

PULSE

News From The Anitua Group

Issue 20 | August 2014

*The official opening of the Lihir Poultry Project
(L > R) Colin Vale, Peter Suar, Hon Ben Micah,
William Lamur, Craig Jetson.*

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Minister Opens Lihir Poultry Project

The Lihir Poultry Project, part of the Lihir Agricultural Project located at Kunai was officially opened by Hon Ben Micah, Minister for Public Enterprises and State Investments in August. Numerous other dignitaries and VIPs were also in attendance including Anitua Executive Director Colin Vale, LMALA Chairman Peter Suar, Lihir Gold Ltd General Manager Craig Jetson and a large delegation from Mainland Holdings (suppliers of Niugini Tablebirds) who have partnered with Lihir Sustainable Development Ltd on the egg and chicken component of the agricultural project.

Stage One of the Poultry Project involves egg production which commenced in July this year. It's anticipated that a minimum of 55,000 eggs will be produced weekly by July 2015 when the Project reaches its full egg production target. Stage Two of the project, involving the production of pork, will commence once an abattoir has been built. The abattoir will also enable the farm to work toward Stage Three – meat birds.

Executive Director Report

When contemplating what to write for this article I couldn't help thinking how apt it would be to quote the famous opening words from the Charles Dickens novel, 'A Tale of Two Cities'.

"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair, we had everything

Not only will the eggs, chicken and pork be consumed locally on Lihir, particularly via the NCS catering contract with Lihir Gold Ltd – NCS Lihir currently use 6,000 eggs every day – inevitably surplus product will be exported off-shore to generate even further income for the people of Lihir. Thus the Agricultural Project will play an important part in the development of Lihir's post mine closure economy and hence its sustainability.



Minister for Public Enterprises and State Investments, Hon Ben Micah officially opened the Lihir Poultry Project in August.

before us, we had nothing before us, we were all going direct to Heaven, we were all going direct the other way. . . ."

Although Mr Dickens was referring to family tensions between love, oppression and hatred I can certainly see some similarities in where we are at today in the mining economy and the changes we need to make to adapt and indeed survive.

It was the best of Times

The farm is producing eggs and will soon

... continues on page 4



Diverse Services – Delivered Solutions

THINK SAFETY

News From The Anitua Group

NEWS FLASH



Safety Training for Anitua Logistics

The Anitua Logistics team in Brisbane recently undertook fire safety training. The training was conducted by Vertical Horizonz Australia – the RTO through which Anitua Mining Services (AMS) conduct their training. Vertical Horizonz are in the process of certifying all the Anitua Logistics staff in the statutory training required. In addition to the fire safety training they will be running training on the safe use of the 5t Gantry Crane as well as the dogging/rigging of loads – the majority of which are bound for Lihir.



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Group Safety Tok Save

The Anitua SHEC department recently conducted a group-wide employee safety culture survey. The survey questionnaire comprised 37 multiple choice questions pertaining to the safety aspects of communication, consultation, training and management interaction. The survey data is an excellent resource and will be used to both formulate the 2015 SHEC action plan and to allow the individual business units to work on specific areas within their own organization that require attention.

In other news the Anitua Behavioural Based Observation (BBO) and Safety booklets have been completed and will be rolled out in September.

The booklet or “Pasin Lukautem Poro” is an integrated risk management tool that contains amongst other things, a stop work authority issued by the Executive Director, Colin Vale. It authorizes all personnel to immediately stop any work that places themselves, colleagues, the environment

or equipment at risk of injury or damage. Other inclusions in Pasin Lukautem Poro are a BBO, a pre task safety inspection, a copy of the Anitua Nambawan Sefti Lo, a reporting matrix and a handy notes section. Pasin Lukautem Poro will be released in conjunction with the new Anitua Incident Management System (AIMS) in September. All Anitua SHEC committee representatives and team members received training on the database in August.

With just one exception there has been a decreasing trend in both the number of incidents and their severity over the last few months with the Group rapidly approaching 3 years LTI Free. This is representative of the hard work by the SHEC teams in raising safety awareness and competence within the business units.

The annual SHEC Awards are rapidly approaching so please ensure that you have identified and nominated SHEC ‘Champions’ and ‘Stars’ within your business. Also, don’t forget that the awards are open to include individuals that have championed the Elimination of Violence against Women. Finally, the annual SHEC management audit will commence in the first week of October and will continue through to November. This year the audit process will be more comprehensive and will take approximately one week per business unit. We will be utilizing the standard SHEC audit tool that was used last year so there will be no surprises.



**Sefti Em I
Namba Wan**



News From The Anitua Group

FSVAC trainer Ruby Matane (Far Left) with some of the Gender Violence Counselling trainees on Lihir.

Capacity Building: Gender Violence Counselling Training

Nine staff from five different businesses within the Anitua Group attended training to address Gender Violence on Lihir in August. The training was run by Ruby Matane, Anton Melki and Daniel Lakit from the Family Sexual Violence Action Committee (FSVAC) – PNG's peak body addressing gender violence. Not only was it the first time for this type of training to be held on Lihir, it was the first time that we had staff attend this type of training.

The training comprised four modules taught over four weeks and staff were given the option of which modules they would like to attend. Those staff who completed the Gender Violence Counselling modules will go on to attend two more blocks of training which will result in a properly recognised and accredited qualification. The remaining staff will return to their workplaces with an enhanced understanding of gender violence as well as the skills and confidence to advocate against it. Anitua Executive Director Colin Vale said he was "particularly pleased that more than half of the staff who attended were men and the fact that Eke Kendi, Group Manager Safety for NCS and TAG was involved is nothing short of exemplary it shows great leadership on part of Eke and NCS as we have become increasingly aware that violence against women can often be a workplace safety issue." (A full list of staff who participated in the training appears below.)

Eke KENDI NCS Holdings
Male Advocacy

Michael YAKILI NCS Holdings
Gender Violence Counselling

Cathy SOLON NCS Lihir
Gender Violence Counselling

Rachael OBERT NCS Lihir
Gender Violence Counselling

Michael TALAR NCS Lihir
Male Advocacy

Catherine KAMALAP NCS Lihir
Gender Violence Awareness

Pious AUSUR LBS
Male Advocacy & Gender Violence Counselling

Pascoe VALA Anitua Constructions
Male Advocacy

Benjamin POASA Anitua Supermarket
Male Advocacy

Anitua Group HR Manager Shaun Carden said "not only will the people living and working on Lihir – Anitua's birthplace – benefit from the training but so too will our staff who work all over PNG. This is because our HR, Training and Safety specialist staff and managers who participated in the training will be involved in the development of our own in-house gender violence education and awareness programs. Several of our staff will also be able to provide some basic counselling to staff (both victims and perpetrators)."

In addition to sending our staff to the training, Anitua played a key role in working with other stakeholders such as the Lihir Meri Developmen Senta, Red Cross, Lihir Gold Ltd, and the Lihir Medical Centre in securing the training for Lihir in the first place. NCS Lihir generously provided catering services at essentially 'cost' price and Anitua Corporate Services' Stephanie Nialir provided invaluable logistical support.

Finally, a very big thank you to all staff who took the time to attend the training, as well as to their managers who supported their participation. The training is just another indicator of Anitua's ongoing commitment to eliminate violence against women and make our workplaces and communities safer and more supportive of victims. It is also an excellent example of Anitua capacity building in the area of gender violence service provision.

NEWS FLASH

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Reduce, Reuse, Recycle and Rebuild at AMS

Anitua Mining Services (AMS) are big believers in not letting anything go to waste and they are 'walking the talk' with their rebuild of Dump Truck 4 (DT004). One of the original 777F Rigid Dump Trucks of the AMS Mining Fleet, it has been stripped down to its chassis and is now undergoing a full rebuild. It is the second unit to undergo this process and once completed will be classified as a 'Zero Hour' rebuild, meaning all components are new or fully refurbished including all wiring, electrical and hydraulic lines and fittings. DT004 will even have a new and fully groomed operator cabin. The dump body has already been completely sandblasted and repainted and is sitting awaiting the refit at Kapit. AMS General Manager, Mark Edwards says "rebuilding our equipment like this is an effective way of cutting costs as well as providing great training opportunities for the guys in the workshop."

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**SAFETY IS A
FULL-TIME JOB,
DON'T MAKE IT
A PART-TIME
PRACTICE.**

NEWS FLASH



Staff Attend Gender Violence Counselling Training

Staff from NCS's Training, Safety, and HR departments participated in Gender Violence Counselling training on Lihir in August. In accord with NCS's 'Elimination of Violence Against Women' program, the staff will use their new knowledge to assist in the development of in-house gender violence education and awareness programs. Several of the trainees will also complete additional modules which will provide them with an accredited and certified counselling qualification, enabling them to counsel victims and perpetrators.

*Header pic:
NCS staff who attended the first week of Gender Violence Counselling training include (L > R) Rachael Obert, Catherine Kamalap, Michael Yakili and Cathy Solon. Subsequent weeks were also attended by Eke Kendi and Michael Talar.*

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SHORTCUTS CUT LIFE SHORT.

NEWS FLASH

Social Media News Flash

You can now find The Anitua Group on Facebook and on LinkedIn.

www.facebook.com/anitultd
www.linkedin.com/company/anitua

NCS and TAG will be joining them soon.



Executive Director Report

continued ...

be producing pork. Our management team is focused and over the last two years we have managed to build a fairly strong cash reserve. This will allow us to take on many new opportunities that will assist in our goal to derive sustainable income that won't rely on our clients in mining operations. Internally we have improved dramatically in management of our safety systems and in our general administrative systems. We continue to roll out our Enterprise Resource Software that combines many software packages in one and, more importantly, gives us faster, easier and more accurate information. We have matured as a group and all our companies work far better together than they have done in the past. We have rationalised resources across the group and continue to improve in this area. On the social front we are leading the charge in PNG with our program towards the Elimination of Violence Against Women (EVAW), we are also currently looking at partnering with a number of groups to see if we can eliminate malaria from Lihir. From all these positives I can say, "It was the best of times".

It was the worst of Times

We are all now paying the price, on Lihir at least, for earlier negligent mine management decisions. Coupled with the fall in gold price, this poor decision making has led to very tight austerity measures

which in turn have seen many small contractors fold and Anitua having to lay off hundreds of employees. Our business on Lihir has shrunk and I fear that this will only get worse as Newcrest still have Lihir earmarked as its worst performer. The new Lihir General Manager, Craig Jetson, has a clear mandate to cut costs further. All this coupled with the completion of the construction phase of the LNG project and downturns at Wafi and Hidden Valley compound to have me agree with Dickens that "It was the worst of times".

It was the age of Wisdom

I've heard the definition of stupidity described as doing the same thing twice and expecting a different result. I'd like to think that we as a group will not do this and to this end we are hell bent on diversifying our interests so that we aren't as reliant on mining activities for a sustainable revenue stream. I think we learn from our mistakes but be mindful that we don't want to be learning from mistakes of magnitude as that could be very dangerous. I remember as a teenager my father reprimanded me for something silly I'd done and I said to him, "at least I learn from my mistakes" and his reply was, "Yes, but how many mistakes do you want to make before it's just plain stupidity?" I thought that was a great lesson, it's certainly stuck with me!

If we are to make the necessary changes to survive and indeed thrive, we have to be very smart and ensure we cherry pick the

many opportunities in front of us. We need to be in "the age of Wisdom."

It was the age of Foolishness

I'm quoting a lot in this article but I think it's true and very apt right now that "those who don't learn from history are doomed to repeat it". I'm fearful that with the new regime change at Newcrest Lihir that past agreements, understandings and commitments could be ignored as Newcrest powers towards further cuts. It will take time for a new manager to settle in and understand the culture and politics of Lihir as this is something that cannot be learnt overnight.

Whilst I feel the new GM of Lihir is a man of integrity and wisdom I've read the NML quarterly report and I know that Lihir needs to get its cost base down relatively quickly if it's going to be profitable and meet targets. I just hope Mr Jetson takes a balanced approach to the new cuts and has a good look in his own backyard first instead of picking the low hanging fruit, the contractors!

We would be foolish not to focus our efforts on the many expansion opportunities that exist off island. Taking advantage of the considerably larger and diverse markets of the urban centres within PNG as well as internationally is critical given the current state of the Lihir economy, to do anything but would put us well and truly in "the age of foolishness"

In Summary

Make no mistake, a profitable well run mine is in the best interests of all of us. We need the mine at this time if we are ever going to achieve a sustainable Lihir so I wish Mr Jetson every success but I hope he doesn't neglect the landowners along the way.

I pray that the LLG President and the LMALA Chairman can work closely together for the benefit of all Lihirians. I also pray that the funds that go through the LLG and other institutions are spent wisely. I saw on TV where a man won 5 million dollars 10 years ago. He is now collecting government

welfare payments after losing everything through bad investment decisions. I see analogies to this every day on Lihir. It's terribly important that we reinvest wisely if there is ever going to be a chance of a sustainable Lihir.

If Newcrest left Lihir tomorrow then the power would be turned off, the airport would hardly be used, there would be no more need for a supermarket, the Lihir Medical Centre would become an aid post at best and we couldn't afford to run aircons and lighting in homes and offices. All the businesses that rely on the mine would close. I contend that after 17 years of mining on Lihir that most Lihirians have very little to show for it (just look at the schools, health clinics, infrastructure) and we are probably half way through the mine life in the middle of a downturn that I suspect will continue for quite a few years! Whether we like it or not we are on a path to another Misima. We can't blame the mine for this predicament. The answer to a sustainable Lihir lies from within. We must be more accountable and we must all work together as one to maximise the benefits derived from the mine.

Readers the clock is ticking on this finite resource, time is running out. The large pie that we are feeding off is rapidly diminishing.

Mr Dickens, must have worked on Lihir for a time to have such an insight into our highs and lows. For "it was the epoch of belief, it was the epoch of incredulity" just read the above again, for the rest of Mr Dickens opening quotes I just hope "we were all going direct to Heaven," and not, "We were all going direct the other way. . . ."



Colin Vale
Executive Director
Anitua Group of
Companies

NEWS FLASH

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Anitua Hardware Open for Business in POM & Lae

Anitua Hardware has opened up two new stores on the mainland. The first, at the Malahang Industrial Centre in Lae is taking advantage of the Momase and Highlands regions' demand for building materials. More of a wholesaler operation servicing tradespeople and other businesses, the Lae store stocks top of the range imported building materials from Australia, America, China and PNG as well as a range of tools, paints and typical hardware products. The Port Moresby store is conveniently and strategically located between the airport and town on Tamara Road, Six Mile and is surrounded by several other businesses that draw hardware-buying customers to the area. Anitua Hardware has negotiated the sole distributor rights for Luxury Paints in PNG and not surprisingly paint sales form a considerable part of the POM business. Great quality plumbing supplies are another specialty area for the POM store and the new business also stocks a wide range of standard hardware products for both retail customers and tradespeople. Anitua Hardware is fortunate to be able to transfer two of its highly regarded retail managers from Lihir to the mainland to manage the stores with Inive Ume heading up the POM operation and Jenny Kusa taking charge of the Lae store.

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News From The Anitua Group

NEWS FLASH



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The Alliance Group (TAG), PNG's premier supplier of facilities management and catering services to the oil and gas industry has a new-look website: www.alliancegrouppng.com



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New Oven Doubles Production

A new walk-in oven at Anitua Supermarket has doubled the production of the bakery and put a smile on Bakery Supervisor, Reuben Isaac's face. Not only does the new oven enable Reuben and his team to greatly increase production, its built in safety features have also improved workplace safety. The 2.5m high x 3m wide x 2m deep oven also ensures a much more consistent and higher quality product – just ask the happy customers.



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Anitua Constructions Expands in to POM

Anitua Constructions has commenced operations in Port Moresby from its premises at Six Mile. The renovation and fit out of previously dilapidated offices, accommodation and adjoining sheds has been a challenging operation, one that has been competently and professionally overseen by Senior Operations Manager Paul Thorpe. "Paul deserves everyone's respect, recognition and appreciation for not only the amount of work he's done pulling this project together but also for his enthusiasm and efficiency There's no way we'd be up and running in POM and already pulling in new jobs if it hadn't been for Paul" says Anitua Constructions General Manager, Michael Warner.

Paul Thorpe will be overseeing the POM operations over the next several months and managing a team of staff drawn from

existing Anitua Constructions staff on Lihir as well as some new recruits from the Mainland. Staff who have left Lihir to work with Paul include Brian Alu (Operations Manager), Sam Bahu (Carpenter), John Mesulam (Supervisor), and Robin Ruben (Carpenter Leading Hand).

It's 'all systems go' at the new POM office as jobs come in and continue to be sought, accounts with local suppliers are established, and local contractors that may be able to assist in current and future works are identified. Paul Thorpe says he's "out and about meeting clients and building relationships" whilst simultaneously mapping out construction plans for six houses that Anitua Constructions will be building at Seven Mile towards the end of the year.

Congratulations to the Anitua Constructions team for their successful expansion off Lihir and into the POM market place.

Header pic: The POM Anitua Constructions team outside their office they have since completely refitted and refurbished.

Elimination of Violence Against Women (EVAW) Update

Once again there are plenty of positives to report from our EVAW program.

You'll read elsewhere in this newsletter and in greater detail how 9 of our staff from five different businesses attended Gender Violence Counselling training and how the Anitua Group supported the overall training program.

Our HR team has finalised Anitua's official 'Elimination of Violence Against Women' policy – you can find this on InSight. Anitua is the first PNG company to have such a policy although many other large companies will say they have an anti-violence policy. A specific EVAW policy is essential as violence against women is often overlooked as a workplace issue.

We continue to have articles on the wrongs of violence against women and Anitua's EVAW program printed in industry magazines and newspapers and posted on social



media – thus keeping this significant problem in the public arena. Another way of keeping violence against women in the public eye is inclusion of EVAW in our public eye is inclusion of EVAW in our website's new Corporate Social Responsibility pages: www.anitua.com.au/our-approach/corporate-social-responsibility Finally, and as a bit of a reminder, we are accepting nominations of those Anitua staff who are playing their part in eliminating violence against women as part of our safety awards program. That is, you can win a 'Safety Star' or 'Safety Champion' award for taking action against violence – so don't forget to nominate.



News From The Anitua Group



Men Eliminating Violence Against Women

There are many ways that men can work together or as individuals to make a difference and help eliminate violence against women.

- Be role models to other men. Men are uniquely positioned to reach out to other men who are violent at home, to say: "You need help and I want to help you. Your behaviour is unacceptable."
- Take a vocal stand against domestic violence. Men speaking out can have a powerful effect in helping change social norms that support and perpetuate abuse.
- Reach out to a family where domestic violence is present. Just offering to listen and acknowledging what is going on helps chip away at the walls that surround and isolate families living with abuse.

Not only did these miners from Lihir publicly protest violence against women at the 2nd Lihir Ailan Haus Krai earlier this year, they did so with their sons, instilling in their young minds that violence against women is WRONG! What are you teaching your sons?

- Act as a role model to a child who lacks a positive male figure in his life. A male mentor and friend can provide consistent support, and even help the child make a safety plan (i.e., a plan on how to escape and seek shelter from a potentially violent situation).
- Take a leadership role in civic organisations, such as sports clubs, churches, and neighbourhood associations, and speak out against violence in the home.
- Seek out other men in your community who want to take action to end violence against women and support each other in your efforts.

All men CAN make a difference. For the sake of the women, children and families of PNG please take action to make your homes and communities safer and happier places.

2014 Safety Awards

This year's Anitua Group Safety Awards are scheduled for **Friday 31 October**.

The awards acknowledge, reward and promote excellence in workplace safety.

Nomination forms are available on InSight and from your Safety Committee. You can nominate a subordinate, colleague, or even yourself.

Sefti Em I Namba Wan



NEWS FLASH

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Security News

There is plenty of news to report for Anitua Security Services Ltd (ASSL):

- ASSL has joined the East New Britain Chamber of Commerce enabling them better networking opportunities and an enhanced capacity to identify new business opportunities as soon as they arise.
- They are sponsoring the Tomaringa Royals Rugby League team – a team of East New Britain police officers. The sponsorship entails the provision of uniforms and equipment.
- In addition to Lihir, they have commenced a 'Community Cleanathon' program in Kokopo and Rabaul.
- ASSL has been awarded with a range of new contracts throughout the greater PNG region.

Header pic: ASSL Kokopo staff with some of the Tomaringa Royals Rugby League team they are sponsoring.

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SAFETY - IT'S CHEAPER THAN A TRIP TO THE HOSPITAL.

News From The Anitua Group

Heavy Equipment Operator Hilda Tziktana has mastered the haul trucks and is part way through her excavator operator training – evidence to all that Lihirian women are capable of taking on and excelling in non-traditional work roles.



Training and Development Program for National HR Staff

The HR Training and Development Program is an initiative to bring together the National HR staff from our various businesses with the aim to:

- Provide HR specific training and development
- Identify and raise areas of concern from within the group or the participants themselves
- Communicate changes and developments in policy and procedures and provide the resources to support them
- Share ideas

- Have a consolidated and transparent approach to HR
- Make HR teams the focal point for HR knowledge and skills

The programme commenced in March with a presentation on 'Termination Legislation'. This was identified as an area of concern due to conflicting interpretation and application. Another session was on 'Handling Difficult Employee Issues' such as:

- Workplace bullying
- Harassment (including sexual harassment)
- Violence in the workplace
- Domestic violence (employee involved)

Each of the sessions have been very well received with lots of discussion and ideas being generated. Future sessions will be a mix of company orientated and personal development presentations. The staff themselves will guide the majority of the personal development sessions by indicating the areas they feel will enhance their skills or clarify issues.

Group HR Manager, Shaun Carden, says "the program is assisting not only the personnel involved, but all Anitua businesses, by creating an ongoing supportive HR function, as opposed to silo functioning." He invites all Anitua GMs to contact him with any topics they believe would be useful for HR staff to focus upon at these training and development sessions.

AMS - Hildagard Tziktana's Progression from Janitor to HEO

Five years ago Hildagard Tziktana commenced employment with AMS as a Janitor. She applied for work as an operator and qualified as a HEO1 last year. Having mastered the haul trucks she is now training as an excavator operator. Hildagard has passed her T1 training (i.e., operating while accompanied by a trainer) and is ready to move on to T2 training (i.e., operating 'solo'). Congratulations Hildagard!!!

Mine Operations Manager, Rob Walker states "Hildagard is one of our best truck drivers and has a rare, natural ability operating machines. I have absolutely no doubt that she will quickly master the excavator and give some of the boys a run for their money." AMS is proud to give equal opportunities to their employees. Last year Sharon Karl became AMS's first trade qualified female employee when she completed her Automotive Electrical apprenticeship. General Manager, Mark Edwards, says "it's fantastic to have these Lihirian women excelling in their work here in male dominated roles at AMS, we're really proud of them."

Hilda, who has quite a few relatives also working at AMS, is from Komat Village on Lihir. With no children of her own to care for and on a non-traditional path for a young Lihirian woman, Hilda is keen to keep working at AMS and become a multi-skilled operator. "I feel privileged to have been given the opportunity to train and become a Heavy Equipment Operator. The conditions are good here at AMS and I am grateful to the Company I would like to continue my training and learn how to operate loaders and dozers as well" says Hilda.

Contributions Welcome

We welcome your feedback and encourage contributions in the form of articles and photos. Email your feedback to: newsletter@anitua.com.pg, or hand in your contributions to your site manager.

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