

South and East Yorkshire

Enterprise Weekly

The definitive small business e-newsletter

fsb³
Experts in Business

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Enterprise Weekly FORTHCOMING EVENTS

Doncaster networking event is open to all



Chief Superintendent Richard
Butterworth

The FSB is joining forces with Doncaster Chamber of Commerce to present a free breakfast networking event to help local businesses share best practice, be inspired by others and build on their current network of contacts. There will also be a short info and discussion slot presented by special guest speakers Chief Superintendent Richard Butterworth – the man who has responsibility for tackling business crime across South Yorkshire – and his colleague Sergeant Katherine Wallis, who has special responsibility for dealing with child sexual exploitation. They will discuss the services they provide to help prevent small businesses from becoming the victims of crime.

The FSB will also update delegates on their campaign strategy to promote and protect the interests of the self-employed and small business owners.

For members and non-members wanting to create awareness of their business and build relationships with other business people, here's a prime opportunity to meet a number of key decision makers all in one room before the working day has begun. Chamber and FSB staff will be on hand as always to help with initial introductions, to put you at ease, and create a relaxed and informal atmosphere.

The event will take place at 8.00 - 9.30am on Wednesday 10 February 2016 at the Castle Park Rugby Club, Doncaster. It is free to attend, but booking is essential to help with catering arrangements.

To book, visit: <http://doncaster-chamber.co.uk/basket.asp?event=363>

Join FSB at Yorkshire's primary networking event



The FSB warmly invites you to join us at a major Yorkshire regional networking opportunity, the "*Inspiring Yorkshire Business*" event, which will take place at 9.00am – 3.00pm on Thursday 18 February 2016 at the Magna Centre, Rotherham.

Magna is bringing together 100 high-profile exhibitors, informative workshops and a wealth of main-stage presentations throughout the day from nationally-renowned speakers. The event is free to attend for all businesses.

Experts in Business FSB are proud to be major sponsors of the event and hope to see our members from across the region paying us a visit during the day.

For further information or to book a stand visit:

<http://www.mymagnaevent.co.uk/events-calendar/the-inspiring-yorkshire-business-event>

Making history for a successful city: Sheffield's first heritage conference



A one-day Heritage Conference, a key event in Sheffield's Year of Making, will be held in the city on Saturday 16 April. It will be a major feature of the Year of Making.

"This is a first for Sheffield - a conference that explores how our past shapes the present and how it can guide the future," said Brian Holmshaw, chair of the conference steering committee. "We have an opportunity to talk over the future of this city's heritage - from our world renowned industrial legacy to the

lesser known corners we all cherish - picture houses of the 1920's, Tudor buildings fit for a Queen, churches, cemeteries and civic buildings, pubs and parks, right through to the gritty histories of our established and more recent communities in their homes, streets and workplaces.

"We want to inspire and challenge the many people in Sheffield that we know have a keen interest in heritage to discuss the place of heritage in Sheffield's life," added Brian. "This conference should foster an understanding of the contribution heritage makes to a successful city, and to community cohesion, better awareness of Sheffield's heritage players, and knowledge of how we can design and deliver a city heritage strategy - something Sheffield conspicuously lacks at the moment."

The keynote speakers are experts in their field: Harry Bowell of the National Trust and Paul Seddon from Nottingham City Council. The one-day conference, supported by the University of Sheffield and hosted by Sheffield Hallam University, will be built round four main themes: Economic Vitality and Tourism; Health and Wellbeing; Cohesion and

Community Pride; A Quality Heritage Environment. Delegates will take part in workshops looking at how heritage can contribute to each of these. The conference will take place at Sheffield Hallam University.

Register at: heritageconference2016@gmail.com

Tour a global leader in steel and get the latest from HR law expert

an invitation to join us for a
free breakfast



Rotherham Hospice's next Business Breakfast event takes place at 8.00 – 10.00am on Thursday 25 February at one of the world's leading stainless steel manufacturers, Outokumpu.

Jamie Sharp, Managing Director of , is kindly hosting the event and will take guests on a tour of Outokumpu Stainless Distribution. The guest speaker is Jay Bhayani, Managing Director of Bhayani

HR and Employment Law. Whether you're running a microenterprise, a SME or a global business, you need to ensure you are adhering to employment legislation. With new policies such as the Apprenticeships Levy; Taxation of employee benefits; and the new Exclusivity Terms in Zero Hour Contracts (Redress) Regulations now in force, there are plenty of HR developments to be aware of.

The event includes breakfast, networking, a briefing from Jay Bhayani and a tour of Outokumpu Stainless Distribution. Tickets are free but you must register for a place. If you wish to attend the Outokumpu tour please note: flat, closed-fronted shoes only.

Please book your place here: <http://www.eventbrite.com/e/business-breakfast-tour-a-global-leader-in-steel-and-get-the-latest-from-hr-law-expert-tickets-20944422331?aff=JV>

Operation Makesafe training delivered at HR forums



Jay Bhayani

Child sexual exploitation and anti - terrorism measures are the hot topics for leading Yorkshire employment lawyers' popular HR forums. As part of South Yorkshire Police's continued efforts to raise awareness of the key warning signs of child sexual exploitation, Operation Makesafe training is to be delivered to HR workshops in South Yorkshire.

The HR Exchange Yorkshire, delivered by Brewster Pratap recruitment group and Bhayani HR & Employment Law, will host a workshop in Doncaster on 24 February. The event will be held from 12.00 – 2.00pm and must be booked in advance.

Jay Bhayani, employment solicitor, said "We are in the 4th year of our HR forums which are well attended by local businesses and always strive to bring current information to our delegates. Sadly, this topic is essential for employers to understand in today's world."

At the workshops, specialist officers from South Yorkshire Police will be offering Operation Makesafe training: a South Yorkshire Police child sexual exploitation training

package that has been delivered to a number of industries across the region, including hotels and bus companies. Businesses are taught about the warning signs of child sexual exploitation, how to spot potential perpetrators and how to report suspicions to police, as they continue to crack down on this crime.

Sergeant Katherine Wallis, who delivers the Makesafe training, said: "Everyone has a role to play in safeguarding children and vulnerable young people, which is why I'm pleased we have another opportunity to deliver this training to businesses across South Yorkshire.

"I hope that the attendees find this session useful and informative as we work together to prevent young people from harm."

To get further details call Bhayani HR & Employment Law on 0114 303 2300 or email: hello@bhayanilaw.co.uk

The Profit of Good Health in Doncaster

Doncaster Council has adopted the national Workplace Wellbeing Charter and has organized a launch event to promote the Charter and the importance of workplace wellbeing to local businesses. It will be held at 8.30am – 2.30pm on Thursday 18 February at the Keepmoat Stadium, Doncaster.

The event is a great opportunity to find out more about workplace health and how your business can benefit. The day includes talks, presentations, workshops and a short play as well as an awards ceremony for businesses who have achieved the Workplace Wellbeing Charter.

Here's a snapshot of the event:

- Introduction to Workplace Health
- Workplace Wellbeing Charter Awards Ceremony
- The Ageing Workforce presentation
- 'Unlocking Dementia' – performance by DARTS
- The Fit For Work Service - a talk from Stephen Goodfellow from ACAS
- Workshops including Mental Health in the workplace, substance misuse in the workplace, how the fit for work service can support your business, Dementia Friends Awareness Session

To book a free place, visit: www.eventbrite.co.uk/e/the-profit-of-good-health-tickets-19740203480

February 2016 is going to be a big month for Doncaster...



Business Month returns in Doncaster for the third time in February. Playing host to over 30 events that give you the chance to raise your business profile and make new contacts and do business in the Doncaster business community. It is the perfect forum to share great ideas, inspire new businesses, host some superb events, provide networking opportunities and improve business relationships.

So what's planned in 2016? Already scheduled is the return of the Doncaster Business Showcase, to be held on Thursday 25 February at Doncaster Racecourse. This one day event, now in its seventh year is the

largest business expo in South Yorkshire and will play host to more than 1,000 visitors and over 180 exhibitors. It attracts a diverse audience drawn from new and established businesses as well as business support organisations, further education providers and professional services. It is the must attend event of the Doncaster business calendar bringing together businesses and individuals from across the borough and surrounding areas to promote their business, gain inspiration, learn the latest business skills and provide excellent networking opportunities.

For further information visit: <http://www.businessdoncaster.com/showcase/>

Enterprise Weekly

REGIONAL AND LOCAL NEWS

The business is growth in Sheffield City Region

Free, world class business support at a local level is now available to businesses of all sizes across the Sheffield City Region.

The Sheffield City Region 'Growth Hub' is open to all businesses whether just launching, or larger more established companies looking for help with Accessing Finance, Skills and Training, Exporting or Innovation. With plans to help create 6,000 businesses by 2022 and with several key aims being to cultivate entrepreneurial activity, increase the start-up rate, and grow the Sheffield City Region.

The Growth Hub operates a central Gateway across the City Region where the first contact is via telephone/email with a bank of skilled advisers. Specialist advisers can also be called in from the private sector, including finance experts who can advise and support on raising business finance.

Paul Houghton, LEP Board Member instrumental in bringing the Growth Hub to Sheffield said: "The launch of the Growth Hub marks a hugely important milestone for business support across our region. We now have specialist advisers and a range of programmes in place, all aimed at providing growth support for businesses and, critically, all of this support is designed to be of a consistent and high standard across the entire region and can be accessed through a single online gateway. However, we're not stopping here: over the next two years we will be extending and growing the range of business support activities as we lead the development of a world class Growth Hub."

Find out more at: <http://www.scrgrowthhub.co.uk/>

Driving the skills agenda and helping youngsters 'Get up to Speed'



The 6th Annual work-wise *Get up to Speed with engineering and manufacturing* event takes place on Wednesday 20 April. The event will return for a second year to Magna in Rotherham following the tremendous success in 2015 when the event attracted almost 2,000 visitors.

Driven by the regions employers and supported by founding sponsors Tata Steel and The Institution of Mechanical Engineers, joined this year by AESSEAL plc, Made in

Sheffield and Santander *Get up to Speed* is a highly interactive event aimed at showcasing the manufacturing, engineering and technology sectors, its employers and employment opportunities to school children, students, parents and educators. The event aims to inspire; building confidence and knowledge in these sectors as a great place to work in a fun and interactive way.

The Made in Sheffield brand is recognised around the world and the Sheffield region is renowned internationally for its expertise in high-precision engineering, metals production, new technologies and the high-quality design and manufacturing of products for a wide range of global industries. With manufacturing firmly placed on the national agenda, local companies understand the need to help celebrate and promote the manufacturing industry not just nationally and internationally but importantly locally to ensure that there are enough talented and skilled young people entering the industry to fill the regions growing skills needs.

Many local and national companies get involved in the event through The *work-wise* Foundation and attend with their apprentices to talk to young people about the opportunities and careers open to them. Get up to Speed is a free event which is already on target this year to break its record attendance of last year. It includes a wide range of hands on activities and is showcasing over 50 different business plus support and education organisations. Attractions this year so far include F1 & Motorcycle simulators, Virtual Reality Welding, University Formula Racing Teams, wheel change challenge, 2016 British Touring Car Championship Vehicle plus much more to be still to be revealed - and they even have a Dalek!

Anyone interested in attending or exhibiting should visit:
<http://www.getuptospeed.org.uk/>

Want your business on TV?



TV company Label 1 is producing a new Channel 4 documentary series, provisionally called *'The Interview'*.

Label 1 is a new production unit which is part of ITV Studios. Its founders, Simon Dickson and Lorraine Charker-Phillips, have been behind some of the country's most popular and successful factual television, including *'One Born Every Minute'*, *'24 Hours in A&E'* and *'First Dates'*.

The proposed format of *'The Interview'* is very simple. It follows the interview process for real jobs being offered by real employers, using multiple

cameras to capture the excitement and drama of the interview from both sides of the table.

Label 1 is looking to speak to local employers who are passionate about their work and about finding the right candidate for their company: whether they are a high street shopowner or a rapidly expanding start-up, a family business or a bigger corporate organisation. Label 1 would welcome the chance to talk further to any local businesses that might be interested in finding out more and taking part in the programme.

For more information email: TheInterview@Label1.tv

Help the kids saved from the traffickers



Richard Shaw

Richard Shaw left his home in Hull and went to teach in Southeast Asia in 2009: it was a way to do something useful during a worldwide recession. He was unaware of the child trafficking problem through the golden triangle at that time but soon realised that the scale of the problem was (and still is) immense.

With the aid of some long term military connections in Thailand and Cambodia Richard took on the child trafficking convoys through the golden triangle. The rescued children were sent to trusted refuges in Thailand that Richard and his associates support with their own money.

Richard and his colleagues have set up a fund called SAACT (Stop Allowing Asian Child Trafficking) that they use as a repository for the money they get from their friends and colleagues that is used to ensure the rescued children are fed, clothed, housed and educated.

Richard's 'extra-curricular' activities included the design of a very simple solar storage system (designed for use in remote areas of Myanmar) the smallest of which stores 4.8kw of power - DC stored in 6 batteries, channelled through an inverter to produce 240VAC - the largest of which stores over 15kwh. These storage systems are still going strong in the villages of Southeast Asia and Richard's personal one is saving him about 50% on his electricity bills. The latest one also stores economy 7 power so households/businesses can benefit from economy 7 rate during the day, an immediate saving of 50% without the need for solar panels.

Richard has now put together a 30 page step by step build manual complete with a list of components that would allow anyone to put a system together in less than one hour once the components have been purchased. He is happy to send this to anyone who makes a donation to the rescue fund to help the kids saved from the traffickers. The plans can be sent on DVD or electronically.

To make a donation and save 50% of your electricity bill, email Richard at: powerunit30@gmail.com.

Hull MPs seek views of Hull businesses on EU in/out vote

By the end of 2017 the UK will have gone to the polls to decide whether Britain should remain a member of the European Union. It is important for Hull's MPs Alan Johnson, Karl Turner and Diana Johnson to know the opinions and concerns of the business community in Hull about the referendum and its possible outcomes.

To help them do this, they have compiled a survey which, once completed, will aid their understanding of the city's relationship with the EU and the potential impact of the referendum. It is important for them to understand the local implications of a yes or a no vote in the EU referendum and they are therefore asking Hull businesses to complete a short survey comprising primarily multiple choice answers which should only take 5 minutes to complete. The deadline for completion of the survey is 29 February 2016.

Should you have any queries regarding the survey, or any concerns, please get in touch with James Richardson in Diana Johnson's office on 01482 319135.

The survey: <https://www.surveymonkey.co.uk/r/hullandtheeu>

Developing a vision for Sheffield City Region



The leaders of some of the major institutions in the Sheffield City Region have come together over recent months to consider what more they could do to support the articulation and promotion of the long term strategic development of the City Region, which covers the administrative areas of Barnsley, Bassetlaw,

Bolsover, Chesterfield, Derbyshire Dales, Doncaster, North East Derbyshire, Rotherham and Sheffield. The focus has been on ways of complementing the existing initiatives, policies and plans as well as helping to explore possible new initiatives.

The SCR Vision project will aim to generate a refreshed and compelling long-term vision for the City Region. Specialist consultants from Kevin Murray Associates have been commissioned to look at the region's strengths and opportunities, as the basis for developing this 25 year vision. They will work with Professor Heather Campbell from the University of Sheffield, who is acting as strategic advisor for this work.

Over the coming months the team will be gathering evidence, holding in-depth discussion meetings and developing and testing scenarios with key stakeholders and partners across the region.

As the first stage in this process you are invited to submit ideas and evidence based on a series of prompt questions.

Download the questions at: <http://www.scrvision.com/wp-content/uploads/2016/01/scr-visioning-questions.docx>

Enterprise Weekly

NATIONAL NEWS ROUND-UP

UKTI to co-ordinate cross-government export activity

UK Trade and Investment will co-ordinate activity by other government departments to help UK firms to export more. As part of this new approach, UKTI will locate sector experts in key government departments to create a more cohesive approach to exporting. For example, it will create a Great British Food unit in the Department for Environment, Food & Rural Affairs.

Trade Minister Lord Maude said: "To improve the UK's export performance we need to get the whole of government mobilised and working towards the same goal. By putting a refocused UKTI at the centre of a co-ordinated cross-government approach relevant departments will share expertise to get UK businesses exporting."

For further information, go to: <https://www.gov.uk/government/news/cross-government-approach-at-heart-of-new-drive-to-boost-exports>

Write to your MP on Sunday trading



The FSB is a member of Keep Sunday Special, a campaign that opposes the Government's proposed deregulation of Sunday trading laws.

The FSB is calling on members, particularly those in retail, to write to their MPs in support of the campaign using the template on the Keep Sunday Special website.

Download the template at:

http://www.keepsundayspecial.org.uk/sites/keepsundayspecial.org.uk/files/downloadables/sunday_trading_-_template_letter_for_retailers.pdf

Digital single market initiatives recommended

Digital Single Market initiatives announced by the European Commission in May 2015 must be adopted without delay, the European Parliament has recommended. The initiatives include banning geo-blocking, which stops consumers in the EU from purchasing certain online goods and services due to their IP address or postal address, making cross-border delivery of digital services easier, and ensuring equivalent consumer protection across the EU for online and offline purchases.

Read more about the European Parliament's recommendations at:

<http://www.computerweekly.com/news/4500271272/Digital-Single-Market-must-be-adopted-without-delay-says-EU-parliament>

Small firms not doing enough to protect their premises

According to research by security specialists Digital ID, small firms are not putting in place enough physical security measures to protect their premises. The research revealed that as many as 59% of small firms' security measures comprised of just locks and security lights, and that security measures were not operational during working hours for nearly two thirds of small firms. The research also indicated that 36% of small firms' premises have no visitor security installed at all.

Adam Bennett, Digital Marketing Manager at Digital ID, said: "It's not just equipment that can be lost... but important data, such as payment details and intellectual property, costing a business its reputation as well as money."

For further information, go to: <http://www.itproportal.com/2016/01/19/smes-dont-take-security-seriously-enough/>



Enterprise Weekly
LEGAL UPDATES

Local broker advice on late paying customers

Late payments are causing serious problems for many SMEs, causing significant cash flow problems and risk some businesses closing according to Sheffield broker IFM Insurance. This follows findings by Zurich's latest SME Risk Index which found late payments are an issue for 53% of Britain's SMEs.

Despite many businesses feeling that more needs to be done, existing legislation can already provide SMEs with some much needed assistance. According to IFM, when faced with late payments by customers, businesses have several statutory tools at their disposal, including the ability to charge interest and recoup debt recovery costs.

John Leigh, Director at IFM Insurance said: "Understandably, many small firms may have concerns over enforcing their strict legal rights, including the fears of losing future business. However, fears of losing future business are often unjustified, and having clear terms and conditions from the outset can actually help foster lasting customer relationships."

Broker top tip on late payments:

- If no term has been specified, a payment is considered late after 30 days from the day a customer receives their invoice, or 30 days from when goods/services are delivered, whichever is later;
- If no interest terms have been agreed via contract, statutory interest can be charged at 8% plus the Bank of England's base rate;
- In addition to interest, businesses can charge a fixed rate (between £40 and £100 depending on the size of the debt) for the cost of recovering the debt. Suppliers can also claim for reasonable additional costs;
- Ensure each party is clear on their responsibilities, including those relating to timely payments, this reduces the chance of either party being surprised or disappointed by the actions of another.

Proposed changes to Tier 2 visa requirements

The Migration Advisory Committee has announced new proposals regarding skilled migrants who enter the UK through the Tier 2 visa route. The Committee has suggested that employers who bring in skilled migrants from outside the EU should be required to pay £1,000 per year for each migrant they recruit.

It has also recommended that the money raised from the annual charge should then be used to fund training for British workers in the industries where there are skills shortages. Further proposals also include increasing the Tier 2 salary threshold from the current £20,800 minimum annual starting salary for migrant workers to £30,000, in addition to tightening transfer rules between international offices to prioritise highly specialist workers.

For further information about the proposals, go to:

<http://economia.icaew.com/news/january-2016/business-slams-foreign-skilled-workers-proposals>

And: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/493040/MAC_TIER_2_REVIEW_PRESS_NOTICE_FINAL.pdf

Changes to regulation for all businesses that trade online

From Monday 15 February, all businesses which trade online must provide a link to the Online Dispute Resolution website by law.

All online traders should also already have a contact email address on their website. An online contact form that does not show the email address is not sufficient.

If you're unsure if this applies to you, or you want more information, visit:

<https://www.businesscompanion.info/en/quick-guides/business-information-other/alternative-dispute-resolution>

Enterprise Weekly

TAX AND MONEY

Concerns remain over HMRC service standards

According to research by ICAEW, the quality of HMRC services has continued to deteriorate despite HMRC recruiting over 3,000 call centre staff. Over 90% of survey respondents believed that HMRC service standards had either remained the same or had worsened with only one in five trusting HMRC to "get it right first time".

In addition, 57% of ICAEW members said the amount of time spent dealing with HMRC had increased, which is up from 47% last year. The most cited areas for improvement were call waiting times at 37% and better staff knowledge at 35%. However, the services provided by HMRC's dedicated agent line and agent account managers scored well in the research, and survey respondents believed these services should be developed further.

To read more about the research, go to: <http://www.icaew.com/en/about-icaew/newsroom/press-releases/2016-press-releases/hmrc-services-remain-a-major-problem-and-need-to-be-improved>

New tax guide – 'Business Expenses for the self-employed'

HMRC has a new e-learning course 'Business Expenses for the self-employed'. This easy guidance covers pre-trading expenses, 'day to day' expenses, Capital Allowances and Simplified expenses.

Following this guide will show you what expenses to claim when there is both business and private use.

See the guide at:

http://www.hmrc.gov.uk/courses/SYOB3/syob_3_exps/html/syob_3_exps_menu.html

Personal Tax Account – what is it?

The Personal Tax Account is a new digital service giving individuals better understanding and online access to their personal tax information. Self Assessment customers who are self-employed or pay business taxes such as VAT or Corporation Tax will be given access to their Personal Tax Account in the future.

The new service will continue to be developed based on user feedback and in depth customer research.

See your Personal Tax Account at: <https://www.gov.uk/personal-tax-account>

Insolvencies plunge in 2015

The latest Insolvency Service figures reveal company administrations fell to an 11-year low in the final quarter of 2015. The number of UK companies that went bust fell 10.3% year-on-year in 2015, dropping to 14,629.

Compulsory liquidations fell to the lowest annual total since 1981, as the UK continued to recover from the effects of recession. "The rate of GDP growth may have slowed but the economy is still in pretty good shape," said Glyn Mummery, partner at FRP Advisory.

However, experts warned that 2016 could be a tougher year. Ian Gould, business restructuring partner at BDO, said: "A falling stock market and the ongoing Brexit debate will continue to put doubt in the mind of British businesses."

Read more at: <http://www.telegraph.co.uk/finance/economics/12129830/Insolvencies-plunge-in-2015-but-companies-and-individuals-to-struggle-this-year.html>

LEISURE AND TOURISM NEWS

New CDM 2015 guidance for entertainment industry

The Health and Safety Executive has created an online resource to help people working in the events sector comply with the Construction (Design and Management) Regulations 2015.

The guidance describes how the roles and duties defined under the Regulations can be applied across the four main events industries: TV; film and broadcasting; theatre and performing arts; and live events.

Carl Hagemann, Chair of the Institution of Occupational Safety and Health's Sports Grounds and Events Group said: "There has been a demand from within the entertainments industry for this guidance. It clears up how the regulations apply to common events construction tasks, such as erecting temporary structures that may only be in place for a few hours."

For further information regarding the guidance, go to:

<http://www.iosh.co.uk/News/New-online-guidance-for-CDM-2015-and-the-events-industry.aspx>

CONSTRUCTION NEWS

Skills shortages drive up construction wages

While wages on average increased by 2% across the UK in Q4 2015, construction workers' wages rose by 6% in the same period according to the UK Construction Market Survey published by the Royal Institution of Chartered Surveyors in January 2016.

According to RICS, a shortage of skilled workers, such as bricklayers and quantity surveyors, is believed to be the cause of higher than average wage rises in the construction sector. Despite optimism about future growth and profitability, 66% of survey respondents reported that difficulty in hiring skilled workers has stopped them from taking on new work in Q4 2015.

For further information, go to: <http://www.citb.co.uk/news-events/uk/construction-wages-pushed-up-by-skills-shortages/>



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