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CHANGE OF NAME

I *SHARMIN BANU SAYYED* resident of H NO 50. Zoriwaddo, Davorlim, South Goa has changed my name from *SHARMIN BANU SAYED* alias *SHARMIL BANU SAIYED* alias *SHARMIN BANU* Hereafter in all my dealings and documents, I will be known by the name *SHARMIN BANU SAYYED*

CHANGE OF NAME

I. Khatija bi. Resident of H. no. 10, New Wada Sarvan, Bicholim-North Goa, India hereby change my name from Khatija bi Ilyas Syed to khatija bi . Hereafter in all my dealings and documents, my name will be known by khatija bi.

CHANGE OF NAME

CHANGE IN NAME

I CONCIO SOUSA R/O

192/A. ANUZ. NUVEM.

SALCETE, GOA like to

change my name from

CONCIO D SOUZA to

CONCIO SOUSA

Hereafter in all my

dealing and documents I

will be known by the

name CONCIO SOUSA.

II. RITA REBELLO, resident of H. NO. 2/11 Naikawaddo, near St. Ana building , Calangute- Goa. 403516. would like to change my name from RITA PINTO to RITA REBELLO. Henceforth for all my dealings, documentation, Passport, I will be known as RITA REBELLO.

VILLAGE PANCHAYAT CALANGUTE, BARDEZ - GOA. V.P/Cal/F-29/25-26/ 1268 Dated: 24/06/2025

ORDINARY GRAM SABHA MEETING NOTICE The Ordinary Gram Sabha Meeting of Village Panchayat of Calangute, for the year 2025-26 is called on Sunday, 6th July 2025 at 9:30 am in the Conference hall. 2nd floor of Panchavat Ghar at Naika Vaddo, Calangute to discuss the following agenda: To read and confirm the proceedings of the previous Gram

2. To discuss the proposals received from the members of the Gram Sabha on developmental works.

If any member of the Gram Sabha desires to submit his/her proposals may do so in writing so as to reach the undersigned on or before 2nd July 2025. If the quorum is not formed on the above date and time to transact the business, the meeting will be adjourned and held after half an hour i.e. at 10:15 a.m. on the same day and place.



(Mr. Joseph R. Sequeira) Sarpanch, V.P. Calangute

K

KONKAN RAILWAY CORPORATION LIMITED (A Government of India Undertaking)

E- Auction Notification

Konkan Railway Corporation Ltd Announces E- Auction of Commercia Contracts, published on IREPS e-tendering system as per the following

Sr. No.	Name of Contract	No. of Contracts / Lots	Date and Time of E-auction	
1	Leasing of SLR - Train No. 20112, 10104, 22907	03	25.06.2025 at 11:00 hrs	
2	Advertisement at Railway stations through Advertisement Boards, Hoardings at stations at Thivim, Madgaon and Gokarna	03	25.06.2025 at 11:00 hrs	
3	Parcel Scanner at Madgaon	01	26.06.2025 at 11:00 hrs	
4	Display of Advertisements inside train - Madgaon - Mangalore-Madgaon (10107/10108) Memu train and Diva - Sawantwadi Road passenger (10105 / 10106)	02	26.06.2025 at 11:00 hrs	
5	Display of Advertisements exterior train – Diva – Sawantwadi Road passenger (10105 / 10106), Diva – Ratnagiri passenger (50104 / 50103), Konkan Kanya Exp (20112 - 20111), Mandovi Exp (10104 - 10103)	03	27.06.2025 at 11:00 hrs	
6	Pay Parking at Kankavali, Thivim, Asnoti, Ankola	04	27.06.2025 at 11:00 hrs	
7	Installation of Digi Lockers at Stations-Ratnagiri, Thivim and Udupi	03	28.06.2025 at 11:00 hrs	
8	Commercial Publicity through Video Screens on Station Premises at KARMALI, KARWAR	02	28.06.2025 at 11:00 hrs	
9	Advertisements through Hoardings near Road Under Bridge / Road Over Bridge – Maharshtra, Goa, Karnataka	24	30.06.2025 at 11:00 hrs	

For queries please contact: 1. Shri. Pravin Daware, Mob. No. 9004470597. **2.** Shri. Vinay Gaonkar, **Mob. No.**: 9004476129 **3.** Shri. Madhukumar Shetty, **Mob. No.**: 9004476082. For more details

केनरा बैंक Canara Bank 🕢 सिंडिकेट Syndicate

MARGAO GOA (0314)

BRANCH OFFICE

POSSESSION NOTICE [SECTION 13(4)]

(For Immovable property)

The undersigned being the Authorised Officer of the Canara Bank under Securitization And Reconstruction of Financial Assets and Enforcemen of Security Interest Act, 2002 (Act 54 of 2002) (hereinafter referred to as "the Act") and in exercise of powers conferred under Section 13 (12 read with Rule 3 of the Security Interest (Enforcement) Rules 2002 issued a Demand Notice dated 10.04.2025 calling upon the borrowe M/s, PSYTECH INFOSOLUTIONS (INDIA) PVT LTD (Borrower), Mr Sandeep Subhash Prabhudesai (Borrower/Guarantor), Mrs. Jaanavi Sandeep Prabhudesai (Borrower /Guarantor) and Mrs Savita Subhash Prabhudesai (Guarantor) to repay the amount mentioned in the notice, being Rs. 3,72,45,502.74 (Rupees Three crores seventy two lakhs forty five thousand five hundred two and paise seventy four only) within 60 days from the date of receipt of the

The borrower/quarantor having failed to repay the amount, notice i hereby given to the borrower/guarantor and the public in general that the undersigned has taken symbolic possession of the property described herein below in exercise of powers conferred on him / her under section 13 (4) of the said Act, read with Rule 8 & 9 of the said Rule on this

23rd day of June of the year 2025. The borrower in particular and the public in general are hereby cautioned not to deal with the property and any dealings with the property will be subject to the charge of Canara Bank for an amount of

Rs. 3,80,04,965.74 (Rupees Three crores eighty lakhs four thousand nine hundred sixty five and paise seventy four only) liability as or

31/05/2025 and further interest and charges thereon. The borrower's attention is invited to the provisions of Section 13 (8) of

the Act, in respect of time available, to redeem the secured assets.

Description of the Immovable Property

All that Office Premises being office No B-203 & B-204 comprising of a carpet area of 78.78 sq mts situated on the second floor of the said building known as "Asian Costa Pinnacle" corresponding to a built up area of 87 sq mts and super built up area of 101.14 sq mts constructed or the property comprising of the sub-divided Plots nos.2 and 3, forming ar integral part of all that Larger Immovable property known as CHONROVADDO, situated in ward Chandrawaddo of Fatorda, in the city of Margao, within the limits of the Margao Municipal Council, Taluka and Registration Sub-District of Salcete, District of South Goa and State of Goam which propery is registered in the land registration office of Salcete under no.33215 of Book B-84, New series, is not found enrolled in the Land Revenue Office of Salcete, which property is surveyed originally under Chalta no.6 of P.T. Sheet no.26 of the City Survey of Margao, admeasures an area of about 8832 sqtrs., which property, as a separate, distinct and independent entity, admeasure an area of 941 sqmtrs, surveyed under Chalta No.54 and 55 of P.T. Sheet No.26 of the City Survey of Margao. Which office, as a sinlge independent unit, is found registered in the records of the Margao Municipal Council and is assessed to tax and indentifeid as H.no.2/9423/, "Asian Costa Pinnacle", Second Floor , Office No B-203 and B -204 Behind Surya Hotel, Fatorda Margoa and owned by M/s. Psytech Infosolutions (India) Pvt Ltd and bounded as follows: East: by the set back up to the boundary. West: by Office No B-201 and B-202. North- by the lift well and stair case block. **South**: by the set backup to the Boundary.

DATE: 23/06/2025 PLACE: Margao, Goa Authorised Office CANARA BANK

Women no longer safe in Goa, says MP

Team Herald

VASCO: Hitting out at the government for failing to ensure the safety of women in the State, Congress's South Goa MP Capt Viriato Fernandes alleged that today women are afraid to

CHANGE IN NAME

I. MRS. CARON SALDANA, R/o. H. No. 201/2 (1), Sandray Luxury Resort, Besides Colva Police station, Colva, Sernabatim South Goa. Goa - 403708, would like to change my name on my Indian passport, from "CARON JANE SALDANA" to "CARON SALDANA" as per my Aadhaar card and Pan card.

Hereinafter in all my dealings, and documents, I will be known by the name CARON SALDANA.

CARON SALDANA

PUBLIC NOTICE

from: (i) MR. COSTAO ANTONIO DA SILVA and (ii) MRS. ISABEL D'SILVA, both residin at House No. 160/2, Benaulim, Salcete, Goa 403716, property described in SCHEDULE written hereunder **SCHEDULE**

ALL THAT PLOT known as "MADOLEM which admeasures 880.00 sq. mts. Erstwhile forming part of property described in the land registration office no. 27414 New series and enrolled under Matriz no. 826 and the said Plot is presently surveyed under Survey No 182/2-A of Benaulim Village, situated a Benaulim, Salcete Goa and is BOUNDED

on the EAST and NORTH by the Panchaya Road, on the WEST by the property now belonging to Joao Rosario Fernandes, Joao Antonio Fernandes and Gaudencio Fernandes and on the SOUTH by the drain/nullah the by the property of the heirs of Agostinh Pereira and others.

All persons having or claiming any right, title estate or interest, by way of inheritance share, sale, mortgage, transfer, lease tenancy, lien, charge, trust, maintenance easement, gift, devise, bequest, exchange possession or encumbrance or otherwis howsoever into or upon the said properties or any part thereof hereinabove described are called upon to intimate the same in writing to the undersigned at the below giver address along with all the documents relating to such claim within 15 days from the date of publication of this notice, failing which any such claim of any party shall be deemed to have been waived for all legal and practica purposes and shall not be entertained thereafter and my client will be free to proceed with the proposed purchase of the said Property.

Date: 24/06/2025

Place: Margao
Adv. Nilaksh A. S. Marathe Office at B 305, 301, 3rd floo Reliance centre, near Hotel Nanute

Sd/-

- PUBLIC NOTICE · Notice is hereby given to the public that my clients intend to purchase undivided shares in the residential propert previously known as "GORBHAT" or "DIGAMBORMADDA" or "MARQUIS Survey No. 5/2 of Village Candolim, with limits of the Village Panchayat Candolim, Taluka and Sub-District of Bardez, North Goa District, State of Goa and bearing Old Cadastral No. 1325 and

includes a House bearing no. 392 (24/6) totally admeasuring **340** sq. mts. The said property admeasures 850 sq. mts. and is On the East by Survey Nos. 5/4 and 5/7 of Nos. 5/3 and 5/8 of Village Candolim: O he North by a public road and On the South by Survey No. 5/8 of Village

The property was recorded in the name of Pascoal Felinto do Rosario, Victo Salvador Do Rosario, Francisco Xavier de Rosario and Joao Vincente Do Carm Rosario, being the heirs of Late Pedro lose Rosario in the Old Cadastral surve

nder no. 1325. My clients are desirous of acquiring otal of 46.1109% undivided share corresponding to 391.92 sq. mts (391.20/850 sq. mts.) in the abov residential property from the followin arties and in the respective shares: Mr. Terence Theobald Rosario and h o-heirs, holding 8.3333% undivided sha

quivalent to 70.83 sq. mts.; i. Mr. Derek and Mrs. Lana Gome olding 6.6666% undivided shar quivalent to 56.66 sq. mts.;

ii. Miss Lynette Jacinta Laura Philomena Perpetua do Rosario, Mrs. Lesalda Margaret Victoria Fernandes and her susband Mr. Timothy Fernandes, holding ogether 13.3333% undivided shar juivalent to 113.33 sq. mts.; v. Mr. Leslie Harold Cowan and his co

eirs, holding 6.6666% undivided share quivalent to 56.66 sq. mts.; and n. Mr. Fabian Peter Jude Rosario, holdin 1.1111% undivided share equivalent t 4.44 sq. mts.

Any person having any right, title, interest claim or demand against the said undivided share in the property or any par nereof, whether by way of inheritance le, mortgage, lease, lien, possession easement, gift, trust, maintenance nancy, or otherwise howsoever, ereby called upon to make the sam known in writing along with supporting documents to the undersigned within 15 <u>days</u> from the date of publication of thi notice, failing which the transaction sha e completed without any reference of egard to such claims, and all such claims anv. shall be deemed to have bee

Sd/- Adv. Vishal Naik Bldg. no. 12, First Floor, Techno Park, Chogm Road Porvorim, North Goa, Goa

even during the day.

"There was a time in Goa, when women were safe even at night. If they were delayed due to work or a bus breakdown, no woman would have to worry about her safety. Today even if a woman leaves the house during the day, people at home are restive until they return home in the evening,"

Capt Fernandes said. "Today if you walk in Panjim in the evening along the city waterfront on your way home, where all the casino jetties are lined up, people from Delhi and around the country are asking our women and girls how much they are available for. Is this what our women have to endure?" he asked.

Capt Fernandes was speaking at a block strengthening meeting organised by the Goa Pradesh Mahila Congress (GPMC) at Vasco, bringing together four blocks - Mormugao, Vasco, Cortalim and Dabolim - to discuss grassroots organisation and strategies ahead of the 2027 Assembly elections.

PUBLIC NOTICE

This is to notify to the general public that the Power Of Attorney dated 22/12/2010, registered under No.210 before the Notary Public of Panaj Shri Sayed Abbas and the Power Of Attorney dated 23/5/2022 registered under No. 864, before the Notar Public at Panaji, Shri Ravindra P Pednekar, by my clients Mr Narayandas Yeshwant Velingkar and Mrs. Sunaina Narayandas Velingkar both resident of H. No. 127, Pirabhat Bambolim Tiswadi Goa in favour o Mr. Harichandra E. Velingkar alias Harishchandra Viegas, R/o, of H, No. 126/1 Rautalem Geen, Pirabhat Bambolim, Tiswadi, Goa have beer revoked with immediate effect vide Deed of Revocation of Power of Attorney dated 16/6/2025. Kindly take note of the same and act accordingly

Place: Panaji, Goa Date: 21/6/2025

Sd/- Adv Suraj R. Naik STATE OF GOA GOA (INDIA) 31 JANUARY ROAD MOB. NO. 9860322618

- PUBLIC NOTICE · Notice is hereby given to the public that my clients intend to purchase undivide shares in the immovable property known

as "MALASCAR" also known as "WADI" situated at Survey No. 131/3 of Village Candolim, within the limits of the Village Panchayat of Candolim, Taluka and Sub District of Bardez, North Goa District, State of Goa, and bearing Old Cadastra No. 847. The said property admeasures 9725 sq. mts. and is bounded as follows: On the East by the property bearing Survey No. 132 of Village Candolim; On the West by the Arabian Sea; On the North by the property bearing Survey No. of Village Candolim and On the South by the property bearing Survey No. 130/1 of Village Candolim and th

approach road to Candolim Beach. The said property originally belonged to Pascoal Felinto do Rosario, Victor Salvador Do Rosario, Francisco Xavier do Rosario, and Joao Vincente Do Carmo Rosario, who were the heirs of Late Pedro Jose Rosario under Old Cadastral Survey

under no. 847. My clients are desirous in acquiring total of 39,7916% undivided share in the

said property, corresponding to 3869.74 sq. mts. (3869.74/9725 sq. mts.) in the above property from the following parties and in the respective shares: Mr. Terence Theobald Rosario and his

co-heirs holding 3.125% undivided share equivalent to 303.91 sq. mts. i.Mr. Derek and Mrs. Lan

equivalent to 486.25 sq. mts. iii. Miss Lynette Jacinta Laura Philome Perpetua do Rosario, Mrs. Lesalda Margaret Victoria Fernandes and her husband Mr. Timothy Fernandes, holding together 10% undivided share equivale to 972.50 sq. mts.

iv. Mr. Leslie Harold Cowan and his co-heirs, holding 5% undivided share equivalent to 486.25 sq. mts., and v. Mr. Fabian Peter Jude Rosario, holdin 16.6666% undivided share equivalent t 1620.83 sq. mts.

Any person having any right, title, interest, claim or demand against the undivided share in the said property or any part thereof, whether by way o nheritance, sale, mortgage, lease, lie maintenance, tenancy, or otherwis nowsoever, is hereby called upon to mak the same known in writing along wit supporting documents to the undersigne within 15 days from the date of publication of this notice, failing which the transaction shall be completed withou any reference or regard to such claims and all such claims, if any, shall b

Sd/- Adv. Vishal Naik Bldg. no. 12, First Floor, Techno Park, Chogm Road, Porvorim, North Goa, Goa.

KONKAN RAILWAY CORPORATION LIMITED

EMPLOYMENT NOTIFICATION

onkan Railway Corporation Limited has published vacancy notice for the ollowing post in the Project of Electrical Department on Re-employment basis. VACANCY NOTICE NO. CO/P/E-RE/02/2025 dated 11.06.2025

Name of Post Total No. of Posts Dy. Chief Electrical Engineer / Project

urrent Notification and apply accordingly

Candidates may see the details of notification, eligibility criteria, etc. on the KRCL's website www.konkanrailway.com at the link \rightarrow Recruitment **Chief Personnel Officer**

During the gathering, four new Block Mahila Congress Presidents were nominated. They are Shradha Kalangutkar (Vasco), Akshada Wadekar (Dabolim), Vin-

ika Arolkar (Mormugao)

and Lata Naik (Cortalim).

Prominent leaders present included Beena Naik (former GPMC President). Sneha Fondekar and Liberata Madeira (Vice Presidents), Adv Shabnam Khan (General Secretary), Mamta Maben and Mollie Da Gama Silva (District Presidents), Sangeeta Naik (South District Vice President) and Seema Behre (Executive Member).

Expressing grave concern over the rising crime against women in Goa, State Mahila Congress President Dr Pratiksha Khalap said, "Today, no woman is safe — whether it's a child, minor, senior citizen, doctor, teacher, pregnant woman or a mentally challenged lady. The law and order situation has completely collapsed under this government. It is time for every Mahila to unite and throw this corrupt and criminal government out in 2027."

1 dies after falling into Mandovi River

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O HERALDO

DHERALDO

Team Herald

PANJIM: A man sleeping on the promenade accidentally fell into the Mandovi River on Tuesday evening and drowned, despite rescue efforts by nearby locals.

Panjim Police suspect he may have been a visitor to an off-shore casino. His identity remains unknown and investigations are ongoing.

HC quashes case against businessman

Team Herald

PANJIM: The High Court of Bombay at Goa on Monday quashed and set aside the FIR and subsequent chargesheet filed Dnyaneshwar against Govekar. a businessman from Caranzalem.

On July 15, 2023, the Panjim police had registered a case against Govekar under Sections 143, 447, 323, 504, 506 read with Section 149 of the IPC, 1860, and a corresponding chargesheet dated August 5, 2024.

The petitioner, in his criminal writ petition, stated that he had no knowledge of the criminal proceedings initiated against him until December 2024, when he received a letter from the Passport Office, Panjim, during the process of renewing his passport.

The FIR was lodged based on a complaint filed

by Estonia Almeida, who alleged that on October 16, 2021, at Taleigao-Tiswadi, Govekar, along with others and with a common object, formed an unlawful assembly and criminally trespassed onto Almeida's property. It was further alleged that the petitioner abused labourers employed by the respondent for plastering work on the compound wall, and thereafter assaulted the respondent, causing bodily injuries.

However, the Court observed that no prima facie case was made out and stated that the continuation of the criminal proceedings would amount to an abuse of the process of law. Accordingly, the Court quashed and set aside the FIR and chargesheet filed before the JMFC, Panjim. Advocate Rohit Bras

De Sa appeared on behalf of Govekar.

Divar-Old Goa ferry services temporarily suspended

Team Herald

PANIIM: Ferry services between Divar and Old Goa were temporarily halted on Tuesday morning after the ferry ramp on the Divar side was submerged due to heavy

rainfall and a high tide. The flooding of the ramp during the monsoon season is a recurring issue

faced by the islanders. Residents of Divar voiced frustration over the lack of a lasting solution to this persistent problem. They pointed out that the low elevation of the ferry ramp and the roads leading to the island

are the primary causes of the flooding.

"This happens every year," said Jerry De Souza, former panch of the Sao Mathias panchayat, while speaking to O Heraldo. "The problem is that the ramp is low and so are the roads. There is a need to increase their height and maintain them properly. Locals, especially the youth, should take initiative to see that things improve. Flooding also worsens when dam water is released. Once ferry service is stopped, it causes huge inconvenience to islanders.

shorttakes

Bihar woman on holiday in Colva found dead in guest room

MARGAO: A 67-year-old woman from Bihar, who was at Colva on vacation with her family, was found unconscious in the guest room of a cottage and later declared brought dead at the South Goa District Hospital (SGDH), Margao. According to Colva police, they received a call from a local cottage informing them that a female guest was lying unconscious. Police rushed to the scene and immediately shifted her to SGDH, where doctors declared her brought dead. Enquiries revealed that the deceased had a history of medical illness. The family had travelled from Bihar for a vacation and were staying at a cottage in Colva. The woman had informed her family that she was tired and went to sleep. The next morning, her husband found her unresponsive and sought medical help. An inquest panchanama was conducted and the body was sent for post-mortem examination to ascertain the exact cause of death.

Andhra Pradesh businessman held for theft at Anjuna flat

PANJIM: An Andhra Pradesh-based businessman has been arrested by Anjuna Police for allegedly committing theft at a rented flat by entering through a sliding window. According to police, Raushan Ranjan, a native of Bihar, lodged a complaint stating that an unknown person had broken into his flat and stolen valuables, including an two mobile phones, AirPods and Rs 1,000 in cash. Following investigation, police identified and arrested the accused as 26-year-old Manchineni Santosh Kumar, a resident of Anantapur, Andhra Pradesh. One of the stolen mobile phones was recovered from his possession.

Man booked for rash driving after fatal accident in Orda-Candolim

PANJIM: A 24-year-old man, Sunil Pandappa Rathod, has been booked for rash and negligent driving after his car fatally knocked down a pedestrian in Orda-Candolim. The incident occurred on June 22, near Sevalal Temple, where the victim, Kesu Lamani of Bijapur, was seated by the roadside when he was struck by Rathod's vehicle. Lamani succumbed to his injuries. Following the incident, the victim's son, Kumar Lamani, filed a complaint with the local police.

Family escapes unhurt after coconut tree falls on house in Varca

MARGAO: A family narrowly escaped injury after a coconut tree fell on their house near the Bank of India at Novangully-Varca, Salcete. According to Station Fire Officer Gil Souza, the Margao Fire Station received an alert about the incident. The operation, led by S KG Dessai, took approximately one and a half hours to complete. While the estimated damage to the house was pegged at Rs 50,000, the fire personnel managed to save property worth around

Farmers urged to link Aadhaar-seeded bank details to Krishi cards

PANJIM: The Department of Agriculture has urged all farmers to link Aadhaar-seeded bank account details with their Krishi Cards to ensure seamless benefit disbursal through the Aadhaar Payment Bridge (APB) system. Farmers are required to submit a mandate form in the prescribed format along with a copy of their bank passbook or a cancelled cheque to the respective Zonal Agriculture Office. The APB system facilitates direct transfer of government subsidies and benefits to Aadhaar-linked bank accounts. The last bank account linked with the Aadhaar will be considered for subsidy deposits. Farmers must notify the Zonal Agriculture Office in case of changes to their Aadhaar-seeded bank accounts so that Krishi Card records can be updated accordingly

APPOINTMENTS

COMMSC PE

COMMSCOPE INDIA PVT. LTD. is an organisation that helps organisations around the world design, build and manage their wired and wireless networks. Here is an opportunity for you to join our team

For position below, Walk-in interviews will be conducted on

28th & 29th (Saturday & Sunday) June 2025 for our Cable & Connectivity Solutions Business (CCS)

Ì	Position	Department	Qualification	Years of Exp	Shifts	Job Description
	Team Leader	Datacenter - Operations APAC (52094816)	Diploma / Bachelor's in Engineering (ECE / Mechanical / E&E.)	4+ years of related experience	Shifts	 Responsible for coordinating, monitoring, supervising and executing the activities of one or more production areas. Assists in the development of departmental personnel to enhance skills, improve responsiveness. Very good interpersonal and communication skills. Willingness to work in shifts.
	Trainer	Datacenter - Operations APAC (52094816)	Diploma / Bachelor's in Engineering (ECE / Mechanical / E&E.)	2+ years of related experience	Shifts	 Candidate must have high level of skill and knowledge in manufacturing / production operations with demonstrated ability to function in a leadership role. Very good interpersonal and communication skills. Willingness to work in shifts.

Walk-in interviews will be conducted between 10:00 am to 3:30 pm at "CommScope India Pvt. Ltd.", Plot No. N-2, Phase IV, Verna Industrial Estate, Verna, Goa. Please bring your updated bio data.

CommScope is an Equal Opportunity Employer