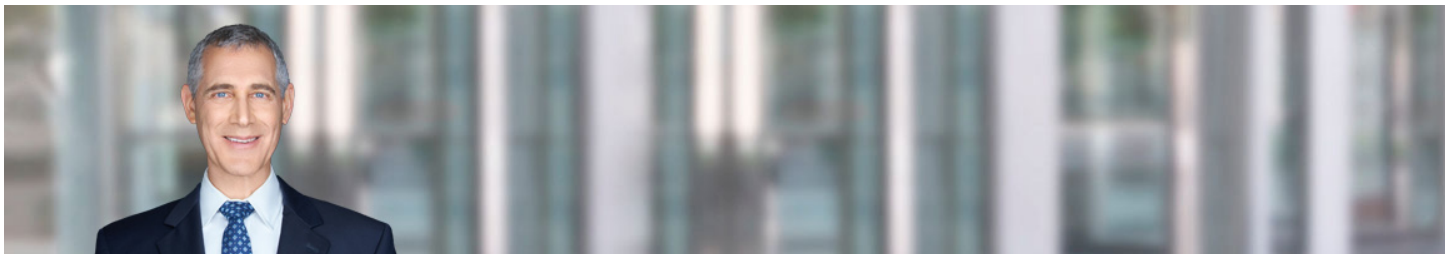


Glenn M. Rissman



Shareholder

Fort Lauderdale Office

grissman@stearnsweaver.com

Phone: 954-766-9709

PRACTICE AREAS

[Immigration](#)

[Labor & Employment](#)

[Education Law](#)

[Litigation & Dispute Resolution](#)

[Arts, Sports & Culture](#)

[Hospitality & Leisure](#)

[Appellate](#)

[Class Actions](#)

OVERVIEW

Glenn Rissman is a Shareholder in the Labor & Employment Department. Glenn's practice focuses on employment law, immigration, and accessibility. Glenn regularly represents clients in a wide variety of matters arising under Title VII, Section 1981, ADA, ADEA, FMLA, WARN Act, FLSA, ERISA, and the Florida Civil Rights Act. He also advises employers regarding hiring, termination, and discipline of employees; compliance with federal, state, and local discrimination laws and wage and hour issues; sexual harassment matters; I-9 compliance and unauthorized employment; and mass layoffs and plant closings.

Glenn also practices in the area of employment-based immigration and naturalization. He represents employers and investors seeking temporary visas and permanent residence for employees and has successfully obtained non-immigrant visas (H-1B, L-1, TN, O, P, E) for employers in industries such as retail, hospitality, pharmaceutical, and manufacturing. Glenn counsels clients regarding I-9 compliance, audits and inspections.

Glenn also defends and advises institutions on public accessibility for persons with disabilities. Glenn has defended dozens of public accessibility lawsuits brought under Title III of the Americans with Disabilities Act.

Glenn is a frequent speaker on employment issues and is a regular contributor to *BeLabor the Point*, Stearns Weaver Miller's award-winning labor & employment law blog.

REPRESENTATIVE EXPERIENCE

Represented BBX Capital Corporation in the acquisition of IT'SUGAR for a purchase price of approximately \$57 million, net of cash acquired. IT'SUGAR is the largest specialty candy retailer in the United States with 95 locations in 26 states. The acquisition expands BBX Capital's retail confectionary footprint, which includes Hoffman's Chocolates.

Obtained summary judgment (affirmed on appeal) for financial institution in age, disability and FMLA action with multimillion dollar exposure.

Obtained defense verdict for prominent retailer on national origin discrimination claim.

Obtained defense verdict for national bank on public accessibility claims arising under federal and state law.

Obtained L-1 blanket petition for Miami-based multinational to ease the transfer of overseas managers and executives.

Obtained alien of extraordinary ability status for musicians, dancers, dance teachers, business people, IT personnel and chefs.

Regularly conducts in-house training on I-9 compliance, sexual harassment and other topical issues impacting the workplace.

PROFESSIONAL & COMMUNITY INVOLVEMENT

Harid Conservatory of Music, Inc., Board of Trustees

Spanish River Community High School Foundation, Board of Directors

RECOGNITION

Florida Trend's Florida Legal Elite, selected for inclusion, 2005-2006, 2008 and 2011

PUBLICATIONS & PRESENTATIONS

Publications: [Termination of Parole and Work Authorization for Certain Nationals of Cuba, Haiti, Nicaragua and Venezuela](#)

BeLabor the Point Blog | March 2025

Publications: [Changes to TPS for Haiti and Impact on Employment Authorization](#)

BeLabor the Point Blog | February 2025

Publications: [National Labor Relations Board Rescinds Key Memoranda](#)

BeLabor the Point Blog | February 2025

Publications: [Update – TPS for Venezuela Terminated](#)

BeLabor the Point Blog | February 2025

Publications: [Venezuela TPS – Extension Vacated – More Details on February 1](#)

BeLabor the Point Blog | January 2025

Publications: [TPS Extensions for El Salvador, Venezuela, Ukraine, and Sudan](#)

BeLabor the Point Blog | January 2025

Publications: [USCIS Extends TPS for Haitian Nationals Employment Authorization Documents Automatically Extended](#)

BeLabor the Point Blog | July 2024

Publications: [Prepping for Hurricane Season!](#)

BeLabor the Point Blog | May 2024

Publications: [FTC Rule Banning Non-Compete Clauses Effective on September 4, 2024](#)

BeLabor the Point Blog | May 2024

Publications: [Two New Rules Could Have Profound Impact on U.S. Businesses](#)

BeLabor the Point Blog | April 2024

Publications: [Florida Child Labor – An Update](#)

BeLabor the Point Blog | March 2024

Publications: [More Work Opportunities for Florida Kids?](#)

BeLabor the Point Blog | February 2024

Publications: [Some Recent Developments in Employment Authorization: TPS Extension for Venezuela and Five-Year EADs](#)

BeLabor the Point Blog | October 2023

Publications: [It's Official – Governor Signs SB 1718](#)

BeLabor the Point Blog | May 2023

Publications: [E-Verify Coming to a Florida Workplace Near You?](#)

BeLabor the Point Blog | May 2023

Publications: [Changes Coming to Florida's E-Verify/I-9 Law](#)

BeLabor the Point Blog | April 2023

Events: [WEBINAR: Fakes, Frauds and Factual Documents | Do You Really Know How to Fill Out an I-9 Form?](#)

Stearns Weaver Miller Webinar | | March 2023

Events: [Business Immigration – Do We Really Have To Let This Employee Go?](#)

Stearns Weaver Miller's 2022 Annual Tampa Labor & Employment Law Seminar | | October 2022

Publications: [I-9 Update – Work Authorization of New Hires Applying to Renew Green Card](#)

BeLabor the Point Blog | October 2022

Publications: [9 Ways for Employers to Prepare for Next Hurricane](#)

Southeast Employment Law Letter | July 2022

Publications: [It's Hurricane Season Once Again!](#)

BeLabor the Point Blog | June 2022

Publications: [USCIS Expands Automatic Extension of Select EADs from 180 to 540 Days](#)

BeLabor the Point Blog | May 2022

Publications: [Registration for H-1B Lottery Opens March 1](#)

BeLabor the Point Blog | February 2022

Publications: [Pssst! Tips can still cause headaches when calculating wages owed](#)

Southeast Employment Law Letter | December 2021

Publications: [Pssst – Tips Still a Headache](#)

BeLabor the Point Blog | October 2021

Publications: [It's Hurricane Season Once Again!](#)

BeLabor the Point Blog | July 2021

Publications: [3 things to consider before requiring vaccine passports at workplace](#)

Southeast Employment Law Letter | July 2021

Events: [Breaking Through the Noise: Labor & Employment Issues Post-Pandemic](#)

Stearns Weaver Miller News Program Special | | June 2021

Publications: [Vaccine Passports for the Workplace?](#)

BeLabor the Point Blog | April 2021

Publications: [Florida's New E-Verify Law: Hidden Surprise for Private Employers](#)

BeLabor the Point Blog | January 2021

Publications: [DHS Extends Temporary Protected Status and Work Authorization](#)

BeLabor the Point Blog | December 2020

Publications: [On the Road Again? – The USDOL Offers Some Guidance](#)

BeLabor the Point Blog | November 2020

Publications: [Preparing for a Hurricane Amid Pandemic](#)

Southeast Employment Law Letter | July 2020

Publications: [Signing Your Life Away? – The COVID-19 Waiver](#)

| June 2020

Publications: [Top Takeaways from Our Back to Work Virtual Chat](#)

BeLabor the Point Blog | June 2020

Events: [Back to Work Virtual Chat](#)

Stearns Weaver Miller Webinar | | June 2020

Publications: [Preparing for a Hurricane Amid the Pandemic](#)

BeLabor the Point Blog | May 2020

Publications: [COVID-19: A Turning Point For the Standard 9-5 Work Week?](#)

BeLabor the Point Blog | May 2020

Events: [20 Days of March Immigration Madness - Preparing for the H-1B Visa New Registration Process](#)

| February 2020

Publications: [USCIS Releases New Form I-9](#)

BeLabor the Point Blog | January 2020

Publications: [Surviving the Seasonal Soiree](#)

BeLabor the Point Blog | December 2019

Publications: [DHS Extends Temporary Protected Status and Work Authorization](#)

BeLabor the Point Blog | November 2019

Publications: [Some Tips on Tips](#)

BeLabor the Point Blog | November 2019

Publications: [A Four Day Workweek?](#)

BeLabor the Point Blog | June 2019

Publications: [Is it Already Hurricane Season Again?](#)

BeLabor the Point Blog | May 2019

Events: [Meet the Gang Part I – NLRB Workplace Rules, What’s Up at the EEOC, Immigration Update](#)

Stearns Weaver Miller's 29th Annual Labor and Employment Law Seminar | | May 2019

Events: [Meet the Gang – NLRB Workplace Rules, What’s Up at the EEOC, Immigration Update, Wage and Hour Hot Topics, Marijuana Update](#)

Stearns Weaver Miller's Annual Tampa Labor and Employment Law Seminar | | May 2019

Publications: [E-Verify Operations Resume - Guidance from Department of Homeland Security](#)

BeLabor the Point Blog | January 2019

Publications: [E-Verify a Victim of Partial Government Shutdown](#)

BeLabor the Point Blog | January 2019

Publications: [Continuing Work Authorization for Hondurans in Wake of TPS Termination](#)

BeLabor The Point Blog | June 2018

Publications: [Hurricane Season is Officially Here – Is Your Company Prepared?](#)

BeLabor The Point Blog | June 2018

Events: [From a 1990 Wheelchair to the 2018 Website: The ADA & Technology-Related Accommodations](#)

Stearns Weaver Miller's 28th Annual Labor and Employment Law Seminar || April 2018

Publications: [Continued Work Authorization for Haitian Nationals in TPS](#)

BeLabor The Point Blog | January 2018

Publications: [Work Authorization for Honduran and Nicaraguan Nationals in TPS](#)

BeLabor the Point Blog | December 2017

Publications: [New I-9 Form May Not Be AOK When Dealing With EADs](#)

BeLabor The Point Blog | August 2017

Land Development News Update, Publications: [Six Month EAD Extension for Haitian Nationals who Re-register for TPS](#)

BeLabor The Point Blog | May 2017

Events: [Investigating Conduct Unbecoming of an Employee](#)

Stearns Weaver Miller's 27th Annual Labor and Employment Law Seminar || May 2017

Publications: [Just Who is Using All Those H-1B Visas?](#)

BeLabor The Point Blog | March 2017

Publications: [Employer's Honest Mistake Bests FMLA Retaliation Claim](#)

BeLabor The Point Blog | February 2017

Events: [Hot Topics in Employment Law](#)

Florida Institute of CPAs - Palm Beach Chapter || February 2017

Publications: [Warnings for Your Company Holiday Party](#)

BeLabor The Point Blog | December 2016

Publications: [Form I-9 Alert: New Rule Will Automatically Extend Expiring EAD](#)

BeLabor The Point Blog | November 2016

Publications: [USCIS Releases New Form I-9](#)

BeLabor The Point Blog | November 2016

Publications: [Employers Can Use Current Form I-9 until January 21, 2017](#)

BeLabor The Point Blog | October 2016

Publications: [Sixteen Years After Hurricane Mitch – Extended Work Authorization](#)

BeLabor the Point Blog | July 2016

Events: [Figuring Out the Immigration Alphabet](#)

Stearns Weaver Miller's 26th Annual Labor and Employment Law Seminar || May 2016

Events: [10 Ways to Curb Intermittent FMLA Leave Abuse](#)

Stearns Weaver Miller's 25th Annual Labor & Employment Law Seminar | | May 2016

Publications: [New OPT Rule for STEM Grads – Some Good, Some Not So Good?](#)

BeLabor the Point Blog | March 2016

Publications: [Boozing it Up at the Company Holiday Party](#)

BeLabor the Point Blog | December 2015

Publications: [USCIS Again Extends TPS for Haitian Nationals](#)

BeLabor the Point Blog | August 2015

Publications: [The FLSA Makes Strange Bedfellows: Strippers, Interns, and Minor Leaguers](#)

BeLabor the Point Blog | July 2015

Publications: [Remind Us Not to Post On Moving Targets!](#)

BeLabor the Point Blog | March 2015

Publications: [H-2B Update](#)

BeLabor the Point Blog | March 2015

Publications: [Unskilled, Temporary Worker Program Suspended: Seasonal Employment At Risk](#)

BeLabor the Point Blog | March 2015

Publications: [USCIS Extends Temporary Protected Status for El Salvador](#)

BeLabor the Point Blog | January 2015

Publications: [Florida's Minimum Wage Set to Increase to \\$8.05 per Hour on January 1, 2015](#)

BeLabor the Point Blog | December 2014

Publications: [Executive Action: HR Headache on the Horizon?](#)

BeLabor the Point Blog | November 2014

Publications: [USCIS Extends Temporary Protected Status for Honduras and Nicaragua](#)

BeLabor the Point Blog | October 2014

Publications: [Immigration – Vegas Style!](#)

BeLabor the Point Blog | October 2014

Publications: [Does Data Mining Tip the Balance Against E-Verify?](#)

BeLabor the Point Blog | September 2014

Publications: [New Florida Law on Data Security Breaches](#)

BeLabor the Point Blog | July 2014

Publications: [And the Beat Goes On \(at the NLRB\)](#)

BeLabor the Point Blog | May 2014

Events: [Employment Law Update](#)

Florida Institute of CPAs (FICPA), Palm Beach Chapter Seminar | | May 2014

Events: [Avoiding Hazards On the Course, Understanding Immigration Options Before Extending An Offer of Employment](#)

Stearns Weaver Miller's 24th Annual Labor and Employment Law Seminar | | May 2014

Publications: [Is the Job Market Improving? For Some Folks, Yes](#)

BeLabor the Point Blog | April 2014

Publications: [USCIS Again Extends TPS for Haitian Nationals](#)

BeLabor the Point Blog | March 2014

Events: [But We Do Not Have a Union – How the NLRB is Impacting Non-Union Workplaces](#)

Stearns Weaver Miller Labor & Employment Breakfast Series | | January 2014

Publications: [NLRB Posting – Dead for Now](#)

BeLabor the Point Blog | January 2014

Publications: [The Legal Reference Guide for Private Clubs: Employment Law](#)

National Club Association | January 2014

Events: [Snoops – Cybertvetting and Monitoring Employees' Activities Electronically From Hiring Through Termination](#)

Stearns Weaver Miller Labor & Employment Breakfast Series | | November 2013

Publications: [Florida's Minimum Wage Set to Increase to \\$7.93 per Hour on January 1, 2014](#)

BeLabor the Point Blog | October 2013

Publications: [E-Verify Up and Running](#)

BeLabor the Point Blog | October 2013

Publications: [Hand Scanning and Religious Discrimination](#)

BeLabor the Point Blog | September 2013

Publications: [DOJ Advises Against Employer Pre-Populating Section 1 of Form I-9](#)

BeLabor the Point Blog | September 2013

Events: [Workplace Violence: Threats, Guns and Florida's Domestic Violence Leave Law](#)

Stearns Weaver Miller Labor & Employment Breakfast Series | | September 2013

Publications: [NLRB Fashion Police – First Prison Stripes, Now Slave Shirts](#)

BeLabor the Point Blog | August 2013

Publications: [A Supervisor's Knowledge and Liability Under OSHA](#)

BeLabor the Point Blog | July 2013

Publications: [A Busy Week at the Supreme Court – Three Important Decisions for Employers](#)

BeLabor the Point Blog | June 2013

Publications: [Uggh – Humidity, Heat and Hurricanes](#)

BeLabor the Point Blog | June 2013

Publications: [Form I-9 Tips from USCIS and ICE](#)

BeLabor the Point Blog | June 2013

Publications: [DHS Extends Temporary Protected Status for Eligible Salvadorans](#)

BeLabor the Point Blog | June 2013

Publications: [FLSA and Mootness: The Court Punts and Kagan Throws a Stiff Arm](#)

BeLabor the Point Blog | April 2013

Publications: [Immigration and Employment Verification – Quick Hits](#)

BeLabor the Point Blog | April 2013

Publications: [New Form I-9 Effective March 8, 2013](#)

BeLabor the Point Blog | March 2013

Publications: [Eleventh Circuit Holds Liquidated Damages Discretionary for FLSA Retaliation](#)

BeLabor the Point Blog | February 2013

Publications: [Be Mindful Who is Included in Your Tip Pool – FLSA Lawsuits Are Lurking](#)

BeLabor the Point Blog | February 2013

Publications: [Eleventh Circuit Rules on Breastfeeding Breaks Under the FLSA](#)

BeLabor the Point Blog | January 2013

Publications: [Florida Employment Law Manual](#)

Florida Chamber of Commerce | January 2013

Events: [GINA – New to the Dance but Don't Forget Her in the Corner](#)

Stearns Weaver Miller Labor & Employment Breakfast Series | | November 2012

Publications: [I Hear There is an Election Coming Up – Is There Anything I Should Be Concerned About?](#)

BeLabor the Point Blog | October 2012

Publications: [Florida's Minimum Wage Set to Increase to \\$7.79 per Hour on January 1, 2013](#)

BeLabor the Point Blog | October 2012

Publications: [NLRB Nixes Costco Social Media Policy](#)

BeLabor the Point Blog | October 2012

Publications: [USCIS Extends Temporary Protected Status for Certain Haitian Nationals – EADs Automatically Extended](#)

BeLabor the Point Blog | October 2012

Publications: [Beginning January 1, 2013, Employers Must Use a New Summary of Consumer Rights to Comply with the Fair Credit Reporting Act](#)

BeLabor the Point Blog | September 2012

Events: [The ADAAA: Everyone is “Disabled” – What Now?](#)

Stearns Weaver Miller Labor & Employment Breakfast Series || August 2012

Publications: [Employers Should Continue to Use Expiring Form I-9 After August 31, 2012](#)

BeLabor the Point Blog | August 2012

Publications: [United States Supreme Court Says Pharmaceutical Reps are FLSA Exempt Outside Salespeople](#)

BeLabor the Point Blog | June 2012

Publications: [Tampa Federal Court Rejects NLRB D.R. Horton Decision – Arbitration of FLSA Collective Action Claims Permitted](#)

BeLabor the Point Blog | May 2012

Publications: [Appeals Court Upholds NLRB Decision on Contractor Handbilling](#)

BeLabor the Point Blog | May 2012

Publications: [D.C. Court Puts a Hold on NLRB Posting Requirement](#)

BeLabor the Point Blog | April 2012

Publications: [NLRB Continues its Attack on Overly Broad Social Media Policies](#)

BeLabor the Point Blog | April 2012

Events: [The FMLA: Frankly, My Least Admired Employment Statute](#)

| April 2012

Publications: [Title VII Retaliation Does Not Cover Complaints About Investigatory Process](#)

BeLabor the Point Blog | March 2012

Publications: [Failure to Notify Carrier of Workers’ Comp Injury Could Foreclose Employer’s Defenses in Subsequent Law Suit](#)

BeLabor the Point Blog | March 2012

Publications: [Texas Court Says Title VII Does Not Cover Breastfeeding, But Employers Should Be Mindful of Florida Law and the FLSA Protecting Nursing Mothers](#)

BeLabor the Point Blog | February 2012

Publications: [Federal Appellate Court Holds That FMLA Protects a Pre-Eligibility Request for Post-Eligibility Leave](#)

BeLabor the Point Blog | January 2012

Events: [The FLSA - The Lawsuits Keep Coming – Tips to Minimize Exposure](#)

Stearns Weaver Miller Labor & Employment Breakfast Series | | January 2012

Publications: [DHS Extends Temporary Protected Status for Certain El Salvadorans](#)

BeLabor the Point Blog | January 2012

Publications: [If an Employee Works Overtime and No One Knows Will the Employer Be Liable? A Recent Case Says,](#)

BeLabor the Point Blog | January 2012

Publications: [The NLRB, Again, Postpones Notice-Posting Rule Until April 30, 2012](#)

BeLabor the Point Blog | December 2011

Publications: [Love That Tender: Mooting an FLSA Action](#)

BeLabor the Point Blog | November 2011

Publications: [USCIS Extends Temporary Protected Status for Honduras and Nicaragua](#)

BeLabor the Point Blog | November 2011

Events: [Tying Up Loose Ends: Handling an Employee's Termination...Properly](#)

Stearns Weaver Miller Labor & Employment Breakfast Series | | November 2011

Publications: [New Employment Authorization Documents \(EADs\) On The Way From USCIS](#)

BeLabor the Point Blog | October 2011

Publications: [Florida's Minimum Wage Set to Increase to \\$7.67 per Hour on January 1, 2012](#)

BeLabor the Point Blog | October 2011

Publications: [NLRB Postpones Notice-Posting Rule Until January 31, 2012](#)

BeLabor the Point Blog | October 2011

Publications: [Is Being "Gun Shy" About Providing a Urine Sample an ADA Disability?: EEOC Opinion Letter Illustrates the Breadth of the ADA Amendments](#)

BeLabor the Point Blog | October 2011

Publications: [Diversity Immigrant Visa Lottery Starts October 4](#)

BeLabor the Point Blog | September 2011

Publications: [Was Dionne The FLSA Magic Bullet We Thought?](#)

BeLabor the Point Blog | September 2011

Publications: [Violence or the Threat of Violence in the Workplace, Whether by an Employee or Outsider, May Trigger an OSHA Inspection](#)

BeLabor the Point Blog | September 2011

Publications: [Cutting of H-1B Employees' Salary Costs Employer More Than a \\$1 Million](#)

BeLabor the Point Blog | September 2011

Events: [The Pen Is Mightier: A How-To on Keeping Accurate Employee Records](#)

Stearns Weaver Miller Labor & Employment Breakfast Series | | September 2011

Publications: [May Change Conforms Florida E-Verify To Federal Standard](#)

BeLabor the Point Blog | September 2011

Publications: [Polygraphing Employees – A Recent Eleventh Circuit Case Serves as a Refresher](#)

BeLabor the Point Blog | September 2011

Publications: [What do OSHA and Oprah have in Common?](#)

BeLabor the Point Blog | July 2011

Publications: [Changes to the Fair Credit Reporting Act Take Effect July 21](#)

BeLabor the Point Blog | July 2011

Publications: [Southern Hospitality Welcomes E-Verify: Tennessee and Alabama Governors Sign Laws Mandating Use of E-Verify](#)

BeLabor the Point Blog | June 2011

Publications: [Nine Questions HR Directors Ask About Form I-9](#)

BeLabor the Point Blog | June 2011

Events: [I9 and E-Verify: Updates and Compliance Workshop](#)

Greater Miami Society for Human Resource Management | | May 2011

Events: [The Brave New World of Immigration Enforcement: The Focus on Employers](#)

Seminar Stearns Weaver Miller's 21st Annual Labor & Employment Law Seminar | | May 2011

Events: [Don't "Leave" it to Chance: Accommodating Both the Employer and the Employee](#)

Stearns Weaver Miller Labor & Employment Breakfast Series | | April 2011

Events: [The ABC's of Hiring: A Win-Win for Employers and Employees](#)

Stearns Weaver Miller Labor & Employment Breakfast Series | | January 2011

Publications: [Governor Scott Signs Executive Order Mandating Use of E-Verify for Florida Agencies](#)

Labor & Employment | January 2011

Events: [The Big Picture: Reevaluating Your Workforce](#)

Stearns Weaver Miller Labor & Employment Breakfast Series | | October 2010

Events: [Talkin' 'Bout Our Generations: Bridging the Generational Gap and Adapting to the Digital Workplace](#)

Stearns Weaver Miller Labor & Employment Breakfast Series | | June 2010

Events: [Is There A Coming Immigration Revolution?](#)

Stearns Weaver Miller's 20th Annual Labor and Employment Law Seminar | | May 2010

Events: [HR Insights 2010-The Conference Not Just for HR Professionals](#)

Greater Miami Chamber of Commerce | | April 2010

NEWSROOM

In the Media: [Hear from Marlins, Fisher Island and EEOC leaders about post-COVID labor issues](#)

Miami Herald | | June 2021

Firm Announcements: [Stearns Weaver Miller Presents 26th Annual Labor & Employment Law Seminar](#)

| March 2016

In the Media: [Preventing embarrassing photos from going public](#)

What's Working In Human Resources | | January 2016

Firm Announcements: [Stearns Weaver Miller Presents 25th Annual Labor & Employment Law Seminar](#)

| April 2015

Firm Announcements: [Stearns Weaver Miller Presents 24th Annual Labor and Employment Law Seminar](#)

| April 2014

Firm Announcements: [Stearns Weaver Miller Unveils New Labor and Employment Law Blog](#)

| August 2011

Firm Announcements: [Stearns Weaver Miller Attorneys Garner Recognition in Prestigious Florida Trend Magazine](#)

| July 2011

Firm Announcements: [Firm Expands Labor, Litigation Departments](#)

| June 2009

EDUCATION

J.D., with honors, University of Florida Levin College of Law, 1991

B.A., *magna cum laude*, Duke University, 1988

ADMISSIONS

Florida

United States District Courts for the Northern, Middle and Southern Districts of Florida

