

# EXECUTIVE DIRECTOR'S REPORT ON STCU ACTIVITIES

## 13<sup>TH</sup> BOARD (December 6, 2001)

### GENERAL COMMENTS

The second half of 2001 continued to reflect the busy activities of the Center and was characterized by the positive effects of the completed physical and staff re-organization of the Center, initiated at the beginning of the year. A recent management review re-confirmed the positive aspects post-implementation and revealed that very few weaknesses remained in the Center. Priority is now intended to focus on further development of motivational tools for staff who have been with the Center for over 5 years and have little opportunity to enhance careers with more stimulating and/or better-paying jobs in Ukraine. Additionally, the Center's monitoring and auditing policies and procedures will undergo a serious review and re-tooling to increase the effectiveness of this function; and the final stages of transition to electronic proposal/project information transfer with western Parties instituted, together with the opening of registration for new proposals.

STCU also made significant progress with its plans for international expansion during the year, with Agreements signed, diplomatic accreditation received and new offices established in Tbilisi and Tashkent. Exploratory missions to Tajikistan and Azerbaijan were also successfully carried out. The Executive staff additionally participated in numerous international conferences and events in an effort to more widely promote the Center's activities and partnership possibilities.

The Center has capably and effectively managed the two-fold increase in project workload over the past year without significantly expanding its full-time administrative staff complement. Similarly, the administrative budget has been maintained at stable and relatively low levels over the past four years, despite the increased demands by Parties, the many new initiatives implemented, establishment of new branch offices, increase in staff, merit increases etc.. This has been accomplished through a combination of effective and continuous cost control and good planning by the STCU management team.

Relationships with Ukrainian government officials have been quite good during the year, although with impending elections, there is now some concern about the re-appearance of problems previously experienced during similar events in the past.

No major issues have affected the Center over the past year for probably the first time in its six-year history, although the Secretariat continues to deal with the many every-day problems which make-up the regular activities of the Center.

### ACTIVITIES RELATED TO STAFF

An Advisory Committee meeting was hosted by the STCU coincidentally with the 12<sup>th</sup> Governing Board meeting in Kyiv, Ukraine on June 5<sup>th</sup>. Four new Board members (Canada, EC, EU and Ukraine) attended their first meeting and approved 41 regular projects for US \$3.4 + Euro 1.6 million and confirmed 18 Partner projects for US \$2.3 million.

An Advisory Committee meeting was subsequently hosted by Canada in Ottawa on October 4 & 5. Following the meeting, an opportunity was provided attendees to interact with representatives of the National Research Council and the Canadian International Development Agency.

Staffing of the Center continued as positions were filled for the IT Administrator by Mr. D.Bell, an American national living in Kyiv. Because of the earlier difficulties in identifying a suitable Ukrainian candidate, the USA agreed to fund this position through the Supplementary Budget as a USA-funded position. In customs clearance, Mr. A.Moroz was let go and replaced on a permanent basis on Jul.2 by Ms M.Aleksankina, who was previously employed on a part time contract as a Customs Officer. Also, Mr. O.Bikeyev, hired as a temporary accountant for a two-month period in April to assist USA contractors at the State Dept., had his contract extended to Feb. 8, 2002. Ms T.Nychyperovych resigned as Procurement Officer in July to pursue her education in Canada and was replaced by Mr. R.Pishchalov on Aug.1, following a competition. Mr. E.Saverchenko, a Ukrainian University science student from Kyiv Polytechnic University was hired as a summer intern for a two-month period during July-August. R.Satarova was hired on Oct.1 as the new Uzbekistan Information Officer. A part-time

Procurement Assistant, Ms K.Kalchenko was hired for the period Oct-Dec in the Administrative Group. Ms Z.Turkovska returned after a 9-month maternity leave to the Financial Group and part-timer Y.Kim was extended for an additional 3-month period to provide accounting support. Ms A-M.Yanchevskaya and Ms A.Ignatenko each accepted 3-week T&D opportunities to help establish the Tashkent office and mentor the new Information Officer from Oct. 29 to Dec. 7. A part-time data input position was advertised in November at local institutes and former summer intern E.Saverchenko was hired for a 3-month period. Receptionist S.Radzievskaya resigned for personal reasons on Nov. 15 and A.Yezhova filled the position on Nov.22, following a competition.

Planned staff training continued with Ms A.Ignatenko participating in a work-related international conference July 4-10 in Alushta, Ukraine. Ms L.Taranenko participated in a business seminar June 6-8, in St. Petersburg, Russia and in a work-related workshop July 23-28, in Richland, Washington. Ms D.Stavnicha participated in a financial course July 29-August 8, in London, England. Ms A.Khort and Ms A.Kononets completed 4 weeks of managerial accounting & audit training during July-August in Baltimore, Maryland. Mr. P.Melnik-Melnikov and Mr. O.Zalozhenkov took part in a licensing conference, September 15-18, in St. Petersburg, Russia. Ms N.Dudko attended a work-related conference August 27-30 in Feodosia, Ukraine and Ms S.U.s attended a work-related conference September 22-29 in Yalta, Ukraine. Mr. S.Sliusarenko visited the Department of X-ray and Neutron Diffraction at the Institute of Physics, Chemnitz University of Technology in Chemnitz, Germany, for one week in November. Mr. O.Zalozhenkov participated in a 3-week training course "Industrial Property Objects; Their Protection and Usage" at the Institute of Intellectual Property and Law in Kyiv in late October-early November. Ms N.Dudko, Mr. P.Melnik-Melnikov and Ms S.U.s participated in 1-week business and management training seminars in Moscow in mid-November. Ms Y.Yakovleva participated in seminars including "Business Communications", and "How to Manage Projects" at the International Institute of Business in Kyiv in early December. Information Officer Mr. A.Peikrshvili attended the International Symposium "Powder Materials: Current Research and Industrial Practice" in Indianapolis, Indiana, USA in early November.

Minor renovations, required as a result of expansion and re-organization continued throughout the summer months at the headquarters building and Tbilisi office. Renovations were also started and continue at the Tashkent office during November and December in preparation for an early 2002 official opening.

The Secretariat held three "project launch" sessions (Jun.14, Sep.6, and Nov.8) for Directors and Project Managers from Institutes representing each new contract signed the previous month. These sessions are held at the Center to provide a chance for these individuals to meet with the Executive and formally begin their association with the STCU. The forum provides an excellent opportunity to interact at the management level before a project actually begins.

Three international conferences were supported, in addition to the 14 approved previously this year, with the National Academy of Sciences of Ukraine - **International Symposium "The Role of International Organizations in the Developing of Common European Science and Technological Sphere"**, Kyiv; Kharkiv Institute of Physics and Technology - **International Scientific Conference "Quantum Electrodynamics and Statistical Physics"**, Kharkiv; and Institute for Problems of Materials - **International Conference "Advanced Ceramics for Third Millenium"**, Kyiv.

A staff family day boat cruise and picnic was held on Jun.30 and a "Shashlik & Football" evening was provided on Oct.16 as part of management's staff team-building initiatives.

## EXECUTIVE ACTIVITIES

### Presentations/Meetings

ED met with Japanese delegation from Komatsu Corporation to discuss partnering possibilities, Kyiv, Jun. 12

ED and Senior DED met with Azerbaijan **Ambassador Aliiev** to discuss possibilities for accession to the Center, Kyiv, Aug. 13

ED met with Republic of Korea **Ambassador Chung Shin** to discuss possibilities for this country to accede to the Center as a financing Party, Kyiv, Aug. 17

Management staff provided a 1½-hour presentation and briefing on STCU activities and partner possibilities to a **German delegation** led by Dr.J.Arnold, Federal Ministry of Education and Research, Kyiv, Sep. 6

ED provided the presentation **“Role of the Science and Technology Center in Ukraine in the Conversion Process”** as part of the International Symposium **“The Role of International Organizations in the Development of a Common European Scientific-Technological Space”**, Kyiv, Sep. 23

DED (EU) provided an interview for a special hi-tech edition of the **Eastern Economist**, Kyiv, Issue Oct. 1-7

Management staff provided a 1½-hour presentation and briefing on STCU activities and partner possibilities to a **French delegation** comprised of Mr. P.Colombier, Ministry of Foreign Affairs of France, Department of Research (Head of the delegation), Mrs. E.Legrand, Department of International Relations, Ministry of Research of France, and Mr. O.Guillaume, Embassy of France in Ukraine, Kyiv, Oct. 10

ED participated in a “Careers Evening” at **Pechersk School International** to inform high school students of career options for the future, Kyiv, Oct. 11

ED provided an interview for the **“The Romyr Report”**, a quarterly western publication summarizing political events in Ukraine, Kyiv, Oct. 30

ED supported a 1-day **Executive Retreat** for STCU management to review and discuss post-reorganization impacts, future initiatives and other internal management issues, Kyiv, Nov. 1-2

Management staff provided a 1½-hour presentation and briefing on STCU activities for new **Canadian Ambassador A. Robinson**, Kyiv, Nov. 6

DED (USA) met with a 10 person delegation representing the **USA Office of the Defense Threat Reduction Agency** led by A. Weber and E. Scharl; short summaries of proposals and contact information at 9 chemical and biological institutes in Ukraine were provided as well as brief information on 108 Uzbek proposals already registered at the STCU, Kyiv, Nov. 27

DED (USA) participated in a USA Embassy initiative **“The Kharkiv Partnership: Generating Trade and Investment Opportunities for Small and Medium Businesses”** and made a presentation of case histories in the **Commercializing and Finance Session**, Kharkiv, Nov. 29

ED met with **Belgian Ambassador P.C. Dubuisson** to brief him on STCU activities and the upcoming Board meeting, Kyiv, Nov. 29

#### **Executive Trips**

DED (USA) made a presentation to a **Meeting on Bilateral Ukraine-German Cooperation in Science and Technology**, at the National Science Center Kharkiv Institute of Physics & Technology, Kharkiv, Ukraine, Jun. 14-15

DED (USA) participated in the conference **“The Convergence of Information Technologies and Communications (ITCom 2001)”**, Denver, USA, Aug. 20-24

ED provided opening statement and presented **“Role of the STCU in support of Ukrainian Science”** to the **IV International Conference on Modification of Properties of Surface Layers of Non-Semiconducting Materials Using Particle Beams**, Feodosiya, Ukraine, Aug. 27

DED (EU) participated in the 5th International Conference **“Actual Problems of Development of Innovation Activity and Protection of Intellectual Property Rights”** and made a presentation about venture capital as one possible financing mechanism of innovations, Alushta, Ukraine, Sep. 11-14

DED (USA) attended the 2001 International Cooperation Conference on Chernobyl, Slavutych, Ukraine, Sep. 12

ED participated in a meeting of the Council of Members of the International Chernobyl Center, Slavutych, Ukraine, Sep. 13

ED, CFO, CAO and Mr. A.Hood met with USA Ambassador to Uzbekistan, J.Herbst to brief him of the situation concerning STCU's Information Office, Tashkent, Uzbekistan, Sep. 16

ED headed a delegation including the CFO and CAO to meet with senior government officials, including the Minister of Foreign Affairs, in an effort to resolve issues related to establishing an Information Office in Uzbekistan, Tashkent, Uzbekistan, Sep. 17

DED (EU) took part in the VII International Conference Hydrogen Materials Science and Chemistry of Metal Hydrides, Alushta, Ukraine, Sep. 18

ED provided opening statement and "Welcoming Remarks" to the first joint STCU-ISTC "Intellectual Property Rights Protection and Related Business Opportunities" seminar, Tbilisi, Georgia, Sep. 19

ED provided an interview for Kirkland Lake Northern Daily News, Ontario, Canada, Oct. 1

CFO attended a USA sponsored auditors co-ordination meeting, Wiesbaden, Germany, Oct. 2-3

ED made a presentation to the Canada-Ukraine Intergovernmental Economic Commission describing the positive and negative aspects of the development of science & technology in Ukraine, Ottawa, Canada, Oct. 4

ED provided an interview for Georgian National Television on STCU's IPR Seminar, Tbilisi, Georgia, Oct. 19

ED provided a presentation "Role of the STCU in Support of Ukrainian Science" as part of the Plenary Session at the Royal Society & CRDF conference, "International Support of Science in Russia and Ukraine: A 10-year Retrospective and Forward Look", London, England, Oct. 22-23

ED and Senior DED completed an exploratory mission to Azerbaijan and met with many Institute directors, scientists and government officials to describe the STCU and its objectives; the ED also made presentations for 70 Institute Directors and Deputy Directors, representing 22 institutions at the Institute of Physics and to 90 scientists at Baku State University; the ED and Senior DED also visited the Azerbaijan State Oil Academy and Center for Radiation Investigations, Baku, Azerbaijan, Nov. 23

ED met with USA Ambassador to Azerbaijan, Ross Wilson and briefed him on STCU's mission and goals, Baku, Azerbaijan, Nov. 23

ED and Senior DED met with National Academy of Sciences President M.K. Kerimov and VP A. Mekhtiev to discuss STCU's requirements and science in Azerbaijan; ED and Senior DED also met with Azerbaijan Foreign Minister, V. Guliyev to discuss accession procedures and current status of Azerbaijan's interest, Baku, Azerbaijan, Nov. 26

DED (EU) made presentations at several R&D gatherings in several German cities as part of the German road show to promote possibilities of collaboration and partnering through the STCU, Berlin, Melheim/Ruhr, Stuttgart Germany, Nov. 26-30

## FINANCIAL MATTERS

### Banking Update

Since the Board meeting in June, the Presidium of the High Arbitration Court ruled on the previous Prosecutor General's protest and suspension and upheld the original decision in support of STCU. Following this decision, a new payment of approximately US \$165,000 was made to the STCU by State

Joint Stock Specialized Import Export Bank of Ukraine (Ukrspetsimpex Bank). This now represents recovery of 80% of the original funds lost in the bankruptcy of Bankers House. Three days following the decision, the Prosecutor General protested the decision once again and Ukrspetsimpex Bank launched 2 new lawsuits against STCU trying to prevent implementation of the court order to repay the remaining amounts, including fines and interest. The bank also requested the return of the funds "mistakenly" transferred to STCU the previous day. The Prosecutor General's Office then filed a separate similar claim against STCU. Since this time, STCU re-negotiated its contract with its lawyer and continues to fight against stalling tactics launched in the courts by both Ukrspetsimpex Bank and the Prosecutor General's Office who are resisting re-payment of the final 20% of funds awarded earlier to STCU by the courts.

Delays and confusion are now apparent through-out the judicial system as the entire court system was revamped and changed in June and more recently, District boundaries in Kyiv were also changed, with re-distribution of all cases as one of the many impacts.

### Audits

The RFP for bids for STCU financial audits for the next two years was prepared and advertised in September. Four valid bids were received in response to the RFP. Following evaluation by a selection committee, the firm of Lubock-Fine from London was chosen as the successful bidder and subsequently informed of their successful bid.

The United States Department of Defense auditors planned and carried out financial and technical audits of 16 projects in the period from Nov. 4 – 29. STCU staff throughout this time period provided logistical support, coordination and on-site assistance.

## ISSUES

### Bank Ukraina Insolvency

In mid-June, STCU management became aware that this major Ukrainian bank was experiencing cash flow problems. In its proactive approach, the Center put an immediate watch on this institution and determined that over 800 Center scientists had accounts with this bank. Project managers for all projects were immediately contacted by phone and advised to be diligent and that they should inform their colleagues and inform STCU in writing if they wanted to continue receiving funds through this bank. Internally, the STCU subsequently decided to suspend any and all payments through this bank until the situation clarified itself. On June 29, the government closed the bank and indicated that it was bankrupt.

As a result of the diligence and actions of the Center, fewer than 20 scientists had money on account at the time. No STCU funds were affected. This is not considered to be an issue.

### New Customs Regulations

Ukraine expanded customs regulations in early January which provide Customs with greater control requirements on import/export of items and greatly increases the number of designated items requiring special clearance. Despite resulting delays in clearances, which will likely continue indefinitely, STCU has renewed efforts to establish new procedures to alleviate the problem. STCU considers that this is not necessarily abnormal and has advised Project Managers and Partners that they should be prepared for longer Customs clearance procedures. This is not considered to be an issue.

### Ukrainian Obligations

Re-payment of VAT owed to STCU for June, July and August is now over three months late, as is payment to the internal guards and Senior DED for duties for August, September and October. In both cases, Treasury is the problem and claim there is no money. As previously reported, because of the recent election announcements, this development was not unexpected. The STCU ED has written Treasury and copied Tax Inspection and MFA officials requesting an explanation for the delays. There has been no response to date.

### Western Obligations

Thirty-three work plan approvals are outstanding from western financing Parties. Delays now exceed 8 months. After several years of waiting for proposals to be reviewed, scientists now must wait for an excessively long period of time for a contract that was prepared with STCU, to be signed before work can start. Despite suggestions by the Secretariat of ways to relieve this situation through a negative concurrence process at the last AC meeting, the problem continues to grow worse.

## MAJOR ACTIVITIES

### NASA/NSAU

Four proposals were approved for funding at the 12<sup>th</sup> Board. Of these, two have been signed as contracts and work started on Sept. 1, 2001. Many of the proposals previously submitted with no former weapons scientists have been re-written to address this issue and submitted for re-review. The USA, Canada and Ukraine Board members approved six re-submitted proposals by Oct. 31. However, without EU official approval, no further work can be completed on these projects.

### Database Project/Web site

Letters of Support information was added to the database in July and data as of Jan. 1, 2001 inputted. The remainder of historical data is currently being added and should be completed within two months. With the hiring of a new IT Administrator, the Letters of Support database was overhauled and the new updated version placed on the password-protected web site on Nov. 1. Plans are in place to expand the database to include such information as project collaborators, previous weapons history, short project summaries, and project monitoring. The STCU Recent News & Events page on the web site was also updated at the end of October. Many new IT initiatives are presently in progress and are described in more detail in a separate report.

### Nuclear Safety Initiative (formerly Y2K Project)

The final software installation was completed by September 30<sup>th</sup> and the draft of the final report prepared. The project will be formally completed Jan. 31, 2002 with the submission of the Final Report to TACIS.

### Statute

The recommended changes to the IPR clauses of the Statute were distributed to AC members in June for presentation to their governments for any approvals required, prior to Board approval expected at this meeting.

### Annual Report 2001

Plans have been formulated for the 2001 Annual Report and a focus and timetable established.

### Uzbekistan Information Office

The STCU mission was not able to establish a presence in Uzbekistan as desired in March due to non-cooperation of some government representatives. Since this time, the US Ambassador to Uzbekistan and US embassy staff met with the Uzbek Foreign Minister to press for resolution of issues. Following-up on this meeting, the ED requested a meeting with the Foreign Minister to clarify and resolve outstanding issues preventing hiring an Information Officer and opening of an STCU Information Office in Tashkent. Several versions of a sub-agreement required by the Uzbeks were traded with the Foreign Ministry in advance of the Mission. An acceptable Agreement was signed on Sep. 17, 2001. The Information Officer has since been hired and negotiations on office space were successfully completed to locate the office at the National Academy of Sciences building and an agreement signed with the President of the Academy, Mr. Yuldashev on Oct. 26. Since this time, renovations have been ongoing and the premises prepared for an official opening planned for early 2002. The new Information Officer was brought to Kyiv for 1 week of orientation and subsequently 2 STCU staff completed 6 weeks of training/mentoring in Tashkent with this individual.

## Tajikistan

STCU received a letter from the Deputy Minister of Foreign Affairs indicating that the STCU Agreement and accession documents had been translated to the Tajik language and circulated to all Ministries for review and concurrence. All ministries have completed this action and MFA submitted the documents to the government for approval.

## NEW DEVELOPMENTS

### Republic of Korea

The Korean Embassy contacted STCU during the summer after a 2-year pause in dialogue. They indicated that some of their senior science representatives were coming to Kyiv and might be interested in a meeting. The ED later met with the new Korean Ambassador to explain the STCU's objectives and re-iterate the possible advantages for Korea if they were to become a financing Party.

### Ukrainian Board Member

Mr. J. Yatskiv, the Ukrainian Board member left his position as First Deputy Minister of the Education and Science Ministry in early October.

### Azerbaijan Accession Interest

Dialogue continued with this country on possible accession. The ED met with new Azerbaijan Ambassador Aliev in October to describe the Center's activities, accession procedures and previous interactions with Azerbaijan officials. Subsequently, an invitation was provided to the Executive Director by the President of the Azerbaijan National Academy of Sciences to meet and discuss the possibilities for Azerbaijani scientists to participate in the STCU. An exploratory mission was planned and took place in late November. Following meetings with the Foreign Minister and President of the National Academy of Sciences, as well as visits to former weapons-related institutes, it was determined that Azerbaijan does pose a potential proliferation risk with possibly 500-1000 former WMD scientists remaining in the country. The Foreign Minister indicated that the Agreement to Establish the STCU had been translated and circulated to 6 Ministries for comment. He subsequently passed on his recommendations to the President of Azerbaijan to support accession to the STCU. The decision is pending.

### Sustainability Group Activities

Six new Partners have been introduced to the STCU since the June Board meeting, including: Stobbe Technologies, British Columbia, Canada; Texas Tech University, Texas, USA; Nuclear Threat Initiative (NTI), Washington D.C., USA; Office of Health Programs, Department of Energy, Maryland, USA; Institute for Plasma Physics of the Forschungszentrum Julich GmbH, Julich, Germany; and Atofina of Total-Fina-Elf Company, France.

Six partner project contracts were signed since June with IMG, Germany (P-077); Warwick University, U.K. (P-081); General Electric Corporation, USA (P-084); Lawrence Livermore National Laboratory, USA (P-089); EOARD, USA (P-092); and Texas Tech University, USA (P-093) for a total of \$329,899 + €174,916. In addition, four existing projects were extended by 12 months each with Max Planck Institute of Plasmaphysics, Germany (P-034b); EOARD, USA (P-044a, P-057a) and with National Cancer Institute, USA (P-003c) for a total of \$335,984. [TOTAL approx. \$823,307].

The first IPR seminar to be held in Georgia was carried out by STCU in Tbilisi in cooperation with the ISTC on Sept. 19, 2001.

The first "How to Commercialize Innovations" course was held in Tbilisi, Georgia by STCU in cooperation with the ISTC on Oct. 19.

The SG undertook its second major European promotional mission in late November to Germany. Presentations and information exchange opportunities were coordinated by German organizations in 3 major cities.

PROJECT PIPELINE

**PROPOSALS ABROAD FOR 13<sup>TH</sup> BOARD REVIEW**

<i>NUMBER OF PROPOSALS REMAINING FROM THE FIRST 12 GOVERNING BOARDS AND PRESENTLY UNDER EXTERNAL REVIEW (USA)</i>	208
<i>[1 - 8<sup>th</sup> Brd.; 25 - 10<sup>th</sup> Brd.; 77 - 11<sup>th</sup> Brd.; 105 - 12<sup>th</sup> Brd.]</i>	
<i>NUMBER OF PROPOSALS REMAINING FROM THE FIRST 12 GOVERNING BOARDS AND PRESENTLY UNDER EXTERNAL REVIEW (EU)</i>	67
<i>[9 - 10<sup>th</sup> Brd.; 34 - 11<sup>th</sup> Brd.; 24 - 12<sup>th</sup> Brd.]</i>	
<i>NUMBER OF PROPOSALS SENT ABROAD FOR THE 13th BOARD (EU+USA)</i>	282
<i>NUMBER OF PROPOSALS SENT ABROAD FOR THE 13th BOARD (Canada)</i>	257
<i>SUBTOTAL (USA)</i>	490
<i>SUBTOTAL (EU)</i>	349
<i>SUBTOTAL (CANADA)</i>	452

**STATUS OF REGISTERED PROPOSALS**

*NUMBER OF PROPOSALS AT STCU UNDER PREPARATION* 210

**STATUS OF REGULAR FUNDED PROJECTS (YEAR-TO-DATE)**

*TOTAL REGULAR PROJECTS FINANCED* 376

*ACTIVE REGULAR PROJECTS AS OF DEC 31/01* 197

*NUMBER OF REGULAR PROJECTS COMPLETED TO DEC 31/01* 179

**STATUS OF PREVIOUS BOARD APPROVED REGULAR PROJECTS**

*CONTRACTS FROM THE 10<sup>TH</sup> BOARD AWAITING WORKPLAN APPROVAL* 4

*CONTRACTS FROM THE 10<sup>TH</sup> BOARD UNDER PREPARATION AT STCU* 1

*CONTRACTS FROM THE 11<sup>TH</sup> BOARD AWAITING WORKPLAN APPROVAL* 12

*CONTRACTS FROM THE 11<sup>TH</sup> BOARD UNDER PREPARATION AT STCU* 2

*CONTRACTS FROM THE 12<sup>TH</sup> BOARD AWAITING WORKPLAN APPROVAL* 8

*CONTRACTS FROM THE 12<sup>TH</sup> BOARD UNDER PREPARATION AT STCU* 27



Leo Owsicki  
Executive Director  
December 3, 2001