



The REGISTER

Selective Service System

THE REGISTER

March/April 2000

A Real American Hero

Agency Official Receives Medal of Honor

Alfred V. Rascon, Inspector General of the Selective Service System, was recently awarded this country's highest military honor. In a televised ceremony at the White House on Feb. 8, 2000, Rascon was presented the Congressional Medal of Honor by President Bill Clinton.

After being called a hero by the President, a visibly moved Rascon said that his heroes are those serving in the military, and that "what you do everyday is duty, honor, courage." In front of his family, friends, platoon mates, and senators, Rascon said, "This honor is not mine; it's those who were with me that day."

Rascon was recognized for what took place in Vietnam on March 16, 1966. Rascon, then a medic with the Headquarters Company Reconnaissance Platoon, 1st Battalion, 503rd Regiment, 173rd Airborne Brigade, found himself and his platoon under attack by a heavily armed Vietnamese Army Regiment. The intense enemy fire resulted in several severely wounded soldiers and prevented repeated rescue attempts by fellow soldiers. Rascon, without regard for his personal safety, ran through the hail of gunfire and exploding grenades to aid his fallen comrades. On three separate occasions, Rascon used his body to shield the wounded from machine gunfire and grenade blasts, thus sustaining numerous shrapnel and gunshot wounds to his face, back, and legs. Despite these very serious injuries, Rascon continued to treat the wounded, while refusing treatment for himself.

Ignoring his wounds, Rascon crawled through an area under the heaviest gunfire to provide ammunition for a machine gunner, which allowed the soldier to resume life protecting covering fire for the squad. While attempting to retrieve an abandoned machine gun and ammunition, a grenade exploded directly in front of Rascon, severely wounding him in the face and torso. Although weakened by loss of blood



Left to right: The Honorable Williams S. Cohen, Secretary of Defense, Gen. Joseph W. Ralston, NATO Supreme Allied Commander, Europe (effective, May 2000), The Honorable Gil Coronado, Selective Service Director, Alfred Rascon, President Bill Clinton, Amanda Rascon (back to camera, daughter of Alfred Rascon). Associated Press Photo.

and his painful wounds, he recovered the gun and ammunition for another soldier who was then able to provide badly needed suppressive fire for the unit. In spite of his injuries, Rascon continued to treat the wounded. It was only after the enemy retreated and he had treated and directed the evacuation of the wounded, did Rascon allow himself to be treated.

(cont. on pg. 6)

In This Issue:

Board Member Training Pg. 2

CFC Awards Pg. 3

News from the Regions Pg. 4

Data Management Center News Pg. 10

Board Member Training for FY-2000

Fiscal Year 2000 should prove to be another exciting training year for Board Members. In an effort to reduce costs, the Selective Service System has developed a new format for Local and District Appeal Board Continuation Training. As an alternative to the group training method of the past, the Agency is sending Board Members a self-training package to review and complete. Each package will contain instructions on how to complete the training and how to return the evaluation sheets to their respective Regional Headquarters. The package will also provide an informative "Current Events" section covering such topics as registration, Board Member volunteers, and state legislation. Board Members will be reviewing such subjects as claim processing and Board Meeting procedures. If funding permits, it is anticipated that group continuation training will return in FY 2001.

During FY 2000, Civilian Review Board (CRB) Members will also be sent an interesting and informative self-study Continuation Training



Members of the Piranha film crew of Denver, Colo., at work during the taping of the IBMT video.

Package. CRB Members will complete an Information Review section on the Selective Service System lottery and claim processing for conscientious objectors.

Major revisions to the Initial Board Member Training (IBMT) program will include the addition of chapters from the Agency's Health Care Personnel Delivery System Manual into the Board Member Handbook (BMH). The new module will introduce the new Board Members to both the general and health care registration requirements. In addition to the handbook changes, a new IBMT video for new Board Member training is nearing completion. The video, taped during October 1999 in Denver, Colo., by the Department of Interior Audio Visual Center, will have a contemporary look with interesting visual and audio effects.

"The Selective Service System Board Members and other volunteers perform a vital service to the Agency and the Nation," observed Agency Director, Gil Coronado. "Their continued support is greatly appreciated."



Cassandra Costley (kneeling center), Program Analyst, Office of Operations Training Division with members of the Piranha film crew.

COMBINED FEDERAL CAMPAIGN AWARDS



National Headquarters

Employees at the Selective Service System's (SSS) National Headquarters were recognized for their creativity during the Combined Federal Campaign (CFC) Gala on Feb. 9, 2000. CFC is the annual fund-raising drive conducted each fall by federal employees. Each year federal employees and military personnel raise millions of dollars through the CFC that benefits thousands of nonprofit charities.

Led by Sue Denison of the Agency's Office of Information Management, SSS employees, dressed as Mother Goose and her friends, demonstrated how giving helps improve the lives of others and benefits the giver as well. The presentation was videotaped and entered into the CFC's Communication Contest. It received the "Most Original Campaign Technique" award, which was presented to the employees by The Honorable Donna Shalala at the CFC Gala on Feb. 9, 2000.

In a ceremony held at National Headquarters (NHO) on Feb. 23, 2000, Director Gil Coronado accepted two awards on behalf of the Agency, the President's Award for achieving 75-percent or more participation and the Pacesetter Award for exceeding its monetary goal. For donating one percent of their yearly income, six NHO employees earned Eagle Awards and one employee earned a Double Eagle Award.



Winners of the "Most Original Campaign Technique" award. From left to right: Janet Matchett, Jerry Klotz, Sue Denison, Maggie Lam, Annie Boyd, and Debora Taylor.

Region I

In North Chicago, Ill., Region I's CFC efforts also achieved outstanding results. The Region reached 100-percent participation within two weeks of the kick-off campaign.

The Region was presented with their area's Gold and the Outstanding Achievement Award by Rear Adm. Edward Hunter, Commander, Great Lakes Training Center. Region I's CFC Activity Chair, Ms. Lee Holton, was presented with the Community Spirit Award and a Letter of Commendation. An Eagle Award was earned by an anonymous Region I employee.

Region II

Employees at Region II Headquarters in Marietta, Ga., were pleased with the 100-percent participation they received during the fund-raising campaign, earning them the Silver Award, the highest award received in their area. The Region was also presented with the Appreciation Award by Dr. Jeffrey Koplan, Metro Atlanta's CFC Campaign Chairperson. Additionally, Eagle Awards were earned by four Region II employees.

Region III

A Letter of Commendation was received by the employees at Region III, in Denver, Colo. for exceeding their goal and 100-percent participation.

Data Management Center

The Data Management Center in North Chicago, Ill., received several letters of commendation and special achievement from the Lake County Chapter of CFC for their participation in the campaign.

NEWS FROM THE REGIONS

Region I News

State Senator Visits Region I

Illinois State Senator Adeline Geo-Karis recently visited Region I Headquarters and the Data Management Center (DMC) to learn more about regional registration activities.

Region I Director, Lt. Col. Glen Ford, explained the Region's mission, programs, and structure, while Lyle Wilkes, DMC Director, briefed the attendees on the DMC's operations.

Accompanying the Senator were Retired Maj. Gen. John L. Borling, USAF, and Retired Brig. Gen. Frank C. Bacon, Jr., USA, both very influential men in their communities.



Left to right: Lt. Col. Glen Ford, Region I Director; Retired Brig. Gen. Frank C. Bacon, USA; Illinois State Senator, Adeline Geo-Karis; and Retired Maj. Gen. John L. Borling, USAF

Region II News

Region II Participates in GAEL

Region II Headquarters took part in the Georgia Association of Educational Leaders' (GAEL) Winter Conference held in Atlanta. In attendance, were 400-500 superintendents, principals, and curriculum and instructional supervisors, providing a wonderful opportunity for Region II to promote its High School Registrar Program in Georgia.



Left to right: Col. Bill Thomas, Commander 2GA; Retired Col. Roy J. Yelton, Georgia State Director; Bettie Ann Longstreet, Region II Senior State Coordinator; and Brenda Nightingale-Moss, Region II State Coordinator.

State Coordinator Makes a Run For It

Brenda Nightingale-Moss, State Coordinator for Region II, placed second for her age and gender group in the Peachtree City, Ga., 10K road race held on Jan. 17, 2000. Nightingale-Moss' finish qualified her for the Peachtree Road Race held annually on July 4, Atlanta's most popular 10K race.



Brenda Nightingale-Moss, Region II State Coordinator.

Region III News



Crown

Reserve Force Officer Darla Crown

CW4 Darla Crown, Reserve Force Officer (RFO) for the Selective Service in South Dakota, likes to stay busy. She is a Guard Member, a biker, photographer, race car driver, and civic leader. So volunteering with the Selective Service fits perfectly into her schedule. For 10 years, Crown has served the

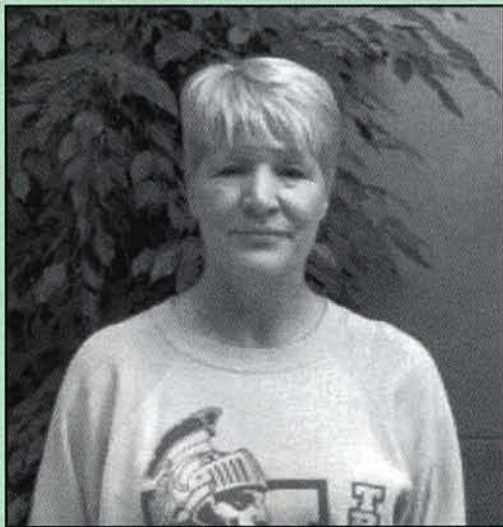
Selective Service by communicating the Agency's mission to students and teachers in high schools, and residents of western South Dakota.

A native of Wall, Crown, a 26-year veteran, became the South Dakota Army National Guard's first female Chief Warrant Officer 14 years ago. After graduating from high school, Crown served three years active duty before joining the National Guard to continue her military career while attending college. She served in a general supply company, a troop command, and was department head of the Map Reading Department with the South Dakota Military Academy for six years. She qualifies expert with the M-16 and .45 caliber pistol and is a compensated disabled Vietnam Veteran.

Two master degrees in counseling and human resources have served Crown well in her many diverse roles in the military and private sector. In addition to her Selective Service activities, Crown does it all. She also serves as Membership Director of the Rapid City and Black Hills Area Chamber of Commerce, volunteers with Court Appointed Special Advocate, a program in support of advocating for abused and neglected children in court. Crown is also a foster parent, certified teacher, therapist, and member of the Women's Veterans of the Black Hills and the American Legion. With all her activities, Crown still finds time to spend with Doug, her high school sweetheart and husband of over 23 years.

Crown's goals are to bring enthusiasm to the lives of others. "Life," she says, "is most fulfilling when I am able to share my interests and knowledge with others. RFO work provides me the opportunity to do just that."

Sue Bergstrom - Registrar Profile



Bergstrom

Sue Bergstrom has served as the Selective Service High School Registrar at Mayfield High School in Las Cruces, N.M., since 1993, and has served as its counselor for the past 31 years.

In addition to her duties at Mayfield High School, Bergstrom is a lieutenant colonel with the New Mexico Air National Guard, where for 21 years, she has served as the State Staff Public Affairs Officer.

Bergstrom is also a representative to the New Mexico National Guard Association's Executive Council and for 16 years has served as the Admissions Liaison Officer for the U.S. Air Force Academy and Air Force Reserve Officer Training Corps.

"Sue is a role model for her students and peers," says Maj. Rob Vaccarella, Selective Service Area Officer Manager. "She is definitely an American patriot and we are proud to have her on our team."

A REAL AMERICAN HERO

(continued from page 1)



President Clinton presents the Medal.

Photo by William Vasta, The White House

SSS Director Gil Coronado presents a framed caricature drawing to Rascon. Commemorating the Medal presentation, the drawing was signed by all SSS employees in National Headquarters.



Rascon, who was born in Chihuahua, Mexico, moved to Oxnard, Calif., with his parents when he was a child. In 1963, at age 17, he persuaded his parents to sign a waiver allowing him to enlist in the U.S. Army. He was sent to Vietnam in 1965.

Following this first combat tour in Vietnam, Rascon recovered from his serious wounds, was discharged from active duty in May 1966 and placed in the Army Reserve. He worked and attended college until August 1969, at which time he returned to active duty with the Army. In February 1970, he received a commission as a second lieutenant after graduating from the Army's Infantry Officers Candidate School. He volunteered for a second tour in Vietnam in 1972.

After leaving the Army, Rascon moved to Maryland and began a career with the Federal Government, working for several agencies before joining the Selective Service System in 1995.

Rascon was originally nominated for the Congressional Medal of Honor by his platoon in 1966, shortly after the battle, but the paperwork was lost in a confusion of bureaucracy. Upon hearing that Rascon had not received the award, his platoon began a crusade several years ago to ensure that Rascon's actions be recognized.

After 33 years, Rascon and his heroism have finally received the recognition deserved. The events of March 16, 1966, will, of course, never be forgotten by those who experienced it. But now future generations will know of the heroism shown on that day, as Rascon's name, picture, and Medal of Honor citation will be on permanent display in the Pentagon's Hall of Heroes.

Col. Richard A Moore, Manager, Selective Service System's Office of Operations Registration Division, says that he was impressed by so many things upon hearing about Rascon's actions that earned him the award. What impressed Moore most was the fact that while Rascon was not yet a citizen of the United States, he volunteered to fight in a



The President of the United States of America, authorized by Act of Congress, March 2, 1862, has awarded in the name of The Congress the Medal of Honor to

**SPECIALIST FOUR ALFRED RASCON
UNITED STATES ARMY**

for conspicuous gallantry and intrepidity at the risk of his life above and beyond the call of duty:

Specialist Four Alfred Rascon distinguished himself by a series of extraordinarily courageous acts on 16 March 1968, while assigned as a medic to the Reconnaissance Platoon, Headquarters Company, 1st Battalion (Airborne), 503d Infantry, 173d Airborne Brigade (Separate). While moving to reinforce its sister battalion under intense enemy attack, the reconnaissance platoon came under heavy fire from a numerically superior enemy force. The intense fire from crew-served weapons and grenades severely wounded several point squad soldiers. Specialist Four Rascon, ignoring directions to stay behind shelter until cover fire could be provided, made his way forward. His repeatedly tried to reach the severely wounded point machine-gunner lying on an open enemy trail, but was driven back each time by withering fire. Finally, he jumped to his feet and, with total disregard for his personal safety, he raced through heavy enemy fire and exploding grenades to reach his wounded comrade. He then intentionally placed his body between the soldier and the enemy machine gun, sustaining numerous shrapnel injuries and a serious wound to the hip. Ignoring his own wounds, he dragged the larger soldier from the fire-raked trail, hitting a second machine-gunner's trail that he was running out of ammunition. Specialist Four Rascon, still under heavy enemy fire, crawled back to the wounded machine-gunner, stripped him of his bandoliers of ammunition, and gave them to the machine-gunner who continued his suppressive fire. Later, Specialist Four Rascon, hearing the abandoned machine gun, its ammunition, and spare barrel would fall into enemy hands, made his way to retrieve them. On his way, he was wounded in the face and torso by grenade fragments, but continued to recover the abandoned machine gun, ammunition and spare barrel items, enabling another soldier to provide added suppressive fire to the pinned-down squad. While searching for additional wounded, he saw the point squad leader wounded by small arms fire and grenades. With complete disregard for his own life, Specialist Four Rascon covered the wounded soldier with his body thereby absorbing the blasts from the exploding grenades, and saving the soldier's life. As grenades were being thrown at the wounded point squad leader, Specialist Rascon again, in complete disregard for his own life, covered the soldier with his body, absorbing the full force of the grenade explosions. Once more, Specialist Four Rascon was critically wounded by shrapnel, but again he continued to search for and aid the wounded. Although severely wounded, he remained on the battlefield, helping his fellow soldiers to continue the battle. After the enemy broke contact, he disengaged aid for himself, and continued treating the wounded and directing their evacuation. Only after being placed on the evacuation helicopter did he allow aid to be given to himself. Specialist Four Rascon's extraordinary valor in the face of deadly enemy fire, his heroism in rescuing the wounded, and his gallantry by repeatedly risking his own life for his fellow soldiers are in keeping with the highest traditions of the military service and reflect great credit upon himself, his unit and the United States Army.

William S. Clinton

war not supported by many U.S. citizens. The other fact that stands out to Moore was that Rascon was a Medic, not an Infantryman, "who went above and beyond his specialty to aid his comrades. The Agency is honored to have him working here," says Moore, "It is an honor for me to know him."

During the ceremony at the White House, Rascon stood face-to-face with President Clinton for several minutes while the citation was read. When asked what was going through his mind at that moment, Rascon replied he thought about the time and effort the members of his platoon put in to arrive at this moment and that the whole experience has been overwhelming. "My children will now know that I played a part in history."

Photo by David Scull, The White House



LEGISLATIVE ACTION

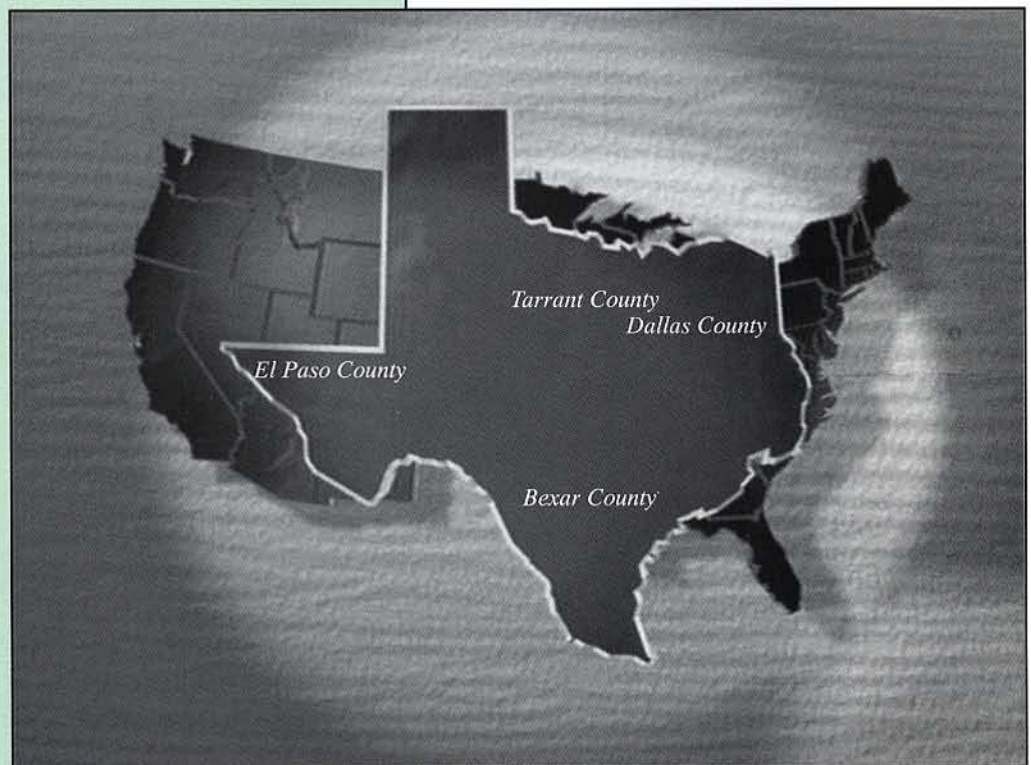
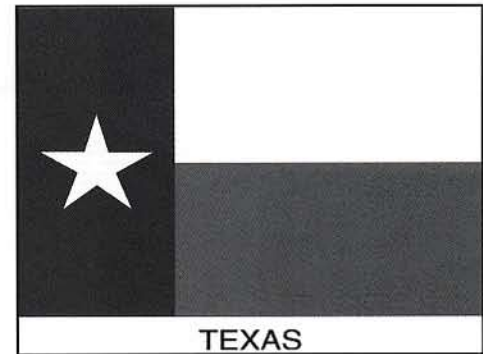
Selective Service Legislation in Texas' Big Four

The most recent passage of legislation in support of Selective Service registration occurred on Feb. 8, 2000, when Tarrant County Commissioners in Fort Worth, Texas, approved a policy requiring men age 18 through 25 years to show proof of Selective Service registration to be eligible for county employment. With this policy, four of the five largest counties in Texas now have laws and policies in support of Selective Service registration. The counties are:

- Dallas County in Dallas - Sept. 29, 1998
- Bexar County in San Antonio - Nov. 9, 1999
- El Paso County in El Paso - Jan. 26, 2000
- Tarrant County in Fort Worth - Feb. 8, 2000

All four counties passed Thurmond-like legislation, linking a man's eligibility for county employment to the federal registration requirement.

Texas is one of 28 states nationally that have enacted Solomon- or Thurmond-like legislation and it is one of the 9 states in Region II with cities or counties that have enacted legislation in support of Selective Service registration.

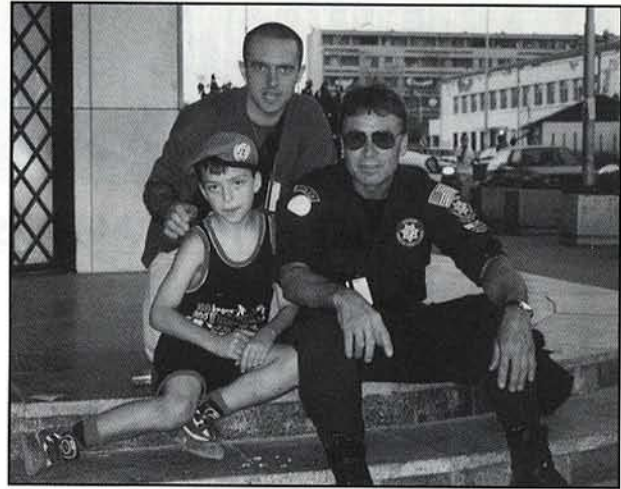


Reserve Force Officer Returns from Kosovo

Capt. Benjamin Picou, a Reserve Force Officer (RFO) from Detachment 1-1 based in Springfield, Ill., and Sheriff of Randolph County, Ill., recently returned from a two-month assignment as a Civilian Police Officer with the United Nations (U.N.) Mission in Kosovo.

The composition of the international civilian police force, also known as CIVPOL, consists of police officers from countries with U.N. membership. The United States provides the largest contingent of officers, while Ghana provides the smallest. Some of the other countries sending officers include: Austria, Canada, Denmark, Egypt, England, Fiji, France, Germany, India, Lithuania, Pakistan, Portugal, Romania, Russia, Spain, Sweden, and Ukraine.

Picou explained that the original national police force in Kosovo was dismantled as a result of the conflict there. The U.N. police mission performs normal police work and investigations. They are also responsible for training the new Kosovo police force made up of a combined Serbian-Albanian membership. The ultimate goal of the program is to recruit an entire new police force made up of Kosovo



Capt. Benjamin Picou (r.) with Kosovo citizens.

citizens, to train and equip them, then integrate them throughout the country, allowing the U.N. to transfer law enforcement responsibilities to the Kosovo police force.

Picou, who has an extensive law enforcement background which includes nine years in his current position as Sheriff of Randolph County, Ill., and eight years as Sheriff of Greene County, Ill., says that although he was happy to serve, he is glad to be home.

Automatic Registration for Immigrant Males

Male immigrants between the ages of 18 and 25 years, who apply for resident status in the United States will now automatically be registered with the Selective Service System (SSS). Five years in the making, the arrangement between SSS and the Immigration and Naturalization Service (INS) has resulted in the revised "Application to Adjust Permanent Resident Status" (Form I-485) to include a statement informing male immigrants that their information will be shared with the SSS for the purpose of registering them. On Feb. 17, 2000, Michael A. Pearson, INS Executive Associate Commissioner for Field Operations, informed Director Gil Coronado, on behalf of the U.S. Attorney General, Janet Reno, of the approved revision and the addition of the form to the INS web site.

Federal law requires male citizens and immigrants living in the U.S., who are at least 18 but not yet 26, to register with Selective Service; however, many men

fail to register because they are unaware of the requirement. Registration is required for U.S. citizenship eligibility and eligibility for several other federal benefits, rights, and/or privileges. All too often, immigrant males are not aware of this requirement until they apply for citizenship and if they are over the age of 26, it is too late for them to register. By law, the SSS cannot register any man over the age of 26.

It is not the intention of the INS, nor the SSS, that U.S. immigrants be denied citizenship, or any other federal benefit, right, and/or privilege because of their unwitting failure to register. The revision of Form I-485 further ensures that immigrants will not lose their eligibility for failure to register, thus allowing them to pursue that much sought after "American Dream."

DATA MANAGEMENT CENTER NEWS

DMC Honors and Awards



Wiggins is DMC Employee of the Quarter

The Data Management Center (DMC) recently named Esther Wiggins the DMC's Employee of the Quarter for the period ending December 31, 1999. DMC Director Lyle Wilkes presented the award to Wiggins at a staff meeting.

Wiggins, a mail processing clerk at the DMC, said she was "shocked" upon hearing she had won the award. "I never thought I would receive such an honor," she said. "My family is very proud of me."

"She is one of many hard workers who seldom receives formal recognition," says Wilkes of Esther. "It gives me great pleasure to recognize a job well done."

During the award period, Wiggins personally processed approximately 730,000 pieces of inbound and outbound correspondence, surpassing performance requirements in each category. Wiggins' performance permitted the DMC to accomplish work during peak periods without overtime.

Beverly Ladd, Wiggins' supervisor, says, "Esther is exceptional. I've asked a lot from her recently, especially in the absence of other employees. Taking her own initiative, she assisted in projects beyond those for which she is responsible."

Wiggins is a native of Lake County, Ill. After high school, she attended the College of Lake County and received General Study Certificates in Business and Computer Science.

In 1986, Wiggins joined the Selective Service as a data transcriber with the DMC. Wiggins became a mail processing clerk in 1993 and continues to advance in her position. "I enjoy working in Mail Logistics," says Wiggins. "I interact with every DMC employee, and get involved in a variety of activities. We're a great team, and I attribute this award to the help received from my co-workers."

Wiggins, a widow, has two grown children, Necia and Necko. When not at work she enjoys doting on her grandson, Quanshea.

DMC WELCOMES NEW EMPLOYEE

Margaret "Peg" Glatz, the newest member of the DMC is the new Computer Specialist LAN Administrator responsible for operations and support of information technology architecture at the Center.

Glatz, who has over 23 years of Federal service, fills a position that has been vacant for nearly one year. When asked about the transition, she says it has been "smooth." Glatz also added, "The support provided by Jerry Klotz (Telecommunications Specialist at the Agency's National Headquarters) and others from the Information Management staff has been tremendous. They saved me many hours of research. This is a wonderful place to work. I am very happy to be here."

When asked about her future career goals, Glatz said she'd like to be a Microsoft -Certified Systems Engineer so she may



become more proficient in her profession. Glatz shares her Silver Lake, Wis., home with three cats, ranging in age from 4 to 16 years.

Crumpton Named DMC Employee of the Year



David Crumpton, contact representative at the Agency's Data Management Center (DMC), was named DMC's Employee of the Year for 1999. "I was surprised and my wife was also happy," said Crumpton. "It's nice to get rewarded for doing something I enjoy."

Crumpton, who was presented with a plaque and a cash award at a recent staff meeting, joined the DMC in 1997 and quickly became one of Registration Information and Research Branch's top employees.

During the 12-month period, Crumpton consistently exceeded performance requirements. Out of a seven and a half hour day, he has a measurable production rate of seven hours, six minutes. He was the Call Center's top performer, answering nearly 26,500 calls.

In addition to answering calls, Crumpton processed about 5,000 pieces of registrant correspondence, 2,500 rosters from JTPA offices, and updated records for 14,000 registrants and potential registrants. He also opened 43,000 pieces of correspondence.

His supervisor, Daisy Santiago, stated, "We are fortunate to have David as an employee. He processes more than his share of the call volume and paper receipts. We depend heavily on him to help keep the backlogs at a manageable level." Branch Manager Patricia Miller added, "David excels in the customer service aspects of his position. He has a strong work ethic and superior skills in dealing with customers."

A native of Georgia, Crumpton grew up in a small town near the Florida border. He joined the Army after high school and served for 12 years, attaining the rank of Sergeant. Crumpton spent most of his military career stationed at Fort Hood, Texas, where he served as a Communication Electronics Maintenance Specialist, responsible for the installation of video equipment, telephones, and communication systems. Deciding it was time for a change, Crumpton moved his family to northern Illinois in 1997.

After a full day's work at the DMC, Crumpton moonlights as a package handler for an express mail carrier, but he still finds time to play basketball and football in 'pick-up games' at the Navy Base or the local high school. He hopes to get back into the communication field someday and to that end, he is pursuing an Associate Degree. David and his wife, Robin, live in Zion, Ill., and have two daughters and a son, ages 2 through 8.



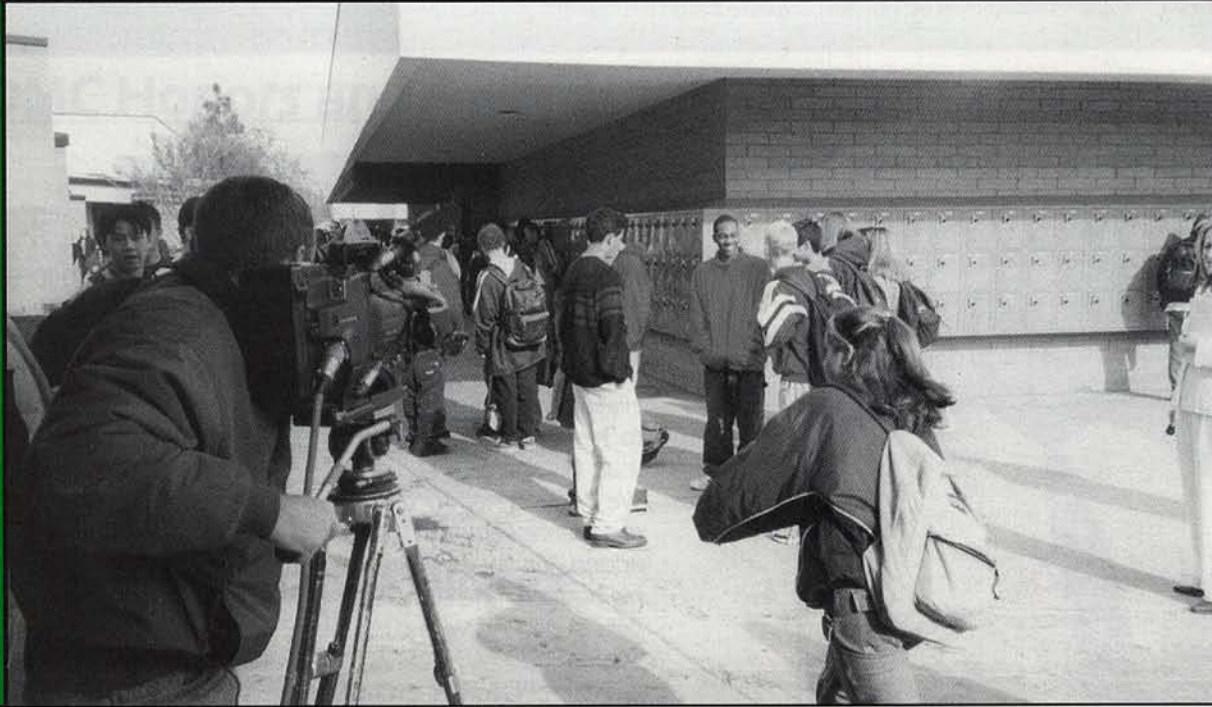
The **Register** is published six times a year as an unofficial publication of the Selective Service System, National Headquarters, Washington, D. C., 22209.

Editor: Alyce Teel-Burton, **Layout/Design:** Laurie Zaleski.

The **Register** welcomes any news of interest to the Selective Service System employees. Deadline is the 20th of the month, 2 months prior to publication.

Circulation: 10,554 viewpoints herein do not represent official policy.

Videos Released in March



Students at Clovis West High School in Fresno, Calif., appear in a portion of a new three-minute registration reminder videotape produced by Selective Service. The tape was sent to all high schools in California, Texas, and Florida recently. Schools in other states and territories will receive a version of the tape in the spring.



The REGISTER
Selective Service System

The Selective Service System
Office of Public and Congressional Affairs
Arlington, Virginia 22209-2425

First Class Mail
Postage and Fees Paid
Selective Service System
Permit No. G-119