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Newsletter

CSIR-Oil Palm Research Institute



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Mission

The CSIR-OPRI generates scientific information and marketable technologies for sustainable production and value addition of oil palm and coconut for wealth creation and socioeconomic development of Ghana.

Mandate

To conduct sustainable and demand driven research aimed at providing scientific and technological support for the development of the entire oil palm and coconut industries in Ghana.

Vision

To become a centre of excellence in oil palm and coconut research and a major supplier of improved planting materials of oil palm and coconut and relevant technologies in the subregion.



MESSAGE FROM THE DIRECTOR DR. ISAAC DANSO

undertaken. These were seen across most sec- search work. tors including Research and Development (R&D), increased Institute nursery capacity, renovation of the Institute Basic School JHS block etc. We thank God for bringing us this far as an Institute as we strive to uphold the 4-pillars of the CSIR strategic thrust namely; Private Sector Driven R&D and Technological Innovation, CSIR -OPRI Re-Branding and Visibility Improvement, Financial Resource Mobilisation and Staff and Systems Performance Improvement.

CSIR-OPRI/Ghana Sumatra Research Collaboration

Under this collaboration, the general areas of interest to both parties is the development of new oil palm crosses with minimum specifications of fruiting within 2-3 years; Fresh Fruit Bunch yield of 25-28 tons/ha/year; oil yield of 8-9 tons/ ha/year; oil extraction rate of 26-28%; vertical growth of 40-45 cm/year; high olein content and high tolerance to Ganoderma and Fusarium wilt. A crossing scheme involving the selected 12 palms and some elite mother palms is being implemented and the resulting seeds are being germinated and nursed for establishment of field trials. I will like to commend the Man-

The last half-year of 2024 for the Institute was a agement of Ghana Sumatra LTD for consistently memorable one as significant initiatives were releasing funds to support this contract re-



Male flower Isolation and Bagging for Pollen



Increasing Capacity of CSIR-OPRI Nursery

cial resources it has at its disposal for implemen- Members, Organized Groups in OPRI (RSA, SSA, tation of programmes aimed at achieving its TUC and CAAG) and Ghana Sumatra LTD, the organisational goals. The CSIR-OPRI nursery is school JHS block was given a facelift in Sepone of the main Internally Generated Fund tember 2024. centers of the Institute. The Institute's 24-acre oil palm/coconut nursery was given a facelift with the installation of a sprinkler irrigation facility geared towards increasing number of seedling produced annually to about 200,000 in 2018. During the last half-year of 2024, strategies were put in place to increase the capacity from 200,000 to 400,000 seedlings capacity. Management will like to commend the Agronomy Division of the Institute for championing this.



CSIR-OPRI Oil Palm Nursery



Oil palm seedling ready for transplanting

Renovation of CSIR-OPRI Basic School JHS Block

CSIR-OPRI Basic School was established in the year 1990 by the then Director of CSIR-OPRI Dr. J.B Wonkyi-Appiah. The school was set-up to attract qualified skilled workers to stay at post and also to render strong educational foundation to the children of the communities surrounding the institute namely, Kusi, Takrowase, Kade and Adankrono. Through the benova-

lence of certain individuals, OPRI staff, Parents The heartbeat of any organisation is the finan-Teacher Association (PTA), CSIR-OPRI Board



Before renovation



After renovation

I call on all scientists, staff, friends and our numerous stakeholders to continue to believe in CSIR-OPRI as we work towards to change the coconut and the oil palm industries in Ghana. Our mandate to carry out demand-driven research into oil palm and coconut aimed at providing scientific and technological support for the development of the entire oil palm and coconut industries in Ghana still stands.

NEWS & EVENTS

CSIR-OPRI ATTENDS THE GEPA-HEPA BUSI-NESS FORUM IN BUDAPEST, HUNGARY.

The Ghana Export Promotion Authority (GEPA) in collaboration with the Hungary Export Promotion Agency (HEPA) organized a business forum and business-to-business meetings in Budapest on the 17th July, 2024.

The CSIR-OPRI team led by its Director; made a presentation on the Prospect of Ghana's Palm Oil Industry and emphasized the ideal climate and soil fertility. Ghana has the potential to become a key player in the global palm oil industry. The Director entreated prospective investors to explore export opportunities for palm oil products from Ghana.



The programme was executed under the auspices of the Ministry of Trade and Industry (MoTI) and in close liaison with the Ministry of Foreign Affairs and Regional Integration (MFARI), the Embassy of the Republic of Hungary in Ghana, and the Ghana-Hungary Business Council.

The Business Forum, with the associated business-to-business meetings and government-to-business meetings, was part of unfolding results of a signed Agreement on Joint Economic and Technical commission between the governments of Ghana and Hungary.

The objectives of the mission were to further create and sustain an enabling environment for export oriented Ghanaian businesses to access the Hungarian market and to use Hungary as a springboard for penetrating the markets of the Balkans. On this background, a team from CSIR-OPRI, comprising Dr. Isaac Danso (Director) and Dr. Frederick Sarpong (Research Scientist) were invited to be part of the Ghanaian delegation.



Dr. Isaac Danso (Director of CSIR-OPRI) delivers a presentation



Some mini-exhibitions at the forum

Credit: GEPA-HEPA

CSIR-OPRI RECEIVES COUNCIL CHAIRMAN'S TROPHY FOR COMMER-CIALIZATION



Council Chairman, Prof. Robert Kingsford Adabo (right) presenting the Trophy to Dr. Isaac Danso, the Director, CSIR-OPRI (left)

The Council Chairman's Trophies are presented to the top three Institutes that generate the highest IGF within a particular year. This initiative which started in 2019 is a motivation award to encourage the Institutes to step up their commercialization activities and revenue generation. CSIR-OPRI has received the trophy three consecutive times, placing 2nd, 3rd and 2nd in 2019, 2021 and 2022 accordingly. CSIR-OPRI



Directors of CSIR-BRRI (middle), CSIR-OPRI (left) and CSIR-IIR (right) displaying their Trophies

The 2022 Council Chairman's Trophy for Commercialization saw CSIR-OPRI place second in Internally Generated Funds (IGF).



promised to take up the topmost position in

the coming years.

Other award winners were CSIR-Building and

Road Research Institute (CSIR-BRRI) and CSIR-

Institute of Industrial Research (CSIR-IIR) in the

first and third positions respectively.

Awardees with CSIR Management

CSIR-OPRI BASIC SCHOOL TEACHERS INTERACT WITH 2019 MOST OUTSTANDING TEACHER IN **GHANA**

The management of the CSIR-OPRI invited the 2019 Most Outstanding Teacher in Ghana to interact with teachers of CSIR-OPRI Basic School. This is in line with Management's quest to improve the academic performance of the school whiles learning from the strategies of becoming the most outstanding Teacher. Ms. Sabina Dosu, who teaches at the St. Dominic Basic School in the Denkyembour District, took the staff of the CSIR-OPRI Basic School through, volunteerism as a teacher, differentiated teaching and learning, identification of students with special needs, target setting for students and the involvement of students in decision making. Ms. Dosu also stressed the importance of the school infrastructure, commitment on the part of parents, group presentation by students, learner targets and above all the God factor in boosting the moral of students.

The Head of the School, Madam Sylvia Saidu Kanko and staff of the CSIR-OPRI Basic School appreciated the valuable experiences shared by Ms. Dosu. The Director of CSIR-OPRI, Dr. Isaac Danso promised to support the efforts of both teachers and students to enhance teaching and learning.



Ms. Dosu interacts with staff of CSIR-OPRI Basic School

CSIR-OPRI PARTICIPATES IN 'MARKET FOR AGRICULTURAL INNOVATIONS AND TECHNOLOGIES (MITA) 2024'

CORAF organised the MITA 2024 from 21st - 25th October, 2024 in Togo, Lomé. The meeting aimed to bring together agricultural technology developers, users and investors under one roof. This 2024 edition of MITA focussed on pest and disease management.



Dr. Yankey and Dr. Adzim with other CSIR participants to the workshop

Participants in the program included scientists, academics, farmers, policymakers, bankers, and investors, drawn from countries across the continent.

Dr. Egya Ndede Yankey and Dr. Charles Amankwa Adzim presented novel technologies at the workshop. Dr. Yankey's technology entailed the development and use of an infield DNA diagnosis method for lethal yellowing diseases based on the loop-mediated isothermal amplification method (LAMP).

Dr. Adzim on the other hand, presented two technologies; a shield trap and a discarded old fishing net trap system for controlling pests of oil palm and coconut. The technologies are cost-effective and environmentally friendly.



Dr. Adzim making a presentation



Dr. Yankey at the Workshop



Mr. William Agyapong Quaitoo (CEO, TCDA) delivering a speech

CSIR-OPRI PARTICIPATES IN THE 4TH INTERNATIONAL COCONUT FESTIVAL HELD IN ACCRA

A team of Scientists led by the Institute's Director, Dr. Isaac Danso made a lot of scientific and technical contributions at the 4th edition of the International Coconut Festival (ICF) held at the Accra International Conference Centre (AICC) under the theme "Empowering Lives Through Coconut -Innovation, Employment, and Sustainable Livelihoods."

The festival is held annually and organised by the African Coconut Group (ACG) and sponsored by the Ghana Export Promotion Authority (GEPA) and a host of other sponsors.

In his contribution to the festival, Dr. Danso, the Director of CSIR-OPRI took participants through Best Management Practices in coconut plantation establishment. Dr. Yayra Afram and Dr. Frederick Sarpong took the participants through business opportunities in coconut and the value addition of coconut products such as chocolates, coconut sugar and coconut vinegar. Dr. Christian Anthonio and Mrs. Elizabeth Tetteh discussed the organic production of coconut and non-chemical control of pests and diseases of coconut.

The Coconut industry has grown into one of the most dynamic sectors, contributing significantly to the export base and livelihood of many families in Ghana, especially those along the coast. Ghana is currently the lead exporter of coconut in Africa, and 12 at the global stage, producing over 500,000 metric tonnes annually.

The conference brought together both local and international stakeholders in the coconut sector. It showcased the economic and health benefits of coconut and served as a platform for investment and marketing opportunities.





Dr. Frederick Sarpong delivering a presentation



CSIR-OPRI delegation present

FACILITIES AT CSIR-OPRI





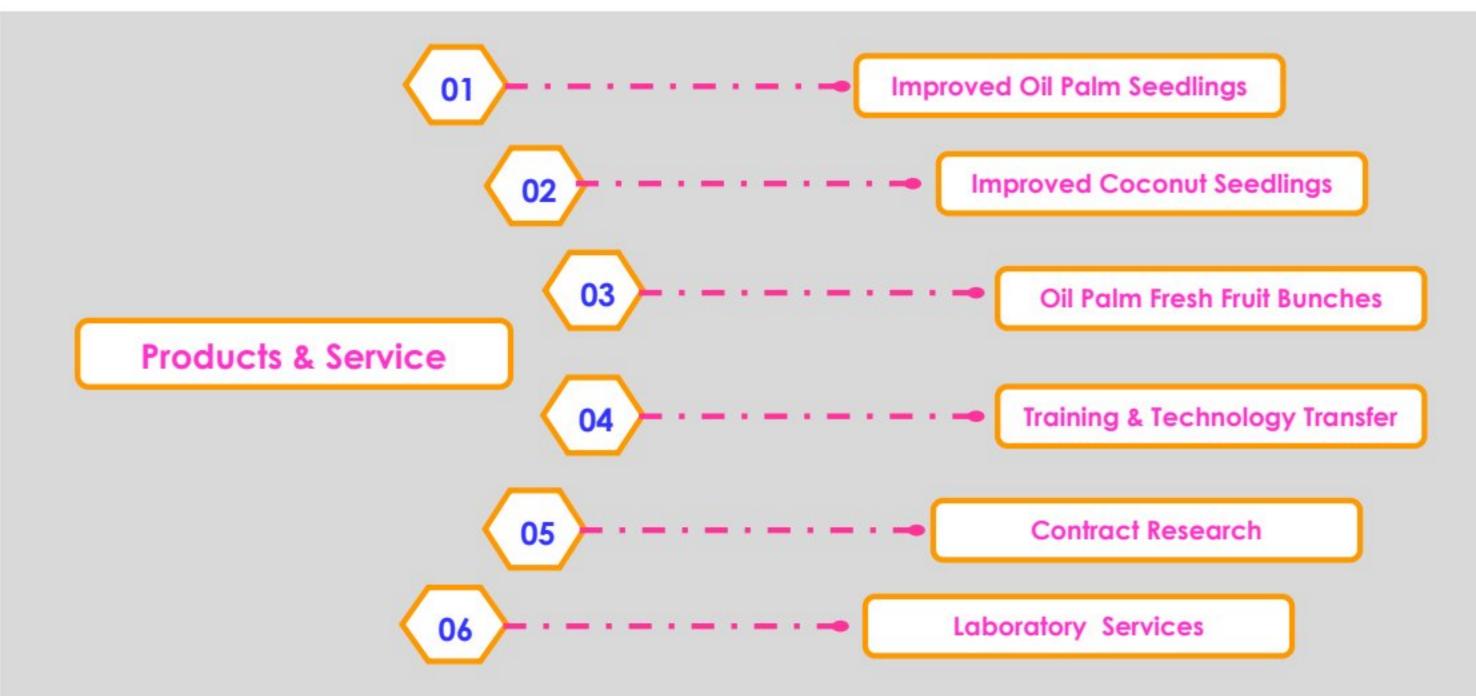
Comfortable eco-friendly Guesthouse



Conference room



Laboratory Services





Improved Oil Palm Seedlings

- Tolerant to drought, pests and diseases
- Slow stem growth rate
- Early yield (30–36 months)
- FFB yield throughout the year
- Oil extraction rate of 23-25%
- Suitable for diverse geographical areas
- Longer economic lifespan of 25 years
- Yield potential of 23-26 t/ha/yr

Improved Coconut Seedlings

- Tolerant to drought, pests and diseases
- Slow stem growth rate
- Early yield (3-4 years)
- 100 -120 nuts/palm/year
- Suitable for diverse agro-ecological zones
- Longer economic lifespan of 30-40 yr
- Yield potential of 20-25 t/ha/yr





Training and Technology transfer

Conduct outstation and city training services as well as the transfer of developed technologies to stakeholders

CSIR-OPRI Celebrates Staff Excellence

On 18th December 2024, CSIR-OPRI marked the close of an exceptional year by hosting a memorable awards ceremony to recognize the outstanding contributions of its staff. Both permanent and contract staff as well as national service personnel were honoured. The honourees received hampers, cash and certifi-

cates.

ing scientist, Dr. Dominic Kwadwo Anning (Nursery Section) for meeting a five-year nursery target within a year, and Mr. Samuel Appiagyei Boateng (Security Section) for additional duties in welding and fabrication.



Mr. Samuel Amanful Kwarko and Ms. Rebecca Konadu (contract staff) were acknowledged for their exemplary performance at the Nursery Section. Other awardees were Mr. Benjamin Gordogu Banafo (Accounts), Mr. Paul Abanga (Agronomy), Mr. Stephen Dickson Danquah (Crop Protection), Mr. Isaac Theophilus Donkor and Mr. Frank Owusu (Administration), Mr. Ebenezer Kwakye (Plantation Management), Mr. Isaac Duah-Boateng (Crop Improvement), Mr. Frederick Ansah Anakwah (Coconut Programme) and Mr. Samuel Martey (OPRI Basic School).

Notably, Ms. Juliet Enam Tetteh and Ms. Felicity Kwarteng, volunteers with the Value Addition and Commercialisation respectively were recognized for their extraordinary contribution.

Others are Mr. Odei Emmanuel (Security Section), Mr. Atongo Sampson Kwabena (Guesthouse & Catering Section, and Ms. Mercy Kurimah Zoogah (Commercialisation) were recognized for their hard work. Mr. Patrick Osei also received accolades as the most outstanding National Service Personnel.

The highlight of the event was the Director's Award received by Dr. Frederick Leo Sossah (Coconut programme) as the most outstand-



Speaking at the occasion, the Director, Dr. Isaac Danso emphasized that the



awards were Management's efforts to ensure that staff are motivated towards the achievement of the CSIR's goals. He further expressed that this is the beginning of an exciting future for CSIR-OPRI. He charged all staff to continue contributing their part earnestly to the fulfilment of CSIR-OPRI objectives.

CSIR-OPRI Director Attends the Validation of Concept Note on the "CSA Cocoa Project" at Abidjan, Ivory Coast



The Director CSIR-OPRI (Dr. Isaac Danso) attended the Consultation Meeting on the development of concept note on Cocoa Climate Smart Agriculture (CSA) for four countries namely Ghana, Nigeria, Ivory Coast and Cameroon in La Cote d'Ivoire on behalf of the Director General (D-G) CSIR.

The objectives of the workshop were to consult stakeholders and validate the cocoa project concept note.

The Project Coordinator of CORAF, Dr. Emmanuel Njukwe in his welcoming address, entreated all participants to make solid contributions that will ensure that deliverables of the project

are aligned with their countries' Nationally Determined Contributions (NDCs) of the Paris Agreement.

The Climate Growth and GCF Program Manager, Madam Sidonie Kouam Gwet mentioned that her outfit is supporting CORAF financially in the development of several concept notes among which the cocoa CSA project is one. The Consultant to CORAF, Mr. Pierre Telep, highlighted three components of the concept note;

- Gender inclusive Climate-smart-resilient farming and sustainable cocoa agroforestry systems.
- Advancing quality, certification, risk management and financial access.
- Enhancing institutional transformation and knowledge dissemination

Stakeholders appreciated the role of CSA in cocoa production in the sub-region. The Ghanaian delegation was made up of; Dr. Isaac Manu, COCOBOD Research Unit (Head Office), Dr. Isaac Danso (Director, CSIR-OPRI), Madam Prospera N.A. Anku - MOFA (Dep. Director- Directorate of Agric Extension, Accra), and Madam Emelyne Wright-Hanson (Ministry of Environment Science, Innovation and Technology).



HISTORY IN BRIEF

In this edition, our focus is on Mr. W. A. Decker who was the first Plant Production Officer of the Institute from 1964 - 1982. He joined CSIR-OPRI from Crops Research Institute at Bunso, now CSIR-PGRRI, as an Officer at the Plant Introduction and Exploration Section; involved in collecting, maintaining and evaluating plant genetic resources within Ghana and abroad.

As the first Plant Production Officer, he designed and executed production strategies for oil palm planting materials. The high-yielding Tenera oil palm planting materials that were developed between 1964 and 1982 in Ghana were all produced during his tenure. The Oil Palm seedlings that were used to establish the Oil Palm State Farms in the late 1970s and early 1980s in places like Okumaning, Akwanserem, Juaben and Assin-Fosu were all produced un-

der his supervision. In recognition of his pioneering role in establishing and developing CSIR-OPRI, he received an award from the Institute in 1998.



Mr. W. A. Decker (Plant Production Officer, 1964-1982)

CSIR-OPRI Hosts 3rd Quarter 2024 CSIR-Heads of Finance Meeting

The CSIR-OPRI hosted the 3rd Quarter 2024 Heads of Finance meeting of the Council for Scientific and Industrial Research (CSIR). This marked a significant milestone, as it was the first time the event was held at the CSIR-OPRI. The three-day meeting, chaired by CSIR's Director of Finance, Dr. William Sarfo, was held from 11th - 13th September 2024.



Attendees discussing issues at the meeting

The meeting attended by 25 finance professionals across CSIR, deliberate on quarterly financial reports, audit issues, and recent developments impacting the finances of CSIR.

This offered a platform for collaboration, learning, and exchange of innovative financial strategies essential for supporting the organization's ongoing research and development initiatives.

Participants were accommodated at the Institute's guesthouse and neighbouring hotels, for a convenient and welcoming environment. The Director of the CSIR-OPRI, Dr. Isaac Danso in his opening remarks, underscored the Institute's commitment to CSIR's broader goals of scientific and economic development.

One of the memorable highlights of the event

was the coconut break on the last day, where attendees were treated to fresh coconuts harvested from the Institute's plantations

This unique experience symbolized the Institute's dedication to showcasing its research outcomes and providing an authentic taste of its agricultural work.

The historic gathering at the CSIR-OPRI reflects the Institute's growing role within CSIR.

DENKYEMBOUR DCE DONATES DESKS TO CSIR-OPRI SCHOOL



The Director receiving furniture from the District Assembly

The DCE, Hon. Seth Ofosu Birikorang on behalf of the Denkyembour District Assembly has donated 30 pieces of dual desk to the CSIR-OPRI school. This is part of the District's initiative to augment furniture in schools.

Dr. Isaac Danso, the Director received the furniture on behalf of CSIR-OPRI school, thanked the District Assembly and promised to put it to good use.

APPOINTMENTS & RETIREMENTS

CSIR-OPRI APPOINTS NEW DEPUTY DIRECTOR

The Council for Scientific and Industrial Research (CSIR) has appointed Dr. Frederick Danso as the Ag. Deputy Director of CSIR-OPRI effective 1st November, 2024.

Dr. Frederick Danso holds a PhD in Crop Cultivation and Farming Systems from the Chinese Academy of Agricultural Sciences, China, an MSc. in Soil Science from the Kwame Nkrumah University of Science and Technology, Ghana, and a BSc. in Agricultural Science from the University of Cape Coast - Ghana. He completed his secondary education at the Pope John Secondary School, Koforidua - Ghana.

Dr. Danso interacted with the CSIR-OPRI in January, 2007 as a postgraduate student from KNUST. He was employed in April, 2009 as a Principal Technical officer assigned to the Agronomy Division and upgraded to the position of Research Scientist in July, 2009. In 2012, he became a beneficiary of the African Women in Agricultural Research and Development (AWARD) mentorship program. By dint of hard work, he was appointed Head of OPRI oil palm and coconut nursery in August 2010, a position he held up to January, 2014. While being the Head of nursery he was given an extra and bigger responsibilities of heading the Agronomy Division of the Institute from 2012-2017. As Head of the Division, Dr. Danso coordinated research, training and livelihoods projects of the Solidaridad SWAPP Programme on Oil Palm Best Management Practices, Millennium Villages Project (MVP) on oil palm nursery establishment in the Amansie West District, Juaben Oil Palm Cooperative Society (JOPOCOS) - Juaben, Yara Mila Palmae fertilizer of Yara Ghana, San He oil palm plantation development in DR Congo and Olam Palm Gabon (OPG) - Gabon. From 2017-2018, Dr. Danso served as the President of the CSIR-OPRI Research Staff Association (RSA) which is a collection of Scientists of the Institute. He served on several Institutional committees including procurement, internal management, budget, and promotion screening for staff.



Dr. Frederick Danso (Dep. Director)

In 2018, Dr. Danso won the prestigious Graduate School Scholarship of the Chinese Academy of Agricultural Sciences to pursue further studies. His research focused on crop cultivation and farming systems, biochar management, tillage management, sustainable agricultural intensification, GHG emission studies. In 2022, he was also awarded the prestigious Beijing Municipal Scholarship by dint of hard work. He has attended seminars and conferences organized by the FAO on REWAS: Real Water Savings in Agricultural Systems, International Training Workshop on Water Saving and Protected Agriculture Technology in Modern Dry Farming Gansu-China, APEC Workshop on Sustainable Rural Development and Human Development-China, Climate Change and Agricultural Cooperation of the Sino-German Agricultural Week, Beijing-China, and the RSPO P & C Review Public Consultation and RSPO Smallholder Considerations (P&C), and Smallholder Public Consultation RSPO-Accra, just to mention a few. Dr. Danso has to his credit both local and international publications on oil palm, farming systems and GHG emission studies.

Upon his return from further studies, he was appointed Chairman and member to several Institutional committees. In 2024, he was elected again as the president of the CSIR-OPRI Research Staff Association (RSA). He is a Senior Research Scientist and married with three children. He hopes that during his tenure, the Institute's research capacity will be given a boost through collaboration with local and international partners.

CSIR-OPRI HONOURS ITS RETIRED STAFF



CSIR-OPRI on 18th December, 2024, honoured its retired staff in recognition of their years of dedication and service. A total of Twenty-eight (28) former employees, who had served the Institute for a minimum of twenty-one (21) years and a maximum of forty-two (42) years were each honoured with a deep freezer as a token of appreciation.

The Director acknowledged the significant contribution of retirees to the growth and development of the institute. He advised them to prioritize their health by undergoing regular



medical checkups.

The Adontenhene of Akyem Kusi, Nana Koduah Asiedu, commended OPRI for its contributions to the national economy through oil palm and coconut production and appreciating its retirees. The retirees said the ceremony served as a heartfelt tribute to them and thanked Management for recognising their contribution towards the development of the Institute.

CSIR-OPRI CELEBRATES ITS PENSIONERS

The annual get-together for the Pensioners Association of the CSIR-OPRI, held on December 11, 2024, was a heartwarming occasion that brought together to fraternize with the management of the Institute. This event serves as a platform for retirees to reconnect, share experiences, and address common concerns. This year's gathering was full of joy and nostalgia, as retirees reminisced about their time at the Institute.

The atmosphere was further enriched by speeches from representatives of sister associations and the Director of CSIR-OPRI. A key aspect of the speeches centered around health matters and the challenges associated with medical bills and support from one another. This open dialogue fostered a sense of unity and solidarity among former colleagues. The Pensioners expressed a heartfelt appreciation to the Director and his staff for their continued recognition of the Pensioners' contributions.

As attendees departed, they carried with them not just memories of their past but also renewed connections and a sense of belonging within the CSIR-OPRI family.

GOING THE EXTRA MILE



Dr. Samuel Anim Okyere (Senior Research Scientist/Head Of PMD)

Dr. Samuel Anim Okyere is a Senior Research Scientist and Head of Plantation Management Division (PMD) at CSIR-OPRI. He holds PhD in Plant Ecological Physiology from the Gansu Agricultural University, Gansu-China. He was employed in May, 2009 as a Research Scientist assigned to the Agronomy Division. He previously worked at MOFA and Jokee Scientific Farms.

He has to his credit 14 journal publications and 13 technical reports. He is a member of the American Society of Agronomy, Ghana Science Association and Research Staff Association. He has consulted for Benso Oil Palm Plan-

tation and Volta Red Oil Palm Plantation. Dr. Okyere has undertaken projects for Yara Ghana, and Millennium Villages Project. He is currently the RELC and MAG Coordinator for the Eastern Region of Ghana.

He was appointed the Head of PMD to oversee the activities of both the commercial and research plantations of the Institute. Through his industrious duties he has been able to transform the fortunes of the commercial plantations by making them more profitable. Despite the enormous challenges, he has facilitated the rapid evacuation of fresh fruit bunches from the field, timely preparations of plantation statements, recruitment of labour to manage the plantation, sustainable weed management on the plantation and coordination of the plantation management with private investors.

He has also been pivotal in the revenue generation of the Institute through key interventions of reducing expenditure while maximizing the use of farm inputs. His coordination with the Security, Sales and Marketing, Transport Sections, Research Divisions and private investors has drastically reduced the incidence of FFB theft on the plantation. His contribution to the dayto-day management of the Institute cannot be over-emphasized.



Ms. Elizabeth Adjei (CTO/Head of Research Field)

Ms. Elizabeth Adjei is a Chief Technical Officer (CTO) with expertise in Coconut Breeding at hybrid development for field screening against the CSIR-OPRI Coconut Programme at the Agona Station. She holds a certificate in General Agriculture from Kwadaso Agricultural College, Diploma and Bsc from the University of Cape

Coast. She also holds Diploma in Sales, Management and Marketing from The British College of Professional Management (College House -Jersey TE3, 2D B - Britain).

Her appointment with the CSIR-OPRI was in the year 2000 as a Technical Assistant Grade I and was stationed in Sekondi. She was assigned to the breeding section of the Coconut Programme, working on data collection, pollen processing and viability test. She was part of the team that established the conservation fields of all coconut types available in the country field gene banks.

She was promoted to the rank of Technical Officer in 2006 and later transferred to Agona Station in 2010 as a team leader under the new Cape Saint Paul Wilt Disease (CSPWD) and currently the Head of Research Field. Ms. Adjei is very industrious and committed to excellence.

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