEC 2 1 2004

MEMORANDUM FOR DIRECTOR, JOINT STAFF

SUBJECT: Commander-in-Chief's Challenge Initiative

Thank you for agreeing to serve as the proponent for implementing throughout our operational forces a competitive "Commander-in-Chief's Challenge" Initiative based on the completed *beta test* described in the Point Paper, "Joint Physical Fitness Test and Award Program" (*see* Tab A to the attached Inspector General (IG) Policy Memo). The overarching goal of the Commander-in-Chief's Challenge Initiative is to empower operational commanders to utilize an existing Presidential award and existing semiannual Service physical fitness tests as a means of measuring improvements in the military readiness of soldiers, sailors, airmen, marines, as well as DoD civilians working hand-in-hand with those uniformed service members. This leadership tool, endorsed by Olympic champion and President's Council on Physical Fitness and Sports member Dan Gable (*see* Tab B to the attached IG Policy Memo), is designed to inspire healthy competition, jointness, character development, and aspirational physical fitness standards that support the warfighting and peacekeeping missions of the Department of Defense. Related general information is available on the "President's Challenge" website at www.presidentschallenge.org.

By design, this competitive Initiative is intended to complement -- not to duplicate -- existing military department physical fitness testing programs. The attached IG Policy Memo addresses the underlying assumptions and purposes of this competitive initiative, which is also designed to be complementary of noncompetitive federal "wellness" programs, such as but not limited to the recently announced "*HealthierFeds campaign*" and the "*HealthierUS* Initiative[,] based on the premise that increasing personal fitness and becoming healthier is critical to achieving a better and longer life" (http://www.opm.gov/healthierfeds/CPM2004.asp). I recommend that you continue, as I have done thus far, to coordinate this initiative with the Office of Secretary of Defense (Health Affairs).

The gold, silver, and bronze standards we utilized (see Attachment), while approved by the Executive Director of the President's Council on Physical Fitness & Sports (see www.fitness.gov) for our *beta test*, should not be viewed as final or limiting. From our experience, we can also suggest additional options to integrate the Commander-in-Chief's Challenge into existing service programs, including, for example: (a) a Bronze Award for achieving a maximum score on the Service physical fitness test, a Silver for the maximum score on two consecutive Service tests, and a Gold for the maximum score on three consecutive tests; and (b) a Bronze for a "max" score on the Service test, a Silver for achieving the "max" for the next younger age group, and a Gold for achieving the "max" equivalent to two age groups younger. There is ample room for flexibility Service-by-Service, upon approval of an overarching plan by the President's Council on Physical Fitness & Sports.

My staff and I stand ready to assist you however we can in implementing this initiative. Principal contact is Deputy IG Jerry Hansen, telephone 703-604-8300.

Joseph E. Schmitz

Attachment: As stated

# TAB B

# MESSAGE FROM DAN GABLE TO THE DEPARTMENT OF DEFENSE OF THE UNITED STATES OF AMERICA

Capturing the highest levels of physical and mental fitness involves taking on competition. The final result helps develop the participants into great leaders. Add educated nutritional choices and a sound structured daily plan and optimal health can be the result. Maintaining strong levels of fitness also relates highly with increased brain function, good decision making ability and increased productivity, not to mention a stronger sense of self worth and self-confidence. This is exactly what is needed when working, learning, and training within the Department of Defense.

My entire life has centered on training myself and other athletes for championship performance in state, national, and international wrestling competitions. Getting to the top of the podium has always been my goal, but never without hours and hours of intense preparation and a comprehensive game plan to help be successful.

The purpose of my message is to make sure you do everything possible so that the United States has continued success within the world arena. We all need to prepare now so that America remains "at the top of the podium" throughout the 21st Century and beyond.

Currently, this country has seen a dramatic drop in fitness levels across all age groups. This has resulted in rising health care costs and associated health related problems such as obesity, diabetes, and cardiovascular disease. The potential negative affects on our society are staggering as well as costly. This is why I want all of you to set the standard Of excellence for the rest of America and the world. Regular daily exercise of the mind and body make you feel rejuvenated, both physically and mentally, and inspire you to higher levels of awareness and accomplishment. The following is a quote that I believe strongly in from a former mentor and Olympic Champion, Bob Richards:

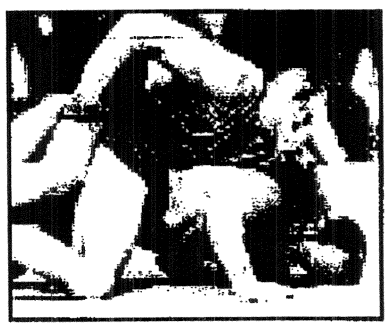
> *"I am convinced that if anyone is going to become great in life, they have to welcome competition, to welcome someone a pioneer who will set the Standard high. I don't think people compete enough; they give up too easily, they level off, they let their personal standards dominate them and they never press on. You've got to compete! It is tragic in this day, when there is so much evil in the world, that so many of us refuse competition. It is time to re-evaluate ourselves and go to the height that we should reach."*
>
> -Bob Richards
> " The Making of a Champion"

The challenge from the Commander-in-Chief is right on and one that we should all embrace. This challenge involves raising the bar even higher with the joint physical fitness initiative. Many of the most prominent leaders in this country incorporate principles of physical and mental well being into their daily routines. I believe very strongly in this philosophy and feel that the level of excellence this country has attained will remain only if we continue to set the highest of standards for ourselves.

Please join me in challenging yourself to be more disciplined in your approach to being –or-becoming completely fit. Be the "high bar" and achieve the highest goals by setting the standard so that America can continue to lead the way.

In the spirit of great health,

Dan Gable
Olympic Gold Medalist
Three-Time Olympic Coach
Member, President's Council for Physical Fitness and Sport



**Joint Physical Fitness Test and Award Program**
**a.k.a. "Commander-in-Chiefs Challenge"**

**A. Purpose.** To establish a Joint Physical Fitness Test (JPFT) and Award Program that motivates and measures improvements in physical fitness, supports health promotion, avoids unnecessary duplication in the administration of required physical fitness testing, and promotes discipline for military, agent, and civilian personnel assigned to the Office of Inspector General (OIG) of the Department of Defense. These goals can foster greater competition, character, and discipline among individuals striving to enhance mission accomplishment.

A consistent exercise program significantly reduces health risks in personnel. Participants in fitness programs typically report improved energy levels, job attitude, work performance, and morale. These are all critical factors in enhancing productivity. In addition to participation in the JPFT, personnel are also highly encouraged to integrate physical fitness activities into broader health-promotion efforts as highlighted in references a, b, and c (see Appendix A).

**B. Applicability.** This program applies to all OIG Components. Participation by OIG military, agent, and civilian personnel in the JPFT is strictly voluntary and does not replace existing Military Service and Agent testing requirements. All OIG military and agent personnel can complete their individual Service or Agent organization test requirements at the same time during the JPFT.

**C. Policy.**

Component Heads have authority to grant both civilian and military employees up to 90 minutes per day three days a week during duty hours for training leading up to this yearly event.
During the train-up period supervisors are must account for employees' 40 hour work week.
Any allotted training time must be taken during the course of the duty day, excluding the beginning and ending hours of the day, and IAW applicable DoD Regulations.
Employees must sign up with their direct supervisors to participate in or volunteer to assist with the conduct of the JPFT. Supervisors shall provide a list of participants to the event coordinator prior to the test date.

D. **Responsibilities.**

1. The **DoD IG Senior Military Officer** shall appoint an overall coordinator to implement the JPFT.

2. The **JPFT Coordinator** may request volunteers from the OIG components to assist in administering the JPFT.

3. **Supervisors** shall approve scheduled times for physical fitness training done by personnel during duty hours.

4. **All Personnel** shall get approval from their supervisors for physical fitness training done during duty hours.

E. **Program Design.**

1. The JPFT is a uniform test of aerobic and anaerobic endurance and upper- and middle-body strength.

2. Three categories of events comprise the JPFT:

| Endurance | Middle-Body Strength | Upper-Body Strength |
|---|---|---|
| (choose one) | (choose one) | (choose one) |
| • 1.5-mile Run<br>• 2-mile run<br>• 3-mile run<br>• 500-yd swim | • Sit-ups<br>• Curl-ups<br>• Crunches | • Pushups<br>• Pull-ups (Males) / Flexed-Arm Hang (Females) |

3. Descriptions for correctly doing all events for the JPFT are described in references d – f (see Appendix A).

4. The JPFT will be given annually during May and will be administered over a 2-hour period during normal work hours.

F. **Awards**. The JPFT has three levels of achievement (***Gold***, ***Silver***, and ***Bronze***) based on and adapted from existing Service standards. The ***Gold*** standard denotes "champion" status, ***Silver*** "above standards," and ***Bronze***, "meets standards." In order to qualify for one of the three levels of overall achievement, personnel must meet that standard for one event from each of the three categories. See

Appendix B for a list of standards for each of the events. Personnel will be recognized for their achievement in the JPFT, aka "The Commander-in-Chief's Challenge" (see "Message from Dan Gable to the Department of Defense of the United States of America," reference (g) in Appendix A, attached) annually during the annual OIG Awards Luncheon.

2 Appendices – a/s

## APPENDIX A
REFERENCES


a. Executive Order 13265, President's Council on Physical Fitness and Sports, June 6, 2002, available at http://fitness.gov/Executive_Order_13265.pdf

b. DoD Instruction 1308.3, "DoD Physical Fitness and Body Fat Programs Procedures," November 5, 2002 available at http://www.dtic.mil/whs/directives/corres/pdf/i13083_110502/i13083p.pdf

c. DoD Directive 1010.10, "Health Promotion," March 11, 1986 available at http://www.dtic.mil/whs/directives/corres/pdf/d101010wch2_031186/d101010p.pdf

d. U.S. Marine Corps Physical Fitness Test and Body Composition Manual, May 10, 2002 available at http://www.usmc.mil/directiv.nsf/bc9ae2674a92558d852569140064e9d8/c24965ff4beafa6185256bcd004aeac1/$FILE/MCO%20P6100.12.pdf

e. OPNAVINST 6110.1G, "U.S. Navy Physical Readiness Program," October 10, 2002 available at http://mwr.navy.mil/prims/OPNAV_61G.pdf

f. FM 21-20, "Army Physical Fitness Program," September 30, 1992 available at http://www.atiam.train.army.mil/soldierPortal/atia/adlsc/view/publi/4/786-1/fm/21-20/toc.htm

g. "Message from Dan Gable to the Department of Defense of the United States of America" at https://intra.dodig.mil/fo/NewsfromIG/DanGable.PDF

## APPENDIX B

JPFT FITNESS STANDARDS: ENDURANCE EVENTS

(Choose One)

[1]1.5-Mile Run

| Standard \ Age | 17-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 |
|---|---|---|---|---|---|---|---|---|---|---|
| **Gold** (M / F) | 8:15/ 9:29 | 8:30/ 9:47 | 8:55/ 10:17 | 9:20/ 10:46 | 9:25/ 10:51 | 9:30/ 10:56 | 9:33/ 10:58 | 9:35/ 11:00 | 10:42/ 12:23 | 11:21/ 13:34 |
| **Silver** (M / F) | 9:45/ 12:30 | 10:30/ 13:15 | 10:52 13:23 | 11:15/ 13:30 | 11:23/ 13:45 | 11:45/ 14:00 | 12:08/ 14:08 | 12:30/ 14:15 | 13:12/ 15:20 | 13:53/ 16:25 |
| **Bronze** (M / F) | 12:15/ 14:45 | 13:15/ 15:15 | 13:45/ 15:45 | 14:15/ 16:15 | 14:45/ 16:38 | 15:15/ 17:00 | 15:45/ 17:08 | 16:15/ 17:15 | 16:51/ 18:18 | 18:20/ 19:25 |

[2]2-Mile Run

| Standard \ Age | 17-21 | 22-26 | 27-31 | 32-36 | 37-41 | 42-46 | 47-51 | 52-56 | 57-61 | 62+ |
|---|---|---|---|---|---|---|---|---|---|---|
| **Gold** (M / F) | 13:00/ 15:36 | 13:00/ 15:36 | 13:18/ 15:48 | 13:18/ 15:54 | 13:36/ 17:00 | 14:06/ 17:24 | 14:24/ 17:36 | 14:42/ 19:00 | 15:18/ 19:42 | 15:42/ 20:00 |
| **Silver** (M / F) | 14:48/ 17:42 | 15:12/ 18:08 | 15:36/ 18:42 | 16:05/ 19:30 | 16:30/ 20:36 | 16:54/ 21:18 | 17:36/ 21:36 | 17:54/ 22:24 | 18:12/ 22:54 | 18:24/ 23:06 |
| **Bronze** (M / F) | 16:36/ 19:42 | 17:30/ 20:36 | 17:54/ 21:42 | 18:48/ 23:06 | 19:30/ 24:06 | 19:48/ 25:12 | 20:48/ 25:36 | 21:06/ 25:48 | 21:06/ 26:06 | 21:06/ 26:12 |

[3]3-Mile Run

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[1]1.5-Mile Run standards adapted from U.S. Navy OPNAVINST 6110.1G, Enclosure (7), pp. 12-22, Male / Female Age Groups, Gold: 100 points; Silver: 75 points; Bronze: 50 points.
[2]2-Mile Run standards adapted from the U.S. Army FM 21-20, Army Physical Fitness Test, Figure14-1), Male / Female Age Groups, Gold: 100 points; Silver: 75 points; Bronze: 50 points.
[3]3-Mile Run standards adapted from USMC PFT, (MCPFTBCP, Appendix G); Gold: 100 points, (Male = 6:00 pace, Female = 7:00 pace); Silver: 75 points (Male = 7:23 pace, Female = 8:23 pace); Bronze: 50 points (Male = 8:47 pace, Female = 9:47 pace). (note: there are no age groups)

| Gender / Standard | Male | Female |
|---|---|---|
| **Gold** | 18:00 | 21:00 |
| **Silver** | 22:10 | 25:10 |
| **Bronze** | 26:20 | 29:20 |

## APPENDIX B (Cont.)

JPFT FITNESS STANDARDS: ENDURANCE EVENTS (Cont.)

or

[4]500 Yard Swim (or 450 Meters)

| Age / Standard | 17-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 |
|---|---|---|---|---|---|---|---|---|---|---|
| **Gold** (M / F) | 6:30/ 6:45 | 6:30/ 7:15 | 6:38/ 7:23 | 6:45/ 7:30 | 6:53/ 7:45 | 7:00/ 8:00 | 7:08/ 8:15 | 7:15/ 8:30 | 7:17/ 8:45 | 7:20/ 9:00 |
| **Silver** (M / F) | 8:30/ 9:45 | 8:45/ 10:00 | 8:53/ 10:15 | 9:00/ 10:30 | 9:08/ 10:45 | 9:15/ 11:00 | 9:23/ 11:08 | 9:30/ 11:15 | 9:47/ 11:25 | 10:05/ 11:35 |
| **Bronze** (M / F) | 12:15/ 13:45 | 12:15/ 14:00 | 12:23/ 14:15 | 12:30/ 14:30 | 12:38/ 14:38 | 12:45/ 14:45 | 12:53/ 15:00 | 13:00/ 15:15 | 13:25/ 15:30 | 13:40/ 15:45 |

[4]Swim Standards adapted from U.S. Navy OPNAVINST 6110.1G, Enclosure (7), pp. 12-22, Male / Female Age Groups, Gold: 100 points; Silver: 75 points; Bronze: 50 points. (Subtract 10 sec for 450 Meter Swim)

## APPENDIX B (Cont.)

JPFT FITNESS STANDARDS: UPPER-BODY STRENGTH EVENTS

(Choose One)

[5]Push-Ups
(max. in 2 minutes)

| Standard \ Age | 17-21 | 22-26 | 27-31 | 32-36 | 37-41 | 42-46 | 47-51 | 52-56 | 57-61 | 62+ |
|---|---|---|---|---|---|---|---|---|---|---|
| **Gold** (M / F) | 71/42 | 75/46 | 77/50 | 75/45 | 73/40 | 66/37 | 59/34 | 56/31 | 53/28 | 50/25 |
| **Silver** (M / F) | 53/28 | 53/28 | 53/29 | 51/26 | 49/23 | 44/22 | 38/19 | 34/17 | 31/16 | 29/14 |
| **Bronze** (M / F) | 35/13 | 31/11 | 30/10 | 26/9 | 24/6 | 21/6 | 17/5 | 11/5 | 9/5 | 8/5 |

Or

[6]Pull-ups (Chin-ups)/Flexed-Arm Hang

| Standard \ Gender | **Male** | **Female** |
|---|---|---|

[5] Push-up standards adapted from the U.S. Army FM 21-20, Army Physical Fitness Test, Figure14-1), Male / Female Age Groups, Gold: 100 points; Silver: 75 points; Bronze: 50 points.
[6]Pull-Up (Chin-Up) and Flexed-Arm Hang standards adapted from the U.S. Marine Corps PFT, (MCPFTBCP, Appendix G); Male / Female, Gold: 100 points; Silver: 75 points; Bronze: 50 points.

| | | |
|---|---|---|
| **Gold** | 20 | :70 |
| **Silver** | 15 | :58 |
| **Bronze** | 10 | :45 |

## APPENDIX B (Cont.)

JPFT FITNESS STANDARDS: MIDDLE-BODY STRENGTH EVENTS
(Choose One)

[7]Sit-Ups (Army)
(max. in 2 minutes)

| Standard \ Age | 17-21 | 22-26 | 27-31 | 32-36 | 37-41 | 42-46 | 47-51 | 52-56 | 57-61 | 62+ |
|---|---|---|---|---|---|---|---|---|---|---|
| **Gold** (M & F) | 78 | 80 | 82 | 76 | 76 | 72 | 66 | 66 | 64 | 63 |
| **Silver** (M & F) | 63 | 61 | 59 | 55 | 52 | 47 | 44 | 42 | 41 | 40 |
| **Bronze** (M & F) | 47 | 43 | 36 | 34 | 29 | 22 | 21 | 21 | 21 | 21 |

[8]Curl-Ups (Navy)
(max. in 2 minutes)

| Standard \ Age | 17-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 |
|---|---|---|---|---|---|---|---|---|---|---|
| **Gold** (M & F) | 109 | 105 | 101 | 98 | 95 | 92 | 88 | 85 | 81 | 75 |
| **Silver** (M & F) | 90 | 87 | 84 | 81 | 78 | 76 | 73 | 71 | 62 | 56 |

[7] Sit-Up standards adapted from the U.S. Army FM 21-20, Army Physical Fitness Test, Figure14-1), Males/Females by Age Groups, Gold: 100 points, Silver: 75 points, Bronze: 50 points.
[8] Curl-Up standards adapted from U.S. Navy OPNAVINST 6110.1G, Enclosure (7), page 15, Males/Females by Age Groups, Gold: 100 points; Silver: 75 points; Bronze: 50 points.

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Bronze** (M & F) | 54 | 50 | 47 | 44 | 40 | 37 | 33 | 30 | 28 | 22 |

[9]Crunches (Marine Corps)
(max. in 2 minutes)

| Gender / Standard | **Male** | **Female** |
|---|---|---|
| **Gold** | 100 | 100 |
| **Silver** | 75 | 75 |
| **Bronze** | 50 | 50 |

[9] Crunches standards adapted from the USMC PFT, (MCPFTBCP, Appendix G); Male/Female, Gold: 100 points; Silver: 75 points; Bronze: 50 points.

# TAB C

INSPECTOR GENERAL
DEPARTMENT OF DEFENSE
400 ARMY NAVY DRIVE
ARLINGTON, VIRGINIA 22202-4704

APR - 8 2005

MEMORANDUM FOR CIVILIAN AND MILITARY OFFICERS AND EMPLOYEES ASSIGNED TO THE OFFICE OF THE INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE

SUBJECT: Policy Regarding the Commander-in-Chief's Challenge

Purpose: This memorandum establishes policy on the use of duty hours for training leading up to the Commander-in-Chief's Challenge.

The Commander-in Chief's Challenge will measure aerobic and anaerobic endurance as well as both upper- and middle-body strength based on existing military and special agent physical fitness test standards for age and gender. Participants choose one event from each of the three categories of physical fitness: Aerobic Endurance, Middle-body strength, and Upper-body strength.

The purpose of the Commander-in-Chief's Challenge is threefold:

(1) To promote character development and a healthy workforce throughout the Department consistent with E.O. 13265 of June 6, 2002, "President's Council on Physical Fitness and Sports," and to "integrate physical activity into a broader health promotion and disease prevention effort through Federal agencies and the private sector";

(2) To reward excellent results in existing physical fitness "training and discipline" programs; and

(3) To emphasize jointness and healthy competition among the service components within the framework of a nationally recognized award sanctioned by the President's Council on Physical Fitness and Sports.

As physical fitness is part of DoD IG professional development (see program policy and details at https://intra.dodig.mil/fitness/index.html.), the joint test itself will take place during duty hours. I encourage all OIG military and civilian officers and employees to prepare for and participate in the Commander-in-Chief's Challenge.

The following policies will apply:

- Component Heads have authority to grant both civilian and military employees up to 90 minutes per day three days three days a week during duty hours for training leading up to this yearly event.
- During the train-up period supervisors are must account for employees' 40 hour work week.
- Any allotted training time must be taken during the course of the duty day, excluding the beginning and ending hours of the day, and IAW applicable DoD Regulations.
- Employees must sign up with their direct supervisors to participate in or volunteer to assist with the conduct of the JPFT. Supervisors shall provide a list of participants to the event coordinator prior to the test date.
  Achievements will be recognized at the annual OIG DoD awards ceremony by presentation of "Commander-in-Chief's Challenge" medals and certificates.

Joseph E. Schmitz