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DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
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ROBERT ASARO-ANGELO
Commissioner

BOARD OF REVIEW

TAKE NOTICE THAT PURSUANT TO THE OPEN PUBLIC MEETINGS ACT, N.J.S.A. 10:4-6 ET. SEQ., THE NEW JERSEY DEPARTMENT OF LABOR BOARD OF REVIEW HAS SCHEDULED AN OPEN PUBLIC MEETING TO DISCUSS THE ATTACHED AGENDA ON SEPTEMBER 24, 2025, AT 10:00 AM. THE OPEN PUBLIC MEETING WILL BE HELD VIA TELEPHONE CONFERENCE CALL. THE TELECONFERENCE PHONE NUMBER IS 1 (856) 338-7074 AND THE CONFERENCE ID IS 608 448 806#. IN ACCORDANCE WITH P.I.I. REGULATIONS THE IDENTIFYING CRITERIA WILL BE CLAIMANT INITIALS ONLY AND THE DOCKET NUMBER.

AGENDA OF REGULAR MEETING OF

THE BOARD OF REVIEW

SEPTEMBER 24, 2025

WILLIAM SCAGLIONE, CHAIRPERSON

LISA HART, VICE-CHAIRPERSON

ERIC OLSEN, BOARD MEMBER

MARYANN MORAN-SMYTH, EXECUTIVE SECRETARY



**BOARD OF
REVIEW**

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AD-18.94 (9/23)

BOARD OF REVIEW MEETING – SEPTEMBER 24, 2025

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BOARD MINUTES:

Submitted for adoption are the minutes of the September 17, 2025 Board meeting.

ACTION:

SECTION A – HEARING MATTERS:

A-1 VACATED APPEALS BY THE BOARD OF REVIEW

1. BOR DKT. 00391589 (B.J.G.)

Claimant's communication was processed as an appeal of the decision of the Appeal Tribunal which held the claimant eligible for benefits under availability for work and no liability for a non-fraud refund.

2. BOR DKT. 00399736 (Y.P.)

Claimant's communication was erroneously processed as an appeal of the decision of the Appeal Tribunal which held no disqualification of benefits due to willful misrepresentation, no liability for fines, and remanding a refund liability for recalculation.

3. BOR DKT. 00399738 (Y.P.)

Claimant's communication was erroneously processed as an appeal of the decision of the Appeal Tribunal which held no disqualification due to willful misrepresentation, no liability for fines, and remanding a refund liability for recalculation.

4. BOR DKT. 00400457 (T.G.)

Claimant's correspondence was erroneously processed as an appeal to the Board of Review.

5. BOR DKT. 00393325 (A.A.)

The claimant's correspondence was erroneously processed as an appeal to the Board of Review.

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6. BOR DKT. 00385303 (B.L.M.)

Claimant's communication was processed as an appeal of the decision of the Appeal Tribunal which held the unemployment claim invalid.

7. BOR DKT. 00392874 (M.M.)

The employer's correspondence was erroneously processed as an appeal to the Board of Review.

8. BOR DKT. 00354901 (D.V.)

The claimant's letter was docketed in error as an appeal to the Board of Review.

ACTION:

A-2 DISMISSED APPEALS BY THE BOARD OF REVIEW DUE TO UNTIMELY FILING OR FOR NON-JUSTICIABLE APPEAL ISSUE

1. BOR DKT. 00380119 (H.S.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work and liability for a non-fraud refund.

2. BOR DKT. 00393341 (J.F.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification from benefits for misconduct connected with the work.

3. BOR DKT. 00391877 (J.D.M.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for misconduct connected with the work.

4. BOR DKT. 00394288 (J.L.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification for benefits for leaving work voluntarily and holding no disqualification for benefits for misconduct connected with the work.

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5. BOR DKT. 00392639 (I.T.)

The employer appealed the decision of the Appeal Tribunal holding the employer not liable for benefit charges.

6. BOR DKT. 00377533 (A.S.T.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for misconduct connected with the work.

7. BOR DKT. 00392918 (M.T.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits as the claimant did not meet reporting requirements.

8. BOR DKT. 00396680 (T.L.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits as the claimant did not meet reporting requirements.

9. BOR DKT. 00270796 (S.H.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for Pandemic Unemployment Assistance (PUA) benefits as the claimant's unemployment was not due to one of the COVID-19 related reasons identified in the CARES Act, the claimant had no attachment to the labor market and a liability for a non-fraud refund.

10. BOR DKT. 00342893 (J.P.)

Claimant appealed a decision of the Appeal Tribunal holding the claimant liable for a non-fraud refund. Clmt appealed 4/27/23 from the Director's determination mailed 4/22/23 holding a liability to refund \$27,778 for the weeks ending 6/5/21-2/19/22.

11. BOR DKT. 00387949 (Y.A.S.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

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12. BOR DKT. 00381830 (A.A.D.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

13. BOR DKT. 00385035 (T.M.)

Claimant appealed a decision of the Appeal Tribunal holding the claimant ineligible for benefits under ability to work.

14. BOR DKT. 00372653 (R.L.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification from benefits for misconduct connected with the work.

ACTION:

A-3 AFFIRMATIONS OF APPEAL TRIBUNAL DECISIONS BY THE BOARD OF REVIEW

1. BOR DKT. 00393999 (V.H.)

Claimant appealed a decision of the Appeal Tribunal holding the claimant liable for a non-fraud refund as the claimant was employed full-time.

2. BOR DKT. 00393998 (V.H.)

Claimant appealed a decision of the Appeal Tribunal holding the claimant liable for a non-fraud refund as the claimant was employed full-time.

3. BOR DKT. 00393170 (E.F.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits as the claimant did not meet reporting requirements.

4. BOR DKT. 00393024 (F.P.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

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5. BOR DKT. 00392296 (F.N.D.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits as the claimant did not meet reporting requirements and liable for a non-fraud refund.

6. BOR DKT. 00397087 (D.L.C.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits for failing to report as required by the Division.

7. BOR DKT. 00378341 (N.K.C.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

8. BOR DKT. 00318183 (K.S.P.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification for benefits for leaving work voluntarily.

9. BOR DKT. 00390761 (G.D.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

10. BOR DKT. 00395879 (K.S.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification for benefits for misconduct connected with the work.

11. BOR DKT. 00377950 (M.L.S.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits as the claimant had reasonable assurance of reemployment between terms.

12. BOR DKT. 00383474 (G.B.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification from benefits for leaving work voluntarily.

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13. BOR DKT. 00362436 (N.S.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

14. BOR DKT. 00380897 (N.M.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

15. BOR DKT. 00367347 (B.S.)

Claimant appealed the Appeal Tribunal decision holding the unemployment claim invalid and a liability for a non-fraud refund.

16. BOR DKT. 00370600 (M.J.J.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

17. BOR DKT. 00398707 (M.S.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits as the claimant did not meet reporting requirements.

18. BOR DKT. 00386458 (M.A.G.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

19. BOR DKT. 00392571 (D.R.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

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20. BOR DKT. 00391513 (D.W.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

21. BOR DKT. 00397323 (R.H.W.)

Claimant appealed the decision of the Appeal Tribunal which denied the claimant's request for a pre-date of an unemployment claim.

22. BOR DKT. 00394108 (A.W.C.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

23. BOR DKT. 00376772 (D.T.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits as the claimant had reasonable assurance of reemployment between terms.

24. BOR DKT. 00376771 (D.T.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits as the claimant had reasonable assurance of reemployment between terms.

25. BOR DKT. 00382869 (K.C.)

Claimant appealed the decision of the Appeal Tribunal denying the request to reopen the matter due to non-registration for the hearing.

26. BOR DKT. 00393312 (J.I.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work and a liability for a non-fraud refund.

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27. BOR DKT. 00379636 (D.C.M.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification for benefits for leaving work voluntarily or for being discharged for misconduct connected with the work.

28. BOR DKT. 00392343 (M.M.C.)

Claimant appealed a decision of the Appeal Tribunal holding the claimant ineligible for benefits under availability for work.

29. BOR DKT. 00388712 (S.A.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for misconduct connected with the work.

30. BOR DKT. 00392379 (T.G.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for misconduct connected with the work.

31. BOR DKT. 00375321 (M.E.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for misconduct connected with the work.

32. BOR DKT. 00386940 (J.G.)

Employer appealed a decision of the Appeal Tribunal holding no disqualification for benefits for refusing suitable work.

33. BOR DKT. 00386145 (M.V.A.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification for benefits for misconduct connected with the work.

34. BOR DKT. 00385253 (J.D.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification for benefits for leaving work voluntarily or for being discharged for misconduct connected with the work.

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35. BOR DKT. 00391405 (K.H.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits as the claimant did not meet reporting requirements.

36. BOR DKT. 00391661 (G.S.)

Claimant appealed the decision of the Appeal Tribunal which denied the claimant's request for a pre-date of an unemployment claim.

37. BOR DKT. 00353206 (L.C.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work and a liability for a non-fraud refund.

38. BOR DKT. 00373457 (S.D.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for misconduct connected with the work.

39. BOR DKT. 00392500 (L.L.R.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

40. BOR DKT. 00385664 (A.A.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification for benefits for misconduct connected with the work.

41. BOR DKT. 00391400 (C.L.D.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work and a liability for a non-fraud refund.

42. BOR DKT. 00383781 (D.I.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification for benefits for misconduct connected with the work.

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43. BOR DKT. 00385706 (B.C.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

44. BOR DKT. 00390625 (T.N.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for misconduct connected with the work.

45. BOR DKT. 00394821 (V.L.H.P.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for an Overpayment Waiver.

46. BOR DKT. 00391238 (C.C.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits as the claimant did not meet reporting requirements.

47. BOR DKT. 00392686 (S.T.K.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification from benefits for misconduct connected with the work.

48. BOR DKT. 00302133 (L.K.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits as the claimant had reasonable assurance of reemployment between terms and a liability for a non-fraud refund.

49. BOR DKT. 00387056 (B.S.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

50. BOR DKT. 00386460 (P.M.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work and a liability for a non-fraud refund.

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51. BOR DKT. 00393319 (A.A.)

Claimant appealed the decision of the Appeal Tribunal which denied the claimant's request for a pre-date of an unemployment claim.

52. BOR DKT. 00394629 (M.K.)

Claimant appealed the decision of the Appeal Tribunal holding a denial of the claimant's request for a waiver of overpayment recovery.

53. BOR DKT. 00385898 (M.A.H.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

54. BOR DKT. 00395509 (T.R.)

Claimant appealed a decision of the Appeal Tribunal holding the claimant liable for a non-fraud refund.

55. BOR DKT. 00396472 (E.H.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification from benefits for leaving work voluntarily.

56. BOR DKT. 00395517 (M.S.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification from benefits for leaving work voluntarily.

57. BOR DKT. 00382654 (M.S.)

The claimant filed a timely appeal from a decision of the Appeal Tribunal mailed February 24, 2025.

58. BOR DKT. 00386506 (S.L.S.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

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59. BOR DKT. 00391667 (P.M.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work and a liability for a non-fraud refund.

60. BOR DKT. 00384507 (J.P.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification from benefits for leaving work voluntarily without good cause attributable to the work.

61. BOR DKT. 00386965 (N.H.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification from benefits for leaving work voluntarily without good cause attributable to the work.

62. BOR DKT. 00370806 (E.K.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

63. BOR DKT. 00385236 (R.P.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

64. BOR DKT. 00381257 (J.B.)

Claimant appealed a decision of the Appeal Tribunal holding a disqualification due to willful misrepresentation, a liability for fines, and a refund liability.

65. BOR DKT. 00393551 (L.L.)

Claimant appealed the Appeal Tribunal decision holding the unemployment claim invalid and a liability for non-fraud refund.

66. BOR DKT. 00379339 (I.P.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification from benefits for leaving work voluntarily without good cause attributable to the work.

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67. BOR DKT. 00387823 (R.B.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

68. BOR DKT. 00371385 (C.V.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification for benefits for leaving work voluntarily without good cause attributable to the work, or for being discharged for misconduct connected with the work.

ACTION:

A-4 MODIFICATIONS OF APPEAL TRIBUNAL DECISIONS BY THE BOARD OF REVIEW

1. BOR DKT. 00390528 (B.R.R.)

Claimant appealed the Appeal Tribunal decision holding the unemployment claim invalid.

2. BOR DKT. 00375639 (C.T.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

3. BOR DKT. 00379140 (R.G.U.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

4. BOR DKT. 00386970 (M.M.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification for benefits for leaving work voluntarily or for being discharged for misconduct connected with the work.

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5. BOR DKT. 00395871 (B.T.D.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for misconduct connected with the work.

6. BOR DKT. 00391999 (V.L.M.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work and a liability for a non-fraud refund.

7. BOR DKT. 00382213 (L.A.D.)

Employer appealed a decision of the Appeal Tribunal holding no disqualification for benefits for refusing suitable work.

8. BOR DKT. 00392204 (L.D.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification for benefits for misconduct connected with the work.

ACTION:

A-5 REMANDS TO THE APPEAL TRIBUNAL AND/OR DEPUTY BY THE BOARD OF REVIEW

1. BOR DKT. 00397880 (D.K.L.)

Claimant appealed a decision of the Appeal Tribunal holding the claimant liable for a non-fraud refund.

2. BOR DKT. 00348339 (G.S.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification from benefits for misconduct connected with the work.

3. BOR DKT. 00394280 (D.R.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for Pandemic Unemployment Assistance (PUA) benefits as the claimant's unemployment was not due to one of the COVID-19 related reasons identified in the CARES Act and liable for a non-fraud refund.

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4. BOR DKT. 00394765 (J.R.)

Claimant appealed the decision of the Appeal Tribunal dismissing the appeal as the appellant failed to file within the statutory period.

5. BOR DKT. 00390950 (Q.D.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

6. BOR DKT. 00385071 (E.C.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

7. BOR DKT. 00375255 (A.C.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits as the claimant did not meet reporting requirements.

8. BOR DKT. 00384664 (J.A.S.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification for benefits for leaving work voluntarily.

9. BOR DKT. 00389231 (A.M.S.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for misconduct connected with the work.

10. BOR DKT. 00382664 (J.S.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification for benefits for leaving work voluntarily.

11. BOR DKT. 00376120 (C.M.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification for benefits for misconduct connected with the work.

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12. BOR DKT. 00386355 (H.L.D.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work and a liability for a non-fraud refund.

13. BOR DKT. 00381959 (J.M.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification from benefits for leaving work voluntarily without good cause attributable to the work.

14. BOR DKT. 00390956 (B.B.)

Employer appealed the decision of the Appeal Tribunal holding no disqualification from benefits for misconduct connected with the work.

15. BOR DKT. 00387246 (C.M.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification from benefits for leaving work voluntarily without good cause attributable to the work.

16. BOR DKT. 00380835 (C.G.)

Employer appealed a decision of the Appeal Tribunal holding no disqualification of benefits for misconduct connected with the work.

17. BOR DKT. 00381914 (R.M.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification from benefits for leaving work voluntarily and liability for a non-fraud refund.

ACTION:

A-6 REVERSED AND REMANDED DECISIONS TO THE APPEAL TRIBUNAL BY THE BOARD OF REVIEW

1. BOR DKT. 00385319 (S.P.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits as the claimant did not meet reporting requirements.

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ACTION:

A-7 REVERSED DECISIONS OF THE APPEAL TRIBUNAL AND/OR THE DEPUTY BY THE BOARD OF REVIEW

1. BOR DKT. 00389670 (K.Z.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for misconduct connected with the work.

2. BOR DKT. 00384432 (D.B.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

3. BOR DKT. 00390895 (N.M.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits for failure to meet reporting requirements in accordance with Division regulations.

4. BOR DKT. 00380291 (R.B.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

5. BOR DKT. 00389623 (A.D.T.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for misconduct connected with the work.

6. BOR DKT. 00388563 (J.G.)

Claimant appealed the decision of the Appeal Tribunal holding the claimant ineligible for benefits as the claimant did not meet reporting requirements.

7. BOR DKT. 00390301 (F.K.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

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8. BOR DKT. 00361804 (M.J.R.)

Claimant appealed the decision of the Appeal Tribunal holding a disqualification for benefits for leaving work voluntarily without good cause attributable to the work.

ACTION: