Knowing Dogs 101:

Staff Training for Pet Care Centers

Dog Language

Leader Guide

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THE DOG GURUS

Knowing Dogs 101: Dog Language Leader Guide
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Program Goals
Knowing Dogs 101: Dog Language

Welcome to the Knowing Dogs 101: Dog Language, developed and produced by Robin Bennett and Susan Briggs. Information for this staff training program is from the book, <u>Off-Leash Dog Play: A Complete Guide to Safety &Fun</u>, by Robin Bennett and Susan Briggs. The program has been designed so procedures discussed can be customized to your specific pet care center.

Knowing Dogs 101: Dog Language was developed to keep pet care providers safe while working with dogs in a professional pet care center. Dogs have a language that they use to communicate with each other, with humans and with other animals. When you learn and understand their language you'll recognize warning signs and signals that the dog is not comfortable and how to safely respond.

We also want dogs that feel comfortable and enjoy their experiences in a professional pet care center. The information included in the Knowing Dogs 101: Dog Language program helps pet care providers recognize the early warning signs of discomfort and how to take action to make each dog comfortable. This will result in happier and healthier dogs that make your job easier, and satisfied clients that keep coming back.

We are passionate about providing the information pet care providers need to be successful. Knowing Dogs 101: Dog Language, is a key foundation for further study. Dogs have a lot to teach us and we invite you to join us in learning and understanding their behaviors.

Robin & Susan

For those who are serious about training their staff in safe off-leash dog play, we invite you to become members of our online community at www.TheDogGurus.com where you can earn badges for using this resource and obtain other exclusive information on how to run a safe off-leash play program.

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Getting Started
Leader Checklist Prior to the Start of Knowing Dogs Staff Training

	Review each module recording and follow along with a staff workbook • **Module 1 – Breed Behavior and Stages of Development** • **Module 2 – Body Language Basics** • **Module 3 – Human & Dog Greetings** • **Module 4 – Emotional States** • **Module 5 – Dogs in Stress** • **Module 6 – Dog Aggression** • **Module 7 – Leadership** • **Module 8 – Social Interactions**
	Review Hand-outs for each module. See page 59 for list of handouts by module (or download them online if you are doing the online version. The module 6 handout is a resource available on the Association of Pet Dog Trainers website.
	Customize handouts for your pet center. Electronic copies of all handouts are included with the program. Update information to reflect procedures in your pet center for each topic.
	Review Hands-on Activity in the evaluation section of each module of the staff workbook. Consider how staff can complete the activity in your pet center. Be prepared to provide specific instructions to staff when they start each module with a Hands-on Activity. You should be present to observe some activities and review staff feedback for others. Document staff performance on the Individual Training Worksheet form.
	Review the Shift Tips in each module of the staff workbook. Consider how staff can complete them most effectively in your center. These are extra steps for staff to continue applying knowledge and do not require your observation or grading.
	Determine the AKC breed reference source your staff will use during the Module 1 evaluation. Learning how to research information independently on dog breeds is an important skill for pet care staff to learn as the dog community continues to develop and register new AKC and designer breeds.
	Have staff complete the pre-course assessment form in their workbook.
	Prepare an Individual Training Progress Worksheet for each staff member starting training. (Hand-out provided.)

Keys to Success

This program is a management tool for training your staff. By using the technical training content you know your team has received consistent information and can assess their comprehension. However, you as their training leader, play a critical role in the successful application of the knowledge learned to their job in the pet center.

This leader guide is designed to maximize the application of staff training and job performance. We understand your time is valuable; however, your involvement is essential to the success of this program in your center. The guide provides checklists by module to make it easy for you to prepare and oversee your staff's training. We also include forms and worksheets that you can use as is or customize as handouts, performance aids and to track training results of your team.

The accompanying staff workbook is designed to be a resource of material covered in each training session for your staff's ongoing reference. It is intended that staff will add notes to the workbook as they go through the training. The workbook also provides a summary of their progress in learning the material and developing skills during the training. Finally, the workbook includes evaluation questions, exercises on material learned, activity notes, and case study observation results.

Role of the Training Leader:

1. Prepare the staff for their training by using the leader tips to explain your expectations of how they will apply knowledge to their job.
2. Understand the program content by previewing the recordings and staff workbook content prior to using them to train your staff.
3. Have a plan and schedule for staff to complete the full 8 module program.
4. Be organized for each training session by having handouts ready and a quiet place designated for staff to watch each session without interruption.
5. Plan to have time available at the end of each session to review staff questions for the module and offer input on their shift tip assignments.
6. Score their evaluation quickly and provide constructive feedback on incorrect answers.
7. Reward and celebrate successful completion of the program!

The Knowing Dogs program can be used for training staff members individually, as a small group of staff together, or in guided staff training meetings. Our beta test sites provided feedback that leading a group of 5 staff at one time was a lot of effort so you may want to keep group sizes small. We designed the program to be flexible to meet the varying needs of pet care centers.

Suggested Training Timeline

The Knowing Dogs program is a progressive program of knowledge that builds with each module. It is very important that you validate understanding and comprehension of material through a passing evaluation score and application to the job prior to allowing the staff to continue to the next module. It is fine for staff to repeat a module as the goal is for them to fully understand the material and how to use it working in the pet care center.

Staff training is successful when knowledge learned is applied correctly in assigned job functions. Each module includes shift tips that recommend the application of key concepts from the module to be completed on the job. This is a critical part of the training process and the overall timeline needs to provide for this.

The recommended timeline for completing the course for full-time staff members follows.

Training Timeline	Pros	Cons
Less than 8 days	Not recommended	Does not give time for staff to absorb information presented or apply the shift tips. High risk of knowledge not being applied to job tasks.
8 days	Provides a daily routine of training and application of knowledge. Quick completion.	Pace may be too fast for some staff members.
16 days	Recommended pace for balance of training routine and application of knowledge	None
30 days	Provides more time for staff and leaders to accommodate training with other job duties.	Slow pace may result in training not being completed.
More than 30 days	Not recommended	Extended time between sessions makes it harder for staff to connect learning between the modules. Does not demonstrate a priority commitment to staff training.

Each training module is designed to be completed in less than one hour. The recorded portion of the training session is approximately 20 minutes. Staff should also be given quiet time after watching the recording to complete the evaluation questions for that module.

Our program has been designed to facilitate the application of new concepts onto the job as soon as possible. Several modules include hands-on activities as part of the evaluation. You will provide direction to the staff member on when they should complete these during their work shift. All modules include less formal shift tips that will encourage staff to continue to use the new concepts while working their shift. You are encouraged to ask them in the days following training if these have been done and what was learned in the process.

Reward Success

It is very important to reward and recognize staff that commit to the training program. Remember that each person learns at a different pace and many staff fear "testing". You must balance the evaluation scoring with your observations of how well each staff member applies knowledge presented on-the-job or in your discussions.

You will want to reward effort as well as evaluation scores. It is important to find something positive in the training process to recognize and reward for each staff member. At a minimum we suggest you celebrate the successful completion of the 8 module program. A certificate format is included in the forms section. Additional reward ideas follow that can be used for great questions, shift tips application that exceed your expectations or interim encouragement after a tough module evaluation.

Reward Ideas

- An hour off with pay
- Handwritten note of recognition
- Snacks (candy, soda, etc)
- Lunch
- Gift cards
- Applaud achievement with co-workers present
- Wall of Fame in lobby
- Publicize in client newsletter
- Draw from a box of same value items (snacks, gift cards, etc)

When training is fun it is often most successful.

Continuing Education Credits

The Knowing Dogs program has been approved for continuing education credits through the Certification Council of Professional Dog Trainers (CCPDT), the Professional Animal Care Certification Council (PACCC) and the veterinary Registry of Approved Continuing Education (RACE). For details on awarding CEUs visit www.KnowingDogsStaffTraining.com.

Certification

The Dog Gurus are very proud that the Professional Animal Care Certification Council lists the Knowing Dogs program as a recommended resource for their three levels of independent certification. Supporting your team and professional industry certification is the highest level of recognition for your business and the pet care professionals you employ. Learn more and register for professional certification as a Provider, Manager or Operator at www.paccert.org.

Module Information and Leader Tools

The first page of each module includes information and tools to assist in successful implementation of the training program. There is also a checklist to help you quickly see handouts and actions required of you as training leader.

Reasons for content – Explains why the information is important and how it will benefit the staff member. This is good to share with the staff before they start the module. When staff can understand and personalize the training there is better learning and comprehension.

Your staff will – Outlines the expectations after the training session is completed. These are the points of focus for the evaluation questions and shift tips. It is recommended that you outline these to the staff before they start each module.

Checklist – A clear summary of your role in the training for that module divided into tasks before the training session and tasks after the training session. The symbols below are used in the leader guide to alert you to actions you need to take in leading staff training.

Handout – A handout from the Knowing Dogs program should be provided to the staff as they study this module. Many of these are customizable to reflect the procedures for your pet center.

Provide Resource – Module one requires the staff have access to a dog breed book organized by group or the AKC website while they complete the evaluation.

Shift Tips – Copy of the shift tips that are recommended for **staff** to complete following the study of each module. The staff tips are included in the leader guide so you can plan their execution by the staff prior to the staff starting the training session. Be prepared to recommend to the staff the best way to implement the suggested tips in your center once they have completed the training on that module. It is also good to set an expectation of when they will be completed and how they will report back to you.

Hands-on Activity – In several modules part of the evaluation is a hands-on activity to be completed in the pet center. The checklist outlines for you when you need to participate with the staff for them to complete the activity. We recommend you always review the activity assignment and provide the best way to complete it in your center. You should also outline the best timing for them to complete it and how to report back to you when completed. The evaluation scoring charts do not include these activities; you can document them separately on the Individual Training Worksheet form. A suggested scoring: Needs Improvement, Good, Great or Exceeded Expectations.

Answer Staff Questions – The staff workbook includes a section in each module to write down questions related to the material and application to their job in your pet center. This is another opportunity for you to reinforce the material and outline your specific expectations.

Evaluation Answer Key and Scoring Chart

- Each answer is either right or wrong; no partial credit per question!
- The answer key will indicate situations where 1 question counts as more than one response (e.g. rating tables, fill-in-the-blank, etc). After the question the number of responses for the question will be stated; see Module 1, Question 1 (7 responses). Indicates that if all responses are correct 7 is the total correct for that question. Question 2 in Module 1 counts as only one response or correct answer.
- Case study responses are either pass or fail (pass = one correct answer; fail = incorrect response).
- We recommend that a score of 80% be achieved prior to continuing on to the next module.
- The evaluation is open book as our goal is comprehension of key objectives.
- In the event an evaluation score of less than 50% is achieved we suggest requiring the staff member to repeat that module.

Remember to keep in mind that some staff fear "tests" so in low scoring situations, have a discussion to determine a reason for the low score. Do they understand the material, but confused by the question? (In these instances you may want to verbally discuss the evaluation

and adjust the score to reflect their true comprehension.) Was there a distraction while watching the session so a key objective was missed? Are they confused by the material? (In situations where they missed information or are confused, have them watch the session again and complete the evaluation a second time.)

The goal of this course is to build understanding of canine body language and to provide specific reasons for your interpretation by describing the signals you do observe. In several questions, staff are asked to look at a photo and decide the appropriate traffic signal color with reasons for their decision. The answer key includes our thoughts on the best answer including our reasons. However, interpreting dog body language is not a black and white decision. When you are scoring the photo responses consider if the staff member had appropriate reasons for their answer even if it differs from the answer key. Analyzing photos removes the context and environment surrounding the behavior so none of us are 100% certain of the correct answer. Dogs have not read Off-Leash Dog Play and frequently give mixed signals; again this is an important part of learning dog language and provides great discussion and teachable moments in your pet center. Our hope is that your staff realize during this program that dogs always have something new to teach us and working with them is an ongoing learning experience.

Module 2: Body Language Basics Leader Tips

Reasons for content:

- Dogs have a language you can learn by observing their posture, ears, tails and facial expressions
- Learning this language will keep you safe working with dogs
- Learning this language will also help you identify when a dog is uncomfortable or ill
- Understanding the classification of dog language and behaviors by the traffic signal will make learning behaviors easier

Your staff will:

- Identify the three basic body postures and assign the traffic signal category to dog photos and live dog observations
- Recognize different ear positions and classify to appropriate traffic signal category
- Recognize different tail positions and classify to appropriate traffic signal category
- Recognize different aspects of dog facial expressions and classify to appropriate traffic signal category
- Understand importance of scent and vocal communication in dogs and classify sounds by traffic signal category

Checklist

Before Training Session:

		1. Walk through your center and focus on the position of dog ears: a. Their normal ear posture b. Posture forward or backward from normal 2. Walk through your center and focus on the position of dog tails: a. Their normal carriage b. Tails higher or normal from normal

After Training Session:

		Review hands-on activity results. Consider if staff responses match your knowledge of the specific dog or breed and the situation for the dog in the pet center. *During your work shift be observant of dog postures, facial expressions & ear and tail positions. Look for the following:* *Ears backward, Ears erect, Tail-large wags at moderate speed, Tail-low position, Half-moon eyes, Mouth open, lips drawn back with panting.*
		Answer staff questions

		Score evaluation (6 questions with 40 responses)
		3 open ended questions
		10 photos to identify signal color and reason
		Document staff score on the Individual Training Worksheet form
		See scoring instructions and tips on page 7 of leader guide.

SAMPLE PAGES

Module 2: Body Language Basics Evaluation Answer Key

1. The red traffic signal indicates a high-risk situation for your safety due to high arousal, extreme stress or fear in the dog.
    a. True
    b. False

2. How does the confident dog posture differ from the neutral posture?
    Confident posture is tall with weight forward on front legs where neutral is balanced on all four legs. A confident dog appears large with stiff legs. The neutral posture lacks tension and movement is relaxed, loose and curvy. A confident dog's body movement is still and tense.

3. How does the fearful or subordinate posture differ from the neutral posture?
    The fearful or subordinate posture is low, weight shifted backward toward rear. The neutral posture is balanced on all four legs. The fearful or subordinate dog appears small and legs are crouched. The neutral posture lacks tension and movement is relaxed, loose and curvy. A subordinate or fearful dog's body movement is tense and slow.

4. High pitch barking indicates what emotion and meaning in a dog?
    Help. I don't like this. Stress signal.

5. In the vocal communications chart below, complete the following:
    a. Assign appropriate traffic color signal to each sound (green, yellow or red)
    b. Match the sound to the vocal emotion & meaning (A through H)

(16 responses – 2 per sound, color & emotion letter)

Signal Color	Emotion Letter		Sound		Emotion & Meaning
Yellow	B	1.	Single sharp bark	A.	I'm not sure about this. Anxious
Green	F	2.	Whine	B.	Stop! What's that? Alert
Red	H	3.	Growl-bark	C.	I'm hurt & scared. Injured-physically or emotionally
Yellow	A	4.	Moaning bark	D.	Hello, let's play. Pleasure & excitement
Red	C	5.	Yelp	E.	Stop! Warning
Red	G	6.	Long, deep, low growl	F.	I want. Excited & Eager
Green	D	7.	Short bark, "ruff"	G.	Back off! Beware! Annoyed & confident
Yellow	E	8.	Soft, short growl	H.	I'm upset & frightened. Fearful & annoyed

6. Review the following pictures and for each indicate the traffic signal color with your reason. Look above each photo for the body part in bold that you should focus on for your response (e.g., **Body Posture**, **Ears**, **Tails** & **Facial Expression**).
(20 responses – 2 per photo; color & reason)

Body Posture

a.

Body Posture

b.

Traffic Signal Color: **Yellow**

Reasons: **Stiff posture, lowered**

Traffic Signal Color: **Yellow**

Reasons: **Stiff posture, forward slightly**

Ears

c.

Ears

d.

Traffic Signal Color: **Yellow**

Reasons: **Flattened**

Traffic Signal Color: **Yellow**

Reasons: **Forward**

Tails
e.

Traffic Signal Color: _____**Yellow**_____

Reasons: _____**High position**_____

Tails
f.

Traffic Signal Color: _____**Yellow**_____

Reasons: _____**High position**_____

Facial Expression
g.

Traffic Signal Color: _____**Red**_____

Reasons: _____**Half-moon eyes**_____

Facial Expression
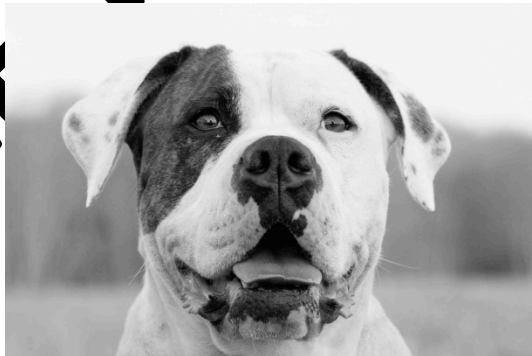
Traffic Signal Color: _____**Green**_____

Reasons: _____**Relaxed muzzle& brow**_____

_____**Mouth slightly open**_____

Facial Expression

i.

Traffic Signal Color: _____ **Yellow** _____

Reasons: __ **Mouth closed** _____

____ **Wrinkled brow** _____

____ **Elongated eye** _____

Facial Expression

j.

Traffic Signal Color: _____ **Red** _____

Reasons: _____ **Hard staring eyes** ____

_____ **"C" mouth** _____

_____ **wrinkled muzzle & brow** ____

Leader Scoring Charts

Question #	# Responses
1	
2	1
3	1
4	1
5	16
6	20
Total	**40**

# Correct	%	# Correct	%	# Correct	%	# Correct	%	# Correct	%
40	100	36	90	32	80	28	70	23	58
39	98	35	88	31	78	27	68	22	55
38	95	34	85	30	75	26	65	21	53
37	93	33	83	29	73	25	63	20	50
						24	60	Under 20	Redo

Module 8: Social Interactions Leader Tips

Reasons for content:
- Recognition of dogs using social gestures provides a deeper understanding of their behavior which leads to being a better leader.
- Identifying yellow or red signals and taking appropriate action to change them will keep you safe and keep the dogs in your care healthier.
- Understanding difficult dog handling situations and being prepared will set you and the dog up for success in the event handling problems arise in your center.

Your staff will:
- Recognize the social gestures dogs use in communication and classify them properly by traffic signal color.
- Know appropriate action to take when you observe yellow or red gestures.
- Identify how you will change your own behavior in difficult handling situations to stay safe.

<center>**Checklist**</center>

Before Training Session:

		1. Pick three social gestures and look for them today.

After Training Session:

		Review the hands-on activity case study responses. You may consider doing an interview with the staff person and have them directly explain or demonstrate their answers. Provide feedback including suggestions to improve their response as needed. _Read the 3 case studies below and describe how you would handle each situation. Discuss your answers with your supervisor and add notes from your supervisor's feedback. Walking dog, Grooming dog, Dog in lobby_
		Answer staff questions

		Score evaluation (4 questions with 23 responses) 1 open ended question 4 photos to identify signal color and social gesture Document staff score on the Individual Training Worksheet form *See scoring instructions and tips on page 7 of leader guide.*

Module 8: Social Interactions Evaluation Answer Key

1. Match the social behavior type to its description in the chart below.
   (6 responses)

Behavior Letter		Social Behavior Description		Social Behavior Type
D	1.	Reinforce higher rank of a dog	A.	Displacement Behaviors
A	2.	Normal behavior shown at an inappropriate time	B.	Appeasement Behaviors
C	3.	Generally relate to space	C.	Warning Behaviors
F	4.	Used by adult dogs when another dog displays rude or inappropriate behavior	D.	Confidence Behaviors
E	5.	Used to turn off threats or gain cooperation	E.	Ritualized Behaviors
B	6.	Active displays that show respect	F.	Correcting Behaviors

2. For each social gesture in the chart below, indicate the appropriate traffic signal color (some may belong to more than one color).
   (8 responses – 1 per social gesture listed)

Social Gesture	Green	Yellow	Red
Blinking	X		
Freezing			X
Scratching		X	
Pawing	X	X	X
Shake-off		X	
Snarl	X		
Yawning	X	X	
Piloerection	X	X	X

3. In yellow handling situations, how will you change your behavior to stay safe?
   Modify gesture or position relative to the dog to get to a green state. May require a change to the situation or environment.

4. For each photo below list the appropriate traffic signal color and social behavior displayed.

    (8 responses – 2 per photo, color & social gesture)

a.

Traffic Signal Color: _____**Yellow**_____

Social Gesture: _____**Sniffing**_____

b.

Traffic Signal Color: _____**Red**_____

Social Gesture: **Staring**

c.

Traffic Signal Color: _____

Social Gesture: _____**Freezing**_____

d.

Traffic Signal Color: _____**Yellow**_____

Social Gesture: _____**Yawn**_____

Leader Scoring Charts

Question #	# Responses
1	6
2	8
3	1
4	8
Total	**23**

# Correct	%	# Correct	%	# Correct	%	# Correct	%	# Correct	%
23	100	20	87	17	74	14	61	0-12	Redo
22	96	19	83	16	70	13	57		
21	91	18	78	15	65	12	52		

SAMPLE PAGES

Course Completion Leader Tips

Checklist

		Score post-course evaluation (see pre-course assessment answer key) Calculate score improvement
		Certificate of Completion
		Celebrate and Share the Achievement – see award ideas in Keys to Success

Handouts and Forms List

Name	Location	Module
Individual Training Worksheet	USB/digital download with online version	Pre Course
Certificate of Completion	USB/digital download with online version	Post Course
Dog Management Handling Rules	USB/digital download with online version	101-
Dunbar Bite Level Assessment Chart (see full link below Handout chart list)	www.apdt.com	101-6
Fight Policy	USB/digital download with online version	101
Incident Report	USB/digital download with online version	101-6
Managing Stress	USB/digital download with online version	101-5
Standard Obedience Cues	USB/digital download with online version	101-7

http://www.apdt.com/veterinary/assets/pdf/Ian%20Dunbar%20Dog%20Bite%20Scale.pdf

Reorder Information

To reorder additional USB sets or individual staff workbooks for Knowing Dogs 101 or Knowing Dogs 201, visit:

www.KnowingDogsStaffTraining.com

Other resources available from The Dog Gurus include:

- Off Leash Dog Play by Robin Bennett & Susan Briggs
- Off Leash Dog Play Poster Set (red, green and yellow traffic signal photos)
- All About Dog Daycare by Robin Bennett

Join The Dog Gurus membership community at www.TheDogGurus.com

Other resources by Robin are available at www.RobinKBennett.com

Other resources by Susan are available at www.CrystalCanine.com

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Robin Bennett

Robin Bennett is an author and consultant for pet care facilities on the subjects of dog daycare, training and off-leash dog play. She has been involved in the pet care business for over 20 years as a dog trainer and dog daycare expert. In 1993, she founded All About Dogs, the largest dog training company in Virginia and grew it from a sole proprietorship to a Corporation with over ten instructors teaching private lessons as well as numerous group classes and behavior modification lessons for shy, fearful, and aggressive dogs.

Robin successfully owned and operated her own dog daycare business for many years. Her book All About Dog Daycare: A Blueprint for Success is the number one reference on how to start a dog daycare, and her newest book, Off-Leash Dog Play, with co-author Susan Briggs, is the key reference on supervising dogs in playgroups. Robin is a highly sought-after speaker on numerous dog daycare business and playgroup topics around the country.

Robin has a passion for educating facility owners and staff on safe handling techniques and canine body language, which led to the creation of **Knowing Dogs Staff Training** with Susan. Robin and Susan are now partnering together again with the launch of The Dog Gurus online community to continue to raise the bar of safety in off-leash play and keep dogs safe.

Robin is an active member of the Association of Pet Dog Trainers (APDT) and has a B.A. degree from Roanoke College. Robin regularly attends dog-training seminars and has earned Level 1 certification through the Certification Council for Professional Dog Trainers (CCPDT), the first national certification for dog trainers. Robin is a retired Colonel in the United States Marine Corps Reserve and is married with two children.

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Susan Briggs

Susan Briggs owns Crystal Canine, a consulting and training resource for the pet care industry sharing her experiences as co-founder of Urban Tails, a multi-service pet care center in Houston, TX. With over 12 years experience operating a large dog daycare, boarding, grooming and training center, Susan is a recognized leader in pet care services.

In 2007 she co-wrote Off-Leash Dog Play: A Complete Guide to Safety & Fun with Robin Bennett that led to the development of Knowing Dogs, a staff-training program on dog language and safe off-leash playgroups. Their joint venture, The Dog Gurus, is an online membership site providing "your best resource for off-leash play" (www.thedoggurus.com).

In 2009 Susan drew on her educational background in accounting and published her second book, Counting Noses, a financial management guide customized to the pet industry. Her goal with Crystal Canine is to help owners achieve business success with a series of short-cut guides and workbooks to aid in staff and financial management.

To assist owners in loving their lifestyle she has an expanding line of online courses that includes, My Successful Pet Biz program, a step-by-step guide to systemizing your pet business; Plan, Produce and Play: Time Management and Productivity Tips; Understanding Your Numbers; Communication Skills for Pet Care Professionals.

In 2015 Susan and Charlotte Biggs founded the Professional Animal Care Certification Council. The council's mission is in bringing independent testing and certification to pet care service providers of pet boarding, dog daycare, pet sitting and dog walking.

The pet care industry is her current passion, but her professional career began as an auditor for Ernst & Young. Susan has a Masters of Accountancy from Truman University in her home state of Missouri and passed the CPA exam in 1984. She has converted to a Texan and lives in Houston with partner Bill Kamps and her dogs, Sheppy and Archie.

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