

PITTSBURGH COMMISSION ON HUMAN RELATIONS

Minutes of Meeting

May 7, 2007

Attendance: B. J. Samson, *Chair*

Adelaide Smith
Ann McCafferty
Rev. Tim Smith
David Engel

Leah Williams-Duncan
Lynette Drawn-Williamson
Elizabeth Pittinger
Christine Williams

Curtis Smith
Sister Eleanor Loftus
Dr. Susan Hunt

Called/Unable to attend:

Stephan Broadus

Elbert Gray, Jr.

Staff:

Charles F. Morrison, *Director*
Kevin Trower, *Solicitor*
Connie Miskis Zatek, *Secretary*

Guest:

Mary Kay MacDonald

I. CALL TO ORDER

The meeting was called to order at 3:42 p.m. by the Chairperson, B. J. Samson.

II. ADOPTION OF MINUTES

The Minutes of the April 9, 2007, meeting of the Commission were unanimously approved as circulated upon motion of the Commissioner Christine Williams and second by Commissioner Lynette Drawn-Williamson.

Before beginning the business portion of the meeting, the Chair recognized Mary Kay McDonald. Ms McDonald is being considere4d by the Mayor for appointment to the Commission.

III. STAFF & COMMITTEE REPORTS

A. Director's Report

Director Morrison highlighted information from the written report which was distributed to all Commissioners at today's meeting.

1. Fair Housing Month Activities:

Director Morrison explained that April is designated as Fair Housing Month as President Lyndon B. Johnson signed Title VIII of the Civil Rights Act on April 11, 1968. It is estimated that only one in 100 fair housing violations is actually reported. April is a good time to again focus attention and raise

awareness among providers and consumers as to the rights and responsibilities under the Fair Housing Act. Pittsburgh City Council issued a proclamation designating April as Fair Housing Month (The proclamation was circulated to Commissioners.) as a way to remind elected officials, and the public, to support fair housing. In addition, the City of Pittsburgh has a public policy to support fair housing.

Other activities included a Fair Housing Poetry Slam Contest on April 17, co-sponsored by this Commission and the Fair Housing Partnership of Greater Pittsburgh. Approximately 30 persons participated and were judged by a celebrity panel which included Kimberly Easton of WPXI, City Councilman Bill Peduto and Dr. Vernell Lily. Commissioner Adelaide Smith, Intern Teresa Williams and local HUD representatives were also present.

On April 18, Director Morrison provided a Fair Housing Month presentation to agents and managers of Caldwell Banker's Pittsburgh area offices. He stated that the presentation included an open dialogue with the discussion of experiences and problems in maintaining a marketplace that values fair housing, and how they deal with those problems as they occur. The Director stated that he found the group to be knowledgeable and clearly wanting to do what is right.

Director Morrison reported that he has attended the periodic meeting of the Pittsburgh School District Task Force on Guns and Violence for more than a year now. He stated that this group is on the cutting edge of what is happening in the City at various levels.

The Director met with City/County Task Force on Disabilities wherein the discussion revealed that there are concerns about what Allegheny County is doing with its CDBG money. The County is moving into a public input mode to take testimony on the issue. The Director indicated that as a result, focus is likely to shift from economic development to directly benefiting and attacking poverty and community housing issues.

Commissioner Samson reported that she had the opportunity attend HUD-sponsored training at the John Marshall School of Law in Chicago April 19 and 20, 2007. She relayed that the training encompassed two full days from 8 a.m. to 5 p.m. The first day dealt with issues related to mediation; new commissioners and what they can and should be doing; as well as reviewing discrimination cases and complaint processing. The second day involved a lot of role playing. She encouraged Commissioners to try to take advantage of similar education and training whenever possible. Commissioner Samson also noted that every commission has a different internal structure but there is still common ground which provides the opportunity for better growth and understanding.

The Chairperson pointed out that during the week of training, the Federal Register published revisions to HUD's rules and procedures regarding housing contracts and referred to it as a training tool. She noted that each Commissioner received a copy of that issue of the Federal Register in their monthly packet and she strongly encouraged them to review it and become familiar with its contents, saying "it will enhance how we can go about doing our jobs more effectively and more efficiently."

Commissioner Pittinger inquired if HUD has yet produced a compliance manual for FHAP agencies/commissions to measure criterion that is used in the annual HUD evaluations. The Chairperson agreed to check into this and assured that if such a manual exists, this Commission will have a copy of it.

B. Compliance Report

Director Morrison explained that cases acted upon at today's meeting of the Compliance Review Section cannot be submitted for contract credit until the individuals to a complaint have been afforded due process; each side may request reconsideration. As of the end of April, 37 employment cases were submitted for contract credit with the EEOC. That contract runs through September 30, 2007 and is for the processing of 91 cases

Director Morrison reiterated that intake is down not just here, but across the nation. He said that ideally at this point in the contract, the Commission should have about 45 cases completed. He noted that a lot depends on the inventory of cases and assured Commissioners that overall he "feels comfortable that we are doing a good job." The First Quarter Intake Report for 2007 indicates a slight increase in intake, and EEOC has committed to deferring 25 cases to this Commission throughout the fiscal year. The case load per investigator is currently around 27 cases.

The Director went on to report that housing cases have a 100-day process, meaning that a case should be presented to the Compliance Review Section for a finding within 100 days of its filing. Generally, the Commission has successfully met this timeframe, and instances where it has been exceeded have been the result of delays making service on the respondent, dealing with motions, etc.

Director Morrison briefly explained the different calculations used by HUD and the Commission in outlining a timeframe. The Commission's Rules and Regulations indicate that time is calculated by "business" days, whereas HUD's time is specified by "calendar" days, despite holidays, weekends, etc. Commissioner Engel suggested amending the Rules and Regulations to be in compliance with HUD, but Director Morrison indicated that "what we have works." He stated that it has been ten years since the Rules and Regulations were last amended and agreed that at some point, amendments will be necessary and an ad hoc committee will need to be formed and to thoroughly review them for changes. At this point, he did not see any major problems.

Solicitor, Kevin Trower, agreed that the Commission not try to "fix what is not broken." The Director also pointed out that attorneys become familiar with what is expected by the process; when changes occur the Commission must provide notification, etc. The previous ad hoc committee worked for several months reviewing, discussing, drafting, etc. until they felt all of the amendments necessary at that time were included.

C. Report of the Nominating Committee

The Nominating Committee, consisting of Commissioners Timothy Smith, Leah Duncan and Ann McCafferty, offered the following slate of nominees as officers for the 2007/008 year:

Chair	B. J. Samson
1 st Vice chair	Stephan A. Broadus
2 nd Vice chair	Adelaide Smith
Secretary	Dr. Susan Hunt
Treasurer	Reverend Timothy Smith, Sr.

Commissioners were reminded that additional nominees may be added, via written petition, which must be received in the Commission offices no later than Friday, May 11. The election will take place at the June 4th meeting. Commissioner Samson expressed her thanks to those Commissioners who had agreed to be nominated and serve on the Executive Committee.

Commissioner Engel moved to accept the report of the Nominating Committee and urged that the slate be accepted by acclamation. It was explained that the By Laws dictate that the election be held by secret ballot at the June Commission meeting.

Commissioner Samson noted that there is currently one vacancy on the Commission and the terms of seven other Commissioners are expired making them eligible for reappointment or replacement. She suggested that these Commissioners personally share with the Mayor's office the rewarding experiences they have had as members of the Commission.

V. **NEW BUSINESS**

A. Mediation/Conciliation Training

The Director confirmed that this training, conducted by the Federal Mediation and Conciliation Service, will be held on Tuesday, May 16 at the Rodef Shalom Temple in Oakland. As this is scheduled as a full day of training, light refreshments will be available in the morning as well as for lunch.

Director Morrison indicated that the representatives of the FMCS will include labor law attorneys from the area and will utilize various case scenarios for role playing activities throughout the day as a tool for sharing their experiences and negotiation techniques.

VI. ANNOUNCEMENTS

May 9, 2007

NOBLEE and NAACP will co-sponsor the viewing of the HBO documentary, "Bastards of the Party," and discussion by acclaimed feature film director Antoine Fuqua ("Training Day") at the YMCA in Homewood (Bennett Street). BASTARDS OF THE PARTY traces the development of black gangs in Los Angeles from the late 1940s, through the charged atmosphere of the '60s and '70s, to the breakdown of community in the '80s and '90s, and the brief truce between the Crips and Bloods that followed the Rodney King riots in 1992.

May 17, 2007, 6 p.m.

ACORN Bread and Roses Banquet Celebrating the Pennsylvania Increase in Minimum Wage at the Duquesne University Ballroom

May 22, 2007, 10 a.m.

In recognition of the Citizen Police Review Board's 10th anniversary, City Council will present a proclamation in Council Chambers. To mark this milestone, the CPRB will later schedule a series of neighborhood meetings and open community discussions to hear concerns and comments from residents.

June 12, 2007, 10 a.m. – 4 p.m.

Second Annual Disability Awareness Day in the Hill District sponsored by St. Benedict the Moor Church Disability Ministry, at Kaufmann Auditorium at the Hill House.

Striving to help those people with disabilities participate in the ministries in their church and to connect people with the social services they need.

For more information or to provide materials/providers, etc., contact Damitra Y. Penn, Disability Advocate at 412-628-2400 or 412-281-3141.

Commissioner Samson expressed her appreciation to Commissioner Beth Pittinger for the challenging work she does as the director of the Citizen Police Review Board. Commissioner Pittinger also recognized Commissioner Christine Williams as a good role model for what "good policing is about."

The Chairperson also expressed her gratitude to Commissioners for serving on the Commission, noting that she is aware that they make many personal sacrifices to do so.

With no further business to address, Commissioner Williams moved to adjourn the meeting at 4:30 p.m. The motion was seconded by Commissioner Adelaide Smith and carried unanimously.

MEMORANDUM

TO: Commissioners

FROM: Connie Miskis Zatek 
Secretary to Director

DATE: May 1, 2007

SUBJECT: MEETING NOTICE

The Commission is scheduled to meet next on **Monday, May 7, 2007**, as follows:

2:30 p.m. Compliance Review Section

3:30 p.m. Full Commission meeting

In preparation for the above meetings, enclosed for your review are:

1. Minutes of April 9, 2007 Commission meeting
2. Federal Register, Part II Department of Housing and Urban Development, RE: Certification and Funding of State and Local Fair Housing Enforcement Agencies, dated April 16, 2007;
3. Case Summary Package
(for Compliance Review Section members only)
4. First Quarter 2007 Intake Report

Note: The Director's Report for April activities will be distributed at the May 1st meeting.

If you unable to attend the meeting of the full Commission, or your assigned Section meeting, please call me at 412-255-2600. Thank you.

/cmz

MEMORANDUM

TO: Nominating Committee Members
Rev. Timothy Smith, Chair
Leah Williams-Duncan
Anne McCafferty

Cc: B. J. Samson
Commission Chairperson

FROM: Connie Miskis Zatek
Secretary

DATE: April 9, 2007

SUBJECT: **2007 Election of Officers**

Enclosed is some information that may help expedite identification of a slate of candidates to serve as officers of the Commission for this election year.

The first item is a Summary of the Commission By-Laws regarding election procedures, followed by a timeframe based on that information. In the past, I have been asked to provide additional information to the Nominating Committee in the way of list of current officers; who is / is not eligible to hold office; and Commissioner attendance records. All of this information is enclosed for your consideration.

In addition, I have also enclosed a chart of terms of expiration for each Commissioner. Please note that this chart is NOT yet updated since the Mayor's office has not made re-appointments / replacements from last year. You should also note that the terms of the following Commissioners continue to serve with expired terms:

Commissioner	Term Expired
Curtis Smith	April 1, 2005
David Engel	April 1, 2006
Elizabeth Pittinger	April 1, 2006
B J Samson	April 1, 2006
Susan Hunt, M.D.	April 1, 2007
Christine Williams	April 1, 2007
Stephan Broadus	April 1, 2007
Vacancy	April 1, 2007

We do not know if or when the Mayor may take action to reappoint or replace these Commissioners, but I wanted to alert you to the possibility should you chose to nominate any of them for positions on the Executive Committee.

Finally, I have enclosed the most current listing of Commissioner names and phone numbers for your convenience in contacting Commissioners. In the past, some Nominating Committees have circulated surveys or called Commissioners to ascertain interest in serving as an officer prior to their being nominated.

There is no proscribed way for your Committee to meet or serve. You may meet here at the Commission offices, at another location or by conference call. Please feel free to call me if there is anything else you may need, or if I can help you in any way. Your report is due to the Commission at its next meeting on May 7, 2006.

/cmz

Commission on Human Relations
Summary of Election Procedures
Per By-Laws, as amended April 3, 1991 - June 2000

Section VI Officers --

May be re-elected but may not serve more than four consecutive years in same office

~~(Note: Not an issue in 2007 election)~~

Section VII Elections --

Nominating Committee appointed on an annual basis (see Sec. IX below)

Elections held in June

Full slate presented one month in advance of election meeting

Mailed to Commissioners no later than 10 days* prior to election

Additional names may be placed on ballot:

Need petition signed by two Commissioners and bear acceptance signature of nominee

Petition must be received by Chair of Nominating Committee no later than 15 days* prior to election

Election by secret ballot

New Officers take office at end of June meeting

Section IX Committees -- Nominating Committee

Standing Committee consisting of three members appointed annually; serves during year of appointment

At least one, but no more than two who are NOT members of the Executive Committee

Present slate one month prior to the election meeting

Applicable Dates/Comments for 2007 Election

Monday, April 9, 2007	Charge Nominating Committee
Monday, May 7, 2007	Recommended slate presented to Commission
Friday, May 11, 2007	Last day to receive petitions to add name(s) to ballot
Friday, May 18, 2007	Mail final slate of candidates to Commissioners
Monday, June 4, 2007	Election of Officers by secret ballot

* Business days

The following information should be taken into consideration in making recommendations for officers:

Current Executive Committee members are:

Chair	B. J. Samson	<i>(Originally elected June 2004)</i>
1 st V. Chair	Stephan Broadus	<i>(Originally elected June 2005)</i>
2 nd V. Chair	Adelaide Smith	<i>(Originally elected June 2006)</i>
Secretary	Susan C. Hunt	<i>(Originally elected June 2004)</i>
Treasurer	Rev. Timothy Smith	<i>(Originally elected July 2005)</i>

Includes Past Chair(s): Elizabeth Pittinger

The terms of the following Commissioners are expired; they are up for reappointment or replacement:

Commissioner	Term Expired
Curtis Smith	April 1, 2005
David Engel	April 1, 2006
Elizabeth Pittinger	April 1, 2006
B J Samson	April 1, 2006
Susan Hunt, M.D.	April 1, 2007
Christine Williams	April 1, 2007
Stephan Broadus	April 1, 2007
Vacancy	April 1, 2007

Commissioner Attendance: See attached 2006 and 2007 Attendance Charts

Pittsburgh Commission on Human Relations

Attendance Record -- 2006

Full Commission Meetings Only (data as of 12/20/06)

(Summer recess in August -- No meeting)

Commissioner	Jan	Feb	Mar	April	May	Jun	July	Sept	Oct	Nov	Dec	% of Total 11 months
Stephan Broadus	Ex	X	Ex	X	X	Ex	EX	X	Ex	X	X	5/11 45.4%
Lynette Drawn-Williamson	X	X	X	X	Ex	X	X	X	X	X	X	10/11 90.9%
David Engel	Ab	Ab	X	Ab	Ab	X	Ab	X	Ab	Ab	EX	3/11 27.2%
Elbert Gray, Jr.	Appointed March 2006			X	X	X	Ex	X	Ex	X	X	6/8 75%
Dr. Susan Hunt	X	Ab	X	Ex	Ab	Ab	Ex	Ab	Ex	Ex	Ex	2/11 18.1%
Sr. Eleanor Loftus	Appointed March 2006			X	X	X	X	X	X	Ex	X	7/8 87.5%
Anne McCafferty	Appointed March 2006			X	X	Ex	Ex	X	Ex	X	X	5/8 62.5%
Robert C. McClenahan	Ex	Ex	Ab	X	X	Ab	Resigned July 2006					3/7 42.8%
Elizabeth C. Pittinger	Ex	X	X	X	X	X	Ex	X	X	X	X	9/11 81.8%
B. J. Samson	X	X	X	X	Ex	X	X	Ex	X	X	X	9/11 81.8%
Curtis A. Smith	Ex	X	X	X	X	X	X	Ex	Ex	X	Ex	7/11 63.6%
Adelaide Smith	X	X	X	X	X	Ex	X	X	X	X	Ex	9/11 81.8%
Rev. Timothy Smith	X	X	X	X	X	X	Ex	X	X	X	Ex	9/11 81.8%
Christine Williams	Ab	X	Ab	X	X	Ex	Ex	X	Ab	X	Ex	5/11 45.4%
Leah Williams-Duncan	X	X	X	X	X	X	X	X	X	X	X	11/11 100%
% Full Attendance	50%	75%	75%	86%	73%	60%	46%	78%	50%	75%	57%	Average: 65.7%

Average: 66%

X - Present
Ex - Excused (called in advance)
Ab - Absent (no call/no show)

Pittsburgh Commission on Human Relations

Attendance Record -- 2007

Full Commission Meetings Only (data as of March 2007)

(Summer recess in August - No meeting)

Commissioner	Jan	Feb	Mar	April	May	Jun	July	Sept	Oct	Nov	Dec	% of Total 3 months
Stephan Broadus	Ex	Ex	Ex									-0-
Lynette Drawn-Williamson	X	X	X									100
David Engel	Ex	X	X									67
Elbert Gray, Jr.	X	X	X									100
Dr. Susan Hunt	Ex	Ex	Ex									-0-
Sr. Eleanor Loftus	X	X	X									100
Anne McCafferty	X	Ex	X									67
Elizabeth C. Pittinger	Ex	X	X									67
B. J. Samson	X	X	X									100
Curtis A. Smith	Ex	X	X									67
Adelaide Smith	X	X	Ex									67
Rev. Timothy Smith	X	Ex	X									67
Christine Williams	Ex	X	Ex									33
Leah Williams-Duncan	X	X	X									100
% Full Attendance	6/14 43%	4/14 29%	4/14 29%									67%

Average: _____%

X - Present
Ex - Excused (called in advance)
Ab - Absent (no call/no show)

Table of Executive Committee Members

Pursuant to Commission By Laws, Section VI. Officers:

" . . . Officers may be re-elected to office but may not serve more than four (4) consecutive one-year terms in the same office. . . "

Office	Chair	Vice Chair	Vice Chair	Secretary	Treasurer
1996 -97	Board	Kunselman	Hughey	Pittinger	Fox
1997 -98	Kunselman	Williams	Honse	Morgan	Pittinger
1998 -99	Pittinger	Golden	McClenahan	Morgan	Williams
1999 - 2000	Pittinger*	Golden	McClenahan	Honse	Williams
2000 - 2001	Golden	McClenahan	Vallone	Pittinger	Williams
2001 - 2002	Golden	McClenahan	Vallone	Samson	Broadus
2002 - 2003	McClenahan	Vallone	Samson	Broadus	Stein
2003 - 2004	McClenahan	Vallone	Samson	Broadus	Hunt
2004 2005	Samson	Vallone	Broadus	Hunt	Engel
2005 - 2006	Samson	Broadus	Engel	Hunt	T. Smith
2006-2007	Samson	Broadus	A. Smith	Hunt	T. Smith

*Note: Term was completed by Golden

Pursuant to By Laws Section IX. Committee, Article 2. Nominating Committees:

"The Nominating Committee shall be a standing committee consisting of three (3) members of the Commission appointed annually by the Chairperson with the approval of the Commission, two months prior to the election. The Nominating Committee shall serve during the year of appointment. The Committee shall have the responsibility of submitting a slate of officers one (1) month prior to the election meeting. In appointing this Committee, the Chairperson must name at least one (1), but no more than two (2) members of the Commission who are not members of the Executive Committee."

Timeline for Elections:

April meeting:	Appoint Nominating Committee
May meeting:	Present slate of candidates
Petitions received:	15 days prior to election
Final slate mailed:	10 days prior to election
June meeting:	Election by secret ballot

Memorandum

TO: Commissioners

FROM: Nominating Committee
Rev. Tim Smith, Chair
Anne McCafferty
Leah Williams-Duncan

DATE: May 7, 2007

SUBJECT: COMMITTEE REPORT

The Nominating Committee met to consider candidates for the 2007/2008 Executive Committee and make the following recommendations:

Chairperson	B. J. Samson
1 st Vice-Chair	Stephan Broadus
2 nd Vice-Chair	Adelaide Smith
Secretary	Lynette Drawn-Williamson Dr. Hunt
Treasurer	Rev. Timothy Smith

Additional candidates may be placed on the ballot by petition signed by the candidate and two other Commissioners. Petitions must be received no later than May 11, 2007.

/cmz

MEMORANDUM

TO: Charles F. Morrison, Director

FROM: Janice Burris
Clerk-Stenographer II

DATE: April 24, 2007

SUBJ: INTAKE REPORT - First Quarter, 2007

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CASES FILED, FIRST QUARTER 2007

	<u>JAN</u>	<u>FEB</u>	<u>MAR</u>	<u>TOTALS</u>
<u>COMMISSION INITIATED</u>	1	0	0	1
<u>EMPLOYMENT</u>	4	5	6	15
<u>HOUSING</u>	1	1	0	2
<u>PUBLIC ACCOMMODATIONS</u>	0	1	0	1
<u>COMMUNITY RELATIONS</u>	0	0	0	0
<u>CIVIL RIGHTS</u>	<u>1</u>	<u>0</u>	<u>1</u>	<u>2</u>
TOTALS	7	7	7	21

BASES OF DISCRIMINATION: FIRST QUARTER

I. EMPLOYMENT CASES

<u>Basis</u>	<u>Number</u>	<u>Percentage</u>
Race	5	33.30
Race, Sex	1	6.67
Race & Retaliation	1	6.67
Race & Age	1	6.67
Race, Age & Sex	1	6.67
Race, Age & H/D	1	6.67
Sex	1	6.67
Sex, Race & H/D	1	6.67
Sex, Race, SO & Retaliation	1	6.67
Sex, SO & Retaliation	1	6.67
Age & H/D	<u>1</u>	<u>6.67</u>
TOTAL	15	100.00

II. HOUSING CASES

<u>Basis</u>	<u>Number</u>	<u>Percentage</u>
Race, H/D & Retaliation	1	50.00
National Origin	<u>1</u>	<u>50.00</u>
TOTAL	2	100.00

III. PUBLIC ACCOMMODATION CASES

<u>Basis</u>	<u>Number</u>	<u>Percentage</u>
Race	<u>1</u>	<u>100.00</u>
TOTAL	1	100.00

IV. CIVIL RIGHTS CASES

<u>Basis</u>	<u>Number</u>	<u>Percentage</u>
Race	1	50.00
Race, H/D & Retaliation	<u>1</u>	<u>50.00</u>
TOTAL	2	100.00

**BASES OF DISCRIMINATION: FIRST QUARTER
CONT'D**

V. COMMISSION INITIATED CASES

<u>Basis</u>	<u>Number</u>	<u>Percentage</u>
Familial Status	<u>1</u>	<u>100.0</u>
TOTAL	1	100.0

ISSUES OF COMPLAINTS

I. EMPLOYMENT CASES

<u>Issue</u>	<u>Number</u>	<u>Percent</u>
Discharge	6	40.00
Layoff	4	26.66
Suspension	2	13.33
Discipline	1	6.67
Constructive Discharge	1	6.67
Failure to Hire	<u>1</u>	<u>6.67</u>
TOTAL	15	100.00

II. HOUSING CASES

<u>Issue</u>	<u>Number</u>	<u>Percent</u>
Terms & Conditions	<u>2</u>	<u>100.00</u>
TOTAL	2	100.00

III. PUBLIC ACCOMMODATION CASES

<u>Basis</u>	<u>Number</u>	<u>Percentage</u>
Service Denied	<u>1</u>	<u>100.00</u>
TOTAL	1	100.00

IV. CIVIL RIGHTS CASES

<u>Issue</u>	<u>Number</u>	<u>Percent</u>
Unauthorized Removal of Property	1	50.0
Traffic Stop	<u>1</u>	<u>50.0</u>
TOTAL	2	100.0

V. COMMISSION INITIATED CASES

<u>Issue</u>	<u>Number</u>	<u>Percent</u>
Familial Status	<u>1</u>	<u>100.0</u>
TOTAL	1	100.0

RESPONDENTS-TYPE OF BUSINESS: EMPLOYMENT CASES

Hospitals	1	6.67
University	1	6.67
Hotel	1	6.67
Markets	2	13.31
Janitorial	1	6.67
Retail	1	6.67
Nursing Homes	3	20.00
Education	3	20.00
Security Services	1	6.67
City of Pittsburgh (Housing Authority)	<u>1</u>	<u>6.67</u>
TOTAL	15	100.00