



# Social Responsibilities Round Table Newsletter ALA

January 1983

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## State of the SRRT Budget

Now that we are well into fiscal year 1982/83 and are preparing to gather in San Antonio, it may be useful to examine the financial realities of round table life.

### Q. WHERE DOES THE MONEY COME FROM?

A. Membership dues, period. (A small amount is also generated by the sale of the Newsletter.) In 1981/82, dues income amounted to \$5377.00. There are only two ways of increasing our income: raising dues, and increasing the membership.

### Q. WHAT IS THE MONEY SPENT ON?

A. Very roughly, there are four broad expenditure groups: fees to ALA for the services they perform for us; operating expenses, such as postage and telephone; printing and mailing the Newsletter; and Task Force activities. A certain amount is usually allocated for conferences and meetings (e.g. for speakers' honoraria), but in recent years expenditures have not been incurred in this area.

### Q. WHO DECIDES HOW TO SPEND IT?

A. Non-task force budget items are pre-determined or based on the previous year's expenditures; the amounts are set by consultation among the ALA Liaison, the Treasurer, and the SRRT Coordinator. Each January, at the Midwinter Conference, Action Council approves the Task Force budget for the following fiscal year. Thus, in January 1983, Action Council will act on the 1983/84 budget, for the fiscal year beginning September 1, 1983; budget requests will be sub-

mitted by Task Force coordinators. In addition, Task Force allocations for the current fiscal year, frozen because of a spending trend which threatened to empty the coffers, will be re-examined.

### Q. HOW MUCH IS IN THOSE COFFERS RIGHT NOW?

A. About \$8000. This will be augmented by dues payments, the approximate amount of which should be known by January.

### Q. WHAT PORTION OF THE BUDGET IS ALLOCATED TO THE TASK FORCES?

A. Before the spending moratorium, the total allocated to the Task Forces for 1982/83 was \$3750. The total for everything else is \$7862.

### Q. HOW MUCH DID SRRT SPEND IN 1981/82?

A. \$7215 was the total spent by the round table. \$3120 had been allocated to the Task Forces; \$3511 was spent.

### Q. WHY IS THIS YEAR'S BUDGET HIGHER THAN LAST YEAR'S EXPENDITURES?

A. Partly because of inflation, and partly because, in an effort to improve service to all SRRT members, Action Council decided to lengthen the Newsletter from 8 to 12 pages. In practice, not every issue will be that long, and it is unlikely that the entire amount budgeted will be spent.

### Q. WHAT ARE THE LOGISTICS OF PAYING SRRT BILLS?

A. All financial transactions are administered by SRRT's ALA Liaison, the  
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To: SRRT Members

From: Linda Pierce, SRRT Coordinator

There have been some important things happening in regard to SRRT this fall and I would like to share them with you. Most crucial and disturbing is our financial situation. In September, a memo was sent from the Treasurer, Jeanne Kocsis, to all Task Force coordinators and Action Council members stating that our proposed budget for this fiscal year, 1982-83, exceeded our expected income and thus, Action Council was imposing a spending moratorium on the Task Forces until the 1983 Midwinter meeting. This was a drastic, but necessary step to keep SRRT fiscally responsible. The State of the SRRT Budget can be found on page 1 of this Newsletter. Please read it and attend the Action Council meetings in San Antonio, where the budget will be discussed. Decisions about how to allocate resources require input from as many people as possible. If you cannot be at San Antonio, write and let me know your feelings on this issue.

The financial situation for SRRT will not improve unless we make a concerted effort to increase our membership. Only by building our membership base can we afford to support the Task Forces at reasonable levels. I ask all of you to make it one of your goals for the new year to talk to colleagues about SRRT and encourage them to join. SRRT once had almost double its present membership and there is no reason to believe that it cannot reach that point again.

Action Council has invited ALA presidential candidates, E.J. Josey and Ella

The SRRT NEWSLETTER is published 4 times per year. Manuscripts and letters pertaining to editorial content should be sent to the editor at the Enoch Pratt Free Library, 400 Cathedral Street, Baltimore, MD 21201, attention of Doris Kirschbaum, General Reference Dept. Other correspondence should be sent to SRRT/ALA, 50 E. Huron St. Chicago, IL 60611.

DEADLINE FOR THE NEXT ISSUE IS FEB. 15!

Gaines Yates to a Forum to take place at San Antonio during the Midwinter Conference. Moderated by Barbara Pruett, the Presidential Candidates Forum is scheduled for Sunday, Jan. 9 from 8-10 P.M. We encourage all SRRT members (and non-SRRT members) to attend. A summary of the Forum will appear in the next SRRT Newsletter.

I am pleased to announce that former Action Council member, Bill Galaway, has agreed to fill in for Nancy Gruber who had to resign from Action Council this year. Bill is an active member of the Illinois SRRT group and will be an asset to Action Council. I remind all of you that soon after Midwinter, we will be taking nominations for people to run for Action Council. Please consider taking an active role in SRRT affairs by running for office.

Again, I encourage you to write to me or other members of Action Council to tell us your views and opinions of what is, or should be, happening in SRRT. My new address is: 3634 Edwards Rd. #32 Cincinnati, Ohio 45208.

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AN OPEN LETTER TO SRRT MEMBERS

FROM: KATHLEEN M. HEIM, EDITOR, RQ

Each time I read the SRRT Newsletter, the diversity of activities and important work being carried out by members amazes me--but I always want more! I'd like to read a paper on the EMIE's various conference programs or learn more about the activities of the International Human Rights Task Force. I am sure many other members of ALA feel the same.

As new editor of RQ, a journal whose editorial policy includes the statement that it is concerned with "user-oriented library services," I would like to extend a special invitation to SRRT Task Forces to consider developing articles about your efforts for publication. I would be happy to correspond with interested writers about development of articles. Now, more than ever, the importance of SRRT deserves the widest exposure possible. Please help me to make RQ an additional forum for social issues and library service.

# OPM Standards

The Honorable Donald J. Devine  
Director  
Office of Personnel Management  
1900 E Street, N.W.  
Washington, D.C. 20415

Dear Dr. Devine:

As you know, the American Library Association has been involved, as far as possible under OPM's ad hoc rules, in review of the proposed standards for library and information service (LIS) positions. Beginning in April of 1982, when we submitted over 400 substantive changes to OPM's first effort to revise the standards, we have continually and systematically attempted to provide dispassionate, objective, technically supportable professional advice and assistance to you and your staff. Unfortunately, it is now clear that both you and your staff have chosen to ignore our offers. This is in direct contravention to your testimony at the September 30th hearing on pay equity which was convened by subcommittees of the House Committee on Post Office and Civil Service and chaired by Representative Patricia Schroeder of Colorado.

Let me state in documented unrefutable fact ALA's objections to both your modus operandi for revising these standards and the major, patently observable errors in the revisions which clearly are at variance with your own (OPM) directives, the Primary Standard and portions of Title 5 of the United States Code. I will summarize ALA's objections below. I refer you to the two Enclosures to this letter for details.

ALA's major objections both as to the content of the proposed standards and your personal control of the review cycle are:

1. A totally new and substantially different rewrite of all four standards was passed off as being merely a "revision" of the earlier draft which was dated December, 1981.

2. Insufficient time was allowed to review and comment on the rewrite. In addition, review conditions (time, place, document availability) were clearly inadequate.

3. Many critical, substantive omissions, misinterpretations and errors of fact which had been identified to OPM during the review of the first draft were not corrected in the rewrite. Many additional, equally critical omissions, misinterpretations and errors of fact appeared for the first time in the rewrite.

4. OPM continues its effort to establish two classes of professionals, viz. librarians holding masters degrees would enter federal service at less pay than would persons holding comparable masters degrees in other professional series. In addition, you, personally, have publicly misrepresented ALA's position on educational credentials.

5. An obvious sexual bias continues to permeate these revised standards. Thus far, OPM has failed to address this critical area realistically or meaningfully.

For these reasons, ALA takes the position that neither of OPM's attempts to revise the LIS standards has been successful. Both are seriously flawed in substance, chiefly because OPM has ignored its own mandate to involve agency managers in the standards development process. Instead, Federal library managers and agency classifiers and staffing specialists have been permitted only limited critiques of complicated and convoluted drafts after their preparation.

ALA assumes that you share our desire to insure the development of accurate, realistic, fair, and comprehensible standards for federal librarians and library technicians and the programs they serve. Therefore, we recommend that:

• the second drafts of the LIS standards be treated for what they are - entirely new documents virtually

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# NEWS AND NOTES

## WANTED:

### LIBRARY UNION TASK FORCE COORDINATOR

The Library Union Task Force is looking for a new coordinator. Joan Higbee, who organized and led the Task Force since it began, gave up the position in July in order to complete other professional activities. Julie McCartney took on the job but has had to resign. Miriam Crawford is now acting as Interim Coordinator until a replacement is found to serve at least until the Los Angeles Conference, June 1983. If you are willing to take the position or to help on a specific task -- L.A. Conference program, doing a column for the SRRT Newsletter, compiling a directory of library union and unionists are the immediate tasks -- contact: Miriam Crawford, 4240 Parkside Avenue, Philadelphia, PA 19104 (home phone 215-877-1250, work 215-787-8240).

### LIBRARY UNION TASK FORCE MEETING:

Monday, Jan. 10, 8-10 P.M.

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### HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS

Whether they intend to or not, and despite the legislation they pass which may promote the welfare of numbers of their citizens, national governments are still the worst offenders of individual human rights. At different times, and for various purposes almost every nation has yielded moral principles in its standards of justice for the purposes of personal, political or national power.

Non-governmental organizations (NGO's) represent a viable possibility for promoting and protecting international human rights. NGO's are those organizations with consultant status with the Economic and Social Council of the UN, with the ILO, UNESCO or other intergovernmental organization. NGO's include professional associations and trade unions, foundations and church groups, relief organizations, research institutes, or simply groups of private citizens with a common interest in a particular policy or goal. Amnesty International, Nobel Peace Prize winner in 1977, and the International Commission of Jurists are two of the most well-known and respected NGO's in the field of human

rights. Both AI and ICJ conduct missions to investigate national situations; hold international conferences to promote the dialogue for improving human rights observance; and of importance to librarians, they each document their information and concerns through active publication programs. More libraries subscribing to such sources would be one way of demonstrating responsibility for obtaining authoritative and balanced information for the public's right to know.

Many smaller NGO's and committees or sections of other associations monitor or work for progress in human rights, linking their membership with the decisions and actions of policy makers and citizen's groups, by sharing information and resources. In the United States, some of the professional groups which have made statements or initiated efforts in behalf of "the victims of politics," include the American Association for the Advancement of Science (AAAS) which operates a Clearinghouse on Science and Human Rights; and the American Bar Association, whose International Law Section has started a Concerned Correspondents Network. In July 1982, SRRT's International Human Rights Task Force was formed to encourage and enable librarians to join in such efforts by building a network for human rights information. Learn how you can contribute to the cause of international human rights. Attend the Task Force meetings at Midwinter in San Antonio.

Lee Regan

### Bibliography: Peace and Human Rights

Joyce, James Avery. "Is There a Right to Peace?" Christian Century, V.99#6, February 24, 1982. p. 202.

Kampelman, Max M. "Armaments and Human Rights; U.S. statements before the Conference on Security and Cooperation in Europe." World Affairs, V.144, Fall 1981. pp. 91-109.

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# MEN'S ISSUES TASK FORCE NEWSLETTER

## WINTER 1982-83 NO. 2

### MEN, WOMEN AND POLITICS

One reason for women candidates' disappointing showing this year (no new governors or senators and a one-seat increase in House) is that they weren't "man enough" to be electable. They were unable to embody male myths which comprise our archetype of a political leader.

These myths are traditionally called up by the master of ceremonies delivering the standard election-year introductions: "a war hero," "a successful businessman," "a man of courage," and says, "All right, which one of you guys wants to go first?"

Many American Presidents have been military heroes, from Washington, Jackson and Grant to Eisenhower and Kennedy. In fact, most of our political men have at one time been military men.

The athletic myth has also been a popular campaign gimmick. In 1980, Lawton Chiles was elected to the Senate by walking his state of Florida -- touching off a trend. Meanwhile, America was beginning to elect former athletes like Jack Kenn and Wilmer "Vinegar Bend" Mizell to Congress.

Another common motif in campaigns these days is that old male stand-steady -- toughness. And one of the most common, and least subtle, gimmicks to illustrate toughness is for the candidate to be pictured, gun in hand, on the firing range.

William Winter used this in a 1979 campaign commercial to win the governorship of Mississippi, which the commercial described as "the toughest job in Mississippi." The commercial helped him zoom past a woman who had had an enormous lead in the polls.

Last year Charles Robb appeared on the firing range on his way to Virginia's Executive Mansion. Illinois gubernatorial candidate Adlai Stevenson III was seen practicing his marksmanship.

But two months ago, Stevenson accused his opponent, Governor James Thompson, of implying that Stevenson is a "wimp." Stevenson even took out \$50,000 worth of campaign ads -- using his own money -- to defend himself against this implication. (The incident recalls the time when "New Times" magazine named William Scott of Virginia the dumbest senator. He called a news conference to deny it, which Art Buchwald noted proved he was the dumbest senator.)

A dictionary of contemporary usage defines a wimp as "an unathletic or unaggressive person, often considered a weaking or sissy." In other words, not much of a man.

Illinois media had a field day with Stevenson's faux pas. Chicago Sun-Times columnist Mike Royko presented a dead-on defence of Stevenson, said he was definitely not a wimp ... but probably a nerd. Stevenson's huge lead plummeted -- and he lost.

Edmund Muskie cried on national television -- and was out of the 1972 Presidential race. (Imagine how bad Lawton Chiles would have looked had he abandoned his walk.)

After Ed Koch had won his first mayoral race in New York City, his media adviser -- David Garth -- said that what had worried him most during the campaign was that somebody would call Koch, who is single, homosexual. (It's a good thing for Koch that he didn't call a news conference to deny being a homosexual.)

Myths that inspire people can be useful tools in political leadership, but there are drawbacks to these.

The military and athletics are oriented to quantity of success, not quality. "Winning isn't everything, it's the only thing." Most decisions public figures make have more to do with quantity than quantity.

Unlike the military and athletics, government work involves brains, not brawn. With the exception of the President, our political leaders don't lead troops.

Toughness is a role so-called real men play, but it's difficult for voters to evaluate a candidate who's playing a role.

And the candidate must be able to separate myth from reality. Despite his background as an actor, Ronald Reagan doesn't do this well. He's proving America's manhood by building up its arms arsenal. And he's gotten implacably tough with domestic groups -- like PATCO and the poor -- to whom he seems to be saying, "Be a man."

The biggest disadvantage of our reliance on male myths is a lack of flexibility. Politicians must hew to a hard line -- never be soft or feminine. This makes it difficult for the electorate to accept "softer" people -- like women -- as leaders, thus seriously depleting the national talent pool.

We need to diversify our stock of myths, and we need myths that allow leaders to be people, not actors.

The entry of large numbers of women into politics will help. But it will take a long time.

What will accelerate progress is for men to realize that these roles limit us. That we need new roles and skills and options. So does our political system.

Dan Logan is a former Capitol Hill speechwriter and is executive director of Free Men, a pro-equality men's organization.

### MEN, WOMEN AND ABORTION

Before abortion was legal, absolute choices about the possibility of producing children were restricted to two, i.e., the choice to be fertile or sterile and the choice to or not to copulate with a fertile member of the opposite sex.

Legalized abortion provides a woman with a third absolute choice. A man has no such abortion choice. Therefore, are we to say that had the Equal Rights Amendment been ratified legalized abortion should have become unconstitutional?

The film, TEX, is a significant statement about men's lives. As a Disney production, it both reflects and influences society's changing attitudes. It also deserves applause for excellence.

S.E. Hinton's book, Tex, is an extraordinary observation of male behavior. The story, although not devoid of women, is largely uncomplicated by them. The mother of Tex is dead. Other women appear only in bit parts except one, Jamie, Tex's best friend's teenage sister. This unusual absence provides a setting for males to emerge in every day life as observable in their own whole womanless right.

And what a surprise. Here are males who know how to love and care for each other, to be afraid, to cry, to accept defeat and to talk about how they feel. They not only worry about getting enough to eat but about nutrition as well. They wash clothes and dishes. They sleep regularly (mostly), they attend school and they seek medical attention when they need it. They live in a house that looks like a home even though it isn't obviously decorated by a woman for other women. They belong to an all male family and they are nurtured by it. None among them is homosexual, homophobic or effeminate. None walks away from a fight. None walks away from an adventure.

Jamie, the one significant female, is as unencumbered by female gender role stereotypes as the boys are male ones and, therefore, is as atypical. She is faithful, trustworthy, independent, ambitious, intelligent, friendly, honest, strong, skillful, feminine and wise. She gives good advice.

Tex loves his horse, his brother, and Jamie. He also loves the man he thinks is his father. He cries, he hurts, he has feelings, he hates, he enjoys, he wins and he loses. He holds a baby and receives a gift of flowers. He risks his life three times. But perhaps most important, Tex has not been so limited by gender-role stereotypes that he has lost his capacity to resolve life with his whole self. He can profit from profound realizations and he is prepared for a lifetime of such renewal. This boy may not just be learning old tricks all over again. This boy may be learning from a new perspective.

Carl M. Mays, Chair and Action Council Representative

SRRT BUDGET (Continued from p. 1)

Director of the Office of Library Outreach Services. In the case of Task Force expenditures, each coordinator sends receipts for expenses incurred to the SRRT Treasurer for approval. The Treasurer checks to make sure that the request is within the amount budgeted for the Task Force, and forwards the approved receipts to the ALA Liaison, who reimburses the Task Force coordinator.

Q. WHAT HAPPENS WHEN EXPENDITURES ARE HIGHER THAN THE AMOUNT BUDGETED?

A. For operating expenses, etc.: the Treasurer and the ALA Liaison examine the reasons, and take them into account when planning the budget for the following year. For Task Forces: for reimbursement, the coordinator must apply to Action Council for a supplemental appropriation.

Q. THERE SEEMS TO BE PLENTY OF MONEY COMING IN THIS YEAR TO COVER THE BUDGET. WHAT'S THE PROBLEM?

A. The fiscal year begins in September, but dues income is not known until January. Sometimes invoices for the previous year are not received until fall; this throws off the planning process. But the crux of the problem is that because of increased spending, SRRT begins each fiscal year with a lower balance. Next September, the predicted balance will not be high enough to carry the 1983/84 budget, assuming that the level of income generated by dues remains about the same.

Q. IF SRRT ENDS UP IN THE RED, WILL ALA BAIL US OUT?

A. ABSOLUTELY NOT!

Q. WHAT ISSUES WILL BE DISCUSSED AT MIDWINTER?

A. We will talk about how to increase our membership; whether changes need to be made in the budgetary process; how the number of Task Forces affects or does not/should not affect the budget; alternative ways of raising money; and whatever else is brought to Action Council's attention.

Q. HOW CAN SRRT MEMBERS HELP?

A. 1. Recruit your friends! Share your Newsletter. Tell people about your favorite Task Force. At \$5, SRRT is a bargain.

2. Bring your ideas to San Antonio, and attend the Action Council budget meeting. If you can't make it, send your comments and concerns to one of the following: Linda Pierce, SRRT Coordinator; Jeanne Kocsis, SRRT Treasurer; Jean Coleman, Director, OLOS. (See Newsletter no. 65 for addresses.)

Jeanne Kocsis

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OPM STANDARDS (Continued from p. 3)

unrelated to the former drafts. They should undergo OPM's formal 90-120 day review procedure so that agencies, educators, and the total library community will have adequate time to review and comment on them.

•new drafts of the standards be prepared, based on comments received about the second drafts. These should be developed by a joint, full-partners team composed of OPM specialists, professional federal librarians, library users and agency personnel specialists, ALA and other representatives from nonfederal components of the library community. Since all OPM standards affect our society and economy far beyond the bounds of the federal government, outside representation and participation on the team is particularly critical. You may recall that during the September 30th hearings, Representative Schroeder showed special interest regarding the nature and extent of OPM's contacts with librarians in the private sector during the standards development process.

ALA looks forward to future communication from you. We are prepared to continue our work with your staff on this most important task.

Sincerely,

(signed)

Elizabeth W. Stone  
Dean, Graduate School of  
Library and Information  
Science  
Catholic University of  
America  
Immediate Past-President  
American Library Association

## NEWS AND NOTES (Continued from p. 4)

### Peace and Human Rights Bibliography

"Peace and Human Rights/Human Rights and Peace" (Special Issue) Bulletin of Peace Proposals, V. 10#2, 1979. pp. 157-245.

"The Right of Peace and Development" (Special Issue) Bulletin of Peace Proposals, V. 11#4, December 1980. pp. 315-415.

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THE CHILDREN'S PEACE NETWORK was created in June 1982 to serve as a clearinghouse for activities and materials for children, to facilitate their participation in the creation of world peace by acknowledging their visions and contributions and catalyzing projects in families, schools, churches, communities. It has no religious, political or ideological affiliation, and its sole purpose is to support and acknowledge children's concern for and work for peace.

It is collecting information, curricula materials, educational kits and information materials in general, with a catalog available for \$1.00. They are planning a capitol hill campaign in November in which children will be visiting the congressmen and delivering a book, Peace Child, which is the writings of children on the subject.

Plans are in the works for a Children's Peace Day, possibly on Valentine's Day.

For more information, write:

Marty Dutcher, Director  
CHILDREN'S PEACE NETWORK  
Suite 1126

1346 Connecticut Avenue, N.W.  
Washington D.C. 20036  
(202) 835-0777

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### MILITARISM AND EDUCATION

The latest issue of Interracial Books for Children Bulletin, V.13 #6&7, 1982, has as its theme: Militarism and Education. Racism, Sexism and Militarism: The Links. The Special Double Issue, published by Council on Interracial Books for Children, 1841 Broadway, New York, N.Y. 10023, is available for \$3.00 plus 50¢ handling.

## CAREER DIRECTORY

GOOD WORKS: A Guide to Social Change Careers. Second Edition by Kathleen Hughes. Preface by Ralph Nader. Price \$25.00, spiral bound, 300 pp. Appendix and indexes. ISBN 0-936758-06-6. Washington, D.C. Center for Study of Responsive Law, 1982. Box 19367, Washington D.C. 20036.

Updated and expanded, the directory lists organizations engaged in social change and provides detailed information on:

- ▶ aims and projects of over 450 organizations,
- ▶ staff breakdowns with listings of qualifications for each job,
- ▶ starting salaries and benefits,
- ▶ staff openings/year,
- ▶ internships available,
- ▶ annual budget and funding sources,
- ▶ how to apply for jobs.

Also includes:

- ▶ profiles of young activists now working across the country,
- ▶ a list of support networks of social change organizations that can refer job seekers to social change groups in their area of interest,
- ▶ a list of publications that may be helpful to those looking to focus their social change job aspirations,
- ▶ topical and geographical indexes.

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## SYNTHESIS PUBLICATIONS

Publisher and distributor of progressive books and journals. Books address a wide variety of topics such as international politics, world economy, women, taxation, socialism, health and criminology. Journals on criminology, national issues and international conflicts provide timely information and analyses from a critical, left perspective. For a free brochure, write: P.O. Box 40099, San Francisco, CA 94140. (415)282-5272.

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## ALA PRESIDENTIAL CANDIDATES FORUM

Sunday, January 9 from 8-10 P.M.  
Midwinter Conference, San Antonio  
Guests: E. J. Josey & Ella Gaines Yates  
Moderator: Barbara Pruet

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