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January 6, 2004

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INNOVATION & TECHNOLOGY

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* REPORT EXAMINES BRIBERY'S EFFECT ON INTERNATIONAL BUSINESS & GOVERNMENTS

* U.S. STATE DEPARTMENT'S EDUCATION AND CULTURAL EXCHANGE PROGRAM BUDGET CUT


COMMUNITY

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REPORT EXAMINES BRIBERY'S EFFECT ON INTERNATIONAL BUSINESS & GOVERNMENTS

In 1977, the United States became the first country to criminalize bribery of foreign officials.  Other countries recognized bribes as a business expense, or simply looked the other way.  In the 1990s, Commerce Secretaries Mickey Kantor and Bill Daley helped launch and conclude an OECD Convention on Bribery and Corruption outlawing such practices internationally, which has now been ratified by all 35 OECD countries. Each year, the U.S. Commerce Department does a survey to estimate the level of existing bribery.  This year's Commerce Department survey found that about 40 major contracts worldwide, valued at $23 billion, were likely influenced by bribes in the year 2002.  This is down from earlier years when the number was estimated at 60.  (See  <http://www.tcc.mac.doc.gov/cgi-bin/doit.cgi?226:54:39995996:17> http://www.tcc.mac.doc.gov/cgi-bin/doit.cgi?226:54:39995996:17)  It may fall further, more than 100 countries are currently signing on to the United Nations' "Merida Convention," an agreement which covers topics such as government procurement, bribery and money-laundering, and provides stronger legal grounds for freezing the overseas assets of corrupt officials.  At the same time, the United States has fallen from 14th place to 18th on a ranking developed by NGO Transparency International.  The ranking is based on surveys of businesses, scholars, and market analysts about perceptions of corruption in 135 countries.  For more information, see Transparency International, 2003 Index:
<http://www.transparency.org/pressreleases_archive/2003/2003.10.07.cpi.en.html>
http://www.transparency.org/pressreleases_archive/2003/2003.10.07.cpi.en.html

U.S. STATE DEPARTMENT'S EDUCATION AND CULTURAL EXCHANGE PROGRAM BUDGET CUT

The House and Senate Appropriations Committees currently propose $320 billion for Department of State (DOS) educational and cultural exchange programs, which is less than the $345 million the House originally passed in July but more than the $255 million the Senate had proposed. It provides $1.6 million for the Gilman Scholarship Program (a slight increase) and $3.5 million for overseas advising centers (a slight decrease.) For Title IV and Fulbright-Hays programs, the bill includes $91.4 million for Title VI (Title VI A and B received a cut of $3.5 million, which is half the cut originally proposed by the Senate), and $12.9 million for Fulbright-Hays programs (same as last year.)  To view the omnibus bill in detail, access: <http://thomas.loc.gov/home/approp/app04.html> http://thomas.loc.gov/home/approp/app04.html




RADIO SERIES LEADERSHIP ACROSS BOUNDARIES PROFILES GRASSROOTS LEADERS

A new, four-part radio series, entitled "Leadership Across Boundaries," profiles the work of innovative grassroots leaders who are addressing challenges in communities across the world.  The series is based on interviews conducted at a summer 2003 conference in Salzburg, Austria that brought together 80 citizen leaders from 27 countries.  Among those featured are Calvin Head, Executive Director of the West Holmes Community Development Organization in Tchula, Mississippi and Freddye Webb-Pettet, Coordinator of the Mid South Delta Initiative.  Listen to conversations with these and other leaders by going to <http://www.wkkf.org/Programming/NewsItem.aspx?CID=148&ID=2> http://www.wkkf.org/Programming/NewsItem.aspx?CID=148&ID=2 and clicking on the appropriate links.




REPORT SAYS MORE AMERICANS VOLUNTEERING AND TEEN VOLUNTEERS INCREASING

Twenty-nine percent of Americans were involved in volunteer service in 2003-up from 27 percent in 2002-according to figures that were just released by the U.S. Department of Labor.  Although 35 to 54 year-olds are still the most likely to volunteer, the rate of increase was highest among teens. Whites were found to volunteer at a higher rate than other groups, with 31 percent performing volunteer service, compared with 20 percent for blacks, 19 percent for Asians, and 16 percent for Hispanics.  More than two-thirds of volunteers performed service for just one organization-most often a religious or education/youth service organization.  The data on volunteering was collected through a supplement to the 2003 Current Population Survey. For more details, see  <http://www.bls.gov/news.release/pdf/volun.pdf> http://www.bls.gov/news.release/pdf/volun.pdf




JOHN GLENN INSTITUTE SEEKS NOMINATIONS FOR SERVICE LEARNING PROJECTS


The John Glenn Institute for Public Service and Public Policy is seeking to recognize scholars whose work contributes to advancing the understanding or

adoption of service learning in K-12 schools.  In addition to recognition as a "John Glenn Scholar in Service-Learning," awardees will receive a $1,000 honorarium and will have their work publicized on a national level.  Up to five scholars will be recognized in 2004, including at least one undergraduate or graduate student.  There is a January 16 deadline for those whose work focuses on civic education/participation or academic outcomes/cognitive development related to service learning.  The deadline is March 12 for student scholars as well as for those whose work relates to teacher education around the topic of service learning.  Applicants must submit a copy of their curriculum vitae as well as a copy of a new or previously published research paper on service learning.  For more information, see
<http://www.glenninstitute.org/glenn/acrobat_downloads/SLSBrochure.pdf>
http://www.glenninstitute.org/glenn/acrobat_downloads/SLSBrochure.pdf


REPORT MAPS OUT WORKFORCE FUNDING STREAMS AND FRUSTRATIONS FOR NY WORKERS AND EMPLOYERS

A new report by the Center for an Urban Future and the New York Association of Training and Employment Professionals, Seeking Workforce System: A Graphical Guide to Employment and Training Services in New York, maps 30 different funding streams "with little, if any, clear guiding policy or principle to connect them." The report provides a detailed matrix of workforce-related spending that breaks down the dollars by source, clientele, services, and other measures.  "You will immediately grasp the frustration of the dual customers for workforce services-jobseekers and employers-who have to grapple daily with the collection of programs detailed in this document without the help of a handy guide to figure out which programs offer what services to which groups." To view the report, see
<http://www.nycfuture.org/content/reports/report_view.cfm?repkey=130&search=1>
http://www.nycfuture.org/content/reports/report_view.cfm?repkey=130&search=1


NEW REPORT EXAMINES THE RACIAL & ETHNIC ACHIEVEMENT GAPS IN AMERICAN EDUCATION

The Educational Testing Service released a report on the racial and ethnic achievement gaps in American education, concluding that the gaps have deep roots that extend far beyond the schoolhouse.  In Parsing the Achievement Gap: Baselines for Tracking Progress, ETS's Policy Information Center identifies the factors before, during and after school that create and perpetuate gaps student in achievement.  It calls on policy makers to address all of the factors-in school and out-that weave together to keep African-American and Hispanic students from catching up academically.  To see the report, go to:  <http://www.ets.org/news/03111801.html>
http://www.ets.org/news/03111801.html



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BECOME A MEMBER OF SOUTHERN GROWTH


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Board for as little as $250 per year, while corporations can join for just
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conferences, copies of Southern Growth reports and publications, and other
benefits. Members who join at a higher level can also participate in
Southern Growth's standing advisory councils with other public and private
sector leaders from around the region. For more information go to
<http://www.southern.org/main/membership.shtml>
http://www.southern.org/main/membership.shtml or contact Mary Williams at
mwilliams@southern.org or (919) 941-5145.

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Economy Workforce, the Council on the Southern Community and Southern Growth
staff.


SOUTHERN GROWTH POLICIES BOARD is a non-partisan public policy think tank
based in Research Triangle Park, North Carolina. Formed by the region's
governors in 1971, Southern Growth Policies Board develops and advances
visionary economic development policies by providing a forum for
collaboration among a diverse cross-section of the region's governors,
legislators, business and academic leaders and the economic- and
community-development sectors. Supported by the governments of 13 Southern
states and Puerto Rico, Southern Growth provides its members, and the
region, with authoritative research, discussion forums and pilot projects in
the areas of technology and innovation, globalization, workforce
development, community development, civic engagement and leadership.  To
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A weekly email newsletter of the Southern Growth Policies Board

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style="FONT-SIZE: 10pt; COLOR: maroon; FONT-FAMILY: Verdana; mso-bidi-font-size:
12.0pt">REPORT
EXAMINES BRIBERY'S EFFECT ON INTERNATIONAL BUSINESS &amp;
GOVERNMENTS<o:p></o:p></SPAN></B></P>
<P class=MsoNormal style="MARGIN: 0in 0in 0pt"><SPAN
style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana; mso-bidi-font-size: 12.0pt">In
1977, the United States became the first country to criminalize bribery of
foreign officials.<SPAN style="mso-spacerun: yes">  </SPAN>Other countries
recognized bribes as a business expense, or simply looked the other way.<SPAN
style="mso-spacerun: yes">  </SPAN>In the 1990s, Commerce Secretaries
Mickey Kantor and Bill Daley helped launch and conclude an OECD Convention on
Bribery and Corruption outlawing such practices internationally, which has now
been ratified by all 35 OECD countries. Each year, the U.S. Commerce Department
does a survey to estimate the level of existing bribery.<SPAN
style="mso-spacerun: yes">  </SPAN>This year's Commerce Department survey
found that about 40 major contracts worldwide, valued at $23 billion, were
likely influenced by bribes in the year 2002.<SPAN
style="mso-spacerun: yes">  </SPAN>This is down from earlier years when the
number was estimated at 60.<SPAN style="mso-spacerun: yes">  </SPAN>(See
<SPAN style="COLOR: maroon"><A

```
href="http://www.tcc.mac.doc.gov/cgi-bin/doit.cgi?226:54:39995996:17"><SPAN
style="COLOR:
maroon">http://www.tcc.mac.doc.gov/cgi-bin/doit.cgi?226:54:39995996:17</SPAN></A></S
PAN>)<SPAN
style="mso-spacerun: yes">  </SPAN>It may fall further, more than 100
countries are currently signing on to the United Nations' "Merida Convention,"
an agreement which covers topics such as government procurement, bribery and
money-laundering, and provides stronger legal grounds for freezing the overseas
assets of corrupt officials.<SPAN style="mso-spacerun: yes">  </SPAN>At the
same time, the United States has fallen from 14<SUP>th</SUP> place to 18th on a
ranking developed by NGO Transparency International.<SPAN
style="mso-spacerun: yes">  </SPAN>The ranking is based on surveys of
businesses, scholars, and market analysts about perceptions of corruption in 135
countries.<SPAN style="mso-spacerun: yes">  </SPAN>For more information,
see Transparency International, 2003 Index: <SPAN style="COLOR: maroon"><A
href="http://www.transparency.org/pressreleases_archive/2003/2003.10.07.cpi.en.html"
><SPAN
style="COLOR:
maroon">http://www.transparency.org/pressreleases_archive/2003/2003.10.07.cpi.en.htm
l</SPAN></A></SPAN><SPAN
style="mso-spacerun: yes">  </SPAN><o:p></o:p></SPAN></P>
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style="FONT-SIZE: 10pt; COLOR: maroon; FONT-FAMILY: Verdana; mso-bidi-font-size:
12.0pt">U.S.
STATE DEPARTMENT'S EDUCATION AND CULTURAL EXCHANGE PROGRAM BUDGET
CUT<o:p></o:p></SPAN></B></P>
<P class=MsoNormal style="MARGIN: 0in 0in 0pt"><SPAN
style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana">The House and Senate
Appropriations Committees currently propose $320 billion for Department of State
(DOS) educational and cultural exchange programs, which is less than the $345
million the House originally passed in July but more than the $255 million the
Senate had proposed. It provides $1.6 million for the Gilman Scholarship Program
(a slight increase) and $3.5 million for overseas advising centers (a slight
decrease.) For Title IV and Fulbright-Hays programs, the bill includes $91.4
million for Title VI (Title VI A and B received a cut of $3.5 million, which is
half the cut originally proposed by the Senate), and $12.9 million for
Fulbright-Hays programs (same as last year.)<SPAN
style="mso-spacerun: yes">  </SPAN>To view the omnibus bill in detail,
access: <SPAN style="COLOR: maroon"><A
href="http://thomas.loc.gov/home/approp/app04.html" target=_blank><SPAN
style="COLOR:
maroon">http://thomas.loc.gov/home/approp/app04.html</SPAN></A></SPAN></SPAN><SPAN
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style="FONT-SIZE: 10pt; COLOR: maroon; FONT-FAMILY: Verdana; mso-bidi-font-size:
12.0pt">RADIO
SERIES <I>LEADERSHIP ACROSS BOUNDARIES</I> PROFILES GRASSROOTS
LEADERS<o:p></o:p></SPAN></B></P>
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style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana">A new, four-part radio series,
entitled "Leadership Across Boundaries," profiles the work of innovative
grassroots leaders who are addressing challenges in communities across the
```

world.<SPAN style="mso-spacerun: yes">  </SPAN>The series is based on
interviews conducted at a summer 2003 conference in Salzburg, Austria that
brought together 80 citizen leaders from 27 countries.<SPAN
style="mso-spacerun: yes">  </SPAN>Among those featured are Calvin Head,
Executive Director of the West Holmes Community Development Organization in
Tchula, Mississippi and Freddye Webb-Pettet, Coordinator of the Mid South Delta
Initiative.<SPAN style="mso-spacerun: yes">  </SPAN>Listen to conversations
with these and other leaders by going to <SPAN style="COLOR: maroon"><A
href="http://www.wkkf.org/Programming/NewsItem.aspx?CID=148&amp;ID=2"><SPAN
style="COLOR:
maroon">http://www.wkkf.org/Programming/NewsItem.aspx?CID=148&amp;ID=2</SPAN></A></S
PAN>
and clicking on the appropriate links.<o:p></o:p></SPAN></P>
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style="FONT-SIZE: 10pt; COLOR: maroon; FONT-FAMILY: Verdana; mso-bidi-font-size:
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SAYS MORE AMERICANS VOLUNTEERING AND TEEN VOLUNTEERS
INCREASING<o:p></o:p></SPAN></B></P>
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style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana; mso-bidi-font-size:
12.0pt">Twenty-nine
percent of Americans were involved in volunteer service in 2003-up from 27
percent in 2002-according to figures that were just released by the U.S.
Department of Labor.<SPAN style="mso-spacerun: yes">  </SPAN>Although 35 to
54 year-olds are still the most likely to volunteer, the rate of increase was
highest among teens.<SPAN style="mso-spacerun: yes">  </SPAN>Whites were
found to volunteer at a higher rate than other groups, with 31 percent
performing volunteer service, compared with 20 percent for blacks, 19 percent
for Asians, and 16 percent for Hispanics.<SPAN style="mso-spacerun: yes"> 
</SPAN>More than two-thirds of volunteers performed service for just one
organization-most often a religious or education/youth service
organization.<SPAN style="mso-spacerun: yes">  </SPAN>The data on
volunteering was collected through a supplement to the 2003 <I>Current
Population Survey</I>.<SPAN style="mso-spacerun: yes">  </SPAN>For more
details, see <SPAN style="COLOR: maroon"><A
href="http://www.bls.gov/news.release/pdf/volun.pdf"><SPAN
style="COLOR: maroon; mso-bidi-font-size:
10.0pt">http://www.bls.gov/news.release/pdf/volun.pdf</SPAN></A></SPAN></SPAN><SPAN
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style="mso-bidi-font-family: 'Times New Roman'"><FONT size=2><FONT
color=#800000>JOHN GLENN INSTITUTE SEEKS NOMINATIONS FOR SERVICE LEARNING
PROJECTS <o:p></o:p></FONT></FONT></SPAN></H1>
<P class=MsoNormal
style="MARGIN: 0in 0in 0pt; mso-layout-grid-align: none"><SPAN
style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana">The John Glenn Institute for
Public Service and Public Policy is seeking to recognize scholars whose work
contributes to advancing the understanding or adoption of service learning in
K-12 schools.<SPAN style="mso-spacerun: yes">  </SPAN>In addition to
recognition as a "John Glenn Scholar in Service-Learning," awardees will receive
a $1,000 honorarium and will have their work publicized on a national
level.<SPAN style="mso-spacerun: yes">  </SPAN>Up to five scholars will be
recognized in 2004, including at least one undergraduate or graduate

student.<SPAN style="mso-spacerun: yes">  </SPAN>There is a January 16
deadline for those whose work focuses on civic education/participation or
academic outcomes/cognitive development related to service learning.<SPAN
style="mso-spacerun: yes">  </SPAN>The deadline is March 12 for student
scholars as well as for those whose work relates to teacher education around the
topic of service learning.<SPAN style="mso-spacerun: yes"> 
</SPAN>Applicants must submit a copy of their curriculum vitae as well as a copy
of a new or previously published research paper on service learning.<SPAN
style="mso-spacerun: yes">  </SPAN>For more information, see<SPAN
style="mso-spacerun: yes">  </SPAN><SPAN style="COLOR: maroon"><A
href="http://www.glenninstitute.org/glenn/acrobat_downloads/SLSBrochure.pdf"><SPAN
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style="FONT-SIZE: 10pt; COLOR: maroon; FONT-FAMILY: Verdana; mso-bidi-font-size:
8.0pt">REPORT
MAPS OUT WORKFORCE FUNDING STREAMS AND FRUSTRATIONS FOR NY WORKERS <SPAN
class=670051223-05012004>AND</SPAN> EMPLOYERS<o:p></o:p></SPAN></B></SPAN></P>
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style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana; mso-bidi-font-size: 8.0pt">A new
report by the Center for an Urban Future and the New York Association of
Training and Employment Professionals, </SPAN></SPAN><EM><SPAN
style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana; mso-bidi-font-size: 8.0pt">Seeking
Workforce System: A Graphical Guide to Employment and Training Services in New
York</SPAN></EM><SPAN class=normalbody1><SPAN
style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana; mso-bidi-font-size: 8.0pt">, maps
30 different funding streams "</SPAN></SPAN><SPAN
style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana; mso-bidi-font-size: 12.0pt">with
little, if any, clear guiding policy or principle to connect them." </SPAN><SPAN
class=normalbody1><SPAN
style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana; mso-bidi-font-size: 8.0pt">The
report provides a detailed matrix of workforce-related spending that breaks down
the dollars by source, clientele, services, and other measures.<SPAN
style="mso-spacerun: yes">  </SPAN>"</SPAN></SPAN><SPAN
style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana; mso-bidi-font-size: 12.0pt">You
will immediately grasp the frustration of the dual customers for workforce
services-jobseekers and employers-who have to grapple daily with the collection
of programs detailed in this document without the help of a handy guide to
figure out which programs offer what services to which groups."</SPAN><SPAN
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</SPAN><SPAN class=normalbody1><SPAN
style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana; mso-bidi-font-size: 8.0pt">To view
the report, see <SPAN style="COLOR: maroon"><A
href="http://www.nycfuture.org/content/reports/report_view.cfm?repkey=130&amp;search
=1"><SPAN
style="COLOR: maroon; mso-bidi-font-family: 'Times New
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REPORT EXAMINES THE RACIAL &amp; ETHNIC ACHIEVEMENT GAPS IN AMERICAN
EDUCATION<o:p></o:p></SPAN></B></P>
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style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana; mso-bidi-font-size: 12.0pt">The
Educational Testing Service released a report on the racial and ethnic
achievement gaps in American education, concluding that the gaps have deep roots
that extend far beyond the schoolhouse.<SPAN style="mso-spacerun: yes"> 
</SPAN>In <EM>Parsing the Achievement Gap: Baselines for Tracking Progress</EM>,
ETS's Policy Information Center identifies the factors before, during and after
school that create and perpetuate gaps student in achievement.<SPAN
style="mso-spacerun: yes">  </SPAN>It calls on policy makers to address all
of the factors-in school and out-that weave together to keep African-American
and Hispanic students from catching up academically.<SPAN
style="mso-spacerun: yes">  </SPAN>To see the report, go to: <SPAN
style="COLOR: maroon"><A href="http://www.ets.org/news/03111801.html"><SPAN
style="COLOR: maroon">http://www.ets.org/news/03111801.html</SPAN></A></SPAN>
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MEMBER OF SOUTHERN GROWTH <o:p></o:p></FONT></EM></FONT></SPAN></H1>
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a part of shaping the future of the South.<SPAN style="mso-spacerun: yes"> 
</SPAN>Nonprofit organizations and individuals can become associate members of
Southern Growth Policies Board for as little as $250 per year, while
corporations can join for just $1,000 per year. Members are entitled to
discounted registration fees at conferences, copies of Southern Growth reports
and publications, and other benefits. Members who join at a higher level can
also participate in Southern Growth's standing advisory councils with other
public and private sector leaders from around the region. For more information
go to <SPAN style="COLOR: maroon"><A
href="http://www.southern.org/main/membership.shtml"><SPAN
style="COLOR: maroon; mso-bidi-font-size: 12.0pt; mso-bidi-font-family: 'Times New
Roman'">http://www.southern.org/main/membership.shtml</SPAN></A></SPAN>
or contact Mary Williams at mwilliams@southern.org or (919)
941-5145.</SPAN><SPAN
style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana; mso-bidi-font-size: 12.0pt;
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12.0pt; mso-bidi-font-family: Arial">LIKE
SOUTHERN COMPASS? </SPAN></B><SPAN

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style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana; mso-bidi-font-size: 12.0pt;
mso-bidi-font-family: Arial">Let
your colleagues know by passing this edition on to them. Or, direct them to
www.southern.org/compass where they can sign up to receive Southern Compass in
their own e-mail inbox<B>.<o:p></o:p></B></SPAN></P>
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Compass</SPAN></B><SPAN
style="FONT-SIZE: 10pt; FONT-FAMILY: Verdana; mso-bidi-font-size: 12.0pt;
mso-bidi-font-family: Arial">
is compiled from reports from the Southern Technology Council, the Southern
Global Strategies Council, the Council on a New Economy Workforce, the Council
on the Southern Community and Southern Growth staff.<o:p></o:p></SPAN></P>
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<H1 style="MARGIN: 0in 0in 0pt"><FONT size=2><FONT color=#800000>SOUTHERN GROWTH
POLICIES BOARD </FONT><SPAN class=body1><SPAN
style="FONT-WEIGHT: normal; mso-ansi-font-size: 10.0pt; mso-ascii-font-family:
Verdana; mso-hansi-font-family: Verdana">is
a non-partisan public policy think tank based in Research Triangle Park, North
Carolina. Formed by the region's governors in 1971, Southern Growth Policies
Board develops and advances visionary economic development policies by providing
a forum for collaboration among a diverse cross-section of the region's
governors, legislators, business and academic leaders and the economic- and
community-development sectors. </SPAN></SPAN><SPAN
style="FONT-WEIGHT: normal; COLOR: windowtext">Supported by the governments of
13 Southern states and Puerto Rico, Southern Growth provides its members, and
the region, with authoritative research, discussion forums and pilot projects in
the areas of technology and innovation, globalization, workforce development,
community development, civic engagement and leadership.<SPAN
style="mso-spacerun: yes">  </SPAN>To learn more about Southern Growth
Policies Board, visit www.southern.org.</SPAN><SPAN
style="FONT-WEIGHT: normal"><o:p></o:p></SPAN></FONT></H1>
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NOT REPLY TO THIS E-MAIL.</SPAN></B><SPAN
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<B>TO SUBSCRIBE TO OR UNSUBSCRIBE FROM SOUTHERN COMPASS, PLEASE SEE INSTRUCTIONS
BELOW.<o:p></o:p></B></SPAN></P>
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        color=#f1efe4 size=3><B><FONT color=#e7e4d3>A weekly email newsletter of
        the Southern Growth Policies
Board</FONT></B></FONT></DIV></TD></TR></TBODY></TABLE>
<P align=left></P></CENTER>
<CENTER class=SGPB><FONT size=3></FONT> </CENTER>
---
<BR>
You are currently subscribed to southern-compass as: kriley@governor.state.ms.us.
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</BODY></HTML>


------_=_NextPart_001_01C3D3E0.64A07C00--
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