



## A&E Page 4

### Charlie Brown 2.0

Peanuts gang set to make a big-screen comeback in 2015 to celebrate the 65th anniversary of the comic strip

## NEWS Page 3

### Advocate for adoption

Baylor alumnae honored for her work as co-founder and president of HopeHouse International

## SPORTS Page 5

### Getting it started

The men's basketball team prepares for its upcoming season after a tough week at camp

## In Print

### >> VOTING AHEAD

AMA nominations were announced Tuesday. Find out if your favorite artist made the list

Page 4

### >> DEATH LIFTED

State Attorney General's office appeals judge's overturn of scheduled execution, saying she exceeded her authority

Page 3

## On the Web



Don't miss the Lariat sports desk's weekly podcast, Don't Feed the Bears. This week includes talk about the upcoming matchup between Baylor and TCU. Only on [baylorlariat.com](http://baylorlariat.com)

## Viewpoints

*"In America, the imprisonment of debtors largely comes about because of our system of third-party collections. Sometimes, the companies that own your debt sell it to a collection agency, who then becomes responsible for collecting the funds from you."*

Page 2

## Bear Briefs

*The place to go to know the places to go*

### Brush up a good time

Join Kappa Chi Alpha for Baylor's third annual Campus Wide Worship featuring Sixteen Candles at 9 p.m. Thursday at the Baylor Sciences Building Fields. Be sure to bring a toothbrush to donate to the organization's philanthropy, Mission Waco.

### Mix up your friends

Hit the marina to enjoy some volleyball, pizza and drinks during the Mortar Board International Students Mixer from 6 to 8 p.m. Thursday.



Max Faulkner | Fort Worth Star-Telegram

Texas Christian quarterback Casey Pachall (4) is sacked in the second half of the Sept. 17, 2011, game against Louisiana-Monroe at Amon G. Carter Stadium in Fort Worth.

## Pachall leaving TCU to enter inpatient rehab

BY ASSOCIATED PRESS

FORT WORTH — Suspended TCU quarterback Casey Pachall is leaving school for the rest of the semester and entering an inpatient rehabilitation facility.

Coach Gary Patterson made the announcement Tuesday, five days after the junior starter was arrested on suspicion of drunken driving in his second brush with the law in the past eight months.

Patterson said most of the inpatient programs like the one Pachall will enter are 30 to 60 days.

If Pachall completes the treatment, the door remains open for

him to come back to school and the team.

"Hopefully, what our plan is that he (Pachall) gets himself right and keeps the door open for us as far as an opportunity for him to be able to come back here and enroll in the spring," Patterson said. "He would be able to graduate in two semesters, which is the ultimate goal for us. Also, we'd get a great kid and also a good quarterback back."

Pachall was arrested on suspicion of driving while intoxicated after running a stop sign near the TCU campus last Thursday. That

SEE **PACHALL**, page 6

## Sandusky sentenced, 30-60 years in prison

BY MARK SCOLFORO  
ASSOCIATED PRESS

BELLEFONTE, Pa. — In what sounded at times like a locker room pep talk, Jerry Sandusky rambled in his red prison suit about being the underdog in the fourth quarter, about forgiveness, about dogs and about the movie "Seabiscuit."

With his accusers seated behind him in the courtroom, he denied committing "disgusting acts" against children and instead painted himself as the victim.

And then, after he had said his piece, a judge sentenced him to 30 to 60 years in prison Tuesday, all but ensuring the 68-year-old Sandusky will spend the rest of his life behind bars for the child sexual abuse scandal that brought disgrace to Penn State and triggered the downfall of his former boss, football coach Joe Paterno.

He leaves behind a trail of human and legal wreckage that could take years for the university to clear away.

"The tragedy of this crime is that it's a story of betrayal. The most obvious aspect is your betrayal of ten children," Judge John Cleland said after a hearing in which three of the men Sandusky was convicted of molesting as boys confronted him face to face and told of the lasting pain he had inflicted.

The judge said he expects Sandusky to die in prison.

In a disjointed, 15-minute address before he learned his sentence, Sandusky said: "In my heart I did not do these alleged disgusting acts."

Sprinkling his remarks with sports references, the former assistant coach spoke of being locked up in a jail cell, subjected to outbursts from fellow inmates, reading inspirational books and trying to find a purpose in his fate. His voice cracked as he talked about missing his loved ones, including his wife, Dottie, who was in the gallery.



ASSOCIATED PRESS

Former Penn State University assistant football coach Jerry Sandusky is taken from the Centre County Courthouse by Sheriff Denny Nau, left, and a deputy after being sentenced Tuesday in Bellefonte, Pa.

"Hopefully we can get better as a result of our hardship and suffering, that somehow, some way, something good will come out of this," Sandusky said.

He also spoke of instances in which he helped children and did good works in the community,

adding: "I've forgiven, I've been forgiven. I've comforted others, I've been comforted. I've been kissed by dogs, I've been bit by dogs. I've conformed, I've also been different. I've been me. I've

SEE **SANDUSKY**, page 6

## Honors College marks 10th anniversary Program makes impact far beyond students' time at Baylor

TRAVIS TAYLOR  
REPORTER

When Baylor alumni talk about their experiences in the Honors College, one word continues to come up: Impact.

The Honors College, a collection of two majors, great texts and University Scholars, and two programs, Baylor Interdisciplinary Core and the Honors Program, is celebrating its 10th anniversary.

Almost 350 students live in the Honors Residential College.

But the impact of being in the Honors College does not end after four years at Baylor.

Kelsey Jones, who graduated in 2012 and is now a seventh grade English and language arts teacher in Houston, said her experience in the Honors Program and as a University Scholars major helped prepare her for her work teaching grammar and English through the Teach for America program.

"I was taught to think long and think hard and think about the questions," Jones said. "All of us are extremely well prepared as critical thinkers."

Jones, who also worked as an editor for Baylor's undergraduate scholarly publication The Pulse, said the Honors College offers a unique place where students and

professors can build lasting relationships.

"These professors are some of my best friends," Jones said. "It's just this incredibly holistic relationship."

Jones said it was her relationships with professors that convinced her that she wanted to go into teaching.

"They're not afraid of hurting your feelings," Jones said. "They're just like, 'Here is what I think.' They care about their students."

Grant Shellhouse, a 2012 alum of the Honors Program who teaches sixth grade English and language arts, said an Honors College professor is not just a teacher, but "a seeker of truth" alongside the student.

"They weren't just conveying knowledge from one person to another," Shellhouse said.

Shellhouse said his education as a University Scholars major was what formed his future.

"It shapes how I do anything, whether I'm a teacher, a cook, someone who drives a taxi, anything," Shellhouse said.

2008 Baylor graduate James Nortey II, who works as an attorney at the Andrews Kurth law firm in Austin, said the Honors Program also helped shape him into the person he is today.

### HONORS COLLEGE NUMBERS

- 1,300 students currently enrolled in the Honors College.
- In 2001, the Honors Program graduated 30 students. In 2012, that number rose to 100.
- 35-40 percent of Honors College students are in pre-health studies.
- 25 full-time faculty are now employed in the Honors College.
- 300 Honors College students live in the Honors Residential College.
- 3 Fulbright winners
- 1338 was the average SAT score of incoming Honors College student in the 2011-2012 academic year.

"I knew I wanted to go to law school," Nortey said. "Taking a lot of courses in the Honors College helped me realize who I am and who I wanted to be."

Nortey's love of law was further refined through the Honors Program.

"I had that passion before I came to Baylor," Nortey said. "But the Honors College confirmed it."

Nortey, who has a Bachelor of Arts in philosophy and a minor in criminal justice, said he does not deny that the Honors Program is

difficult.

"It is a challenge, and I am not going to shy away from that," Nortey said.

For Nortey, certain aspects of the Honors Program, such as the honors thesis project, student and professor relationships and the small class sizes, were key to the program's success.

"It prepares you for a heightened curriculum," Nortey said. "It prepares you to go above and beyond from what was expected from regular Baylor curriculum."

Sarah Berry, an Honors Program alum who graduated in 2010 with a University Scholars Bachelor of Arts, said it was the community that she developed with her professors that impacted her the most.

"A lot of these professors were, first of all, great professors," Berry said. "But also, the amount of time that they spent with me, that sort of gave me a model for what kind of professor I wanted to be."

Berry said her professors are still interested in her life now.

Currently, Berry is working on a Ph.D. in English literature at the University of Connecticut.

Berry also credited the curriculum of the Honors Program, in particular the great texts courses, as to why she decided to focus on literature.

"They got me interested in the humanities as something that I wanted to study," Berry said. "They got me interested in a whole new list of writers and thinkers that I didn't know too much about."

All of the alumni said they would recommend incoming students find out more information about becoming a part of the Honors College.

# A Victorian era problem has been revisited

## Editorial

Debt.  
Most of us have it — in the form of student aid, though we have yet to feel the effects. In fact, outstanding student loans in the U.S. equal a total of more than \$1 trillion. Baylor is an expensive school - many of us are undoubtedly contributing to that sum.

It is an undeniable fact that many of us are amassing debts larger than some small nation's gross domestic product.

It's a good thing debtors' prisons no longer exist.

Debtor's prisons - it's an image we associate with the times of author Charles Dickens, whose own father was jailed for debt when Dickens was 12. Any person owing a sum of money could be thrown into jail, in theory to force them to repay their creditors. Yet, while imprisoned, how could they make money?

Eventually, someone saw the light — debtor prisons are illegal in the United States. Texas states explicitly in its legal codes that no person can be sent to jail for debt.

Thanks to a series of recent articles and the faltering economy, the spectre of this outmoded and ridiculously unprofitable institution has raised its head. Articles have appeared in the Wall Street Journal and NPR to discuss the issue and have raised concerns that have spread across the Internet.

These articles cite incidents in Illinois, Washington, Indiana and Tennessee.

*“Right now, we have nothing to fear — except the fear of debt.”*

In America, the imprisonment of debtors largely comes about because of our system of third-party collections. Sometimes the companies that own your debt sell it to a collection agency, who then becomes responsible for collecting the funds from you.

This can happen in instances of student loans made by private companies.

The collection agency, or creditor, can file a lawsuit against you that requires a court appearance. If you miss the appearance, a warrant can be issued for your arrest.

The warrant is issued generally for contempt of court, or failure to appear in some states.

Debtors are indeed being jailed, but not directly for owing money. Rather, the jail time comes about due to failing to respond to legal summons. According to the article by NPR, the collection agencies then try to leverage payments from the incarcerated.

The articles have raised concern that seems to lead to false conclusions. Debtors' prisons are still illegal, although it is possible to go to jail as a consequence of being a debtor and skipping a court date.

What's more disturbing is The Wall Street Journal's finding that more than a third of states have laws that allow “borrowers who can't or won't pay” to be put in jail for charges such as contempt of court.

Right now, we have nothing to fear — except the fear of debt. But we should continue to monitor the situation should it escalate and agitate if necessary to ensure fair conditions for those who have borrowed money and lack the means to pay it back.

After all, we might soon be in a similar position.



## Pray for the Ledet family

### Point of View

I've lost loved ones, but I've never had to go through what the Ledet family is facing right now.

A plane crash over the weekend took the lives of Leonard Ledet, 60, his 62-year-old brother,

*“I thank my God every time I remember you.”*  
Philippians 1:3

Gregory Ledet, and his sons, Mason Ledet and Paul Ledet.

They were on their way to the Texas A&M game against Ole Miss.

I did not know the family, but I did know Paul.

He was at Sky Ranch two summers ago in my brother cabin, Stonewall.

Through conversations and watching my girls hang out with him, it was absolutely obvious

that he loved the Lord with all his heart.



Krista Pirtle | Sports Editor

The Ledet family has ties at Texas A&M, and on Tuesday to show support for the family, people were asked to wear maroon.

Carroll High School and Carroll Middle School, along with Texas A&M, took part in this as well as the University of North

Texas women's golf team, who wore maroon ribbons in their hair.

At Baylor, I'm sure there are quite a few of you from that area that know the family.

The only encouragement I can offer you is turn to the creator of the universe, the God that you can't describe or exaggerate.

A way you can reach out to the family is by liking the Facebook page, Pray for the Ledets.

The Ledet family released the following statement on Sunday: “The family thanks everyone for their thoughts and prayers – particularly the prayers – during this difficult time. They ask that you please respect their privacy as they grieve the loss of their loved ones.”

While we mourn the lives of those lost, we can rest assured that they are truly in a better place.

*Krista Pirtle is a senior journalism major from Olney. She is the sports editor at the Lariat.*

## Column was mistaken on context of LGBT debate

### Lariat Letters

Linda, I'm sorry to say that out of the several topics you could've expanded upon, you had to choose the worst, and just had to argue from a flawed point.

First, being LGBT/Straight, and finding yourself attracted to someone of the same/opposite gender is not a lifestyle, it is an inherent part of you.

So you can see how it feels to be told by someone close to you that they don't “agree” with who you are. It's almost like they don't fully accept you for who you are, huh?

Second, believe it or not, mar-

riage is a human right (See article 16 under the UN's Declaration of Human Rights).

It is not bound by any single religious or philosophical worldview, even Secular Humanists, Nihilists, and Pagans may get married. So how does it feel when another believes that you shouldn't have the same rights they do? Is it okay to believe that by any iota you are less human than they are?

Basically what I'm trying to say is that when you step onto the battlefield for equality, and you side with the unfair status quo because a book says the other side is wrong, it colors your speech, makes it difficult to feel unconditionally loved. It's liking being

told, “I don't agree with you striving to be equal to me, but I still love you.”

You don't know what to think when you receive these mixed messages.

I was told while growing up that I didn't have to respect bullies, or those that disliked me because of something I couldn't help.

Debating about what candidate to vote for isn't the same as debating about same-sex marriage.

We're talking about a human right here. It's not ok to have the opinion that two shouldn't be married because they're both guys or gals, or if you want to go with the 1960s version, if they're both

of a different race.

As long as you advocate that I should not have the same rights as you, we are not equals. I will respect you when you can see me as a peer, and we stand on the same, level ground.

It's difficult to not be flustered, or get angry when others say that I shouldn't be allowed to share the same rights they do. Even more aggravating when their sole reason is, “This book told me it's bad!”

The topic of same-sex marriage doesn't seem like a big deal, but I assure you it certainly is.

Jack Williams  
Waco Junior



### Editor's Note

The above letter written by Jack Williams is in response to a recent

column by our Assistant City Editor, Linda Wilkins. The column ran on Oct. 9, and

was titled It's possible to both love and disagree with someone.

Visit us at [www.BaylorLariat.com](http://www.BaylorLariat.com)

## The Baylor Lariat | STAFF LIST

**Editor in chief**  
Rob Bradfield\*

**A&E editor**  
Debra Gonzalez

**Copy editor**  
Ashley Davis\*

**Sports writer**  
Greg DeVries

**Editorial Cartoonist**  
Asher Murphy\*

**Delivery**  
Kate Morrissey

**City editor**  
Caroline Brewton\*

**Sports editor**  
Krista Pirtle\*

**Staff writer**  
Linda Nguyen

**Sports writer**  
Daniel Hill

**Ad Representative**  
Shelby Pipken

**Delivery**  
Casser Farishta

**News editor**  
Alexa Brackin\*

**Photo editor**  
Matt Hellman

**Staff writer**  
Maegan Rocio

**Photographer**  
Meagan Downing

**Ad Representative**  
Katherine Corliss

\*Denotes member of editorial board

**Assistant city editor**  
Linda Wilkins

**Web editor**  
Antonio Miranda

**Staff writer**  
Amando Dominick

**Photographer**  
Sarah George

**Ad Representative**  
Sydney Browne

**Copy desk chief**  
Josh Wucher

**Multimedia prod.**  
Ben Palich

**Staff writer**  
Laurean Love

**Photographer**  
Sarah Baker

**Ad Representative**  
Aaron Fitzgerald

### Opinion

The Baylor Lariat welcomes reader viewpoints through letters to the editor and guest columns. Opinions expressed in the Lariat are not necessarily those of the Baylor administration, the Baylor Board of Regents or the Student Publications Board.



### To contact the Baylor Lariat:

**Newsroom:**  
Lariat@baylor.edu  
254-710-1712

**Advertising inquiries:**  
Lariat\_Ads@baylor.edu  
254-710-3407



Follow the Lariat on  
Twitter: @bulariat

# Alum fulfills calling in Ukraine, finding homes for children

By LAUREAN LOVE  
STAFF WRITER

One Baylor alumna is closing orphanages in Ukraine by helping children find families among Christian couples interested in adoption.

Baylor alumna Deneen Turner, who graduated with a bachelor of business administration in marketing and management, co-founded the nonprofit organization HopeHouse International, which assists Christian couples in adopting orphans within Ukraine.

"I know this is what God has called me to do," said Turner. "Therefore, there is great fulfillment in living within his calling for my life."

Turner currently serves as the organization's president. Yuri Yakovlyev, a Ukrainian citizen, co-founded HopeHouse International with Turner and has been Turner's partner for 23 years.

"Our goal is not to build orphanages but to eradicate them," Turner said. "And to give these kids a forever family and salvation as they are adopted into a Christian family."

Turner said HopeHouse only works with Christian couples in Ukraine, Moldova and where they might grow in the future. For HopeHouse, it is not just about winning the hearts and souls of children. In a Christian home, children are given the opportunity to know a personal relationship with Christ, she said.

Although the organization is discerning when it comes to single-parent Christians wanting to adopt, HopeHouse has had two single moms adopt orphans.

Statistics provided by Human Rights Watch show that before orphans are 21 years old, 70 per-

cent of orphans in Ukraine will be homeless and unemployed, 20 percent will have criminal records and 10 percent will commit suicide.

Turner's organization helps provide a better future for these at-risk youth.

"It was great just to hear the passion in her voice, which was completely driven by her own experience and of course the Lord's leading," said Leah Kay Gabriel, a 1987 Baylor graduate and former Miss Texas. "It has been amazing to watch HopeHouse explode over the years. She is held accountable for more than any other nonprofit ministry that I have ever seen; it is just completely above reproach. She is completely dedicated to the mission. They are just incredible."

Turner said she knew from the time she was 15 years old that she wanted to work in ministry, although she always thought it would be in Christian music.

Turner graduated from Baylor in 1987, and while at Baylor, Turner was also in Pi Beta Phi sorority and an All-University Sing chair.

"I am still amazed at how the professors knew us by name, cared about us as individuals and wanted to see us grow, not only scholastically, but as strong men and women of faith," Turner said.

Turner said that during her time at Baylor, her hunger to serve the Lord grew as she was involved in college ministries at church and at school.

After graduation, Turner started singing with the Billy Graham Evangelistic Association and continued with the organization for about 21 years.

During that time, Turner began singing in the Ukraine, which is the country of her heritage. Her father was born in Russia and her mother was born in the Ukraine.



Baylor alumna Deneen Turner has found her calling in helping Christian families adopt children in Ukraine through a nonprofit organization.

Turner was inspired to work with orphans because she knew the feeling of being abandoned by a parent because her father left when she was a little girl.

Turner also adopted her son, Drew, from Kharkov, Ukraine, a mile away from where her mother was born. Because she sees Drew in every child, he has inspired HopeHouse to do more for other orphans.

The Congressional Coalition on Adoption Institute recently honored Turner for her work as co-founder and president of HopeHouse International, which was recently recognized by U.S. Rep. Marsha Blackburn of Tennessee as a 2012 Angels in Adoption recipient for its outstanding advocacy of adoption.

"The Angels in Adoption program is unlike any other program in the nation's capital. Because of it, over 1,800 Angels have come to share with Washington their adoption experience and left with a re-

newed excitement of all that adoption makes possible," said Kathleen Strotzman, executive director of the institute. "I learned one simple lesson from my time on the hill: knowledge is power. Angels in Adoption is meant to give members of Congress the knowledge they need to use the power they have toward making the dream of a family a reality for every child."

According to Gabriel, more than 250 orphans have been adopted, an equivalence to five orphanages with a 100 percent success rate, meaning none of the children adopted have gone back.

"HopeHouse is not about just meeting needs, but it is really about souls," Turner said. "These kids are coming to know Christ, and that is the most important thing we could do as a ministry." Turner said she hopes the award will bring awareness to the mission of HopeHouse. "I believe it has credibility and validation to all of the supporters over the many years," she said.

# Lawyers appeal to lift execution reprieve

By MICHAEL GRACZYK  
ASSOCIATED PRESS

HOUSTON — A federal court judge exceeded her authority by granting a reprieve to a Texas man sentenced to death in the slaying of a 12-year-old girl near Houston 12 years ago, the state attorney general's office said Tuesday.

Jonathan Green, 44, had been scheduled for execution tonight for the abduction, rape and strangulation of Christina Neal, whose body was found at his home in Montgomery County in June 2000. On Monday, U.S. District Judge Nancy Atlas ruled that a state judge had violated due process in 2010 by finding Green mentally competent for the death penalty.



Green

Asking a federal appeals court to overturn Atlas' ruling, Assistant Attorney General Tomee Heining argued Tuesday that Green's appeal violated federal precedent by bringing up evidence not presented at trial, and that the lower court abused its authority in its decision.

"Green's competency has been thoroughly explored in state court and does not require further investigation," Heining told the 5th U.S. Circuit Court of Appeals. "Green was given the opportunity to present, through appointed counsel, expert testimony, evidence, and argument on the issue of his competency to be executed." James Rytting, one of Green's attorneys, said the state's argument contained "misstatements and mischaracterizations" and urged the 5th Circuit uphold the reprieve.

"Vacating the stay will deny Mr. Green's right to develop his competency claim in federal proceedings," he told the New Orleans-based court. Rytting said the constitutional question was whether Green now was incompetent for execu-

tion since evidence from his petition in 2010 now was out of date.

A psychiatrist who examined Green for a June 2010 competency hearing found him schizophrenic and with a "firm delusional belief ... that he did not and could not have killed Christina Neal." Rytting said his client had described hallucinations of "ongoing spiritual warfare between two sets of voices representing good and evil."

The U.S. Supreme Court has held that mental illness doesn't disqualify someone from execution as long as they understand the sentence and why they're being punished.

A psychologist who testified for the state at the 2010 hearing found

Green's thoughts and behavior during interviews to be well organized, and said Green complained of false evidence at trial, and that he described how he would be put on a table and receive an injection that would kill him.

"Green certainly knows the fact of his impending execution and the reason for it," Heining said Tuesday. Green, who lived across the highway from Christina's family in Dobbin, about 45 miles northwest of Houston, first came to investigators' attention when his wallet was found in some woods near clothing and jewelry that belonged to the girl. But they found nothing else of significance at the time.

Evidence presented at trial showed she had been buried in a shallow grave on Green's property but her body was removed before investigators could get a warrant to search his land. Prosecutors said Green had tried to burn Christina's body.

DNA recovered from Christina's remains connected Green to her slaying. A carpet fiber detected on her panties found in the woods came from a carpet at his home.

# Sheriff: South Alabama student took LSD before campus shooting

By MELISSA NELSON-GABRIEL  
ASSOCIATED PRESS

MOBILE — A nude University of South Alabama freshman had taken LSD and assaulted others before he chased the campus police officer who fatally shot him, authorities said Tuesday, though the student wasn't armed and didn't touch the officer.

Mobile County Sheriff Sam Cochran said at a news conference that 18-year-old Gil Collar took the potent hallucinogen during a music festival Saturday before assaulting two people in vehicles and attempting to bite a woman's arm.

Authorities said Collar then went to the campus police headquarters, where he was shot by university police officer Trevis Austin. Austin is on leave while investigators review the shooting.

Video taken by a surveillance camera showed Collar nude and covered in sweat as he pursued the retreating officer more than 50 feet outside the building, Cochran said. Collar got within 5 feet of Austin and the officer fired once, striking the student in the chest, Cochran said.

Cochran said Austin came out of police headquarters with his gun drawn after he heard Collar — a 5-foot-7, 135-pound former high school wrestler — banging on a door. While campus police typically carry pepper spray and a baton, Cochran said Austin was armed only with a gun during the confrontation.

An attorney for Collar's family questioned why the officer wasn't able to use nonfatal means to subdue him.

"Obviously something caused him to act in manner that was somewhat unusual. It still does not justify shooting him down unless there is something we totally missed," said former Lt. Gov. Jere Beasley, who's representing the family.

The sheriff said it was unclear whether the officer could have avoided the shooting even if he had a non-lethal weapon.

"Had the officer had a Taser or some other less lethal instrument I don't know if that officer would have had an opportunity to shoul-

der his pistol and to use something else because the events were evolving so rapidly and he was approaching so close," Cochran said.

Cochran said he had "serious concerns" about the killing of an unarmed student when he first heard what had happened, but he better understood the officer's decision after watching the video.

"It's very powerful," said Cochran, whose agency is investigating the shooting along with the local district attorney.

The video will be shown to the family and reporters this week, but won't be publicly released.

Beasley, the Collar family's attorney, said another police employee was at the station with the officer. The officer called for backup but went outside before it arrived.

"They called for backup, but he goes out by himself without backup. Backup came almost immediately after the shooting. I understand one officer came," he said. Still, Beasley questioned why the officer called for support when facing an unarmed student.

The sheriff talked with Beasley's chief investigator on Monday, but he did not mention anything about LSD or alcohol.

"I was surprised it came out at the news conference without contacting the family through us," he said.

He said there have been no discussions about a lawsuit.

Investigators are trying to determine who provided Collar with LSD and could charge that person in Collar's death, Cochran said. Authorities received the information about Collar taking the drug from people who were with him at the concert.

Mobile County District attorney Ashley Rich said a grand jury would decide whether to charge the officer in the shooting, although it wasn't clear when. She said allegations of drug use also could wind up before a grand jury if investigators identify the supplier.

The clinical director of a drug rehabilitation provider said authorities' description of Collar's actions didn't match the typical behavior of someone who has taken LSD.

"It's not typical that someone taking LSD would pound on windows or chase people," said Jack Feinberg of the nonprofit Phoenix Houses of Florida, who isn't involved in the case. "The aggressiveness part is something that is just completely foreign. But, of course, drugs are unpredictable, especially if someone has other mental problems."

He said that the drug is more likely to have a mellowing effect, involving hallucinations. Authorities haven't discussed Collar's psychological condition.

Critics of the officer's actions are using Facebook to put together a protest of the shooting outside the campus police department on this morning.

Organizers didn't immediately respond to messages seeking comment.

In a statement issued Tuesday, University of South Alabama President Gordon Moulton said the school is cooperating with authorities and expressed condolences to Collar's family.

Collar graduated earlier this year from Wetumpka High School, where a vigil in his memory was planned for Tuesday night.

Friends and family have said Collar was courteous, kind and popular in high school.

They said the actions before the shooting were out of character for him.

Collar wasn't known as a troublemaker and had only two minor scrapes with the law, according to court records: a speeding ticket and a citation for being a minor in possession of three cigarettes in March. He paid a \$25 fine for the tobacco possession.

Two acquaintances at the university have said that before the shooting Collar was out of sorts and appeared intoxicated.

He was screaming profanities in the street and running around naked, said South Alabama student Bronte Harber.

Student Sarah Hay said Monday that Collar was the loudest of a group of four or five young men and some of the others were trying to get him to calm down.

She said he was talking about being on a "spiritual quest."



## In Search of the First Americans

A lecture by Dr. Michael R. Waters  
Professor of Anthropology and Geography,  
Texas A&M University

Thursday, Oct. 11 7:00 p.m.  
Baylor Sciences Building B-110

Dr. Waters, who holds an endowed chair in First American Studies at Texas A&M, is the director of the Center for the Study of the First Americans and the executive director of the North Star Archaeological Research Program. He will discuss new evidence that shows people were in the Americas earlier than previously believed, and argue that we should develop a new model to explain the peopling of the Americas.



Co-sponsored by the Baylor College of Arts & Sciences and the Office of the Vice Provost for Research.

# Peanuts to return after long absence

By JAMES HERD  
REPORTER

## POINT OF VIEW

It's been a long time coming, Charlie Brown.

Yeah, you read that correctly. The Peanuts gang is coming back to the big screen in November 2015.

Just in time for the classic comic strip's 65th anniversary, Charles' Schultz' son Craig Schultz and grandson Bryan are bringing the heart-warming family classic back to the American audience.

Produced, distributed and animated by Blue Sky Studios and Twentieth Century Fox and directed by Steve Martino, this marks a significant turning point in American entertainment.

But the only question I ask is

this: Will it be a legitimate Peanuts film?

In my opinion, many remakes that have been made recently are sub-par to their original counterparts. But this not being an apparent remake, and more like a brand new film with familiar elements, the question stands.

According to CBS News, Craig Schultz only wishes to make this a proper remembrance of his father, Charles.

"We have been working on this project for years. We finally felt the time was right, and the technology is where we need it to be to create this film," Schultz said. "I am thrilled we will be partnering with

Blue Sky/Fox to create a 'Peanuts' movie that is true to the strip and will continue the legacy in honor of my father."

The film is currently untitled, but I can only hope it will follow the trend of past Peanuts titles, something along the lines of "We're on the Big Screen, Charlie Brown!"

As usual with reboots of popular series, this new theatrical movie will most likely improve the overall sales of the comic strip, as well as the holiday specials, which will introduce Peanuts to a whole new generation.

Of course, some are skeptical as to whether or not the film will live up to its predecessors.

With Peanuts being a major factor in the commercials for the life insurance company "MetLife,"

some wonder how many references to the company can be made in one film.

I don't think it's an absolute necessity for the company to be involved whatsoever, but it's entirely possible. That's kind of like saying that a new Flintstones movie would absolutely have to have them eating Fruity Pebbles, or a new Simpsons movie having them eating Butterfingers.

Regardless, both young and old alike will be lining up to revisit the classic series that will garner many viewings during the Thanksgiving and Christmas holiday seasons, and the idea of the blockhead Charlie Brown will not become lost among the successors of the classic cartoon era.



Charles Schulz' comic-strip and cartoon characters will star in their own animated film scheduled to hit theaters Nov. 25, 2015.

# Rihanna, Nicki Minaj lead American Music Award nods

By GERRICK D. KENNEDY  
McCLATCHY-TRIBUNE

Nominations for the 40th American Music Awards were announced Tuesday morning. Nicki Minaj and Rihanna dominate with four nods apiece, while Drake, Justin Bieber, Maroon 5, One Direction and Usher follow with three.

Carly Rae Jepsen and One Direction will battle for new artist of the year, along with J. Cole, fun. and Gotye.

Bieber, Drake, Maroon 5, Katy Perry and Rihanna will vie for artist of the year.

The AMAs are also venturing into the electronic dance music arena with a new EDM category, which - like most of the genre categories - feature just three nominees. David Guetta, Calvin Harris and Skrillex will compete in the field.

This year's big Grammy winner Adele, whose chart reign has bled into this award's season, is only up for one trophy: favorite adult contemporary, an award she took home last year after losing artist of the year to Taylor Swift.

Christina Aguilera, who announced the nods Tuesday morning in L.A., is also the first performer announced for the telecast, which will air live on ABC from the Nokia Theatre on Nov. 18.

For the sixth year, winners will be determined by online voting which started yesterday. You can vote online at <http://vote.abc.go.com/shows/american-music-awards/vote>.

<p><b>ARTIST OF THE YEAR</b></p> <p>Justin Bieber Maroon 5 Perry Rihanna</p>	<p><b>FAVORITE BAND, DUO OR GROUP — POP/ROCK</b></p> <p>fun. Maroon 5 One Direction The Wanted</p>	<p><b>FAVORITE BAND, DUO OR GROUP — COUNTRY</b></p> <p>Zac Brown Band Lady Antebellum Rascal Flatts</p>	<p><b>FAVORITE ALBUM — RAP/HIP-HOP</b></p> <p>J. Cole, "Cole World: The Sideline Story" Drake, "Take Care" Nicki Minaj, "Pink Friday: Roman Reloaded"</p>	<p><b>FAVORITE ARTIST — ALTERNATIVE ROCK</b></p> <p>The Black Keys Gotye Linkin Park</p>
<p><b>NEW ARTIST OF THE YEAR</b></p> <p>J. Cole fun. Gotye Carly Rae Jepsen One Direction</p>	<p><b>FAVORITE ALBUM — POP/ROCK</b></p> <p>Justin Bieber, "Believe" Maroon 5, "Overexposed" Nicki Minaj, "Pink Friday: Roman Reloaded" One Direction, "Up All Night"</p>	<p><b>FAVORITE ALBUM — COUNTRY</b></p> <p>Luke Bryan, "Tailgates &amp; Tanlines" Lionel Richie, "Tuskegee" Carrie Underwood, "Blown Away"</p>	<p><b>FAVORITE MALE ARTIST — SOUL/R&amp;B</b></p> <p>Chris Brown Trey Songz Usher</p>	<p><b>ADULT CONTEMPORARY</b></p> <p>Adele Kelly Clarkson Train</p>
<p><b>FAVORITE MALE ARTIST — POP/ROCK</b></p> <p>Justin Bieber Flo Rida Pitbull Usher</p>	<p><b>FAVORITE MALE ARTIST — COUNTRY</b></p> <p>Jason Aldean Luke Bryan Eric Church</p>	<p><b>FAVORITE ARTIST — RAP/HIP-HOP</b></p> <p>Drake Nicki Minaj Tyga</p>	<p><b>FAVORITE FEMALE ARTIST — SOUL/R&amp;B</b></p> <p>Beyoncé Mary J. Blige Rihanna</p>	<p><b>LATIN</b></p> <p>Don Omar Pitbull Shakira</p>
<p><b>FAVORITE FEMALE ARTIST — POP/ROCK</b></p> <p>Kelly Clarkson Nicki Minaj Katy Perry Rihanna</p>	<p><b>FAVORITE FEMALE ARTIST — COUNTRY</b></p> <p>Miranda Lambert Taylor Swift Carrie Underwood</p>	<p><b>FAVORITE ALBUM — SOUL/R&amp;B</b></p> <p>Chris Brown, "Fortune" Rihanna, "Talk That Talk" Usher, "Looking 4 Myself"</p>	<p><b>CONTEMPORARY INSPIRATIONAL</b></p> <p>Jeremy Camp Newsboys tobyMac</p>	<p><b>ELECTRONIC DANCE MUSIC</b></p> <p>David Guetta Calvin Harris Skrillex</p>

**CLASSIFIEDS (254) 710-3407**

<p><b>HOUSING</b></p> <p>Apartment for Lease-One BR/ One bath, One block from campus! Move in ready! Rent: \$350/mo. Call 754-4834 for apt. to see.</p>	<p><b>EMPLOYMENT</b></p> <p>Need someone with pick-up to work Sundays and Mondays 8-10pm. \$15/hr. Must be 21 or older. Call Richard 254-723-0074.</p>
---	--

Not just for housing. Advertise your old books and old furniture. Look for a tutor! Look for a roommate! Place your ad today in the Baylor Lariat Classified Section!

**Baylor Lariat Classifieds**  
(254) 710-3407 or [Lariat\\_Ads@Baylor.edu](mailto:Lariat_Ads@Baylor.edu)

**Download your iPhone Baylor Lariat App!**

**Luikart's Foreign Car Clinic**  
Since 1976 Noted for Honesty, Integrity Skill and Fixing Cars Right the First Time.

Honda, Mercedes, BMW, VW, Volvo, Toyota, Nissan, Lexus, Infiniti and American Cars

**254-776-6839**

**NEED A PAD??**

**COME SEE US!!**

**ALL BILLS PAID!!**

UNIVERSITY RENTALS  
1111 Speight (254)754-1436  
1 BR from \$480, 2 BR from \$720

## Piled Higher & Deeper Ph D.



**SUDOKU**  
THE SAMURAI OF PUZZLES By The Mepham Group

	6			3			8
		4	6		2		9
		9	7				
2					7		6
		5		1		2	
	3		8				1
					4	8	
	2		1		5	6	
	9			7			5

**DAILY PUZZLES** Answers at [www.baylorlariat.com](http://www.baylorlariat.com) McClatchy-Tribune

1	2	3	4	5	6	7	8	9	10	11	12	13	
14				15					16				
17			18						19				
20					21			22					
23				24			25	26					
		27				28		29		30	31	32	
33	34					35	36				37		
38						39			40	41			
42				43	44				45				
46				47				48	49				
			50					51		52		53	54
55	56	57						58	59			60	
61								62			63		
64								65				66	
67								68				69	

**Across**

- Aphid's meal
- Marsh bird
- Neil Simon's "\_\_\_ Suite"
- Communication at Gallaudet U.
- Concert venue
- Bona fide
- "Role in the films "Wichita" and "Tombstone"
- Opposite of après
- Place for un chapeau
- Miracle-\_\_\_
- Get-up-and-go
- Opera featuring Iago
- Lint collector
- It may be set or set off
- Glowing, perhaps
- Cleaning closet item
- Nautical pole
- Spry
- Will Smith title role
- French noble
- Trail behind
- Grape-growing spot
- Back when
- Put to shame
- Mutineer
- Neither mate
- Noisy quarrel
- "Hotel Rwanda" tribe
- Compote ingredient
- Fired on
- \_\_\_ of Gibraltar
- Source of lean red meat
- Pertaining to planes
- Pope after Sergius II
- Rip to pieces, and a hint to what's hidden in the answers to this puzzle's starred clues
- Lexus competitor
- Malady with swelling
- "Norma \_\_\_"
- Potter's apparatus
- "Count me out"
- Part of DOS: Abbr.

**Down**

- Managed
- So far

**3** "Protection for jousters  
**4** "Mangia!"  
**5** Genetics pioneer Mendel  
**6** Derrière  
**7** 2001 bankruptcy filer  
**8** Brew source  
**9** "2000s documentary whose first episode was "From Pole to Pole"  
**10** Video game stage  
**11** Ice cream thickener  
**12** Criticize with barbs  
**13** DOJ employee  
**18** "We want to hear the story"  
**22** Devil's work  
**24** "One who was held up, most likely  
**26** Land  
**28** Mozambique neighbor  
**30** \*Indoor antenna  
**31** Lotion addition  
**32** Gibson \_\_\_

**33** Diagnostic test  
**34** Comic strip possum  
**36** Beetle juice?  
**41** Lather again  
**44** Flu fighter's episode  
**49** Seizes unlawfully  
**50** Renaissance \_\_\_  
**51** Start a hole \_\_\_  
**53** Variety  
**54** Big name in raingear  
**55** Picnic side  
**56** One helping after a crash  
**57** Cad  
**58** Cass's title  
**62** "Spare me the details," in brief  
**63** Backpacked beast

# Men's basketball gears up for 2012-13 season

By GREG DEVRIES  
SPORTS WRITER

Losing in the Elite Eight in two of the past three seasons has left this Baylor men's basketball team hungry.

The players believe that the program is at a level now where making the NCAA tournament is a given, and tournament runs are expected.

In 2010, the Bears lost to eventual national champion Duke.

Last season ended in an Elite Eight loss to the eventual national champion Kentucky.

Senior guard Pierre Jackson remembers the end of last season, and the memories are less than fond.

The teams will battle it out again on Dec. 1 in Lexington, Ky.

"That's the game," Jackson said. "They ended my seniors' season short. I'm kind of mad about that. I didn't like seeing my teammates cry like that. So I've got my eye out for Kentucky."

Many of the Kentucky players have moved on to the NBA, but such is the way it goes in college athletics.

But as players leave, new faces arrive.

The Bears have added five freshmen to the roster this season.

"They have come in, and they have worked hard," sophomore forward Logan Lowry said. "They've got some learning to do, but they're working hard. That's all you can ask from them."

Freshmen center Isaiah Austin, forward Rico Gathers, forward Taurean Prince, guard L.J. Rose and forward Chad Rykhoek have already made their presence felt on the team, and the experienced players talked very highly of each of them.

"A lot of us have been playing either against or with each other for a very long time. The best part about it is that we know each other's games. Most of us made a decision to come here together," Gathers said about the freshmen.

Last year, Quincy Acy was the vocal leader on the team.

This year, that role is filled by a few different players.

"[The leaders] are kind of a trio. Me, Pierre, and A.J. [Walton]," J'mison "Bobo" Morgan said. "We kind of took the reigns of that. Acy was a very vocal leader. None of us are as vocal as he is, but Pierre leads by example and I am kind of

*"Oh man. That was terrible. It felt like we were in here for days... Fort Hood was pretty hard itself, but those 40 suicides will change a man."*

Isaiah Austin | Center

the same way. We try and do it as a unit."

A strong season starts with a strong preseason.

On Sept. 22 and 23, the team visited Fort Hood and completed leadership training.

Last week, the team went through what is known as Camp 5.

Camp 5 is a week long conditioning routine.

Players arrived at their place of workout at 6 a.m. Camp 5 was no walk in the park for the players, and when asked which drill was the toughest, most responded with the same answer: 40 suicides.

"After the fifth one, I was done," Gathers said. "It was a push on my part."

Anyone who has ever gone through basketball conditioning loathes suicides.

For those who have not been introduced to the drill, suicides are a series of sprints that go from the baseline to the near free throw line and back, to half court and back, to the far free throw line and back, and finally to the opposite baseline and back.

All players had to finish the suicide in less than 30 seconds each of the 40 times they ran.

"Brutal. Brutal," junior forward Cory Jefferson said. "We made it through, and it made us better. It was something we needed. I didn't enjoy it, but it was something we needed."

"Oh, man. That was terrible," Austin said. "It felt like we were in here for days...Fort Hood was pretty hard itself, but those 40 suicides will change a man."

It wasn't just the bigger guys that hated the drill.

The guards were just about out of gas at the end of the drill too.

"I think it brought us together more as a team because we had to push through it, but yeah, it was crazy," sophomore guard Deuce Bello said.

Walton found the suicides difficult, but not the toughest of all of Camp 5.

The waking up at 5:30 to get to the workout at 6 was the hardest for him.

"I'm definitely not a morning person at all," Walton said. "Catch me after 8 a.m., and I'll be good."

The team's exhibition game will be on Oct. 25 against Abilene Christian.

Its first game that counts toward their schedule will take place on Nov. 9 against Lehigh.

Both games will be played at home.

At 8:30 p.m. Friday at the Ferrell Center the team will take part in Moonlight Madness.

The doors will open at 7:30.

Players will participate in a dunk contest and a 3-point contest.

Last year, Anthony Jones was the 3-point champion, and Jackson won the dunk contest over the favored Bello.

"I'm going to do a couple of new things," Bello said. "We'll see. You never know what Pierre has up his sleeve."

Jackson disagrees. "I [will be] the two-time champion," Jackson said. "I'm calling it. You can tell everybody."



MATT HELLMAN | LARIAT PHOTO EDITOR

With a minute left in the NCAA Elite Eight championship round against the University of Kentucky on March 23, No. 22 junior guard A.J. Walton places his hand on No. 4 senior forward Quincy Acy's head as he takes the bench for his final game with the Baylor Bear. The Bears left the Georgia Dome with a 82-70 loss to the Wildcats.

© 2012 Ernst & Young LLP. All Rights Reserved.

**Real individuality.  
Unreal togetherness.**

Meet one of our people and they'll ask about you. Not your resume. Because it's you, the person, we're interested in. After all, it's a big, diverse world out there. Tackling global business challenges takes different viewpoints and fresh thinking. Listening. Sharing. Debating. It's all part of the job. All we're missing is you. Visit [ey.com/internships](http://ey.com/internships).

See More | Opportunities

**PACHALL** from Page 1

came eight months after Pachall admitted to police that he smoked marijuana and failed a team-administered drug test just two weeks before former linebacker Tanner Brock, his roommate and teammate then, was arrested in a drug sting with three other players and other TCU students.



Casey Pachall

Patterson said he met with Pachall and his parents and everyone agreed that he needed time away from school and football to get his life back on track.

"There was only one way he was going to change the path that he was on," Patterson said. "And that was he just needed to step away from it all. I think it's the best decision for this football team and Casey Pachall."

When Pachall's failed drug test was revealed publicly in a police report just before the start of preseason practice in August, the quarterback wasn't suspended.

Patterson said then that Pachall had completed drug and alcohol counseling mandated by the university.

Patterson said that he and his wife, Kelsey, will donate \$100,000 to the TCU Recovery and Support Group, a drug and alcohol organization on campus that started in the fall.

"We want take this an opportunity to turn this into a positive where others can be helped," Patterson said.

Pachall threw for 948 yards with 10 touchdowns and one interception in TCU's first four games this season.

The suspension of their second-year starter comes in the middle of the Frogs playing their first season in the Big 12 Conference and facing a difficult schedule the rest of the way.

Filling in for Pachall, redshirt freshman Trevone Boykin was 23-of-40 passing for 270 yards with a touchdown and three interceptions in Saturday's 37-23 loss to Iowa State. That ended the Frogs' FBS-best 12-game winning streak and knocked them out of the Top 25.

"We're still going try to win football games," Patterson said. "We won them before Casey Pachall was our quarterback and we're going win games after Casey Pachall is the quarterback."

The Horned Frogs (4-1, 1-1 Big 12) play at Baylor (3-1, 0-1) on Saturday, then face Texas Tech and Oklahoma State before consecutive games against four ranked teams currently with a combined record of 17-2.

They will have to play at No. 5 West Virginia, before hosting No. 6 Kansas State, then going to No. 15 Texas and closing the regular season at home against No.13 Oklahoma.

"We're not panicking," TCU junior receiver Josh Boyce said. "We still have a whole season in front of us. We're looking forward to these next games."

Before the start of fall practice in August, Pachall said he needed to have the same expectations off the field that he did when he was playing.

"I know I'm not perfect," Pachall said at the time. "But I've learned from those mistakes and I'm still learning. It's a day-to-day process for me of trying to be a better person."

Last season, after replacing TCU's winningest quarterback Andy Dalton, Pachall set single-season school records with 2,921 yards passing and 228 completions.

He threw 25 TDs with seven interceptions while the Frogs won 11 games, including a victory over Louisiana Tech in the Poinsettia Bowl.

While Boykin had been the backup quarterback the first four games, he was working out at tailback last week before Pachall's arrest changed things.

Sophomore Matt Brown, Pachall's backup last season who had been moved to receiver, is now back in the quarterback mix.

Boyce said he was impressed how Boykin played against Iowa State on short notice.

"He had complete control of the huddle and did what a quarterback should do," Boyce said. "I think he'll be great. He'll have a whole week of practice, and we'll help him out a lot."

**SANDUSKY** from Page 1

been loved, I've been hated."

Sandusky was convicted in June of 45 counts, found guilty of raping or fondling boys he had met through the acclaimed youth charity he founded, The Second Mile. He plans to appeal, arguing among other things that his defense was not given enough time to prepare for trial after his arrest last November.

Among the victims who spoke in court Tuesday was a young man who said he was 11 when Sandusky groped him in a shower in 1998.

He said Sandusky is in denial and should "stop coming up with excuses."

"I've been left with deep painful wounds that you caused and had been buried in the garden of my heart for many years," he said.

Another man said he was 13 in 2001 when Sandusky lured

him into a Penn State sauna and then a shower and forced him to touch the ex-coach. "I am troubled with flashbacks of his naked body, something that will never be erased from my memory," he said.

After the sentencing, prosecutor Joe McGettigan praised the victims' courage and dismissed Sandusky's comments as "a masterpiece of banal self-delusion, completely untethered from reality and without any acceptance of responsibility."

"It was entirely self-focused as if he, again, were the victim," McGettigan said.

Lawyers for the victims said they were satisfied with the sentence, but with four lawsuits brought against Penn State and several more expected, and Penn State laboring under severe NCAA penalties, cleaning up in the wake

of what may be the biggest scandal in college sports history may take years.

Ben Andreozzi, an attorney for one the victims, said the university needs to do more: "It's important they understand before we get into serious discussions about money, that there are other, noneconomic issues. We need apologies. We need changes in policy. This isn't just about money."

Penn State fired Paterno after Sandusky's arrest, and the coach died of lung cancer three months later.

The scandal also brought down university President Graham Spanier.

Two university administrators, Gary Schultz and Tim Curley, are awaiting trial in January on charges they failed to properly report suspicions about Sandusky and

lied to the grand jury that investigated him.

Over the summer, an investigation commissioned by Penn State and led by former FBI Director Louis Freeh concluded that Paterno and other top officials covered up allegations against Sandusky for more than a decade to avoid bad publicity.

After the report came out, the NCAA fined Penn State a record \$60 million, barred the football team from postseason play for four years, cut the number of scholarships it can award, and erased 14 years of victories for Paterno, stripping him of his standing as the winningest coach in the history of big-time college football.

In a three-minute recorded statement aired Monday night by Penn State radio, Sandusky described himself as the victim of a

"well-orchestrated effort" by his accusers, the media, Penn State, plaintiffs' attorneys and others — a claim the judge dismissed on Tuesday as an unbelievable conspiracy theory.

"I speak today with hope in my heart for a brighter day, not knowing if that day will come," Sandusky said. "Many moments have been spent looking for a purpose. Maybe it will help others, some vulnerable children who might have been abused, might not be, as a result of the publicity."

After the sentencing, Penn State President Rodney Erickson said in a statement: "While today's sentence cannot erase what has happened, hopefully it will provide comfort to those affected by these horrible events."

# Grow your own way

Every career path is different. That's why we help you design your own. We'll provide the training, coaching and experiences that allow you to build relationships and take advantage of career opportunities. You decide what happens next—at PwC or beyond.

It's the opportunity of a lifetime.  
[www.pwc.com/campus](http://www.pwc.com/campus)



© 2012 PricewaterhouseCoopers LLP, a Delaware limited liability partnership. All rights reserved. We are proud to be an Affirmative Action and Equal Opportunity Employer.