Assassination Records Review Board Final Determination Notification

AGENCY : HSCA

RECORD NUMBER : 180-10060-10452

RECORD SERIES : STAFF PAYROLL RECORDS

AGENCY FILE NUMBER :

Released under the John F. Kennedy Assassination Records Collection Act of 1932 (44 USC 2107 Note). Dase#:NW 68261 Date: 1941-2022

December 8, 1995

Status of Document:

Postponed in Part

Number of releases of previously postponed information: 12

Reason for Board Action: The Review Board's decision was premised on several factors including: (a) the significant historical interest in the document in question; (b) the absence of evidence that the release of the information would cause harm to the United States or to any individual.

Number of Postponements: 10

Postponements: All the postponements in this document represent Social Security numbers.

Reason for Board Action: The text is redacted because the public disclosure of the redaction could reasonably be expected to constitute an unwarranted invasion of personal privacy, and that invasion of privacy would be so substantial that it outweighs the public interest.

Substitute Language: SSN

Date of Next Review: 2017

Board Review Completed: 10/24/95

Released under the John F. Kennedy Assassination Records Collection Act of 1992 (44 USC 2107 Note). Case#:NW 88326 Date: 2025

Date:08/20/93 Page:1

JFK ASSASSINATION SYSTEM

IDENTIFICATION FORM

AGENCY INFORMATION

AGENCY : HSCA

RECORD NUMBER : 180-10060-10452

RECORDS SERIES : STAFF PAYROLL RECORDS

AGENCY FILE NUMBER :

DOCUMENT INFORMATION

ORIGINATOR : HSCA

FROM : TO :

TITLE :

DATE : 01/01/77

PAGES: 11

SUBJECTS:

HSCA, ADMINISTRATION

JOHNSON, GENE

DOCUMENT TYPE : PRINTED FORM

CLASSIFICATION: U RESTRICTIONS: 3 CURRENT STATUS: P

DATE OF LAST REVIEW : 06/04/93

OPENING CRITERIA:

COMMENTS:

Box 2.

[R] - ITEM IS RESTRICTED

diff-jfk: record 160-10060-10452 - Page 3 (diff between 2025 and 2022) - fresh pages only

(Please Use Typewriter or Ballpoint Pen)

U.S. HOUSE OF REPRESENTATIVES Washington, D.C. 20515

(Any erasures, corrections, or changes on this form must be initialed by the authorizing official.)

To the Clerk of the House of Representatives:

I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)		Effective Date
Gene R. Johnson	12/	31/78
Employee Social Security Number	Type of Action	
275 . (5. 2764	□ Appointment	
37144041135	☐ Salary Adjustment	
Employing Office or Committee/Subcommittee	☐ Title Change	
Assassinations	∑□ Termination (At close of business on effective date) □ Leave without pay (Beginning with effective date above close of business	
f type of action is an Appointment, Salary Adjustment, or Title C	ange, complete approp	riate information below.)
Position Title		Gross Annual Salary*
	-	· ,
If employee is a civil service annuitant (includes U.S. House of Representatives), the salary received from the employing office.	gross annual salary shown sl	ould include the annuity received by the employ
Committee Employee, complete appropriate item below.)		
1. ☐ Standing Committee: Staff—☐ Clerical or ☐ Profess	onal.	
2. I Special (Investigative staff of Standing Committee) o	Select Committee: Aut	pority—H. Re-956 of 5th Congres
3. Joint Committee.		viii kosizzzzoi zzzzzeoligies
F Employee of an Officer of the House, complete item below. Position Number	:Step	
I certify that this authorization is not in violatio	of 5 U.S.C. 3110(o), prohibiting the employment o
I certify that this authorization is not in violatio elatives.	of 5 U.S.C. 3110(o), prohibiting the employment o
elatives.		
elatives.		e of Authorizing Official)
ate	LOUIS STOKES (Type or print	e of Authorizing Official) name of Authorizing Official)
elatives. Date	LOUIS STOKES (Type or print	e of Authorizing Official)
elatives. Date	LOUIS STOKES (Type or print CHAIRMAN (Title - If t	e of Authorizing Official) name of Authorizing Official) Member, District and State) fication Act and for Committee em-
date	LOUIS STOKES (Type or print CHAIRMAN (Title—If /	e of Authorizing Official) name of Authorizing Official) tember, District and State) fication Act and for Committee emget, and the Joint Committees, must
date	LOUIS STOKES (Type or print CHAIRMAN (Title—If /	e of Authorizing Official) name of Authorizing Official) Member, District and State) fication Act and for Committee em- get, and the Joint Committees, must
oate	LOUIS STOKES (Type or print CHAIRMAN (Title—If /	e of Authorizing Official) name of Authorizing Official) Member, District and State) fication Act and for Committee emget, and the Joint Committees, must ittee on House Administration
Date	LOUIS STOKES (Type or print CHAIRMAN (Title-If it) nder the House Classi ommittee on the Bud Chairman, Comm	e of Authorizing Official) name of Authorizing Official) Member, District and State) fication Act and for Committee emget, and the Joint Committees, must

(Please Use Typewriter or Ballpoint Pen)

U.S. HOUSE OF REPRESENTATIVES Washington, D.C. 20515

(Any erasures, corrections, or changes on this form must be initialed by the authorizing official.)

To the Clerk of the House of Representatives:

I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)	1	Effective Date
Gene R. Johnson	Pie	arch 1, 1978
Employee Social Security Number		Type of Action
3714at@0atPf135	☐ Appoir	ntment
Employing Office or Committee/Subcommittee		Adjustment
Assassinations	☐ Title Change ☐ Termination (At close of business on effective date) ☐ Leave without pay (Beginning with effective date above close of business	
(If type of action is an Appointment, Salary Adjustment, or Title C	hange, compl	ete appropriate information below.)
Position Title		Gross Annual Salary*
Deputy Chief Counsel		\$44,500
* If employee is a civil service annuitant (includes U.S. House of Representatives), the plus the salary received from the employing office. (If Committee Employee, complete appropriate item below.)	e gross annual so	alary shown should include the annuity received by the employe
 Standing Committee: Staff—□ Clerical or □ Profess Special (Investigative staff of Standing Committee) or 		nittee: Authority—H. Res950_of \$900congress
3. Joint Committee.		
If Employee of an Officer of the House, complete item below. Position Number If applicable, Level_ Level_to that this authorization is not in violation.	Ste	
If Employee of an Officer of the House, complete item below. Position Number	Ste	.C. 3110(b), prohibiting the employment of
(If Employee of an Officer of the House, complete item below. Position Number	Ste	.C. 3110(b), prohibiting the employment of (Signature of Authorizing Official) PORSS (Type or print name of Authorizing Official)
(If Employee of an Officer of the House, complete item below. Position Number	Sten of 5 U.S LOUIS 89 Chairman under the Ho Committee o	C. 3110(b), prohibiting the employment of (Signature of Authorizing Official) (Type or print name of Authorizing Official) (Title-If Member, District and State) ouse Classification Act and for Committee employment the Budget, and the Joint Committees; must
Position Number	Sten of 5 U.S LOUIS 89 Chairman under the Ho Committee o	C. 3110(b), prohibiting the employment of (Signature of Authorizing Official) (Type or print name of Authorizing Official) (Title-If Member, District and State)
Position Number	Sten of 5 U.S LOUIS 89 Chairman under the Ho Committee o	C. 3110(b), prohibiting the employment of (Signature of Authorizing Official) (Type or print name of Authorizing Official) (Title-If Member, District and State) ouse Classification Act and for Committee employment the Budget, and the Joint Committees; must
(If Employee of an Officer of the House, complete item below. Position Number	Sten of 5 U.S LOUIS 89 Chairman under the Ho Committee o	(Signature of Authorizing Official) (Signature of Authorizing Official) (Type or print name of Authorizing Official) (Title—If Member, District and State) ouse Classification Act and for Committee emin the Budget, and the Joint Committees, must birman, Committee on House Administration

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U.S. HOUSE OF REPRESENTATIVES Washington, D.C. 20515

(Any erasures, corrections, or changes on this form must be initialed by the authorizing official.)

To the Clerk of the House of Representatives:

I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)		Effective Date
Gene R. Johnson		
Employee Social Security Number	February 1, 1978 Type of Action	
Employed educal accuracy recallabor	Appointment	
37104001135	A	Adjustment
Employing Office or Committee/Subcommittee	☐ Title Ch	
Assassinations	☐ Termination (At close of business on effective date) ☐ Leave without pay (Beginning with effective date above close of business	
(If type of action is an Appointment, Salary Adjustment, or Title Change	ge, comple	ete appropriate information below.)
Position Title		Gross Annual Salary*
Deputy Chief Counsel		\$42,500.00
* If employee is a civil service annuitant (includes U.S. House of Representatives), the graphus the salary received from the employing office.	ss annual sal	ary shown should include the annuity received by the employe
(If Committee Employee, complete appropriate item below.)		
1. ☐ Standing Committee: Staff—☐ Clerical or ☐ Professions	al.	
2. Special (Investigative staff of Standing Committee) or Sel		ittee: Authority—H. Res. 879 of 95th
3. Joint Committee.		most Administry — The RossOfCongress.
(If Employee of an Officer of the House, complete item below.)		
Position NumberIf applicable, Level	Step)
I certify that this authorization is not in violation or	f 5 U.S.	C. 3110(b), prohibiting the employment of
February 16, 78 Date		(Signature of Authorizing Official)
and the factor of the factor o		ouis Stokes
(If appropriate, signature of Subcommittee Chairman or Ranking Minarity Member)	Ch	(Type or print name of Authorizing Official)
(Type or print name and title of above official)		(Title—If Member, District and State)
All appointments and salary adjustments for employees under ployees, except those of the Committee on Appropriations, the Com- be approved by the Committee on House Administration.		
APPROVED:		
	Cho	irman, Committee on House Administration
Office of Finance use only:		ID
Office Code		Benefits
Monthly Annuity \$00 as of		
di di		(Revised: August 1, 1977)

MEMORANDUM

TO: Thomas Howarth, Budget Officer Elizabeth Berning, Chief Clerk

FROM: I. Charles Mathews, Special Counsel J. C. M.

DATE: February 13, 1978

RE: Mr. Gene Johnson

This is to inform you that effective February 10, 1978, Mr. Gene Johnson has been promoted from Assistant Deputy Chief Counsel/King Investigation to Deputy Chief Counsel. His starting salary will be \$42,500.00 effective February 1, 1978.

If you have any questions, please contact me at your convenience.

ICM:j

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(Please Use Typewrifer U.S. HOUSE OF REPRESENTATIVES Washington, D.C. 20515

(Any erasures, corrections, or changes on this form must be initialed by the authorizing official.)

To the Clerk of the House of Representatives:

I hereby authorize the following payroll actions of the following

Gene R. Johnson	December 1, 1977
Employee Social Security Number	Type of Action
371~40~1135	☐ Appointment
Employing Office or Committee	Solary: Adjustment : \$8.000 - Adjustment : \$
Assassinations	
type of action is an Appointment or Salary Adj	ustment, complete the following information.)
Position Title	Gross Annual Salary
Assistant Deputy Chief Counse	\$36,400
Committee Employee: complete appropriate ite	mubelow.) passar interventarious various paratispes apoliticismos interpretarious establishmos
1. Standing Committee: Staff - Clerical	al or Professional
0.000	465 455bc
2. Special or Select Committee: Authorit	ty-H. Res. 465 of 95th Congress.
3. I Joint Committee.	er etter Mattie ette och filmerekk tilter i bereit til ser i fram ette i 100 met en
3. Doint Committee.	en dien Madrich wie ein der stellt inden dem blich der die dreibe die bill die was der
Employee of an Officer of the House, complete	sitem below:) And the North and North and the State of th
Employee of an Officer of the House, complete	item below:)
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Employee of an Officer of the House, complete Position NumberIf applied the certify that this authorization is not	cable, Level
Employee of an Officer of the House, complete Position NumberIf applied the certify that this authorization is not	cable, Level
Position NumberIf applied the Louse, complete Position NumberIf applied that this authorization is not atives.	item below:) cable, LevelStep in violation of 5 U.S.C. 3110(b), prohibiting the employment
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Position NumberIf applied that this authorization is not atives. All appointments and salary adjustments for yees, except those of the Committee on Appropapproved by the Committee on House Administration.	in violation of 5 U.S.C. 3110(b), prohibiting the employment [Signature of Authorizing Official] Louis Stokes [Type or print name of Authorizing Official] Chairman (Title—If Member, District and State) remployees under the House Classification Act and for Committee extractions, the Committee on the Budget, and the Joint Committees, mirration.
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(Please Use Typewriter U.S. HOUSE OF REPRESENTATIVES Washington, D.C. 20515

(Any erasures, corrections, or changes on this form must be initialed by the authorizing official.)

To the Clerk of the House of Representatives:

I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)	di kati is	Effective Date	AT. Company
Gene R. Johnson	8/	1/77	
Employee Social Security Number		Type of Action	
371~40~1135	П Арроі	intment	
Employing Office or Committee	Salar)	Adjustment	
Assassinations	☐ Termi	nation (At close of business on e	effective date)
f type of action is an Appointment or Salary Adjustment, comp	olete the foll	owing information.)	
Position Title		Gross Annual	Salary
Assistant Deputy Chief Counsel		34,000	
Committee Employee, complete appropriate item below.)	, a, _	eranja esperantus espe	·. ÷ ·
1. Standing Committee: Staff - Clerical or Profes	ssional.		2 1 4 4 4 4 4
2. Special or Select Committee: Authority-H. Res. 46	(OE	th Carana	
	<u>1301_45</u>	MI_Congress.	
3. Joint Committee.			
		en en steerie	
Employee of an Officer of the House, complete item below.)			
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Employee of an Officer of the House, complete item below.) Position Number If applicable, Level L certify that this authorization is not in violation latives.	of 5 U.S.	(Signature of Authorizing Official) TOKES (Type or print name of Authorizing Official)	00
Employee of an Officer of the House, complete item below.) Position Number	of 5 U.S. LOUIS S	(Signature of Authorizing Official) TOKES (Type or print name of Authorizing Official) (Title—If Member, District and State)	
Employee of an Officer of the House, complete item below.) Position Number	of 5 U.S. LOUIS ST CHAIRMA	(Signature of Authorizing Official) TOKES (Type or print name of Authorizing Official) (Title—If Member, District and State)	
Employee of an Officer of the House, complete item below.) Position Number	of 5 U.S. LOUIS S CHAIRMAI	(Signature of Authorizing Official) TOKES (Type or print name of Authorizing Official) (Title—If Member, District and State) Use Classification Act and f	or Committee en
Position Number	of 5 U.S. LOUIS S CHAIRMAI	(Signature of Authorizing Official) TOKES (Type or print name of Authorizing Official) (Title—If Member, District and State) Use Classification Act and the Joint the Budget, and the Joint	or Committee en
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Position Number	of 5 U.S. LOUIS S CHAIRMAI	(Signature of Authorizing Official) TOKES (Type or print name of Authorizing Official) (Title—If Member, District and State) Use Classification Act and for the Budget, and the Joint	or Committee en

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(Any erasures, corrections, or changes on this form must be initialed by the authorizing official.)

To the Clerk of the House of Representatives:

I hereby authorize the following payroll action:

Gene R. Johnson Employee Social Security Number	6/11/77
	0/11/77
	Type of Action
3F1~40 91 1 35	☐ Appointment
FIi Office Automatic	and the second of the second o
Employing Office or Committee	Salary Adjustment
Assassinations	☐ Termination (At close of business on effective date)
type of action is an Appointment or Salary Adjustment, comple	e the following information.)
Position Title	Gross Annual Salary
	\$32,000
Committee Employee, complete appropriate item below.)	
1. Standing Committee: Staff- Clerical or Profession	nal. a rear a chazar a a pela a chazar a ch
Standing Committee: Staff— Clerical or Profession Special or Select Committee: Authority—H. Res. 465	
2. Special or Select Committee: Authority—H. Res. 465	
2. Special or Select Committee: Authority—H. Res. 455 3. Special Committee.	of 95th_Congress.
2. Special or Select Committee: Authority—H. Res. 45. 3. Doint Committee. Employee of an Officer of the House, complete item below.)	of 95th Congress.
2. Special or Select Committee: Authority—H. Res. 465	of 95th Congress.
2. Special or Select Committee: Authority—H. Res. 465 3. Joint Committee. Employee of an Officer of the House, complete item below.) Position Number	of 95th Congress.
2. Special or Select Committee: Authority—H. Res. 465 3. Joint Committee. Employee of an Officer of the House, complete item below.) Position Number	of 95th Congress.
2. Special or Select Committee: Authority—H. Res. 465 3. Joint Committee. Employee of an Officer of the House, complete item below.) Position Number If applicable, Level I certify that this authorization is not in violation of latives.	Step Step 5 U.S.C. 3110(b), prohibiting the employment
2. Special or Select Committee: Authority—H. Res. 465 3. Joint Committee. Employee of an Officer of the House, complete item below.) Position Number	Step Step Step (Signature of Authorizing Official)
2. Special or Select Committee: Authority—H. Res. 465 3. Joint Committee. Employee of an Officer of the House, complete item below.) Position Number If applicable, Level I certify that this authorization is not in violation addives.	Step
2. Special or Select Committee: Authority—H. Res. 465 3. Joint Committee. Employee of an Officer of the House, complete item below.) Position Number If applicable, Level I certify that this authorization is not in violation a latives.	Step Step Step (Signature of Authorizing Official)

(Please Use Typewriter or Ballpoint Pen)

U.S. HOUSE OF REPRESENTATIVES Washington, D.C. 20515

(Any erasures, corrections, or changes on this form must be initialed by the authorizing official.)

To the Clerk of the House of Representatives:

I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)	Effective Date
Gene R. Johnson	4/1/77
Employee Social Security Number	Type of Action
371~40~1138	☐ Appointment
Employing Office or Committee	☑ Salary Adjustment
Assassinations	☐ Termination (At close of business on effective date)
f type of action is an Appointment or Salary Adjustment, co	mplete the following information.)
Position Title	Gross Annual Salary
	\$47,500
Committee Employee, complete appropriate item below.)	
1. Standing Committee: Staff—Clerical or Pro	fessional.
2. Special or Select Committee: Authority-H. Res.	465 of 95th Congress.
3. Joint Committee.	
	/.)
Employee of an Officer of the House, complete item below	/.) Step
Employee of an Officer of the House, complete item below Position Number	
Employee of an Officer of the House, complete item below Position NumberIf applicable, Leve I certify that this authorization is not in violaticalities.	Step
Employee of an Officer of the House, complete item below Position Number	on of 5 U.S.C. 3110(b), prohibiting the employment
Employee of an Officer of the House, complete item below Position NumberIf applicable, Leve I certify that this authorization is not in violation latives.	Step
Employee of an Officer of the House, complete item below Position NumberIf applicable, Leve I certify that this authorization is not in violation latives.	Step on of 5 U.S.C. 3110(b), prohibiting the employment (Signature of Authorizing Official) Louis Stokes (Type or print name of Authorizing Official)
Employee of an Officer of the House, complete item below Position NumberIf applicable, Leve I certify that this authorization is not in violatical elatives.	on of 5 U.S.C. 3110(b), prohibiting the employment (Signature of Authorizing Official) Louis Stokes
Position NumberIf applicable, Leve I certify that this authorization is not in violational latives. April 29	Step
Employee of an Officer of the House, complete item below Position Number	Step
Position Number	Step
Position Number	Step

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(Any erasures, corrections, or changes on this form must be initialed by the authorizing official.)

To the Clerk of the House of Representatives:

Lhereby authorize the following payroll action:

Gene R. Johnson Employee Social Security Number		Effective Date
	2-1-7	7
		Type of Action
371-40-1135	_ Appoi	
Employing Office or Committee	Salary	Adjustment
Select Committee on Assassinations	☐ Termination (At close of business on effective date)	
type of action is an Appointment or Salary Adjustment, comp	lete the foll	owing information.)
Position Title		Gross Annual Salary
		\$19,680.
Committee Employee, complete appropriate item below.)		
1. Standing Committee: Staff - Clerical or Profes	sional.	
2. X Special or Select Committee: Authority—H. Res	1 of 9	5 Congress.
3. Doint Committee.		
Employee of an Officer of the House secondate it with a local		
Employee of an Officer of the House, complete item below.)		engen til kritisk og til med til skriver i til skriver i skriver i skriver i skriver i skriver i skriver i skri
Position NumberIf applicable, Level	Step	<u>and der</u> des seus et d'étables seus es
d certify that this authorization is not in violation	of 5 U.S.	C. 3110(b), prohibiting the employment
		(Signature of Authorizing Official)
2-28-77 ,19	enry B.	Gonzalez
2-28-77 ,19	enry B.	GONZa I ez (Type or print name of Authorizing Official)

	D.C. 20515 on this form must be initiated by tr
o the Clerk of the House of Representatives:	
I hereby authorize the following payroll action:	
Employee Name (First-Middle-Last)	Effective Date
Gene R. Johnson	1/3/77
Employee Social Security Number	Type of Action
3万 hot海1(014)35	☐ Appointment
Employing Office or Committee	☑ Salary Adjustment
Salact Conmittee on Assassinations	☐ Termination (At close of business on effective date)
type of action is an Appointment or Salary Adjustment, com	plete the following information.)
Position Title	Gross Annual Salary
	\$20,800.
2. Special or Select Committee: Authority—H. Res	of Octio_Congress.
3. Joint Committee. Employee of an Officer of the House, complete item below.	
Joint Committee. Employee of an Officer of the House, complete item below. Position Number) Step
3. Joint Committee. Employee of an Officer of the House, complete item below. Position Number	
3. Joint Committee. Employee of an Officer of the House, complete item below. Position Number If applicable, Level_ I certify that this authorization is not in violation latives.	of 5 U.S.C. 3110(b), prohibiting the employment of
3. Joint Committee. Employee of an Officer of the House, complete item below. Position Number If applicable, Level_ I certify that this authorization is not in violation latives.	Step n of 5 U.S.C. 3110(b), prohibiting the employment of
Joint Committee. Employee of an Officer of the House, complete item below. Position Number	Step
3. Joint Committee. Employee of an Officer of the House, complete item below. Position Number	Step
3. Joint Committee. Employee of an Officer of the House, complete item below. Position Number	Step

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(Please Use Typewriter or Ballpoint Pen)

U.S. HOUSE OF REPRESENTATIVES Washington, D.C. 20515

(Any erasures, corrections, or changes on this form must be initialed by the authorizing official.)

To the Clerk of the House of Representatives:

I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)	Effective Date
Gene R. Johnson	1/1/77
Employee Social Security Number	Type of Action
37 Let 40 (g) k h 3-5	Appointment
Employing Office or Committee	☐ Salary Adjustment
Select Committee on Assassinations	☐ Termination (At close of business on effective date)
(If type of action is an Appointment or Salary Adjustment, comple	ete the following information.)
Position Title	Gross Annual Salary
Assistant Chief Counsel-King	\$32,000
(If Committee Employee, complete appropriate item below.)	
1. Standing Committee: Staff- Clerical or Professi	onal.
2. Special or Select Committee: Authority—H. Res. 154	0 of 94th Congress.
3. Joint Committee.	
(If Employee of an Officer of the House, complete item below.)	
Position NumberIf applicable, Level	Step_
I certify that this authorization is not in violation or	
DateDecember 15	
Date	(Signature of Authorizing Official)
Tho	(Type or print name of Authorizing Official)
_ <u>Sel</u>	ect Committee on Assassimations (Title-If Member, District and State)
All appointments and salary adjustments for employees und ployees, except those of the Committee on Appropriations, the Corbe approved by the Committee on House Administration.	ler the House Classification Act and for Committee em-
. APPROVED:	Chairman, Committee on House Administration
Office of Finance use only:	
Office Code	
Monthly Annuity \$00	

NW 68286

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MEMORANDUM

All Staff Employees TO:

Budget Officer FROM:

DATE: January 3, 1977

Payroll Certification RE:

Starting with the January, 1977 payroll, the certification to the House Finance Office requires, among other things, the relationship, if any, of each staff employee to any current Member of Congress (those taking office January 3, 1977).

The following are the relationships to be included in the certification:

father mother sondaughter brother sister uncle aunt first cousin nephew niece husband wife father-in-law mother-in-law son-in-law

daughter-in-law

brother-in-law sister-in-law stepfather stepmother stepbrother stepsister half-brother half-sister

All staff employees are requested to complete this form and return it to the Budget officer.

Approved Richard A. Sprague

I am not related I am related by the following relationship