**PROGRAM YEAR 2013**

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| **MEASURE** | **PROGRAM** | **REG 2**  **WSI** | **REG 15**  **WICCO** | **REG 4**  **CSC** | **REG 3**  **JGI** | **REG 5**  **LWP** | **REG 8 TJC** | **TOCOWA** |
| **1. Placement:**  Percent of customers employed the quarter when the individual completed services from the workforce system or the quarter after. (Source: PRISM)  Submit targets with strategic plan  Set targets when data becomes available  Do not set targets until notified | **WIA Title 1B (adult, youth and dislocated worker combined)** | 57.0% | 71.6% | 69.8% | 66.5% | 67.1% | 64.4% | 68.3% |
| **WIA Title II** | 37.5% | 35.4% | 32.0% | 32.7% | 31.5% | 37.4% | 23.2% |
| **WIA Title III Wagner-Peyser Employment Service (includes SEDAF funded services)** | 64.1% | 66.0% | 66.9% | 66.5% | 65.4% | 64.9% | 66.9% |
| **WIA Title IV - Vocational Rehabilitation** | 49.5% | 50.2% | 56.2% | 55.2% | 57.3% | 49.8% | 51.9% |
| **Temporary Assistance for Needy Families (TANF)/JOBS** | 50.2% | 41.3% | 36.4% | 37.8% | 77.6% | 50.9% | 50.9% |
| WIA Title I-B Youth |  |  |  |  |  |  |  |
| WIA Title I-B Adult |  |  |  |  |  |  |  |
| WIA Title I-B Dislocated Workers |  |  |  |  |  |  |  |
| WIA Title I/National Programs – Veterans |  |  |  |  |  |  |  |
| WIA Title I/Migrant Seasonal Farm Workers |  |  |  |  |  |  |  |
| Trade Adjustment Assistance (TAA) & Trade Readjustment Allowances |  |  |  |  |  |  |  |
| Youth Conservation Corps |  |  |  |  |  |  |  |
| Commission for the Blind |  |  |  |  |  |  |  |
| Older Americans Act/Title V – Senior Community Service Employment Program (SCSEP) |  |  |  |  |  |  |  |
| Food Stamp Employment Program (SNAP) |  |  |  |  |  |  |  |
| **MEASURE** | **PROGRAM** | **REG 2**  **WSI** | **REG 15**  **WICCO** | **REG 4**  **CSC** | **REG 3**  **JGI** | **REG 5**  **LWP** | **REG 8 TJC** | **TOCOWA** |
| **2. Retention:**  Percent of customers employed in four continuous quarters after completing services. (Source: PRISM)  Submit targets with strategic plan  Set targets when data becomes available  Do not set targets until notified | **WIA Title 1B (adult, youth and dislocated worker combined)** | 80.0% | 61.0% | 60.0% | 55.6% | 59.9% | 53.8% | 56.7% |
| **WIA Title II** | 64.2% | 66.3% | 74.7% | 61.5% | 60.5% | 61.5% | 54.3% |
| **WIA Title III Wagner-Peyser Employment Service (includes SEDAF funded services)** | 60.1% | 61.4% | 64.0% | 61.4% | 64.5% | 58.2% | 60.8% |
| **WIA Title IV - Vocational Rehabilitation** | 67.7% | 64.9% | 58.5% | 63.6% | 69.9% | 58.9% | 57.9% |
| **Temporary Assistance for Needy Families (TANF)/JOBS** | 39.8% | 36.5% | 30.7% | 34.8% | 38.9% | 32.9% | 31.4% |
| WIA Title I-B Youth |  |  |  |  |  |  |  |
| WIA Title I-B Adult |  |  |  |  |  |  |  |
| WIA Title I-B Dislocated Workers |  |  |  |  |  |  |  |
| WIA Title I/National Programs - Veterans |  |  |  |  |  |  |  |
| WIA Title I/Migrant Seasonal Farm Workers |  |  |  |  |  |  |  |
| Trade Adjustment Assistance (TAA) & Trade Readjustment Allowances |  |  |  |  |  |  |  |
| Youth Conservation Corps |  |  |  |  |  |  |  |
| Commission for the Blind |  |  |  |  |  |  |  |
| Older Americans Act/Title V – Senior Community Service Employment Program (SCSEP) |  |  |  |  |  |  |  |
| Food Stamp Employment Program (SNAP |  |  |  |  |  |  |  |
| **MEASURE** | **PROGRAM** | **REG 2**  **WSI** | **REG 15**  **WICCO** | **REG 4**  **CSC** | **REG 3**  **JGI** | **REG 5**  **LWP** | **REG 8 TJC** | **TOCOWA** |
| **3. Wage gain:**  Fifth quarter average hourly wages minus first quarter average hourly wages. (Source: PRISM)  Submit targets with strategic plan  Set targets when data becomes available  Do not set targets until notified | **WIA Title 1B (adult, youth and dislocated worker combined)** | $0.22 | $0.56 | $0.88 | $0.86 | $0.35 | $0.22 | $0.22 |
| **WIA Title II** | $1.22 | $0.59 | $2.48 | $0.86 | $0.82 | $0.05 | $0.87 |
| **WIA Title III Wagner-Peyser Employment Service (includes SEDAF funded services)** | $0.44 | $0.69 | $0.89 | $0.86 | $0.73 | $0.44 | $0.56 |
| **WIA Title IV - Vocational Rehabilitation** | $**-**0.42 | $1.16 | $0.49 | $0.86 | $0.51 | $-1.94 | $1.05 |
| **Temporary Assistance for Needy Families (TANF)/JOBS** | $1.06 | $2.39 | $0.73 | $0.86 | $0.75 | $-0.17 | $0.75 |
| WIA Title I-B Youth |  |  |  |  |  |  |  |
| WIA Title I-B Adult |  |  |  |  |  |  |  |
| WIA Title I-B Dislocated Workers |  |  |  |  |  |  |  |
| WIA Title I/National Programs - Veterans |  |  |  |  |  |  |  |
| WIA Title I/Migrant Seasonal Farm Workers |  |  |  |  |  |  |  |
| Trade Adjustment Assistance (TAA) & Trade Readjustment Allowances |  |  |  |  |  |  |  |
| Youth Conservation Corps |  |  |  |  |  |  |  |
| Commission for the Blind |  |  |  |  |  |  |  |
| Older Americans Act/Title V – Senior Community Service Employment Program (SCSEP) |  |  |  |  |  |  |  |
| Food Stamp Employment Program (SNAP) |  |  |  |  |  |  |  |

**PROGRAM YEAR 2014**

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| **MEASURE** | **PROGRAM** | **REG 2**  **WSI** | **REG 15**  **WICCO** | **REG 4**  **CSC** | **REG 3**  **JGI** | **REG 5**  **LWP** | **REG 8 TJC** | **TOCOWA** |
| **1. Placement:**  Percent of customers employed the quarter when the individual completed services from the workforce system or the quarter after. (Source: PRISM)  Submit targets with strategic plan  Set targets when data becomes available  Do not set targets until notified | **WIA Title 1B (adult, youth and dislocated worker combined)** | 57.0% | 72.7% | 70.4% | 67.5% | 68.1% | 64.8% | 69.2% |
| **WIA Title II** | 37.5% | 36.0% | 32.2% | 32.1% | 31.9% | 37.6% | 23.5% |
| **WIA Title III Wagner-Peyser Employment Service (includes SEDAF funded services)** | 64.1% | 67.0% | 67.4% | 67.4% | 66.3% | 65.3% | 67.7% |
| **WIA Title IV - Vocational Rehabilitation** | 50.5% | 51.0% | 56.7% | 56.0% | 58.1% | 50.1% | 52.5% |
| **Temporary Assistance for Needy Families (TANF)/JOBS** | 51.2% | 41.9% | 36.7% | 39.1% | 78.7% | 51.2% | 51.5% |
| WIA Title I-B Youth |  |  |  |  |  |  |  |
| WIA Title I-B Adult |  |  |  |  |  |  |  |
| WIA Title I-B Dislocated Workers |  |  |  |  |  |  |  |
| WIA Title I/National Programs – Veterans |  |  |  |  |  |  |  |
| WIA Title I/Migrant Seasonal Farm Workers |  |  |  |  |  |  |  |
| Trade Adjustment Assistance (TAA) & Trade Readjustment Allowances |  |  |  |  |  |  |  |
| Youth Conservation Corps |  |  |  |  |  |  |  |
| Commission for the Blind |  |  |  |  |  |  |  |
| Older Americans Act/Title V – Senior Community Service Employment Program (SCSEP) |  |  |  |  |  |  |  |
| Food Stamp Employment Program (SNAP) |  |  |  |  |  |  |  |
| **MEASURE** | **PROGRAM** | **REG 2**  **WSI** | **REG 15**  **WICCO** | **REG 4**  **CSC** | **REG 3**  **JGI** | **REG 5**  **LWP** | **REG 8 TJC** | **TOCOWA** |
| **2. Retention:**  Percent of customers employed in four continuous quarters after completing services. (Source: PRISM)  Submit targets with strategic plan  Set targets when data becomes available  Do not set targets until notified | **WIA Title 1B (adult, youth and dislocated worker combined)** | 80.0% | 61.9% | 60.4% | 56.4% | 60.8% | 54.2% | 57.4% |
| **WIA Title II** | 64.2% | 67.3% | 75.3% | 62.3% | 61.4% | 62.0% | 54.9% |
| **WIA Title III Wagner-Peyser Employment Service (includes SEDAF funded services)** | 60.1% | 62.3% | 64.5% | 62.2% | 65.5% | 58.6% | 61.6% |
| **WIA Title IV - Vocational Rehabilitation** | 67.7% | 65.9% | 59.0% | 64.4% | 70.9% | 59.3% | 58.6% |
| **Temporary Assistance for Needy Families (TANF)/JOBS** | 40.8% | 37.0% | 30.9% | 35.6% | 39.5% | 33.1% | 31.8% |
| WIA Title I-B Youth |  |  |  |  |  |  |  |
| WIA Title I-B Adult |  |  |  |  |  |  |  |
| WIA Title I-B Dislocated Workers |  |  |  |  |  |  |  |
| WIA Title I/National Programs - Veterans |  |  |  |  |  |  |  |
| WIA Title I/Migrant Seasonal Farm Workers |  |  |  |  |  |  |  |
| Trade Adjustment Assistance (TAA) & Trade Readjustment Allowances |  |  |  |  |  |  |  |
| Youth Conservation Corps |  |  |  |  |  |  |  |
| Commission for the Blind |  |  |  |  |  |  |  |
| Older Americans Act/Title V – Senior Community Service Employment Program (SCSEP) |  |  |  |  |  |  |  |
| Food Stamp Employment Program (SNAP |  |  |  |  |  |  |  |
| **MEASURE** | **PROGRAM** | **REG 2**  **WSI** | **REG 15**  **WICCO** | **REG 4**  **CSC** | **REG 3**  **JGI** | **REG 5**  **LWP** | **REG 8 TJC** | **TOCOWA** |
| **3. Wage gain:**  Fifth quarter average hourly wages minus first quarter average hourly wages. (Source: PRISM)  Submit targets with strategic plan  Set targets when data becomes available  Do not set targets until notified | **WIA Title 1B (adult, youth and dislocated worker combined)** | $0.22 | $0.56 | $0.88 | $0.86 | $0.35 | $0.22 | $0.22 |
| **WIA Title II** | $1.22 | $0.59 | $2.48 | $0.86 | $0.82 | $0.05 | $0.87 |
| **WIA Title III Wagner-Peyser Employment Service (includes SEDAF funded services)** | $0.44 | $0.69 | $0.89 | $0.86 | $0.73 | $0.44 | $0.56 |
| **WIA Title IV - Vocational Rehabilitation** | $**-**0.41 | $1.16 | $0.49 | $0.86 | $0.51 | $-1.94 | $1.05 |
| **Temporary Assistance for Needy Families (TANF)/JOBS** | $1.07 | $2.39 | $0.73 | $0.86 | $0.75 | $-0.17 | $0.75 |
| WIA Title I-B Youth |  |  |  |  |  |  |  |
| WIA Title I-B Adult |  |  |  |  |  |  |  |
| WIA Title I-B Dislocated Workers |  |  |  |  |  |  |  |
| WIA Title I/National Programs - Veterans |  |  |  |  |  |  |  |
| WIA Title I/Migrant Seasonal Farm Workers |  |  |  |  |  |  |  |
| Trade Adjustment Assistance (TAA) & Trade Readjustment Allowances |  |  |  |  |  |  |  |
| Youth Conservation Corps |  |  |  |  |  |  |  |
| Commission for the Blind |  |  |  |  |  |  |  |
| Older Americans Act/Title V – Senior Community Service Employment Program (SCSEP) |  |  |  |  |  |  |  |
| Food Stamp Employment Program (SNAP) |  |  |  |  |  |  |  |

**PROGRAM YEAR 2015**

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| **MEASURE** | **PROGRAM** | **REG 2**  **WSI** | **REG 15**  **WICCO** | **REG 4**  **CSC** | **REG 3**  **JGI** | **REG 5**  **LWP** | **REG 8 TJC** | **TOCOWA** |
| **1. Placement:**  Percent of customers employed the quarter when the individual completed services from the workforce system or the quarter after. (Source: PRISM)  Submit targets with strategic plan  Set targets when data becomes available  Do not set targets until notified | **WIA Title 1B (adult, youth and dislocated worker combined)** | 59.0% | 73.8% | 70.9% | 68.3% | 69.1% | 65.2% | 70.0% |
| **WIA Title II** | 37.5% | 36.5% | 32.5% | 32.9% | 32.3% | 37.8% | 23.7% |
| **WIA Title III Wagner-Peyser Employment Service (includes SEDAF funded services)** | 64.1% | 68.0% | 67.9% | 68.2% | 67.3% | 65.7% | 68.5% |
| **WIA Title IV - Vocational Rehabilitation** | 51.5% | 51.7% | 57.2% | 56.8% | 59.0% | 50.5% | 53.1% |
| **Temporary Assistance for Needy Families (TANF)/JOBS** | 52.2% | 42.5% | 37.0% | 39.9% | 79.8% | 51.6% | 52.1% |
| WIA Title I-B Youth |  |  |  |  |  |  |  |
| WIA Title I-B Adult |  |  |  |  |  |  |  |
| WIA Title I-B Dislocated Workers |  |  |  |  |  |  |  |
| WIA Title I/National Programs – Veterans |  |  |  |  |  |  |  |
| WIA Title I/Migrant Seasonal Farm Workers |  |  |  |  |  |  |  |
| Trade Adjustment Assistance (TAA) & Trade Readjustment Allowances |  |  |  |  |  |  |  |
| Youth Conservation Corps |  |  |  |  |  |  |  |
| Commission for the Blind |  |  |  |  |  |  |  |
| Older Americans Act/Title V – Senior Community Service Employment Program (SCSEP) |  |  |  |  |  |  |  |
| Food Stamp Employment Program (SNAP) |  |  |  |  |  |  |  |
| **MEASURE** | **PROGRAM** | **REG 2**  **WSI** | **REG 15**  **WICCO** | **REG 4**  **CSC** | **REG 3**  **JGI** | **REG 5**  **LWP** | **REG 8 TJC** | **TOCOWA** |
| **2. Retention:**  Percent of customers employed in four continuous quarters after completing services. (Source: PRISM)  Submit targets with strategic plan  Set targets when data becomes available  Do not set targets until notified | **WIA Title 1B (adult, youth and dislocated worker combined)** | 82.0% | 62.8% | 60.09% | 57.2% | 59.9% | 54.6% | 58.1% |
| **WIA Title II** | 64.2% | 68.3% | 75.9% | 63.1% | 60.5% | 62.5% | 55.6% |
| **WIA Title III Wagner-Peyser Employment Service (includes SEDAF funded services)** | 60.1% | 63.2% | 65.0% | 63.0% | 64.5% | 59.0% | 62.3% |
| **WIA Title IV - Vocational Rehabilitation** | 69.7% | 66.99% | 59.4% | 65.2% | 69.9% | 59.7% | 59.3% |
| **Temporary Assistance for Needy Families (TANF)/JOBS** | 41.8% | 37.6% | 31.2% | 36.4% | 38.9% | 33.3% | 32.2% |
| WIA Title I-B Youth |  |  |  |  |  |  |  |
| WIA Title I-B Adult |  |  |  |  |  |  |  |
| WIA Title I-B Dislocated Workers |  |  |  |  |  |  |  |
| WIA Title I/National Programs - Veterans |  |  |  |  |  |  |  |
| WIA Title I/Migrant Seasonal Farm Workers |  |  |  |  |  |  |  |
| Trade Adjustment Assistance (TAA) & Trade Readjustment Allowances |  |  |  |  |  |  |  |
| Youth Conservation Corps |  |  |  |  |  |  |  |
| Commission for the Blind |  |  |  |  |  |  |  |
| Older Americans Act/Title V – Senior Community Service Employment Program (SCSEP) |  |  |  |  |  |  |  |
| Food Stamp Employment Program (SNAP |  |  |  |  |  |  |  |
| **MEASURE** | **PROGRAM** | **REG 2**  **WSI** | **REG 15**  **WICCO** | **REG 4**  **CSC** | **REG 3**  **JGI** | **REG 5**  **LWP** | **REG 8 TJC** | **TOCOWA** |
| **3. Wage gain:**  Fifth quarter average hourly wages minus first quarter average hourly wages. (Source: PRISM)  Submit targets with strategic plan  Set targets when data becomes available  Do not set targets until notified | **WIA Title 1B (adult, youth and dislocated worker combined)** | $0.22 | $0.56 | $0.88 | $0.86 | $0.35 | $0.22 | $0.22 |
| **WIA Title II** | $1.22 | $0.59 | $2.48 | $0.86 | $0.82 | $0.05 | $0.87 |
| **WIA Title III Wagner-Peyser Employment Service (includes SEDAF funded services)** | $0.44 | $0.69 | $0.89 | $0.86 | $0.73 | $0.44 | $0.56 |
| **WIA Title IV - Vocational Rehabilitation** | $**-**0.40 | $1.16 | $0.49 | $0.86 | $0.51 | $-1.94 | $1.05 |
| **Temporary Assistance for Needy Families (TANF)/JOBS** | $1.08 | $2.39 | $0.73 | $0.86 | $0.75 | $-0.17 | $0.75 |
| WIA Title I-B Youth |  |  |  |  |  |  |  |
| WIA Title I-B Adult |  |  |  |  |  |  |  |
| WIA Title I-B Dislocated Workers |  |  |  |  |  |  |  |
| WIA Title I/National Programs - Veterans |  |  |  |  |  |  |  |
| WIA Title I/Migrant Seasonal Farm Workers |  |  |  |  |  |  |  |
| Trade Adjustment Assistance (TAA) & Trade Readjustment Allowances |  |  |  |  |  |  |  |
| Youth Conservation Corps |  |  |  |  |  |  |  |
| Commission for the Blind |  |  |  |  |  |  |  |
| Older Americans Act/Title V – Senior Community Service Employment Program (SCSEP) |  |  |  |  |  |  |  |
| Food Stamp Employment Program (SNAP) |  |  |  |  |  |  |  |

**Directions:** Measure 4 is in development for January 2013.  **DO NOT SET GOALS FOR THIS MEASURE.**  This measure is included only for your information and future planning purposes.

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| **MEASURE** | **PROGRAM** | **REG 2**  **WSI** | **REG 15**  **WICCO** | **REG 4**  **CSC** | **REG 3**  **JGI** | | **REG 5**  **LWP** | **REG 8 TJC** | **TOCOWA** |
| **4. Long term wage gain:**  13th quarter average hourly wages minus first quarter average hourly wages. (Source: PRISM)  Submit targets with strategic plan  Set targets when data becomes available  Do not set targets until notified | **WIA Title 1B (adult, youth and dislocated worker combined)** |  |  |  | |  |  |  |  |
| **WIA Title II** |  |  |  | |  |  |  |  |
| **WIA Title III Wagner-Peyser Employment Service (includes SEDAF funded services)** |  |  |  | |  |  |  |  |
| **WIA Title IV - Vocational Rehabilitation** |  |  |  | |  |  |  |  |
| **Temporary Assistance for Needy Families (TANF)/JOBS** |  |  |  | |  |  |  |  |
| WIA Title I-B Youth |  |  |  | |  |  |  |  |
| WIA Title I-B Adult |  |  |  | |  |  |  |  |
| WIA Title I-B Dislocated Workers |  |  |  | |  |  |  |  |
| WIA Title I/National Programs - Veterans |  |  |  | |  |  |  |  |
| WIA Title I/Migrant Seasonal Farm Workers |  |  |  | |  |  |  |  |
| Trade Adjustment Assistance (TAA) & Trade Readjustment Allowances |  |  |  | |  |  |  |  |
| Youth Conservation Corps |  |  |  | |  |  |  |  |
| Commission for the Blind |  |  |  | |  |  |  |  |
| Older Americans Act/Title V – Senior Community Service Employment Program (SCSEP) |  |  |  | |  |  |  |  |
| Food Stamp Employment Program (SNAP) |  |  |  | |  |  |  |  |

**Directions:** Measures 5 & 6 are in development for January 2013**. DO NOT SET GOALS FOR THESE MEASURES.**  These measures are included only for yourinformation and future planning purposes.

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| **MEASURE** | **PROGRAM** | **REG 2**  **WSI** | **REG 15**  **WICCO** | **REG 4**  **CSC** | **REG 3**  **JGI** | **REG 5 LWP** | **REG 8**  **TJC** | **TOCOWA** |
| **5. Business Customer satisfaction.** Percent of employers who report satisfaction with new employees who completed workforce system programs. | WIA Title I-B Youth |  |  |  |  |  |  |  |
| WIA Title I-B Adult |  |  |  |  |  |  |  |
| WIA Title I-B Dislocated Workers |  |  |  |  |  |  |  |
| WIA Title II |  |  |  |  |  |  |  |
| WIA Title III Wagner-Peyser Employment Service(includes SEDAF funded services) |  |  |  |  |  |  |  |
| WIA Title IV - Vocational Rehabilitation |  |  |  |  |  |  |  |
| Older Americans Act/Title V – Senior Community Service Employment Program (SCSEP)WIA |  |  |  |  |  |  |  |
| Title I/National Programs – Veterans |  |  |  |  |  |  |  |
| WIA Title I/Migrant Seasonal Farm Workers |  |  |  |  |  |  |  |
| Trade Adjustment Assistance (TAA) & Trade Readjustment Allowances |  |  |  |  |  |  |  |
| Temporary Assistance for Needy Families (TANF)/JOBS |  |  |  |  |  |  |  |
| Youth Conservation Corps |  |  |  |  |  |  |  |
| Commission for the Blind |  |  |  |  |  |  |  |
| Food Stamp Employment Program (SNAP) |  |  |  |  |  |  |  |
| **6. Job Seeker customer satisfaction.** | **PROGRAM** | **REG 2**  **WSI** | **REG 15**  **WICCO** | **REG 4**  **CSC** | **REG 3**  **JGI** | **REG 5 LWP** | **REG 8**  **TJC** | **TOCOWA** |
| WIA Title I-B Youth |  |  |  |  |  |  |  |
| WIA Title I-B Adult |  |  |  |  |  |  |  |
| WIA Title I-B Dislocated Workers |  |  |  |  |  |  |  |
| WIA Title II |  |  |  |  |  |  |  |
| WIA Title III Wagner-Peyser Employment Service (includes SEDAF funded services) |  |  |  |  |  |  |  |
| WIA Title IV - Vocational Rehabilitation |  |  |  |  |  |  |  |
| **6. Job Seeker customer satisfaction. (cont.)** | Older Americans Act/Title V – Senior Community Service Employment Program (SCSEP)WIA |  |  |  |  |  |  |  |
| Title I/National Programs – Veterans |  |  |  |  |  |  |  |
| WIA Title I/Migrant Seasonal Farm Workers |  |  |  |  |  |  |  |
| Trade Adjustment Assistance (TAA) & Trade Readjustment Allowances |  |  |  |  |  |  |  |
| Youth Conservation Corps |  |  |  |  |  |  |  |
| Commission for the Blind |  |  |  |  |  |  |  |
| Food Stamp Employment Program (SNAP) |  |  |  |  |  |  |  |

**Directions:** Thefollowing measures are to be developed over the course of the next year. **DO NOT SET GOALS FOR THESE MEASURES.** These measures are included only for your information and future planning purposes.

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| **MEASURE** | **PROGRAM** | **REG 2**  **WSI** | **REG 15**  **WICCO** | **REG 4**  **CSC** | **REG 3**  **JGI** | **REG 5 LWP** | **REG 8**  **TJC** | **TOCOWA** |
| **Skills Gain:** skill credential based on administrative records. |  |  |  |  |  |  |  |  |
| **Net Impact:**  cost of services compared to numbers placed, earnings, taxes generated. |  |  |  |  |  |  |  |  |
| **System Improvement Measure** |  |  |  |  |  |  |  |  |