

RECORD TYPE: FEDERAL (TRP NOTES MAIL)

CREATOR: marilyn.yager (marilyn.yager@mcmail.vanderbilt.edu@INET@LNGTWY [UNKNOWN])

CREATION DATE/TIME:11-MAR-1997 13:01:00.00

SUBJECT: President's Report

TO: William H. White Jr. (William H. White Jr.@EOP [UNKNOWN])

READ:UNKNOWN

TEXT:

I get one of faxes nearly everyday from the the Assn. of American

Universities. It is usually a one pager. You might called Maureen

Byrnes, their lobbyist, to see if you can get on the email list.

Please note that is says Riley met with all the key education groups
yesterday.

Forward Header

Subject: President's Report

Author: "CFR List" <CFRList@aaumail.aau.edu> at +inet

Date: 3/10/97 04:51 PM

MEMORANDUM

Association of American Universities

1200 New York Avenue, Suite 550, Washington, DC 20005

(202) 408-7500 * Fax (202) 408-8184

WWW site: www.tulane.edu/~aau

Subject: President's Report

Date: March 10, 1997

To: Council on Federal Relations/Public Affairs

From: Cornelius J. Pings

Last Week

o Cornell University President Hunter R. Rawlings III testified before the House Appropriations Subcommittee on the Interior on behalf of the AAU and other higher education associations in support of funding for the National Endowment for the Humanities.

o The heads of the six major presidential higher education associations met with Secretary of Education Riley to preview some of the higher education community proposals for reauthorization of the Higher Education Act.

o President Clinton issued a directive banning the use of federal funds for human cloning research. The President also requested that the scientific community implement a voluntary moratorium on all human cloning research until the National Bioethics Advisory Commission, chaired by Princeton University President Harold Shapiro, concludes its review of legal and ethical issues associated with human cloning.

o The Senate failed to pass the balanced budget amendment by one vote.

o The House Science Committee held several hearings: one focused on the NASA

budget, another focused on the NSF budget, a third on the science and technology of cloning, and a fourth on Department of Energy research.

o The House Ways and Means Committee held a hearing on the Administration's

proposed education tax incentives. ACE President Stan Ikenberry testified on

behalf of the higher education community.

o The House Education and the Workforce Committee held a hearing regarding the reauthorization of the Higher Education Act. Secretary of Education Riley testified.

o The House Judiciary Subcommittee on Courts and Intellectual Property marked

up H.R. 400, a comprehensive patent reform bill. I sent you a separate memo

outlining the issues of interest to research universities in this legislation.

o Representative John Murtha (D-PA), Ranking Member on the House Appropriations Subcommittee on Defense, was the keynote speaker at a breakfast meeting of university federal relations officers. The meeting was

hosted by the National Association of State Universities and Land-Grant

Colleges and cosponsored by AAU and the Science Coalition.

- o A coalition of scientific societies, including the American Chemical Society and the American Physical Society, held a press conference to ask Congress for a 7-percent increase in the 1998 research budgets for key civilian agencies, including NIH, NSF, NASA, and the Department of Energy.

- o The AAMC and AHC sponsored a PATH (physicians at teaching hospitals) Lobby Day to educate key members of Congress about concerns surrounding the HHS Inspector General PATH audits.

- o The AAU Council on Federal Relations held its monthly meeting in Washington, D.C.

This Week

- o On Thursday, I will join AAU Executive Committee Chairman George Rupp and others in a meeting with Senate Minority Leader Thomas Daschle (D-SD) to discuss issues and programs important to research universities.

- o The Senate Labor and Human Resources Subcommittee on Public Health and Safety will hold a hearing on the science and technology of cloning.

- o The National Bioethics Advisory Commission will hold a two-day meeting

in

Washington, D.C., to discuss and plan the Commission's report to the President on issues of cloning, among other things.

- o The AAU will host the monthly meeting of the National Academy of Sciences Public Affairs Network.

- o The PATH (physicians at teaching hospitals) Advocacy Coalition will meet to review last week's Lobby Day activities and plan future efforts.

- o The House Judiciary Committee is scheduled to mark up H.R. 400, the comprehensive patent reform bill, on Wednesday, March 12.

- o NEH Chairman Sheldon Hackney will testify before the House Interior Appropriations Subcommittee regarding the NEH Fiscal Year 1998 Budget.

- o Secretary of Education Riley will testify before the House Labor/HHS/Education Subcommittee on the Department of Education Fiscal Year 1998 Budget.

- o The House Education and Workforce Committee will hold a hearing on the President's education proposal.

- o The Senate Labor and Human Resources Committee will hold a hearing on

reauthorization of the Higher Education Act.

o Two hearings in the Senate and House Defense authorizing committees will address issues related to military science and technology. Undersecretary of Defense Paul Kaminski and Director of Defense Research and Engineering Anita

K. Jones will testify before the Senate Armed Services Subcommittee on Acquisition and Technology Subcommittee. Gilbert F. Decker, Assistant Secretary of the Army for Research, Development and Acquisition, will testify

before a joint hearing of the Military Procurement and Military Research and

Development Subcommittees of the House National Security Committee.

===== ATTACHMENT 1 =====
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by PMDF.EOP.GOV (PMDF V5.0-4 #6879) id <01IGDGWS7ZMO014L8F@PMDf.EOP.GOV> for
white_wi@a1.eop.gov; Tue, 11 Mar 1997 10:59:02 -0500 (EST)
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by STORM.EOP.GOV (PMDF V5.0-7 #6879) id <01IGDGWOGU46006PCB@STORM.EOP.GOV> for

white_wi@a1.eop.gov; Tue, 11 Mar 1997 10:58:57 -0500 (EST)
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id AA858103086; Tue, 11 Mar 1997 11:01:27 -0600 (CST)

===== END ATTACHMENT 1 =====

RECORD TYPE: FEDERAL (TRP NOTES MAIL)

CREATOR: Maureen_McLaughlin (Maureen_McLaughlin@ed.gov@INET@LNGTWY [UNKNOWN])

CREATION DATE/TIME:17-APR-1997 15:38:00.00

SUBJECT: incentives for teachers

TO: Michael Cohen (michael cohen@EOP [UNKNOWN])

READ:UNKNOWN

TEXT:

Discussed below are some ideas that you might want want to consider
in
helping to attract and prepare better teachers, particularly in poor
urban and rural areas. Other ideas not as directly tied to
incentives
for students to teach in hard to serve areas are included in ED's
draft paper on options for Title V (for example, flagship
institutions). We will provide some estimates tomorrow on the
options discussed here.

We recommend that the President jump start this conversation with his
speech to the Summit on Service since our need for talented dedicated
teachers to teach to high standards is vitally important. We
recomend
that the President lay out the issues and discuss possible options
but
that he not announce specific proposals. Rather he could announce a
high level task force to report to him in the next four months on
specific recommendations to encourage and support high quality
teachers. This would allow for more careful development of the
proposals. Moreover, it would match the timetable for Administration

proposals for reauthorization of the Higher Education Act (Title V authorizes Teacher Preparation programs). It would also match more closely the development of the 1999 budget since we would need additional resources to pay for the ideas discussed below.

We will need 2 million teachers in the year 2000, with the need particularly high in poorer parts of the nation where the challenges for teachers are greatest. Will include data--to the extent they are available--more finely broken down shortly.

Possible options that the President could discuss include:

Highlighting the loan forgiveness provisions in the HOPE Act that make forgiveness in certain situations nontaxable--in particular forgiveness extended by an educational or charitable organization to students who do service and forgiveness under ICL in direct loans after 25 years of repayment. These have not received a lot of attention because they are quite small in relation to the credit and deduction, but have important messages attached to them that would fit the focus of the summit.

Scholarships for students who teach in underserved areas--such as \$5000 a year for each year of service after graduation. Providing these scholarships to students at colleges that have exemplary

education programs would encourage and highlight reform. This would also help to get the the best trained teachers into the classrooms and

schools that are most in need. Some of these students might have taught in hard-to-serve areas without the scholarship but they would be rewarded

Loan Forgiveness for students who teach in underserved areas. Loan forgiveness programs have typically not been very effective at encouraging students to do something different than they would have in

the absence of the forgiveness. Two main reasons: forgiveness only affects students who borrow and the forgiveness is typically a small amount and not therefore likely to change behavior. The larger the amount of forgiveness the more likely it is to change behavior. And the more it costs the federal government.

Forgive federal income taxes for all students who teach in inner city areas for up to three years. Could encourage states to give similar forgiveness of state income taxes to these students. This forgiveness

would reward all teachers beginning to teach in hard-to-serve areas;

many of the students would be individuals who would have taught there anyway, some would be additional teachers. All would be recognized for their service to the community.

Another option is to target paraprofessionals already in an area to help them become teachers. They have indicated their commitment to the area by their service in other capacities in the schools and are thus likely to stay if they become teachers. Paraprofessionals are often members of minority groups.

All of the above proposals face similar implementation concerns--particularly how to identify underserved areas. The first also has issues of identifying exemplary teacher training programs in

our colleges.===== ATTACHMENT 1 =====
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17 Apr 1997 16:50:50 -0500 (EST)

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by r2d2.ed.gov (8.8.5/8.8.4) with SMTP id QAA09922 for
<michael_cohen@oa.eop.gov>; Thu, 17 Apr 1997 16:48:25 -0400 (EDT)

Received: from ccMail by smtpgwyl.ed.gov (IMA Internet Exchange 1.04b)
id 3568bb70; Thu, 17 Apr 1997 16:44:39 -0400

Content-description: cc:Mail note part

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RECORD TYPE: FEDERAL (TRP NOTES MAIL)

CREATOR: Jonathan_Schnur (Jonathan_Schnur@ed.gov@INET@LNGTWY [UNKNOWN])

CREATION DATE/TIME:18-APR-1997 19:27:00.00

SUBJECT: Re: incentives for teachers

TO: Michael Cohen (michael cohen@EOP [UNKNOWN])

READ:UNKNOWN

TEXT:

Mike and Maureen --

As Maureen and I discussed, I have added a couple of other options, edits based on conversations with Mike S, Lee S ,and some comments from the teacher forum. This is still obviously a work in progress.

I

am in Wisconsin on Monday, but reachable at 414-332-2816. I am back on

Tuesday morning. I can definitely put some work into this on Monday if

needed. -- Jon

Discussed below are some ideas that you might want to consider in

helping to attract and prepare better teachers, particularly in poor urban and rural areas. Other ideas not as directly tied to incentives

for students to teach in hard to serve areas are included in ED's draft paper on options for Title V (for example, flagship institutions). We will provide some estimates tomorrow on the options

discussed here.

We recommend that the President jump start this conversation with his speech to the Summit on Service since our need for talented dedicated teachers to teach to high standards is vitally important. We recommend

that the President lay out the issues and discuss possible options but

that he not announce specific proposals. Rather he could announce a high level task force to report to him in the next four months on specific

recommendations to encourage and support high quality teachers. This would allow for more careful development of the proposals. Moreover, it would match the timetable for Administration proposals for reauthorization of the Higher Education Act (Title V authorizes Teacher Preparation programs). It would also match more closely the development of the 1999 budget since we would need additional resources

to pay for the ideas discussed below.

We will need 2 million teachers in the year 2000, with the need particularly high in poorer parts of the nation where the challenges for teachers are greatest. Will include data--to the extent they are available--more finely broken down shortly.

Possible options that the President could discuss include:

Highlighting the loan forgiveness provisions in the HOPE Act that make

forgiveness in certain situations nontaxable--in particular

forgiveness extended by an educational or charitable organization to students who do service and forgiveness under ICL in direct loans

after

25 years of repayment. These have not received a lot of attention because they are quite small in relation to the credit and deduction, but have important messages attached to them that would fit the focus of the summit.

Scholarships or fellowships for students who teach in underserved areas--such as \$5000 a year for each year of service after graduation.

Providing these scholarships to students at partnerships between colleges that have exemplary education programs and collaborating schools and school districts would encourage and highlight reform. This would also help to get the the best trained teachers into the classrooms and schools that are most in need. Some of these students might have taught in hard-to-serve areas without the scholarship but they would be rewarded.

A variation of this option would be to provide fellowships to student teachers in underserved schools that would essentially pay their income while spending an academic year teaching in a classroom. This would support teacher education programs that include the highly

touted component of a full-year teaching experience for student teachers. It would also help offset the opportunity cost for potential teachers (including paraprofessionals, mid-career professionals, and undergraduate students who might want to skip a 5th

year of an education school with a teaching internship) who do not enter into a teacher education program because of concerns about losing income from another job. We also need to explore another possible benefit -- a fellowship might not be taxed, and therefore would have greater bang for the buck when compared to lost income from

another job. This would also be targeted at students in institutions of teacher education and schools determined to be providing a high-quality preparation.

Loan Forgiveness for students who teach in underserved areas. Loan forgiveness programs have typically not been very effective at encouraging students to do something different than they would have in

the absence of the forgiveness. Two main reasons: forgiveness only affects students who borrow and the forgiveness is typically a small amount and not therefore likely to change behavior. The larger the amount of forgiveness the more likely it is to change behavior. And the

more it costs the federal government.

Forgive federal income taxes for all students who teach in inner city

areas for up to three years. Could encourage states to give similar forgiveness of state income taxes to these students. This forgiveness

would reward all teachers beginning to teach in hard-to-serve areas;

many of the students would be individuals who would have taught there anyway, some would be additional teachers. All would be recognized for their service to the community.

Another option is to target paraprofessionals already in an area to help them become teachers. They have indicated their commitment to the

area by their service in other capacities in the schools and are thus likely to stay if they become teachers. Paraprofessionals are often members of minority groups.

Another option is providing pension support and portability for people

becoming teachers in high-need schools. The federal government could provide a contribution to a pension plan, AND could develop a mechanism for creating portable pensions for teachers that teach in high-need schools. (There is apparently some kind of pension mechanism

called TIAA that potentially could be asked to add a category for teachers. Not sure of details of this, but Mike S and Lee Schulman suggested.)

All of the above proposals face similar implementation concerns--particularly how to identify underserved areas. The first also has issues of identifying exemplary teacher training programs in

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18 Apr 1997 19:33:45 -0500 (EST)

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18 Apr 1997 19:33:38 -0500 (EST)

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(5.65v3.2/1.1.8.2/17Oct95-0424PM) id AA31151; Fri, 18 Apr 1997 19:33:32 -0400

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<michael_cohen@oa.eop.gov>; Fri, 18 Apr 1997 19:33:28 -0400 (EDT)

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id 358045c0; Fri, 18 Apr 1997 19:31:40 -0400

Content-description: cc:Mail note part

===== END ATTACHMENT 1 =====

RECORD TYPE: FEDERAL (TRP NOTES MAIL)

CREATOR: Maureen_McLaughlin (Maureen_McLaughlin@ed.gov@INET@LNGTWY [UNKNOWN])

CREATION DATE/TIME:21-APR-1997 15:19:00.00

SUBJECT: Draft HEA reauthorization paper

TO: William R. Kincaid (William R. Kincaid@EOP [UNKNOWN])

READ:UNKNOWN

TEXT:

Bill,

Per your request, Terry Dozier will provide us with the percentage of teachers needed in urban areas. We will forward that number to you tomorrow.

Francine

Here is a draft of a status report on HEA reauthorization, requested by DPC staff:

HIGHER EDUCATION ACT REAUTHORIZATION

The Higher Education Act (HEA), which authorizes all student aid programs, support services for students, teacher preparation programs, graduate and international education programs, institutional aid, and more, will expire at the end of fiscal year 1998. The Administration and the Congress are in the process of developing proposals.

OUTREACH AND LIKELY TIMETABLE: The Department held a series of public

meetings in six cities across the country in December 1996 to hear the concerns of the higher education community--including students, parents, financial aid administrators, college presidents, and representatives of the loan industry--on the reauthorization of the Higher Education Act. The Department is now putting together its proposals based on public input and intensive work by staff task forces. The Department hopes to have a proposal by late spring. At the same time, ED will provide a full package of legislative specs to OMB.

The Senate and House Committees have been holding hearings for the past few months and are planning to hold more (probably four more in the Senate; unknown number in the House) over the next few months. They have requested--and in the House received--written comments from the higher education community on specific recommendations. The Senate's deadline for these comments is the end of April. At the present time, the Senate hopes to markup a bill in the late fall and the House by the end of the year, with conference occurring next year.

ADMINISTRATION'S COMPLEMENTARY THREE PART AGENDA FOR HIGHER EDUCATION:

The Administration's HEA reauthorization proposal is one part of an integrated agenda on higher education. The other two pieces are the

President's tax proposals for higher education and the President's FY 1998 budget proposals to significantly increase Pell Grants for needy students and reduce student loan costs. These pieces make up the

HOPE

Act, which the President sent to Congress and has just been introduced

in the Senate and House. The third component of this agenda is the HEA reauthorization, which complements and supports the HOPE Act.

Some in Congress and the higher education community are concerned that

there will be limited funds for the reauthorization if the tax and budget proposals are enacted this year. Some do not want to see the tax system used to provide aid for higher education; rather they would

like to switch the funds to the spending side, particularly Pell Grants. Senator Jeffords and Congressmen Goodling and McKeon have indicated to the Secretary that they do not want to make changes in the student loan program or the Pell Grant program through the budget process this year but want to wait and consider all changes as part of

the regular reauthorization process. Others see the tax side as the main opportunity to help middle income families struggling to pay for college and believe that the student loan and Pell Grant changes--which will benefit students--should be made as soon as possible.

ADMINISTRATION PRIORITIES: Against this backdrop the Department is developing its proposal for HEA reauthorization. As the Secretary indicated in his testimony to the Senate Committee on Labor and Human Resources (February 27th), the HEA provides a strong foundation for higher education that we must improve to ensure that it can address the challenges of the twenty-first century. He affirmed that, while we are still developing our ideas and do not have complete proposals, we will make decisions that benefit students. In contrast to most previous reauthorizations that have included a long wish list of programs, the Secretary indicated that we will propose an aggressive but realistic set of programs, fully paid for within a balanced budget.

He also laid out four principles guiding the reauthorization, which are quite similar to the themes of the House and Senate Committees.

The first principle is access--opportunity with responsibility. The Administration must ensure a strong vibrant Pell Grant program and must make changes to ensure that students and families are not penalized for saving.

The second principle is support of effective education: high standards and high achievement. Teacher preparation is vital in achieving this goal. While Title V of the HEA authorizes a myriad of disconnected programs, we plan to propose targeted programs that can make a difference in a few priority areas concentrating on recruitment, preparation and support for new teachers in the first few years of teaching. Just last week, the Department hosted a national forum on attracting and preparing teachers for the 21st century. The forum brought together over 60 of the best teachers, for an indepth conversation with forty higher education and policy leaders who are charting the future of teacher preparation programs across America to obtain input and ideas for our proposal.

The third guiding principle is to simplify program delivery and improve management. For example, the Department's proposal will improve its system of oversight of institutions that participate in these programs and strive toward a proper balance between reducing burdens on schools and

protecting students and Federal funds. To strike this balance, the
Department will propose a performance-based tailored approach to
statute

and regulation instead of the current "one size fits all" approach.

The fourth goal is to improve outreach to potential students and
ensure strong links among elementary and secondary education,
postsecondary education and employment. The Department's early
intervention proposal will reach out early to potential students so
that everyone places a high priority on continuing their education.
The Department's proposal will also strengthen TRIO programs by
adding flexibility so that they can respond quickly to students'
changing needs. The TRIO programs should reward the high
performance of schools and provide essential support and

information ===== ATTACHMENT 1 =====
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21 Apr 1997 16:25:30 -0500 (EST)

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21 Apr 1997 16:25:28 -0500 (EST)

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RECORD TYPE: FEDERAL (TRP NOTES MAIL)

CREATOR: Rob_Clayton (Rob_Clayton@ed.gov@INET@LNGTWY [UNKNOWN])

CREATION DATE/TIME:14-MAY-1997 15:43:00.00

SUBJECT: Ed's Weekly (Ronda: Also attaching WP doc for another try...

TO: Ronda H. Jackson (Ronda H. Jackson@eop [UNKNOWN])

READ:UNKNOWN

TEXT:

May 14, 1997

MEMORANDUM FOR ERSKINE BOWLES, THE WHITE HOUSE

FROM: Richard W. Riley

SUBJECT: Weekly Report for May 18 - 24

KEY DEPARTMENT NEWS

Budget Press Conference: Secretary Riley will participate in a
budget
press conference with Senate Democrats on May 16.

Read*Write*Now! Events: Secretary Riley will appear at events across
the
country to launch DOEd's annual summer reading program. Events are
scheduled
for DC, May 14; Boston, May 15; and Seattle, June 2. Carol Rasco will
visit a

school in MO on May 19 with Congresswoman Danner to promote the initiative. In

New York City on May 19, Secretary Riley will be joined by Congressman Serrano

in an event highlighting the Marvel Comics Spiderman reading activity book.

Award to Secretary Riley: Secretary Riley will be honored with the John

Dewey Award of the United Federation of Teachers in New York City on May 17.

Speeches by Secretary Riley: Secretary Riley is scheduled to address the

Blue Ribbon Task Force on Community Education and the Business Coalition Partnership Conference in Boston on May 15; the Providence Math/Science Coalition (with Senator Reed) in RI on May 15; the Lawyers for Civil Justice in

DC on May 16; and Columbia Teachers College in New York City on May 20.

Education Technology Event: DOEd is hosting a May 21 Capitol Hill reception

in conjunction with a conference for Technology Challenge Grant recipients.

Secretary Riley will attend, along with Congressmen Sawyer and Houghton and

Senators Snowe and Rockefeller.

Blue Ribbon Schools: DOEd plans to notify Members of Congress of designations of Blue Ribbon Schools on May 20, and is planning a satellite downlink of remarks by Secretary Riley for use by Members at May 27 events at schools in their districts.

California Trip: Secretary Riley will travel to California May 29 - June 1.

Events include a meeting with higher education officials regarding teacher preparation; a speech at a luncheon meeting of West Coast college presidents; and the commencement speech at the University of California at Stanislaus.

Florida Meeting: Secretary Riley may join Senator Graham for school construction related activities in Palm Beach and another location in Florida on June 9.

Math/Science Test Results: On June 10, DOEd will release at a press conference the 4th grade science and math results for the U.S. on the Third International Mathematics and Science Study. Previously, the results from the 8th grade test were released. While specific results are embargoed until June

10, preliminary discussions indicate that the 4th grade test results may be much better than the 8th grade results.

Singapore Education Minister: Secretary Riley will meet with Rear Admiral

Teo Chee Hean, Singapore's Minister of Education, on May 21.

AGENCY WORK ON PRESIDENTIAL INITIATIVES

America Reads Challenge: The May 20 Satellite Town Meeting, "Becoming a Reading, Literate Society," will focus on America Reads.

ONDCP Meeting: The Secretary will give remarks at the May 21 White House Office of National Drug Control Policy Roundtable with Mayors.

NOTABLE CONGRESSIONAL ACTIVITY

IDEA Reauthorization: On May 13, the House voted 420-3 to pass the reauthorization of the Individuals with Disabilities Education Act. The Senate is scheduled to vote on similar legislation today.

Adult Education Hearing: The Senate Labor and Human Resources Committee

will hold an overview hearing on adult education on May 16. Assistant Secretary

Patricia McNeil will be testifying.

Higher Education Act: On May 16, the Senate Labor and Human Resources Committee will hold a hearing on the reauthorization of the Higher Education Act focusing on the Department's administration of student financial aid.

Assistant

Secretary Longanecker will be testifying.

E-Rate Hearing: The Senate Commerce Committee Subcommittee on Communications is planning to hold a hearing on universal service on May 20.

Crossroads Hearings: The House Education and the Workforce Subcommittee on Oversight and Investigations will continue its hearings on the Department's programs in Cincinnati, OH, on May 27; Louisville, KY, on May 28; and Little Rock, AR, on May 29.,

SECRETARY'S SCHEDULE

Please see attachment.

PRESS/MEDIA INQUIRIES

Press Interviews: Secretary Riley was interviewed by the New York Times for

an upcoming profile of New York City Schools Chancellor Rudy Crew.

Secretary

Riley discussed the need to raise standards.

Editorial Board: Secretary Riley will meet in New York with the New York

Times Editorial Board on May 20.

FOIA REQUESTS

There is nothing new to report at this time.===== ATTACHMENT 1 =====
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14 May 1997 16:51:25 -0500 (EST)

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jackson_ro@a1.eop.gov; Wed, 14 May 1997 16:51:20 -0500 (EST)

Received: from r2d2.ed.gov ([165.224.217.35])
by STORM.EOP.GOV (PMDF V5.1-7 #6879)
with ESMTP id <01HIV7U91HRG00085L@STORM.EOP.GOV> for jackson_ro@a1.eop.gov;
Wed, 14 May 1997 16:51:03 -0400 (EDT)

Received: from smtpgwyl.ed.gov (smtpgwyl.ed.gov [165.224.217.37])
by r2d2.ed.gov (8.8.5/8.8.4) with SMTP id QAA11588 for
<jackson_ro@a1.eop.gov>; Wed, 14 May 1997 16:50:55 -0400 (EDT)

Received: from ccMail by smtpgwyl.ed.gov (IMA Internet Exchange 1.04b)
id 37a25290; Wed, 14 May 1997 16:48:41 -0400

===== END ATTACHMENT 1 =====

===== ATTACHMENT 2 =====

ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

MIME-Version: 1.0

Content-type: Application/WPCORP
Content-description: Unknown data type
Content-transfer-encoding: X-UUENCODE

begin 666 cabrpt.wpd

M_U=00R@&""!"@(!""""@4""#_)@""""('Z!CNIMLG4K*7CW)<1R^PYB
M.+/%9-RQKAT_%P*?<NC_2\CM0YL.U;Z3W.9ST.@:F\$WWG;14P])G!J_)JX:)
MDETTW.\G^[[?*K?L71@:W,6)5->(M`VZ*J[*CHA=@2XI06[])%3E.&BJ%S]4M
MH^&*?;P?0^`L&2<`FA=OA8-TP=)=1QT`5`I#X6A]0#I!W41B'8>]Q0CC0O)
M,KJ/CAHAHYK/7="N&U1H"F"%93-"SNC4-_*:2W\$A[_3TC488H:/J_V6^0%@A
M2&J9T0*`Q=8:C7`)!S^%AE\DD`-B.U=JK;D'/BS1EJ;B01ZAI4=5@)'S\$/
MHV"Y2.VWIRN5ES8@*E5]KXIU\:&69TP,4?GM<F\$;=VISSY3#8AZ#7`/4C<Q5
MT3--IK@`,`%<X<DPM0W(TV7^6XX:%\$ZYK0%[:!`_X+U\;&;VS/Q#^^^I-F9
M'\$FNELNLBJ,,_4UR]ILO-&M=1X@L&K(@C>0>7X&@[/A\$UDGN'8W_FIP"W0:
M?`N++>G[[WS&*6ZMITM.5V/,-DV(01;L4E*]A1IK98,:YZF5J8Q0VP;LUG#
MNM.F@1,FLNJ)#4G#I^*+(IC7HNLJC\8DH_!/?X\]B*`*0D^S(?"+:BJD=7@.
MB+^S]FS]?<D00O^<OJ/OE5H""",,,,,,,,,,,,,,,,,@C`0""L!`#J`P`
M`%4!""3@`"/4\$""))0\$""&""0P4""LP`@`""@`""!)0""<!
M""0""\$%""(-`\$""4""L04""@""0""\""#%!0""4!""
M""-0%""U`4""#4!0""
M`-0%""U`4""#4!0""-0%
M""U`4""#4!0""-0%
M""U`4""#4!0""-0%
M""U`4""#4!0""-0%
M""U`4""#4!0""-0%
MU`4""#4!0""-0%U`4`
M""#4!0""-0%U`4""LP
M.@`#`\$P`#<!0``)A(`%``(!,&\$`<P!E``(2@!E`0`(`T`""`-!-
M`""#\$A0
M4\$,-44""('0@!+\$`\$L`2P!+\$`(`0@!,
M`
M`
M`
M`""""+`0`\*`#(&6@02`T``!\$)""6@`+`0"+%#8`5`!I`&T`90!S`""
M3@!E`<(`!2`&\;0!A`&X`(`!2`&4`9P!U`&P`80!R`""0`"
M`%@`"0""0`\*`""!\$@(`)"A`""H0`""H`
M`#`@`0\$`\$P#A`0\$`50#B`0\$`"P#C`0\$`50#D`0\$`\$P#E`0\$`50#F`0`,`1`#G
M`0(`50#H`04`1`1#I`0\$`10`N::XB`""N@`"W90@S?`!X`""
M`#I`0`P\$`!`""0`0`/0`""#%0)C
M)`B!@`4P!M`&\$`;!L`""0P!I`(`8P!L`&4`""#P(@;PX#`*`""H`
MX-T*\$`"#"00`P`""\$0`-W="PL`P`!L`W9O,S,S@0!(`""OA&^\$20`
M[!,2`!-87F`,30L@#\$Y.3>)(S)S,FYSQ`.@!\<SQ`>@!\9O,345-3U)!3D15
M38!&3U*`G\$524TM)3D6;@)Q"3U=,15.,+(!42\$6`5TA)5\$6`2\$]54T7,S\$92
M3TTZX!\$,``&`)#`#@4FEC:&%R9(17+H"<4FEL97F;T`05`"+`D`3`,
M@`<(`\$@%0#0S%-50D!%0U0ZX!\$,``&`)#`#@5V5E:VQY@%)E<&]R=(!F
M;W*`36%Y@#\$X@(`2`G#(TF)`\$%0`"P)`\$0#F`)"@`!(4`T,S@0!(`""
MMP[S#B\$[!,2`#R#)+15F`1\$5005)4345.5(!.15=3\PSSB-`\$%0`"P)`
M`"P#T`+`#`!(4`T,S=!!`"@@B\$,`F/\_`\$#=W04+`,`""+`-W=!A`,`
M@@\$B`(`F-(`0`\$P#="((&\.`P#`""(!PP`X-T`"P`#`""P#=\@SR
M0G5D9V5T@%!R97-S@\$-O;F9E<F5N8V4ZPSS@%-E8W)E=&%R>8"<4FEL97F;
M@`=I;&R`<&%R=&EC:7!A=&6`6Z`88!B=61G972`<)E<W.`8V]N9F5R96YC
M9=T(%P#"2(`@`"8T@!`!!C`0`%P#C-`\$P`%0`3`"0\$2`-#@`!`@@`
M*`,`(!R@C`B`?`-`,`W0D+`,`""+`-V`=VET;(!396YA=&6`1&5M;V-R871S
M@&]N@SUA>8`Q-B[,G/\$"WP'QS/\$#WP'Q\0#H`?&;\0'H`?Q`N`!\=T\$S`""

M`2(`P`"8\_0`-W=!0L`P`""L`W=T&\$P`""2(`@`"8W`""3`-WP(@;P
MX#`,`""@`#`#@W0<+`,`""+`-WR#/)296%D\*E=R:71E\*DYO=R&`179E
M;G1S.O.,\X!396-R971A<GF`4FEL97F`=VEL;(!A<`!E87\*`872`979E;G1S
M@&`%C<F]S<X!T:&6`8V]U;G1R>8!T;X#="!<`@P\$B`(`F-P`@`BP(`!<
MW8S0!!\`!4`\$P`!H!3P#Q\$`0(!R@C`"<H(P(@P#0C-T)"P`#`""P#=
M;`%U;F-H@\$1/160G<X!A;FYU86R`<W5M;65R@)E861I;F>`<)O9W)A;2Z`
M@\$5V96YT<X!A<F6`<V-H961U;&5D@&9O<H!\$0RR`36%Y@#\$T.X!";W-T;VXL
MSTUA>8`Q-3N`86YD@%-E871T;&4L@\$IU;F6`BZ`@\$-A<F]L@%)A<V-O@`=I`
M;`R`=FES:72`88!S8VAO;VR`6Z`34`VZ`36%Y@#\$Y@`=I=&C/0V]N9W)E
M<W-W;VUA;H!\$86YN97*`=&^`<)O;6]T98!T:&6`6YI=&EA=&EV92Z`@\$EN
M@\$YE=X!9;W)K@\$-I=F`;VZ`36%Y@#\$Y@`(!396-R971A<GF`4FEL97G`=VEL
M;(!B98!J;VEN962`8GF`0V]N9W)E<W-M86Z`4V5R<F%N;X!;H!A;H!E=F5N
M=(!H:6=H;&EG:1I;F>`=&AE@\$UA<G9E;(!#;VUI8W.`4W!I9&5R;6%NSW)E
M861I;F>`86-T:79I=F`8F]O:R[Q`^`!?\$`Z`QF`\_\$!Z`Q\0+A`?`0/A
M`?&;S-T\$`""2(`P`"8_0`-W=!0L`P`""L`W=T&\$P`""2(`@`"8W`\$
M`"3`-WP(@;PX#`,`""@`#`#@W0<+`,`""+`-V<@SR07=A<F3Q`.D!
M\7/Q>D!9N`=&^`4V5C<F5T87)Y@%)I;&5Y.O.,\X!396-R971A<GF`4FEL
M97F`=VEL;(!B98!H;VYO<F5D@`=I=&B`=&AE@\$IO:&Z`I&5W97G="!<`@P\$B
M`(`F/O!`""@4`!<`W8S0!!\`!4`\$P`!;!N`%A@`0(!R@C`"<H(P(@
M'P#0C-T)"P`#`""P#=07=A<F2`V:~=&AE@%5N:71E9(!&961E<F%T:6]N
M@&]F@%1E86-H97)S@&EN@\$YE=X!9;W)K@\$-I=F`;VZ`36%Y@#\$W+LS,W000
M`(!(@`#`)C\_Q`W=T%`P`#`""P#=W083`(!(@`#`)C(P8`!;W?`B
M!O#@;P`#`""<`,`#;!PL`P`""L`W?(\E-P965C:&5S@&)Y@%-E8W)E
M=&%R>8!2:6QE>3KS#/.`4V5C<F5T87)Y@%)I;&5Y@&ES@`-C:&5D=6QE9(!T
M;X!A9&1R97-S@`1H98!";5EW0@7`(!(@`#`)C(P8`#X&`"7`-V,T`0?
M`"5`!;0`>4!D;`\$`""<H(P@`*`,`(!T(S="0L`P`""L`W5)I8F)O
M;H!487-K@\$9O<F-E@&]N@\$-O;6UU;FET>8!%9'5C871I;VZ`86YD@`1H98!"
M=7-I;F5S<X!#;V%L:71I;VZ`4&%R=&YE<G-H:7`"0V]N9F5R96YC9<]I;H!"
M;W-T;VZ`VZ`36%Y@#\$U.X!T:&6`4)O=FED96YC98!-871H+U-C:65N8V6`
M0V]A;&ET:6]N@`AW:71H@%-E;F%T;W\*`4F5E9`F`6Z`4DF`;VZ`36%YSS\$U
M.X!T:&6`3&%W>65R<X!F;W\*`0VEV:6R`2G5S=&EC98!;H!\$0X!O;H!-87F`
M,38[@&`%N9(!#;VQU;6)I88!496%C:&5R<X!#;VQL96=E@&EN@\$YE=]9;W)K
M@\$-I=F`;VZ`36%Y@#(P+LS,G/\$`Y@`QF`R;S/\$`Y@`Q\0H`?&;0'H`?Q
M`(!=T\$`""2(`P`"8_0`-W=!0L`P`""L`W=T&\$P`""2(`@`"8Q0+
M`"3`-WP(@;PX#`,`""@`#`#@W0<+`,`""+`-WR#/)3:6YG87!O<F6`
M161U8V%T:6]N@\$UI;FES=&5R.O.,\X!396-R971A<GF`4FEL97F`=VEL;(!M
M965T@`=I=&B`4F5A<H!9&UI<F%L@-T(%P`#`2(`@`"8Q0+`"O" P`%P#=
MC-`\$P`%0`3`%P)L`A)`!`@`@`\*`,`(!R@C`B`?`-,W0D+`,`""+`-V<
M5&5OFX"<0VAE99N`G\$AE86Z;+(!3:6YG87!O<F4G<X!-:6YI<WIE<H!O9H!%
M9'5C871I;VXL@&]N@\$UA>8`R,2[Q>(!?`\$`Y@`QF`R;S/\$`Y@`QF]T\$`""
M`2(`P`"8\_0`-W=!0L`P`""L`W=T&\$P`""2(`@`"8W@)`"3`-WP(@;P
MX#`,`""@`#`#@W0<+`,`""+`-WR#/)9'5C871I;VZ`5&5C:&YO;&]G
M>8!%=F5N=#KS#/.`1\$]9(!I<X!H;W-T:6YG@&&`36%Y@#(Q@\$-A<&ET;VR`
M2&EL;(!R96-E<1I;VZ`6[="!<`@P\$B`(`F-X`0`DPD`!<`W8S0!!\`
M`!4`\$P`!H"/P\$B`0(!R@C`"<H(P(@P#0C-T)"P`#`""P#=8V]N:G5N
M8W1I;VZ`=VET:(!A@&-O;F9E<F5N8V6`9F]R@%1E8VAN;VQO9WF`0VAA;&QE
M;F=E@\$=R86YT@)E8VEP:65N`=N@(!396-R971A<GF`4FEL97F`=VEL;.,]A
M=`1E;F0L@&`%L;VYG@`=I=&B`0V]N9W)E<W-M96Z`4V%W>65R@&`%N9("<2&]U
M9VAT;VZ;@&`%N9(!396YA=&]R<X"<4VYO=V6;@&`%N9(!2;V-K969E;&QE<B[,
MS-T\$`""2(`P`"8\_0`-W=!0L`P`""L`W=T&\$P`""2(`@`"8Q,+`"3
M`-WP(@;PX#`,`""@`#`#@W0<+`,`""+`-WR#/)";5E@%)I8F)O;H!3
M8VAO;VQS.O.,\X!\$3T5D@`!L86YS@`!O@&YO=&EF>8!-96UB97)S@&]F@\$-O
M;F=R97-S@&]F@&1E<VEG;F%T:6]N<]T(%P`#`2(`@`"8Q,+`"N" P`%P#=
MC-`\$P`%0`3`%P)B)0`!`@`@`*`,`(!R@C`B`?`-,W0D+`,`""+`-UO

M9H!"';5E@%)I8F)O;H!38VAO;VQS@&&JN@\$UA>'R,"R'86YD@&ES@!'L86YN
M:6YG@&&'<V%T96QL:7IE@)QD;W=N;&EN:YN';V:'<F5M87)K<X!B>8!396-R
M971A<GG/4FEL97F'9FJR@'5S98!B>8!-96UB97)S@&%T@\$UA>'R-X!E=F5N
M='.'872`<V-H;V]L<X!I;H!T:&5I<H!D:7-T<FEC=,NS,S=!!``@@\$B``;
M'F/_\$#=#W04+``,````+-W=!A,'@@@\$B``('F.=##`\$P#=#("&\.P#``
M``(PP'X-T""P'#````P#=#\@SR0V%L:69O<FYI88!4<FEP.O.,\X!396-R
M971A<GF'4FEL97F'=VEL;(IT<F%V96R'=&^0V%L:69O<FYI88!-87F',CF'
MA(!*=6YE@#\$N@(!%=F5N='.'W0@7',!(@'``)CG0P'+@,``7'-V,T'0?
M``5!',``2`K<"8I`\$`\$\$\$<H(P@\*"",(!\T(S="0L`P````L`W6EN8VQU
M9&6'88!M965T:6YG@'=I=&B':&EG:&5R@&5D=6-A=&EO;H!O9F9I8VEA;','
M<F5G87)D:6YG@'IE86-H97*'<)E<*&R87II;VX[@&&'<W!E96-H@&%T@&'/
M;'5N8VAE;VZ';65E=&EN9X!O9H!797-T@\$-O87-T@&-O;&QE9V6'<)E<VED
M96YT<SN'86YD@'IH98!C;VUM96YC96UE;G2'<W!E96-H@&%T@'IH9<]5;FEV
M97)S:7IY@&]F@\$-A;&EF;W)N:6&'872`G%-T86YI<VQA=7.;+M'&%0``"P')
M``P+4'I+`!(I4'T(?=!!``@@\$B``,`F/\_\$#=#W04+``,````+-W=!A,'
M@@@\$B``('F-W#@`\$P#=#("&\.P#````(PP'X-T""P'#````P#=#\@SR
MI FQO<FED88!-965T:6YG.O.,\X!396-R971A<GF'4FEL97F';6%Y@&IO:6Z'
M4V5N871O<H!<F%H86V'9FJR@'-C:&]O;(!C;VYS=)U8W1I;V[="!<`@P\$B
M``('F-W#@`D@X`!<'W8S0!!``!4'\$P'!L'0````0((!R@C``<H(P(@
M'P#0C-T)"P'#````P#=#<F5L87IE9(!A8W1I=FET:65S@&EN@%!A;&V'0F5A
M8VB'86YD@&%N;WIH97*;]&]C87II;VZ':6Z'IFQO<FED88!O;H!* =6YE@#DN
MS,S=!!``@@\$B``,`F/_\$#=#W04+``,````+-W=!A,'@@@\$B``('F.F#P``
M\$P#=#("&\.P#````(PP'X-T""P'#````P#=#\@SR36%T:")38VEE;F-E
M@%IE<W2'4F5S=6QT<SKS#/.`3VZ'2G5N98'Q,"R'1\$]%9(!W:6QL@)E;&5A
M<V6'872'88!P<F5S<X!C;VYF97)E;F-E@'IH98#="!<`@P\$B``('F.F#P``
MP0``!<'W8S0!!``!4'\$P'!@`?'0`@,``0((!R@C``<H(P(@P#0C-T)"P'#
M````P#=#G#IT:)N'9W)A9&6'<V-I96YC98!A;F2';6%T:(!R97-U;'IS@&9O
M<H!T:&6'52Y3+H!O;H!T:&6'5&AI<F2'26YT97)N87II;VYA;(!-87IH96UA
M=&EC<X!A;F3/4V-I96YC98!3='5D>2Z'@% !R979I;W5S;DL@'IH98!R97-U
M;'IS@&9R;VV'=&AE@)PX=&B;@&=R86IE@'IE<W2'=V5R98!R96QE87-E9"Z'
M@%=H:6QE@-P96-I9FECSW)E<W5L='.'87)E@&5M8F%R9V]E9(!U;GI1;(!*
M=6YE@#\$P+(IP<F5L:6UI;F%R>8!D:7-C=7-S:6]N<X!I;FIH8V%T98!T:&%T
M@'IH98"<-IHFX!G<F%D98!T97-TSW)E<W5L='.';6%Y@&)E@&UU8VB'8F5T
M=&5R@'IH86Z'=&AE@)PX=&B;@&=R86IE@)E<W5L=',NS)SQ`N,!<SQ`^,!
M?;\$`Y@'QF_\$!Y@'Q0+D'?=!!``@@\$B``,`F/_\$#=#W04+``,````+-W=
M!A,'@@@\$B``('F/^\$0`\$P#=#("&\.P#````(PP'X-T""P'#````P#=#
M@\SR4VEN9V%P;W)E@\$5D=6-A=&EO;H!:-6YI<WIE<CKS#/.`4V5C<F5T87)Y
M@%)I;&5Y@'=I;&R';65E=(!W:7IH@%)E87*`06IM:7)A;(#="!<`@P\$B``('
M'F/^\$0`&I(`!<'W8S0!!``!4'\$P'!CUP"D`0((!R@C``<H(P(@P#0
MC-T)"P'#````P#=#5&5O@\$-H966'2&5A;BR'4VEN9V%P;W)E)W.`36EN:7-T
M97*;V:`16IU8V%T:6]N+(IO;H!-87F',C\$N\0/D'?Q`N4!<SQ`^4!9O,
MX\$'2````)4'E0H7'.P3\$@#@\@SR04=%3D-9@%/4DN'3TZ'4%)%4TE\$14Y4
M24%,@E\$.251)051)5D53B-'\$%0``"P)`P#T#+#!(I4'T,S=!!``@@\$B
M`,`F/_\$#=#W04+``,````+-W=!A,'@@@\$B``('F-[P`\$P#=#("&\.P
M#````(PP'X-T""P'#````P#=#06UE<FEC88!296%D<X!#:&%L;&5N9V4Z
M\PSS@%IH98!-87F',C""4V%T96QL:7IE@%IO=VZ'365E=&EN9RR'(D)E8V]M
M:6YG@&&'4F5A9&EN9RS="!<`@P\$B``('F-[P`EA,``!<'W8S0!!``!4'
M\$P`!T!\$@#0X`0((!R@C``<H(P(@P#0C-T)"P'#````P#=#3&ET97)A=&6'
M4V]C:65T>2PB@=I;&R'9F]C=7.`;VZ'06UE<FEC88!296%D<R[,S-T\$`""
M'2(`P`8`0'-W=!0L`P````L`W=T&\$P""2(`@`"8XL4``3'-WP(@;P
MX#`,`````@#`#@W0<+``,````+-WR#/*<3TY\$0U";@\$UE97II;F<Z\PSS
M@%IH98!396-R971A<GF'=VEL;(!G:79E@)E;6%R:W.`872'=&AE@\$UA>'R
M,8!7:&ET98!(&W5S98!/9F9I8V6'W0@7',!(@'``)CBQ0``84``7'-V,
MT'0?``5!',``:4`\I`\$`\$\$\$<H(P@\*","(!\T(S="0L`P````L`W6]F

M@\$YA=&EO;F%L@\$IR=6>'0VJN=')O;(!0;VQI8WF'G%)O=6YD=&%B;&6;@'=I
M=&B'36%Y;W)S+LS,X\$'2''''&T;,:0P;`P3\$@#@#@SR3D]404),18!#3TY'
M4D534TE/3D%,@\$%#5\$E62519PSSB-`\$%0''P')`%P%`2%`!(4'T,S=
M!!`@@\$B`,`F/\_\$#=W04+`,`'''+-W=!A,`@@\$B`(`F/W%0`\$P#=
M\`(&\`P#`''''('PP`X-T''P`#`''''P#=\@SR241%08"<4F5A=71H;W)I
M>F%T:6]NFSKS#/.`3VZ`36%Y@#\$S+(!T:&6`2&]U<V6`=F]T962`-(PA#.`
M=&^<&%S<X!T:&6`<F5A=71H;W)I>F%T:6]NW0@7`(!(@`''')C]Q4`!(6
M``7'-V,T'0?``5'!,``5'9H!06``\$''''<H(P@`\*`,`(!\`T(S="0L``P``
M``L`W6]F@'1H98!);FII=FED=6%L<X!W:71H@\$I!<V%B:6QI=&EE<X!%9'5C
M871I;VZ'06-T+H"5&AE@%-E;F%T98!I<X!S8VAE9'5L962`=&^=F]T98!O
M;H!S:6UI;&%RSVQE9VES;&%T:6]N@'1O9&%Y+O(\M`\$%0''P')`\$P&X`6
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M<V5R=FEC98!O;H!-87F`,`C`N\@SRT'05``+`D``7`FP"\$D``\$@%0#0\PSS
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,

end
===== END ATTACHMENT 2 =====

RECORD TYPE: FEDERAL (TRP NOTES MAIL)

CREATOR: Alice E. Shuffield (Alice E. Shuffield@EOP@LNGTWY@LNGTWY [UNKNOWN])

CREATION DATE/TIME:15-MAY-1997 22:16:00.00

SUBJECT: OMB Legislative Report -- May 15, 1997

TO: Ann F. Walker (Ann F. Walker@eop [UNKNOWN])

READ:UNKNOWN

TO: Barry White (Barry White@EOP [UNKNOWN])

READ:UNKNOWN

TO: Bruce N. Reed (Bruce N. Reed@EOP [UNKNOWN])

READ:UNKNOWN

TO: Christopher F. Walker (Christopher F. Walker@eop [UNKNOWN])

READ:UNKNOWN

TO: Cynthia M. Smith (Cynthia M. Smith@eop [UNKNOWN])

READ:UNKNOWN

TO: Franklin D. Raines (Franklin D. Raines@EOP [UNKNOWN])

READ:UNKNOWN

TO: Gene B. Sperling (Gene B. Sperling@eop [UNKNOWN])

READ:UNKNOWN

TO: Gordon Adams (Gordon Adams@EOP [UNKNOWN])

READ:UNKNOWN

TO: James A. Brown (James A. Brown@eop [UNKNOWN])

READ:UNKNOWN

TO: Jason S. Goldberg (Jason S. Goldberg@EOP [UNKNOWN])

READ:UNKNOWN

TO: Kenneth L. Schwartz (Kenneth L. Schwartz@EOP [UNKNOWN])

READ:UNKNOWN

TO: Kristen E. Panerali (Kristen E. Panerali@eop [UNKNOWN])

READ:UNKNOWN

TO: M. Jill Gibbons (M. Jill Gibbons@eop [UNKNOWN])

READ:UNKNOWN

TO: Margaret A. Williams (Margaret A. Williams@eop [UNKNOWN])

READ:UNKNOWN

TO: Maryanne B. Green (Maryanne B. Green@eop [UNKNOWN])

READ:UNKNOWN

TO: Melissa Y. Cook (Melissa Y. Cook@eop [UNKNOWN])
READ:UNKNOWN

TO: Michelle A. Denton (Michelle A. Denton@EOP [UNKNOWN])
READ:UNKNOWN

TO: Patricia A. Smith (Patricia A. Smith@eop [UNKNOWN])
READ:UNKNOWN

TO: Paul J. Weinstein Jr. (Paul J. Weinstein Jr.@EOP [UNKNOWN])
READ:UNKNOWN

TO: Pauline M. Abernathy (Pauline M. Abernathy@eop [UNKNOWN])
READ:UNKNOWN

TO: Raymond E. Donnelly III (Raymond E. Donnelly III@eop [UNKNOWN])
READ:UNKNOWN

TO: ronald e. jones (ronald e. jones@eop [UNKNOWN])
READ:UNKNOWN

TO: Ronald K. Peterson (Ronald K. Peterson@EOP [UNKNOWN])
READ:UNKNOWN

TO: Stephen B. Silverman (Stephen B. Silverman@eop [UNKNOWN])
READ:UNKNOWN

TO: Wesley P. Warren (Wesley P. Warren@eop [UNKNOWN])
READ:UNKNOWN

TEXT:
Message Creation Date was at 15-MAY-1997 22:16:00

TO: DIRECTOR FRANK RAINES

DEPUTY DIRECTOR JACK LEW

DEPUTY DIRECTOR JOHN KOSKINEN

FROM: OMB LEGISLATIVE AFFAIRS

DATE: MAY 15, 1997

SUBJECT: LEGISLATIVE REPORT

CONGRESS TODAY (5/15):

SENATE

The Senate failed to invoke cloture on the substitute to S. 4, the Family Friendly Workplace Act, by a vote of 53 to 47. Senators D. Amato and Spector crossed party lines and voted against cloture on the bill.

[SAP sent, 5/9: President will veto]

The Senate continued consideration of H.R. 1122, the Partial Birth Abortion.

While under consideration, the Senate defeated (28-72) the Feinstein amendment and defeated (36-64) the Daschle amendment.

[Senate SAP sent, 5/14: President will veto]

HOUSE

Approved H.R. 1469, the FY 1997 Supplemental Appropriations Act of 1997 by a vote of 244 to 178.

[SAP sent, 5/15: President will veto if the automatic CR provision is included]

While under consideration, the House took up the following amendments:

- o Adopted (227-197) the Gekas (R-PA) amendment to add an automatic

continuing

resolution provision to the bill.

o Adopted (338-89) the Kaptur/Riggs amendment to increase WIC funding from \$38

million to \$76 million, offset by a NASA windtunnels rescission.

o Adopted (voice vote) a McKeon (R-CA) amendment to provide \$650,000 for a new

higher education commission. For four months the commission will study the

increase in post-secondary education tuition and make recommendations before

the upcoming reauthorization of the Higher Education Act. The makeup of the

commission will be addressed in conference.

o Adopted (voice vote) a Dingell (D-MI) amendment to provide \$300,000 for Monroe County, Michigan for costs incurred by the Comair crash.

o A Thune/Pomeroy (R-SD, D-ND) amendment to transfer \$500 million from FEMA

disaster relief to the Community Development Block Grant (CDBG) program was

adopted by voice vote. This funding would affect all areas affected by

disasters, not just those in the Upper Midwest. Debate on this amendment

addressed concerns on providing grants to privately owned for profit

utilities,
a waiver of public hearings, a waiver on providing funds to those other
than
low income families, additional regulations related to this funding, and
potential problems related to relocation and the short construction season
of
the Upper Midwest. These matters will be addressed in conference.

o A Sam Johnson (R-TX) amendment was withdrawn that would have directed
approval of the Texas public assistance contracting out program. Rep.
Johnson
said he was meeting with Erskine Bowles on this subject on Friday.

o A Maloney amendment to restore \$1.7 million for the FEC was struck on a
point
of order by Chairman Livingston.

o Adopted (voice vote) a Traficant (D-OH) amendment to add a "Buy
American"
provision to the bill was adopted by voice vote.

o Defeated (100-134) a Neumann (R-WI) amendment, opposed by Chairman
Livingston, to strike \$2.4 billion of FEMA funding, strike the \$3.8
billion HUD
assisted housing rescission, and substitute a \$3.6 billion unallocated
rescission of non-defense discretionary funding (requiring the OMB
Director to

make such reductions).

o Approved (345-74) a Diaz-Balart/Meek (R-FL, D-FL) amendment to extend SSI and related Medicaid benefits to the end of FY97 for legalized aliens.

o Sustained a Smith (R-OR) motion to strike on a point of order a provision limiting Conservation Reserve Program acreage enrollment.

o Sustained a Young (R-AK) motion to strike on a point of order a provision concerning Endangered Species Act compromise language.

o Sustained a Bachus (R-AL) motion to strike on a point of order \$1.6 billion of transportation trust fund contract authority cuts.

o Sustained a Kolbe (R-AZ) motion to strike on a point of order a provision concerning the earmark for VA garage in Cleveland.

o Approved (voice vote) a Barr (R-GA) amendment, which provides \$2 million for a Law Enforcement Commission.

o Adopted (voice vote) a Barcia (D-MI) amendment related to funding for

Bay

City, Michigan.

o Defeated (115-305) a Neumann (R-WI) amendment that would have reduced FEMA funding by \$1.7 billion.

CONGRESS TOMORROW (5/16)

SENATE

The Senate will convene at 10:00 am for morning business -- No votes.

HOUSE

The House will convene at 9:00 am to consider H.R. 1385, the Employment, Training and Literacy Enhancement Act of 1997 (Open Rule)

[SAP sent, 5/15: Administration supports House passage, but will seek amendments in the Senate]

CONGRESS -- LONG-TERM SCHEDULE

SENATE

The week of May 19th, the Senate will take up the following:

Budget Resolution (Senator Lott announced that he anticipate taking the up the

resolution on Monday if it is available -- no votes before 5:00 pm)

Implementing legislation for the Chemical Weapons Convention (4 hour time

limit)

Conference Report on the Supplemental Appropriations Bill

HOUSE

Tuesday, May 20th

Consider the following bills under suspension of the rule:

H.R. 1306 - A bill to amend the Federal Deposit Insurance Act

H.R. 911 - Volunteer Protection Act

H.R. 1371 - Imported Meat Labeling Act of 1997

The remainder of the week, the House will consider:

H.Con.Res. ___ - Budget Resolution (Subject to a Rule)

H.R. 408 - International Dolphin Conservation Program Act

[SAP pending]

Conference Report on the Supplemental Appropriations Bill

RECORD TYPE: FEDERAL (TRP NOTES MAIL)

CREATOR: tombutts (tombutts@umich.edu@INET@LNGTWY [UNKNOWN])

CREATION DATE/TIME: 8-JUN-1997 11:30:00.00

SUBJECT: final draft

TO: Robert M. Shireman (Robert M. Shireman@EOP [UNKNOWN])

READ:UNKNOWN

TEXT:

MIME-Version: 1.0

Content-type: text/enriched; charset=us-ascii

Content-transfer-encoding: 7BIT

<smaller>Final thoughts? Note the title change. ?? Hope to
circulate tonight - Sunday.

FEDERAL STUDENT LOANS - PRICE DISCRIMINATION - DRAFT 6/8/97

THE PROBLEM --In the 1993 student loan reform debate, direct loan
supporters tried to make sure that the lower taxpayer cost of the
program translated into lower borrower costs, too. Government
guaranteed loan (FFEL) backers disagreed, however, arguing that a
differential would tilt the playing field, forcing schools to go into
direct lending not because they prefer the program design, but because
of the lower cost for students. It was agreed

that students in both programs should have equal terms and conditions,
or so it was thought.

Prior to 1993, lenders rarely offered lower interest rates than the maximums set by law. Indeed, most observers treated the maximums as if they were the government-set rate, because that was the reality in the marketplace. Now, Sallie Mae and others have offered borrowers who make payments on time for an extended period and/or through payroll deduction a lower interest rate. Some lenders offer to pay a portion or all of the origination fees. Some of this price competition is highly questionable: Guaranty agencies have lobbied Congress for administrative payments, then turn around and essentially use that federal money to offer lower fees on loans. These lender reductions result in lower profit margins which, however, remain at acceptable levels. In addition, some secondary markets use inexpensive federal tax exempt bond benefits to offer targeted preferences to borrowers. All of this would not be a policy problem if lender and guarantee agency revenues were determined by the marketplace and not by the Congress through guaranteed income as well as guaranteed default payments.

Presently, the loan industry is actively advocating a proposal which would eliminate a scheduled reduction in interest rates that will save both FFEL and direct loan students and parents an estimated \$3 billion over the five year period starting July 1, 1998. This was one of the student benefits included in the 1993 Student Loan Reform Act. The effect of the loan industry proposal would be to prevent all students

from receiving a significant interest reduction while maintaining its right to use federal subsidies to offer targeted reductions to some students at selected institutions. They claim not to like the new method for calculating interest which has been on the books since 1993.

If that is the case they should be calling for a \$3 billion reduction in interest rates using the current method.

The loan industry proposals for reauthorization of the Higher Education Act do not call for reductions in insurance premiums, origination fees or interest rates for students. However, it is reported to now be calling for using the interest direct loan students would pay as a result its \$3 billion interest rate increase plan to lower origination fees for all students while it pockets its share of the profits. Students would still lose an additional \$1.35 billion under this plan. Also, contrary to claims of FFEL advocates, the CBO, OMB and private "Blue Chip" forecasters all project that the new method of interest calculation will provide better interest terms for student and parent borrowers in both programs.

The Administration's FY 1998 Budget addresses student cost issues in two ways. First, it reduces lender returns, arguing that price discrimination proves that there are excess profits that can be squeezed out of the FFEL system. Second, it prohibits discriminatory or predatory price-cutting -- essentially any effort to "cream" by offering a benefit only to students from a particular school, for

example.

THE SOLUTION -- Price discrimination creates an inequitable distribution of federal benefits to students in both the government guaranteed and direct loan programs. Federal subsidies should provide the lowest possible cost to all student borrowers.

The HEA reauthorization should assure that the two programs compete on the basis of service, not the capacity of the guarantee program to use mandatory federal subsidies obtained through the legislative process to offer selected benefits to a few students.

6/8/97

</smaller>

Thomas A. Butts

Associate Vice President for University Relations

University of Michigan

202-554-0578, FAX 202-554-0582, tombutts@umich.edu===== ATTACHMENT 1

=====

ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

RFC-822-headers:

Received: from conversion.pmdf.eop.gov by PMDF.EOP.GOV (PMDf V5.0-4 #6879)

id <01IJTW0GXBR4001H0F@PMDf.EOP.GOV> for "Robert M. Shireman"@oa.eop.gov; Sun,

08 Jun 1997 12:29:20 -0500 (EST)

Received: from gatekeeper.eop.gov by PMDF.EOP.GOV (PMDf V5.0-4 #6879)

id <01IJTW0G2IKG001GJD@PMDf.EOP.GOV> for Robert_M._Shireman@oa.eop.gov; Sun,

08 Jun 1997 12:29:19 -0500 (EST)

Received: from mothra.rs.itd.umich.edu by gatekeeper.eop.gov;

(5.65v3.2/1.1.8.2/17Oct95-0424PM) id AA07551; Sun, 08 Jun 1997 12:29:18 -0400

Received: from [198.108.57.26] by mothra.rs.itd.umich.edu (8.8.5/2.2)

id MAA23373; Sun, 08 Jun 1997 12:29:14 -0400 (EDT)

X-Sender: tombutts@t.imap.itd.umich.edu

===== END ATTACHMENT 1 =====

RECORD TYPE: FEDERAL (TRP NOTES MAIL)

CREATOR: Amy_Abraham (Amy_Abraham@budget.senate.gov@INET@LNGTWY [UNKNOWN])

CREATION DATE/TIME:10-JUN-1997 14:11:00.00

SUBJECT: Re: OMB Letter on Education provisions in Reconciliation

TO: Ananias Blocker III (Ananias Blocker III@EOP [UNKNOWN])

READ:UNKNOWN

TEXT:

Andy:

Got it, looks fine to me. I might be stronger on how it was not
in the
budget agreement because negotiators could not agree and left to to
reauth.

Will send you Byrd Rule memo soon.

Amy

_____ Reply Separator

Subject: OMB Letter on Education provisions in Reconciliation

Author: Ananias_Blocker_III@oa.eop.gov at internet

Date: 6/10/97 2:43 PM

Message Creation Date was at 10-JUN-1997 14:43:00

----- Forwarded by Ananias Blocker III/WHO/EOP on

06/10/97

02:35 PM -----

Constance J. Bowers

06/10/97 12:50:58 PM

Record Type: Record

To: Ananias Blocker III/WHO/EOP

cc:

Subject: OMB Letter on Education provisions in Reconciliation

*** U R G E N T !! -- Quick Replay Needed: SEE LRM CJB 50 below for details.

June 9, 1997

The Honorable James Jeffords

Chairman

Committee on Labor and Human Resources

The United States Senate

Washington, DC 20510

Dear Mr. Chairman,

As you know, the Administration and the bipartisan congressional leadership recently reached agreement on a historic plan to balance the budget by 2002 while investing in the future. The plan is good for America, its people, and its future, and we are committed to working with Congress to see it enacted.

Student Loans -- We strongly support the budget agreement, which includes \$1.763 billion in outlay savings, including \$1 billion in Federal reserves recalled from guaranty agencies, \$160 million from eliminating a fee paid to institutions in the Direct Student Loan program, and \$603 million in reduced Federal student loan administrative costs. All these savings are being achieved without increasing costs or reducing benefits to students and their families.

We understand that there are still details to work out on the amounts to be recovered from each agency. We will continue to work with the Committee on a

satisfactory process.

We understand that the Committee is still considering a provision requiring administrative cost allowances (ACAs) to guaranty agencies in the Federal Family Education Loan Program at a rate of .85% of new loan volume, to be paid from mandatory funding authorized under Section 458 of the Higher Education in FY 1998-2002. It would represent a new entitlement to these agencies not included in the budget agreement. Any allowance to these agencies should bear some relationship to the costs these agencies incur and not be based on an arbitrary formula. This is an issue for the upcoming Higher Education Act Reauthorization. A provision similar to this has been included in appropriation acts on an annual basis pending reauthorization of the Higher Education Act.

The Administration may consider such a proposal in reconciliation for one year.

Smith-Hughes -- We understand that the Committee is still discussing whether to include a provision that would eliminate the mandatory appropriation under the Smith-Hughes Act of 1918. In light of the \$1.2 billion annual appropriation

under the Perkins Vocational Education Act, there is no justification for mandatory spending of \$7 million per year under Smith-Hughes. We urge the Committee to include a provision that is consistent with the budget agreement and achieves the required \$29 million in savings.

The budget agreement reflects compromise on many important and controversial issues, and challenges the leaders on both sides of the aisle to achieve consensus under difficult circumstances. We must do so on a bipartisan basis.

I look forward to working with you to implement the historic budget agreement.

Sincerely,

Franklin D. Raines

Director

Identical letter to the Honorable Edward Kennedy

----- Forwarded by Constance J. Bowers/OMB/EOP on

06/10/97

12:51 PM -----

Constance J. Bowers

06/10/97 12:37:44 PM

Record Type: Record

To: See the distribution list at the bottom of this message

cc:

Subject: OMB Letter on Education provisions in Reconciliation

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agreement.

Sincerely,

Franklin D. Raines

Director

Identical letter to the Honorable Edward Kennedy

Total Pages: ____

LRM ID: CJB50

EXECUTIVE OFFICE OF THE PRESIDENT

OFFICE OF MANAGEMENT AND BUDGET

Washington, D.C. 20503-0001

Tuesday, June 10, 1997

LEGISLATIVE REFERRAL MEMORANDUM

TO: Legislative Liaison Officer - See Distribution below

FROM: Janet R. Forsgren (for) Assistant Director for Legislative

Reference

OMB CONTACT: Constance J. Bowers

PHONE: (202)395-3803 FAX: (202)395-6148

SUBJECT: OMB Report on Senate Committee on Labor and Human Resources Mark
Up
of Student Loans and Smith-Hughes Act Reconciliation Provisions

DEADLINE: 2:00 p.m. Tuesday, June 10, 1997

In accordance with OMB Circular A-19, OMB requests the views of your
agency on

the above subject before advising on its relationship to the program of
the

President. Please advise us if this item will affect direct spending or
receipts for purposes of the "Pay-As-You-Go" provisions of Title XIII of
the

Omnibus Budget Reconciliation Act of 1990.

COMMENTS: Attached is an OMB draft letter to the Senate Committee on Labor
and

Human Resources expressing the Administration's views on the Chairman's
mark of
the education budget reconciliation language.

The Committee is scheduled to mark up the language tomorrow, Wednesday,
June

11th. Therefore, THIS DEADLINE IS FIRM. If we do not hear from you by
the

deadline, we will assume that you have no objection.

DISTRIBUTION LIST

AGENCIES:

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LRM ID: CJB50 SUBJECT: OMB Report on Senate Committee on Labor and Human

Resources Mark Up of Student Loans and Smith-Hughes Act Reconciliation
Provisions

RESPONSE TO

LEGISLATIVE REFERRAL

MEMORANDUM

If your response to this request for views is short (e.g., concur/no
comment),

we prefer that you respond by e-mail or by faxing us this response sheet.

If
the response is short and you prefer to call, please call the branch-wide
line
shown below (NOT the analyst's line) to leave a message with a legislative
assistant.

You may also respond by:

(1) calling the analyst/attorney's direct line (you will be connected to
voice
mail if the analyst does not answer); or

(2) sending us a memo or letter

Please include the LRM number shown above, and the subject shown below.

TO: Constance J. Bowers Phone: 395-3803 Fax: 395-6148

Office of Management and Budget

Branch-Wide Line (to reach legislative assistant): 395-7362

FROM: _____ (Date)

_____ (Name)

_____ (Agency)

_____ (Telephone)

The following is the reponse of our agency to your request for views on

the

above-captioned subject:

_____ Concur

_____ No Objection

_____ No Comment

_____ See proposed edits on pages _____

_____ Other: _____

_____ FAX RETURN of _____ pages, attached to this reponse sheet

Message Sent

To: _____

Jack_Kristy @ ED.GOV @ inet

Robert M. Shireman/OPD/EOP

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William R. Kincaid/OPD/EOP

Kenneth S. Apfel/OMB/EOP

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FOLEY_M @ A1 @ CD @ LNGTWY

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Patricia===== ATTACHMENT 1 =====
ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

RFC-822-headers:

Received: from conversion.pmdf.eop.gov by PMDF.EOP.GOV (PMDF V5.0-4 #6879)
id <01IJWU4HIZXC0023Q5@PMDF.EOP.GOV> for "Ananias Blocker III"@oa.eop.gov;
Tue, 10 Jun 1997 15:07:41 -0500 (EST)

Received: from gatekeeper.eop.gov by PMDF.EOP.GOV (PMDF V5.0-4 #6879)
id <01IJWU4FUZFK00020R@PMDF.EOP.GOV> for Ananias_Blocker_III@oa.eop.gov; Tue,

10 Jun 1997 15:07:39 -0500 (EST)

Received: from gateway.senate.gov by gatekeeper.eop.gov;
(5.65v3.2/1.1.8.2/17Oct95-0424PM) id AA08508; Tue, 10 Jun 1997 15:07:25 -0400

Received: from mailhost.senate.gov by gateway.senate.gov;
(5.65v3.0/1.1.8.2/14Sep94-0947PM) id AA18705; Tue, 10 Jun 1997 15:12:14 -0400

Received: from [156.33.203.40] by mailhost.senate.gov id aa28176; Tue,
10 Jun 1997 14:59 -0400 (EDT)

Received: from ccMail by mailexc2.senate.gov
(IMA Internet Exchange 2.1 Enterprise) id 0006767D; Tue,
10 Jun 1997 15:06:28 -0400

Content-description: cc:Mail note part

===== END ATTACHMENT 1 =====

RECORD TYPE: FEDERAL (TRP NOTES MAIL)

CREATOR: David_Longanecker (David_Longanecker@ed.gov@INET@LNGTWY [UNKNOWN])

CREATION DATE/TIME:20-JUN-1997 11:44:00.00

SUBJECT: Re: FYI on Hispanic Education

TO: Robert M. Shireman (Robert M. Shireman@EOP [UNKNOWN])

READ:UNKNOWN

TEXT:

Bob,

I would love to attend, but the Secretary set up a meeting for 2:15

that Maureen and I must attend, so we will miss this. See you

Monday,

if not sooner.

Dave

Reply Separator

Subject: FYI on Hispanic Education

Author: Robert_M._Shireman@oa.eop.gov at Internet

Date: 6/20/97 10:18 AM

Message Creation Date was at 20-JUN-1997 10:18:00

I will be sitting down with Mike Cohen, Delia Pompa, and probably Mickey

Ibarra

this afternoon at 2:00 in room 231 to discuss the plan for briefings/discussions with the Hispanic Caucus on education issues (this was one of the outcomes of Gene's meeting with the caucus).

The first briefing -- on the reauthorization of the Higher Education Act -- is set for Monday at 4:00 p.m.

Below is my first rough draft of topics that might be considered at each briefing. You are welcome at this afternoon's meeting (which will focus on elementary-secondary), and/or feel free to call or e-mail with any feedback.

Briefings/discussions with the Hispanic Caucus
on education issues

Higher Education Act reauthorization

General themes

Distribution formulas for campus-based aid

Title III (Hispanic Serving Institutions)

TRIO (and HEP/CAMP)

Early Outreach

Teacher Preparation

Articulation (2-year to 4-year institutions)

Pell Grants/ESL (I.G. report)

Early Childhood Education

Head Start strategy

Title I

Part H

Possible links with WIC, and Title V (Maternal-Child Health)

Even Start and Parents-as-First-Teachers

Dropout Prevention/Secondary School

Synthesis and Action Plan (including PSA/cities strategy?)

At-risk programs that work

(Possible event or conference)

School to Work? Voc Ed?

Standards (and assessment?)

Elementary School

Title I

Bilingual Education (including Teacher Training strategy)

Goals 2000

America Reads

Technology

Standards and Assessment

Other areas of interest

Migrant programs (including JTPA 402)

Adult Education (literacy and ESL)

Parental Involvement (Title I?)

Puerto Rico-specific issues

For each program, the Caucus is interested in:

Hispanic participation rates

Identification of barriers (including appropriate services), strategies

for

bringing them down

Outreach strategies and plans===== ATTACHMENT 1 =====
ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

RFC-822-headers:

Received: from conversion.pmdf.eop.gov by PMDF.EOP.GOV (PMDF V5.0-4 #6879)
id <01IKAO9K7F3K003OP9@PMDF.EOP.GOV> for "Robert M. Shireman"@oa.eop.gov; Fri,

20 Jun 1997 12:51:04 -0500 (EST)

Received: from gatekeeper.eop.gov by PMDF.EOP.GOV (PMDF V5.0-4 #6879)
id <01IKAO9J8UVK004518@PMDF.EOP.GOV> for Robert_M._Shireman@oa.eop.gov; Fri,

20 Jun 1997 12:51:03 -0500 (EST)

Received: from vader.ed.gov by gatekeeper.eop.gov;
(5.65v3.2/1.1.8.2/17Oct95-0424PM) id AA21452; Fri, 20 Jun 1997 12:51:01 -0400

Received: from smtpgwyl.ed.gov (smtpgwyl.ed.gov [165.224.217.37])
by vader.ed.gov (8.8.5/8.8.4) with SMTP id MAA08713 for
<Robert_M._Shireman@oa.eop.gov>; Fri, 20 Jun 1997 12:49:31 -0400 (EDT)

Received: from ccMail by smtpgwyl.ed.gov (IMA Internet Exchange 1.04b)
id 3aab47e0; Fri, 20 Jun 1997 12:49:02 -0400

Content-description: cc:Mail note part

===== END ATTACHMENT 1 =====

RECORD TYPE: FEDERAL (TRP NOTES MAIL)

CREATOR: Carol_Rasco (Carol_Rasco@ed.gov@INET@LNGTWY [UNKNOWN])

CREATION DATE/TIME:22-JUN-1997 14:56:00.00

SUBJECT: Re: FYI on Hispanic Education

TO: Robert M. Shireman (Robert M. Shireman@EOP [UNKNOWN])

READ:UNKNOWN

TEXT:

Debby, have we gotten to Bob info on when READY * SET * READ will be

translated? Bob, America Reads is working on Early Childhood as

well....as evidenced by program I visited at a Migrant Camp in south

Florida Friday where one of our summer pilots is working with 4 and 5

year olds, primarily Hispanic children. I note you list Parents as

Teachers....HIPPY is allowed under Goals 2000 also and I know they

have or at least had spanish materials when Mrs. Clinton and I were

on

national board of HIPPY, assume they still do.

Reply Separator

Subject: FYI on Hispanic Education

Author: Robert_M._Shireman@oa.eop.gov at Internet

Date: 6/20/97 10:18 AM

Message Creation Date was at 20-JUN-1997 10:18:00

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Ibarra

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for

bringing them down

Outreach strategies and plans===== ATTACHMENT 1 =====
ATT CREATION TIME/DATE: 0 00:00:00.00

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RFC-822-headers:

Received: from conversion.pmdf.eop.gov by PMDF.EOP.GOV (PMDF V5.0-4 #6879)
id <01IKEK8RLRFK003ZYE@PMDF.EOP.GOV> for "Robert M. Shireman"@oa.eop.gov; Mon,

23 Jun 1997 07:39:04 -0500 (EST)

Received: from gatekeeper.eop.gov by PMDF.EOP.GOV (PMDF V5.0-4 #6879)
id <01IKEK8Q99OG0049XZ@PMDF.EOP.GOV> for Robert_M._Shireman@oa.eop.gov; Mon,
23 Jun 1997 07:39:02 -0500 (EST)

Received: from vader.ed.gov by gatekeeper.eop.gov;
(5.65v3.2/1.1.8.2/17Oct95-0424PM) id AA05713; Mon, 23 Jun 1997 07:39:01 -0400

Received: from smtpgwyl.ed.gov (smtpgwyl.ed.gov [165.224.217.37])
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<Robert_M._Shireman@oa.eop.gov>; Mon, 23 Jun 1997 07:37:25 -0400 (EDT)

Received: from ccMail by smtpgwyl.ed.gov (IMA Internet Exchange 1.04b)
id 3ae5fe60; Mon, 23 Jun 1997 07:37:10 -0400

Content-description: cc:Mail note part

===== END ATTACHMENT 1 =====

RECORD TYPE: FEDERAL (TRP NOTES MAIL)

CREATOR: Sandra_Cook (Sandra_Cook@ed.gov@INET@LNGTWY [UNKNOWN])

CREATION DATE/TIME:15-JUL-1997 08:25:00.00

SUBJECT: Final testimony

TO: William R. Kincaid (William R. Kincaid@eop [UNKNOWN])

READ:UNKNOWN

TEXT:

Statement by Terry Dozier

Special Advisor to the Secretary

U. S. Department of Education

before the House Committee on Education and the Workforce

Subcommittee on Postsecondary Education, Training, and Lifelong

Learning

July 15, 1997

I am pleased to appear before you to testify about the Department of Education's proposal for the reauthorization of Title V of the Higher Education Act of 1965. This reauthorization comes at a time when it is particularly important that we, as a Nation, do more to develop our teacher workforce. I care deeply about this issue. As a former National Teacher of the Year, I was invited to the Department to provide a teacher's perspective on the work that we do. I know first-hand the importance of good teaching and of providing teachers with high-quality preparation and support.

David Haselkorn, the President of Recruiting New Teachers, Inc., may have said it best: "Teaching is the essential profession that makes all other professions possible." The highest standards in the

world, the best facilities, and the strongest accountability measures will do little good if we do not have talented, dedicated, and well-prepared teachers in every classroom.

As President Clinton emphasized in his Call to Action for American

Education in the 21st Century, teachers must receive the education and

support they need to help our children meet the challenges of the 21st

century. Our Nation's goals in education will not be achieved without

the development of an excellent teacher workforce. As a Nation, we face significant challenges in this regard.

One of our challenges is in teacher recruitment. If current trends

continue, over the next decade we will need to hire more than 2 million teachers because of increasing teacher retirements and an enrollment boom that will bring more students than ever before into our classrooms --a total of almost 55 million students by the year 2006. High-poverty urban and rural schools will experience the most severe teacher shortages. Of the 2 million teachers needed, approximately 15%, or 345,000, will be hired in central cities, in schools with large concentrations of low-income students. An additional 207,000 teachers will be needed in isolated, and often poor, rural areas.

In addition, a critical gap exists between the diversity of our nation's students and that of their teachers. While a third of

America's students are minority, only 13% of their teachers are.

That

gap is growing and is most severe in urban and rural schools. Our nation's schools need a diverse and excellent teaching force that can bring distinctive life experiences and perspectives into the classroom, provide valuable role models for minority and non-minority students alike, enrich the curriculum, assessment, and school

climate,

and strengthen connections to parents and communities.

Teacher shortages will continue to be concentrated in our Nation's underserved communities. Students in high-poverty urban and rural schools --the very students who need the best teachers --often have teachers who are the least qualified. For example, 71% of physical science students and 33% of English students in high-poverty schools take classes with teachers who lack even a college minor in their field.

Quality of preparation is a key factor in teachers' ability to facilitate student learning. Unfortunately, many teachers report feeling unprepared for the challenges of today's classrooms. While

we

would never ask our doctors to perform surgery after only a few weeks of clinical experience, we often ask new teachers to enter classrooms after only a few weeks of in-classroom training. New teachers often lack the deep content knowledge and the knowledge of effective classroom practices that they need in order to help children learn. Many teacher preparation programs do not prepare teachers to use technology effectively in the classroom.

The need for effective teacher preparation in high-poverty settings

is particularly great, given the complexity that poverty brings to the

classroom. In urban school districts, rates of attrition can often reach fifty percent in the first five years of teaching, due in part to inadequate preparation and poor support --a "sink or swim"

approach

toward new teachers. Teachers in high-poverty settings face many daunting challenges for which they need to be prepared, such as the diversity of their students, inclusion of students with learning and physical disabilities, increasing numbers of students with limited English proficiency, and students in crisis because of their home situations.

Given these challenges, States, school districts, colleges and universities, and the Federal Government will have to work hard to achieve the President's goal of ensuring a talented, dedicated, and well-prepared teacher in every classroom. Title V of the Higher Education Act is one vehicle through which the Federal Government, for

its part, can address teacher quality in America.

We began the development of our Title V proposal by examining teacher development across the continuum --beginning with recruitment and preparation, including the first critical years of teaching which educators call the induction period, and continuing through on-going professional development. We considered two questions: Where, in this continuum, can the Federal Government and Title V appropriately

play a role? And how can Title V, through a targeted Federal investment, make a significant impact on teacher development in America?

In answering these questions, we have decided to focus Title V on three critical areas. Unlike the current Title V, which authorizes an array of disconnected programs, our proposal will focus on recruiting new teachers, preparing them well, and supporting them during the beginning stages of their career.

We chose this focus for several reasons. The Federal Government already makes a significant investment in on-going professional development for current teachers through programs such as the Eisenhower Professional Development program under the Elementary and Secondary Education Act of 1965. Those programs, however, are not adequate to promote the reforms that are needed to develop our future teaching force. The Federal Government's current efforts simply are not sufficient to address the teacher recruitment, preparation, and induction challenges that we face. In those areas, there is a critical gap in the Federal commitment to teacher development. Those are the arenas in which Title V can make a difference.

Furthermore, we have a window of opportunity now to make a difference in the development of our teaching force. Our Nation will be preparing more teachers than ever before to teach in increasingly challenging classrooms. By addressing the development of those teachers, we have a unique opportunity to make a substantial impact through the reauthorization of Title V.

We are considering a proposal that addresses the communities with the greatest needs --areas with high concentrations of low-income

students. The proposal would encourage the recruitment of a diverse and excellent teaching force and support the highest-quality teacher preparation. Our proposal would also address induction, the first critical years when 30 percent of new teachers leave the field in

part

because of poor support.

Recruiting New Teachers

The Federal Government, by itself, cannot solve all of our Nation's

recruitment challenges. It can, however, be a catalyst that stimulates the recruitment of teachers where they are most needed.

Therefore, we are considering a program whose objective is to increase the number of students, especially minority students, who complete high-quality teacher preparation programs and teach in high-poverty areas.

In developing our proposal, we are keeping in mind several guiding principles of effective recruitment programs. For example, it is important that institutions of higher education work in partnership with elementary and secondary school districts to determine the teaching needs of the districts. The partnership should then identify

a pool of potential teachers fitting those needs, recruit individuals from this pool, and design high-quality preparation and induction programs tailored to those individuals. According to local needs, recruitment efforts could focus on minorities, paraprofessionals, teachers in targeted subjects, or individuals with disabilities.

Paraprofessionals can be very strong candidates for teacher

recruitment; they already have classroom experience, and generally reflect the communities in which they serve. Recruiting minorities is very important because they are seriously underrepresented in the teaching profession and can serve as important role models. Above all, however, teachers must be recruited for the areas where they are most needed.

While financial support can help teacher candidates afford their education, support services are also important, especially for individuals such as paraprofessionals for whom scholarships alone are often not enough.

A recruitment program based on those principles and targeted to communities with large concentrations of low-income students can help the nation to address its critical recruitment challenges.

Teacher Preparation

It is not enough to recruit new teachers. We must also ensure that they are well-prepared. However, we face major challenges in teacher preparation. Let me paint a picture for you of the diversity of teacher preparation programs in this country. There are 1,025 institutions that prepare teachers. They range in size from one graduate per year at Wagner College in New York State, to 1,933 graduates per year at Eastern Michigan University --our Nation's largest producer of teachers. In addition to this tremendous range in size, there is an equally large range in the quality of programs that prepare teachers.

Therefore, we face three critical needs in teacher preparation.

First, as a Nation, we must identify best practices in teacher education. There is no consensus in the nation about the best ways to prepare teachers. There is, however, little disagreement about what teachers need to know and be able to do in the classroom. Teachers must have in-depth content knowledge of the subject matter that they teach. They must understand how children learn and know the latest research on child development. Successful teachers must be able to use classroom management skills effectively. They must learn to work with diverse students and with parents. Teachers need to know a variety of approaches to working with students and then must be able to choose an appropriate strategy for different students and situations. Finally, prospective teachers need to be grounded in classroom practices that are based on the best available research, have records of demonstrated effectiveness in enabling students to achieve to high standards, and are replicable in diverse and challenging circumstances.

Even though we have all of this knowledge about what it takes to be an effective teacher, we do not have the research and evaluation of teacher preparation programs that would allow us to speak confidently about how best to prepare teachers. As a result, teacher preparation programs vary widely in approach and quality. In order to identify best practices for teacher education, we are proposing to focus on programs that prepare teachers for the most challenging settings

--our

schools with the highest concentration of low-income students. If we can identify, evaluate, and disseminate the most effective methods of preparing teachers for our most challenging classrooms, we know these practices will be adaptable for the preparation of teachers for any of our Nation's classrooms.

Second, when exemplary practices are demonstrated and identified, they must be disseminated and spread to other institutions. Too often in the past, excellent programs, once identified, have remained islands of excellence.

Third, because high-quality teacher preparation demands the strong involvement of elementary and secondary schools, school districts and institutions of higher education must work together as true partners in preparing teachers. Unfortunately, many elementary and secondary schools feel they are not on an equal footing in their relationships with institutions of higher education, because the schools are often asked to help train student teachers and to hire them, without being given sufficient resources or a voice in how these teachers are prepared.

Therefore, we are considering a targeted program to improve teacher preparation that would respond to these needs by identifying and spreading best practices in teacher education for high-poverty areas.

It would encourage the evaluation of different approaches to teacher education and provide resources and technical assistance to those

institutions committed to working collaboratively with elementary and secondary schools to improve their teacher preparation programs.

Conclusion

A limited Federal investment in teacher recruitment and preparation can make a substantial impact in the development of new teachers. I look forward to working with you to ensure that the reauthorized

Title

V is a focused and effective
ATTACHMENT 1
ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

RFC-822-headers:

Received: from conversion.pmdf.eop.gov by PMDF.EOP.GOV (PMDF V5.0-4 #6879)
id <01IL9EQX1LXS00008S@PMDf.EOP.GOV> for kincaid_w@a1.eop.gov; Tue,
15 Jul 1997 09:36:27 -0500 (EST)

Received: from storm.eop.gov (storm.eop.gov)
by PMDF.EOP.GOV (PMDF V5.0-4 #6879) id <01IL9EQW31Q80000Y2@PMDf.EOP.GOV> for
kincaid_w@a1.eop.gov; Tue, 15 Jul 1997 09:36:26 -0500 (EST)

Received: from vader.ed.gov ([165.224.217.43])
by STORM.EOP.GOV (PMDF V5.1-7 #6879)
with ESMTP id <01IL9EQ76M8W002QZ9@STORM.EOP.GOV> for kincaid_w@a1.eop.gov;
Tue, 15 Jul 1997 09:35:54 -0400 (EDT)

Received: from smtpgwyl.ed.gov (smtpgwyl.ed.gov [165.224.217.37])
by vader.ed.gov (8.8.5/8.8.4) with SMTP id JAA10426 for
<kincaid_w@a1.eop.gov>; Tue, 15 Jul 1997 09:34:06 -0400 (EDT)

Received: from ccMail by smtpgwyl.ed.gov (IMA Internet Exchange 1.04b)
id 3cb7c370; Tue, 15 Jul 1997 09:33:43 -0400

Content-description: cc:Mail note part

===== END ATTACHMENT 1 =====

RECORD TYPE: FEDERAL (TRP NOTES MAIL)

CREATOR: Maureen_McLaughlin (Maureen_McLaughlin@ed.gov@INET@LNGTWY [UNKNOWN])

CREATION DATE/TIME:12-AUG-1997 12:55:00.00

SUBJECT: HEA Reauthorization

TO: Robert Shireman (Robert Shireman@EOP [UNKNOWN])

READ:UNKNOWN

TO: Timothy A. Rosado (Timothy A. Rosado@EOP [UNKNOWN])

READ:UNKNOWN

TO: William R. Kincaid (William R. Kincaid@EOP [UNKNOWN])

READ:UNKNOWN

TEXT:

Knowing that during August the House and Senate authorizing committee
staffs are working on draft legislative proposals to reauthorize the
Higher Education Act, over the course of the next few weeks we will
be
transmitting to Congress the Administration's proposed changes to
portions of the Act as soon as they are ready. Attached for your
information are the parts relating to International and FIPSE which
were transmitted to Congress on July 31, 1997 and Graduate was
transmitted on August 7, 1997.

Also, on July 31, we sent our reauthorization proposal for Title V
to
Congress. Copies of the Title V proposal are available from Terry
Dozier, Secretary Riley's Special Advisor on Teaching, 401-7690.

When all of the titles have been completed, the Administration's
entire Higher Education Act Reauthorization proposal will be
officially transmitted to Congress. Also, attached is our proposal

for restructuring the HEA, which streamlines the legislation and eliminates unfunded programs.

We very much appreciate the opportunity to share our proposals with you. If you have any comments regarding our proposal or desire additional information, please contact me or Francine Picoult on 205-2987.

There are seven files attached.

begin 666 reaint2

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M';#P0V&N?@O;5:*Z##+:S#%)]S"!<`WY\XP60D\H%MUULEYV+:`*9&]!-Y@X
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ML1^<NC@*E!#A'MP\$8*#OAL>I9Y/AZ#C'8"X565\PA!292^W+1FD\G?K]_?0
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M%\$W%_+@:&K]CJ'KWO%V2:;ZY,M"A_6*P'\$Y*V4JUC3JC]:H50Z!)\,6RL)0
MSB"WNE-#EK\JR-8%1/)...!QHB_]KP]'8I"D.(@'O1'?:TM*/W%0N*DJ^8U,T
MMIV"R:ZRV T=Z,`6M#A(@DW\_D8=FB^3,W4Z+0.L&EA]X9&Y3)\*4NV`XFJ[Q1E
M-@T0K%]=_>#*["W_F^?-E'7<TY+D4!+G!,O[K3GE(\$)N!_LV+OFGME:J'&AA
M)XDS7^ODPX&J;)%6\"(H+PO;_:%V(3T2.--=MK"2E-&EV%/+*I4&9(PDR7#?
M#;!0RO:Q/5>HMA<J;>E'H%6KU//UZWWH6ASLSN*7=U;I)\KK/ZP;\\S"(17X
M]HEXAO32F#8)^.>=5"7>?EP""P""""""""""@C`0`""L!`"!H!`""
M`%4!`""3@`""',%`""))0\$`""&`""P04`""LP`@`""@`""#`!0`""<!
M`""0`"".\%`""(-`\$`""4`""+P8`""@`""0`""\`""!#`!@`""!T!`""
M`""""%( &`""""""""""4@8`""""""""""!2!@`""""""""

M`%(&`.....4@8`.....!2!@`.....%(&
M`.....4@8`.....!2!@`.....%(&`
M`.....4@8`.....!2!@`.....%(&`
M`.....4@8`.....!2!@`.....%(&`
M`...4@8`.....!2!@`.....%(&`
M4@8`.....!2!@`.....%(&`.....4@8`
M`.....!2!@`.....%(&`.....4@8`
M`.....!2!@`.....%(&`.....4@8`
M`.....!2!@`.....%(&`.....4@8`
M`!2!@`""S`\$`""I`""%(&`"+,\$`""!`""E@8`""LP`0`""\$`""#8
M!@`""A(`%`(`!,&\$`<P!E`(`2@!E`0`(`!)\$D`20!3`&D`
M`.....\$A04\$,-4U3`
M`""L`<@`+`\$L`2P!+`\$L`<@`,`
M`
M`
M`.....!N3-S/
M`\*`#6`L,/0@`"!\$)`""6@`+`0`+%#8`5`!I`&T`90!S`""3@!E`<(`!2
M`&`,`0!A`&X`(`!2`&4`9P!U`&P`80!R`.....0`""%@"0`""0`
M`\*`.....!\$(`)"A`""H0`""H`""#`0`,`@#]
M`0\$`1`#`^0\$`1`#_`0\$`@`""@\$`1`!`@`,`@`""@\$`1`#`@\$`@`\$`@\$`
M1`"%`@\$`1`#3=*PB`""&`,`!H`&@`,`!H`@S?!X`""!0`@`""PS`
M`""\$`#8`.....#@`.....Q7[8B0`&P8`""%0`<@!I`&\$`,`@!G
M`&P`90`"/`;!O#@`,`H`"""@#@`0`""0`-`.....
M`""#%\$!C)`!@!@`1`!I`&\$`,`0!O`&X`9`""/!@!O#@`,`H`"""@#@`0`
M`0`,`@`.....`.....#%>%B)`""!`""4P!Q`4`80!R`&4`
M`"#P`@3PX#`\*`""H`X-T\*\$`"#00`P`""\$0`-W="PL`P`"!L`W=\$`
M#@`""@P!-T\*#@#@#1T0\$.`""+\$W0H.`-R#/+@0!(`""N@NZ"QH`[!,2

M`.!)3E1%4DY!5\$E/3D%,@\$5\$54-!5\$E/3H!04D]4D%-4_,\XC0!!4``L`
M"0`!L`0`~~~~`2`5`-#,&5&AE@\$1E<&%R=&UE;G2`9G5N9`.`88!V87)I97IY
M@&]F@&EN=&5R;F%T:6]N86R`961U8V%T:6]N@`!R;V=R86US@`!O@&AE;""
M;65E=(!T:&6`;F%T:6]N\!P\$\\//;F5E9(!F;W\*`97AP97)T:7-E@&EN@&9O
M<F5I9VZ`;&%N9W5A9V5S+(!A<F5A@`-T=61I97.`86YD@&EN=&5R;F%T:6]N
M86R`<W1U9&EE<RR`86YD@&9O<H!A@&UO<F7/:6YT97)N871I;VYA;&QY@&QI
M=&5R871E@&-I=&EZ96YR>2[,S&_@,`P`~~~~`<`,`!..:6YE@`!R;V=R86US
M@&%R98!C=7)R96YT;`F`9G5N9&5D@`5N9&5R@`!H98!(14&`86YD@`!R;W9I
M9&6`88!C;V]R9&EN871E9(!A<`!R;V%C:-`!%0``"P`)``\$X"H@%!@`!(!4`
MT`!O@`-T<F5N9W1H96YI;F>`:6YT97)N871I;VYA;(!E9`5C871I;VXZ@\$YA
M=&EO;F%L@%)E<V]U<F-E@\$-E;G1E<G,L@\$9O<F5I9VZ`3&%N9W5A9V7/86YD
M@\$%R96&`4W1U9&EE<X!&96QL;W=S:&EP<RR`3&%N9W5A9V6`4F5S;W5R8V6`
M0V5N=&5R<RR`26YT97)N871I;VYA;(!297-E87)C;(!A;F3/4W1U9&EE<RR`
M56YD97)G<F%D=6%T98!);G1E<FYA=&EO;F%L@%-T=61I97.`86YD@\$9O<F5I
M9VZ`3&%N9W5A9V5S+(!#96YT97)S@&9O<L]);G1E<FYA=&EO;F%L@\$)U<VEN
M97-S@\$5D=6-A=&EO;BR`0G5S:6YE<W.`86YD@\$EN=&5R;F%T:6]N86R`161U
M8V%T:6]N+(!!;65R:6-A;L]/=F5R<V5A<X!297-E87)C;(!#96YT97)S+(!A
M;F2`=&AE@\$EN<W1I='5T98!F;W\*`26YT97)N871I;VYA;(!0=6)L:6.`4&]L
M:6-Y+M`\$%P``#0`+`((!R@C""<H(P(@%P#0S&_@,`P`~~~~`<`,`!4:&5S
M98!P<F]G<F%M<X!H879E@&AE;`!E9(!T;X!C<F5A=&6`:&EG;(!Q=6%L:71Y
M@&=R861U871E@&%N9(!U;F1E<F=R861U871ET`\$5``+``D``:P0\_`L-``\$@
M%0#0:6YT97)N871I;VYA;(!P<F]G<F%M<SN`96YC;W5R86=E9(!O=71R96%C
M:(!T;X!T:&6`<)EA&-O;&QE9VEA=&6`;&5V96P[(@&%N9(!H96QP962`=&AE
MSV)U<VEN97-S@&-O;6UU;FET>8!M965T@`!H98!D96UA;F1S@&]F@&%N@&EN
M8W)E87-I;F=L>8!C;VUP971I=&EV98!G;&]B86S;/6%R:V5T<&QA8V4NT`07
M``-``L``@@"*",(R@C`B`7`-#;,^P#`~~~~`(!PP`X\$)O=&B`=&AE@\$1E
M<&%R=&UE;G2`86YD@`!H98!C;VUM=6YI='F`86=R966`=&AA=(!T:&5S98!P

M<F]G<F%M<X!A<F6`=V]R:VEN9X!W96QL@&%N9-`!%0``"P`)``%(%9@0\$@`!
M(!4`T`-H;W5L9(!B98!C;VYT:6YU962`=VET:(!O;FQY@&UI;F]R@&-H86YG
M97,N@-`\$%P``#0`+``(!R@C``<H(P(@%P#0S%=E@&%R98!P<F]P;W-I;F>`
M=&AE@&9O;&QO=VEN9X!M:6YO<H!C:&%N9V5S@'!O@'!H98!L96=I<VQA=&EO
M;H!T;X!E;&EM:6YA=&6`=6YF=6YD962`<')O9W)A;7,LSW!O@'-T<F5N9W!H
M96Z`;W5T<F5A8VB`=&^`2X0Q,BR`=&^`96YC;W5R86=E@&=R96%T97\*`=7-E
M@&]F@'!E8VAN;VQO9WDL@&%N9(!T;X!I;F-L=6!E@&&`;F5WSW-E8W!I;VZ`
M;VZ`979A;'5A=&EO;B[,S&\_@,'P`""""<`,`!%;&EM:6YA=&6`4V5C+H`V
M,#6`\@CR26YT96YS:79E@%-U;6UE<H!;86YG=6%G98!);G-T:7!U=&5S\PCS
M@&%N9(!396,N@#8P-X#R"/)&;W)E:6=NT`\$5``+``D``;P;#!<9``\$@%0#0
M4&5R:6]D:6-A;`,`4')O9W)A;2Z`@/,(U-E8RXV,#>`:&%S@&YO=(!B965N
M@&9U;F!E9(!S:6YC98`Q.3DS@&%N9(!396,N-C`U@&AA<X!N979E<M`!%0``
M"P`)``&H'/@7&@`!(!4`T&)E96Z`9G5N9&5D+H""3W5R@')E8V]M;65N9&%T
M:6]N@'!O@&5L:6UI;F%T98!T:&5S98!T=V^^<V5C=&EO;G.`:7.`8V]N<VES
M=&5N=(!W:7!H@'!H9<]97!A<G!M96YT\P\$V`.<&]L:6-Y@'!O@&5L:6UI
M;F%T98!U;F9U;F!E9(!P<F]G<F%M<R[0!!<``T`"P`""<H(P@`\*",")(!<`
MT,QOX#`,`""@'#`#@16QI;6EN87!E@%-E8RZ`-C,R@/((\E!R97-E<G9A
M=&EO;H!O9H!0<F6\$,3DY,H!0<F]G<F%M<_,(\RZ`@%!H98!E;&EM:6YA=&EO
M;H!O9H!T:&ES@'!R:6=G97+0`14``L`"0`!6""H&QX``2`5`-!P<F]V:7-I
M;VZ`9VEV97.`=&AE@\$!E<&%R=&UE;G2`9W)E87!E<H!F;&5X:6)!;&ET>8!T
M;X!S=7!P;W)T@'!R;V=R86US@'!H872`8F5S=(!M965T@'!H9<]C:&%N9VEN
M9X!N965D<X!I;H!I;G!E<FYA=&EO;F%L@&5D=6-A=&EO;BZ`@\$9U<G!H97)M
M;W)E+(!396,N@#8S,H!R969E<G.`<W!E8VEF:6-A;&QY@'!OSW!H98`Q.3DR
M@&%M96YD;65N=`,`=&^`2\$5!@&%N9(!<X!O=7!D87!E9"[0!!<``T`"P`"
M""<H(P@`\*",")(!<`T,QOX#`,`""@'#`#@16QI;6EN87!E@%-E8RZ`-C`T
M*&(l@%!R;V=R86US@&]F@\$!E;6]N<W!R87!E9(!%>&-E;&QE;F-E+H""5&A!
M<X!S=6)S96-T:6]N@&]F@%-E8R[0`14``L`"0`!]!"I\$(",``2`5`-`V,#2`

M\@CR56YD97)G<F%D=6%T98!);G1E<FYA=&EO;F%L@%-T=61197.`86YD@\$9O
M<F519VZ`3&%N9W5A9V6`4')O9W)A;7/S"/.:&%S@&YE=F5RT`\$5``+``D`
M`>`E,"\$D``\$@%0#08F5E;H!F=6YD960N@(!798!A<F6`<')O<&]S:6YG@'1O
M@&5L:6UI;F%T98!I=(!A;F2`:6YC;W)P;W)A=&6`:V5Y@'!R;W9I<VEO;G.`
M;V:='&AI<]P<F]G<F%M@&EN@'-U8G-E8W1I;VZ`\*&\$I+M`\$%P``#0`+``((
M!R@C""<H(P(@%P#0S&_@,'P``````<,.!2979I<V6`4V5C+H`V,#.`\@CR
M3&%N9W5A9V6`4F5S;W5R8V6`0V5N=&5R<_(\X!F;W*`=&AE@&9O;&QO=VEN
M9X!P=7)P;W-E<SK0!!\`4`\$P`!D"G@)"@``0((!R@C""<H(P(@'P#0!0!&
M`O`R#/+Q`48"<S@\$0P``````<,.#Q`D@"\83@,'P````8`D,`.#Q`T@"
M51O@'-T<F5N9W1H96Z`=&AE:7\*`<F]L98!A<X!R97-O=7)C97.`=&^:6UP
M<F]V98!F;W)E:6=N@&QA;F=U86=E@'1E86-H:6YG@&%N9-`!%0``"P`)``%H
M*[@F*@`!(!4`T&QE87)N:6YG@&EN@\$N\$,3([T`07``-``L``F`)*"-@2@C
M`B`7`-#0!A4``L`"0`!0"V0\*"P``2`5`-#@ \$0P``````<,.#Q`DH"\83@
M,'P````8`D,`.#Q`TH"\51O@&9O8W5S@&5A8VB`0V5N=&5R@&]N@&&`<W!E
M8VEF:6.`=V]R;&2`87)E88!A;F2`8V%R<GF`;W5T@&%C=&EV:71197.`:6[0
M`14``L`"0`!L`0``````2`5`-!C;VQL86)O<F%T:6]N@'=I=&B`9F]R96EG
M;H!L86YG=6%G98!E9'5C871O<G.`86YD@'!R;V9E<W-I;VYA;(!A<W-O8VEA
M=&EO;G,[T`07``-``L``F`)\*"-@2@C`B`7`-#,X!\$,````@'#`#@0),
M`O&\$X#`,`&`)'#`#@0-,`O%4;X!M86ME@&1I<W-E;6EN871I;VZ`86Z`
M97-S96YT:6%L@&-O;7!O;F5N=(!O9H!E86-H@\$-E;G1E<H!A8W1I=FET>300
M!!\`4`\$P`!=`?\$`@,``0)@2@C8`DH(P(@'P#0S.`1#``````(!PP`X(3@
M,'P````8`D,`.!4;X!E;F-O=7)A9V6`=71I;&EZ871I;VZ`;V:='&AE@&%D
M=F%N8V5S@&EN@&5D=6-A=&EO;F%L@'1E8VAN;VQO9WGR#/([@/,V%N9/(.
MM`\$P``%0`3``%, "9P\$!0`!`F`)\*"-@2@C`B`?`-#,P[SX!\$,````@'
M#`#@0)0`O&\$X#`,`&`)'#`#@0-0`O%4;X!A=71H;W)I>F6`9&]M97-T
M:6.`86YD@&]V97)S96%S@&EN=&5N<VEV98!S=6UM97\*`;&%N9W5A9V6`<')O
M9W)A;7,NT0?``5`!,``2@+>`8``\$8`DH(V`)*",(!\`T,QOX#`,`

M`@`#`#@061D@&&`;F5W@'-E8W11;VZ`;VZ`979A;'5A=&EO;BZ`@\$-O;G-I
M<W1E;G2`=VET:(!T:&6`:6YC<F5A<VEN9X!E;7!H87-I<X!O;M`!%0``P`)
M``\$`#5`(`0`!(!4`T`!E<F9O<FUA;F-E@&UE87-U<F5S@&%N9(!P<F]G<F%M
M@`)E<W5L='L@`=E@&%R98!P<F]P;W-I;F>`= &^`861D@&&`;F5W@'-E8W11
M;VZ`;V[/979A;'5A=&EO;H!O9H!T:&6`9&]M97-T:6.`86YD@&]V97)S96%S
M@&EN=&5R;F%T:6]N86R`961U8V%T:6]N@`!R;V=R86US+H!798!W:6QL@&YO
M=,]R96-O;6UE;F2`9G5N9&EN9X!T;X!C;VYD=6-T@&5V86QU8711;VZ`=6YT
M:6R`=&AE@&%M;W5N=(!A=F%!l;&%B;&6`9F]R@&5A8VB`<')O9W)A;8!I<]JM
M;W)E@`!H86Z`=&AE@&%M;W5N=(!A=F%!l;&%B;&6`9F]R@&91<V-A;(!Y96%R
M@#\$Y.3@NT`07``-``L``@@`\*",(!R@C`B`7`-#@\$0P``````<`,`#@ \$0P`
M````8`D`,`#@ \$0P``````N`L`,`#@ \$0P``````\$`X`,`#@ \$0P``````:`,`#@
M\$0P``````P!(`,`#@ \$0P``````&!4`,`#@ \$0P``````<!<`,`#3F]T93J`@%1H
M98!A9&UI;FES=)A=&EO;H!W:6QL@`-E96N`87!P<F]P<FEA=&EO;G.`9F]R
M@`!H98!A=71H;W)I>F5D@&QE=F5L<X!S:&]W;H!I;H!T:&6`8FEL;"S/=VET
M:&EN@&%N@&]V97)A;&R`8G5D9V5T@`!H872`861H97)E<X!T;X!T:&6`9&ES
M8W)E=&EO;F%R>8!S<&5N9&EN9X!L:6UI='.`=&^`=VAI8VB`=&AE@%!R97-I
M9&5N=,]A;F2`0V]N9W)E<W.`:&%V98!A9W)E962`:6Z`=&AE@`!E;F11;F>`
M0F%L86YC962`0G5D9V5T@\$%C=(!O9H`Q.3DW+N`1#``````@``P`X.`1#``
M``!X`@P`X.`1#``````#0(`P`X-`\$%0``P`)``%@%+`/\$0`!(!4`T.`1#``
B```(!PP`X/(,LS,)\@[RS,S,\PSS\P[SS,S,@(#,S,S,S``!
`

end

begin 666 reaufip1

M_U=00WP%``!@"(``````@4``!X%``````(`!)\*9EV;H:I';F[8C"\$`K..S
MRT=LKP\FB5N=-\Z.AE]N3NC?JZB=9`EQ011QW2-(<Y"1]+JR%_/_4_:5PGJ#J
M`C\$E5312W/XA(<[(= %M(8&_IT5CL&]SR!^"9TJ8J:\$**!!]*48]7XYO?\$6")

M'P#4U!H?'('!P'('8"@:X""8"0'F'@\$')@+CIQ\`U--TK"('.....

M''''''''''0*''''(P''''-\$#(P''''0\$`%@`P\$`\$!`%@`"/_''''''''''
M''''9''''(P#1W0H0`(!@`#`\$:@(1``W=\$#-P''''0\$`%@#2`,`\$!`%@'''@``
M6`('''''''9,@''''''''''''''''''''!DR``W`-9`@X``('``!
M``X`V=@`\$0``!``!``\$``0\$`\$0#8T0(-``!``\$``PT`T=,%#````0````P`
MT]0;P''''0\$`'''F`F-A`0`F`@``6`(!`%@`''''?`-34&A``@`\$#``@`)@*!
MWP(`)@(!``8'''0`F`F-A`P#4W0L+```,`0+-W4&Q``@`\$#``@`6`(!?`,`
M6`('``8'''P`F`H`?P#4T141`C`!````\$``*L`0`1`-`@0!(````GP6?!0T`
M[!,2`.#R#/) &54Y\$@ \$9/4H!42\$6`24U04D]614U%3E2`3T`4\$]35%- %0T].
M1\$%268!%1%5#051)3TZ`*\$9)4%- %*8C0!!4``L`"0`!L`0`''''''2`5`-#S
M#//,T@\$.`''''`\$@#L`0.`-)&25!312R`97-T86)L:7-H962`8GF`= &AE@\$AI
M9VAE<H!%9'5C871I;VZ`06-T@\$%M96YD;65N=.`;V:`,`3DW,BR`87=A<FIS
M@&=R86YT<X`B=&^`:6UP<F]V9<]P;W-T<V5C;VYD87)Y@&5D=6-A=&EO;H!O
M<!O<G1U;FET:65S@&)Y@&5N8V]U<F%G:6YG@'1H98!R969O<FTL@&EN;F]V
M871I;VXL@&%N9(!;7!R;W9E;65N=(!O9L]P;W-T<V5C;VYD87)Y@&5D=6-A
M=&EO;BR`86YD@'!R;W9I9&EN9X!E<75A;(!E9'5C871I;VYA;(!O<!O<G1U
M;FET>8!F;W*`86QL+B\*`@%1O=&%L@&9U;F1I;F>`9F]RST9)4%- %@&5Q=6%L
M;&5D@`"0Q.(!M:6QL:6]N@&EN@\$99@#DW+LS,1DE04T6`9W)A;G2`8V]M<&5T
M:71I;VYS@&EN8VQU9&4ZS,QOX#`,`''''@`#`#@5&AE@\$-O;7!R96AE;G-I
M=F6`4')O9W)A;2R`1DE04T4G<X!P<FEM87)Y@&=R86YT@&-O;7!E=&ET:6]N
M+(!W:&EC;(!A;FYU86QL>8!A8V-O=6YT<]`!%0``P`)'`\$@#7`("0`!(!4`
MT&9O<H!O=F5R@&5I9VAT>8!P97)C96YT@&]F@&ET<X!P<F]G<F%M@&)U9&=E
M="!0!!<``T`"P`''''>0)`@'D"0`(!<T,QOX#`,`''''@`#`#@4VUA;&QE
M<BR`(G-P96-I86R`9F]C=7,B@&-O;7!E=&ET:6]N<X!I;H!A<F5A<X!O9H!P
M87)T:6-U;&%R@&YA=&EO;F%L@&YE962`87)E@&%L<V``8V]N9'5C=&5DT`\$5
M``+``D``?`/0`L`,`\$@%0#096%C;(!Y96%R+H``26Z`<F5C96YT@'EE87)S
M@'1H97-E@&-O;7!E=&ET:6]N<X!H879E@&%D9')E<W-E9(!S=6-H@'1O<&EC
M<X!A<X!D:7-S96UI;F%T:6]NSV]F@'!R;W9E;H!P;W-T<V5C;VYD87)Y@')E

M9FJR;7,L@&%N9(!D979E;&JP;65N=(!O9H!C;VJP97)A=&EV98!P;W-T<V5C
M;VYD87)Y@'!R;V=R86USSV)E='E96Z`:6YS=&ET=71I;VYS@&EN@'!H98!5
M;FET962`4W1A=&5S@&%N9(!T:&JS98!I;H!T:&6`365X:6-O+(!#86YA9&\$L
M@&%N9(!%=7)O<&5A;LJ5;FEO;BZ`T`07``-``L``@`@`D"0(!Y`D`B`7`-#,
M5&AE@\$-O;7!R96AE;G-I=F6`4')O9W)A;3K,S&_@,'P''''''<,'.!)<X!O
M<&5N@'!O@&%L;(!P=6)L:6.`86YD@'!R:79A=&6`;FJN<')O9FET@'!O<W1S
M96-O;F1A<GF`:6YS=&ET=71I;VYS+(!F<FJ)M@'!W;X1Y96%RT`\$5``'+``D`
M`7`7P!(4``\$@%0#0:6YS=&ET=71I;VYS@'!O@')E<V5A<F-H@'5N:79E<G-I
M=&EE<RZ`@\$EN@\$99@#DW+(`R,34V@&%P<&QI8V%T:6JN<X!W97)E@'-U8FUI
M='1E9"[0!!<``T`"P`''''>0)`@`D"0"(!<`T,QOX#`,`''''@`#`#@4W5P
M<&JR='.`9&5M;VYS=)A=&EO;H!P<FJ96-T<X!A9&1R97-S:6YG@&&`=VED
M98!R86YG98!O9H!P;W-T<V5C;VYD87)Y@&EM<')O=F5M96YT<RS0`14``L`
M"0`!0!J0%1<``2`5`-!A8V-E<W.`=&^<&]S='-E8VJN9&%R>8!E9'5C871I
M;VZ`9FJR@&%L;(!T>7!E<X!O9H!S='5D96YT<RR`=&5A8VAI;F>`86YD@&QE
M87)N:6YG+H``36JS=,JG<F%N=(!A=V%R9`.`87)E@&EN@'!H98!A<F5A<X!O
M9H!A8V-E<W.`86YD@')E=&5N=&EO;BR`8W5R<FEC=6QU;8!R969O<FTL@&5D
M=6-A=&EO;F%LSWIE8VAN;VQO9WDL@'-C:&]O;(1C;VQL96=E@&-O;&QA8FJR
M871I;VXL@'-C:&]O;(1T;X1W;W)K@'!R;V=R86US+(!I;G1E<FYA=&EO;F%L
M@&5D=6-A=&EO;BS/9F%C=6QT>8!D979E;&JP;65N="R`86YD@&=R861U871E
M@&%N9(!P<FJF97-S:6JN86R`961U8V%T:6JN+M`\$%P``#0`+``(!Y`D``>0
M)`(@%P#0S&\_@,'P''''''<,'.!)<X#Q`(``8#Q`8``79E<GF`8VJM<&5T
M:71I=F4Z@&]F@'!H98!A<!R;WAI;6%T96QY@#(P,#``87!P;&EC871I;VYS
M@'-U8FUI='1E9(!E86-H@'EE87(L@&JN;'F`86)O=730`14``L``0`!X!P
M&QT``2`5`-`W-8!R96-E:79E@\$9)4%--%@&=R86YT<RR`88!F=6YD:6YG@')A
M=&EO@&]F@&QE<W.`=&AA;H!F;W5R@'!E<F-E;G0N@-`\$%P``#0`+``(!Y`D
M``>0)`(@%P#0S&_@,'P''''''<,'.!.297%U:7)E<X!E86-H@&9U;F1E9(!P
M<FJ96-T@'!O@&5N9V%G98!I;H!S>7-T96UA=&EC@&5V86QU871I;VZ`;V:`

M:7IS@&]U=&-O;65S+(!A;F2'=&_0'14'''L''0'!L"('B'''2'5'-!D:7-S
M96UI;F%T98!I='.'<F5S=6QT<X!T;X!T:&6'<&]S='-E8V]N9&%R>8!C;VUM
M=6YI='DNT`07'''-`L``@`@`D"0(!Y`D`B`7`-#;^`P#`''''''('PP`X\$EN
M8VQU9&5S@&5V86QU871I;VZ`;V:.`;W5T8V]M97.`=&AA=(!L96%D<X!T;X!!
M;G-T:71U=&EO;F%L:7IA=&EO;H!O9H!S=6-C97-S9G5L@'!R;VIE8W1S.X!A
MT`\$5'''+'`D``8`ET'''C``\$@%0#0;&%R9V6`;6%J;W)I='F`;V:`1DE04T6`
M<')O:F5C='.`87)E@&-O;G1I;G5E9(!A9G1E<H!&25!318!F=6YD:6YG@&5X
M<&ER97,N@-`\$%P``#0+'`((!Y`D'''>0)`(@%P#0S\$EN@')E8V]G;FET:6]N
M@&]F@'1H:7.`<')O9W)A;2=S@&]U='-T86YD:6YG@'-U8V-E<W.`;W9E<H!T
M:&6'<&%S=(`R-8!Y96%R<RR`8F]T:(!T:&6`1&5P87)T;65N=(!O9L]%9'5C
M871I;VZ`86YD@'1H98!H:6=H97\*`961U8V%T:6]N@&-O;6UU;FET>8!H879E
M@')E8V]M;65N9&5D@'1H872`1DE04T6`8F6`<F5A=71H;W)I>F5DSW=I=&AO
M=72`<W5B<W1A;G1I86R`8VAA;F=E@&EN@&ET<X!S=&%T=71E+H'''5&AR966`
M;6EN;W*`86UE;F1M96YT<X!A<F6'<')O<&]S962`.&5R98!T;SJ`,2F`8VQA
M<FEF><]T:&6'<F%N9V6`;V:`96QI9VEB;&6`9W)A;G1E97,[@#(I@'!R;W9I
M9&6`9F]R@&EN8W)E87-E9(!S=&%F9H!F;&5X:6)I;&ET>3N`86YD@#,I@&5N
M8V]U<F%G98!A<!L:6-A;GISSW1O@&%D9')E<W.`=&AE@&YE962`=&^`<F5S
M=')U8W1U<F6`:6YS=&ET=71I;VYS@'1O@&EM<')O=F6`;&5A<FYI;F>`86YD
M@'!R;VUO=&6`8V]S=(!E9F9I8VEE;F-I97,LSV%N9(!T;X!P<F]M;W1E@&%R
M=&EC=6QA=&EO;H!B971W965N@'1W;X1Y96%R@&%N9(!F;W5RA'EE87*`:6YS
M=&ET=71I;VYS+LS0!AD'''`#0'!\"U`*2P``1(!(!(@&0#0T181```,`\$(
M'''*L`@`1`-1`S<`@`\$!`!8`TC`!`0!8`@`''%@''''''''''&3(`\$!`%@"
M`@``6`('''''''''9,@`-P#IT1<*`,`H`T4Y/5\$4Z@(!4:&6`861M:6YI
M<W1R871I;VZ`=VEL;(!S965K@&%P<')O<')I871I;VYS@&9O<H!T:&6`875T
M:&]R:7IE9(!L979E;.`<VAO=VZ`:6Z`=&AE@&)I;&PLT`\$5'''+'`D``;`\$
M`''''`\$@%0#0=VET:&EN@&%N@&]V97)A;&R`8G5D9V5T@'1H872`861H97)E
M<X!T;X!T:&6`9&ES8W)E=&EO;F%R>8!S<&5N9&EN9X!L:6UI='.`=&^`=VAI

M8VB`=&AE@%!R97-19&5N=(!A;F3/0V]N9W)E<W.`:&%V98!A9W)E962`:6Z`

M=&AE@`!E;F1I;F>`0F%L86YC962`0G5D9V5T@\$%C=(!O9H`Q.3DW+N`I#``

M``@`P`X.`I#````!X`@P`X.`I#````#0(P`X.`I#````H(PP`X-`4

M%0``P`)``&0!N`!`@`!(!4`T/\$`@`#QT!05``+``D``9`&X`\$```\$@%0#0

M\0&``/`@\$0P``````<`,`#@0P````8`D`,`#@0P````N`L`,`#@0P`

4````\$`X`,`#@0P````:`,``,`

,

end

begin 666 fipse.wpd

M_U=00W`\$``!"@(!````@4``#B%````(``B,D].\LCX]&S)J9LDXZ&B8

M<B3RZ(`0>1UZ)/@+6E]WO\_)1\$E\*6P.Q6&:CO`&>OQ9Q'ZPJ,X[MDN=W6.@P)

M"3[!<U#?QA1(W_`\$<UH!\$9:MEI,#TC8<)85H0NP_7&E@2\$A.;5A\=(>ETSC

MH`BN7R[J7[_]/:.7V8,<Q,_[X\$I3+OFOM];\$UY'1D#3O/9<@\0NWH7J5>-&B

MTGZ?T^&YD05Q.3'Y#=R2_+&)U#05EVA([ZU74U:#W4L"O[Z-1OPOW.T/4ZY!

M4]3,V<HR<X@FS<\$%M0-6N3]&Z=/ZLDJ?<IDE@\<<:X_)G_9F=?2Y(ETU2M.4

M*^1?X=P8#**>)B8O]9/.VV#SO=&`\8QTOQ&F-38R?'WZ`2SK+>.3Q]UN'4E

MK`Z9DNVRO6^-T6.TV\*I`6%+5J=W!V^IDG>E,]U"#8PUACDJ>Q/^<S@OSX?.N

M;@,:<Q?""*IP#ALGL<[X\$5YKG7N>N#\$<AY:I"MET\8S.;&Y;GQ;*!WG#Q/!:

M?!CH^9G:2[B0UKE7NM[!H&FW\$[IX,"+'^57R*P\$0^I29M?+\!]5F8S_L%E31

M9;""M3=9</84FP5M:2F.:P?2S!^!\-J?"ABTMID^NM/"!P]((6X*@/_NP\&\

M:F^8[1^M.[`\_)-@4#Y58`K<""D`@C`0``L!``!^`@``

M`%4!````3@``(D#``))0\$````&````UP,``LP`@````@````#=`P````<!

M````0````4\$````(-`\$````4````100````@``0````\````!9!````4!````

M"````&@\$````F\$@`4``@`\$P`80!S`&4`<@!\*`&4`=``@`#4`4P!I``````

M``2%!00TPU

M35,``````P!_``L`2P!+`\$L`2P!\_``P````````````````````````````````

M@'-U;7.`87/0`14``L``0`!K!#"PT``2`5`-!M87F`8F6`;F5C97-S87)Y
M@&9O<H!F:7-C86R`>65A<H`Q.3DY@&%%N9(#Q`K4`69O<H#Q`[4`65A8VB`
M;V:='&AE@&9O=7*`<W5C8V5E9&EN9X!F:7-C86R`>65A<G/Q`\*P`8!T:)O
M=6=H@#(P,#*;,@\$!K`#Q\0\*M`/`&`0.M`/'Q`*T`9OQ`:T`\7!O@&-A<G)Y
M@&]U=,]T:&ES@'-U8G!A<G0L@&5X8V5P=(!F;W*`<W5B<V5C=&EO;H`H8BDN
MF\R<S.`1#`~~~~~(!PP`X/'@!/'H8BF`\@[R4\$Q!3DY)3D>`1U)!3E!3+O,.
MX2\$5&AE<F6`87)E@&%%U=&AO<FEZ962`=&^`8F6`87!P<F]P<FEA=&5D@'-U
M8VB`<W5M<X!A<X!M87G0`14``L``0`!7!2L#Q\$``2`5`-!B98!N96-E<W-A
M<GF`9F]R@/\$`K@#Q96%C:(!O9H#Q`:X`\69I<V-A;(!Y96%R\0"O`/%S\0&O
M`/`&`,`3DY\0"P`/\$X\0&P`/'Q`+(`\?\$"L0#Q-_\$#L0#Q\0&R`/'Q`K,`3F`
M86YD@/\$#LP#Q\0*V`/%F;W\*`0.V`/'Q`K,`65A8VB`;V:='&AE@&9O=7*`
M<W5C8V5E9&EN9X!F:7-C86R`>65A<G/Q`[,`\'\$`M`#Q@'1H<F]U9VB`,C`P
M,O\$!M`#Q@'1O@&-A<G)Y@&]U=,]S96-T:6]N@#\$P,#\$H8BDN\!\$"[S.`1
M#`~~~~~(!PP`X"AD*8!396-T:6]N@#\$P,3&`:7.`86UE;F1E9(2\$S,R;X!\$,
M`~~~~~@`#`#@X!\$,~~~~~&`)#`#@`#@\$!@&EN@'-U8G-E8W!I;VZ`\*`&,I+(!B
M>8!S=')I:VEN9X!O=72`<`&R86=R87!H<X""*#\$!@'1H<F]U9VB`*#,I@&%N
M9(!I;G-E<G!I;F>`:6[/;&EE=8!T:&5R96]F@(!T:&6`9F]L;&]W:6YG.LS,
MX!\$,~~~~~@`#`#@X!\$,~~~~~&`)#`#@`""\$"@Q*8"<:6YT97)N87!I;VYA
M;)N`8V]O<&5R87!I;VZ`86YD@'-T=61E;G2`97AC:&%N9V6`86UO;F>`G'!O
M<W!S96-O;F1A<GF;SV5D=6-A=&EO;F%L@)QI;G-T:7!U=&EO;G,NS)O,X!\$,
M`~~~~~@`#`#@X!\$,~~~~~&`)#`#@`""\$"@R*8!I;G-T:7!U=&EO;F%L@)E
M<W!R=6-T=7)I;F>`=^`6UP<F]V98!L96%R;FEN9X!A;F2`<)O;6]T98!C
M;W-T@)QE9F9I8VEE;F-I97,NFX"<S,S@\$0P`~~~~~"<`,`";X!\$,~~~~~&`)
M#`#@`""\$"@S*8!E=F%L=6%T:6]N@&%N9(!D:7-S96UI;F%T:6]N@&]F@&UO
M9&5L@)QP<F]G<F%M<R[,S.`1#`~~~~~(!PP`X.`1#`~~~~~!@"0P`X/'@!/'H
M-"F`87)T:6-U;&%T:6]N@&)E='E96Z`='OA'EE87*`86YD@&9O=7*\$>65A
M<H!I;G-T:7!U=&EO;G,N\!\$([@&%N9,R;S.`1#`~~~~~(!PP`X.`1#`~~~~~

M`"!@0P`X"@R*8"<8GF`86UE;FII;F>;@'-U8G-E8WII;VZ`G"AD*8!T;X!R
M96%D@&%S@&9O;&QO=W,ZS,S@\$0P`""`<`,`#P(`3P*&0I@/(.\\D%55\$A/
M4DE:051)3TZ`3T:`05!04D]04DE!5\$E/3E,N\\P[SA(14:&5R98!A<F6`875T
M:&]R:7IE9(!T;X!B9=`!%0`"P`)"',)APB)0`!(!4`T&%P<')O<')I87IE
M9(!S=6-H@'-U;7.`87.`;6%Y@&)E@&YE8V5S<V%R>8!F;W*`96%C:(!O9H!F
M:7-C86R`>65A<G.`3DY.(!T:')O=6=H@#(P,#*`=&^`8V%R<GG/;W5T@'IH
M:7.`<W5B<&%R="[P'P3P+LS,TP4,``<!``(`#`#3(X`C@"/0"14``L`"0`!
M?"K,)2D``2`5`-#3!1``!@\$``(I"0``\$`#3\\@SR\\@[RS/,\\\_\\,\\Q4A%B`
M*\$9)4%- %FRF`<V5C=&EO;H1B>81S96-T:6]NS,S@\$0P`""`<`,`!396-T
M:6]N@(2\$A("`=V]U;&2`86UE;F2`<V5C=&EO;H`Q,#`Q*&\$I@&]F@'IH98!!
M8W2`=&^`8VQA<FEF>8!T:&%T@!U8FQI8X!A;F2`<')I=F%T9<]N;VYP<F]F
M:72`:6YS=&ET=7II;VYS@&%N9(!A9V5N8VEE<RR`86-T:6YG@&%L;VYE+(!A
M<X!W96QL@&%S@(!I;G-T:7IU=&EO;G.`;V:`@&A19VAE<H!E9'5C87II;VZ`
M86YD@,]C;VUB:6YA=&EO;G.`;V:`<W5C:(!I;G-T:7IU=&EO;G,L@&%R98!E
M;&EG:6)L98!F;W*`G\$9)4%- %FX!G<F%N=',NS,S@\$0P`""`<`,`!396-T
M:6]N@(2\$A("`=V]U;&2`86UE;F2`<V5C=&EO;H`Q,#`S*&\$I@&]F@'IH98!!
M8W2`=&^`<F%I<V6`=&AE@&YU;6)E<H!O9H!T96-H;FEC86S/96UP;&]Y965S
M@'IH872`=&AE@%-E8W)E=&%R>8!M87F`87!P;VEN=(!T;X!A9&UI;FES=&5R
M@)Q&25!319N`9G)O;8`U@'IO@#<N@(!286ES:6YG@'IH98!C96EL:6YG@&]F
MSV%L;&]W86)L98!E;7!L;WEE97.`=V]U;&2`96YS=7)E@(!T:&6`G&%B:6QI
M=F;@'IO@&A1<F6`9F]R@&9U='5R98!N965D<R[,S.`I#`""`(!PP`X%-E
M8WII;VZ`A(2\$@(!W;W5L9(!A;65N9(!S96-T:6]N@#\$P,#0H82F`;V:`=&AE
M@\$%C=(!T;X"<875T:&]R:7IE@'IH98!A<!R;W)I87II;VZ`;V;)/#;P+#`P
M,"PP,#";@&9O<H!F:7-C86R`>65A<H`Q.3DY+(!A;F2`<W5C:(!S=6US@&%S
M@&UA>8!B98";F5C97-S87)Y@&9O<H!E86-H@&]F@'IH98!F;W5RSW-U8V-E
M96II;F>`9FES8V%L@)QY96%R<RR;@&9O<H"<IDE04T6;@&=R86YT<RZ`@%-E
M8WII;VZ`A(2\$@'=O=6QD@&%L<V^`86UE;F2`<V5C=&EO;H`Q,#`T*&(I@&]F

M@'1H9<]!8W2`=&^`G&%U=&AO<FEZ98!T:&6`87!P<F]P<FEA=&EO;H!O9IN`
M)#\$L,#`P+#`P,("<9F]RFX!F:7-C86R`>65A<H`Q.3DY+(!A;F2`<W5C:(!S
M=6US@&%S@&UA>8!B98#;/F5C97-S87)Y@&9O<H!E86-H@&]F@'1H98!F;W5R
M@'-U8V-E961I;F>`9FES8V%L@)QY96%R<RR;@&9O<H"<1DE04T6;@'!L86YN
M:6YG@&=R86YT<R[,S.`1#`~~~~`(!PP`X%-E8W1I;VZ`A(2\$@`=O=6QD@&%M
M96YD@'-E8W1I;VZ`,`3`Q,2AC\*8!O9H!T:&6`06-T@"A3<&5C:6%L@%!R;VIE
M8W1S@&EN@\$%R96%S@&]FSU!A<G118W5L87*`3F%T:6]N86R`3F5E9"F`=&^`
M8VAA;F=E@'1H98!I;FET:6%L@(!A<F5A<X!O9H"<;F%T:6]N86R;@&YE962`
M9G)O;8""`6YT97)N871I;VYA,;]E>&-H86YG97,L@(!C86UP=7.`8VQI;6%T
M98!A;F2`8W5L='5R92R`86YD@&5V86QU871I;VZ`86YD@&1I<W-E;6EN871I
M;VZ`=&^`G&EN=&5R;F%T:6]N86S/8V]O<&5R871I;VZ`86YD@'-T=61E;G2`
M97AC:&%N9V5S@&%M;VYG@'!O<W1S96-O;F1A<GF;@)QE9'5C871I;VYA;(!I
M;G-T:71U=&EO;G,LFX!!;G-T:71U=&EO;F%LSW)E<W1R=6-T=7)I;F>`=&^`
M:6UP<F]V98!L96%R;FEN9X!A;F2`<)O;6]T98!C;W-T@&5F9FEC:65N8VEE
M<RR`86YD@&5V86QU871I;VZ`86YDSV1I<W-E;6EN871I;VZ`,`V:`,`6]D96R`
M<`)O9W)A;7,N@(!396-T:6]N@ (2\$A(!W;W5L9(!A;'-O@&%M96YD@'-U8G-E
M8W1I;VZ`\*&0I@'1O@&%U=&AO<FEZ98!T:&7/87!P<F]P<FEA=&EO;H!O9H`D
M-2PP,#`L,#`P@&9O<H!F:7-C86R`>65A<H`Q.3DY+(!A;F2`<W5C:(!S=6US
M@&%S@&UA>8!B98!N96-E<W-A<GF`9F]R@&5A8VB`;V;/=&AE@&9O=7*`<W5C
M8V5E9&EN9X!F:7-C86R`>65A<G,L@&9O<H!S<&5C:6%L@'!R;VIE8W1S@&EN
D@&%R96%S@&]F@'!A<G118W5L87*`;F%T:6]N86R`;F5E9"[,

end

begin 666 int.wpd

M_U=00\@\$``"!@(!````@4````!380````(`,B0"+](.3B(DP="_7^BS1?

MI/"<1H_`8>^J].4Y\=>@Z?\$B3=>RZ-EQ`KD_AJ)+>=>+3><`G`W%-8R/OHY<

MI8(*HIHB5O@[_[B+Y#(GL6)YS/_F"IOB+.X`74A\$(2!@:R3\!UM"RKY<H<")
M]WS1MOQ+%Y.8P(/S"R)Z7\;9JWRJ+#X0]\$\-@MFZ\5N)/,6RJ7:?5&Z!FY_9J
M=#U5';T(%C]0H1\3<_*L^YQ-J)C^+.\$QJS?1J[L-&9#O`5\I:MJF&G"R`S
MZ>DUYF6#"J9)F)\$*Q4J(>]DQ:X\%<S^7=AD<`6`;6".TFFM^(AN#4B.][KL
MNU0U6M)_N>":MC(C>Z_)JESX_41&IKOPFD<9+V2M#EQ^1&?)]#TF?VX\$-,?)
M^JB^:L`)(.0L0@IAZ,(&FV17GC@)HQ@UBJ!W6X3FP*QUOVAM;C429DU1/CN
M5.,`&7\$34;C?A72GF1S12.>##^U-+Y\_HQ>";HHG@`B5C3TJ*0A(C)<6O5'^4
M)3%A5M2_Q=6_AXBE^E?K@);CF@P6GHFVLZ&%`Z/GA"G>T`!ZKX!.@M/%QEFL
M92L3,<PT3>26M<@:X_ =VV>%9\$_[FX@(T&E[:>!!@(#SLO@9'>?8Y\$5:K\9EY
MV?Q877+93,X"JA\$!P\X@INX""L'.....@C`0""L!""':`@`
M`%4\*""3@`""*4#""))0\$""&""\P,`LP`@`""@`""#Y`P`""<!
M`""0`""\$`\$`(-`\$`4`800`"@`0`""\`!U!`""4!`"
M`""(0\$`.....A`0`!5"0`#P`"";!)A(`%`(!,
M`&\$`<P!E`('2@!E`0`(`U`%,;:0`.....
M`.....\$A04\$,-4U3`.....L`?P`+\$L`2P!
M+`\$L`?P`,.....
M`.....
M`.....
M`.....!N3\*C-\*`#6'L,/.0@`!\$)
M`""6@`+`0"+%#8`5`!I`&T`90!S`""3@!E`<(`!2`&\;0!A`&X`(!2
M`&4`9P!U`&P`80!R`.....0`""%@"`0`""0`*.....
M`.....!\$@(`)"A`""H0`""H`!T`@\$`10!U`@\$`@!V`@\$`10!W
M`@\$`@!X`@\$`1`!Y`@\$`1`!Z`@\$`1`![`@(`@!`@\$`@!)]`@\$`1`"T6)LA
M`.....@S?`!X`""!]"`@`""P\$`!`""&P#T&EP2
M&@D`.....8`8\$0`\$`0`5`!I`&T`90!S`""3@!E`<`""!2`&\;0!A
M`&X`.....W0H0`(!!"#`(`(1`W=T+"P`#`"\$P#=FM\$#-P`""0`
M%@!660\$`""!@`6`(`.....9.P`.....!DR`W

M`-%4FX"\$@%9)@('H24Y4I5).051)3TY!3(!04D]'4D%-4RF`@("@"@(""
M@("@"@(""'T'05`'+`D``;,\$`\$\$\$@%0#0S.`1#`\$\$\$(!PP`X%--%
M0RZ`A(2\$+H`H82F`4V5C=&EO;H`V,#,H82F`;V:='&AE@\$%C=(!I<X!A;65N
M9&5DA(3,S.`1#`\$\$\$(!PP`X.`1#`\$\$\$!@"0P`X.`1#`\$\$\$"X"PP`X"@Q
M*8!I;H!T:&6`9FER<W2`<V5N=&5N8V4L@&)Y@'-T<FEK:6YG@&]U=(!T:&6`
M<&5R:6]D@&%T@'1H98!E;F2`=&AE<F5O9H!A;F3/:6YS97)T:6YG@&EN@&QI
M976`=&AE<F5O9H#P(`3P872`86QL@&QE=F5L<X!O9H!E9'5C871I;VZ`:6Z`
M=&AE@%5N:71E9(!3=&%T97,N!\\$#N`S,S@\$0P`\$\$\$`<`,`#@\$0P`\$\$\$
M8`D`,`#@\$0P`\$\$\$N`L`,`H,BF`:6Z`=&AE@'-E8V]N9(!S96YT96YC92R`
M8GF`:6YS97)T:6YG@/`@/!S:&%L;(!F;V-U<X!O;H!T:&6`;&%N9W5A9V5S
M@&]F@&/'<W!E8VEF:6.`=V]R;&2`87)E82R`<VAA;&R`8F6`8V]N9'5C=&5D
M@&EN@&-O;&QA8F]R871I;VZ`=VET:(!F;W)E:6=N@&QA;F=U86=E@&5D=6-A
M=&]R<X!A;F3/<)O9F5S<VEO;F%L@&%S<V]C:6%T:6]N<RR`G'-H86QL@&EN
M8VQU9&6`969F96-T:79E@&1I<W-E;6EN871I;VZ`969F;W)T<RR`=VAE;F5V
M97*`87!P<F]P<FEA=&4LSV%N9/'?!"/;@&%F=&5R@/`@/!C96YT97)S\!\\$
M#O,S.`1#`\$\$\$(!PP`X.`1#`\$\$\$!@"0P`X.`1#`\$\$\$"X"PP`X"@S*8!I
M;H!P87)A9W)A<&B`\*#\$I+(!B>8!I;G-E<G1I;F>`\"\$&%N9(!D:7-S96UI
M;F%T:6]N\!\\$(!A9G1E<H#P(`3P=&AE@&-O;F1U8W3P'P3P.\S,X!\$,````
M``@#`#@X!\$,````&`)#`#@X!\$,````+@+##@*#0I@&EN@'!A<F%G<F%P
M:(`H,BDL@&)YA(3,S.`1#`\$\$\$(!PP`X.`1#`\$\$\$!@"0P`X.`1#`\$\$\$"X
M"PP`X.`1#`\$\$\$0#@P`X"A!*8!I;G-E<G1I;F>`\"\$&%N9(!D:7-S96UI
M;F%T:6]N\!\\$(!A9G1E<H#P(`3P=&AE@&1E=F5L;W!M96YT\!\\$#N`86YD
MS,S@\$0P`\$\$\$`<`,`#@\$0P`\$\$\$8`D`,`#@\$0P`\$\$\$N`L`,`#@\$0P`\$\$\$
M\$`X`,`H0BF`:6YS97)T:6YG@/`@/!A;F2`:6YS=)U8W1I;VYA;(!D96QI
M=F5R>8!S>7-T96US\!\\$(!A9G1E<H#P(`3P=&5A8VAI;F?;/6%T97)I86QS
M\!\\$#O@\$0P`\$\$\$8`D`,`."@"('T'05`'+`D``306A!\$3``\$@%0#0S.`1
M#`\$\$\$(!PP`X.`1#`\$\$\$!@"0P`X.`1#`\$\$\$"X"PP`X"@U*8!I;H!P87)A

M9W)A<&B`\*#,I+(!B>8!S=')I:VEN9X!O=72`\"\$\\&%N9(!A<'!L:6-A=&EO
M;H!O9H!P97)F;W)M86YC9<]T97-T:6YG\\!\$\\(!A;F2`:6YS97)T:6YG@&EN
M@&QI976`=&AE<F5O9H!A@&-O;6UA@&%N9(#P(`3P87!P;&EC87!I;VXL@&%N
M9(!D:7-S96UI;F%T:6]N@&]FSW!E<F9O<FUA;F-E@'!E<W!I;F>`:6YS=')U
M;65N='/P'P3P\\S,X!\$,````@'#`#@X!\$,````&`)#`#@X!\$,````+@+
M#`#@\*#8I@&EN@'!A<F%G<F%P;(`H-2DL@&)Y@&EN<V5R=&EN9X#P(`3P86YD
M@&I!<W-E;6EN87!I;VZ`=&^`;W!H97)S@&EN@'!H9<]F;W)E:6=N@&QA;F=U
M86=E@&9I96QD\\!\$\\(!B969O<F6`\"\$\\&]F@&EN<W!R=6-T:6]N86R`;6%T
M97)I86QS\\!\$\\#N`86YDS,S@\$0P``````<`,`#@ \$0P``````8`D`,`#@ \$0P`
M````N`L`,`H-RF`8GF`<W!R:6MI;F>`;W5T@'!A<F%G<F%P;(`H-BF`86YD
M@&EN<V5R=&EN9X!T:&6`9F]L;&]W:6YG@&YE=\\]P87)A9W)A<&AS.LS,X!\$,
M````@'#`#@X!\$,````&`)#`#@X!\$,````+@+##`#@`\"\$\"@V*8!T:&6`
M9&5V96QO<&UE;G2`86YD@&-O;W)D:6YA=&EO;H!O9H!N97!W;W)K:6YG@&9R
M86UE=V]R:W.`86YDSV%C=&EV:7!I97.`*-U8VB`87.`26YT97)N972`G&QI
M<W!S97)V<YN`86YD@&)U;&QE=&EN@&)O87)D<RR`;F5W<VQE='!E<G,L@&-O
M;F9E<F5N8V5S+(!A;F2`9&ES8W5S<VEO;L]G<F]U<,I@'!O@'!R;W9!9&6`
M9F]R96EG;H!L86YG=6%G98!T96%C:&5R<X!W:7!H@&]N9V]I;F>`<')O9F5S
M<VEO;F%L@&!E=F5L;W!M96YTSV]P<&]R='5N:7!I97,[@&%N9,S,X!\$,````
M``@'#`#@X!\$,````&`)#`#@X!\$,````+@+##`#@`\"\$\"@W*8!T:&6`8V]N
M9`5C=(!O9H!O=F5R<V5A<X!O<H!D;VUE<W!H8X!I;G!E;G-I=F6`<W5M;65R
M@&QA;F=U86=ESVEN<W!I='5T97.`9&5S:6=N962`=&^`;65E=(!T:&6`;F5E
M9`.`9F]R@&EN=&5N<VEV98!F;W)E:6=N@&QA;F=U86=E@'!R86EN:6YG@&)Y
M@'-T=6!E;G!S@&]R@'!OSW!R;W9!9&6`<')O9F5S<VEO;F%L@&!E=F5L;W!M
M96YT@&]F+(!A;F2`:6UP<F]V98!L86YG=6%G98!I;G-T<G5C=&EO;H!T:')O
M=6=H@'!R98!S97)V:6-E@&%N9,]I;H!S97)V:6-E@'!R86EN:6YG@&9O<BR`
M9F]R96EG;H!L86YG=6%G98!T96%C:&5R<RZ`\\!\$\"Z`@(`\"S,S@\$0P````
M``<`,`H8BF`4V5C=&EO;H`V,#2`;V:`=&AE@\$%C=(!I<X!A;65N9&5DA(3,

MT`85``'+`D`6@KN"8J`\$@%0#0X!\$,````@'#`#@X!\$,````&`)#`#@
M*#\$I@&EN@'IH98!S96-T:6]N@&AE861I;F<L@&)Y@'-T<FEK:6YG@&]U=(#P
M(`3P54Y\$15)'4D%\$54%41<])3E1%4DY!5\$E/3D%,@%-4541)15.`04Y\$@\$9/
M4D5)1TZ`3\$%.1U5!1T6`4%)/1U)!35/P'P3P@&%N9(!I;G-E<G1I;F>`:6[/
M;&EE=8!T:&5R96]F@/'@!/'53D1%4D=20415051%@%!23T=204U3@\$E.@\$E.
M5\$523D%424].04R`4U151\$E%4\_`?!'[@,S,X!\$,````@'#`#@X!\$,````
M`&`)#`#@\*#(1@&EN@'-U8G-E8W1I;VZ`*#\$IA(3,S.`1#``````(!PP`X.`1
M#````!@"0P`X.`1#````"X"PP`X"A!\*8!B>8!A;65N9&EN9X!T:&6`<W5B
M<V5C=&EO;H!H96%D:6YG@'IO@')E862`87.`9F]L;&]W<SK,S.`1#``````(
M!PP`X/^@!/'H82F`\@[R26YC96YT:79E@&9O<H!T:&6`0W)E871I;VZ`;V:`
M3F5W@%!R;V=R86US@&%N9(!T:&6`4WIR96YG=&AE;FEN9X!O9H#0!!4``L`
M"0`!\$`Q@!P@`2`5`-!%>&ES=&EN9X!0<F]G<F%M<X!;H!5;F1E<F=R861U
M871E@\$EN=&5R;F%T:6]N86R`4W1U9&EE<X!A;F2`1F]R96EG;H!,86YG=6%G
M97.`86YD@'IH9<^<1&5V96QO<&UE;G2`;V:`86Z`26YT97)N871I;VYA;(!\$
M:6UE;G-I;VZ`:6Z`56YD97)G<F%D=6%T98!%9'5C871I;VXN\P[SA(3P'P3P
M.YN`@-`\$%0``"P)`"H#3@)"@'!(!4`T,S@\$0P``````<`,`.#@\$0P``````
M8`D`,`.#@\$0P``````N`L`,`H0BF`8GF`86UE;F1I;F>`<&%R86=R87!H<X`H
M,2F`86YD@"@R*8!T;X!R96%D@&%S@&9O;&QO=W,Z@,S,X!\$,````@'#`#@
MX!\$,````&`)#`#@\"`\$\"@Q\*8#R#O)! =71H;W)I='DN\P[SA(14:&6`4V5C
M<F5T87)Y@&ES@&%U=&AO<FEZ962`=&^`6%K98!G<F%N='.`=&^`:6YS=&ET
M=71I;VYS@&]FT`\$5``'+`D``9@1Z`P.``\$@%0#0:&EG:&5R@&5D=6-A=&EO
M;BR`8V]M8FEN871I;VYS@&]F@'-U8VB`:6YS=&ET=71I;VYS+(!O<H!P87)T
M;F5R<VAI<.`8F5T=V5E;H!N;VYP<F]F:73/961U8V%T:6]N86R`;W)G86YI
M>F%T:6]N<X!A;F2`<W5C;(!I;G-T:71U=&EO;G,L@'1O@&%S<VES=(!S=6-H
M@&EN<W1I='5T:6]N<X!O<H!C;VUB:6YA=&EO;G.`6[/<&QA;FYI;F<L@&1E
M=F5L;W!;F<L@&%N9(!C87)R>6EN9X!O=72`<')O9W)A;7.`=&^`:6UP<F]V
M98!U;F1E<F=R861U871E@&EN<W1R=6-T:6]N@&ENSVEN=&5R;F%T:6]N86R`

M<W1U9&EE<X!A;F2`9F]R96EG;H!L86YG=6%G97,N@(!3=6-H@&=R86YT<X!S
M:&%L;(!B98!A=V%R9&5D@&9O<H!T:&6`<'5R<&]S98!O9L]S965K:6YG@'1O
M@&-R96%T98!N97>`<')O9W)A;7,L@&]R@'1O@'-T<F5N9W1H96Z`97AI<W1I
M;F>`<')O9W)A;7,L@&EN@'5N9&5R9W)A9'5A=&6`87)E8<]S='5D:65S+(!F
M;W)E:6=N@&QA;F=U86=E<RR`86YD@&]T:&5R@&EN=&5R;F%T:6]N86R`9FEE
M;&1S+LS,X!\$,````@'##@X!\$,````&`)#'#@\"\$\"@R*8#R#O)&961E
M<F%L@%-H87)E@&%N9(!5<V6`V:1G5N9',N\PSA(1'<F%N='.'=6YD97\*`
M=&AI<X!S=6)S96-T:6]N@&UA>8!B98!U<V5DT`\$5``+``D``?@82!06``\$@
M%0#0=&^`<&%Y@&YO=(!M;W)E@'1H86Z`-3``<&5R8V5N=(!O9H!T:&6`8V]S
M=(!O9H!P<F]J96-T<X!A;F2`86-T:79I=&EE<X!T:&%T@&%R98!A;H!I;G1E
M9W)A;(!P87)T@&]FSW-U8VB`88!P<F]G<F%M+(!S=6-H@&%SA(3,S.`1#``
M``(!PP`X.`1#````!@\"0P`X.`1#````X\"PP`X/`@!/'H02F`<&QA;FYI
M;F>`9F]R@'1H98!D979E;&]P;65N=(!A;F2`97AP86YS:6]N@&]F@'!R;V=R
M86US@&ENSW5N9&5R9W)A9'5A=&6`:6YT97)N871I;VYA;(!S='5D:65S@&%N
M9(!F;W)E:6=N@)QL86YG=6%G97,L@&EN8VQU9&EN9X!T:&6`9&5V96QO<&UE
M;G2`;V:`86[/:6YT97)N871I;VYA;(!D:6UE;G-I;VZ`:6Z`=6YD97)G<F%D
M=6%T98!E9'5C871I;VX[F\S,X!\$,````@'##@X!\$,````&`)#'#@X!\$,
M````+@+#`#@\"\$\"A\"\*8!T96%C:&EN9RR`<F5S96%R8V@L@&-U<G)I8W5L
M=6V`9&5V96QO<&UE;G0L@&%N9(!O=&AE<H!R96QA=&5DSV%C=&EV:71I97,[
MS,S@\$0P``````<`,`#@0P````8`D`,`#@0P````N`L`,`#P(`3P*\$.`
M*8!T<F%I;FEN9X!O9H!F86-U;'1Y@&UE;6)E<G.`:6Z`9F]R96EG;H!C;W5N
M=')I97,[S,S@\$0P``````<`,`#@0P````8`D`,`#@0P````N`L`,`#P
M(`3P\*\$0I@&5X<&%N<VEO;H!O9H!E>&ES=&EN9X!A;F2`9&5V96QO<&UE;G2`
M;V:;F5W@&]P<&]R='5N:71I97.`9F]RSVQE87)N:6YG@&9O<F5I9VZ`;&%N
M9W5A9V5S+(!I;F-L=61I;F>`=&AE@&QE<W.`8V]M;6]N;'F`=&%U9VAT@&QA
M;F=U86=E<SO,S.`1#````(!PP`X.`1#````!@\"0P`X.`1#````X\"PP`
MX/`@!/'H12F`<')O9W)A;7.`=6YD97\*`=VAI8VB`9F]R96EG;H!T96%C:&5R

M<X!A;F2'<V-H;VQA<G.`;6%Y@'9I<VETSVEN<W1I='5T:6]N<X!A<X!V:7-I
M=&EN9X!F86-U;'1Y.\S,X!\$,````@'#'#@X!\$,````&`)#'#@X!\$,````
M`+@+#'#@\"`\$\"A&*8!I;G1E<FYA=&EO;F%L@&5D=6-A=&EO;H!P<F]G<F%M
M<X!D97-I9VYE9(!T;X!D979E;&]P@&]R@&5N:&%N8V7/;&EN:V%G97.`8F5T
M=V5E;H!T=V^\$@&%N9(!F;W5RA'EE87*`:6YS=&ET=71I;VYS@&]F@&A19VAE
M<H!E9'5C871I;VXL@&]R@&)A8V-A;&%U<F5A=&6`86YD@'!O<W2\$T!85```+
M``D``6@KN"8J``\$@%0#08F%C8V%L875R96%T98!P<F]G<F%M<X!O<H!I;G-T
M:71U=&EO;G,[S,S@\$0P``````<`,`.#@\$0P``````8'D`,`.#@\$0P``````N'L,
M`.#P(`3P*\$<I@'1H98!D979E;&]P;65N=(!O9H!A;H!I;G1E<FYA=&EO;F%L
M@&1I;65N<VEO;H!I;H"<(<')E<V5R=FEC99N`86YDSYQI;G-E<G9I8V6;@'1E
M86-H97*`=)A:6YI;F<[S,S@\$0P``````<`,`.#@\$0P``````8'D`,`.#@\$0P`
M````N'L`,`.#P(`3P*\$@I@'1H98!D979E;&]P;65N=(!O9H!U;F1E<F=R861U
M871E@&5D=6-A=&EO;F%L@'!R;V=R86US@&EN@&QO8V%T:6]N<]A8G)O862`
M=VAE<F6`<W5C:(!O<'!O<G1U;FET:65S@&%R98!N;W2`;W1H97)W:7-E@&%V
M86EL86)L98!A;F2`G'1H98!I;G1E9W)A=&EO;H!O9H!T:&5S9<]P<F]G<F%M
M<X!I;G1O@'-P96-19FEC@&]NA&-A;7!U<X!D96=R966`<')O9W)A;7,[F\S,
MX!\$,````@'#'#@X!\$,````&`)#'#@X!\$,````+@+#'#@G/'@!/'H22F;
M@'1H98!D979E;&]P;65N=(!O9H!M;V1E;(!P<F]G<F%M<X!T;X!E;G)I8VB`
M;W*`96YH86YC98!T:&7/969F96-T:79E;F5S<X!O9H!E9'5C871I;VYA;(!P
M<F]G<F%M<X!A8G)O860L@&EN8VQU9&EN9X!P<F6\$9&5P87)T=7)E@&%N9(!P
M;W-TA'E='5R;H"<(<')O9W)A;7,[FX#,S.`1#``````(!PP`X.`1#``````!@
M"0P`X.`1#``````"X"PP`X)SP(`3P*\$HIFX!T:&6`97AP86YS:6]N@&]F@&QI
M8G)A<GF`86YD@'1E86-H:6YG@')E<V]U<F-E<SO,S.`1#``````(!PP`X.`1
M#``````!@"0P`X.`1#``````"X"PP`X)SP(`3P*\$LIFX!T:&6`=7-E@&]F@&EN
M;F]V871I=F6`=&5C:&YO;&]G>8!T;X!I;F-R96%S98!A8V-E<W.`=&^`:6YT
M97)N871I;VYA;,[E9'5C871I;VZ`<')O9W)A;7,[S,S@\$0P``````<`,`.#@
M\$0P``````8'D`,`.#@\$0P``````N'L`,`."<"`\$\"CQ`&X\"4WQ`6X\"?;\$";P+Q

M3/\$#;P+Q*9N'=&AE@&1E=F5L;W!M96YT@&]F@'!R;V=R86US@&1E<VEG;F5D
M@'!O@&EN=&5G<F%T98!P<F]F97-S:6]N86R`86YDSWIE8VAN:6-A;(!E9'5C
M871I;VZ`=VET:("<87)E89N`<W1U9&EE<RR`9F]R96EG;H!L86YG=6%G97,L
M@&%N9(!O=&AE<H!I;G1E<FYA=&EO;F%L@&9I96QD<SO,S.`1#`''''''(IPP`
MX.`1#`''''''!@"0P`X.`1#`''''''X"PP`X)SP(`3P\*/\$`<`+Q3O\$!<`+Q\0!R
M`O`Q`G\$`"6WQ`W\$`"?\$!<@+Q\0)S`O%-\\0-S`O\$IFX!T:&6`97-T86)L:7-H
M;65N=(!O9H!L:6YK86=E<X!O=F5R<V5A<X!W:71H@&EN<W1I='5T:6]N<X!O
M9H!H:6=H97+/961U8V%T:6]N@&%N9(!O<F=A;FEZ871I;VYS@'1H872`8V]N
M=')I8G5T98!T;X!T:&6`961U8V%T:6]N86R`;V)J96-T:79E<X!O9H!T:&ES
M@'-U8G-E8W1I;VX[S,S@\$0P`''''''<`,`.#@\$0P`''''''8`D`,`.#@\$0P`''''''
MN`L`,`."<"`\$`"CQ`"0"\\4_Q`70"\\?\$`"=0+Q3O\$#=0+Q*9N'=&AE@&-O;F1U
M8W2`;V:.`<W5M;65R@&EN<W1I='5T97`.`:6Z`9F]R96EG;H!A<F5A@&%N9(!O
M=&AE<L]I;G1E<FYA=&EO;F%L@&9I96QD<X!T;X!P<F]V:61E@&9A8W5L='F`
M86YD@&-U<G)I8W5L=6V`9&5V96QO<&UE;G0L@&EN8VQU9&EN9X!T:&6`:6YT
M96=R871I;VZ`;V;(<)O9F5S<VEO;F%L@&%N9(!T96-H;FEC86R`961U8V%T
M:6]N@'=I=&B`9F]R96EG;H!A<F5A@&%N9(!O=&AE<H!I;G1E<FYA=&EO;F%L
M@'-T=61I97,L@&%N9(!T;]P<F]V:61E@&9O<F5I9VZ`87)E88!A;F2`;W1H
M97*`:6YT97)N871I;VYA;(!K;F]W;&5D9V6`;W*`<VMI;&QS@'!O@&=O=F5R
M;FUE;G2`<&5R<V]N;F5L@&]RSW!R:79A=&6`<V5C=&]R@'!R;V9E<W-I;VYA
M;`.`:6Z`:6YT97)N871I;VYA;(!A8W1I=FET:65S.X!A;F3,S.`1#`''''''(
M!PP`X.`1#`''''''!@"0P`X.`1#`''''''X"PP`X)SP(`3P*/\$`=@+Q4/\$!=@+Q
M\0)W`O%\\0-W`O\$IFX!T:&6`9&5V96QO<&UE;G2`;V:.`<&%R=&YE<G-H:7!S
M@&)E='E96Z`:6YS=&ET=71I;VYS@&]F@&AI9VAE<L]E9'5C871I;VZ`86YD
M@'1H98!P<FEV871E@'-E8W1O<BR`9V]V97)N;65N="R`86YD@&5L96UE;G1A
M<GF`86YD@'-E8V]N9&%R>8!E9'5C871I;V[/:6YS=&ET=71I;VYS@'!O@&5N
M:&%N8V6`:6YT97)N871I;VYA;(!K;F]W;&5D9V6`86YD@'-K:6QL<R[PP3P
M.\S,X!\$,``````@`#`#@X!\$,``````&`)#`#@X!\$,``````+@+`#`#@*\$,l@&EN

M@'!A<F%G<F%P:(`H,RDL@&)Y@'-T<FEK:6YG@/'@!!A;F2`<)I=F%T9?`?
M!/'"86YD@&EN<V5R=&EN9X!A@&-O;6UA@&%N9,_P(`3P<)I=F%T98!S96-T
M;W*8VJR<&]R87I;VZ`;W\*9F]U;F1A=&EO;O`?![S,S@\$0P`""`<,
M`.#@\$0P`""8'D,`.#@\$0P`""N'L,`.H1"F`869T97*`<&%R86=R87!H
M@"@T*2R`8GF`861D:6YG@'1H98!F;VQL;W=I;F>`;F5W@'!A<F%G<F%P:`,Z
MS,S@\$0P`""`<,.#@\$0P`""8'D,`.#P(`3P*#4I@/(\D=R86YT@\$-O
M;F1I=&EO;G,N\P[SA(0H02F`1W)A;G1S@'5N9&5R@'1H:7.`<W5B<V5C=&EO
M;H!S:&%L;(!B98!M861E@&]N@'-U8VC0`14``L`"0!N"<((R8``2`5`-!T
M97)M<X!A;F2`8V]N9&ET:6]N<X!A<X!T:&6`4V5C<F5T87)Y@&1E=&5R;6EN
M97.`=&^8F6`;F5C97-S87)Y@'1O@&-A<G)Y@&]U=(!T:&6`;V)J96-T:79E
M<X!O9L]T:&ES@'-U8G-E8W1I;VXN@(#,S.`1#`""(!PP`X.`1#`""!@
M"0P`X.`1#`""X"PP`X/`@!/'H0BF`06Z`87!P;&EC86YT@&9O<H!A@&=R
M86YT@'5N9&5R@'1H:7.`<W5B<V5C=&EO;H!S:&%L;(!I;F-L=61E@&EN@&ET
M<]`#%0`""P`)``%H*[@F*@`!(!4`T&%P<&QI8V%T:6]NA(3,S.`1#`""(
M!PP`X.`1#`""!@"0P`X.`1#`""X"PP`X.`1#`""0#@P`X/`@!/'H
MG&F;*8!E=FED96YC98!T:&%T@'1H98"<87!P;&EC86YT+(!H87.`8V]N9'5C
M=&5D@&5X=&5N<VEV98!P;&%N;FEN9]P<FEO<H!T;X!S=6)M:71T:6YG@&ET
M<X!A<`!L:6-A=&EO;CO,S.`1#`""(!PP`X.`1#`""!@"0P`X.`1#`"
M``X"PP`X.`1#`""0#@P`X/`@!/'H:6DI@&%N@&%S<W5R86YC98!T:&%T
M@'1H98!F86-U;'1Y@&%N9(!A9&UI;FES=)A=&]R<X!O9H!A;&R`<F5L979A
M;G3/9&5P87)T;65N=`.86YD@'!R;V=R86US@'=I=&AI;H!T:&6`87!P;&EC
M86YT@&EN<W1I='5T:6]N<X!A<F6`:6YV;VQV962`:6Z`;VYG;VEN9X!C;VQL
M86)O<F%T:6]NSW=I=&B`<F5G87)D@'1O@&%C:&EE=FEN9X!T:&6`<W1A=&5D
M@&]B:F5C=&EV97.`;V:='&AE@&%P<&QI8V%T:6]N.\S,X!\$,````@'#`#@
MX!\$,````&`)#`#@X!\$,````+@+`#@X!\$,````!`.#`#@\"\$\"AI:6F`
M*8!A;H!A<W-U<F%N8V6`=&AA=(!S='5D96YT<X!A=(!T:&6`87!P;&EC86YT
M@&EN<W1I='5T:6]N<RR`87//87!P<F]P<FEA=&4L@'=I;&R`:&%V98!E<75A

M;(!A8V-E<W.`=&\L@&%N9(!D97)I=F6`8F5N969I=.`.9G)O;2R`=M`.#P(`3P*&EV*8!A;H!A<W-U<F%N8V6`=&AA=(!E86-H@&EN<WII='5T:6JN

M@&JF@&AI9VAE<H!E9'5C871I;VZ`=VEL;(!U<V7/= &AE@\$9E9&5R86R`87-S

M:7-T86YC98!P<FJ]V:61E9(!U;F1E<H!T:&ES@'-U8G-E8WII;VZ`=&^<W5P

M<&QE;65N=(!A;F2';FJ]T@'-U<!L86YT@&EN<WII='5T:6JN86S/9G5N9'.`

M86YD@&%C=&EV:71197.`<')O=FED962`8GF`= &AE@&EN<WII='5T:6JN@'!R

M:6J]R@'!O@'!H98!R96-E:7!T@&JF@\$9E9&5R86R`9G5N9',NS,S@\$0P`''''

M""<`,`#@ \$0P`''''`8`D`,`.#P(`3P*#8I@/(\D5V86QU871I;VXN\PI[SA(14

M:&6`4V5C<F5T87)Y@&UA>8!E<W1A8FQI<VB`<F5Q=6ER96UE;GIS@&9O<H!P

M<FJ]G<F%MT`\$5`'+`D``5P4K`\1``\$@%0#0979A;'5A=&EO;G.`86YD@')E

M<75I<F6`<F5C:7!I96YT<X!T;X!S=6)M:72`86YN=6%L@')E<&]R='.`=&AA

M=(!E=F%L=6%T98!T:&6`<')O9W)E<W.`86YDSW!E<F9O<FUA;F-E@&]F@'-T

M=61E;GIS@&EN@'!R;V=R86US@'5N9&5R@'!H:7.`<W5B<V5C=&EO;B[P'P3P

M.X!A;F3,S.`1#`''''''('!PP`X.`1#`''''''!@"0P`X"@S*8!B>8!S=')I:VEN

M9X!O=72`<W5B<V5C=&EO;H`H8BF`86YD@')E9&5S:6=N871I;F>`<W5B<V5C

M=&EO;H`H8RF`87.`<W5B<V5C=&EO;L\H8BDNS,S@\$0P`''''''''<`,`.`H8RF`

M4V5C=&EO;G.`-C`U+(`V,#<L@&%N9(`V,S*`;V:.`=&AE@%C=(!A<F6`<F5P

M96%L962`86YD@'-E8WII;VYS@#8P-BR`-C`X+(`V,#DL@&%N9,\V,3``87)E

M@')E9&5S:6=N871E9(!A<X`V,#4L@#8P-BR`-C`W+(!A;F2`-C`X@')E<W!E

M8WII=F5L>2[,S.`1#`''''''('!PP`X"AD*8!396-T:6JN@#8Q,\$&;@&ES@')E

M9&5S:6=N871E9(!A<X!S96-T:6JN@#8P.8!A;F2`86UE;F1E9(!T;X!R96%D

M@&%S@&9O;&QO=W,ZS,S3!0P`!P\$``@`,`-/P(`3P05542\$]225I!5\$E/3H!/

M1H!!4%!23U!224%424].4S3!1``!@ \$``*C)0``\$`#3S/'@!//314,N@#8P

M.2Z`@%I H97)E@&%R98!A=71H;W)I>F5D@'!O@&)E@&%P<')O<')I871E9(!S

M=6-H@'-U;7.`87.`;6%Y@&)E@&YE8V5S<V%R>8!F;W*`G/\$`>`+Q96%C:;)N`

M;V:;@/\$!>`+Q9FES8V%LF\^>65A<O\$`>0+Q<_ \$!>0+QFX"<,3DY0!Z`O\$X

M\0%Z`O&;G/\$">P+Q.8!A;F2`9FJ]R@&5A8VB`;V:.`=&AE@/\$#>P+Q\0)\`O%F

M;W5R@/\$#?'>+Q\0)[`O%S=6-C965D:6YG@&9I<V-A;(!Y96%R<_ \$#>P+QFX"<

M0!J`O%T:)O=6=HFX`R,#`RFX#Q`7T"71OFX!C87)R>8!O=72`=&AI<X!P
M87)T\!\\$"[,S.`1#`~~~~~(!PP`X"AE*8!396-T:6]N@#8Q-(!I<X!A;65N
M9&5D@'IO@')E862`87.`9F]L;&]W<SK,S-,%#`""0`""P`T\_`@!/!!551(
M3U))6D%424].@\$]&@\$%04%)/4%))051)3TY3S-,%\$``&`0``D,G``0`-/,
M\``\$%--%0RZ`-C\$T+H``5&AE<F6`87)E@&%U=&AO<FEZ962`=&^`8F6`87!P
M<F]P<FEA=&5D@'-U8VB`<W5M<X!A<X!M87F`8F6`;F5C97-S87)Y@&9O<H!E
M86-H@&]FSV9I<V-A;(!Y96%R<X`Q.3DX@'IH<F]U9VB`,C`P,H!T;X!C87)R
M>8!O=72`=&AI<X!P87)T\!\\$"[,S.`1#`~~~~~(!PP`X"AF*8!396-T:6]N
M@#8R-X!I<X!A;65N9&5D@'IO@')E862`87.`9F]L;&]W<SK,T`85``+`D`
M`6@KN"8J``\$@%0#0TP4,``<!``(#`#3``\$`\$%55\$A/4DE:051)3TZ`3T:`
M05!04D]04DE!5\$E/3E/,TP40``8!``""#`L``!``TSP(`3P4T5#+H`V,C<N
M@(!4:&5R98!A<F6`875T:&]R:7IE9(!T;X!B98!A<!R;W!R:6%T962`<W5C
M:(!S=6US@&%S@&UA>8!B98!N96-E<W-A<GF`9F]R@&5A8VB`;V;/9FES8V%L
M@'EE87)S@#\$Y.3B`=&AR;W5G:(`R,#`R@'IO@&-A<G)Y@&]U=(!T:&ES@'!A
M<G3P'P3P+LS,X!\$,````@`#`#@`\*&<I@%!A<G2`I(!O9H!T:71L98!628"
M:7.`86UE;F1E9(!B>8!A9&1I;F>`872`=&AE@&5N9(!T:&5R96]F@&&`;F5W
M@'-E8W1I;VZ`-C,S@'IO@')E863/87.`9F]L;&]W<SJ`S,S3!0P`!P\$``@`,
M`-/P(`3P159!3%5!5\$E/3E/,TP40``8!``""7BP``!``T\$@S0P``````<,
M`.#P(`3P4T5#+H`V,S,N@"AA*8#R#O));H!'96YE<F%L\P[S+H2\$IF]R@'IH
M98!P=7)P;W-E@&]F@&EM<')O=FEN9X!T:&6`;W!E<F%T:6]N@&]F@'!R;V=R
M86US@&%N9-`!%0``P`)``H#3@)"@`!(!4`T!R;VIE8W1S@&%S<VES=&5D
M@'5N9&5R@'IH:7.`=&ET;&6`86YD@'-E8W1I;VZ`,3`R*&(I*#8I@)QO9IN`
M=&AE@\$UU='5A;(!%9'5C871I;VYA;(!A;F2`0W5L='5R86S/17AC:&%N9V6`
M06-T+(!T:&6`4V5C<F5T87)Y@&UA>8!M86ME@&=R86YT<X"<=&\LFX!O<H!E
M;G1E<H!I;G1O@&-O;G1R86-T<X"<=VET:"R;@&EN<W1I='5T:6]N<X!O9L]H
M:6=H97*`961U8V%T:6]N@&%N9(!O=&AE<H!P=6)L:6.`;W*`<')I=F%T98!I
M;G-T:71U=&EO;G.`;W\*`;W)G86YI>F%T:6]N<X!T;X!E=F%L=6%T98!T:&7/

M969F96-T:79E;F5S<X!O9H!T:&6`<)O9W)A;7.`87-S:7-T962`=6YD97\*`
M=&AI<X!T:71L98!A;F2`=&AE@!R;V=R86US@&%S<VES=&5D@'5N9&5R@'-E
M8W1I;V[/,3`R\*&(I\*#8I@&]F@'1H98!-=71U86R`161U8V%T:6]N86R`86YD
M@\$-U;'1U<F%L@\$5X8VAA;F=E@\$%C="[,S.`1#`""`(!PP`X/^`@!/`H8BF`
M\@[R0V]N=&5N=,N\PI[SA(14:&6`979A;'5A=&EO;G.`9&5S8W)I8F5D@&EN
M@'-U8G-E8W1I;VZ`\*&\$I@'-H86QL@&1E<VEG;BR`9&5V96QO<(!A;F30`14`
M`L`"0`!7!2L#Q\$``2`5`-!I;7!L96UE;G2`8F]T:("=<75A;G1I9FEA8FQE
MFX!A<X!W96QL@&%S@%U86QI='F`;W5T8V]M98!I;F1I8V%T;W)S@&)Y@'=H
M:6-H@'1O@&UE87-U<F6`=&AESW-U8V-E<W.`;V8L@&%N9(!P;W1E;G1I86R`
M:6UP<F]V96UE;G1S@&EN+(!T:&6`<)O9W)A;7.`9G5N9&5D@'5N9&5R@'1H
M:7.`=&ET;&6`86YD@'-E8W1I;V[/,3`R\*&(I\*#8I@&]F@'1H98!-=71U86R`
M161U8V%T:6]N86R`86YD@\$-U;'1U<F%L@\$5X8VAA;F=E@\$%C="Z`@%1H98!E
M=F%L=6%T:6]N<X!S:&%L;(!M96%S=7)ESW1H98!S=6-C97-S@&]F@'-U8VB`
M<`)O9W)A;7.`86YD@&ED96YT:69Y@&]R9V%N:7IA=&EO;F%L@&%N9(!P<F]G
M<F%M@!R86-T:6-E<X!P87)T:6-U;&%R;'G/969F96-T:79E@&EN@&UE971I
M;F>`=&AE@!U<G!O<V5S@&]F@'1H:7.`=&ET;&4NS,S@\$0P`""`""<`,`.#P
M(`3P*&,I@/(\E)E<V5R=F%T:6]N@&]F@\$9U;F1S+O,.\X2\$5&AE@%-E8W)E
M=&%R>8!M87F`<F5S97)V98!N;W2`=&^97AC965D@#*`<&5R8V5N=(!O9H!T
M:&70`14``L`"0`!T!H@%A@``2`5`-!A;6]U;G2`87!P<F]P<FEA=&5D@'5N
M9&5R@'1H:7.`=&ET;&6`9F]R@&%N>8!F:7-C86R`>65A<H!T;X!C87)R>8!O
M=72`=&AI<X!S96-T:6]N@'=H96YE=F5R@'1H9<]A;6]U;G2`;6%D98!A=F%I
M;&%B;&6`=6YD97\*`=&AI<X!T:71L98!F;W*`96%C:(!P<F]G<F%M@&%U=&AO
M<FEZ962`8GF`=&AI<X!T:71L98!F;W*`88!F:7-C86R`>65A<H!I<]N;W2`
M;&5S<X!T:&%N@'1H98!A;6]U;G2`879A:6QA8FQE@&9O<H!E86-H@'-U8VB`
M<`)O9W)A;8!F;W\*`9FES8V%L@'EE87*,3DY."[P'P3P+LS,\@S RTP4,``<!
M``(`#`#3(X`C@"/0!!4``L`"0`!;!^&AT``2`5`-#3!1``!@\$``\*),@``
MS`#3U!H?`(<!"@`(`%@"W2T""%@"``!8`@(`6`(`!\`U/,,])%0``"P`)

M`%8(*@;@!(;!4'T("YTP4,``'!('#3TP14'!'<!10'- '@`C`H`
MY`P`/\`E!\$[!,!1'8`G!@`]!H`3!T`I!\`_"\$`5"0`K`8`!"D`7"L`M`T`
M##``9#(`O#0!L`0"````G%@"`5`#3\@SR4U!%0U.`1D]2@%1)5\$Q%(@%9)@"B<
M2\$5!*8!)3E1%4DY!\$5E/3D%,@,\$5\$54-!\$5E/3H!04D]'4D%-4]'\$%0``"P`)
M`&@!?'``0`!(;!4'T,S3!0P``\$`0(,`-/.,2[@\$0P``````<,.!%;&EM
M:6YA=&6`4V5C+H`V,#6`\@CR26YT96YS:79E@%-U;6UE<H!,86YG=6%G98!)
M;G-T:71U=&5S\PCS+M`\$%0``"P`)``%P",`#!``!(;!4'T,SS##/R#O)#=7)R
M96YT@&QA=_,\SJ`@%-E8RZ`-C`U@&%U=&AO<FEZ97.`=&AE@%-E8W)E=&%R
M>8!T;X!M86ME@&=R86YT<X!T;X!I;G-T:71U=&EO;G.`;V:.`&EG:&5R@&5D
M=6-A=&EO;BS0`14``L``0`!4`J@!08``2`5`-!O<H!C;VUB:6YA=&EO;G.`
M;V:.`<W5C:(!I;G-T:71U=&EO;G,L@&9O<H!T:&6`<'5R<&]S98!O9H!E<W1A
M8FQI<VAI;F>`86YD@&-O;F1U8W1I;F>`.6YT96YS:79ESW-U;6UE<H!L86YG
M=6%G98!I;G-T:71U=&5S+LS,\@[R4')O<&]S962`8VAA;F=E\P[S.H!%;&EM
M:6YA=&6`4V5C+H`V,#6`875T:&]R:7II;F>`=&AE@%-U;6UE<H!);G-T96YS
M:79E@\$QA;F=U86=E@\$EN<W1I='5T97.`9G)O;='!%0``"P`)``\$0#F`)"@`!
M(!4'T%1I=&QE@%9)+H#,S/(\E)E87-O;G.`9F]R@&-H86YG9?.,\SK0!!4`
M``L``0`!X!`P#`T``2`5`-#,4V5C+H`V,#6`.&%S@&YE=F5R@&)E96Z`9G5N
M9&5D+(!A;F2`=&AE@\$1E<&%R=&UE;G2`.&%S@&YO@`!L86YS@'1O@&9U;F2`
M=&AE<V6`26YS=&ET=71E<RZ`@\$EN@&ME97!I;F?/=VET:(!\$97!A<G1M96YT
M@`!O;&EC>8!W98!A<F6`=&AE<F5F;W)E@`)E8V]M;65N9&EN9X!T:&%T@'1H
M:7.`<V5C=&EO;H!B98!E;&EM:6YA=&5D@&9R;VV`5&ET;&7/5DDNS,S,\@SR
M,B[@\$0P``````<,.!%;&EM:6YA=&6`4V5C+H`V,#>`\@CR4&5R;V1I8V%L
M<X!A;F2`3W1H97`*4F5S96%R8VB`36%T97)I86QS@%!U8FQI<VAE9(!/=71S
M:61E@'1H98#0%!4``L``0`!<!?'\$A0``2`5`-#@\$0P``````<,.!5;FET
M962`4W1A=&5S@/(\RCR"/)&W)E:6=N@%!E<FEO9&EC86QS@%!R;V=R86WS
M"/,I+M`\$%0``"P`)``%@&+`3%0`!(;!4'T,SS##/R#O)#=7)R96YT@&QA=_,.
M\SJ`@%-E8RZ`-C`W@&%U=&AO<FEZ97.`=&AE@%-E8W)E=&%R>8!T;X!A=V%R

M9(!G<F%N='.'=&^:6YS=&ET=71I;VYS@&JF@&AI9VAE<H!E9'5C871I;VXL
MT`\$5``+``D``4`:D!47``\$@%0#0<'5B;&EC@&]R@&YO;G!R;V9I=(!P<FEV
M871E@&QI8G)A<GF`:6YS=&ET=71I;VYS+(!O<H!C;VYS;W)T:6&`;V: '<W5C
M:(!I;G-T:71U=&EO;G.`9FJR@'!H98!A8W%U:7-I=&EO;LJO9BR`86YD@'!R
M;W9I<VEO;H!O9H!A8V-E<W.`=&L@'!E<FEO9&EC86QS@&%N9(!O=&AE<H!R
M97-E87)C:(!M871E<FEA;`.`<'5B;&ES:&5D@&]U='-I9&6`=&AE@%5N:71E
M9,]3=&%T97,NS,SR#O)0<FJP;W-E9(!C:&%N9V7S#O,Z@\$5L:6UI;F%T98!3
M96,N@#8P-X!A=71H;W)I>FEN9X!T:&6`86-Q=6ES:71I;VZ`;V: '<&5R:6JD
M:6-A;`,`86YD@&]T:&5R@')E<V5A<F-HT`\$5``+``D``?>0!H<``\$@%0#0
M;6%T97)I86QS@'!U8FQI<VAE9(!O=71S:61E@'!H98!5;FET962`4W1A=&5S
M@"A&;W)E:6=N@%!E<FEO9&EC86QS@%!R;V=R86TI@&9R;VV`5&ET;&6`5DDN
MS,SR#O)296%S;VZ`9FJR@&-H86YG9?.,\SK0!!4``L`"0"!P"\$0'1`\`2`5
M`-#,@%-E8RZ`-C`W@&AA<X!N;W2`8F5E;H!F=6YD962`<VEN8V6`,3DY,RZ`
M@\$-U<G)E;G1L>8!T:&6`1&5P87)T;65N=(!H87.`;F^`<&QA;G.`=&^`<F5S
M=6UE@&9U;F1I;F?/= &AI<X!P<F]G<F%M+H""26Z`:V5E<&EN9X!W:71H@\$1E
M<&%R=&UE;G2`<&]L:6-Y@'=E@&%R98!T:&5R969O<F6`<F5C;VUM96YD:6YG
M@'!H872`=&AI<X!S96-T:6]NSV)E@&5L:6UI;F%T962`9G)O;8!4:71L98!6
M22[,S,SR#/(S+N`1#`""""(!PP`X\$5L:6UI;F%T98!396,N@#8S,H#R"/)0
M<F5S97)V871I;VZ`;V: `4')E+3\$Y.3*`4')O9W)A;7/S"/,NT`05``+``D`
M`5`HH",F``\$@%0#0S/,.,_.\D-U<G)E;G2`;&%WP[S.H""4V5C+H`V,S*`
M<')O=FED97.`=&AA="R`;FJT@'=I=&AS=&%N9&EN9X!A;GF`;W1H97\*`<')O
M=FES:6]N@&]F@&QA=RR`86UE;FIM96YT<X!T;]`!%0``"P`)``\$P`H`E*``!
M(!4`T%1I=&QE@%9)@&5S=&%B;&ES:&EN9X!N97>`<')O9W)A;7.`;W\*`97AP
M86YD:6YG@&5X:7-T:6YG@'!R;V=R86US@&YO=(!B98!F=6YD962`:6Z`9FES
M8V%L@'EE87*`,3DY,]O<H!T:&6`9FJU<H!S=6-C965D:6YG@'EE87)S@'5N
M;&5S<X!A;F2`=6YT:6R`0V]N9W)E<W.`96YA8W1S@&%P<')O<')I871I;VYS
M@&9O<H!P<F]G<F%M<X!U;F1E<M`#%0``"P`)``\$0+&`G\*@'!(!4`T%1I=&QE

M@%9)@&5N86-T962`<')I;W\*`=&^`=&AE@#\$Y.3\*`06UE;FIM96YT<X!A=(!A
M@&QE=F5L@&YO@&QE<W.`=&AA;H!T:&6`;&5V96R`;V:`9G5N9&EN9X!I;H!E
M9F9E8W2`9F]R@'-U8VC0`Q4``L``0`!:"NX)BH``2`5`-!P<F5E>&ES=&EN
M9X!P<F]G<F%M<X!F;W*`9FES8V%L@'EE87\*`,3(Y.3(N@,S,\@[R4')O<&]S
M962`8VAA;F=E\p[S.H!%;&EM:6YA=&6`4V5C+H`V,S\*`;6%N9&%T:6YG@'IH
M98!P<F5S97)V871I;VZ`;V:;<')E+3\$Y.3\*`<')O9W)A;7,NT`05```+``D`
M`8@&V`\$```\$@%0#0S/(\E)E87-O;G.`9F]R@&-H86YG9?.,\SK0!!4``L`
M"0`!8`BP`P0`2`5`-#,,2Z`@%-E8RZ`-C,R@')E9F5R<G.`<W!E8VEF:6-A
M;&QY@'IO@'IH98`Q.3DR@&%M96YD;65N='.`=&^`2\$5!@&%N9(!I<X!O=71D
M871E9"[,S#(N@(!4:&6`96QI;6EN871I;VZ`;V:.`=&AI<X!T<FEG9V5R@'!R
M;W9I<VEO;H!G:79E<X!T:&6`1&5P87)T;65N=(!G<F5A=&5R@&9L97AI8FEL
M:71Y@'IO@'-U<'!O<G3/<')O9W)A;7.`=&AA=(!B97-T@&UE972`=&AE@&-H
M86YG:6YG@&YE961S@&EN@&EN=&5R;F%T:6]N86R`961U8V%T:6]N@&%N9(!T
M:&6`3F%T:6]N\!P\$!.`;F5E9(!F;W+/97AP97)T:7-E@&EN@&9O<F5I9VZ`
M;&%N9W5A9V5S@&%N9(!R96QA=&5D@'=O<FQD@&%R96%S@&%N9(!I;G1E<FYA
M=&EO;F%L@'-T=61I97,NS,S,\@SR-"[@\$0P`~~~~`<`,`.!2979I<V6`4V5C
M+H`V, #,.`\@CR3&%N9W5A9V6`4F5S;W5R8V6`0V5N=&5R<_(X!A<X!P<F]P
M;W-E9(!B96QO=R[0!!4``L``0`!K!#"PT``2`5`-#,*\$S!@%IO@'-T<F5N
M9W1H96Z`=&AE@')E<W!O;G-I8FEL:71Y@&]F@'IH98!,86YG=6%G98!297-O
M=7)C98!#96YT97)S@'IO@'-E<G9E@&%S@.`1#`~~~~`#0(`P`X')E<V]U<F-E
M<]`!%0``P`))`&\$M0-#P`!(!4`T`IO@&EM<')O=F6`9F]R96EG;H!L86YG
M=6%G98!T96%C:&EN9X!A;F2`;&5A<FYI;F>`.6Z`2RTQ,B[,S/,,_(\D-U
M<G)E;G2`;&%W\p[S.H!396,N@#8P,X!A=71H;W)I>F5S@'IH98!396-R971A
M<GF`=&^`;6%K98!G<F%N='.`86YD@'IO@&5N=&5R@&EN=&^`8V]N=')A8W1S
M@'=I=&C0`14``L``0`!2!68\$!(`2`5`-!I;G-T:71U=&EO;G.`;V:.`&EG
M:&5R@&5D=6-A=&EO;BR`;W\*`8V]M8FEN871I;VYS@&]F@'-U8VB`:6YS=&ET
M=71I;VYS+(!F;W*`=&AE@'!U<G!O<V6`;V:`97-T86)L:7-H:6YG+,]S=')E

M;F=T:&5N:6YG@&%N9(!O<&5R871I;F>`88!S;6%L;(!N=6UB97\*`;V:;`&%N
M9W5A9V6`<F5S;W5R8V6`86YD@'IR86EN:6YG@&-E;G1E<G,L@'=H:6-H@'-H
M86QLSW-E<G9E@&%S@')E<V]U<F-E<X!T;X!I;7!R;W9E@'IH98!C87!A8VET
M>8!T;X!T96%C:(!A;F2`;&5A<FZ`9FJR96EG;H!L86YG=6%G97.`969F96-T
M:79E;'DNS,SR#O)0<FJP;W-E9(!C:&%N9V7S#O,Z@%IH98!396-R971A<GF`
M:7.`875T:&]R:7IE9(!T;X!M86ME@&=R86YT<X!A;F2`=&^`96YT97\*`:6YT
M;X!C;VYT<F%C=.`=VET:-`!%0`""P`)``D&305%P`!(!4`T&EN<W1I=5T
M:6]N<X!O9H!H:6=H97*`961U8V%T:6]N+(!O<H!C;VUB:6YA=&EO;G.`;V:.`
M<W5C:(!I;G-T:71U=&EO;G,L@&9O<H!T:&6`<5R<&]S98!O9H!E<W1A8FQI
M<VAI;F<LSW-T<F5N9W1H96YI;F<L@&%N9(!O<&5R871I;F>`88!S;6%L;(!N
M=6UB97*`;V:;F%T:6]N86R`;&%N9W5A9V6`<F5S;W5R8V6`86YD@'IR86EN
M:6YG@&-E;G1E<G,L@'=H:6-HSW-H86QL@'-E<G9E@&%S@')E<V]U<F-E<X!T
M;X!I;7!R;W9E@'IH98!C87!A8VET>8!T;X!T96%C:(!A;F2`;&5A<FZ`9FJR
M96EG;H!L86YG=6%G97.`969F96-T:79E;'F`\\@SR8730`14``L`"0`!J!SX
M%QH`2`5`-!A;&R`;&5V96QS@&]F@&5D=6-A=&EO;H!I;H!T:&6`56YI=&5D
M@%-T871E<_,\RXH\@CR<')O<&]S962`8VAA;F=E<X!L:7-T962`:6Z`8F]L
M9"XIT`05``+`D`9@=Z!@;``\$@%0#0S/(_(\.E)E87-O;H!F;W*`8VAA
M;F=EVP[S.M`\$%0`""P`)``%T\0:0`!(!4`T,Q4:&6`8VAA;F=E@'=E@&%R
M98!P<FJP;W-I;F>`=V]U;&2`<WIR96YG=&AE;H!T:&6`;W5T<F5A8VB`;V:.`
M=&AE@\$-E;G1E<G.`=&^`2RTQ,H!B>8!D:7)E8W1I;F>`= &AE;<]T;X!S97)V
M98!A<X!R97-O=7)C97.`=&^:6UP<F]V98!F;W)E:6=N@&QA;F=U86=E@'IE
M86-H:6YG@&%N9(!L96%R;FEN9X!I;H!++3\$R+LS,S/(\,BA"*?.,\X#R#/)4
M;X!R97%U:7)E@\$QA;F=U86=E@%)E<V]U<F-E@\$-E;G1E<G.`=&^`9F]C=7.`
M;VZ`88!S<&5C:69I8X!W;W)L9(!A<F5A@&%N9(!T;X#@ \$0P`""T"";`.!C
M87)R>8!O=730`14``L`"0`!\_"1,("``2`5`-!T:&5I<H!A8W1I=FET:65S
M@&EN@&-O;&QA8FJR871I;VZ`=VET:(!F;W)E:6=N@&QA;F=U86=E@&5D=6-A
M=&]R<X!A;F2`<)O9F5S<VEO;F%L@&%S<V]C:6%T:6]N<R[,S/.,_(\D-U

M<G)E;G2`;&W\P[S.H!396,N@#8P,X!C=7)R96YT;'F`8V]N=&%I;G.`;F^`
M<F5Q=6ER96UE;G2`=&AA=(!,86YG=6%G98!297-O=7)C98!#96YT97)S@&9O
M8W5S@&]NT`\$5`'+`D``<0G%",F``\$@%0#088!S<&5C:69I8X!W;W)L9(!A
M<F5A@&]R@'1H872`=&AE:7\*`86-T:79I=&EE<X!B98!C;VYD=6-T962`:6Z`
M8V]L;.&%B;W)A=&EO;H!W:71H@&9O<F5I9VZ`;.&%N9W5A9V7/961U8V%T;W)S
M@&%N9(!P<F]F97-S:6]N86R`87-S;V-1871I;VYS+H#,S/(!.E!R;W!O<V5D
M@&-H86YG9?.,\SJ`06-T:79I=&EE<X!C87)R:65D@&]U=(!B>8!#96YT97)S
M@/(!,G-H86QL@&9O8W5S@&]N@'1H98!L86YG=6%G98!O9H!A@'-P96-I9FEC
M@'=O<FQDT`,5`'+`D``70KQ"8J``\$@%0#087)E82R`<VAA;&R`8F6`8V]N
M9'5C=&5D@&EN@&-O;&QA8F]R871I;VZ`=VET:(!F;W)E:6=N@&QA;F=U86=E
M@&5D=6-A=&]R<X!A;F2`<')O9F5S<VEO;F%LSV%S<V]C:6%T:6]N<RR`86YD
M@/.,\VUA>8!I;F-L=61E@"TM+=`\$%0``P`)``&<!>P``0`!(!4`T,SR#O)2
M96%S;VZ`9F]R@&-H86YG9?.,\SK0!!4``L``"0`!>`?(`@,``2`5`-#,,2Z`
M@%1H98!P<F]P;W-E9(!C:&%N9V6`=V]U;&2`<F5Q=6ER98!T:&%T@\$-E;G1E
M<G.`8V]N8V5N=)A=&6`=&AE:7*`<F5S;W5R8V5S@&UO<F6`969F96-T:79E
M;'F`9F]RSV=R96%T97\*`8F5N969I="[,S#(N@(!4:&6`<')O<&]S962`8VAA
M;F=E@'=O=6QD@')E<75I<F6`=&AA=(!#96YT97)S@&1E=F5L;W``; &EN:V%G
M97.`=VET:(!O=&AE<H!F;W)E:6=N@&QA;F=U86=ESV5D=6-A=&]R<X!A;F2`
M<')O9F5S<VEO;F%L<X!F;W*`9W)E871E<H!M=71U86R`8F5N969I="[,S,SR
M#/(H0RF`5&^^:6YT96=R871E@'1H98!D:7-S96UI;F%T:6]N@&9U;F-T:6]N
M@&EN=&^`96%C:(!O9H!T:&6`3&%N9W5A9V6`4F5S;W5R8V7R"/\*`PCS0V5N
M=&5RT`\$5`'+`D``<0/%`L,``\$@%0#086-T:79I=&EE<X!A<X!A;H!E<W-E
M;G1I86R`8V]M<&]N96YT+LS,\PSS\@[R0W5R<F5N=(!L87?S#O,Z@(!396,N
M@#8P,X!C=7)R96YT;'F`;&ES='.`=&AE@&1I<W-E;6EN871I;VZ`;V:`<F5S
M96%R8VB`<F5S=6QT<X!A;F2`=&5A8VAI;F>`;6%T97)I86QS@&%ST`\$5`'+
M``D``8@2V`T/``\$@%0#088!S97!A<F%T98!A8W1I=FET>2R`87.`9F]L;&]W
M<SKR"/*`\*#8I@'1H98!W:61E<W!R96%D@&]F@&1I<W-E;6EN871I;VZ`;V:`

M<F5S96%R8VB`<F5S=6QT<RR`=&5A8VAI;F?0`14``L`"0`!=!/\$#A``2`5
M`-!M871E<FEA;`,`L@&%N9(!I;7!R;W9E9(!P96!A9V]G:6-A;(!S=')A=&5G
M:65S@'!O@&]T:&5R<X!W:71H:6Z`=&AE@'!O<W!S96-O;F1A<GF`96!U8V%T
M:6]NSV-O;6UU;FET>2[,S/,(_(!E!R;W!O<V5D@&-H86YG97/S#O,Z@%=E
M@&%R98!P<F]P;W-I;F>`= &^`96QI;6EN871E@&%C=&EV:71Y@"@V*8!A<X!A
M@'-E<&%R871E@&%C=&EV:71Y@&%N9(!T;X!I;G1E9W)A=&70`14``L`"0`!
M)!=\$A0``2`5`-!T:&6`9&ES<V5M:6YA=&EO;H!F=6YC=&EO;H!A<X!A;H!E
M<W-E;G1!H86R`8V]M<&]N96YT@&]F@\$-E;G1E<H!A8W!I=FET:65S+H!4:&6`
M;&ES=(!O9H!A=71H;W)I>F5DSV%C=&EV:71!97.`=V]U;&2`8F6`<F5V:7-E
M9(!A<X!F;VQL;W=S@`=I=&B`<')O<&]S962`8VAA;F=E<X!I;H!B;VQD.H#,
MS.`1#`~~~~(!PP`X"@Q\*8#4&B,`A@\$``@`6`(54``6`(`%@"@!8`A50
M83(``,`U-0:P``0H``!8`A50``!8`@``6`(`%@"%5`?-1T:&6`8V]N
M9`5C=(!A;F2`\\@SR9&ES<V5M:6YA=&EO;O,,X!O9H!R97-E87)C:(!O;H!N
M97>`86YD@&EM<')O=F5D@'!E86-H:6YG@&UE=&AO9',L@-`4%0``P`)``4
M&B06&``!(!4`T.`1#`~~~~(!PP`X.`1#`~~~~!@"0P`X&EN8VQU9&EN9X!T
M:&6`=7-E@&]F@&%D=F%N8V5D@&5D=6-A=&EO;F%L@'!E8VAN;VQO9WD[S,S@
M\$0P`~~~~`<`,`H,BF`=&AE@&1E=F5L;W!M96YT@/(,\\F%N9(!D:7-S96UI
M;F%T:6]N\\PSS@&]F@&YE=X!T96%C:&EN9X!M871E<FEA;`,`\\@SR86YD@&EN
M<W!R=6-T:6]N86SR"/*`T!05``+``D``9P=[!@;``\$@%0#0X!\$,~~~~@'
M#`#@X!\$,~~~~&`)#`#@\\PCS9&5L:79E<GF`<WES=&5M<_,\\X!R969L96-T
M:6YG@'!H98!U<V6`;V:`<W5C:(!R97-E87)C:(!I;H!E9F9E8W!I=F6`=&5A
M8VAI;F>`X!\$,~~~~-`@#`#@T!05``+``D``8P>W!D<``\$@%0#0X!\$,~~~~
M``@#`#@X!\$,~~~~&`)#`#@<W!R871E9VEE<SO,S.`1#`~~~~(!PP`X"@S
M*8!T:&6`9&5V96QO<&UE;G0L@%MD96QE=&6`\\`\$\\&%N9/^?!/= @&%P<&QI
M8V%T:6]N+(!A;F2`\\@SR9&ES<V5M:6YA=&EO;O,,X!O9H!P97)F;W)M86YC
M98!T97-T:6YG@/(,\\O((\\M`4%0``P`)``%4(:0<P`!(!4`T.`1#`~~~~(
M!PP`X.`1#`~~~~!@"0P`X/,(\\VEN<W!R=6UE;G1S\\PSS@&%P<')O<')I871E

M@'!O@&%N@&5D=6-A=&EO;F%L@'-E='!I;F>'9F]R@'5S98!A<X!A@'-T86YD
M87)D@&%N9(#0%!4``L``0'!1"*4'2``2'5`-#@ \$0P``````<,'.#@\$0P`
M````8'D,`.!C;VUP87)A8FQE@&UE87-U<F5M96YT@&]F@'-K:6QL@&QE=F5L
M<X!I;H!A;&R`;&%N9W5A9V5S.\S,U!HC'(8!'@`('%@'"%5``%@"'"!8'@H`
M6'(54#),``C`-34&A`AP\$\*``@`6'(54``6`('%@'"@!8'A50'P#4X!\$,
M``````@'#`#@\*#0I@'1H98!T<F%I;FEN9X!O9H!T96%C:&5R<X!I;H!T:&6`
M861M:6YI<W1R871I;VZ`86YD@&EN=&5R<')E=&%T:6]N@&]F@'!E<F9O<FUA
M;F-E@'1E<WIS+(#0%!4``L``0'!#"5<(",``2'5`-#@ \$0P``````<,'.#@
M\$0P````8'D,`.!T:&6`=7-E@&]F@&5F9F5C=&EV98!T96%C:&EN9X!S=')A
M=&5G:65S+(!A;F2`=&AE@'5S98!O9H!N97>`=&5C:&YO;&]G:65S.\S,U!HC
M'(8!'@`('%@'"%5``%@"'"!8'@H`6'(54+I/``C`-34&A`AP\$*``@`6'(5
M4``6`('%@'"@!8'A50'P#4X!\$,``````@'#`#@\*#4I+H!T:&6`<'5B;&EC
M871I;VZ`\@SR86YD@&1I<W-E;6EN871I;VZ`=&^;W1H97)S@&EN@'1H98!F
M;W)E:6=N@&QA;F=U86=E@&9I96QD\PSS@&]F@`-4%0``"P')``0)R`C)@`!
M(!4`T.`1#``````(!PP`X.`1#``````!@"0P`X.`1#``````"X"PP`X&EN<W1R
M=6-T:6]N86R`;6%T97)I86QS@&EN@'1H98!L97-S@&-O;6UO;FQY@'1A=6=H
M=(!L86YG=6%G97,[S,S,\@[R4F5A<V]N<X!F;W*8VAA;F=E<_,.ASK0!A4`
M``L``0'!A"O4)BH``2'5`-","2Z'5&AE<V6`<')O<&]S962`8VAA;F=E<X!W
M;W5L9(!S=')E;F=T:&5N@'1H98!R97-P;VYS:6)I;&ET>8!O9H!T:&6`0V5N
M=&5R<X!T;X!S97)V98!T:&6`9F]R96EG;L]L86YG=6%G98!C;VUM=6YI='DN
MS,PR+H!3=)E;F=T:&5N:6YG@'1H98!D:7-S96UI;F%T:6]N@&9U;F-T:6]N
M@&]F@\$-E;G1E<G.`=V]U;&2`;6%X:6UI>F6`=&AE@&)E;F5F:7IS@')E<W5L
M=&EN9X!F<F]MSW1H98!F961E<F%L@&EN=F5S=&UE;G2`:6Z`=&AE@&EM<')O
M=F5M96YT@&]F@&9O<F5I9VZ`;&%N9W5A9V6`=&5A8VAI;F>`86YD@&QE87)N
M:6YG+LS,S/(,BA\$*8!4;X!E;F-O=7)A9V6`3&%N9W5A9V6`4F5S;W5R8V6`
M0V5N=&5R<X!T;X!U=&EL:7IE@'1H98!A9'9A;F-E<X!I;H!E9'5C871I;VYA
M;-`!%0``"P')``\$D"W0&!P`!(!4`T`1E8VAN;VQO9WDNS,SS##//4&B,`A@\$"

M``@`6` (54``6`(``%@``"@!8`A50W5``",`U-0:'P``"0H``"!8`A50``!8

M`@``6`("``%@``"%5`?-3R#O)#=7)R96YT@&QA=\_,.SJ`4V5C+H`V,#.`87.`

M8W5R<F5N=&QY@`=R:71T96Z`9&]E<X!N;W2`<F5F;&5C=(!T:&6`861V86YC

M97.`:6Z`961U8V%T:6]N86R`=&5C:&YO;&]G>=!%0``"P`)"`H#3@)"@`!

M(!4`T`1H872`8V%N@&)E@`5T:6QI>F5D@`1O@&EN8W)E87-E@`1H98!E9F9E

M8W1I=F5N97-S@&]F@&]U=')E86-H+LS,\@[R4')O<&]S962`8VAA;F=E<_,.

M\SJ`061D@`1H98!F;VQL;W=I;F>`=&^`=&AE@&QI<W2`;V:`875T:&]R:7IE

M9(!A8W1I=FET:65S.M`\$%0``"P`)"`&L\$/P+#0`!(!4`T,SR#/+4&B,`A@\$"

M``@`6` (54``6`(``%@``"@!8`A50UE,``",`U-0:'P``"0H``"!8`A50``!8

M`@``6`("``%@``"%5`?-3@\$0P``````````<`,`N@`1H98!D979E;&]P;65N=(!A

M;F2`8V]O<F1I;F%T:6]N@&]F@&YE='=O<FMI;F>`9G)A;65W;W)K<X!A;F2`

M86-T:79I=&EE<X`H<W5C:(#0%!4``L``"0`!A!+4#0``2`5`-#@`\$0P``````

M``<`,`#@`\$0P``````8`D,`.!A<X!);G1E<FYE=(!L:7-T<V5R=G.`86YD@&)U

M;&QE=&EN@&)O87)D<RR`;F5W<VQE='1E<G,L@&-O;F9E<F5N8V5S@&%N9(#@

M\$0P``````T```,`.#0%!4``L``"0`!<!/`#A``2`5`-#@`\$0P````````<`,`#@

M\$0P``````8`D,`.!D:7-C=7-S:6]N@&=R;W5P<RF`= &^`<)O=FED98!F;W)E

M:6=N@&QA;F=U86=E@`1E86-H97)S@`=I=&B`;VYG;VEN9X#@`\$0P``````T```,`

M`.#0%!4``L``"0`!7!2L#Q\$``2`5`-#@`\$0P````````<`,`#@`\$0P``````8`D,

M`.!P<F]F97-S:6]N86R`9&5V96QO<&UE;G2`;W!P;W)T=6YI=&EE<SO,S/,.

M\U=E@&%R9?(\,H#S#/-A;'-O\@SR@/,W!R;W!O<VEN9X!T;X!A9&2`= &AE

M@`=O<F1S\@SR@&%N9(!I;G-T<G5C=&EO;F%L@&1E;&EV97)Y@`-Y<W1E;7/S

M#//4&B,`A@\$``@`6` (54``6`(``%@``"@!8`A50/E4``",`U-0:'P``"0H`

M``!8`A50``!8`@`6`("``%@``"%5`?-2`= &^`86-T:79I='F`*#(I@&QI<W1E

M9-`!%0``"P`)"`\$@%W`2%``!(!4`T&%B;W9E+LS,\@[R4F5A<V]N@&9O<H!C

M:&%N9V5S\P[S.M`\$%0``"P`)"`H&3@5%P`!(!4`T,PQ+H``5&AE@`!R;W!O

M<V5D@&-H86YG97.`=V]U;&2`96YC;W5R86=E@`1H98!#96YT97)S@`1O@&UA

M:V6`=7-E@&]F@`1H98!A9`9A;F-E<X!I;H!E9`5C871I;VYA,;]T96-H;F]L

M;V=Y@'lO@&EM<')O=F6'9&ES<V5M:6YA=&EO;H!A;F2`=&^`96YH86YC98!T
M:&5l<H!O=7lR96%C:(!F=6YC=&EO;B[,S,SR#/(Hl2F`5&^`875T:&]R:7lE
M@\$QA;F=U86=E@%)E<V]U<F-E@\$-E;G!E<G.`=&^`8V]N9'5C=(!D;VUE<Wll
M8X!A;F2`;W9E<G-E87.`X!\$,````-`@#`#@:6YT96YS:79ET`\$5``+``D`
M`7`?P!H=`\$@%0#0<W5M;65R@&QA;F=U86=E@'!R;V=R86US+N`l#````!H
M\$`P`X-`\$%0``"P`)``%<(*P;'@`!(!4`T,SS#//R#O)#=7)R96YT@&QA=_.,
M\SJ`4V5C+H`V,`. `9&]E<X!N;W2`8W5R<F5N=&QY@&%U=&AO<FEZ98!#96YT
MM;W*`;W9E<G-E87,NS,SR#O)0<F]P;W-E9(!C:&%N9V7S#O,Z@%=E@&%R98!P
M<F]P;W-I;F>`= &^`86lD@'lH98!F;VQL;W=I;F>`<V5C=&EO;H!U;F!E<H!A
M;&QO=V%B;&6`86-T:79l=&EE<R[0!!4``L``"0`!^"l(("`,`2`5`-#;U!HC
M`(8!`@`(`%@"%5``%@"``"8`@H`6`(54)!7``C`-34&A`AP\$\*``@`6`(5
M4``6`(`%@"``@!8`A50'P#4X!\$,````@`#`#@+H#R#/)T:&6`8V]N9'5C
M=(!O9H!O=F5R<V5A<X!O<H!D;VUE<Wll8X!l;G!E;G-I=F6`<W5M;65R@&QA
M;F=U86=E@&EN<Wll='5T97.`9&5S:6=N962`T!05``+``D``='F("E``\$@
M%0#0X!\$,````@`#`#@X!\$,````&`)#`#@=&^`;65E=(!T:&6`;F5E9`.`
M9F]R@&EN=&5N<VEV98!F;W)E:6=N@&QA;F=U86=E@'lR86EN:6YG@&Y@'-T
M=6lE;G!S@&]R@'lO@+S@\$0P``````<`,`#@\$0P````8`D`,`!P<F]V:6lE
M@'!R;V9E<W-I;VYA;(!D979E;&]P;65N=(!A;F2`:6UP<F]V98!L86YG=6%G
M98!l;G-T<G5C=&EO;H!T:')O=6=H@+S@\$0P``````<`,`#@\$0P````8`D`,`
M`.!P<F4M<V5R=FEC98!A;F2`:6XM<V5R=FEC98!T<F%l;FEN9X!F;W*`9F]R
M96EG;H!L86YG=6%G98!T96%C:&5R<\S,\PSSU!HC`(8!`@`(`%@"%5``%@"
M``!8`@H`6`(54+5:``C`-34&A`AP\$*``@`6`(54``6`(`%@"``@!8`A50
M'P#4\@[R4F5A<V]N@&9O<H!C:&%N9V7S#O,ZT`85``+``D``7`KP"8J``\$@
M%0#0AS\$N@(!798!A<F6`<')O<&]S:6YG@'lH98!E;&EM:6YA=&EO;H!O9H!3
M96,N@#8P-8!);G!E;G-I=F6`4W5M;65R@\$QA;F=U86=E@\$EN<Wll='5T97.`
M87.`88!S97!A<F%T9<]A=7lH;W)l>F%T:6]N+H``06lD:6YG@'lH98!A8F]V
M98!S96-T:6]N@&EN=&^`4V5C+H`V,#. `=VEL;(!G:79E@'lH98!,86YG=6%G

M98!297-O=7)C98!#96YT97)S@&%NSV%D9&5D@&UE87-U<F6`;V:.`9FQE>&EB
M:6QI='F`:6Z`:&5L<&EN9X!T;X!I;7!R;W9E@&9O<F5I9VZ`;&%N9W5A9V6`
M=&5A8VAI;F>`86YD@&QE87)N:6YG+LS,\\@SR3D]4I3J`@%IH98!C:&%N9V5S
M@'!R;W!O<V5D@&9O<H!396,N@#8P,X#R"/),86YG=6%G98!297-O=7)C98!#
M96YT97)S\PCS@&%R98!A='IA8VAE9(!A<X!A@&-H87)TT`\$5``'+``D``6`(
ML`,`\$`\$@%0#09F]R@'!U<G!O<V5S@&]F@&-O;7!A<FES;VXNFO,,\\]0:(P"&
>`0(`"!8`A50``!8`@``6`(*%@%"5"57``(P#4

end

begin 666 reastru

M_U=00[H&``!"@(`````@4``#9%````(```ISYD+UKUZ%40>]P0!@+\$G!
M_2@4'7Y//)IL_^=0^5[.]&?\$N`R9@?P1BI" T3#-?-K#G[HEJ'S33UAA/R1"O
M_UV"XO?]%`0,=UKK<X3PH?YY_;OU+*!)L_70NQ.9O;;9/A12WVU%P\$)PX8\M
MD"N;4W[#02D8X2%H+0OG@OBKB&5X_K;78!OY^#Y08_ZT]3?_+L<^*"?>3])K
M"=^"MO<8<4?N[U66#H@I.T8\$2%>E9Z_QHOTT51#&";[3?Z(X!P<0PUT'(J[
M@.H28/A4!MLDA8C<(@=D'#E]X/= @;)WT'DH7C,O%^TBN%P='8J:8;XL%W)SV
MI7:FM46Z9_Q'6[A]'PAPBYKMLX25P"F:>_1"<4/"#(.514L9IXYH5T%8;S
MC2G"W`S.K0AB/FA\9#43C]#[-9,N;DR+\$K'+?*9T/^\$JHYS@E*F0B9,?N"]L
M!MU<8,KC*W+CEV43)4TZ>MN\ V.U,OQ;U9\$*@6%;R.9304_BU+[UT<^%4(VY<
M9NUT/?8O<W]O<S&%P=]/?O++P7BDK,;X#YR`;<!)IV)^/;XB;\LM]692^O5
MD4G!\$:FKNE^-MZ2F3,)@W?"A;(#N?@N+.F1(>90S(QKCPJ!JK0WEVB;7MDZS
MKD>R\$P">KH2U.=\([8,>6&T""@``````````@C`0````L!``P!``
M`%4!````3@``#L%``))0\$````&````B04``LP`@````@````/!0````4!
M````````+<%``(=P\$````!````OP4````@T`0````!0````#_!0````(!````
M#P````!,&``````````\$P8``````````3!@``````````
M`!,&``````````\$P8``````````3!@``````````!,&

M.....\$P8.....3!@.....!,&.....
M.....\$P8.....3!@.....!,&.....
M.....\$P8.....3!@.....!,&.....
M.....\$P8.....3!@.....!,&.....
M\$P8.....3!@.....!,&.....\$P8`
M.....3!@.....!,&.....\$P8.....
M.....3!@.....!,&`+,\$`!,`(`@8.....
M.....B!@....."(&`+,\$`!,`,`;@8`""82"!0`"
M3`!A`,`90!R`\$H`90!T`""20!)`\$D`.....
M.....!(4%!#3#5-4P`""V`L`2P!+`\$L`
M`2P!V`L`3`.....
M`.....
M`.....
M`.....;DQ(SB@`R!EH\$\$@-`"1
M"0`""%H`"P\$`!`V`%0`:0!M`&4`<P`@`\$X`90!W`""4@!O`&T`80!N`""
M4@!E`&<`=0!L`&\$`<@`""\$`@!8`@\$`""\$`"@`.....
M`.....1("""0`H0`""\*\$`""!`0`"@`""H`""6`00`50"7`0,`
M`@"8`0\$`@"9`0\$`10":`0(`6P";`0(`6P"<`0(`@"="0\$`10">`0\$`@"?`
M`1`98'3=*PB`""\$`)"`D`"\$QP!*/`@S?`!X`""""Z`0`"P\$`""\$`
M`#X`""""#@`""""Q0"8R0`(@8`%,`;0!A`&P`;`@"`\$,`
M:0!R`&`,`;`!E`""\"(&\\.P"@`""*`.!`""!`^`""""X`""
M`""""",4WV(D`""\$`!`,`&\$`<@!G`&4`(!#`&D`<@!C`&P`90`"/`
M!/#@`,`H`""""@#@W0H0`(!!`#`(`(1`W=T+"P`#`""\$`P#=F^`1#`"
M`"(!PP`X.`1#`""!@"0P`X.`1#`""X"PP`X.`1#`""0#@P`X.`1
M#`""!H\$`P`X.`1#`""#\$`@P`X.`1#`""8%0P`X.`1#`""!P%PP`
MX.`1#`""#(&0P`X/\$`N`"QX!\$,`""""<#`#@\\0&X`?%\$4D%&5("\$@#<O
M,\$\$O.3?@\$0P`""T",`#0%!4`"L`"0!L`0`""2`5`-#Q`+@!\\=4

M%0``"P`)'`&P!``````!(!4`T/\$!N`QX!\$,``````@`#`#@X!\$,````&`)
M#`#@X!\$,````+@+`#`#@X!\$,````!`.#`#@X!\$,````&@0#`#`#@X!\$,````
M`,`2#`#`#@X!\$,````!@5#`#`#@X!\$,````7#`#@0\*Y`?,\0"Z`?`,\0&Z
M`?'@0!(````@PB#`",\[,!2`.#R#/+R#O)04D]03U-%l(!215-44E5#5%52
M24Y'@\$]&@\$A)ITA%4H!%l%5#05l)3TZ`04-4\PSS\P[SB-`\$%0``"P`)'`&0
M!N`!`@`!(!4`T,SR#O)4:7lL98!)\P[S@#K@,`P````8`D,`!`!96YE<F%L
M@%!R;W9l<VEO;G/0!!\`!4`\$P`!<C``P0``0)@"2@C8`DH(P(@`P#0S/(<
M\EI!&QE@\$E)\P[S@#K@,`P````8`D,`!`!<F%D=6%T98!0<F]G<F%M<]`\$
M'P``%0`3``%0"J`%!(@`!`F`)*"-@"2@C`B`?`-#,\@[R5&ET;&6`24E)\P[S
M@#K@,`P````8`D,`!);G-T:7lU=&EO;F%L@\$EN;F]V87lI;VZ`86YD@\$EM
M<`)O=F5M96YT.H!3=)E;F=T:&5N:6YG@\$EN<WlI='5T:6]N<J`\$P``%0`3
M``\$P#(```!`F`)*"-@"2@C`B`?`-#X#`,`````@`#`#@X#`4````&`)
M``<H(P@`\*",4`!087)T@\$@,!0````N`M@"2@C8`DH(Q0`X.`P%``````0
M#K@+*".X"R@C%`#@4WlR96YG=&AE;FEN9X!);G-T:7lU=&EO;G/0!!\`!4`
M\$P`!\$`Y@"0H``0(0#B@C\$`XH(P(@`P#0X#`,`````@`#`#@X#`4````&`)
M``<H(P@`\*",4`!087)T@\$+@,!0````N`M@"2@C8`DH(Q0`X.`P%``````0
M#K@+*".X"R@C%`#@2\$)#57/0!!\`!4`\$P`!``]0"@L``0(0#B@C\$`XH(P(@`
M'P#0X!\$,````@`#`#@X!\$,````&`)#`#@4&%R=(!#X#`,```+@+`#`#@
MX#`4````!`N`LH([@+*",4`!.(0D-5@\$-A<&ET86R`lFEN86YC:6YG@-`\$
M'P``%0`3``P#T`+`#!`A`.*",0#B@C`B`?`-#@,`P``````<`,`#@,!0`
M````8`D(!R@C``<H(Q0`X%!A<G2`l.`P%``````X"V`)\*"-@"2@C%`#@X#`4
M````!`N`LH([@+*",4`!.(4TEST`0?``5`!,``>`0,`P-``\$"\$`XH(Q`.
M*",!(\`T.`P#``````(!PP`X.`P%``````!@"0@`\*",(!R@C%`#@4&%R=(!%
MX#`4````+@+8`DH(V`)*",4`#@,!0````\$`ZX"R@CN`LH(Q0`X%lR:6)A
M;(!#;VQL96=E<J`\$P``%0`3``0\$2`-#@`!`A`.*",0#B@C`B`?`-#@,`P`
M``````<`,`#@,!0````8`D(!R@C``<H(Q0`X%!A<G2`lN`P%``````X"V`)
M*"-@"2@C%`#@X#`4````!`N`LH([@+*",4`!:-6YO<FET>8!38VEE;F-E

M@\$EM<)O=F5M96YT@%!R;V=R86W0!!\`!4`\$P`!P!(0#@\\`0(0#B@C\$`XH
M(P(@`P#0X!\$,``````@`#`#@X!\$,````&`)#`#@4&%R=(!`X#`,`````+@+
M#`#@X#`4`````!`.N`LH([@+*`,`4`.!`96YE<F%L@%!R;W9I<VEO;G/0!!\`
M`!4`\$P`!L!`,`#Q``0(0#B@C\$`XH(P(@`P#0S/(\.E1I=&QE@\$E6\PS@#K@
M`,`P````8`D`,`!3=5D96YT@\$9I;F%N8VEA;(!:630!!\`!4`\$P`!D!7@
M\$!(``0)@`2@C8`DH(P(@`P#0S.`1#```````(!PP`X.`1#```````!@`0P`X%!A
M<G2`0>`P#```````X"PP`X.`P%```````0#K@+*`.X"R@C%`#@IW)A;G1S@`1O
M@%-T=61E;G1ST`0?``5`!`,`7`7P!(4``\$`\$`XH(Q`.\*)`,"(!\`T,S@\$0P`
M```````<`,`.#@\$0P`````8`D`,`.#@\$0P`````N`L`,`!3=6)P87)T@#`@`,`P`
M`````!`,`!096QL@\$=R86YT<J`\$P`%0`3``%0&:`4%@`!`F@0*"-H\$"@C
M`B`?`-#@\$0P```````<`,`.#@\$0P`````8`D`,`.#@\$0P`````N`L`,`!3=6)P
M87)T@#+@`,`P```````!`,`!44DE/T`0?``5`!`,`4`:D!47``\$`!`H(V@0
M*`,`"(!\`T.`1#```````(!PP`X.`1#```````!@`0P`X.`1#```````X"PP`X%-U
M8G!A<G2`,`^1#```````!H\$`P`X\$A%4"]#04U0T`05````+``D``3`;@:188``\$@
M%0#0X!\$,``````@`#`#@X!\$,````&`)#`#@X!\$,````+@+`#`#@4W5B<&%R
M=(TX#`,`````&@0#`#@4T5/1J`\$P`%0`3``\$@``7&0`!`F@0*"-H\$"@C
M`B`?`-#@\$0P```````<`,`.#@\$0P`````8`D`,`.#@\$0P`````N`L`,`!3=6)P
M87)T@#3@`,`P```````!`,`!`">7)D@`-C:&JL87)S:&EP@`!R;V=R86W0!!\`
M`!4`\$P`!\$!U@&!H``0)H\$"@C:!!`H(P(@`P#0S.`1#```````(!PP`X.`1#`
M`!@`0P`X%!A<G2`0N`P#```````X"PP`X.`P%```````0#K@+*`.X"R@C%`#@
M1D9%3-`\$P`%0`3``P`D`:```!`A`.*)`0#B@C`B`?`-#@\$0P```````<`,`
M`.#@\$0P`````8`D`,`!087)T@\$/@`,`P`````N`L`,`#@`,`!0``````\$`ZX"R@C
MN`LH(Q0`X\$9E9&5R86R`5VJR:X!3=5D>=`\$P`%0`3``@`S`;0`!`A`.
M*`,`0#B@C`B`?`-#@\$0P```````<`,`.#@\$0P`````8`D`,`!087)T@\$3@`,`P`
M```N`L`,`#@`,`!0``````\$`ZX"R@CN`LH(Q0`X\$11<F5C=(!`,`V%N<J)`\$P`
M%0`3``0("`<@`!`A`.*)`0#B@C`B`?`-#@\$0P```````<`,`.#@\$0P`
M8`D`,`!087)T@\$7@`,`P`````N`L`,`#@`,`!0``````\$`ZX"R@CN`LH(Q0`X%!E

M<FMI;G/0!!\``!4`\$P`!P"\$0'1\``0(0#B@C\$`XH(P(@'P#0X!\$,``````@'
M#`#@X!\$,````&`)#`#@4&%R=(!&X#`,````+@+#`#@X!\$,````!`.#`#@
M3F5E9`.06YA;`ES:7/0!!\``!4`\$P`!L"('B``0*X"R@CN`LH(P(@'P#0
MX!\$,``````@'#`#@X!\$,````&`)#`#@4&%R=(!X#`,````+@+#`#@X#`4
M````!`.N`LH([@+*",4`.!96YE<F%L@%!R;W9I<VEO;G/0!!\``!4`\$P`!
MH"/'PB\$``0(0#B@C\$`XH(P(@'P#0S/(\E1I=&QE@%;S#O.`.N`P#````!@
M"0P`X\$5D=6-A=&EO;F%L@\$EM<')O=F5M96YTT`0?``5`!,``8`ET``C``\$"
M8`DH(V`)*",(!\`T,S@,`P```````<`,`#@,!0````8`D(!R@C``<H(Q0`
MX%!A<G2`0>`P%``````X"V`)\*"-@`2@C%`#@X#`4````!`.N`LH([@+*",4
M`.!496%C:&5R@%!R97!A<F%T:6]NT`0?``5`!,``6`GL"(E``\$"\$`XH(Q`.
M*","(!\`T.`P#``````(!PP`X.`P%``````!@`0@`*"),(!R@C%`#@4&%R=(!"
MX#`4````+@+8`DH(V`)*",4`.#@,!0````\$ZX"R@CN`LH(Q0`X%1E86-H
M97*`4F5C<G5I=&UE;G30!!\``!4`\$P`!4"B@(R8``0(0#B@C\$`XH(P(@'P#0
MX#`,`````@'#`#@X#`4````&`)``<H(P@`\*",4`.!087)T@\$/@,!0````
MN`M@`2@C8`DH(Q0`X.`P%``````0#K@+*".X"R@C%`#@57)B86Z`0V]M;75N
M:71Y@%!A<G1N97)S:&EPT`0?``5`!,``4`ID"0G``\$"\$`XH(Q`.*,(!\`
MT.`1#``````(!PP`X.`1#``````!@`0P`X%!A<G2`1.`P#``````X"PP`X.`P
M%``````0#K@+*".X"R@C%`#@1DE04T70!!\``!4`\$P`!,J`)2@``0(0#B@C
M\$`XH(P(@'P#0S/(\E1I=&QE@%9)\P[S.N`P#``````!@`0P`X\$EN=&5R;F%T
M:6]N86R`4')O9W)A;7/0!!\``!4`\$P`!\$"Q@)RH``0)@`2@C8`DH(P(@'P#0
MX#`,`````@'#`#@X#`4````&`)``<H(P@`\*",4`.#@,!0````N`M@`2@C
;8`DH(Q0`X.`P%``````0#K@+*".X"R@C%`#@

end

begin 666 grde.nf

M_U=00VD+````!@(!````@4````S9````(``%X*^_W)G,/A:%39)&;_DRQQ

MS&S&8R!%l*9L35*B2[2'Q@_7SB")_&<")T\$^#B/\$3M\$CL:0&S<'G5"),Y9Y7
M_]SWGK8=O_1+E[R3]]ZY,'B7,L>O"@\\3]69=;[\\Y<+)#8?DX=7"XPST;&B]:
M,2`U_8%G,9):8S8%*17*]6^,\$Z^^-4_V5)!LQ,^D\\6#".<CEI^1.N?G=KHY
M_XPHW=.4RO/F`?02GQC]3V)B#O)]/[^N??JQC,1I3%5W_8KHPH,^GRFO3VC#
MAW-3-^-,/&-]*3PV,<\\&37O0(\\@]6>^^[J*NQU45-(=A9:+Y*NC(EEC]J7F
M;1B#APXBZ>7(6!0`."\$VS!L`X\$X^2VA9-Q\$F2_009UU\$"16;L8Z[82\$1K\$,D
M;U`M:CO04V[%RX(I[WMV"+_;2X91A;ICNV<^52+#+(*,BY9^S*T^.GNO:H,AM
M0'P)B,NL=9AHFBUGT.,)XI/>3>HII*W.^M!\$X9+(/TO7#;ZDS^U9:]Y?<AU
MB"K-/IUZ]2`=Y\\0,U,#\\NBH#!@/DDINOAD0A_]J[+.(F[2R65:8JSZM[E"!
M@'>+6>`E)YF%K8V(H[H;1+3#>F%+[?IH!'>"F"%`\$![_((+)]4,R#99E_6<L,
M'Y]/NG\$UF'-`<`E98BFZ;30""4`".....@C`0`"L!"`&!"`
M`%4""3@`"!\$%`"))0\$`" &""7P4`"LP`P`"@"`"!E!0`" <!
M`"0`"(T%`"(-`\$`"4`"S04`"@`"0`"\\`" #A!0`"!\$`"
MQ@`"/`%`"(\$0\$`" #&""M@8`"@1`0`",8`"!\\P`"!"\$!`"Q@`
M`\$((`"(\$0\$`" #&""D`"@%`0`"@`" #."0`"%4!`"/`"-8)
M`".....U@D`".....#6"0`".....-8)`"
M`".....U@D`".....#6"0`".....-8)`"
M`".....U@D`".....#6"0`".....-8)`"
M`".....U@D`".....#6"0`".....-8)`"
MU@D`".....#6"0`".....-8)`".....U@D`
M`E!'0`")T`"2"@`"S`".....1`" *`".....KPH`"
M`"....."O"@`"40`" \*P`"/,*`"+,(`"!+`".....@L`"82`!0
M`"3`!A`,`90!R`\$H`90!T`"-0!3`&D`"
M`".....!(4%#!#3#5-4P`".....+`\\`"P!
M+`\$L`2P!+`\\`#`"
M`"
M`"

M.....;DRHS2@`UA[##SD(
M`'1"0`'%H`"P\$`BQ0V`%0`:0!M`&4`<P`@\$X`90!W`""4@!O`&T`80!N
M`""4@!E`&<`=0!L`&\$`<@`.....\$`@!8`@\$`"\$`@`.....
M`.....1("'"0`H0`"\*\$`""*`F@4`"(FP4!`\$4`G`4!
M`(`G04!`\$0`G@4!`(`GP4!`\$0`H`4!`\$0`H04!`(`H@4!`(`HP4!`\$0`
MM%B;(0`.....(,WP`>`"@`HP4`"!`.....
M`.....\$`.....!`,`&4`=@!E`&P`(`Q
M`.....\$P`90!V`&4`;`@`#(`.....
M`.....3`!E`8`90!L`""`,P`.....!`,`&4`=@!E
M`&P`(`T`.....\$P`90!V`&4`;`@`#4`.....
M`.....\$`.....
M`.....!`,`&4`=@!E`&P`(`Q`.....\$P`90!V`&4`
M;`@`#(`.....3`!E`8`90!L`""`,P`.....
M`.....!`,`&4`=@!E`&P`(`T`.....\$P`
M90!V`&4`;`@`#4`....."#`.....
M`.....\$`.....!`,`&4`=@!E`&P`(`Q`.....
M`.....\$P`90!V`&4`;`@`#(`.....3`!E
M`8`90!L`""`,P`.....!`,`&4`=@!E`&P`(`T`.....
M`.....\$P`90!V`&4`;`@`#4`....."\$`.....
M`.....\$`.....!`,`&4`
M=@!E`&P`(`Q`.....\$P`90!V`&4`;`@`#(`.....
M`.....3`!E`8`90!L`""`,P`.....
M`!`,`&4`=@!E`&P`(`T`.....\$P`90!V`&4`;`@`
M`#4`....."%`.....
M`.....\$`.....!`,`&4`=@!E`&P`(`Q`.....
M`\$P`90!V`&4`;`@`#(`.....3`!E`8`90!L`""`
M,P`.....!`,`&4`=@!E`&P`(`T`.....

M`''''''''\$P`90!V`&4`;'`@`#4`''''''''''!`0`'`@`'!L`
M]!l<\$AH)`''''''''&`&`!\$`'!D`%0`:0!M`&4`<P`@`\$X`90!W`''''4@!O
M`&T`80!N`''''''''4`''''@`''0`(P`''(\`\$`''''0P`20`F`&T`80!G`&4`
M`0`!\$`''('4`''\$`''0`''''@`'3P//0`''QHX`''''''\$`''''0`''''\$`''''
M`''''''''''?P`''''''''''_`'\`/_`''#`_`P`'_`'\`/_`!P`&0P+_`
M`\_P`'#P`!#`''2`('2P!+`\$L`2P`%`'\$`''''''''@`''!0('''!''''!`'H`''
M`''''''''''''\$SKQ<D`*,`''''C`''''W0H0`(!`!`'#`'('(1`'
MW=T+#`'#`0`'!P`W0`')P`\$`''''''''?`''''''''''',@`R`#(',@`
M`''9`!X`''''&0!`''''!`'H`''''P`''''''''''''\$3L?XD`')(`
M`''2`'''\`@SRlFEG=7)E@-H`''P`#`0`''P`#:,=H#`@`#`''\*`'-KS#//="A`'
M@P\$`\$`',`@`A\$`#`=W0L+`,`''0+`-Wl`S<`@`\$`'!8`!E@!`'!8`@8`%`@"
M`''''''''&3L`''''''''''''''9,@`-P#15(1)6)N`*\$`=20415
M051%`@`\$9%3\$Q/5U-(25`''4%)/1U)!32F`@('`@('`@('`@('`@-`\$%0`''P`)
M`&P!`''''''!(!4`T,S@0P`''''''<`,`!314,N@ (2\$A"Z`@ (!4:71L98!)
M6(!O9H!T:&6`06-T@&ES@&%M96YD962`=&^<F5A9(!A<X!F;VQL;W=SA(2`
MS,S3!0P`!P\$`'`@`,`'-/P(`3P5\$E43\$6`25B`A(2`3D%424].04R`3D5%l(!`
M4D%\$54%418!&14Q,3U=32\$E0@%!23T=204W,TP40`8!`''''YP`''!`'T_(`
MLSS#//3!0P`!P\$`'`@`,`'-/P(`3P1DE.l\$E.lU,[@%!54E!/4T70!!4`''L`
M"0`!`J(!08`2`5`-#3!1`'!@`\$`'')\$`0`'\$`#3S.`1#`''''''(!PP`X/`@`
M!//1396,N@#DP,2Z`G/\$`A`7Q\*&\$lFX#Q`80%\?(\.O\$`A`7QlFEN9&EN9W,N
M\0&\$!?'S#O/Q`(0%\82\$5&AEFX!#;VYG<F5S<YN`9FEN9'.;@`!H870ZF]`\$
M%0`''P`)'`\$0#&`''''''!(!4`T)O0!!4`''L`"0`!\$`Q@!P@`''2`5`-#Q`80%
M\=0:'P`''0X`''!8`NE!`@!8`@`'6`('"%@`''''?'-3Q`(0%\9O0%Q4`''L`
M"0`!\$`Q@!P@`''2`5`-#Q`80%\?`\$A07QF\_`\$!A07Q\0*%!`?%;5&^0F6`4W5P
M<&Ql963Q`X4%\?`\$A@7Q\0*%!`?%;\0.0%!`?Q`88%\?`\$"AP7Q7?`\$#AP7QF]`7
M%0`''P`)'`\$0#&`''''''!(!4`T-,%#`''0`!`'P`T],5\$`''0`'!W`44`#0(
M(P*`.0,`#P/`)01`.P3`\$06`)P8`/0:.`\$P=`\*0?`/PA`%0D`*PF`'0l`%PK

M'+0M`PP`&0R`+PT`; '\$`@``)Q8'E0'TYSQ`(0%>`1#``````(!PP`X)O@
M\$0P``````"<`,`.#P(`3P\*#\$IFX!)=)N`:7.;@&EN8W5M8F5N=)N`;VZ;@'1H
M99N`1F5D97)A;.)N`1V]V97)N;65N=)N`=&^;@)MS=7!P;W)TFX";=&AE@&-U
M;'1U<F%L@&%N9(";@)MT96-H;F]L;V=I8V%L@&QE861E<G-H:7";@&%N9)N`
M96-O;F]M:6.;@&-O;7!E=&ET:79E;F5S<YN`FX!O9IN`=&AEFX!5;FET962;
M@%-T871E<YN`FV%N9"R;@'1OFX!H96QPFX!M965TFX!T:&ESFX!G;V%L+)N`
M=&^;@&EM<')O=F6;@&%N9)N`97AP86YDFX!T:&6;@&=R861U871EFX!L979E
M;.)N`=&5A8VAI;F>;@&%N9)N`<F5S96%R8VB;@&-A<&%C:71YFX!O9IN`=&AE
MFX!5;FET962;@%-T871E<RZ;@)N`F\R;X!\$,``````@'#`#@F^`1#``````(
M!PP`X/^@!/'H,BF;@\$ENFX!AFX!V87)I971YFX!O9IN`9FEE;&1SFX!T:&%T
MFX!A<F6;@'9I=&%LFX!T;YN`=&AEFX!N871I;VYA;.)N`:6YT97)E<W2;@'1H
M97)EFX!A<F6;@)N`:6YS=69F:6-I96YTFX!N=6UB97)SFX!O9IN`<75A;&EF
M:65DFX!F86-U;'1YFX!A=)N`:6YS=&ET=71I;VYSFX!O9IN`:&EG:&5RFX!E
M9'5C871I;VZ;@'1OFX!M965TFX!T:&6;@&1E;6%N9"Z;S)O,F^`1#``````(
M!PP`X)O@\$0P``````"<`,`.#P(`3P*#,IFX!0<F]V:61I;F>;@&5Q=6%LFX!O
M<!O<G1U;FET>9N`:6Z;@&A19VAE<IN`961U8V%T:6]NFX!F;W*;@'1R861I
M=&EO;F%L;'F;@)MU;F1E<G)E<')E<V5N=&5DFX!P;W!U;&%T:6]N<YN`:&%S
MFX!B965NFX!A;F2;@)E;6%I;G.;@&%NFX!I;7!O<G1A;G2;@\$9E9&5R86R;
M@&]B:F5C=&EV92Z;S)O,F^`1#``````(!PP`X)O@\$0P``````"<`,`.#P(`3P
M*#0IFX!7;VUE;IN`87)EFX`U,B6;@&]FFX!T:&6;@'1O=&%LFX";<&]P=6QA
M=&EO;H!O9H!T:&6`56YI=&5D@%-T871E<YN`86YDFX!M:6YO<FET:65SFX!A
M<F6;@#(T+C4EFX!O9IN`=&AEFX!T;W1A;.)N`<&]P=6QA=&EO;IN`*&DN92XL
MFX!!9G)I8V%NA\$%M97)I8V%N<YN`87)EFX`Q,2XQ,R4LFX!:(7-P86YI8W.;
M@&%R99N`.2XS-"4LFX!!<VEA;B]086-I9FECFX!)<VQA;F1E<G.;@&%R99N`
M,RXS.26;@&%N9)N`3F%T:79EFX!!;65R:6-A;G.;@&%R99N`,`XV-24I+)N`
MFV%N9)N`:6YD:79I9'5A;';@'=I=&B;@&1I<V%B:6QI=&EE<YN`87)EFX`Q
M,"6;@&]FFX!T:&6;@'1O=&%LFX";<&]P=6QA=&EO;BZ;@)N`F\R;S)O@\$0P`

M`""`<`,`X!\$,`""`@'#`#@`"\$`\$`"@U*9N`26Z;@#\$Y.30M,3DY-2R;
M@'=O;65NFX!E87)N962;@#4U)9N`;V;:@`1H99N`8F%C:&5L;W)SFX";9&5G
M<F5E<RR;@&UI;FJR:71I97.;@&5A<FYE9)N`,3@N-26;@&]FFX!T:&6;@&)A
M8VAE;&]R<YN`9&5G<F5E<YN`*#<N-R6;@'=E<F6;@&5A<FYE9)N`8GF;@\$%F
M<FEC86Z\$06UE<FEC86YS+)N`-"XX)9N`=V5R99N`96%R;F5DFX!B>9N`2&ES
M<&%N:6-S+)N`-2XT)9N`=V5R99N`96%R;F5DFX!B>9N`FT%S:6%N+U!A8VEF
M:6.;@\$ES;&%N9&5R<RR;@&%N9)N`,`XV)9N`=V5R99N`96%R;F5DFX!B>9N`
M06UE<FEC86Z;@\$EN9&EA;BJ!;&%S:V%NFX!.87II=F5S*2R;@)MA;F2;@&EN
M9&EV:61U86QSFX!W:71HFX!D:7-A8FEL:71I97.;@&5A<FYE9)N`-"XT)9N`
M;V;:@`1H99N`8F%C:&5L;W)SFX";9&5G<F5E<RZ;@)N`0&\$!?'4&B,`A@\$"
M``@`6`)&6``6`(`"%@`#@!8`NE!(0(``,`U/\$`A`7QF\R;S)O@\$0P`""`
M""<`,`X!\$,`""`@'#`#@`"\$`\$`"@V*9N`5V]M96XLFX!M:6YO<FET:65S
M+)N`FV%N9)N`:6YD:79I9`5A;`,`@`=I=&B;@)MD:7-A8FEL:71I97.;@&-O
M;GII;G5EFX!T;YN`8F6;@)MU;FIE<G)E<V5N=&5DFX!A;6]N9YN`<W1U
M9&5N`=`,`@&5A<FYI;F>;@\$1O8W1O<F%LFX!D96=R965S+IN`FX!/=F5R86QL
M+)N`:6Z;@#\$Y.30M,3DY-2R;@'=O;65NFX!R96-E:79E9)N`-#4EFX!O9IN`
M9&]C=&]R86R;@&1E9W)E97.;@`AE87)N:6YGFX`Q-"6;@&]FFX!T:&6;@&5N
M9VEN965R:6YGFX";4&@N9';+)N`,C(EFX!O9IN`=&AEFX!C;VUP=71E<IN`
M86YDFX!I;F9O<FUA=&EO;IN`<V-I96YC97.;@)M0:"Y\$<YLLFX";86YD@#(S
M)9N`;V;:@`1H99N`;6%T:&5M871I8W.;@)M0:"Y\$<YLIFX!A;F2;@&UI;FJR
M:71I97.;@)E8V5I=F5DFX`Q-B6;@&]FFX!T:&6;@&1O8W1O<F%LFX!D96=R
M965SFX`H."6;@'=E<F6;@\$%S:6%N+)N`-26;@'=E<F6;@\$%F<FEC86Z\$06UE
M<FEC86XLFX`S)9N`=V5R99N`2&ES<&%N:6.;@&%N9)N`,`XT)9N`=V5R99N`
M3F%T:79EFX";06UE<FEC86XI+IN`FX!-:6YO<FET:65SFX!E87)N962;@)N`
M."6;@&]FFX!T:&6;@\$5N9VQI<VB;@&QA;F=U86=EFX!A;F2;@&QI=&5R871U
M<F4O;&5T=&5R<YN`FU!H+DISFRR;@#\$Q)9N`;V;:@`1H99N`<&AI;&]S;W!H
M>9N`FU!H+DISFRR;@&%N9)N`,3,EFX!O9IN`=&AEFX!C;VUM=6YI8V%T:6]N

MFx";4&@N1';+IN`FX";26YD:79I9'5A;';@'=I=&B;@&1I<V%B:6QI=&EE
M<YN`86-C;W5N=&5DFX!F;W\*;@#0N-26;@&]FFX!T:&]S99N`<F5C96EV:6YG
MFx!D;V-T;W)A;)N`FV1E9W)E97,NF\R;S)O@\$0P`~~~~~<`,`.;X!\$,````
M``@'#`#@@"`\$`"@W\*9N`5V]M96Z;@&%(N9)N`;6EN;W)I=&EE<YN`<F5M86EN
MFx";=6YD97)R97!R97-E;G1E9)N`:6Z;@&9A8W5L='F;@'!O<VET:6]N<YN`
M872;@&EN<W1I='5T:6]N<YN`;V;.;@&AI9VAE<IN`961U8V%T:6]NFX!I;IN`
M=&AEFX!5;FET962;@&%-T871E<RZ;@)N`1F]RFX!E>&%(M<&QE+)N`FX`S-R6;
M@&]FFX!T:&6;@'IO=&%(LFX!H:6=H97*;@&5D=6-A=&EO;IN`9F%C=6QT>9N`
M87)EFX!W;VUE;BR;@&%(N9)N`,3(N-26;@&%(R99N`;6EN;W)I=&EE<RR;@&]F
MFx!W:&EC;)N`-"XX)9N`87)EFX!!<VEA;BR;@#0N."6;@&%(R99N`069R:6-A
M;H1!;65R:6-A;BR;@#(N."6;@&%(R99N`FTAI<W!A;FEC+)N`86YDFX`P+C4E
MFx!A<F6;@\$YA=&EV99N`FT%M97)I8V%N+LR;S)O@\$0P`~~~~~<`,`.;X!\$,
M`~~~~@'#`#@@"`\$`"@X*9N`5&AEFX!M;W-TFX!R96-E;G2;@&1A=&&@'-H
M;W=SFX";=&AA=)N`=&AE<F6;@&%(R99N`,2PV-S,L,#`PFX";4&@N1)N`:&]L
M9&5R<YN`:6Z;@'1H99N`52Y3+BR;@&]FFX";@'=H;VV;@#@U+C8EFX!A<F6;
M@)MW:&ET98!A;F2;@#\$T+C0EFX!A<F6;@&UI;F]R:71I97.;@"AI;F-L=61I
M;F>;@#,N.26;@'=H;YN`87)EFX!!9G)I8V%NA\$%M97)I8V%NFX!A;F2;@#(N
M-26;@'=H;YN`87)EFX!:(7-P86YI8RDLFX!A;F2;@#(X+C8EFX!A<F6;@'=O
M;65N+IO,F\R;X!\$,~~~~~@'#`#@@F^`1#`~~~~~(!PP`X/'@!/'H.2F;@\$&;
M@&1I=F5R<V6;@&9A8W5L='F;@&5N<FEC:&5SFX!A;F2;@&5N:&%(N8V5SFX!T
M:&6;@&5D=6-A=&EO;F%(LFX!E>'!E<FEE;F-EFX!F;W*;@&%(L;)N`<W1U9&5N
M='.;@&%(N9)N`8V%NFX!I;F-R96%S99N`;6EN;W)I='F;@)ME;G)O;&QM96YT
M+)N`87.;@'=E;&R;@&%(SFX";:6YC<F5A<V6;@&UI;F]R:71YFX!R971E;G1I
M;VZ;@&%(N9)N`FV=R861U871I;VZ`<F%T97.;@&9R;VV;@\$%M97)I8V`P`3P
M<YN`8V]L;&5G97.;@&%(N9)N`=6YI=F5R<VET:65S+IN`F\R;S)O@\$0P`~~~~~
M""<`,`.;X!\$,~~~~~@'#`#@@"`\$`"@Q,"F;@&%-P96-19FECFX!A8W1I;VZ;
M@&ESFX!N965D962;@&%(TFX!T:&6;@\$9E9&5R86R;@&QE=F5LFX!T;YN`<)O

M;6]T99N'=&5A8VAI;F>;@&%N9)N'<F5S96%R8VB;@&ENFX!A8V%D96UI8YN'
M9FEE;&1SFX!T:&%TFX!A<F6;@&1E=&5R;6EN962;@'1OFX!B99N'87)E87.;
M@&]FFX!N871I;VYA;N'FVYE960LFX!A<YN'=V5L;)N'87.;@'1OFX!E;FAA
M;F-EFX!T:&6;@'-T:6UU;'5SFX!T;YN'86-H:65V96UE;G2;@&]FFX!A;&R;
M@'-T=61E;G1SFX!I;IN'06UE<FEC8?'<!//SFX!C;VQL96=E<YN'86YDFX!U
M;FEV97)S:71197.;@'1M86QSFX!W:71HFX!D:7-A8FEL:71197.;@&ENFX!T:&6;@&AI9VAE<IN'961U
M8V%T:6]NFX";<)O9F5S<V]R871E+IO,F\R;X!\$,``````@'##@\"\$\"AB
M*9N`\\0&\$!?'R#O+Q`(0%\5!U<G!O<V4N\0&\$!?'S#O/Q`(0%\82\$26Z;@&]R
M9&5RFX!T;YN'<)O;6]T99N':&EG:(1Q=6%L:71Y+)N'FW!O<W1S96-O;F1A
M<GF;@'1E86-H:6YGFY!A;F2;@')E<V5A<F-HFX!I;IN'87)E87.;@&]FFX!N
M871I;VYA;)N';F5E9"R;@&%N9)N'=&^;@&5N8V]U<F%G99N'=V]M96XLFX";
M;6EN;W)I=&EE<RR;@)MA;F2;@&EN9&EV:61U86QSFX!W:71HFX!D:7-A8FEL
M:71197,LFX!T;YN'<)E<&%R99N'9F]RFX";<&]S='-E8V]N9&%R>9N'86-A
M9&5M:6.;@&-A<F5E<G.;@&ENFX!F:65L9';@&ENFX!W:&EC;)N'=&AE>9N'
M87)E+)N'86YDFX!H879EFX!T<F%D:71I;VYA;&QYFX!B965N+)N'\\0&\$!?'Q
M`(4%\9OQ`84%\?\$`A`7Q=6YD97)R97!R97-E;G1E9)LLFX!I=)N':7.;@'1H
M99N'<'5R<&]S99N';V.;@'1H:7.;@'1I=&QEFX!T;YN'<)O=FED99N'87-S
M:7-T86YC99N'=&^;@&5L:6=I8FQEFX!E;G1I=&EE<YN'=&^;@&5S=&%B;&ES
M:;)N'9W)A9'5A=&6;@&9E;&QO=W-H:7!SFX!T;YN'<F5C<G5I=)N'86YDFX!A
M<W-I<W2;@'-T=61E;G1SFX!O9IN'<W5P97)I;W*;@/\$!A`7Q\0"%!?'&;\0&%
M!?'Q`(0%\6%B:6QI=DLFX!E<W!E8VEA;&QYFX!T:&]S99N'9G)O;9N'\\0&\$
M!?'Q`(4%\9OQ`84%\?\$`A`7Q=6YD97)R97!R97-E;G1E9)N'\\0&\$!?'Q`(4%
M!9OQ`84%\?\$`A`7Q9W)O=7!S\0&\$!?'\$NFJ`\$%0``"P`)``\$0#6`("0`!(4`
MT,S3!0P`!P\$``@\$,-/P(3P1U)!3E13S-,%\$``&`0`!`J45```0`-/X!\$,
M``````@'##@\"\$\"%-E8RZ`.3`R+H`H82F`\@[R075T:&]R:71Y+O,.\X2\$
M4W5B:F5C=(!T;X!S96-T:6]N@#DP."R'=&AE@%-E8W)E=&%R>8!S:&%L;(!M
M86ME@&=R86YT<X!I;M'!%0``"P`)``\$!`,#0`!(4`T&%C8V]R9&%N8V6`

M=VET:(!T:&6<')O=FES:6]N<X!O9H!T:&ES@'1I=&QE@'1O@&5L:6=I8FQE
M@&5N=&ET:65S@'5N9&5R@'-E8W1I;VZ`.3`S@'1O@&5N86)L98!S=6-HSV5N
M=&ET:65S@'1O@&%W87)D@&=R861U871E@&9E;&QO=W-H:7!S@(!I;H!D97-I
M9VYA=&5D@&%R96%S@&]F@&YA=&EO;F%L@&YE962`=&^96QI9VEB;&6<W1U
M9&5N=',NS,S@\$0P`""<,.#P(`3P*&(I@/(. \D=E;V=R87!H:6.`17%U
M:71Y\p[S+H2\$26Z`;6%K:6YG@&=R86YT<X!U;F1E<H!T:&ES@'1I=&QE+(!T
M:&6`4V5C<F5T87)Y@'-H86QL+(!T;X!T:&6`97AT96YTT`\$5`'+`D`7`4
MP`1`\$@%0#0<)A8W1I8V%B;&4L@!R;VUO=&6`86Z`97%U:71A8FQE@&=E
M;V=R87!H:6.`9&ES=)I8G5T:6]N@)QO9IN`G&%W87)D<RZ;S,S@\$0P`""
M""<,.#P(`3P\*&,I@/(. \D1U<F%T:6]N+O,. \X2\$1W)A;G1S@&UA9&6`=6YD
M97*`=&AI<X!T:71L98!S:&%L;(!B98!F;W\*`88!P97)I;V2`;V:`=7""=&^`
M,X!Y96%R<RZ`@-`\$%0`""P)``\$T%X02%``!(!4`T,S@\$0P`""<,.#P
M(`3P\*&0I@/(. \DUI;FEM=6V`86YD@\$UA>&EM=6V`06UO=6YT<R[S#O.\$A\$5A
M8VB`9W)A;G2`87=A<F1E9(!U;F1E<H!T:&ES@'1I=&QE@'-H86QL@&)E@)QA
M=)N';&5A<W30`14`""L`"0`!#I!E<%!8`2`5`-`D,3(U+#`P,"R`8G5T@&YO
M=(!M;W)E@'1H86Z`)#<U,"PP,#`L@&9O<H!A;GF`9FES8V%L@'EE87(NS,S@
M\$0P`""<,.#P(`3P*&4I@/(. \E!R;V=R86V`475A;&ET>2[S#O.\$A%1H
M98!P<FEN8VEP86R`8W)I=&5R:6]N@&9O<H!A=V%R9&EN9X!G<F%N='.`=6YD
M97*`=&AI<X!T:71L98!S:&%L;(!B98!T:&70`14`""L`"0`!T!L@%QD`2`5
M`-!R96QA=&EV98!Q=6%L:71Y@&]F@'1H98!G<F%D=6%T98!P<F]G<F%M<X!D
M97-C<FEB962`:6Z`87!P;&EC871I;VYS@'-U8FUI='1E9(!U;F1E<H!S96-T
M:6]N@#DP-2[S.`1#`""(!PP`X/^@!/'H9BF`\"@[R36%T8VAI;F>`4F5Q
M=6ER96UE;G0N\p[SA(0H,2DH02F`5&^<F5C96EV98!A@&=R86YT@'5N9&5R
M@'1H:7.`<V5C=&EO;H!F;W\*`86YY@&9I<V-A;(!Y96%R+-`!%0`""P)``&4
M'N09""!(!4`T&%N@&5L:6=I8FQE@&5N=&ET>8!S:&%L;(!C;VYT<FEB=71E
M+(!F<F]M@&YO;H1F961E<F%L@'-O=7)C97,L@'1O=V%R9(!T:&6`8V]S=(!O
M9H!C87)R>6EN9X!O=72`=&AESV=R861U871E@&9E;&QO=W-H:7""<)O9W)A

M;8!F;W*`=VAI8VB`=&AE@&=R86YT@&ES@&%W87)D962`86Z`86UO=6YT@'1H
M872`:7.`872`;&5A<W2`,C6`<&5R8V5N=(!O9L]T:&6`86UO=6YT@&]F@'1H
M98!G<F%N="Z`S,S@\$0P`""""<`,`.#@\$0P`""8`D`,`.#@\$0P`""N`L,
M`.#P(`3P*\$@I@\$%N@&5L:6=I8FQE@&5N=&ET>?`<!/]S@&-O;G1R:6)U=&EO
M;H!M87F`8F6`.6Z`8V%S:(!O<H!I;H!K:6YD+(!F86ER;'G/G&5V86QU871E
M9"[F\S,X!\$, """"@`#`#@X!\$, """"&`)#`#@`""\$@"@R*8!!;H"<96QI
M9VEB;&6;@)QE;G1I='F;@'1H872`;6%K97.`:6YS=&ET=71I;VYA;(!P87EM
M96YT<X!T;X!I;F1I=FED=6%L<X!S=7!P;W)T962`8GG/9F5L;&]W<VAI<.`
M=6YD97*`<V5C=&EO;H`Y,#:`9F]R@'1U:71I;VZ`86YD@&9E97.`:6Z`86UO
M=6YT<X!T:&%T@&5X8V5E9(!T:&6`:6YS=&ET=71I;VYA;("<86QL;W=A;F-E
M<YO;/6%D98!B>8!T:&6`4V5C<F5T87)Y@'5N9&5R@'-E8W1I;VZ`.3`W*&\$I
M@&UA>8!C;W5N=("<=&AEFX!E>&-E<W.`G&]FFX!S=6-H@'!A>6UE;G1S@'1O
M=V%R9(!T:&7/86UO=6YT@'1H98!E;&EG:6)L98!E;G1I='F`:7.`<F5Q=6ER
M962`=&^`<')O=FED98!U;F1E<H!P87)A9W)A<&B`\*#\$I+LR`S.`1#`""""(
M!PP`X/'@!/'H9RF`\@]R4F5A;&QO=&UE;G0N\P[SA(1)9BR`9'5R:6YG@&%N
M>8!F:7-C86R`>65A<BR`=&AE@%-E8W)E=&%R>8!D971E<FUI;F5S@'1H872`
M88!R96-I<&EE;G2`;V:`9G5N9/0`Q4``L``0"!?"O,)BH``2`5`-!U;F1E
M<H!T:&ES@'1I=&QE@&ES@'5N86)L98!T;X!U<V6`86QL@&]F@'1H98!F=6YD
M<X!A=V%R9&5D@'1O@&ET+(!T:&6`4V5C<F5T87)Y@&UA>2R`;VZ`<W5C;(!D
M871E<X!A<X!T:&7/4V5C<F5T87)Y@&UA>8!F:7@L@')E86QL;W2`=&AE@&9U
M;F1S@&YO=(!N965D962`=&^`;W1H97*`<F5C:7!I96YT<X!T:&%T@'1H98!3
M96-R971A<GF`9&5T97)M:6YE<X!C86[/=7-E@'-U8VB`9G5N9',NS,S3!0P`
M!P\$``@\$,-/P(`3P14Q)ITE"24Q)5%G,TP40``8!``\$""!X``!``T\S@\$0P`
M`""""<`,`.#P(`3P4V5C+H`Y,#,N*&\$I@/(\D5L:6=I8FEL:71Y+O,.\X2\$
M*#\$I@%1H98!396-R971A<GF`:7.`875T:&]R:7IE9(!T;X!A=V%R9(!G<F%N
M='.`=6YD97\*`<V5C=&EO;H"<3`RT`\$5``+``D``3@\*B`4&``\$@%0#0=&^\$
MA)O,S.`1#`""""(!PP`X.`1#`""""!@"0P`X.`1#`""""X"PP`X)SP(`3P

M*\$SI@&EN<WII='5T:6]N<X!O9H!H:6=H97*`961U8V%T:6]N@&]N@&)E:&%L
M9H!O9IN`G'1H96ER@&%%C861E;6ECFX!D97!A<G1M96YT<\\A;F2'<')O9W)A
M;7,L@&]R@&]T:&5R@&%%C861E;6EC@'5N:71S+('=&AA=)N`G&]F9F5RFX!P
M<F]G<F%M<X!O9H!S='5D>8"<86YDFX"<<F5S96%R8VB;@&QE861I;F>`=&^
M8<]T97)M:6YA;("=<&]S=&)A8V-A;&%U<F5A=&6;@&1E9W)E98!I;H!A;H!A
M<F5A@&]F@&YA=&EO;F%L@&YE962`87.`9&5S:6=N871E9(!U;F1E<H!S96-T
M:6]N@#DP-#N`86YDS,S@\$0P`""""<`,`#@ \$0P`""""8`D`,`#@ \$0P`""""
MN`L`,`#P(`3P*\$(I@'1H;W-E@&5N=&ET:65S@&5L:6=I8FQE@'5N9&5R@'-U
M8G!A<F%G<F%P:(`H02F`=&AA=(!S=6)M:72`88!J;VEN=(!P<F]P;W-A;.,]W
M:71H@&]N98!O<H!M;W)E@)QN;VYD96=R966;A&=R86YT:6YG@&EN<WII='5T
M:6]N<X!T:&%T@&AA=F6`88!F;W)M86R`87)R86YG96UE;G2`=VET:(!O;F6`
M;W*`;6]R9<]D96=R966\$9W)A;G1I;F>`:6YS=&ET=71I;VYS@&9O<H!S=7!P
M;W)T@&]F@&1O8W1O<F%L@&1I<W-E<G1A=&EO;H!R97-E87)C:"Z`S,S@\$0P`
M`""""<`,`#@ \$0P`""""8`D`,`#P(`3P*\$(I@%1H98"<;F]N9&5G<F5EFX1G
M<F%N=&EN9X!;G-T:71U=&EO;G.`9&5S8W)I8F5D@&EN@'!A<F%G<F%P:(`H
M,2F`\*\$(I@&UU<W2\$A,S,X!\$,`""""@`#`#@X!\$,`""""&`)#`#@X!\$,`""
M`+@+`#`#@X!\$,`""""!.`#`#@`""\$`B<:9LI@&)E@&1E<V-R:6)E9(!I;H!S
M96-T:6]N@#4P,2AC*2@S*8!O9H!T:&6`26YT97)N86R`4F5V96YU98!#;V1E
M@&]FSS\$Y.#8L@&%%N9(!E>&5M<'2`9G)O;8!T87B`=6YD97*`<V5C=&EO;H`U
M,#\$H82F`;V:.`<W5C:(!#;V1E.\S,X!\$,`""""@`#`#@X!\$,`""""&`)#`#@
MX!\$,`""""+@+`#`#@X!\$,`""""!.`#`#@`""\$`AI:2F`8F6`;W)G86YI>F5D
M@&%%N9(!O<&5R871E9(!S=6)S=&%N=&EA;&QY@'1O@&-O;F1U8W2`<V-I96YT
M:69I8X!A;F3/8W5L='5R86R`<F5S96%R8VB`86YD@&=R861U871E@'1R86EN
M:6YG@'!R;V=R86US.\S,X!\$,`""""@`#`#@X!\$,`""""&`)#`#@X!\$,`""
M`+@+`#`#@X!\$,`""""!.`#`#@`""\$`AI:6DI@&YO=(!B98!P<FEV871E@&9O
M=6YD871I;VYS.\S@\$0P`""""<`,`#@ \$0P`""""8`D`,`#@ \$0P`""""N`L,
M`.#X!\$,`""""@`#`#@X!\$,`""""&`)#`#@X!\$,`""""+@+`#`#@X!\$,`""

M`!`.#`#@\"`\$\"AI=BF`:&V98!A8V%D96UI8X!P97)S;VYN96R`9FJR@&EN
M<W1R=6-T:6JN@&%N9(!C;W5N<V5L:6YG@'=H;X!M965TSW1H98!S=&%N9&%R
M9'`;V:'=&AE@&EN<W1I='5T:6JN@&JF@&AI9VAE<H!E9'5C871I;VZ`:6Z`
M=VAI8VB`=&AE@'-T=61E;G1S@&%R98!E;G)O;&QE9#N`86YDS,S@\$0P`''''
M''<`,`#@ \$0P`''''8`D`,`#@ \$0P`''''N`L`,`#@ \$0P`''''\$`X`,`#P(`3P
M*`8I(@&AA=F6`;F5C97-S87)Y@')E<V5A<F-H@')E<V]U<F-E<X!N;W2`;W1H
M97)W:7-E@')E861I;F`879A:6QA8FQESWIO@'-U8VB`<W1U9&5N=';NS,S@
M\$0P`''''''<`,`#P(`3P*&(I@/(\.E-P96-I86R`4G5L92[S#O.\$A\$YO@&5N
M=&ET>8!S:&%L;(!B98!E;&EG:6)L98!F;W*`88!G<F%N=(!U;F1E<H!S96-T
M:6JN@#DP,H!U;FQE<W.`=&AE@-`!%0``P`)``\$<(VP>(0`!(!4`T&=R861U
M871E@'!R;V=R86V`=&AA=(!<X!T:&6`<W5B:F5C=(!O9H!I='.`87!P;&EC
M871I;VZ`9FJR@&%S<VES=&%N8V6`:&%S@&)E96Z`:6Z`97AI<W1E;F-E@&9O
M<H!A=(!L96%S=,T@'EE87)S@'!R:6JR@'!O@'!H98!D871E@'!H98!A<'!L
M:6-A=&EO;H!I<X!M861E+LS3!0P`!P\$``@\$`,`-/G/ @/!!4D5!4YN`3T:`
M3D%424].04R`3D5%1,S3!1``!@\$``0+N)@``\$`#3S.`1#`''''''(PP`X/ @
M!/:314,N@#DP-"Z`\*&I@/(\.D1E<VEG;F%T:6JN+O,\X2\$069T97\*`8V]N
M<W5L=&%T:6JN@'=I=&B`=&AE@\$YA=&EO;F%L@%-C:65N8V6`1F]U;F1A=&EO
M;BR`=&AET`\$5```+`D``:0Hj",G``\$@%0#03F%T:6JN86R`06-A9&5M>8!O
M9H!38VEE;F-E<RR`=&AE@\$YA=&EO;F%L@\$5N9&]W;65N=(!F;W\*`=&AE@\$AU
M;6%N:71I97,L@'!H98!.871I;VYA;,]%;F1O=VUE;G2`9FJR@'!H98!!<G1S
M+(!T:&6`1&5P87)T;65N=(!O9H!,86)O<BR`86YD+(""87.`87!P<F]P<FEA
M=&4L@&]T:&5R@\$9E9&5R86R`86YD@'!U8FQI8X!A;F3/<)I=F%T98!A9V5N
M8VEE<X!A;F2`;W)G86YI>F%T:6JN<RR`=&AE@%-E8W)E=&%R>8!S:&%L;"R`
M;VZ`88!P97)I;V1I8X!B87-I<RR`9&5S:6=N871E@&%R96%S@&]FT`,5```+
M``D``6@KN"8J``\$@%0#0;F%T:6JN86R`G&YE963Q`(@%\2SQ`8@%\9N<0*)
M!`?&`*/\$#B07Q\0"*!`?&;@/\$!B@7Q<W5C:)N`87.`=&AE@\$%R=',L@\$AU;6%N
M:71I97,L@)Q3;V-I86R`86YD@\$)E:&%V:6JR86R;@%-C:65N8V5S+(!,:69E

M@%-C:65N8V5S+(!O<L]0:'ES:6-A;(" <4V-I96YC97/Q` (L%2[Q`8L%\9N<
M\0*,!?\$\0.,!?'Q`HT%\2SQ`XT%\?'\$"C`7Q@&%S@'=E;&R`87.`=&AO<V7Q
M`XP%\?'\$"C@7Q@&%R96%S@&]F@&YA=&EO;F%L@&YE962`:6Z`=VAI8VB`=V]M
M96XL@&EN9&EV:61U86QS@&9R;VW/;6EN;W)I='F`9W)O=7!S+(!A;F2`:6YD
M:79I9'5A;,'`=VET:(!D:7-A8FEL:71I97.`87)E+(!A;F2`:&%V98!T<F%D
M:?\$#C@7Q\0"/!?'Q`HX%\6GQ`XX%\?'\$!CP7Q\0*!?'Q`XX%\?'\$"D`7Q=&GQ
M`Y`%\?'\$"C@7Q;VYA;&QY\0..!?'Q`I\$%\8!B965N+(!U;F1E<G)E<')E<V5N
M=&5D+O\$#D07QF\S,X!\$,``````@'#`#@`"\$`AB\*8#R#O)"87-I<X!F;W\*`
MG\$1E<VEG;F%T:6]N+O,\X2\$\0*3!?)%);H!M86MI;F>`= &AE@&1E<VEG;F%T
M:6]N<X!D97-C<FEB962`:6Z`<W5B<V5C=&EO;H`H82DL@'1H9='!%0`"P`)
M``%@"+"#!'`!(14`T%-E8W)E=&%R>8!S:&%L;(!C;VYS:61E<H2\$\0.3!?'&;
MS,S@\$0P``````'<`,`#@ \$0P``````8`D,`.#P(`3P*#\$I@'1H98!.871I;V[P
M``3P<X!I;G1E<F5S=(!I;H!S=7!P;W)T:6YG@)QG<F%D=6%T99N`<W1U9'F`
M86YD@')E<V5A<F-H@&EN@'-P96-I9FECSV%C861E;6EC@)QF:65L9',[F\S,
MX!\$,``````@'#`#@X!\$,````&`)#`#@`"\$`@R*8!T:&6`97AT96YT@&]F
M@&]T:&5R@\$9E9&5R86R`86YD@&YO;H1&961E<F%L@'-U<!O<G2`9F]R@&=R
M861U871E@'-T=61Y@&%N9,]R97-E87)C:(!I;H!S=6-H@)QF:65L9',[@/\$`
ME`7Q86YD\0&4!?'&;S("@"@("@"@(" <S.`1#```````(!PP`X.`1#```````!@
M"0P`X`^@!/'H,RF`86Z`@&%S<V5S<VUE;G2`;V:.`&]W@'1H98!P<F]G<F%M
M@&-O=6QD@&%C:/\$"E07Q:?\$#E07Q9?\$`E@7Q:?\$!E@7Q=F6`= &AE@&UO<W2`
M<VEG;FEF:6-A;G2`:6UP86-TSW=I= &B`879A:6QA8FQE@')E<V]U<F-E<_`\$`
MEP7Q+O\$!EP7Q\0*8!?'\$[@&%N9,S,X!\$,``````@'#`#@X!\$,````&`)#`#@
M'"`\$`"@T*8!T:&6`97AT9?\$#F`7Q\0"9!?'Q`I@%\79T\0.8!?'Q`9D%\?'\$"
MF@7Q;G2`= &^`=VAI8VB`=V]M96XL@&EN9&EV:61U86QS@&9R;VV`;6EN;W)I
M='F`9W)O=7!S+(!A;F2`:6YD:79I9'5A;///=VET:(!D:7-A8FEL:71I97.`
M87)E+(!A;F2`:&%V98!T<F%D:71I;VYA;&QY@&)E96XL@'5N9&5R<F5P<F7Q
M`YH%\?'\$`FP7Q\0*!:!?'%R\0.:!?'Q`9L%\?'\$"G`7Q<V5N= &5D@&EN@'-U8VB`

M9FEE;&1S+LSQ`YP%\9O,TP4,``<!`(!#`#3\`"\$\\$%04\$Q)0T%424].4\S3

M!1``!@\$``0(A+@``\$`#3S.`1#`~~~~~(!PP`X/`@`!/!314,N@#DP-2Z`\*`&\$I

M@/(\.D%U=&AO<FET>2[S#O.\$A\$%N@&5L:6=I8FQE@&5N=&ET>8!T:&%T@&1E

M<VER97.`=&^`<F5C96EV98!A@&=R86YT@'5N9&5R@'-E8W1I;VZ`.3`RT`\$5

M``+``D``0P87!,5``\$@%0#0<VAA;&R`<W5B;6ET@&%N@&%P<&QI8V%T:6]N

M@'1O@'1H98!396-R971A<GF`:6Z`<W5C:(!M86YN97*`86YD@&9O<FTL@&%N

M9(!C;VYT86EN:6YG@'-U8VC/:6YF;W)M871I;VZ`86YD@&%S<W5R86YC97,L

M@&%S@'1H98!396-R971A<GF`;6%Y@')E87-O;F%B;'F`<F5Q=6ER92Z`S("

M@,S@\$0P`~~~~~"<`,`.#P(`3P*&(I@/(\.D-O;G1E;G1S@&]F@\$%P<&QI8V%T

M:6]N<R[S#O.\$A\$5A8VB`87!P;&EC871I;VZ`<VAA;&R\$A-`\$%0``"P`)``&\

M&PP7&0`!(!4`T,S@\$0P`~~~~~"<`,`.#@\$0P`~~~~~8`D`,`.#P(`3P*#\$I@&1E

M<V-R:6)EA(3,S.`1#`~~~~~(!PP`X.`1#`~~~~~!@"0P`X.`1#`~~~~~"X"PP`

MX/`@`!/`H02F`=&AE@&YU;6)E<BR`='EP97,L@&%N9(!A;6]U;G1S@&]F@'1H

M98!F96QL;W=S:&EP<X!T:&%T@'1H98!A<`!L:6-A;G3/:6YT96YD<X!T;X!O

M9F9E<H!U;F1E<H!T:&6`9W)A;G0[S,S@\$0P`~~~~~"<`,`.#@\$0P`~~~~~8`D,

M`.#@\$0P`~~~~~N`L`,`.#P(`3P*\$(I@'1H98!D97-I9VYA=&5D@&%R96&`;W\*`

M87)E87.`;V:`;F%T:6]N86R`;F5E9(!T:&6`87!P;&EC86YT@&EN=&5N9`.`

M=&_/861D<F5S<X!U;F1E<H!T:&6`9W)A;G0[S,S@\$0P`~~~~~"<`,`.#@\$0P`

M````8`D`,`.#@\$0P`~~~~~N`L`,`.#P(`3P*\$(I@'1H98!A8V%D96UI8X!P<F]G

M<F%M@&]R@'!R;V=R86US@&]F@'1H98!A<`!L:6-A;G2`9F]R@'=H:6-H@'1H

M98!G<F%N=,]I<X!S;W5G:'0L@&EN8VQU9&EN9X"<:7IS@&5X<&5R:65N8V6;

M@&EN@'1R86EN:6YG@'-T=61E;G1S@'=H;X!O8G1A:6Z`86-A9&5M:6.`<&]S

M:71I;VYS@&%T@&EN<W1I='5T:6]N<]O9H!H:6=H97*`961U8V%T:6]N.X!A

M;F3,S.`1#`~~~~~(!PP`X.`1#`~~~~~!@"0P`X.`1#`~~~~~"X"PP`X/`@`!/`H

M1"F`=&AE@'!O;&EC:65S@&%N9(!P<F]C961U<F5S@'1H98!A<`!L:6-A;G2`

M=VEL;(!U<V6`:6Z`87=A<F1I;F?/9F5L;&]W<VAI<`.`=7-I;F>`9G5N9`.`

M=6YD97*`=&AI<X!T:71L93O,S.`1#`~~~~~(!PP`X.`1#`~~~~~!@"0P`X/`@

M!/'H,BF`9&5M;VYS=')A=&6`=&AE@')E;&5V86YT@&%C861E;6EC@'!R;V=R
M86V`;W\*`<')O9W)A;7/P`3P@'%'U86QI='F`86YD@&]U=&-O;65ST`,5```+
M``D``6@KN"8J`'\$@%0#08GF`;65A;G.`;V:.`<&5R9F]R;6%N8V6\$8F%S962`
M8W)I=&5R:6\$L@&EN8VQU9&EN9X!T:&6`87!P;&EC86YT\!P\$\'`<&5R9F]R
M;6%N8V6`:6Z`<F5C<G5I=&EN9X!S='5D96YT<RS/=')A:6YI;F>`<W1U9&5N
M='L@&%N9(!P;&%C:6YG@'-T=61E;G1S@&%F=&5R@&-O;7!L971I;VZ`;V:.`
M=&AE@&-O=7)S98!O9H!S='5D>3N`86YD@/(,\\M`\$%0``P')``&<!>P``0`!
M(!4`T/,\\S@\$0P`''''''<`,`.#@\$0P`''''''8`D`,`.#P(`3P*#,I@'!R;W9I
M9&6`87-S=7)A;F-E<X!S871I<V9A8W1O<GF`=&^`=&AE@%-E8W)E=&%R>8!T
M:&%TA(3,S.`1#`''''''(!PP`X.`1#`''''''!@"0P`X.`1#`''''''X"PP`X/`@
M!/'H02F`:6Z`G/\$`G07Q87=A<F1I;F?Q`9T%\\? \$"G@7Q8V]N<VED97)I;F>`
M<W1U9&5N='`9F]R@&9E;&QO=W-H:7!S\0.>!?'Q`)\%\\9N`9F5L;&]W<VAI
M<`,`;@'5S:6YGFX!F=6YD<_ \$!GP7QFX!U;F1E<H!T:&ES@'1I=&QE+(!T:&6`
M87!P;&EC86YT@'-H86QLSV=I=F6`G'-P96-I86R`8V]N<VED97)A=&EO;IN`
M=&^`=V]M96XL@&EN9&EV:61U86QS@&9R;VV`;6EN;W)I='F`G&=R;W5P<RR;
M@&%N9(!I;F1I=FED=6%L<X!W:71HSYQD:7-A8FEL:71I97,L@&EN@&1E<VEG
M;F%T962`87)E87.`;V:.`;F%T:6]N86R`;F5E9(!I;H!W:&EC:(!S=6-H@&EN
M9&EV:61U86QS@&%R92R`86YDFX!H879E@'1R861I=&EO;F%L;'G/8F5E;BR`
MG'5N9&5R<F5P<F5S96YT960[FX#,S.`1#`''''''(!PP`X.`1#`''''''!@"0P`
MX.`1#`''''''X"PP`X/`@!/'H0BF`:6Z`=&AE@&5V96YT@'1H872`9G5N9`.`
M;6%D98!A=F%I;&%B;&6`=&^`86Z`87!P;&EC86YT@'5N9&5R@'1H:7.`=&ET
M;&6`87)ESVEN<W5F9FEC:65N=(!T;X!P<F]V:61E@'1H98!A<W-I<W1A;F-E
M@&1U98!A@'-T=61E;G2`=6YD97\*`=&AE@&-O;6UI=&UE;G2`96YT97)E9(!I
M;G1O@'!U<G-U86YT@'1OSW-E8W1I;VZ`.3`V*&(1*#\$I+(!T:&6`87!P;&EC
M86YT@'=I;&R`9G5L9FEL:(!T:&6`8V]M;6ET;65N=(!T;X!T:&6`<W1U9&5N
M=(!F<F]M@&%N>8!F=6YD<X!A=F%I;&%B;&7/= &^`:70[S,S@\$0P`''''''<`,`
M`.#@\$0P`''''''8`D`,`.#@\$0P`''''''N`L`,`.#P(`3P*\$,I@'1H98!A<!L:6-A

M;G2`=VEL;(!P<F]V:61E@&T@&QE87-T@#&'>65A<H!O9H!S=7!E<G9I<V5D
M@'1R86EN:6YG@&EN@)QT:&7/:6YS=')U8W1I;VZ;@)QO9IN'<W1U9&5N=',[
M@&%N9,S,X!\$,````@'#`#@X!\$,````&`)#`#@X!\$,````+@+#`#@\"`\$
M\"A\$*8\"1F5D97)A;(!F=6YD<X!M861E@&%V86EL86)L98!U;F1E<H!T:&ES
M@'1I=&QE@&9O<H!A;GF`9FES8V%L@'EE87\*`<VAA;&R`8F7/=7-E9(!T;X!S
M=7!P;&5M96YT@&%N9\"R`=&^`=&AE@&5X=&5N=(!P<F%C=&EC86PL(@&EN8W)E
M87-E@'1H98!F=6YD<X!T:&%T@'=O=6QD@&]T:&5R=VES98!B98!M861ESV%V
M86EL86)L98!F;W*`=&AE@'!U<G!O<V6`;V:`=&AI<X!T:71L92R`86YD@&EN
M@&YO@&-A<V6`=&^`<W5P<&QA;G2`=&AO<V6`9G5N9',NS,S@\$0P``````<,
M`.#P(`3P*&,I@)SR#O)3<&5C:6%L@\$-O;G-I9&5R871I;VXN\P[SA(1);IN`
MG/\$`H`7Q87=A<F1I;F?Q`:`%`?\$\"H07Q8V]N<VED97)I;F>`87!P;&EC871I
M;VYS@&9O<O\$#H07QFX!G<F%N='.`=6YD97\*`=&AI<X!T:71L92R`=&AET`\$5
M``+`D``?@82!06``\$@%0#04V5C<F5T87)Y@)QS:&%L;/\$\"H@7Q+(!A<X!A
M<'!R;W!R:6%T92SQ`Z(%!9N`9VEV98\"<<W!E8VEA;(!C;VYS:61E<F%T:6]N
MFX!T;X!A<'!L:6-A;G1S@'1H872`G/\$`HP7Q9&5M;VYS=')A=&6;@'1OFX!T
M:&6;@%-E8W)E=&%R>?`<!;!SFX!S871I<V9A8W1I;VZ;@'1H872;@'1H97GQ
M`:,%9N`87)E@'!R97!A<FEN9X\"<=V]M96XLF\]I;F1I=FED=6%L<X!F<F]M
M@&UI;F]R:71Y@)QG<F]U<`,`LFX\"<86YDFX!I;F1I=FED=6%L<X!W:71H@)QD
M:7-A8FEL:71I97,L@&EN@'1H98!D97-I9VYA=&5D@&%R96%S@&]FSVYA=&EO
M;F%L@&YE962`:6Z`=VAI8VB`<W5C;(!I;F1I=FED=6%L<X!A<F4L@&%N9(!H
M879EFX!T<F%D:71I;VYA;&QY@&)E96XL@)QU;F1E<G)E<')E<V5N=&5DFX!I
M;L^<<&]S='-E8V]N9&%R>9N`86-A9&5M:6.`G&-A<F5E<G,NF\S,X!\$,````
M``@'#`#@\"`\$\"AD*8#R#O)!<'!L:6-A=&EO;H!2979I97>`4&%N96QS+O,.
M\X2\$5&^`=&AE@&5X=&5N=(!P;W-S:6)L92R`=&AE@%-E8W)E=&%R>8!S:&%L
M;(!U<V70`14``L`\"0!@![0&1P``2`5`-!G96]G<F%P:&EC86QL>8!B86QA
M;F-E9(!R979I97>`<&%N96QS@&]F@&YA=&EO;F%L;'F`<F5C;V=N:71E9(!S
M8VAO;&%R<X!T;X!R979I97>`86YD@')A;FO/87!P;&EC871I;VYS+H#,TP4,

M`<!`(!#`#3S/`@/!/&14Q,3U=32\$E04\S3!1`!@\$`0),/``\$`#3S.`1

M#`~~~~(!PP`X/`@/!314,N@#DP-BZ`*&\$I+H#R#O)&96QL;W=S:&EP<R[S

M#O.\$A"@Q*8!296-I<&EE;G1S@&]F@&9U;F1S@'5N9&5R@'1H:7.`=&ET;&6`

M<VAA;&R`=7-E@'-U8VB`9G5N9'.`=&\_0`14``L`"0!""18'R(`2`5`-!A

M=V%R9(!F96QL;W=S:&EP<X!;H!D97-I9VYA=&5D@&%R96%S@&]F@&YA=&EO

M;F%L@&YE962`=&^`96QI9VEB;&6`<W1U9&5N=`.`=VAOA(3,S.`1#`~~~~(

M!PP`X.`1#`~~~~!@"0P`X.`1#`~~~~"X"PP`X/`@/`H02F`87)E@&5N=&5R

M:6YG@'1H96ER@&9I<G-T@'EE87*;V:`9W)A9'5A=&6`<W1U9'F';W*`<F5S

M96%R8VB`:6Z`88!D97-I9VYA=&5DSV9I96QD\@SR._,\X#0!!4``L`"0!

MN"<((R8``2`5`-#X!\$,~~~~@`#`#@X!\$,~~~~&`)#`#@X!\$,~~~~+@+

M#`#@`""\$`"A"\*8!A<F6`:6YT96YD:6YG@'1O@'!U<G-U98!A@&1O8W1O<F%L

M@&1E9W)E98!;H!T:&6`9&5S:6=N871E9(!F:65L9#O,S.`1#`~~~~(!PP`

MX.`1#`~~~~!@"0P`X.`1#`~~~~"X"PP`X/`@/`H0RF`:&%V98!D96UO;G-T

M<F%T962`97AC96QL96YC98!;H!T:&5I<H!P<F5V:6]U<X"<<&]S='-E8V]N

M9&%R>9N`<)O9W)A;7/0`Q4``L`"0!;,"N\)BH``2`5`-!O9H!S='5D>3N`

M86YDS,S@\$0P`~~~~"<`,`.#@\$0P`~~~~8`D`,`.#@\$0P`~~~~N`L`,`.#P(`3P

M*\$0I@'!L86Z`G'!O<W1S96-O;F1A<GF;@'1E86-H:6YG@&]R@')E<V5A<F-H

M@&-A<F5E<G,NS(#,X!\$,~~~~@`#`#@X!\$,~~~~&`)#`#@`""\$`"@R*8!.

M;W1W:71H<W1A;F1I;F>`<&%R86=R87!H@"@Q\*2A"\*2R`88!R96-I<&EE;G2`

M;6%Y@&%W87)D@&9E;&QO=W-H:7!S@'1O@'-T=61E;G1SSW!U<G-U:6YG@&&`

M;6%S=&5R)W.`9&5G<F5E@&EN@'1H;W-E@&9I96QD<X!;H!W:&EC:(!T:&6`

M;6%S=&5R)W.`9&5G<F5E@&ES@&-O;6UO;FQY@&%C8V5P=&5D@&%S@'1H9<]A

M<!R;W!R:6%T98!D96=R966`9F]R@&&`=&5N=7)EA'1R86-K@&9A8W5L='F`

M<&]S:71I;VZ`:6Z`=&AA=(!F:65L9(!A=(!A@&)A8V-A;&%U<F5A=&4L@&1E

M9W)E981G<F%N=&EN9]I;G-T:71U=&EO;BZ`@)S,S)O@\$0P`~~~~"<`,`.#P

M(`3P\*&(I@/(\E-T:7!E;F1S+O.,\X2\$@\$9E;&QO=W-H:7""<W1I<&5N9`.`

M87=A<F1E9(!U;F1E<H!T:&ES@'-E8W1I;VZ`<VAA;&R\$A-`\$%0``"P`)"`

M#Q`+##`!(4`T,S@\$0P`~~~~`<`,`#@\$0P`~~~~`8`D`,`#P(`3P*#\$I@&)E
M@`!R;W9I9&5D@`!U<G-U86YT@`!O@&&`=W)I=`!E;H!C;VUM:71M96YT@&)E
M=`=E96Z`=&AE@&EN<W1I=`5T:6]N86R`<F5C:7!I96YTSV]F@`(!F=6YD<X!A
M;F2`=&AE@&9E;&QO=W-H:7``87=A<F1E93N`86YDS,S@\$0P`~~~~`<`,`#@
M\$0P`~~~~`8`D`,`#P(`3P*#(I@`!R;W9I9&6`9F]R@`-U<!O<G2`;V:`= &AE
M@&`%W87)D966`=&AR;W5G:(!C;VUP;&5T:6]N@&]F@`!H98!D96=R966`:6Z`
M=&AESV%W87)D967P`3P<X!F:65L9`R`;F]T@`!O@&5X8V5E9(`S@`EE87)S
M+LS,X!\$,~~~~`@`#`#@`"``\$`"AC\*8#R#O)!;6]U;G2`;V: `4W1I<&5N9',N
M\PI[SA(14:&6`86UO=6YT@&]F@&&`<W1I<&5N9(!T;X!A@&9E;&QO=W-H:7``
M87=A<F1E98!S:&%L;(!B98!S972`96%C:-`!%0``"P`)``\$@%W`2%``!(14`
MT`EE87\*`872`88!L979E;(!O9H!S=7!P;W)T@`!H872`:7.`872`;&5A<W2`
M97%U86R`=&^`=&AA=(!P<F]V:61E9(!B>8!T:&6`9W)A9`5A=&6`9F5L;&]W
M<VAI<`.`87=A<F1E9,]B>8!T:&6`3F%T:6]N86R`4V-I96YC98!&;W5N9&%T
M:6]N+LS,X!\$,~~~~`@`#`#@`"``\$`"AD*8#R#O)3<&5C:6%L@%)U;&4N\PI[S
MA(1.;X!C;VUM:71M96YT@`5N9&5R@`-U8G-E8W1I;VZ`\*&(I\*#\$I@`-H86QL
M@&)E@&UA9&6`=&^`88!F96QL;W=S:&EPT`\$5``+``D``=``:(!88``\$@%0#0
M87=A<F1E98!U;F1E<H!T:&ES@`-E8W1I;VZ`=6YL97-S@`!H98!R96-I<&EE
M;G2`;V: `9G5N9`.`=6YD97*`=&AI<X!T:71L98!H87.`9&5T97)M:6YE9(!T
M:&%T@&%D97%U871ESV9U;F1S+(!E:71H97*`9G)O;8!T:&6`86UO=6YT<X!R
M96-E:79E9(!O<H!A;G1I8VEP871E9(!U;F1E<H!T:&ES@`!I=&QE@&]R@&9R
M;VV`;W1H97\*`:6YS=&ET=71I;VYA,;]F=6YD<RR`87)E@&%V86EL86)L98!T
M;X!F=6QF:6QL@`-U8VB`8V]M;6ET;65N="[,@(`"@(`"@(`"X!\$,~~~~`@`
M#`#@X!\$,~~~~`&`)#`#@T`05``+``D``8`>T!D<``\$@%0#0X!\$,~~~~`@`
M#`#@`"``\$`"AE\*8#R#O)#;VYT:6YU871I;VZ`;V: `1F5L;&]W<VAI<`,`N\PI[S
MA(1.;X!S=`5D96YT@`-H86QL@&-O;G1I;G5E@`!O@`)E8V5I=F6`88!F96QL
M;W=S:&EP@`-T:7!E;F30`14``L``"0!;!`^&AT``2`5`-!U;F1E<H!T:&ES
M@`!I=&QE@&EF@&AE@&]R@`-H98!I<X2\$S,S@\$0P`~~~~`<`,`#@\$0P`~~~~`

M8`D,`.#P(`3P\*#\$I@&YO=(!M86EN=&%I;FEN9X!S871I<V9A8W1O<GF`<')O
M9W)E<W.`:6Z`<W1U9'F';W*`<F5S96%R8VB`:6Z`=&AE@&9I96QD@&EN@'=H
M:6-HSW-U8VB`9F5L;&]W<VAI<(!W87.`87=A<F1E9#O,S.`1#`''''`(!PP`
MX.`1#`''''`!@`"0P`X/`@!/'H,BF`96YG86=E9(!I;H!L97-S@'1H86Z`9G5L
M;(1T:6UE@'-T=61Y@&]R@')E<V5A<F-H@&EN@'1H98!F:65L9(!I;H!W:&EC
M:(!S=6-HSV9E;&QO=W-H:7``=V%S@&%W87)D960[(@&]R@,S,X!\$,``''''`@'
M#`#@X!\$,``''`&`)#`#@`\"\$\"@S*8!I<X!E;F=A9V5D@&EN@&=A:6YF=6R`
M96UP;&]Y;65N="R`;W1H97\*`=&AA;H!E;7!L;WEM96YT@&EN=F]L=F5D@&EN
M@'1E86-H:6YG+,]R97-E87)C:"R`;W\*`<VEM:6QA<H!A8W1I=FET:65S@&1E
M=&5R;6EN962`8GF`=&AE@&EN<W1I='5T:6]N@'1O@&)E@&EN@'-U<'!O<G2`
M;V:`=&AE@'-T=61E;G3P`3P<X!P<F]G<F5S<\]T;W=A<F1S@&&`G&1E9W)E
M92[,F\S3!0P`!P\$``@\$,`-/P(`3P24Y35\$E4551)3TY!3(!!3\$Q/5T%.0T53
MM\P[SA(0H,2F`26Z`861D:71I;VZ`=&^`=&AE@&9E;&QO=W-H:7``<W1I<&5N
M9`.`<&%I9(!T;]`!%0``"P)``&<!>P``0`!(!4`T'-T=61E;G1S@'5N9&5R
M@'1H:7.`=&ET;&4L@'1H98!396-R971A<GF`<VAA;&R`<&%Y@'1O@'1H98!E
M;&EG:6)L98!E;G1I='F`9F]R@&5A8VB`:6YD:79I9'5A;(!A=V%R9&5D@&/'
M9F5L;&]W<VAI<(!U;F1E<H!T:&ES@'1I=&QE@&%T@'-U8VB`:6YS=&ET=711
M;VXL@&%N@&EN<W1I='5T:6]N86R`86QL;W=A;F-E+H``S,S@\$0P`''''''`<,
M`.#@\$0P`''''`8`D,`.#P(`3P*#(I@\$5X8V5P=(!A<X!P<F]V:61E9(!I;H!P
M87)A9W)A<&B`\*#,I+(!S=6-H@&%L;&]W86YC98!S:&%L;(!B982\$S,S@\$0P`
M`''''`<`,`#@\$0P`''''`8`D,`.#@\$0P`''''`N`L,`.#P(`3P\*\$I@`"0Q,"PP
M,#``9F]R@'1H98!A8V%D96UI8X!Y96%R@)PQ.3DW+3\$Y.3@[FX!A;F3,S.`1
M#`''''`(!PP`X.`1#`''''`!@`"0P`X.`1#`''''`"X"PP`X/`@!/'H0BF`)#P\$P
M+#`P,(!F;W\*`96%C;(!S=6-C965D:6YG@&%C861E;6EC@'EE87(L@&%D:G5S
M=&5D@&%N;G5A;&QY@&9O<L]I;F9L871I;VZ`87.`9&5T97)M:6YE9(!B>8!T
M:&6`1&5P87)T;65N=(!O9H!,86)O<B=S@\$-O;G-U;65R@%!R:6-E@\$EN9&5X
M@&9O<H!T:&6`<')E=FEO=7.`8V%L96YD87+/>65A<B[,S(`"@(`"X!\$,``''`

M`@'##@X!\$,````&')#`#@\"\$\"@S\*8!4:&6`:6YS=&ET=7!1;VYA;(!A
M;&QO=V%N8V6`<&%!9(!U;F!E<H!P87)A9W)A<&B`*#\$!@'-H86QL@&)E@')E
M9'5C962`8GF`=&AET`\$5``+``D``:P0\_`L-``\$@%0#086UO=6YT@'!H98!1
M;G-T:7!U=&EO;H!C:&%R9V5S@&%N9(!C;VQL96-T<X!F<F]M@&&`9F5L;&]W
M<VAI<(!A=V%R9&5E@&9O<H!T=6ET:6]N@&%N9(!O=&AE<H"<9F5E<YN`87//
M<&%R=(!O9H!T:&6`<F5C:7!I96YT)W.`:6YS=)U8W!1;VYA;(!P<F]G<F%M
M+LS,X!\$,````@'##@\"\$\"AB*8#R#O)5<V6`9F]R@\$]V97)H96%D@%!R
M;VAI8FET960N\P[SA(1&=6YD<X!M86!E@&%V86EL86)L98!U;F!E<H!T:&ES
M@'-E8W!1;VZ`<VAA;&R`;F]T@&)E@'5S9630`14``L``0`!7!2L#Q\$``2`5
M`-!F;W\*`=&AE@&=E;F5R86R`;W!E<F%T:6]N86R`;W9E<FAE862`;V:`=&AE
M@&%C86!E;6EC@&!E<&%R=&UE;G2`;W\*`<)O9W)A;2[,S-,%#````0``0P`
MT_`@!/!#3TY424Y5051)3TZ`3T:24Y35\$E4551)3TY!3(!!5T%21%.`54Y\$
M15*`4%)%5DE/55.`4%)/1U)!35/,TP40``8!``\$";D<``!``T\S@\$0P````
M""<`,`#P(`3P4T5#+H`Y,#@N@\$)E9F]R98!M86MI;F>`;F5W@&%W87)D<X!U
M;F!E<H!T:&ES@'!1=&QE@&9O<H!A;GF`9FES8V%L@'EE87(L@'!H98!396-R
M97!A<GF`<VAA;&PLSV%S@&%P<)O<!)I87!E+(!M86ME@&-O;G!1;G5A=&EO
M;H!A=V%R9`.`=&^`<F5C:7!I96YT<X!U;F!E<H!T:&ES@'!1=&QE+(!;F-L
M=6!1;F>`<F5C:7!I96YT<X!O9H!A=V%R9`//=6YD97*`<&%R='.`0BR`@\$;L
M@&%N9(!\$@&]F@'!H:7.`=&ET;&6`87.`:72`=V%S@&EN@&5F9F5C=(!P<FEO
M<H!T;X!T:&6`96YA8W!M96YT@&]F@\$AI9VAE<H!%9'5C87!1;V[/06-T@\$%M
M96YD;65N='.`06-T@&]F@#\$Y.3<NS,S3!0P`!P\$``@\$,-/P(`3P05542\$]2
M25!15\$E/3H!/!H!!4%!23U!224%424].4\S3!1``!@\$``0(E20``\$`#3S.`1
M#``````(!PP`X/'@!/!314,N@#DP.2Z`5&AE<F6`87)E@&%U=&AO<FEZ962`
M=&^`8F6`87!P<F]P<FEA=&5D@'-U8VB`<W5M<X!A<X!M87F`8F6`;F5C97-S
M87)Y@&9O<H"<!0!X!?!%E86-HFX!O9O\$!>`7QFX!F:7-C86S/G'EE87+Q`D%
M7/Q`7D%\9N`G#\$Y.?\$`>@7Q./!\$>@7Q\0)[!?\$Y\0-[!?'Q`P%\9N`=&AR
M;W5G:)N`\0%!?!&;G/\$`?`7Q,C`P,O\$!?!7Q\0)]!?!&`86YD@&5A8VB`;V:`

M=&AE@&9O=7*`<W5C8V5E9&EN9X!F:7-C86R`>65A<G/Q`WT%\9N`=&^`8V%R
M<GF`;W5T@'1H:7.`G'1I=&QE+LS,TP4,``<!`(!#`#3(X`C@".;T'D5```+
M`D``3`B@!T@``\$@%0#0TP40``8!``\$"5\$H``!``TX!4A\$E8@"A'4D%\$54%4
M18!&14Q,3U=32\$E0@%!23T=204TIS,S,4T5#5\$E/3H2`0EF\$@%-`%0U1)3TXZ
MS,S@\$0P`""""`<,.!396-T:6]N@(2\$A"Z`@%-E8W1I;VZ`A(2\$@&]F@'1H
M98!B:6QL@'=-O=6QD@&5L:6UI;F%T98!A;&R`;V:='&AE@'-E<&%R871E@'!R
M;V=R86US@&%U=&AO<FEZ963/8GF`8W5R<F5N=(!4:71L98!)6(!O9H!T:&6`
MG\$A%08`H:6YC;'5D:6YG@%!A<G2`02R`1W)A;G1S@'1O@\$EN<W1I='5T:6]N
M<X!A;F2`0V]N<V]R=&EA@'1O@\$5N8V]U<F%G9<]7;VUE;H!A;F2`36EN;W)I
M='F`4&%R=&EC:7!A=&EO;H!I;H!<F%D=6%T98!%9'5C871I;VX[@%!A<G2`
M0BR`4&%T<FEC:6&`4F]B97)T<X!(87)R:7//1F5L;&]W<VAI<(!0<F]G<F%M
M.X!087)T@\$L@\$IA8V]B@\$LN@\$IA=FET<X!&96QL;W=S:&EP@%!R;V=R86T[
M@%!A<G2`1"R`1W)A9'5A=&6`07-S:7-T86YC98!I;L]!<F5A<X!O9H!.871I
M;VYA;(!.965D.X!087)T@\$4L@\$9A8W5L='F`1&5V96QO<&UE;G2`1F5L;&]W
M<VAI<(!0<F]G<F%M.X!087)T@\$8L@\$%S<VES=&%N8V6`9F]RSUIR86EN:6YG
M@&EN@'1H98!,96=A;(!0<F]F97-S:6]N.X!087)T@\$<L@\$QA=X!38VAO;VR`
M0VQI;FEC86R`17AP97)I96YC98!0<F]G<F%M<X`I@&%N9(!T;X!R97!L86-E
MSW1H96V`=VET:(!A@'-I;F=L98!G<F%D=6%T98!F96QL;W=S:&EP@'!R;V=R
M86V`96YT:71L962`5&AE@\$YA=&EO;F%L@\$YE962`1W)A9'5A=&6`1F5L;&]W
M<VAI<,]0<F]G<F%M+H""5&AI<X!N97>`<')O9W)A;8!W;W5L9(!H879E@&9O
M=7*`<5R<&]S97,Z\*#\$I@'1O@&9O<W1E<H!A;F2`<W5P<&]R=(!H:6=H@'%U
M86QI='G/9W)A9'5A=&6`961U8V%T:6]N.X`H,BF`=&^`<')O=FED98!I;F-E
M;G1I=F5S@&9O<H!S='5D96YT<X!T;X!P<F5P87)E@&EN@&1I<V-I<&QI;F5S
M@&YE961E9(!T;X!S96-U<F7/06UE<FEC82=S@&5C;VYO;6EC@&%N9(!T96-H
M;F]L;V=I8V%L@&QE861E<G-H:7""86YD@'1O@&5N:&%N8V6`=&AE@'%U86QI
M='F`;V:.`;&EF98!O9H!O=7*`8VET:7IE;G,[SR@S*8!T;X!P<F]V:61E@&%D
M9&ET:6]N86R`96YC;W5R86=E;65N=(!A;F3,;W!P;W)T=6YI=&EE<X!F;W*

M=V]M96Z`86YD@&UI;F]R:71I97.`=&^<')E<&%R98!F;W*`86-A9&5M:6.`
M8V%R965R<X!!;H!W:&EC:(!T:&5Y@&%R98!U;F!E<LQR97!R97-E;G1E9#N`
M86YD+('H-"F`=&^`96YS=7)E@`1H98!C;VYT:6YU871I;VZ`;V:`88!H:6=H
M;'F`<75A;&EF:65D@`!R;V9E<W-O<F%T98!F;W*`06UE<FEC82=SS&-O;&QE
M9V5S@&%N9(!U;FEV97)S:71I97.`8GF`<')O=FED:6YG@&EN8V5N=&EV97.`
M86YD@`-U<`!O<G2`9F]R@`-T=61E;G1S@`!O@&-O;7!L971E@&!O8W1O<F%L
MS&%N9(!M87-T97(G<X!D96=R966`<')O9W)A;7.`;&5A9&EN9X!T;X!A8V%D
M96UI8X!C87)E97)S+LS,\@[R4F5A<V]N<X!F;W*`8VAA;F=E\PS.M`\$%0``
M"P`)``\$,&%P3%0`!(!4`T,PQ+H!4:&6`<')O<&]S962`8VAA;F=E@`=O=6QD
M@&5L:6UI;F%T98!T:&6`9G)A9VUE;G1E9(!A<`!R;V%C:(!T;X!F961E<F%L
M@`-U<`!O<G2`9F]R@&=R861U871ES&5D=6-A=&EO;H!B>8!E;&EM:6YA=&EN
M9X!T:&6`<VUA;&PL@`9U;&YE<F%B;&6`<')O9W)A;7.`8W5R<F5N=&QY@&%U
M=&AO<FEZ962`=6YD97\*`5&ET;&6`25@N@,Q4:&5S98!W;W5L9(!B98!R97!L
M86-E9(!B>8!A@`-I;F=L98!P<F]G<F%M@`1H872`9F]C=7-E<X!F961E<F%L
M@`)E<V]U<F-E<X!O;H!A@&-O;G-O;&ED871E9,QP<F]G<F%M@&EN8V]R<&]R
M871I;F>`= &AE@&9O=7\*`;6%J;W*`<`5R<&]S97.`;V:`9F5D97)A;(!S=7!P
M;W)T@&9O<H!G<F%D=6%T98!E9'5C871I;VZ`;W5T;&EN963,86)O=F4NS#(N
M@%1H98!C;VYS;VQI9&%T:6]N@&]F@&9E9&5R86R`<W5P<&]R=(!F;W\*`9W)A
M9'5A=&6`:6Z`88!S:6YG;&6`<')O9W)A;8!W;W5L9(!S=')E;F=T:&5N@`1H
M9<QF961E<F%L@&=O=F5R;FUE;G0G<X!A8FEL:71Y@`!O@&AE;"";65E=(!N
M871I;VYA;(!N965D<X!!;H!G<F%D=6%T98!E9'5C871I;VZ`8GF`96YA8FQI
M;F>`= &AES\$1E<&%R=&UE;G2`= &^`= &%R9V5T@`)E<V]U<F-E<X!M;W)E@&5F
M9F5C=&EV96QY+LS,,RZ`@\$&`8V]N<V]L:61A=&5D@`!R;V=R86V`=V]U;&2`
M<')O=FED98!T:&6`9F5D97)A;(!G;W9E<FYM96YT@`=I=&B`9W)E871E<H!F
M;&5X:6)I;&ET>8!T;QA9&1R97-S@&YE961S@&EN@&=R861U871E@&5D=6-A
M=&EO;H!A<X!T:&5S92R`;W\*`87.`;F%T:6]N86R`;F5E9',L@&-H86YG92[,
MS#0N@\$&`8V]N<V]L:61A=&5D@`!R;V=R86V`=V]U;&2`<VEM<&QI9GF`= &AE

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M\$@#@@SR3D%4241.04R`3D5%l(!4D%\$54%418!&14Q,3U=32\$E0@%!23T=2

M04V(T`05`'+`D``,`\$`''''`\$@%0#0\PSSS%1H98!.8711;VYA;(!.965D
M@\$=R861U871E@\$9E;&QO=W-H:7'"4')O9W)A;8'H3DY'1E'I@'=O=6QD@'!R
M;VUO=&6`:`&EG:(1Q=6%L:71Y+,]G<F%D=6%T981L979E;(!T96%C:&EN9X!A
M;F2`<F5S96%R8VB`:6Z`87)E87.`;V:`;F%T:6]N86R`;F5E9(!A;F2`96YC
M;W5R86=E@'=O;65N+("`6EN;W)I=&EE<RS/86YD@&EN9&EV:61U86QS@'=I
M=&B`9&ES86)I;&ET:65S@'1O@'!R97!A<F6`9F]R@'!O<W1S96-O;F1A<GF`
M86-A9&5M:6.`8V%R965R<X!;H!S=6-H@&9196QD<X!;L]W:&EC:(!T:&5Y
M@&%R92R`86YD@&AA=F6`=)A9&ET:6]N86QL>8!B965N+(!U;F1E<G)E<')E
M<V5N=&5D+H""@,S,5&AE@\$Y.1T90@&-O;G11;G5E<X!T:&6`1&5P87)T;65N
M="=S@&5F9F]R='.`;W9E<H!T:&6`<&%S=(!F;W5R@'EE87)S@'1O@&-O;G-O
M;&ED871E@'1H9<]E>&ES=&EN9X!G<F%D=6%T98!E9'5C8711;VZ`<')O9W)A
M;7.`\*SIA=FET<RR`2&%R<FES+(!'04%.3BDN@%1H98!S:6YG;&6`<')O9W)A
M;8!S=')E86UL:6YE<]A;F2`<VEM<&Q19FEE<X!P<F]G<F%M@&UA;F%G96UE
M;G2`9F]R@&)O=&B`9W)A;G1E97.`86YD@'1H98!\$97!A<G1M96YT+(!W:&EL
M98!M86EN=&%l;FEN9\]K97F`96QE;65N='.`;V:`=&AE@'!R979I;W5S;'F`
M97AI<W11;F>`9W)A9'5A=&6`961U8V%T:6]N@'!R;V=R86US+LS,\@[R\@SR
M4')O<&]S86SS##/0!!4``L``"0"!P`0"PP``2`5`-#,\P[S@(!OX#`,`''`
M``@`#`#@`@\@SR3F%T:6]N86R`3F5E9#J`PSS5&AE@%-E8W)E=&%R>8!W:6QL
M@&1E<VEG;F%T98!A<F5A<X!O9H!N8711;VYA;(!N965D@'-U8VB`87.`=&AE
M@&%R=,LT`\$5``'+`D``9@1Z`P.``\$@%0#0:'5M86YI=&EE<RR`<V]C:6%L
M@'-C:65N8V5S+(!L:69E@'-C:65N8V5S@&%N9(!P:'ES:6-A;(!S8VEE;F-E
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M=(!F;W*`=&AE@\$%R=,L@'1H9<].8711;VYA;(!%;F1O=VUE;G2`9F]R@'1H
M98!(=6UA;FET:65S+(!T:&6`3F%T:6]N86R`06-A9&5M>8!O9H!38VEE;F-E
M<X!A;F2`;W1H97+/87!P<F]P<FEA=&6`86=E;F-I97.`86YD@&]R9V%N:7IA
M=&EO;G.`=&`9&5T97)M:6YE@&YA=&EO;F%L@&YE960N@(!4:&6`9&5T97)M

M:6YA=&EO;H!O9LJN871I;VYA;(!N965D@'=I;&R`8F6`8F%S962';VZ`88!S
M>7-T96UA=&EC@&%N86QY<VES@'IH872`8VJN<VED97)S@')E;&5V86YT@'-T
M871I<W1I8W,L@'IH9<JE>'IE;G2'=&^`=VAI8VB`;W1H97*`1F5D97)A;(!A
M;F2`;FJNA\$9E9&5R86R`<)O9W)A;7.`<W5P<&JR=(!P;W-T8F%C8V%L=7)E
M871E@'-T=61YSVEN@'IH97-E@&%R96%S+(!A;H!A<W-E<W-M96YT@&JF@&AO
M=X!T:&ES@'!R;V=R86V`=VJU;&2`86-H:65V98!T:&6`;6JS=(!S:6=N:69I
M8V%N=,JI;7!A8W2`=VET;(!A=F%I;&%B;&6`<F5S;W5R8V5S+(!A;F2'=&AE
M@&5X=&5N=(!T;X!W:&EC;(!W;VUE;BR`:6YD:79I9'5A;'.`9G)O;<JM:6YO
M<FET>8!G<FJU<',L@&%N9(!I;FII=FED=6%L<X!W:71H@&II<V%B:6QI=&EE
M<X!A<F4L@&%N9(!H879E@'1R861I=&EO;F%L;'F`8F5E;BS/=6YD97)R97!R
M97-E;G1E9(!I;H!S=6-H@&9I96QD<R[0!!<``T"P""<H(P@'*,")(!<
MT("S(";"^P#""""(!PP'X/(\E5N9&5R<F5P<F5S96YT962`4&JP=6QA
M=&EO;G,Z@/,U1H98!396-R971A<GF`=VJU;&2`9&5S:6=N871E@&%R96%S
M@&JF@&YA=&EO;F%L@&YE962`:6[0`14``L`"0!K!S%\QH``2`5`-!W:&EC
M:(!W;VUE;BR`:6YD:79I9'5A;'.`9G)O;8!M:6YO<FET>8!G<FJU<',L@&%N
M9(!I;FII=FED=6%L<X!W:71H@&II<V%B:6QI=&EE<X!A<F4LSV%N9(!H879E
M@'1R861I=&EO;F%L;'F`8F5E;BR`=6YD97)R97!R97-E;G1E9"Z`@%-P96-I
M86R`8VJN<VED97)A=&EO;H!W:6QL@&)E@&=I=F5N@'1OSV%P<&QI8V%N='.`
M=&AA=(!I;F1I8V%T98!S=')O;F>`<&%S=(!A;F2`8VJN=&EN=6EN9X!P97)F
M;W)M86YC98!I;H!S97)V:6YG@'!O<'5L871I;VYSSW1R861I=&EO;F%L;'F`
M=6YD97)R97!R97-E;G1E9"R`:6YC;'5D:6YG@'=O;65N+(!M:6YO<FET:65S
M+(!A;F2`:6YD:79I9'5A;'.`=VET;JD:7-A8FEL:71I97,L@&EN@'-U8VB`
M87)E87,N@-`\$%P``#0`+``(!R@C""<H(P(@%P#0S(";"^P#""""(!PP`
MX/(\D%C861E;6EC@&%N9(!297-E87)C:(!#87)E97)S\PSS.H!4:&6`I&5P
M87)T;65N=(!W:6QL@&5V86QU871E@&%P<&QI8V%T:6JN<X!B87-E9(!O;M`!
M%00""P`)``\$D(W0>(0`!(4`T1H98!A<!L:6-A;G0G<X!P<F5V:6JU<X!E
M>'!E<FEE;F-E@&EN@'1R86EN:6YG@'-T=61E;G1S@'=H;X!O8G1A:6Z'=&5A

M8VAI;F>`86YD@')E<V5A<F-HSW!O<VET:6]N<X!A=(!;G-T:71U=&EO;G.`
M;V:.`&EG:&5R@&5D=6-A=&EO;B[0!!<``T`"P`""`<H(P@'\*", "(!<`T,SR
M#O+R#/));G-T:71U=&EO;F%L@\$-O;6UI=&UE;G3S##/0!!4``L`"0`!V"8H
M(B4``2`5`-#,\P[S@(!OX#`,`""`@`#`#@`@SR26YS=&ET=71I;VYA;(1"
M87-E9(!!=V%R9'/S#/,Z@\$=R86YT<X!W:6QL@&)E@&%W87)D962`=&^:6YS
M=&ET=71I;VYS@')A=&AE<H!T:&%NT`\$5``+``D``;`H`"0G``\$@%0#0:6YD
M:79I9'5A;`,`N@(!;`,`1H;W5G:(!T:&ES@&IO97.`;F]T@&%L;&]W@&9O<H!P
M;W)T86)I;&ET>2R`86Z`:6YS=&ET=71I;VYA;(!F96QL;W=S:&EP@&ES@&'/
M=F5H:6-L98!F;W*`<W1R96YG=&AE;FEN9X!;G-T:71U=&EO;F%L@&-A<&%C
M:71Y+H!);H!A9&1I=&EO;BR`86Z`:6YS=&ET=71I;VYA;(!A=V%R9(!W:6QL
MSW)E9'5C98!T:&6`861M:6YI<W1R871I=F6`8G5R9&5N@&]N@'1H98!;G-T
M:71U=&EO;H!A;F2`=&AE@\$1E<&%R=&UE;G0NT`07``-``L``@`@'*,(!R@C
M`B`7`-``S`-&%0``"P`)``%0+:`H+``!(!4`T(" ;`^`P#`""`""`(!PP`X/(,
M\DEN<W1I='5T:6]N86R`;6%T8VCS#/,Z@%1H97)E@'=I;&R`8F6`86Z`:6YS
M=&ET=71I;VYA;(!M871C:(!B87-E9(!O;H!T:&6`1T%!3DZ`,C4ET`\$5``+
M``D``;`,`\$`""`"\$@%0#0;6]D96R`A(!T:&6`9W)A;G1E98!W:6QL@'!R;W9I
M9&6`9G)O;8!N;VZ\$1F5D97)A;(!F=6YD<RR`86Z`86UO=6YT@&5Q=6%L@'1O
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M<F5C96EV960NT`07``-``L``@`@'\*,(!R@C`B`7`-#,@(!OX#`,`""`@'
M#`#@`@SR1'5R871I;VZ`;V:`9W)A;G1S\PSS.H!<F%N=.`=V]U;&2`<)O
M=FED98!F;W*`=&AR966`>65A<G.`;V:`<W5P<&]R=(!O<H!U;G1I;(!C;VUP
M;&5T:6]NT`\$5``+``D``60(M`,`\$``\$@%0#0;V:`=&AE@&1E9W)E92R`=VAI
M8VAE=F5R@&ES@&QE<W,N@%-T=61E;G1S@&UU<W2`9&5M;VYS=')A=&6`86-A
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M:&EP@&9U;F1I;F<N@(!!@#(U)8!M871C:(!F<F]M@'1H98!;G-T:71U=&EO
M;G.`=VEL;(!E;G-U<F6`8<]F86-U;`1Y+(!D97!A<G1M96YT86PL@&%N9(!I
M;G-T:71U=&EO;F%L@&-O;6UI=&UE;G0NT`07``-``L``@`@'\*,(!R@C`B`7

M`-#,@(!OX#`,`````@'#`#@\\@SR4W5P97)V:7-E9(!T<F%I;FEN9\_.,\SJ`
M5&AE@&%C861E;6EC@&1E<&%R=&UE;G2`=VEL;(!B98!R97%U:7)E9(!T;X!P
M<FJ]V:61E@&%T@&QE87-T@&]N9=`!%0``P`)``\$#\$50("0`!(!4`T`EE87\*`
M;V:´<W5P97)V:7-E9(!T<F%I;FEN9X!!;H!T:&6`:6YS=)U8W1I;VZ`;V:´
M<W1U9&5N=,NT`07``-``L``@@"*",(R@C`B`7`-#,\@SR36%X:6UU;8!3
M=&EP96YD\PSS.H!4:&6`<W1I<&5N9(!F;W\*`:6YD:79I9'5A;.`=VEL;(!B
M98!S972`86-C;W)D:6YG@'1O@'1H98!.4T:\$<W1I<&5N9(!A;F30`14``L`
M"0`!S`<"PP``2`5`-!W:6QL@&YO@&QO;F=E<H!B98!N965D<X1B87-E9"Z`
M5&AE@&UA>&EM=6V`:6YS=&ET=71I;VYA;(!A;&QO=V%N8V6`=VEL;("8F6`
M88`D,3`L,#`P@#\$Y.3>\$\$.3C/8F%S98!A9&IU<W1E9(!A;FYU86QL>8!F;W\*`
M:6YF;&%T:6]N@&%S@&1E=&5R;6EN962`8GF`=&AE@\$1E<&%R=&UE;G2`;V:´
M3&%B;W(NS/(,\\LQ#;VYT:6YU871I;VZ`1W)A;GIS\PSS.H!"=61G971E9(!F
M=6YD<X!W:6QL@&EN8VQU9&6`88!S972\$87-19&6`=&^`9G5N9(!C;VYT:6YU
M871I;VZ`9W)A;GIS@&9O<M`!%0``P`)``&`\$]`. \$``!(!4`T`!R:6]R@&%W
M87)D<X!U;F1E<H!`04%.3BR`2F%V:71S+(!A;F2`2&%R<FES@'!R:6]R@'1O
M@&9U;F1I;F>`;F5W@&%W87)D<RZ`5&AO<V6`9W)A;GIS@`=I;&S/8F6`9G5N
M9&5D@'5N9&5R@'1H98!O<FEG:6YA;(!T97)M<X!O9H!A=V%R9"[,S\$Y/5\$4Z
M@(!4:&6`861M:6YI<W1R871I;VZ`=VEL;(!S965K@&%P<')O<')A=&EO;G.`
M9F]R@'1H98!A=71H;W)I>F5D@&QE=F5L<X!S:&]W;H!!;H!T:&6`8FEL;"S/
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M9&ES8W)E=&EO;F%R>8!S<&5N9&EN9X!L:6UI=.`=&^`=VAI8VB`=&AE@%R
M97-19&5N=,JA;F2`0V]N9W)E<W.`:&%V98!A9W)E962`:6Z`=&AE@/\$`0P/Q
M<&5N9&EN9X#Q`4,#4)A;&%N8V5D@\$)U9&E=(!!8W2`;V:`,3DY-R[@\$0P`
M``R!D,`.#@ \$0P````(IP,`.#@ \$0P````>!X,`.#Q`\$,#\\=`4%0``P`)
M``\$,&5P4%@`!(!4`T-`4%0``P`)``\$,&5P4%@`!(!4`T-`4%0``P`)``\$,
M&5P4%@`!(!4`T-`4%0``P`)``\$,&5P4%@`!(!4`T-`4%0``P`)``\$,&5P4
M%@`!(!4`T-`4%0``P`)``\$,&5P4%@`!(!4`T-`4%0``P`)``\$,&5P4%@`!

M(!4`T-`4%0``"P`)``\$,&5P4%@`!(!4`T-`4%0``"P`)``\$,&5P4%@`!(!4`

MT/\$!0P/QX!\$,````-`@#`#@T!05``+``D``0P97!06``\$@%0#0\0!#`\_`0`

M%!4``L``"0`!#E<%!8``2`5`-#0%!4``L``"0`!#E<%!8``2`5`-#0%!4`

M``L``"0`!#E<%!8``2`5`-#0%!4``L``"0`!#E<%!8``2`5`-#0%!4``L`

M"0`!#E<%!8``2`5`-#0%!4``L``"0`!#E<%!8``2`5`-#0%!4``L``"0`!

M#E<%!8``2`5`-#Q`4,===== ATTACHMENT 1 =====
ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

RFC-822-headers:

Received: from conversion.pmdf.eop.gov by PMDF.EOP.GOV (PMDF V5.0-4 #6879)

id <01IMCQ5PQZDC00756F@PMDF.EOP.GOV>; Tue, 12 Aug 1997 13:03:53 -0400 (EDT)

Received: from storm.eop.gov (storm.eop.gov)

by PMDF.EOP.GOV (PMDF V5.0-4 #6879) id <01IMCQ5HC8GG006F23@PMDF.EOP.GOV>; Tue,

12 Aug 1997 13:03:46 -0400 (EDT)

Received: from vader.ed.gov ([165.224.216.253])

by STORM.EOP.GOV (PMDF V5.1-7 #6879)

with ESMTP id <01IMCQ59I5VW001W31@STORM.EOP.GOV>; Tue,

12 Aug 1997 13:03:34 -0400 (EDT)

Received: from smtpgwyl.ed.gov (smtpgwyl.ed.gov [165.224.216.37])

by vader.ed.gov (8.8.5/8.8.4) with SMTP id NAA22425; Tue,

12 Aug 1997 13:01:01 -0400 (EDT)

Received: from ccMail by smtpgwyl.ed.gov

(IMA Internet Exchange 2.11 Enterprise) id 000085EE; Tue,

12 Aug 1997 13:03:08 -0400

===== END ATTACHMENT 1 =====