



FACULTY AFFAIRS
ANNUAL REPORT
ACADEMIC YEAR
2022-2023

A Report on “10 years Appreciation”

(05-07-2022)

On 05.07.2022 at 3.00 p.m @ KPR Kalaiaragam

Sl.No	Name of the staff	Designation	Dept
1	Dr. RAJASEKARAN T	Asst. Professor (SR.G)	CSE
2	Ms. NITHYA S	Asst. Professor (SR.G)	ECE
3	Dr. SATHISH KUMAR D	Assistant Professor (SL.G)	EEE
4	Ms. REVATHI R	Asst. Professor (SR.G)	EEE
5	Mr. MOHAMED IBRAHIM A	Asst. Professor (SR.G)	EEE
6	Mr.K.BALAMURUGAN	Asst.Professr	EEE
7	Dr.RAJESH KUMAR L	Associate Professor	MECH
8	Dr.PRABHU L	Assistant Professor (SL.G)	MECH
9	Dr.ANANDKUMAR R	Asst. Professor (SR.G)	MECH
10	Ms. JAGADEESWARI R	Asst. Professor (SR.G)	CHEMISTRY
11	Mr. VINOTH KUMAR R	Library Assistant	LIBRARY
12	Mr.SIVAKUMAR A	Garden Supervisor G1	Office of AO

Faculty affairs committee has organized “**10 years appreciation**” for completing 10 years of working as staff at KPRIET. The event was conducted on 05th July, 2022 in Kalaiarangam at 03.00PM. The ceremony was started with welcome address by Dr. D. Venugopal, Professor/Head CSD, KPRIET.

The felicitation speech was delivered by Dr.M.Akila, Principal, KPRIET and mementos were distributed to the staffs who completed 10 years working at the institute as a token of gratitude by respective HoD and Princial. Further, the staffs who completed 10 years working at the institute shared their working and personal experience in the institute. The vote of thanks was given by R. Rajeshwari, AP/BME, KPRIET.



“10 years Appreciation”



“Welcome address by Dr. D. Venugopal, Professor/Head CSD, KPRIET”



“Felicitation by Dr. M. Akila, Principal, KPRIET”

DISTRIBUTION OF MEMENTOS











“Vote of thanks by R. Rajeshwari AP/BME, KPRIET”

Centre for Staff Development

KPR Institute of Engineering and Technology

KPRIET/CSD-C/001 (2022-2023)



09.07.2022

Circular

An orientation program for the newly joined faculty members is planned during 11th and 12th July, 2022 as per the following schedule. The heads concerned are requested to handle the sessions. All the heads of the departments are requested to depute all the newly joined faculty members (joined after March 2022) and make them attend the program.

(Suitable alterations to be made)

Time	11.07.2022	12.07.2022
09.30 am – 10.00 am	Inauguration NDC - Institute Strategic Plan, Institute Profile and Awards	IIPC
10.00 am – 10.20 am	RASC	CIIED
10.20 am – 10.40 am	IQAC	Centre of Human Excellence
10.40 am – 10.50 am	Fun Activity	Fun Activity
10.50 am – 11.00 am	HR	Staff Club
11.00 am – 11.20 am	Tea Break	Tea Break
11.20 am – 11.40 am	CFAC	Mentoring and Expectation of Department
11.40 am – 12.00 am	AWASOME	Student Affairs
12.00 am – 12.10 pm	Fun Activity	Fun Activity
12.10 pm – 12.30 pm	CFTIE	Faculty Affairs
12.30 pm – 12.50 pm	COE	OIR
12.50 pm – 01.50 pm	Lunch Break	Lunch Break
01.50 pm – 02.10 pm	CFFL	Sangamam
02.10 pm – 02.30 pm	OAR	Ignitron
02.30 pm – 02.40 pm	Fun Activity	Fun Activity
02.40 pm – 03.00 pm	CDC	ITSIM
03.00 pm – 03.20 pm	Tea Break	Tea Break
03.20 pm – 03.40 pm	CAC	AO
03.40 pm – 04.00 pm	CFRD	OPM

P. Kalpana
Convener/CSD 9/7/22

Y. S. S. S.
9/7/2022
Principal

Centre for Staff Development

KPR Institute of Engineering and Technology



Faculty List

S. No.	FACULTY CODE	NAME OF THE FACULTY	DEPARTMENT
1	AD002	DEVI PRIYA R	AD
2	AD003	KARTHIC S	AD
3	AD004	KATHIRESAN K	AD
4	AD005	PREMKUMAR D	AD
5	AM001	KARTHIKEYAN S	CSE
6	BME20	KRISHNA KUMAR R	BIOMEDICAL
7	CH016	DHARANI L	CHEMICAL
8	CH017	UMAPRIYA R	CHEMICAL
9	CS109	SUGUNA K	CSE
10	CS110	SARANYA N	CSE
11	CS111	RAGUVARAN S	CSE
12	CS112	KAVYA SP	CSE
13	CS113	NISHA SOMS	CSE
14	CS114	MOHAN M	CSE
15	CS115	PRASATH B	CSE
16	CS116	PRIMYA T	CSE
17	EC105	SELVAKUMAR D	ECE
18	EC106	MAHESWAR R	ECE
19	EC107	PRIYADHARSHINI S	ECE
20	EC108	VASIM BABU M	ECE
21	EC109	ARUN SEKAR R	ECE
22	EC110	JAIKUMAR R	ECE
23	SH130	SARAVANABHAVAN M	CHEMISTRY
24	SH131	JAYABAL S	CHEMISTRY
25	SH132	SURIYAKUMAR P	MATHS



FDP ON "FACULTY TRAITS AND DEVELOPMENTS FOR THE 21ST CENTURY LEARNERS"

Event No	CSD003
Organizing Department	Centre for Staff Development
Associate Dept. NSC	Centre for Staff Development
Date	26/11/2022
Time	09:00 AM to 04:00 PM
Event Mode	Offline (With in the campus)
Event For	Teaching Staffs
Event Type	FDP
Event Level	Institute
Venue	Thanam Hall
Total Participants	201
Faculty - Internal	200
Faculty - External	1

Related SDG



Resource Persons

Sl	Type	Name	Designation	Company	Email	Phone
1	Resource Person	C V R Murty	Professor	Indian Institute of Technology Madras	cvrn@iitm.ac.in	4422574302

Involved Staffs

Sl	Name	Role
1	Venugopal D	Convenor
2	Bharani S	Coordinator

Outcome

FDP focused mainly on the roadmap of life of an academician

Event Summary

Faculty Affairs & Centre for staff development organizes the FDP on "Faculty Traits and Developments for the 21st Century Learners" on 26.11.2022 for all the faculty members at KPRIET in Thanam hall from 9.15 am to 4.00 pm. Prof. C.V. R Murty, Department of Civil Engineering, Indian Institute of Technology Madras, Chennai, Distinguished Teacher and Best Teacher awardee is presenting his views about 21st century skills to the faculty member. The FDP was started with welcome address by Dr. D. Venugopal, Professor/Head CSD, KPRIET. The felicitation speech was delivered by Dr.M.Akila, Principal, KPRIET and the FDP focused mainly on the roadmap of life of an academician. The FDP mainly focussed on the following point

1. Designing of academic architecture, curricular framework, schools, departments and centres of studies, programme of studies, admission policy, examination system, fee policy, such as to make a world class university, promoting innovation and excellence
 2. strategic policies for attracting, nurturing and retaining quality faculty and professionals required for translating into action the vision, mission and objectives.
 3. devising strategies and plans for accessing adequate funding with assured flow of resources for unhindered and fast-tracked development of the required infrastructure and autonomous functioning of the academic and administrative activities.
 4. networking and collaborating with institutions of global repute in the areas of curriculum development, student and faculty exchange, collaborative research, knowledge sharing and knowledge development
 5. Encouraging departments to develop strategic plans for enhancing or achieving academic distinction and leadership
- The vote of thanks was given by Dr.R. Vidhiya, AP/English, KPRIET.

*** END ***

APPRECIATION FOR FACULTY, MENTOR AND STAFF

Event No	CSD004
Organizing Department	Centre for Staff Development
Associate Dept. NSC	Centre for Active Research in Engineering Education
Date	11/02/2023
Time	03:00 PM to 05:30 PM
Event Mode	Offline (With in the campus)
Event For	All KPRIET Staffs and Students
Event Type	Celebration
Event Level	Institute
Venue	Kalaingarangam
Total Participants	300
Faculty - Internal	300

Related SDG



Involved Staffs

Sl	Name	Role
1	Venugopal D	Convenor
2	Rohan J	Coordinator
3	Lineesh P	Co-convenor
4	Bharani S	Co-convenor
5	Vidhiya R	Co-convenor
6	Kannan T	Co-convenor
7	Vignesh V	Co-convenor
8	Pazhanimuthu C	Co-convenor
9	Suganyadevi S	Co-convenor
10	Sasikala C	Co-convenor

Outcome

Recognition and appreciation of the hard work and dedication of the best faculty, best mentors, and best staff from each department of KPRIET. This recognition can boost the morale of the awardees and motivate them to continue performing at their best. Improved staff and faculty engagement due to the activity conducted during the event. This activity would have helped to bring the staff and faculty together, creating a sense of camaraderie and improving teamwork. Increased motivation and job satisfaction among all staff and faculty at KPRIET due to the appreciation and recognition of workers and janitors. This recognition can help to create a positive work culture and foster a sense of community within the organization. Improved communication and interaction between staff and faculty across departments. The event would have provided an opportunity for staff and faculty from different departments to interact and network with each other. Enhanced reputation and brand image of KPRIET. By publicly recognizing the hard work and achievements of its staff and faculty, KPRIET can build a positive reputation and create a strong brand image, which can help to attract new students, faculty, and staff in the future.

Event Summary

Event Report: Appreciation of Best Faculty, Best Mentor, and Best Staff at KPRIET

Introduction: On February 11th, 2023, the Faculty Affairs Committee organized an event to appreciate and recognize the best faculty, best mentor, and best staff from each department at KPRIET. The event took place at the Kalaingarangam auditorium, and was attended by staff,

faculty, and students of KPRIET. The purpose of the event was to celebrate and acknowledge the hard work and dedication of the awardees, and to foster a sense of community and teamwork among the staff and faculty at KPRIET.

Event Details: The event is hosted with a welcome address by Mr. J. Rohan, Associate Professor of Chemical Engineering. In his address, he welcomed the attendees and introduced the purpose of the event.

The event then moved on to an engaging activity that involved all the faculties and staffs. The activity was designed to create a sense of teamwork and togetherness among the staff and faculty.

Following the activity, Dr. M. Akila, the Principal of KPRIET, delivered a felicitation speech. In her speech, she emphasized the importance of recognizing and appreciating the hard work of the staff and faculty. She also thanked the Faculty Affairs Committee for organizing the event.

The awardees were then presented with mementos, and they shared their thoughts about the appreciation. The awardees expressed their gratitude for the recognition and shared their experiences and thoughts about their work at KPRIET. The speeches by the awardees were inspiring and motivating, and they received a warm response from the audience.

In addition to the best faculty, best mentor, and best staff, all the workers and janitors in the KPRIET were also appreciated and honored with a standing ovation. This recognition was a touching moment, and it highlighted the importance of every individual's contribution to the organization.

The event ended with a vote of thanks by Ms. R. Vidhiya, Assistant Professor of English at KPRIET. In her vote of thanks, she thanked everyone who attended the event and contributed to its success. She also emphasized the importance of recognizing and appreciating the hard work and dedication of the staff and faculty.

Outcomes: The event had several positive outcomes for KPRIET and its staff and faculty. The recognition and appreciation of the best faculty, best mentor, and best staff from each department can boost their morale and motivation, leading to improved performance and productivity. The activity conducted during the event also helped to create a sense of teamwork and togetherness among the staff and faculty.

Moreover, the recognition of workers and janitors helped to create a positive work culture and foster a sense of community within the organization. The event also provided an opportunity for staff and faculty from different departments to interact and network with each other, leading to improved communication and interaction between them.

Finally, the event helped to enhance the reputation and brand image of KPRIET. The public recognition of the hard work and achievements of the staff and faculty can help to build a positive reputation and create a strong brand image for KPRIET, attracting new students, faculty, and staff in the future.

Conclusion: The "Appreciation of Best Faculty, Best Mentor, and Best Staff" event at KPRIET was a great success. It celebrated and acknowledged the hard work and dedication of the awardees and created a sense of community and teamwork among the staff and faculty. The event had several positive outcomes, and it is an example of how recognizing and appreciating the efforts of the staff and faculty can lead to improved performance, productivity, and job satisfaction.

*** END ***

FACULTY AFFAIRS

Best Faculty, Mentor, Staff (July-Dec, 2022)

11th Feb, 2023 @ 3:00 p.m. in KPR Kalaiarangam



S.No	Department	Best Faculty	Best Mentor	Best staff
1	AD	Mr. V Vijayaganth AP(Sr.G)	Mr. G. Selvakumar AP(Sr.G)	Ms. Ruba Senior Office Assistant
2	BME	Dr. A. Allwyn Gnanadas AP (SI.G)	Dr. T. Gayathri AP (SI.G)	Mr. D. Saravanaraj Technical Staff
3	Chemical	Lt. Dr. A. K. Priya Professor	Er. K. Murugasen AP(Sr.G)	Ms. S. Kousalya Office Assistant
4	Civil	Ms. R. Kavitha AP (Sr.G)	Ms. K. Dhivya AP	Mr. S. Dhananjeyan Lab Technician
5	CSE	Ms. Gitanjali Wadhwa AP	Mr. S. Raguvaran AP(Sr.G)	Ms. C. Priya Junior Assistant
6	ECE	Mr. T. Jagadesh AP(Sr.G)	Dr. M. Kalamani Professor	Raveendhar. V Technical Assistant
7	EEE	Dr. P. Pandiyan Associate Professor	Dr. D.Sathishkumar AP	Mr. Soundharajan Technical Officer
8	Mechanical	Dr. S. Dharanikumar AP(SI.G)	Dr. S. Gokulkumar AP(Sr.G)	Mr. P. Balasubramanian Technical Officer
9	S&H	Dr. M. Subramanian, AP(Sr.G) Department of Mathematics	Ms. V. Gayathri , AP, Department of Physics	Ms. K. Ramya Junior Assistant, Department of English
10	CFRD	Dr. D. Balaji AP(SI.G)	-	Mrs. S. Nagalakshmi Junior Assistant
11	CDC	Ms. S. Dhivya Lead Corporate Relations	-	Mr. V. Gowthaman Junior Assistant
12	CoE	Mr. M. Mohanasundaram, Assistant Controller of Examinations	-	Ms. S. Nandhini Junior Assistant
13	Principal office	-	-	Ms. Indurani, Executive Assistant, RASC Mr. Ganesamoorthy, Purchase Incharge

14. Administrative office

S.No	Name of the Staff	Section/Office	Designation
1	Amutha .V	Admin	Front Office
2	Sabari .M	Maintenance	Electrician
3	Balamurugan .T	Transport	Driver
4	Chandra Bahadur	Mess	Cook
5	Mariyammal .M	House Keeping	House Keeping
6	Jhirga Oraon	Gardener	Gardener
7	Chandramohan .D	Security	Security
8	Sumit Kachhap	Janitor	Janitor



Learn Beyond

KPR Institute of Engineering and Technology

(Autonomous, NAAC "A")

Avinashi Road, Arasur, Coimbatore.

Phone: 0422-2635600

Web: kpriet.ac.in

Social: kpriet.ac.in/social

CSD005**NBA Accredited**
(CSE, ECE, EEE,
MECH, CIVIL)**GREAT PLACE TO WORK**

Event No	CSD005
Organizing Department	Centre for Staff Development
Date	10/03/2023
Time	04:30 PM to 05:30 PM
Event Mode	Offline (With in the campus)
Event For	Teaching & Non-Teaching
Event Type	Celebration
Event Level	Institute
Venue	Raagam Hall
Total Participants	450
Faculty - Internal	450

Related SDG**Involved Staffs**

Sl	Name	Role
1	Venugopal D	Convenor
2	Rohan J	Coordinator

Outcome

1. Recognition and celebration of the Great Place to Work certification for the second consecutive year.
2. Appreciation and gratitude towards the staff members for their contributions to the institute's success and positive work culture.
3. A sense of pride and motivation among the staff members for being part of an organization that values and prioritizes their well-being and growth.
4. Increased loyalty and commitment towards KPRIET as a result of feeling valued and recognized for their efforts.
5. Opportunities for staff members to connect and bond with each other, promoting a sense of community and belonging within the workplace.
6. Potential sharing of ideas and feedback on how to further improve the work environment and culture at KPRIET.
7. Increased visibility and positive reputation for KPRIET as an employer that prioritizes its employees' happiness and fulfillment.

Event Summary

On the evening of March 13th, KPRIET in Coimbatore, Tamilnadu hosted an appreciation program to celebrate its Great Place to Work certification for the second consecutive year. The program was organized to recognize and acknowledge the institute's commitment to building a positive and inclusive work environment. Dr. Venugopal, the Head of Faculty Affairs, gave the welcome address and highlighted the importance of creating a supportive work culture that empowers employees to reach their full potential.

The Principal, Dr. Akila, then took the stage to explain the details of the Great Place to Work award and how KPRIET compares favorably to other companies. She emphasized the institute's dedication to building a diverse and inclusive community that fosters innovation and creativity, and thanked the employees for their contributions to this positive work culture. Her words were received with enthusiasm and appreciation from the staff members.

The highlight of the program was when KPRIET's Chairman, Mr. KP Ramasamy, addressed the staff. He motivated them by expressing his gratitude for their hard work and dedication, and pledged to take all necessary steps to keep their employees happy and ensure their well-being. His inspiring words reinforced the staff's commitment and loyalty to the institute, and his visionary leadership in creating an environment that fosters excellence and innovation was widely acknowledged.

The program also included several interactive activities designed to foster a sense of community and bonding among the attendees. These activities ranged from icebreakers that encouraged attendees to introduce themselves and share their interests, to group discussions on how to further improve the work environment and culture at KPRIET.

In conclusion, the appreciation program organized by KPRIET was a resounding success that left a lasting impression on the staff members. Dr. Venugopal, Dr. Akila, and Mr. KP Ramasamy's speeches were highly inspiring and motivating, reinforcing the staff's

commitment and loyalty to the institute. The attendees appreciated the interactive activities as they provided an opportunity for them to connect and bond with colleagues, and share ideas on how to make KPRIET an even better place to work. KPRIET's dedication to building a diverse and inclusive community that fosters innovation and creativity was evident throughout the program, and the attendees left feeling valued and appreciated for their contributions to the institute's success.

*** END ***



AWARENESS ON FUTURISTIC INVESTMENT AND RETIREMENT PLANNING

Event No	CSD006
Organizing Department	Centre for Staff Development
Associate Dept. NSC	Centre for Staff Development
Date	25/03/2023
Time	03:00 PM to 04:00 PM
Event Mode	Offline (With in the campus)
Event For	Teaching & Non-Teaching
Event Type	Seminar
Event Level	Cell Committee
Venue	Veena Hall
Total Participants	20
Faculty - Internal	20

Related SDG



Involved Staffs

Sl	Name	Role
1	Bharani S	Coordinator
2	Venugopal D	Convenor

Outcome

Mr. Radhakrishan shared much interesting and useful information. The points are,

1. best insurance policy
2. What is pension?
3. Different Pension Plans
4. SBI Life - smart platina plus details
5. investment plan

Event Summary

Faulty Affairs organized a guest lecture titled "AWARENESS ON FUTURISTIC INVESTMENT AND RETIREMENT PLANNING" on 25.03.2023 as part AY 2022-23 activity. The faculties and directors from all the departments attended this lecture. First we welcome our Chief guest Mrs. R. Radhakrishan working as a "-----" in State Bank of India. Mr.R.Radhakrishan explain investments in Mutual Funds and how it works. Also, he shared some valuable points like - **Fixed deposits give assured returns while mutual funds are subject to market risks. Fixed Deposit give assured returns, while mutual funds are subject to market risks.** However, if we understand our risk appetite and invest accordingly, mutual funds can be good investment options in a declining interest rate environment. Mr.R.Radhakrishan, clarified some doubts about the pension plan like 1. How to Choose a Pension Plan for Retirement Planning? 2.What Is a Pension? How It Works, Taxation, and Types of Plans? 3. List of **SBI Pension Plan's name** 1.SBI Life - Saral Pension Plan 2.SBI Life – Annuity Plus 3.SBI Life – Retire Smart In last, he gave awareness about SBI Life - Saral Pension Plan. It was very useful to all participants. SBI Life - Smart Platina Plus **provides guaranteed income during the Payout period.** We will receive the Guaranteed Income for the Payout Period opted by you after the end of the premium payment term plus one year as survival benefit. Age limit for SBI Platina plus -26 Lacs SBI smart platina plus, Age Limit: **30 Days- 60 Year, 26 Year.** Finally, we clarified our doubts and thank our resource person.

*** END ***



Learn Beyond

KPR Institute of Engineering and Technology

(Autonomous, NAAC "A")

Avinashi Road, Arasur, Coimbatore.

Phone: 0422-2635600

Web: kpriet.ac.in

Social: kpriet.ac.in/social

CSD009**NBA Accredited**
(CSE, ECE, EEE,
MECH, CIVIL)**THANKSGIVING AND STAFF LEAVING DAY**

Event No	CSD009
Organizing Department	Centre for Staff Development
Associate Dept. NSC	Centre for Active Research in Engineering Education
Date	29/04/2023
Time	02:30 PM to 04:30 PM
Event Mode	Offline (With in the campus)
Event For	Teaching & Non-Teaching
Event Type	Celebration
Event Level	Institute
Venue	THE LEGEND - IMPERIAL HALL
Total Participants	24
Faculty - Internal	24

Related SDG**Involved Staffs**

Sl	Name	Role
1	Venugopal D	Convenor
2	Rohan J	Co-convenor
3	Pazhanimuthu C	Co-convenor
4	Suganyadevi S	Co-convenor
5	Kannan T	Co-convenor
6	Sasikala C	Co-convenor
7	Vidhiya R	Co-convenor
8	Bharani S	Co-convenor
9	Vignesh V	Co-convenor

Outcome

To increase the feelings of gratitude, appreciation, and camaraderie among staff and management, as well as a sense of closure and resolution as departing staff members move on to new opportunities.

To recognize the hard work and dedication of faculty members, and showing appreciation for their contributions, these events can help foster a sense of belonging and connection among those involved.

It creates a positive workplace culture that supports employee motivation and engagement.

Event Summary

Faculty Affairs organizes "Thanks Giving and staff Leaving day" for the staff members **relieved** (to be) during this academic year on **29.04.2023 at 3.00pm in The Legend, Imperial hall**. The day was started with welcome address by Dr. D. Venugopal, Professor/Head FA, KPRIET. The felicitation speech was delivered by Dr.M.Akila, Principal, KPRIET. During Thanksgiving, staffs shared about their feeling on why they are thankful for, whether it is for their education, their colleagues, or their successes throughout the year. Sharing these feelings can create a sense of gratitude and positivity that can help to build a supportive and inclusive community. Sharing their feelings was an important part of Thanksgiving and staff leaving day event. The day was ended with giving mementos by Dr.M.Akila, Principal, KPRIET to commemorate all the staffs to provide a tangible expression of appreciation and recognition, and to create a lasting reminder of the

positive impact that staff members have had on the institution. By giving mementos, KPRIET can help to foster a sense of community and connection, build positive relationships, and create a supportive environment that values and celebrates the contributions of all members of the community. The vote of thanks was given by Dr. D. Venugopal, Professor/Head FA, KPRIET.

The following are the staffs are a part of this event.

- 1.Mr.Ganeshkumar. S , AP/Civil
- 2.Mr.Boobalakrishnan.P, AP(Sr.G)/Mech
- 3.Mr.Saravananaraj.D, Lab Technician/BME
- 4.Mr.Vishnu Saravana Bharathi, AP/ECE
- 5.Mrs.Rajeshwari.R, AP(Sr.G)/BME
- 6.Mrs.Nagalakshmi, Senior Assistant/CFRD
- 7.Mrs.Ramya.K,JA/English
- 8.Ms.B.Jency A Jebamani, AP/CSE
- 9.Ms.Kavipriya.S,Nurse/BME
- 10.Ms.Preethi.T, AP/CSE
- 11.Dr.Karpagam.J, Professor/EEE
- 12.Dr.Kumar Chinnaiyan. V/Professor/EEE
- 13.Dr.P.N.Senthil Prakash/AP(SI.G)/CSE
- 14.Dr.R.Bharathi Ganesan, AP(Sr.G)/Chemical
- 15.Dr.R.Vidhiya, AP(Sr.G)/English
- 16.Dr.Vidhya.K/AP(SI.G)/CSE
- 17.Dr.Vignesh.V,AsP/AD
- 18.Mr.Deepan.S/AP/Mech

*** END ***