Con Hunton	Hunter Con ising Habbs Strong on on
Cox, Hunter	Hunter Cox joined Hobbs Straus as an
Hobbs, Straus, Dean & Walker, LLP	associate in June 2018. Hunter is a citizen of
	the Prairie Band Potawatomi Nation, and a
ICWA After Texas v. Zinke - Where Does	descendant of the Cherokee Nation. He is a
Indian Country Go From Here	graduate of the University of Michigan Law
	School, the Gerald R. Ford School of Public
	Policy, and Dartmouth College. Hunter is
	admitted to practice law in New York and is
	currently awaiting admission into the District
	of Columbia Bar. During law school, Hunter
	was active in Native American organizations
	and public interest work. He clerked for the
	Native American Rights Fund in Boulder,
	Colorado, working on everything from water
	rights to voter rights. He served as the
	Treasurer and then President of the National
	Native American Law Students Association
	(NNALSA), a 501(c)(3) non-profit that
	promotes the development of Indian Law and
	advocates for Native American students and
	their allies in law schools across the country.
	Hunter's public interest work spans civil and
	criminal matters. He provided direct client
	services in housing and public benefits
	matters at the Legal Services of South Central
	Michigan (LSSCM). While working as a
	student attorney for the Michigan Innocence
	Clinic, he helped investigate and litigate
	factual innocence claims in order to exonerate
	wrongfully convicted clients.
Crevier, Francys	Francys Crevier (Algonquin) has been serving
National Council of Urban Indian Health	Indian Country for a little over a decade. She
	has served in various capacities from clerking
Health Care in Indian Country	for Tribal supreme courts and working for the
	United Nations Special Rapporteur for the
	Rights of Indigenous Peoples to representing
	Tribes as in-house counsel and special
	prosecutor. She joined the Indian healthcare
	field in 2015 to advocate for better healthcare
	in Indian Country as well as educate Tribal
	members and communities on their alternative

Speaker Bios

Cruzan, Darren Office of Law Enforcement & Security, U.S. Department of the Interior	 healthcare options. She joined NCUIH in 2016 as the Policy Analyst and Congressional Relations Liaison and later became the Director of Governmental Affairs. She is now NCUIH's Executive Director. Francys received her J.D. from University of Arizona Law with a Certificate in Indigenous Peoples Law and Policy and her B.A. in Public Administration from Florida International University. Darren Cruzan is the Director of the Office of Law Enforcement & Security at the U.S. Department of the Interior. The Office of Law Enforcement and Security (OLES) serves as the Departmental focal point to provide
Indian Country Jurisdiction	the Departmental focal point to provide program guidance and oversight of the Department's law enforcement, security, intelligence, counterintelligence/insider threat, and information sharing programs.
Delrow, Devin	Devin Delrow is the Director of Policy for
National Indian Health Board	NIHB where he seeks out opportunities for advancing the Tribal position in federal
Health Care in Indian Country	policymaking. He also provides analysis, communication, and advocacy materials to Tribes on key health issues. In 2014, Mr. Delrow joined NIHB as the Policy Associate for Medicare, Medicaid and Health Care Reform. Mr. Delrow earned his BA in History from Dartmouth College and a JD from the University of New Mexico, School of Law where he also earned the Indian Law Certificate. He is a member of the New Mexico State Bar.
Good, Marcia	Marcia Good is the Senior Counsel to the
Office of Tribal Justice, U.S. Department of Justice	Director of the Office of Tribal Justice (OTJ) of the Department of Justice. OTJ serves as the program and legal policy advisor to the
Indian Country Jurisdiction	Attorney General with respect to the treaty and trust relationship between the United States and the 573 federally-recognized Indian tribes. OTJ also serves as the point of contact for the tribes and tribal organizations with respect to the Department of Justice, and coordinates with other bureaus, agencies, offices and divisions within DOJ and with

Haria Bhanda	other agencies outside of DOJ with regard to Indian tribal matters. In April 2013, Marcia was hired as Senior Counsel to the Director of the Office of Tribal Justice in Washington, DC. At OTJ, Marcia works on projects and policies in Indian Country in the areas of criminal jurisdiction and prosecution, victim issues, training for law enforcement, sexual offender registration, tribal access to criminal databases, and children's issues. Marcia is a 1986 graduate of Eastern Montana College in Billings where she obtained a BS in Psychology with a minor in Sociology. She continued her education at the University of Colorado, Boulder, where she received her J.D. in 1989.
Harjo, Rhonda U.S. Senate	Rhonda Harjo is the Deputy Chief Counsel, for the Committee on Indian Affairs.
Indian Country Jurisdiction	
Harper, Keith Kilpatrick Townsend & Stockton LLP ICWA After Texas v. Zinke - Where Does Indian Country Go From Here	Ambassador (ret.) Keith M. Harper is a Partner at Kilpatrick Townsend in Washington, DC. Previously he served as the United States Ambassador and Permanent Representative to the United Nations Human Rights Council in Geneva, Switzerland since 2014. Ambassador Harper became the inaugural Senior Non-Resident Fellow on National Security at the George Washington University Elliott School of International Affairs in March 2017. He is a citizen of the Cherokee Nation, focuses his practice on Native American affairs, litigation, and international clients from the private as well as the public sector. Throughout his career, he has represented tribes and individual Indians. Among other matters, Ambassador Harper since inception of the case, represented the plaintiff class of 500,000 individual Indians and served as class counsel in the landmark Indian trust funds lawsuit, <i>Cobell v. Salazar</i> . Ultimately the case settled for \$3.4 billion in 2009, which represents the largest settlement of a lawsuit against the United States in history.

Klass, Katie	Katie Klass joined Hobbs Straus in October
Hobbs, Straus, Dean & Walker, LLP	of 2014 and is eager to advocate on behalf of
	tribal clients. Katie is a citizen of the
Health Care in Indian Country	Wyandotte Nation, located in the northeast
y	corner of Oklahoma. She chose to attend law
	school to further tribal sovereignty for her
	own tribe and for Indian country generally.
	Katie began her legal career in the
	Department of the Interior, Office of the
	Solicitor's Honors Attorney Program. She
	spent a year rotating throughout the
	Solicitor's Office Headquarters Divisions and
	the Rocky Mountain Regional Office before
	permanently joining the Division of Indian
	Affairs. While there, she spent two years
	specializing in gaming eligibility and federal
	recognition. Katie received her Juris Doctor in
	2011 from the University of Arizona James E.
	Rogers College of Law.
LaPorte, Caroline	Caroline LaPorte is the Senior Native Affairs
National Indigenous Women's Resource	Policy Advisor for the National Indigenous
Center	Women's Resource Center. Her work focuses
	on housing, human rights, children and youth,
Indian Country Jurisdiction	firearms and criminal justice all within the
	gender based violence framework. She is a
	Texas Bar Licensed Attorney and previously
	worked as a family law attorney and at Dallas
	CASA (Court Appointed Special Advocates),
	an organization that represents children in
	foster care. She has been published twice by
	the American Bar Association's Law Practice
	Magazine and was additionally the co-author
	of an article that was published in the
	Domestic Violence Report, which focused on
	applying the human rights framework to
	domestic violence in the United States.
	She graduated from Baylor University in
	Texas, majoring in Philosophy. After
	undergrad, she joined the Teaching Fellows
	(Miami Cohort) and was placed in Little Haiti
	and Liberty City. She went on to attend The
	University of Miami School of Law, where
	she graduated cum laude. Caroline was named
	a Henry Bandier Fellow for her work in child
	advocacy and human rights and was the
	recipient of the Natasha Pettigrew Memorial

	Award. During her time in law school, she clerked for the Office of Tribal Justice at the
	Department of Justice and for the chief legislative attorney of Little River Band of
	Ottawa Indians, of which she is immediate descent. She was additionally elected to serve
	on the National Executive Board for the
	National Native American Law Student's Association. Caroline also served as a fellow
	in the Children and Youth Law Clinic.
Leonhard, M. Brent	M. Brent Leonhard is an Attorney in the
Oregon Department of Justice, Confederated	Office of Legal Counsel for the Confederated
Tribes of the Umatilla Indians	Tribes of the Umatilla Indian Reservation. He
Indian Country Jurisdiction	helped lead the CTUIR in being the first jurisdiction to implement the Adam Walsh
Indian Country Jurisdiction	Act (along with the State of Ohio), implement
	the Tribal Law and Order Act (TLOA) felony
	sentencing in March 2011, house the first two
	criminals in the federal Bureau Of Prisons
	TLOA Pilot Program, implement VAWA
	2013's non-Indian criminal jurisdiction, and
	obtain full input and retrieval access to federal criminal databases under USDOJ's Tribal
	Access Program. In 2011 he was appointed to
	Attorney General Eric Holder's
	Federal/Tribal Domestic Violence Taskforce.
	In 2015 he was appointed to the United States
	Sentencing Commission's Tribal Issues
	Advisory Group.
Maynard, Deanne Morrison & Foerster LLP	For more than 20 years, Deanne Maynard, co-
Morrison & Foerster LLP	chair of Morrison & Foerster's Appellate and Supreme Court practice, has briefed and
Litigating Indian Law Issues in State and	argued significant appeals in the United States
Federal Appellate Courts	Supreme Court and appellate courts across the
11	country. She has argued 14 cases before the
	Supreme Court and filed over 100 briefs in
	that Court. Ms. Maynard's appellate practice
	is nationwide. She has particular experience
	in the Federal Circuit, where she has argued more than 30 appeals, representing both
	patentees and defendants, on a variety of
	technologies. Ms. Maynard also appears
	regularly in the Ninth Circuit, where she has
	argued 10 appeals. Ms. Maynard graduated
	magna cum laude from Harvard Law School,
	where she was an editor of the Harvard Law

Milhollin, Elliot A.Hobbs, Straus, Dean & Walker, LLPHealth Care in Indian CountryHealth Care in Indian CountryElliott Milhollin began his career in IndianHau while clerking for the firm during collegeand law school. After practicing law at two ofthe country's largest law firms, he returned tohis roots at Hobbs Straus in 2003 and becamea partner in 2006. He is a member of theFirm's Health Care, Litigation, Gaming andNatural Resources practice groups. Elliottrepresents and advises tribes and tribalorganizations on a variety of Health Careissues, including Medicare, Medicaid and theIndian Self-Determination and EducationAssistance Act. He is also involved in IndianCountry efforts to implement the IndianHealth Care Improvement Act amendmentsand the Patient Protection and AffordableCare Act in a manner that will ensuremeaningful access for American Indians andAlaska Natives. Elliott received his J.D. (cumlaude) from the University of Wisconsin LawSchool in 1999, where he was the Editor-in-Chief of the Wisconsin Environmental LawJournal. He graduated with a Bachelor of Artswith High Honors from the University ofMunitz, Ryan J.Sheppard Mullin Richter & Hampton LLP#MeToo: Ethical Considerations ofWorkplace Sexual Harassment andDisparities in Treatment and Other EthicalConflictsRate Railway Labor Act and has extensive		Review. She earned a B.A. in English, with distinction, from the University of Virginia. Ms. Maynard is annually recommended as a leading lawyer by Chambers USA, Legal 500 US, and Best Lawyers in America. She is a Fellow in the American Academy of Appellate Lawyers, selected for her distinction as an appellate lawyer. Ms. Maynard serves on the Board of Trustees of the Supreme Court Historical Society. She also is a Master in, and Past President of, the Coke Appellate Inn of Court.
 Health Care in Indian Country and law school. After practicing law at two of the country's largest law firms, he returned to his roots at Hobbs Straus in 2003 and became a partner in 2006. He is a member of the Firm's Health Care, Litigation, Gaming and Natural Resources practice groups. Elliott represents and advises tribes and tribal organizations on a variety of Health Care issues, including Medicare, Medicaid and the Indian Self-Determination and Education Assistance Act. He is also involved in Indian Country efforts to implement the Indian Health Care Improvement Act amendments and the Patient Protection and Affordable Care Act in a manner that will ensure meaningful access for American Indians and Alaska Natives. Elliott received his J.D. (cum laude) from the University of Wisconsin Law School in 1999, where he was the Editor-in- Chief of the Wisconsin Environmental Law Journal. He graduated with a Bachelor of Arts with High Honors from the University of Michigan in 1993. He is admitted to practice in the District of Columbia. Munitz, Ryan J. Munitz, Ryan J. Ryan Munitz is an associate in the Labor and Employment Group in the firm's Washington, D.C. office. Ms. Munitz's practice focuess on labor and employment counseling, particularly regarding compliance with the National Labor Relations Act. She specializes 	Milhollin, Elliot A.	-
Natural Resources practice groups. Elliott represents and advises tribes and tribal organizations on a variety of Health Care issues, including Medicare, Medicaid and the Indian Self-Determination and Education Assistance Act. He is also involved in Indian Country efforts to implement the Indian Health Care Improvement Act amendments and the Patient Protection and Affordable Care Act in a manner that will ensure meaningful access for American Indians and Alaska Natives. Elliott received his J.D. (cum laude) from the University of Wisconsin Law School in 1999, where he was the Editor-in- Chief of the Wisconsin Environmental Law Journal. He graduated with a Bachelor of Arts with High Honors from the University of Michigan in 1993. He is admitted to practice in the District of Columbia.Munitz, Ryan J. Sheppard Mullin Richter & Hampton LLP Workplace Sexual Harassment and Disparities in Treatment and Other EthicalRatural Resources practice groups. Elliott represents and advises tribes and tribal organizations of Workplace Sexual Harassment and Disparities in Treatment and Other Ethical		and law school. After practicing law at two of the country's largest law firms, he returned to his roots at Hobbs Straus in 2003 and became a partner in 2006. He is a member of the
Assistance Act. He is also involved in Indian Country efforts to implement the Indian Health Care Improvement Act amendments and the Patient Protection and Affordable Care Act in a manner that will ensure meaningful access for American Indians and Alaska Natives. Elliott received his J.D. (cum laude) from the University of Wisconsin Law School in 1999, where he was the Editor-in- Chief of the Wisconsin Environmental Law Journal. He graduated with a Bachelor of Arts with High Honors from the University of Michigan in 1993. He is admitted to practice in the District of Columbia.Munitz, Ryan J.Ryan Munitz is an associate in the Labor and Employment Group in the firm's Washington, D.C. office. Ms. Munitz's practice focuses on labor and employment counseling, particularly regarding compliance with the National Labor Relations Act. She specializes		Natural Resources practice groups. Elliott represents and advises tribes and tribal organizations on a variety of Health Care issues, including Medicare, Medicaid and the
 meaningful access for American Indians and Alaska Natives. Elliott received his J.D. (cum laude) from the University of Wisconsin Law School in 1999, where he was the Editor-in- Chief of the Wisconsin Environmental Law Journal. He graduated with a Bachelor of Arts with High Honors from the University of Michigan in 1993. He is admitted to practice in the District of Columbia. Munitz, Ryan J. Ryan Munitz is an associate in the Labor and Employment Group in the firm's Washington, D.C. office. Ms. Munitz's practice focuses on labor and employment counseling, particularly regarding compliance with the National Labor Relations Act. She specializes 		Assistance Act. He is also involved in Indian Country efforts to implement the Indian Health Care Improvement Act amendments and the Patient Protection and Affordable
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with High Honors from the University of Michigan in 1993. He is admitted to practice in the District of Columbia.Munitz, Ryan J.Ryan Munitz is an associate in the Labor and Employment Group in the firm's Washington, D.C. office. Ms. Munitz's practice focuses on labor and employment counseling, particularly regarding compliance with the National Labor Relations Act. She specializes		School in 1999, where he was the Editor-in- Chief of the Wisconsin Environmental Law
Munitz, Ryan J.Ryan Munitz is an associate in the Labor and Employment Group in the firm's Washington, D.C. office. Ms. Munitz's practice focuses on labor and employment counseling, particularly regarding compliance with the National Labor Relations Act. She specializes		with High Honors from the University of Michigan in 1993. He is admitted to practice
Sheppard Mullin Richter & Hampton LLPEmployment Group in the firm's Washington, D.C. office. Ms. Munitz's practice focuses on labor and employment counseling, particularly regarding compliance with the National Labor Relations Act. She specializes	Munitz, Rvan J.	
#MeToo: Ethical Considerations of Workplace Sexual Harassment and Disparities in Treatment and Other Ethicallabor and employment counseling, particularly regarding compliance with the National Labor Relations Act. She specializes	· •	Employment Group in the firm's Washington,
experience advising employers during union	Workplace Sexual Harassment and Disparities in Treatment and Other Ethical	labor and employment counseling, particularly regarding compliance with the National Labor Relations Act. She specializes in the Railway Labor Act and has extensive

representing companies in labor arbitrations and labor negotiations, and handling other traditional labor matters. She also assists clients with drafting employment, severance, confidentiality, non-competition, and non- solicitation agreements, as well as other employment policies, in compliance with state and federal law. Aside from her practice, Ms. Munitz has also taught a course on Legal Research and Writing at The George Washington University Law School as an Adjunct Professor.
Mary Kathryn joined Pipestem Law in 2015 from Quinn Emanuel Urquhart & Sullivan in New York City, where she specialized in
complex commercial litigation related to
structured finance, bankruptcy, and federal qui tam actions. She has drafted numerous
appellate briefs in federal courts, including federal appellate courts and the United States Supreme Court. Mary Kathryn has significant experience in briefing issues of constitutional law related to federal Indian law. Mary Kathryn studied law at Tulane Law School, where she graduated summa cum laude and was the recipient of the Judge John Minor Wisdom Award. Her law review articles have been published in five different journals, including the Tulane Law Review and Tulsa Law Review. Mary Kathryn is an enrolled citizen of Cherokee Nation.
Shannon Keller O'Loughlin is a citizen of the
Choctaw Nation of Oklahoma. Shannon is the Executive Director of the Association on
American Indian Affairs, the oldest non-profit
serving Indian Country. Shannon was the former Chief of Staff to the National Indian Gaming Commission, where she assisted in the development and implementation of national policy throughout the agency, and oversaw the agency's public affairs, technology, compliance and finance divisions. Shannon has also served Indian Country in

Patten, Jenny Marie Akin Gump Strauss Hauer & Feld LLP Litigating Indian Law Issues in State and Federal Appellate Courts	large national firm's Indian law practice group and bringing more than 17 years of Indian Country legal and policy work to strengthen, maintain and protect Indian nation sovereignty, self-determination and culture. Shannon was appointed by Secretary of the Department of the Interior, Sally Jewell to the Native American Graves Protection and Repatriation Act Review Committee in 2013, and was recently appointed by President Barack Obama to the Cultural Property Advisory Committee within the State Department. Shannon received a B.A. in American Indian Studies from California State University, Long Beach and joint M.A. and J.D. degrees from the University of Arizona in Indigenous Peoples Law and Policy. Jenny Patten is an associate in the public law and policy practice. Ms. Patten advises clients regarding American Indian Law and Policy in a variety of areas involving Indian gaming, tribal law, land use, and regulatory issues. In her practice, she provides counsel on legal and legislative strategies for Indian tribes and tribal instrumentalities. Prior to law school and joining Akin Gump, Ms. Patten worked in the health care industry. She received her J.D. in May 2013 from Columbia Law School where she served as President of the Native American Law Students Association (NALSA) and a member of the Peacemaking Project. Ms. Patten earned her M.S. in Health Policy and Management from Harvard School of Public Health and her B.A. in Political Science from Stanford University. Ms. Patten
	is a member of the San Carlos Apache Tribe and is Native Hawaiian.
Shah, Pratik	Pratik A. Shah is co-head of Akin Gump's
Akin Gump Strauss Hauer & Feld LLP	Supreme Court and Appellate practice. Mr.
	Shah has argued 14 cases before the United
L'Aleratine Indian Lease L. C. C. C.	•
Litigating Indian Law Issues in State and	States Supreme Court and has filed over 150
Litigating Indian Law Issues in State and Federal Appellate Courts	States Supreme Court and has filed over 150 merits or certiorari-stage briefs in that court.
	States Supreme Court and has filed over 150 merits or certiorari-stage briefs in that court. He has also briefed and argued numerous
	States Supreme Court and has filed over 150 merits or certiorari-stage briefs in that court.

	stages of constitutional, regulatory and other complex litigation. Under his leadership, Akin Gump was named one of the top three appellate practices in the 2017 "Best of Corporate Counsel" rankings. Before joining the firm in 2013, Mr. Shah served for over five years as an Assistant to the Solicitor General at the U.S. Department of Justice. Prior to that, Mr. Shah worked in the appellate practice of another international law firm, taught constitutional law, and clerked for Justice Stephen G. Breyer on the U.S. Supreme Court and Judge William Fletcher on the U.S. Court of Appeals for the 9th Circuit. Mr. Shah received his J.D. from the
	University of California, Berkeley School of Law, and graduated summa cum laude from Princeton University with a B.S.E. in chemical engineering.
Smith Jr., Kaighn Drummond Woodsum	Kaighn Smith, Jr. has represented Indian nations and their enterprises in the tribal,
Litigating Indian Law Issues in State and Federal Appellate Courts	state, and federal courts and before federal administrative agencies for over 25 years. His cases focus on all aspects of federal Indian law. He has argued over 30 cases on appeal before federal circuit courts, state supreme courts, and tribal courts of appeals. Recent cases include Penobscot Nation v. Mills, 861 F.3d 324 (1st Cir. 2017) (addressing whether the Penobscot Indian Reservation encompasses the waters of the Penobscot River) (petition for rehearing en banc pending) and Nat'l Labor Relations Bd. v. Little River Band of Ottawa Indians Tribal Gov't, 788 F.3d 537 (6th Cir. 2015) (addressing whether a tribal labor law inconsistent with National Labor Relations Act may be stuck down as an "unfair labor practice" by the National Labor Relations Board). In 2011, Kaighn published the treatise, Labor and Employment Law in Indian Country, with the Native American Rights Fund. Since 2012, he has served as associate reporter (with Professors Matthew L.M. Fletcher and Wenona Singel) to draft the Restatement of American Indian Law for the

Snider, Christina E. Office of Governor Edmund G. Brown Jr. (CA)	American Law Institute. He is ranked by his peers for the category of Native American Law in Chambers USA and in Best Lawyers in America. Kaighn clerked for Judge Frank M. Coffin at the U.S. Court of Appeals for the First Circuit and for Justice Louis Scolnik at the Maine Supreme Judicial Court. He serves as Adjunct Professor of American Indian Law at the University of Maine School of Law. Christina Snider, of Healdsburg, has been appointed Governor's Tribal Advisor and executive secretary to the Native American
ICWA After Texas v. Zinke - Where Does Indian Country Go From Here	Heritage Commission. Governor Brown established the position of Governor's Tribal Advisor by executive order to bolster communication and collaboration between California state government and Native American Tribes. Snider is a member of the Dry Creek Rancheria Band of Pomo Indians and has served as an Indian Child Welfare Act representative for the Tribe since 2017. She was of counsel at Ceiba Legal LLP from 2016 to 2017, staff attorney at the National Congress of American Indians from 2015 to 2016, a legal fellow at the Wishtoyo Foundation in 2014 and a law clerk in the Office of Tribal Justice at the U.S. Department of Justice in 2012. Snider is a member of the Dry Creek Rancheria Band of Pomo Indians Housing Advisory Committee and the California Indian Law Association. She earned a Juris Doctor degree from the University of California, Los Angeles School
White, Dale	of Law. Dale T. White is a member of the Saint Regis
St. Regis Mohawk Tribe	Mohawk Tribe and is currently serving as General Counsel for his Tribe. Prior to that,
Litigating Indian Law Issues in State and Federal Appellate Courts	Mr. White served as General Counsel for Tarbell Management Group (2010-2016), General Counsel for the Saint Regis Mohawk Tribe (2006—2010); and General Counsel for the Mohegan Tribe of Indians in Connecticut (1999-2006). For much of his career, Mr. White practiced federal Indian law in the State of Colorado as an associate and partner in the Fredericks, Pelcyger, Hester and White

firm (1983-1989; 1991-1999) and in his own
firm, Whiteing, Thompson & White (1989-
1990). In private practice, he litigated a
number of cases in federal court, including
arguing eight cases in the U.S. Courts of
Appeal; and in 1988 he had the distinction of
successfully arguing an Indian law case in the
U.S. Supreme Court, becoming the first
member of an Iroquois tribe to appear in the
Supreme Court. After graduating from
Cornell Law School, Mr. White worked in the
U.S. Department of Justice in the Indian
Resources Section (1979-1983) where he
litigated a number of cases on behalf of tribes;
and in 1989-1990 served as Special Assistant
to the Associate Solicitor, US Department of
Interior. Mr. White has been a frequent
speaker at Indian law conferences including
the Federal Bar, American Bar Association
and NITA. He is an Advisor on the American
Law Institute's current Restatement Third,
The Law of the American Indians; and taught
Indian law as an Adjunct Professor at his
alma mater, Cornell Law School and at the
University of Connecticut School Of Law
(2000-2003).