



**THE THUNDER BAY PUBLIC LIBRARY BOARD
REGULAR BOARD MEETING**

Thursday, September 12, 2024 – 5:15 p.m.

Waverley Resource Library

AGENDA

We acknowledge that the City of Thunder Bay has been built on the traditional territory of Fort William First Nation, signatory to the Robinson Superior Treaty of 1850. We also recognize the contributions made to our community by the Métis people.

1. **WELCOME AND INTRODUCTIONS (Observers and Invited Guests)**

2. **ADDITIONS TO THE AGENDA**

3. **DECLARATION OF CONFLICT OF INTEREST**

4. **MINUTES**

a) Regular Board Meeting – June 13, 2024

3-5

MOTION: That the Minutes of the Regular Board Meeting held on Thursday June 13, 2024 be adopted as amended/submitted.

5. **CONSENT ITEMS – INFORMATION**

a) Acknowledgment of T. Maronese Retirement (29 years of Service)

6

b) Acknowledgement of L. Gillespie Retirement (34 years of service)

7

c) Friends of the Library Meeting Minutes May 18

8-10

d) Friends of the Public Library Newsletter Summer 2024

11-13

MOTION: That the Correspondence and Reports be received for action and/or information.

6. DECISION ITEMS

a)	Library Van Purchase	14-15
b)	Social Procurement Policy	16-17
c)	Internally Restricted Funds Consolidation	18
d)	Transfer for Balances on Accounts	19
e)	2024 Capital Budget	20
f)	2024 Operating Budget	21

7. DISCUSSION/OTHER BUSINESS

a)	Attendance at 2025 OLA Super Conference January 29- February 1, 2025	N/A
b)	Board Leadership Succession Planning	N/A
c)	Library Services Policies – referral to committee	N/A
d)	Process for Board recommendations for 2027 Board appointments	N/A
e)	Partnerships update – Symphony and School Boards	N/A
f)	FWFN Service Agreement	N/A
g)	Grant Updates – GICB, RBC, Accessibility Fund (Fed)	N/A
h)	Staff Restructuring Update	N/A
i)	Upcoming Community Conversation with Police	N/A

8. CLOSED SESSION

MOTION: That the Board move into Closed.

MOTION: That the Board move out of Closed Session.

MOTION: That the Board adopt the motions approved in Closed Session.

9. NEXT MEETING DATE

October 10, 2023 5:15 p.m. (Waverley)

10. ADJOURNMENT

MOTION: That the Regular meeting of the Thunder Bay Public Library Board being held on Thursday, September 12, 2024, now adjourn.

**THE THUNDER BAY PUBLIC LIBRARY BOARD
Minutes of the Regular Board Meeting**

**Held on Thursday, June 13, 2024
Waverley Resource Library**

C. Grieve
J. Todd
K. Fettes .
M. Zussino
C. McCraw
T. Giertuga
C. Bagdon 5:21
S. Kabir 5:17
R. Togman, CEO
M. Akis, minute taker

We acknowledge that the City of Thunder Bay has been built on the traditional territory of Fort William First Nation, signatory to the Robinson Superior Treaty of 1850. We also recognize the contributions made to our community by the Métis people.

CALL TO ORDER

MOTION: 024-045: That the Regular Meeting of the Thunder Bay Public Library Board being held on Thursday, June 13, 2024 now comes to order at 5:14 pm

1. WELCOME AND INTRODUCTION

2. ADDITIONS TO THE AGENDA

7a) Letter of Support from TBPL – Waterfront District Downtown BIA
- Regarding parking

b) 2024 Master Facilities Plan

MOTION: 024-046: That the Agenda of June 13, 2024 be approved as amended

Moved/seconded by: J. Todd/T. Giertuga

CARRIED

3. DECLARATION OF CONFLICT OF INTEREST

There were no declarations of conflict of interest

4. MINUTES

MOTION: 024-047: That the Minutes of the regular meeting held on Thursday, May 9, 2024 be adopted as submitted.

Moved/Seconded by: K. Fettes/M. Zussino
CARRIED

5. CONSENT ITEMS – INFORMATION

MOTION: 024-048: That the Correspondence and Reports be received for action and/or information.

Moved/seconded by: J. Todd/M. Zussino
CARRIED

6. DECISION ITEMS

a) Expenditure during Summer recess

MOTION: 024-049: That the Board approve purchases of more than \$30,000 during summer recess by email vote/consensus

Moved/Seconded by: K. Fettes/J. Todd
CARRIED

M. Akis left @ 5:19

7. OTHER BUSINESS/DISCUSSION

a) Letter of Support – Waterfront BIA – regarding parking

The CEO, submitted a letter in support of Chamber of Commerce and the Waterfront District BIA to allow more affordable, flexible options for parking in the downtown core.

b) 2024 Master Facilities Plan

The CEO presented the 2024 Master Facilities Plan to the Board.

8. CLOSED SESSION

MOTION: THAT in accordance with PLA Section 1.4 a, the Board move into Closed Session

MOTION: THAT the Board move out of Closed Session.

MOTION: THAT the Board approves the motions passed in Closed Session

MOTION 024-056: That the TBPL Board endorse and adopt the 2024 Master Facilities Plan as presented.

Moved/Seconded by: K. Fettes/C. Bagdon

CARRIED

9. DISCUSSION/OTHER BUSINESS

No items for discussion

10. NEXT MEETING DATE: September 12 - Waverley Resource Library

11. ADJOURNMENT

That the Regular meeting of the Thunder Bay Public Library Board being held on June 13, 2024 now adjourn at 6:30 p.m.



T. Maronese for (29) years of dedication to the Thunder Bay Public Library, we wish you the very best on your retirement.

(T. Maronese, retired on June 19, 2024)



L. Gillespie for (34) years of dedication to the Thunder Bay Public Library, we wish you the very best on your retirement.

(L. Gillespie, retired on June 30, 2024)

FRIENDS OF THE THUNDER BAY PUBLIC LIBRARY

Executive Minutes

Tuesday May 14, 2024 at Joanne Petrisano's home

Attendees:

Executive: Fran Duke, Joanne Petrisano, Pauline Parker, Christine Paul, Adrian DiGiuseppe

TBPL: Meagan Ross

Reports Filed: Treasurer's Report, Bingo Report

F. Duke called the meeting to order at 1:15 p.m.

1. Additions to the Agenda – Presentation to Tina Maronese, Coffee Mugs, Bookstore Summer Hours; Invitation to TBPL Board dinner.
2. Declaration of Conflict of Interest – M. Ross declared a conflict of interest.
3. 2024/25 Executive Positions – After discussion, the following appointments were confirmed: Fran Duke, President (and Bookstore Convenor); Vice-President – Christine Paul (and Bookstore Volunteer Scheduling); Secretary – Pauline Parker (and Bingo Convenor); Treasurer – Joanne Petrisano; and Director – Adrian DiGiuseppe (and Membership Convenor). Fran will prepare a letter and fax the names of the FOL Executive to the appropriate CRA authorities, as ratified at the Friends AGM on April 29, 2024.
4. Acceptance of Last Meeting Minutes – April 2, 2024 (posted in Google Drive.) Following a review of last meeting minutes, F. Duke moved the minutes be approved; J. Petrisano seconded; no questions or concerns; carried.
5. Treasurer's Report – FOL has a new RBC business rep. who works out of the Alloy Street branch. Now that Executive positions have been confirmed, Joanne will set up an appointment with Bruno to get authorized signatures on the FOL account. As at May 13, 2024, Joanne noted income of \$11,064.65 (Bingo proceeds for April have not yet been received), and expenses of \$17,942.09 (donations to TBPL total \$15,952.49 to date), and with a closing balance of all accounts of \$17,858.68. Joanne presented a revamped daily cash count sheet form and monthly cash register for the Bookstore which is effective immediately. Fran will update the Volunteer guidelines poster. J. Petrisano moved report; A. DiGiuseppe seconded; no questions or concerns; carried.
6. Bookstore Convenor Report – F. Duke apologized that a formal report had not been prepared. Dr. Togman kindly established a connection between St. Andrew's Church and the FOL. It has resulted in 2 free parking spaces being available for Bookstore volunteers from May 20 through to the end of August. The situation will be reassessed at that time. Bookstore volunteer Health and Safety Training is proceeding well. M. Ross and F. Duke will liaise with TBPL HR concerning the completion of the WHMIS training component. The monthly 3-day buck a bag sales continue to do well, and the first late evening Wednesday opening was fairly successful. M. Ross will discuss with Cody how to raise the profile of the late opening on Facebook. F. Duke will ensure that the minutes of the Executive Meetings are posted in the Bookstore Communications Book. One box of books was sent to BWB in April and one the

beginning of May. We are continuing to get excellent book donations from the public and deselected books from TBPL.

7. Bingo Report – P. Parker reported that the FOL availability sheet for the period July to September has been submitted to Superior Shores. As the FOL are the only member group in Thunder Bay that has a literacy component, Charity Coordinator Ashlyn Ransome requested we submit a “Charity Impact Story Collection” to the Ontario Charitable Gaming Association. M. Ross was kind enough to prepare the submission for the Friends. FOL has been approved to earn \$16,000 for the 2024/25 fiscal year. Raili Z. kindly prepared new bookmarks for FOL that advertise the Bookstore on one side and our participation in Superior Shores on the other. These are given out at the Bookstore and are a good opportunity to promote Superior Shores to those who may not know about the facility. P. Parker moved; C. Paul seconded; no questions or concerns; carried.

8. Membership Report – New Friends members include Elizabeth Pim and Phoebe Niles who have completed PICs and AODA training. Two new applications have been received from Tara Outhouse and Andrea Zizman. References have been checked, and we are awaiting completion of PICs. Meagan has forwarded information to both.

9. TBPL Update – M. Ross noted that TBPL is hosting public engagement sessions about the new Facilities Plan. Architectural drawings are on display, and the sessions have been well attended. TBPL is planning to present the Facilities Plan to City Council on June 24th. Dr. Togman was interviewed on CBC radio explaining the Central Library facility. There has been good feedback received from the interview.

TBPL has launched a web-page tbpl.c/central, titled Central Library, Your Library Reimagined which details the entire project including the design and location. The TBPL Annual Report to the Community will be released soon.

#Meagan met with Cody Angus and strategized how to maximize use of the Friends Facebook. He has retitled the page, removing the word Bookstore, so more generic Friends information also can be posted. Cody recommends paying \$5 to Facebook to increase the Buck a Bag Sale posting reach – we will do this for May and June and assess the impact. Cody will promote Friends activities on the TBPL webpage and provide assistance with FOL Facebook posts when requested.

The next Anti-Racism session will be held on May 24th from 9 am to 11:45 am at Magnus Theatre. Pauline and Fran will attend the session. Pauline has found them very worthwhile with some attendees coming in from communities far to the North. A compilation of all the sessions will be prepared and presented to the public.

10. Sales & Events: Litfest at the Marina was fairly successful even though there was no advertising on the exterior of the Baggage Building. The FOL had two tables on the second floor beside the TBPL table. There was one small sign on the staircase with the words “More Vendors Upstairs”. Nelson delivered three boxes of books and vinyl records from the Bookstore to the site on Friday afternoon, and Fran and Joanne re-packed unsold items and transported them back to the Bookstore on Monday. Approximately ½ of our display sold, generating \$159.50 over the 6 hour period. Volunteers included: Phoebe, Joan, Joanne, Pauline, and Kathie.

11. Friends Newsletter – Meagan will generate a FOL newsletter sometime during the first two weeks in June. Content will include: the 2024/25 executive, a short bio and picture of Adrian and Christine, a description of the presentation to Tina (which will take place on June 7th), recipients of the

Volunteer of the Year Award, and the next meeting dates along with an invitation for all volunteers to attend.

12. Tina's Presentation – Meagan will coordinate with Tina with a tentative date of June 7 at 1 pm at the bookstore. Kathie will be notified - she has prepared a tribute/speech, a card has been signed by volunteers at the AGM, and a gift purchased. The card will be displayed at the Bookstore so other volunteers can sign it.

13. Coffee Mugs – the TBPL Board of Directors has generously gifted beautiful travel mugs to the Friends volunteers. Remaining mugs will be sold at the Bookstore for \$5.00 each. Joanne requested the revenue be included in daily sales.

14. Bookstore Summer Hours – to be discussed at the next Executive Meeting.

15. Invitation to TBPL Board Dinner – the TBPL Board of Directors has generously invited the Executive of the FOL to attend the Annual Board Dinner. Fran will notify Mary Akis that Christine, Adrian, Pauline and Fran will attend; Joanne extends her regrets.

16. Adjournment – F. Duke adjourned the meeting at 3:15 p.m.

Next Meetings:	June 25, 2024	1:00 p.m.
	September 24, 2024	time and place TBD



Friends

OF THE THUNDER BAY PUBLIC LIBRARY

Newsletter: Summer 2024

Meet Your New Executive Members!

At this year's AGM we welcomed two new members to our Executive Committee. Your 2024 Executive is

Fran Duke -- President
Christine Paul -- Vice President
Pauline Parker -- Secretary
Joanne Petrisano -- Treasurer
Adrian diGuiseppe - Director



Christine Paul

I joined Friends of the Library in September 2022 and started my volunteering at the Book Store in Victoriaville.

I have always loved reading. I inherited this love from my Mom. Meeting and talking with people I inherited from my Dad. It seems a perfect fit for working at the Book Store!

My other interests, besides reading, are gardening, travelling, and spending time at our camp on Lake Superior with my husband and our Cairn Terrier Moxxi.



Adrian di Guiseppe

I am a lifelong resident of Thunder Bay and recently retired from the mechanical service industry. I am married (40 years!) to a great lady and have two wonderful sons and two equally wonderful granddaughters.

My interests include reading (of course), music, travel, conversation, cooking and sharing time with friends and family.

I volunteered in my youth and enjoyed being of help to others, so giving back to my community was central to how I viewed retirement.

I look forward to developing new skills, meeting new people and sharing what I know and helping others enjoy common interests.

I am eager to help the Friends promote reading, learning, and personal growth for our community.



Volunteers of the Year

At the AGM in May, we recognized two volunteers for their significant contributions in 2023: Pamela Cain and Adrian diGiuseppe.

Pam joined the Friends in 2021 and soon after joined the Executive as Secretary and Publicity Convenor. Pam was instrumental in organizing the new Bookstore, as well as an integral part of the vinyl sale. She brought the Friends' visibility on social media to new heights and we are so grateful for the tremendous work she did for the Friends -- not to mention how she energized the volunteers with her delicious baked treats!

Adrian joined the Friends in January 2023 and quickly became an invaluable member of the team. A knowledgeable vinyl collector himself, Adrian was the go-to for our epic vinyl sale – his enthusiasm and energy enabled us to make the most of the vinyl donation that we had received. And just this year Adrian has joined the Executive and we're excited to have him on board.

Join us at a meeting!

All members are welcome to attend the monthly executive meetings. Our next meeting will be held on September 24, 2025 from 3-4pm.

It will be held in the Community Room in the Hillcrest Condos at 96 High St. Enter from the back parking lot on the ground floor. Please RSVP at (807) 577-4999 so we can make sure to have enough copies of the Agenda available for everyone.



Evening Shifts at the Bookstore!

Our evening hours during the spring Buck-a-Bag sales were very popular and we'd like to offer it more often. Are you interested in working Wednesday evenings from 4pm-7pm? Let us know by emailing friends@tbpl.ca

A Friend-ly Farewell

On June 7th the Friends wished a fond farewell to Tina Maronese as she retired after 30 incredible years of service to TBPL and as the library liaison to the Friends. A small reception was held at the Bookstore where Kathie Johnson gave a lovely speech and the Friends gave Tina items for her garden as gardening was first on her retirement To-Do List. Congratulations Tina! We look forward to seeing you browsing in the Bookstore.



Upcoming Bingo Dates

- Monday, July 15: 3-5pm
- Friday, July 26: 11-1pm & 1-3pm
- Monday, August 12: 3-5pm
- Thursday, August 29: 3-5pm

Volunteering at bingos is fun and easy!

Email us if you'd like to help:

friends@tbpl.ca



Did you know?



The June Buck-a-Bag sale was one of our best yet.

We raised over \$1,100 in just three days!

Thank you to all our volunteers who help make it happen.



memorandum

To: TBPL Board
From: Richard Togman
Date: August 13, 2024
Subject: Replacement of Library Cargo Van

RECOMMENDATION

THAT a Purchase Order be issued to Badanai Motors Ltd for the replacement of the Library cargo van at a cost of \$59,499 plus HST.

BACKGROUND

The Library's cargo van was purchased in 2014. Both vans are capitalized over a useful life of nine years as per the Library's Capital Assets policy. Based on the condition of the cargo van and the fact it has exceeded its useful life, the purchase of a new van was included in the Library's 2024 capital submission. City approved \$45,000 towards the purchase of a new van with the balance coming from unexpended capital.

PROCESS USED TO SELECT THE VENDOR

As the City of Thunder Bay did not go out for bulk purchases in 2024 we sourced quotes on our own using the same process the City uses to source new vehicles. Invitations were sent to Halfway Motors, Badanai Motors, Dominion Motors, Pinewood Ford and Lakehead Motors. 3 quotes were received and Badanai Motors was the lowest winning bid.

Vendor	Bid
Badanai Motors	\$59,499
Dominion Motors	\$64,729
Lakehead Motors	\$69,686

The old van will be sold using an auction site as the price for a trade in was only \$2500, and selling privately generally increases the total sale price. The sale will be done once delivery is made on the new van.

There will be a 12 - 18 mth delivery time as the units are built to order.

The quotes do not include HST or trade-in credits.

The Library recommends that the contract be awarded to Badanai Motors, the lowest bidder.



Policy No: 3.6 SOCIAL PROCUREMENT POLICY

Type: Financial Administration

Originated: August 22, 2024

Supersedes:

Amended:

Related Policies:

Purpose

Every purchase has a social, economic, cultural and environmental impact. Social Procurement is a way for the Library to elevate this impact by leveraging existing procurement activities to achieve positive social value outcomes. The Library aims to broaden its supply chain by providing equity-seeking communities, Indigenous Peoples and diverse vendors with equitable access to procurement opportunities to foster inclusive economic growth.

Policy

The Social Procurement Policy aims to demonstrate the Library's commitment to use its purchasing power to create inclusive economic growth and provide fair access to its procurements by providing additional opportunities for underrepresented businesses and communities. It establishes the framework of values and principles, listed below, for enhancing community impact and gives direction to staff in approaching procurement.

- Provides opportunities to address economic disadvantage by promoting equal opportunity and inclusion and removing barriers to those goals experienced by equity seeking communities and others who disproportionately experience unemployment and underemployment, discrimination;
- Aspires to build a culture of social procurement;
- Leverages the Library's purchasing, under trade agreement thresholds, to benefit local economies;
- Establishes an effective balance between equity goals, accountability, transparency and efficiency;
- Complies with all applicable laws, including government trade agreements and directives, laws and policies, including the Ontario Human Rights Code;
- Achieves best value for the Library through the consideration of the full range of procurement formats and the adoption of commercially reasonable business practices.

Definitions

Equity-Seeking Community

An equity-seeking community is a group that experiences discrimination or barriers to equal opportunity, including women, persons with disabilities, newcomers/new immigrants, LGBTQ+ people, visible minorities/racialized people, and other groups, including local community groups that the Library identifies as historically underrepresented.

Indigenous Peoples

Indigenous Peoples are a specific Community that has been engaged with the Canadian government requiring Constitutional recognition and opportunities for inclusion, including by way of Governmental programs and exemptions in trade treaties.

Diverse Vendor

A diverse vendor is any business or enterprise that is:

- More than 51% (majority) owned, managed and controlled by persons belonging to an equity-seeking community, or
- A social purpose enterprise whose primary purpose is to create social, environmental or cultural value and impact, or where more than 50% of the persons who are full-time equivalent employees are participating in or have completed transitional employment training, and experience economic disadvantage.

It is the Library's preference that selected vendors will have certification as a diverse supplier through established non-profit supplier certification agencies such as:

- Canadian Aboriginal and Minority Supplier Council
- WBE Canada, Certified Women Business Enterprises
- Canadian GAY and Lesbian Chamber of Commerce
- Canadian Council for Aboriginal Business
- Inclusive Workplace Supply Council of Canada

Roles and Responsibilities

The Director of Resources will be responsible for the implementation of this policy and has the authority to develop procedures to that effect.

Target

A minimum target of 10% of the Library's total purchases, excluding the Library collection, will meet social procurement criteria.



MEMORANDUM

TO: TBPL Board
FROM: Cherri Braye, Director of Resources
DATE: August 30 2024
SUBJECT: Internally Restricted Funds Consolidation

RECOMMENDATION

It has been determined that Thunder Bay Public Library no longer needs the following internally restricted funds: Building Maintenance, Automation Renewal, Automation Projects, Library Collection and Small Capital Items

The Thunder Bay Public Library wishes to transfer the balances in the Building Maintenance, Automation Renewal, Automation Projects, Library Collection and Small Capital items which are unused and unencumbered to a generic Library Capital Fund to be used at the discretion of the Board.



**Thunder Bay
Public Library**

MEMORANDUM

TO: TBPL Board
FROM: Cherri Braye, Director of Resources
DATE: August 30 2024
SUBJECT: Transfer of Balances for Accounts

RECOMMENDATION

The Thunder Bay Public Library wishes to transfer the interest income earned on the internally restricted funds held both in GICs and in the operating bank account throughout the year to the Library General Capital Fund.

**Thunder Bay Public Library
20 Year Capital Forecast - 2025**

	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
Building Maintenance and Repair	400.0	439.8	481.6	484.0	504.5	525.8	548.1	571.3	600.6	625.8
Core Public Services Infrastructure	358.0	361.6	365.2	380.0	390.0	395.0	400.0	405.0	410.0	415.0
Digital Infrastructure Maintenance	135.0	136.4	137.7	150.0	150.0	155.0	160.0	165.0	165.0	170.0
Net Envelope	893.0	937.7	984.5	1,014.0	1,044.5	1,075.8	1,108.1	1,141.3	1,175.6	1,210.8
Facility Renewal	400.0	3,000.0								
Total Expenditures	1,293.0	3,937.7	984.5	1,014.0	1,044.5	1,075.8	1,108.1	1,141.3	1,175.6	1,210.8

**Thunder Bay Public Library
20 Year Capital Forecast**

	2034	2035	2036	2037	2038	2038	2038	2039	2040	2041
Building Maintenance and Repair	657.1	703.2	732.6	773.2	805.0	848.1	882.4	928.1	965.1	1,013.6
Core Public Services Infrastructure	420.0	430.0	435.0	435.0	440.0	440.0	445.0	445.0	450.0	450.0
Digital Infrastructure Maintenance	170.0	180.0	185.0	185.0	190.0	190.0	195.0	195.0	200.0	200.0
	1,247.1	1,313.2	1,352.6	1,393.2	1,435.0	1,478.1	1,522.4	1,568.1	1,615.1	1,663.6

Thunder Bay Public Library
2025 Operating Budget Recap

Financial Resources	2024		2025		2024		2025		2024		2025		2025 vs 2024		2025 vs 2024		
	FT	FTE	PT	FTE	FT	FTE	PT	FTE	Approved Budget	Estimated Actuals	Base	vs 2024 % increase	One	Expans Requested	2025 Budget	2025 vs 2024 \$ Change	2025 vs 2024 % Change
Personnel Services	59	13.5	59	13.5	6,180.0	6,045.0	6,440.4	4.2%	6,440	6,440.4	6,440.4	4.2%	6,440	6,440	260.40	4.2%	4.2%
Purchases Services					540.0	596.0	553.5	2.5%	554	596.0	553.5	2.5%	554	554	13.50	2.5%	2.5%
Rents & Financial Expense					140.6	141.0	144.1	2.5%	144	141.0	144.1	2.5%	144	144	3.50	2.5%	2.5%
Materials					469.0	485.0	480.5	2.5%	481	485.0	480.5	2.5%	481	481	11.50	2.5%	2.5%
Gross Expenditures					7,329.6	7,267.0	7,618.5	3.9%	7,618.5	7,267.0	7,618.5	3.9%	7,618.5	7,618.5	288.9	3.9%	3.9%
Other Revenues					(400.5)	(402.0)	(400.5)	0.0%	(400.5)	(402.0)	(400.5)	0.0%	(400.5)	(400.5)	-	0.0%	0.0%
Subtotal					6,929.1	6,865.0	7,218.0	4.2%	7,218.0	6,865.0	7,218.0	4.2%	7,218.0	7,218.0	288.9	4.2%	4.2%
Transfers to Own Funds					-	-	-	-	-	-	-	-	-	-	-	-	-
Net Cost (Income)					6,929.1	6,865.0	7,218.0	4.2%	7,218.0	6,865.0	7,218.0	4.2%	7,218.0	7,218.0	288.9	4.2%	4.2%