

NATIONAL ORGANIZATION FOR WOMEN
NOW INC BOARD REPORT
01/01/2016 - 06/30/2016

	January	February	March	April	May	June	Total Actual	Total Budget	Percent Total Bdgt Rem
REVENUES									
Membership Dues									
New Member	\$2,209.00	\$117,999.50	\$23,780.00	\$118,124.45	\$10,720.00	\$102,930.95	\$375,763.90	\$535,000	29.76%
Renewed Member	\$91,431.00	\$84,941.00	\$109,073.00	\$79,087.00	\$93,960.75	\$73,964.16	\$532,456.91	\$1,100,000	51.59%
Reinstatement	\$10,675.00	\$1,605.00	\$3,308.00	\$3,231.00	\$5,454.90	\$1,793.00	\$26,066.90	\$75,000	65.24%
New Chapter Joins	\$3,460.00	\$4,415.00	\$4,985.00	\$4,010.00	\$4,095.00	\$4,165.00	\$25,130.00	\$50,000	49.74%
Contributions									
New Member	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0	#DIV/0!
Special Appeals	\$45,485.50	\$74,073.00	\$116,087.90	\$76,393.50	\$44,802.01	\$121,345.00	\$478,186.91	\$742,000	35.55%
Sustainer	\$16,061.78	\$16,106.78	\$16,172.93	\$15,606.93	\$15,383.93	\$15,042.93	\$94,375.28	\$220,000	57.10%
General/Other	\$12,232.87	\$9,404.52	\$36,760.14	\$15,957.12	\$9,259.64	\$13,790.77	\$97,405.06	\$90,000	-8.23%
Bequest	\$2,569.18	\$512.07	\$123,342.08	\$53.47	\$3.21	\$84.88	\$126,564.89	\$70,000	-80.81%
Sales									
Products/ Shipping & Handling	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0	#DIV/0!
Royalties & Commissions	\$563.02	\$0.00	\$200.00	\$499.06	\$0.00	\$0.00	\$1,262.08	\$3,000	
List Rental	\$4,781.65	\$9,567.30	\$10,656.70	\$4,553.42	\$1,103.22	\$1,756.11	\$32,418.40	\$50,000	35.16%
Other									
Conferences	\$870.00	\$8,216.32	\$2,904.66	\$9,105.00	\$9,275.00	\$10,269.00	\$40,639.98	\$55,000	26.11%
Speaking Fees	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,000	100.00%
Rental Income	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$5,400.00	\$20,000	73.00%
Administration	\$4.27	\$3.99	\$4.27	\$4.13	\$4.27	\$4.13	\$25.06	\$0	
Advocacy Grant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0	
Misc Income	\$247.00	\$355.00	\$56.00	\$186.43	\$0.00	\$80.00	\$924.43	\$0	
Total REVENUES	\$191,490.27	\$328,099.48	\$448,230.68	\$327,711.51	\$194,961.93	\$346,125.93	\$1,836,619.80	\$3,013,000	39.04%
EXPENSES									
Regions/States/Chapters									
Regions	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0	#DIV/0!
States	\$1,675.97	\$1,741.92	\$1,678.15	\$1,885.14	\$1,927.34	\$2,351.69	\$11,260.21	\$29,000	61.17%
Chapters	\$846.38	\$1,856.35	\$847.44	\$1,194.82	\$1,291.48	\$1,184.60	\$7,221.07	\$13,000	44.45%
Central Dues	\$20,842.57	\$18,502.23	\$29,801.49	\$24,143.60	\$23,841.99	\$0.00	\$117,131.88	\$300,000	60.96%
Political Development									
Political Development	\$10,922.87	\$10,987.79	\$11,624.93	\$9,170.08	\$9,366.58	\$15,444.04	\$67,516.29	\$134,000	49.61%
Education & Awareness/ Membership Development									
New Member	\$275,116.81	\$20,145.32	\$183,722.97	\$5,269.30	(\$8,233.22)	(\$1,517.31)	\$474,503.87	\$722,500	34.32%
Renewed Member	\$18,930.32	\$26,747.34	\$32,673.74	\$19,849.89	\$18,778.08	\$26,330.89	\$143,310.26	\$200,000	28.34%
Reinstatement	\$7,232.23	\$4,402.97	\$13,730.91	\$13,841.29	\$5,072.65	\$3,363.01	\$47,643.06	\$78,900	39.62%
Membership Maintenance	\$2,073.43	\$11,787.01	\$11,597.07	\$12,470.73	\$12,338.38	\$12,623.08	\$62,889.70	\$130,000	51.62%
Member Services	\$5,798.53	\$5,848.74	\$5,877.47	\$5,725.83	\$5,818.84	\$8,443.80	\$37,513.21	\$196,500	80.91%
General Issues									
Action	\$13,857.03	\$21,430.41	\$15,005.46	\$16,692.25	\$19,944.94	\$22,662.99	\$109,593.08	\$146,000	24.94%
Media	\$4,150.97	\$4,169.63	\$4,170.54	\$4,147.83	\$4,211.46	\$5,892.45	\$26,742.88	\$68,200	60.79%
Communications									
General Communication	\$10,095.62	\$8,524.97	\$8,559.56	\$7,590.96	\$7,864.92	\$12,633.12	\$55,269.15	\$114,500	51.73%
N N T	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0	#DIV/0!
Conferences									
Conferences	\$2,626.19	\$4,916.49	\$4,649.34	\$5,026.72	\$5,723.28	\$30,757.98	\$53,700.00	\$108,000	50.28%

NATIONAL ORGANIZATION FOR WOMEN
 NOW INC BOARD REPORT
 01/01/2016 - 06/30/2016

	January	February	March	April	May	June	Total Actual	Total Budget	Percent Total Budget Remaining
Fundraising									
General Fundraising	\$2,712.43	\$2,730.21	\$2,737.13	\$2,338.46	\$2,381.01	\$7,221.96	\$20,121.20	\$63,000	68.06%
Special Appeals	\$38,313.66	\$38,229.03	\$51,543.80	\$1,315.86	\$835.82	\$66,911.41	\$197,149.58	\$280,000	29.59%
Sustainer	\$11,391.22	\$6,651.52	\$4,712.23	\$7,435.49	\$4,253.50	\$6,195.26	\$40,639.22	\$74,400	45.38%
Cultivation	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50,000	100.00%
General & Administration									
Financial Services	\$13,443.07	\$24,332.50	\$16,224.42	\$11,194.64	\$10,807.09	\$19,560.32	\$95,562.04	\$95,000	-0.59%
Litigation	\$0.00	\$0.00	\$208.33	\$0.00	\$0.00	\$0.00	\$208.33	\$0	
Administration	\$25,245.74	\$5,618.38	\$7,953.30	\$5,651.48	\$8,752.83	\$11,065.83	\$64,287.56	\$80,000	19.64%
National board Meetings	\$0.00	\$0.00	\$0.00	\$744.00	\$1,162.83	\$0.00	\$1,906.83	\$20,800	90.83%
Total EXPENSES	\$465,275.04	\$218,622.81	\$407,318.28	\$155,688.37	\$136,139.80	\$251,125.12	\$1,634,169.42	\$2,903,800	43.72%
TOTAL	(\$273,784.77)	\$109,476.67	\$40,912.40	\$172,023.14	\$58,822.13	\$95,000.81	\$202,450.38	\$109,200	

January G&A Administration includes bad debt expense of \$18,046

NATIONAL ORGANIZATION FOR WOMEN
NOW INC FUNCTIONAL EXPENSE REPORT
01/01/2016-06/30/2016

	January	February	March	April	May	June	Current Year Actual	Total Budget	Percent Total Budget Remaining
REVENUES									
Membership Dues	\$107,775.00	\$208,960.50	\$141,146.00	\$204,452.45	\$114,230.65	\$182,853.11	\$959,417.71	\$ 1,760,000	45%
Contributions	\$73,780.15	\$99,584.30	\$169,020.97	\$107,957.55	\$69,445.58	\$150,178.70	\$669,967.25	\$ 1,052,000	36%
Bequests	\$2,569.18	\$512.07	\$123,342.08	\$53.47	\$503.21	\$84.88	\$127,064.89	\$ 70,000	-82%
Sales/ Shipping & Handling	\$4,781.65	\$9,567.30	\$0.00	\$4,553.42	\$1,103.22	\$1,756.11	\$21,761.70	\$ 53,000	59%
Other Income	\$2,584.29	\$9,475.31	\$14,721.63	\$10,694.62	\$9,679.27	\$11,253.13	\$58,408.25	\$ 78,000	25%
Total REVENUES	\$191,490.27	\$328,099.48	\$448,230.68	\$327,711.51	\$194,961.93	\$346,125.93	\$1,836,619.80	\$ 3,013,000	39%
EXPENSES									
Payroll	\$46,824.07	\$46,727.13	\$46,687.76	\$46,443.83	\$46,467.80	\$66,832.00	\$299,982.59		
Contractors and Temps	\$2,500.00	\$2,550.00	\$2,300.00	\$2,300.00	\$2,300.00	\$3,050.00	\$15,000.00		
Office Rent	\$9,544.73	\$9,843.13	\$9,962.29	\$9,530.17	\$9,548.61	\$9,878.61	\$58,307.54		
Equipment and Copier Rent	\$272.37	\$285.22	\$272.37	\$285.22	\$272.37	\$272.37	\$1,659.92		
Event Space Rent	\$0.00	\$0.00	\$0.00	\$0.00	\$455.70	\$13,982.15	\$14,437.85		
Repairs and Maintenance	\$124.84	\$0.00	\$124.84	\$0.00	\$0.00	\$0.00	\$249.68		
Chapter Rebates	\$20,842.57	\$18,502.23	\$29,801.49	\$24,143.60	\$23,841.99	\$0.00	\$117,131.88		
Telephone	\$279.99	\$513.20	\$465.58	\$609.98	\$609.26	\$329.81	\$2,807.82		
Postage	\$0.00	\$0.00	\$127.56	\$0.00	\$122.36	\$98.00	\$347.92		
Postage- Direct Mail	\$137,130.10	\$30,310.88	\$122,445.00	\$12,918.49	\$1,864.03	\$32,684.00	\$337,352.50		
Delivery Expense	\$250.00	\$218.18	\$139.03	(\$46.89)	\$71.74	\$526.08	\$1,158.14		
Advertising Expense	\$0.00	\$0.00	\$0.00	\$90.00	\$160.00	\$74.99	\$324.99		
Publications	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Printing	\$108,445.55	\$42,167.08	\$66,340.18	\$1,948.55	(\$2,803.18)	\$21,756.23	\$237,854.41		
Supplies	\$2,480.89	\$395.74	\$37.11	\$48.62	\$358.13	\$870.40	\$4,190.89		
Travel Expense	\$320.41	\$3,649.21	\$2,773.17	\$932.46	\$3,280.58	\$6,771.96	\$17,727.79		
Taxes and Registration Fees	(\$249.29)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$249.29)		
Commercial Insurance	\$0.00	\$0.00	\$0.00	\$0.00	(\$13.01)	\$4,054.38	\$4,041.37		
Professional Services - Legal	\$0.00	\$0.00	\$208.33	\$0.00	\$0.00	\$0.00	\$208.33		
Professional Services - Accounting	\$3,184.12	\$16,659.22	\$8,137.50	\$3,636.00	\$2,447.50	\$8,846.50	\$42,910.84		
Professional Services - PR	\$2,687.50	\$8,093.75	\$2,000.00	\$4,075.00	\$8,086.32	\$10,200.00	\$35,142.57		
Data Base Mgmt Services	\$8,845.50	\$13,765.21	\$18,045.05	\$9,874.46	\$9,471.25	\$17,854.19	\$77,855.66		
Telemarketing Expenses	\$5,981.68	\$2,252.58	\$705.00	\$6,185.73	\$1,825.00	\$3,026.66	\$19,976.65		
Direct Mail Services Expenses	\$62,764.13	\$6,430.19	\$66,938.66	\$22,476.53	\$19,470.37	\$23,334.19	\$201,414.07		
List Rental Expenses	\$24,000.00	\$1,027.75	\$15,600.00	\$0.00	(\$1,758.85)	\$12.43	\$38,881.33		
Creative Services	\$750.00	\$6,850.00	\$2,850.00	\$800.00	\$0.00	\$8,750.00	\$20,000.00		
Payroll Services	\$1,448.98	\$1,423.48	\$1,423.48	\$1,449.53	\$1,479.08	\$2,218.62	\$9,443.17		
Other Services	\$1,571.70	\$23.50	\$1,913.98	\$0.00	\$480.00	\$8,723.80	\$12,712.98		
Lock Box & Credit Card Fees	\$4,258.97	\$4,881.40	\$5,013.27	\$5,346.87	\$4,755.06	\$4,813.03	\$29,068.60		
Bank Service Fees	\$1,597.29	\$1,408.14	\$1,830.56	\$1,469.61	\$1,653.23	\$1,104.97	\$9,063.80		
Contributions	\$1,000.00	\$499.11	\$1,029.59	\$1,024.13	\$1,022.65	\$446.28	\$5,021.76		
Miscellaneous Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Depreciation & Bad debt	\$18,192.90	\$146.48	\$146.48	\$146.48	\$161.39	\$161.39	\$18,955.12		
Interest Expense	\$226.04	\$0.00	\$0.00	\$0.00	\$510.42	\$452.08	\$1,188.54		
Total EXPENSES	\$465,275.04	\$218,622.81	\$407,318.28	\$155,688.37	\$136,139.80	\$251,125.12	\$1,634,169.42	\$2,903,800.00	44%
NET REVENUE (EXPENSES)	(\$273,784.77)	\$109,476.67	\$40,912.40	\$172,023.14	\$58,822.13	\$95,000.81	\$202,450.38	\$109,200.00	

National Organization for Women
Combined Balance Sheet as of June 2016

	100-INC	400-FDN	Combined Balance Sheet
ASSETS			
Cash & Equivalents	\$727,287.31	\$636,635.29	\$1,363,922.60
Due To/From	\$216,296.97	\$129,150.18	\$345,447.15
Accts Receivable	(\$353.45)	\$98,000.00	\$97,646.55
Equipment & Furnishings	\$2,037.69	\$5,612.82	\$7,650.51
PrePaid Expenses	\$0.00	\$0.00	\$0.00
Deposits	\$18,155.51	\$0.00	\$18,155.51
Total ASSETS	<u>\$963,424.03</u>	<u>\$869,398.29</u>	<u>\$1,832,822.32</u>
LIABILITIES			
Accounts Payable	\$369,952.17	\$8,293.73	\$378,245.90
Other Payables	\$0.00	\$0.00	\$0.00
Rebates Payable	\$64,549.24	\$0.00	\$64,549.24
Long Term Liabilities	\$0.00	\$0.00	\$0.00
Total LIABILITIES	<u>\$434,501.41</u>	<u>\$8,293.73</u>	<u>\$442,795.14</u>
FUND BALANCE			
Beginning Balance	\$326,472.24	\$917,219.53	\$1,243,691.77
Current Balance	\$202,450.38	(\$56,114.97)	\$146,335.41
Total FUND BALANCE	<u>\$528,922.62</u>	<u>\$861,104.56</u>	<u>\$1,390,027.18</u>
TOTAL LIABILITY & FUND BALANCE	<u>\$963,424.03</u>	<u>\$869,398.29</u>	<u>\$1,832,822.32</u>

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**NATIONAL ORGANIZATION FOR WOMEN
NOW FOUNDATION FUNCTIONAL EXPENSE REPORT
01/01/2016-06/30/2016**

400 - NOW FOUNDATION

	January	February	March	April	May	June	Current Actual	Total Budget	Percent Total Budget Remaining
REVENUES									
Contributions	\$79,723.76	\$6,861.94	\$6,784.33	\$5,914.57	\$24,803.01	\$8,185.22	\$132,272.83	\$ 517,000	74%
Bequests	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ 85,000	100%
Sales/Shipping & Handling	\$0.00	\$71.49	\$0.00	\$500.00	\$0.00	\$0.00	\$571.49	\$ -	0%
Other Income	\$1,500.00	\$14,250.00	\$12,000.00	\$16,300.00	\$19,749.57	\$24,000.00	\$87,799.57	\$ -	0%
Total REVENUES	\$81,223.76	\$21,183.43	\$18,784.33	\$22,714.57	\$44,552.58	\$32,185.22	\$220,643.89	\$ 602,000	63%
EXPENSES									
Payroll	\$25,697.56	\$25,634.61	\$25,601.04	\$25,474.92	\$25,485.81	\$36,789.22	\$164,683.16		
Contractors and Temps	\$750.00	\$1,250.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,750.00	\$6,750.00		
Office Rent	\$5,126.72	\$5,286.79	\$5,350.68	\$5,579.28	\$5,589.16	\$5,305.80	\$32,238.43		
Equipment and Copier Rent	\$146.10	\$153.00	\$146.10	\$153.00	\$146.10	\$146.10	\$890.40		
Event Space Rent	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,982.15	\$13,982.15		
Repairs and Maintenance	\$66.96	\$0.00	\$66.96	\$0.00	\$0.00	\$0.00	\$133.92		
Telephone	\$147.85	\$148.88	\$186.80	\$269.58	\$258.52	\$113.94	\$1,125.57		
Postage	\$0.00	\$0.00	\$68.44	\$0.00	\$65.64	\$0.00	\$134.08		
Postage- Direct Mail	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Delivery Expense	\$0.00	\$3.68	\$0.00	\$0.00	\$0.00	\$20.00	\$23.68		
Advertising Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$49.98	\$49.98		
Publications	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Printing	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,330.50	\$1,330.50		
Supplies	\$0.00	\$305.88	\$0.00	\$0.00	\$156.14	\$552.03	\$1,014.05		
Travel Expense	\$0.00	(\$172.42)	\$0.00	\$186.00	\$677.57	\$6,762.22	\$7,453.37		
Commercial Insurance	\$0.00	\$0.00	\$0.00	\$0.00	(\$6.99)	\$2,174.62	\$2,167.63		
Professional Services - Legal	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Professional Services - Accting	\$0.00	\$2,969.98	\$0.00	\$0.00	\$0.00	\$1,264.20	\$4,234.18		
Professional Services - Public	\$0.00	\$2,000.00	\$2,000.00	\$2,000.00	\$2,126.27	\$2,000.00	\$10,126.27		
Data Base Mgmt Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Direct Mail Services Expenses	\$2,060.00	\$1,280.00	\$1,030.00	\$1,030.00	\$1,030.00	\$1,030.00	\$7,460.00		
Other Services	\$1,650.00	\$23.50	\$2,738.98	\$0.00	\$0.00	\$6,523.50	\$10,935.98		
Lock Box & Credit Card Fees	\$4,594.23	\$1,682.21	\$486.52	\$329.91	\$816.55	\$921.51	\$8,830.93		
Bank Service Fees	\$0.00	\$78.28	\$80.82	\$81.24	\$79.51	\$78.69	\$398.54		
Contributions	\$0.00	\$0.00	\$0.00	\$1,500.00	\$0.00	\$0.00	\$1,500.00		
Miscellaneous Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Depreciation and Amortization	\$199.90	\$199.90	\$199.90	\$199.90	\$248.22	\$248.22	\$1,296.04		
Total EXPENSES	\$40,439.32	\$40,844.29	\$38,956.24	\$37,803.83	\$37,672.50	\$81,042.68	\$276,758.86	\$711,200.00	61%
NET REVENUE (EXPENSES)	\$40,784.44	(\$19,660.86)	(\$20,171.91)	(\$15,089.26)	\$6,880.08	(\$48,857.46)	(\$56,114.97)	(\$109,200.00)	

NATIONAL ORGANIZATION FOR WOMEN
NOW FOUNDATION BOARD REPORT
01/01/2016-06/30/2016

	<u>January</u>	<u>February</u>	<u>March</u>	<u>April</u>	<u>May</u>	<u>June</u>	<u>Total Actual</u>	<u>Total Budget</u>	<u>Percent Total Bdgt Rem</u>
REVENUES									
Contributions									
Special Appeals	\$56,097.00	\$2,703.00	\$2,760.00	\$925.00	\$1,245.00	\$385.00	\$64,115.00	\$377,000	82.99%
Major Gifts/Other	\$25,126.76	\$18,480.43	\$16,024.33	\$21,789.57	\$43,307.58	\$31,800.22	\$156,528.89	\$140,000	-11.81%
Bequest	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$85,000	100.00%
Total REVENUES	\$81,223.76	\$21,183.43	\$18,784.33	\$22,714.57	\$44,552.58	\$32,185.22	\$220,643.89	\$602,000	63.35%
EXPENSES									
General Issues									
Action	\$14,618.09	\$15,192.85	\$14,975.50	\$16,709.78	\$15,460.59	\$21,342.59	\$98,299.40	\$215,500	54.39%
Media	\$2,697.54	\$2,709.32	\$2,709.56	\$2,609.66	\$2,653.26	\$3,825.95	\$17,205.29	\$44,700	61.51%
Communications									
General Communication	\$792.86	\$792.86	\$1,592.86	\$920.27	\$930.14	\$1,552.73	\$6,581.72	\$9,000	26.87%
Conferences									
Conferences	\$4,800.36	\$7,098.18	\$6,828.85	\$6,879.87	\$7,586.69	\$35,065.03	\$68,258.98	\$141,500	51.76%
	<u>January</u>	<u>February</u>	<u>March</u>	<u>April</u>	<u>May</u>	<u>June</u>	<u>Total Actual</u>	<u>Total Budget</u>	<u>Percent Total Budget Remaining</u>
Fundraising									
General Fundraising	\$8,757.72	\$5,978.32	\$4,785.59	\$4,710.00	\$5,002.58	\$9,639.81	\$38,874.02	\$77,300	49.71%
Special Appeals	\$2,060.00	\$1,030.00	\$1,030.00	\$1,030.00	\$1,030.00	\$1,030.00	\$7,210.00	\$136,100	94.70%
General & Administration									
Financial Services	\$1,260.09	\$4,216.80	\$1,261.03	\$1,206.75	\$1,224.54	\$3,038.43	\$12,207.64	\$23,700	48.49%
Administration	\$5,452.66	\$3,825.96	\$5,772.85	\$3,551.50	\$3,613.99	\$5,548.14	\$27,765.10	\$58,200	52.29%
National board Meetings	\$0.00	\$0.00	\$0.00	\$186.00	\$170.71	\$0.00	\$356.71	\$5,200	93.14%
Total EXPENSES	\$40,439.32	\$40,844.29	\$38,956.24	\$37,803.83	\$37,672.50	\$81,042.68	\$276,758.86	\$711,200	61.09%
TOTAL	\$40,784.44	(\$19,660.86)	(\$20,171.91)	(\$15,089.26)	\$6,880.08	(\$48,857.46)	(\$56,114.97)	(\$109,200)	