

<b>INCOME</b>						
	<b>ACTUALS</b>	<b>APPROVED</b>	<b>FINAL</b>	<b>FINAL</b>	<b>FINAL</b>	
	<b>as of</b>	<b>2008-2009</b>	<b>2007-2008</b>	<b>2006-2007</b>	<b>2005-2006</b>	
Responsibility:		<b>BUDGET</b>				
<b>VP Communications:</b>						
Job Bank	#REF!	\$ 1,000.00	\$ 675.00			\$ 1,725.00
<b>VP Membership:</b>						
Chapter Dues	#REF!	\$ 23,200.00	\$ 20,602.50	\$ 20,379.00		\$ 23,108.50
Awards/Recognition	#REF!	\$ 1,100.00	\$ 2,750.00	\$ 1,650.00		\$ 1,100.00
<b>VP Education:</b>						
Educational Conference	#REF!	\$ 24,000.00	\$ 28,694.00	\$ 26,215.00		\$ 28,680.00
Strategic Meeting Mgmt Day	#REF!	\$ 2,500.00	\$ 8,755.00	\$ -		
Meetings	#REF!	\$ 22,000.00	\$ 30,235.00	\$ 22,455.00		\$ 19,985.00
CMP Study Group	#REF!	\$ 800.00	\$ 450.00	\$ 825.00		\$ 875.00
Donations	#REF!	\$ 800.00	\$ 713.00	\$ 990.50		\$ 142.00
<b>VP Finance:</b>						
Special Events	#REF!	\$ 12,000.00	\$ 9,570.00	\$ 35,080.00		\$ 33,880.00
Advertising	#REF!	\$ 11,700.00	\$ 9,915.00	\$ 11,615.00		\$ 8,290.00
Fundraising	#REF!	\$ 8,000.00	\$ 7,515.00	\$ 7,515.00		\$ -
Strategic Alliance	#REF!	\$ 5,000.00	\$ 1,568.00	\$ 1,568.00		\$ -
Administrative	#REF!	\$ 850.00	\$ 909.48	\$ 126.19		\$ 98.08
<b>TOTALS</b>	<b>#REF!</b>	<b>\$ 112,950.00</b>	<b>\$ 122,351.98</b>	<b>\$ 128,418.69</b>		<b>\$ 117,883.58</b>
		#REF!				
<b>EXPENSES</b>						
	<b>ACTUALS</b>	<b>APPROVED</b>	<b>FINAL</b>	<b>FINAL</b>	<b>FINAL</b>	
	<b>as of</b>	<b>2008-2009</b>	<b>2007-2008</b>	<b>2006-2007</b>	<b>2005-2006</b>	
		<b>BUDGET</b>				
<b>VP Communications</b>						
Operating	#REF!	\$ 5,995.00	\$ 6,844.00	\$ 5,487.50		\$ 5,100.95
Advocacy						\$ 1,750.94
Marketing	#REF!	\$ -				
Community Outreach	#REF!	\$ -				\$ -
Newsletter	#REF!	\$ -				\$ -
<b>VP Membership:</b>						
Operating	#REF!	\$ 500.00	\$ 2,161.04			
Recruitment		\$ 150.00				
Member Care	#REF!	\$ 2,250.00	\$ 1,245.01			\$ 550.00
Awards/Recognition	#REF!	\$ 1,600.00	\$ 1,086.90	\$ 1,591.00		
<b>VP Education:</b>						
Educational Conference	#REF!	\$ 13,000.00	\$ 10,203.80	\$ 13,297.04		\$ 17,465.37
Strategic Meeting Mgmt Day	#REF!	\$ 5,000.00	\$ 12,782.49			\$ -
Monthly Meetings	#REF!	\$ 7,000.00	\$ 2,413.23	\$ 2,246.32		\$ 1,594.20
<b>VP Finance:</b>						
Administrative	#REF!	\$ 4,260.00	\$ 5,150.47	\$ 5,895.79		\$ 4,704.22
Special Events	#REF!	\$ 7,100.00	\$ 6,472.48	\$ 11,860.35		\$ 9,640.78
Advertising	#REF!	\$ 2,300.00	\$ 983.57	\$ 2,236.51		\$ 2,391.67
Fundraising	#REF!	\$ 50.00	\$ 82.01			
Strategic Alliances	#REF!	\$ 100.00	\$ 108.32			
Management Co.	#REF!	\$ 45,000.00	\$ 46,587.77	\$ 42,594.17		\$ 41,625.14
<b>Pres/Pres Elect</b>						
Operating	#REF!	\$ 16,300.00	\$ 17,972.90	\$ 15,308.70		\$ 9,328.14
Leadership Development		\$ 250.00				
Foundation donation	#REF!	\$ 2,649.00				\$ -
Chapter of the Year	#REF!	\$ -				\$ 147.13

	<b>TOTALS</b>	#REF!	\$ 113,504.00	\$ 114,093.99	\$ 100,517.38	\$ 94,298.54
			#REF!			
	<b>NET INCOME</b>	#REF!	\$ (554.00)	\$ 8,257.99	\$ 27,901.31	\$ 23,585.04

## INCOME

	ACTUALS as of	Proposed 2008-2009 BUDGET	%	DIFFERENCE TO BUDGET	FINAL 2007-2008	FINAL 2006-2007	FINAL 2005-2006
<b>VP OF COMMUNICATIONS - Cheryl Rivas, CMP</b>							
<b>JOB BANK</b>							
Job Bank	#REF!	\$ 1,000.00	#REF!	#REF!	\$675.00	\$2,175.00	\$1,725.00
<b>TOTAL JOB BANK</b>	#REF!	\$ 1,000.00	#REF!	#REF!	\$675.00	\$2,175.00	\$1,725.00
<b>VP OF MEMBERSHIP - Robyn Russell, CMP</b>							
<b>CHAPTER DUES</b>							
Affiliate Members	#REF!	\$ 1,200.00	#REF!	#REF!	\$675.00	\$780.00	\$840.00
Members	#REF!	\$ 22,000.00	#REF!	#REF!	\$19,927.50	\$19,599.00	\$22,268.50
<b>TOTAL CHAPTER DUES</b>	#REF!	\$ 23,200.00	#REF!	#REF!	\$20,602.50	\$20,379.00	\$23,108.50
<b>AWARDS/RECOGNITION - Chair - Jason Padilla</b>							
Scholarship (WEC-06) / (PEC-07)	#REF!	\$ 1,100.00	#REF!	#REF!	\$2,750.00	\$1,650.00	\$1,100.00
<b>TOTAL SCHOLARSHIP</b>	#REF!	\$ 1,100.00	#REF!	#REF!	\$2,750.00	\$1,650.00	\$1,100.00
<b>VP OF EDUCATION - Tiffany Cohen, CMP</b>							
Strategic Meeting Management Day	#REF!	\$ 2,500.00	#REF!	#REF!	\$8,755.00		
<b>TOTAL EDUCATION</b>	#REF!	\$ 2,500.00	#REF!	#REF!	\$8,755.00		
<b>MONTHLY PROGRAMS - Director - Carol Hill</b>							
Breakfast Programs					\$0.00	\$0.00	\$3,360.00
Monthly Meetings	#REF!	\$ 22,000.00	#REF!	#REF!	\$30,235.00	\$22,455.00	\$16,625.00
<b>TOTAL MONTHLY PROGRAMS</b>	#REF!	\$ 22,000.00	#REF!	#REF!	\$30,235.00	\$22,455.00	\$19,985.00
<b>EDUCATION CONFERENCE - Director - Chidimma Abuka</b>							
Educational Conference 2007-2008	\$ 3,544.00	\$ 24,000.00	14.77%	\$ (20,456.00)	\$28,694.00	\$26,215.00	\$0.00
<b>TOTAL EDUCATION CONFERENCE</b>	\$ 3,544.00	\$ 24,000.00	14.77%	\$ (20,456.00)	\$28,694.00	\$26,215.00	\$0.00
<b>DONATIONS</b>							
50/50 Drawings	#REF!	\$ 800.00	#REF!	#REF!	\$713.00	\$990.50	\$142.00
<b>TOTAL DONATIONS</b>	#REF!	\$ 800.00	#REF!	#REF!	\$713.00	\$990.50	\$142.00
<b>CMP STUDY GROUP -</b>							
CMP Study Group	#REF!	\$ 800.00	#REF!	#REF!	\$450.00	\$825.00	\$875.00
<b>TOTAL CMP</b>	#REF!	\$ 800.00	#REF!	#REF!	\$450.00	\$825.00	\$875.00
<b>VP OF FINANCE - Dawn Hansen</b>							
<b>SPECIAL EVENTS - Director - Ilona Hobbs</b>							
Annual Fundraiser/	#REF!		0.00%	#REF!	\$0.00	\$16,340.00	\$18,820.00
Holiday Event	#REF!	\$ 6,000.00	#REF!	#REF!	\$5,010.00	\$12,885.00	\$10,660.00
Installation	#REF!	\$ 6,000.00	#REF!	#REF!	\$4,560.00	\$5,855.00	\$4,400.00
<b>TOTAL SPECIAL EVENTS</b>	#REF!	\$ 12,000.00	#REF!	#REF!	\$9,570.00	\$35,080.00	\$33,880.00
<b>ADVERTISING Chair- Bob Arrivillaga</b>							
Email Blast	#REF!	\$ 200.00	#REF!	#REF!	\$80.00	\$420.00	\$365.00
Label Sales	#REF!	\$ 800.00	#REF!	#REF!	\$700.00	\$300.00	\$350.00
Newsletter Ad's	#REF!	\$ 2,000.00	#REF!	#REF!	\$2,560.00	\$3,820.00	\$400.00
Table Tops	#REF!	\$ 700.00	#REF!	#REF!	\$700.00	\$400.00	\$800.00
Website Ad's	#REF!	\$ 3,000.00	#REF!	#REF!	\$875.00		\$1,875.00
Partnership Marketing (Postcard)	#REF!	\$ 5,000.00	#REF!	#REF!	\$5,000.00	\$4,500.00	\$4,500.00
<b>TOTAL ADVERTISING</b>	#REF!	\$ 11,700.00	#REF!	#REF!	\$9,915.00	\$9,440.00	\$8,290.00
<b>FUNDRAISING, Chair- Julie Powers</b>							
Operating	#REF!	\$ 8,000.00	#REF!	#REF!	\$7,515.00	\$0.00	\$0.00
<b>TOTAL FUNDRAISING</b>	#REF!	\$ 8,000.00	#REF!	#REF!	\$7,515.00	\$0.00	\$0.00
<b>STRATEGIC ALLIANCE, Director-Debb Duff, CMP</b>							
Operating	#REF!	\$ 5,000.00	#REF!	#REF!	\$1,568.00	\$0.00	\$0.00
<b>TOTAL STRATEGIC ALLIANCE</b>	#REF!	\$ 5,000.00	#REF!	#REF!	\$1,568.00	\$0.00	\$0.00
<b>ADMINISTRATIVE</b>							
Interest	#REF!	\$ 850.00	#REF!	#REF!	\$909.48	\$126.19	\$98.08
<b>TOTAL ADMINISTRATIVE</b>	#REF!	\$ 850.00	#REF!	#REF!	\$909.48	\$126.19	\$98.08
<b>GRAND TOTAL INCOME:</b>	#REF!	\$112,950.00	#REF!	#REF!	\$122,351.98	\$119,335.69	\$89,203.58

# EXPENSES

	ACTUALS as of	APPROVED 2008-2009 BUDGET	%	DIFFERENCE TO BUDGET	FINAL 2007-2008	FINAL 2006-2007	FINAL 2006-2005
<b>VP OF COMMUNICATION - Cheryl Rivas, CMP</b>							
<b>OPERATING</b>							
Website Annual License Fee	#REF!	\$ 3,895.00	#REF!	#REF!	\$ 4,960.00	\$ 3,087.50	\$ 3,700.00
Website Hosting	#REF!	\$ 1,850.00	#REF!	#REF!	\$ 150.00	\$ 2,400.00	\$ 1,200.00
Cvent-	#REF!	\$ -	#REF!	#REF!	\$ 1,734.00		
Miscellaneous Charges	#REF!	\$ 250.00	#REF!	#REF!			\$ 200.95
<b>TOTAL COMMUNICATIONS OPERATING</b>	<b>#REF!</b>	<b>\$ 5,995.00</b>	<b>#REF!</b>	<b>#REF!</b>	<b>\$ 6,844.00</b>	<b>\$ 5,487.50</b>	<b>\$ 5,100.95</b>
<b>MARKETING - Director - Ree Taylor, CMP</b>							
Operating	#REF!	\$ -	0.00%	#REF!			\$ 1,750.94
<b>TOTAL MARKETING</b>	<b>#REF!</b>	<b>\$ -</b>	<b>0.00%</b>	<b>#REF!</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,750.94</b>
<b>COMMUNITY OUTREACH - Chair - Chris Riccardi, CMP</b>							
Operating	#REF!	\$ -	0.00%	#REF!		\$ -	\$ -
<b>TOTAL COMMUNITY OUTREACH</b>	<b>#REF!</b>	<b>\$ -</b>	<b>0.00%</b>	<b>#REF!</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>PUBLICATIONS - Chair - TBD</b>							
Monthly Newsletter Production	#REF!	\$ -	0.00%	#REF!		\$ -	\$ -
<b>TOTAL NEWSLETTER</b>	<b>#REF!</b>	<b>\$ -</b>	<b>0.00%</b>	<b>#REF!</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>VP OF MEMBERSHIP - Robyn Russell, CMP</b>							
Operating	#REF!	\$ 500.00	#REF!	#REF!	\$ 2,161.04		
<b>TOTAL MEMBERSHIP</b>	<b>#REF!</b>	<b>\$ 500.00</b>	<b>#REF!</b>	<b>#REF!</b>	<b>\$ 2,161.04</b>	<b>\$ -</b>	<b>\$ -</b>
<b>RECRUITMENT - Director- Michael Robby</b>							
Operating		\$ 150.00	0.00%	\$ (150.00)	\$ -	\$ -	\$ -
<b>TOTAL RECRUITMENT</b>		<b>\$ 150.00</b>	<b>0.00%</b>	<b>\$ (150.00)</b>			
<b>MEMBER CARE - Director - Peggy Lamberton, CMP</b>							
Member Need Assitance		\$ 2,000.00	0.00%				
Member Care	\$ 848.01	\$ 250.00	339.20%	\$ 598.01	\$ 1,245.01		\$ 3.39
<b>TOTAL MEMBER CARE</b>	<b>\$ 848.01</b>	<b>\$ 2,250.00</b>	<b>37.69%</b>	<b>\$ 598.01</b>	<b>\$ 1,245.01</b>	<b>\$ -</b>	<b>\$ 3.39</b>
<b>AWARDS/RECOGNITION - Chair - Jason Padilla</b>							
Annual Awards/CMP Recognition/Shinning Star	#REF!	\$ 500.00	#REF!	#REF!	\$ 422.96	\$ 491.00	\$ 550.00
Scholarship (WEC-06) / (PEC-07)	#REF!	\$ 1,100.00	#REF!	#REF!	\$ 663.94	\$ 1,100.00	\$ -
<b>TOTAL AWARDS/RECOGNITION</b>	<b>#REF!</b>	<b>\$ 1,600.00</b>	<b>#REF!</b>	<b>#REF!</b>	<b>\$ 1,086.90</b>	<b>\$ 1,591.00</b>	<b>\$ 550.00</b>
<b>VP OF EDUCATION - Tiffany Cohen, CMP</b>							
Strategic Meeting Management day	#REF!	\$ 5,000.00		#REF!	12782.49		12782.49
<b>TOTAL EDUCATION</b>	<b>#REF!</b>	<b>\$ 5,000.00</b>	<b>#REF!</b>	<b>#REF!</b>	<b>\$ 12,782.49</b>		<b>\$ 12,782.49</b>
<b>MONTHLY PROGRAMS - Director - Carol Hill</b>							
Breakfast Club Operating/NA	#REF!						\$134.76
Monthly Meeting Operating	#REF!	\$ 1,500.00	#REF!	#REF!	\$ 454.73	\$ 258.13	\$ 1,314.88
Décor	#REF!	\$ -	0.00%	\$ -			
Speaker Stipend	#REF!	\$ 4,000.00	#REF!	#REF!	\$ 600.00	\$ 573.58	\$ -
Speaker Travel	#REF!	\$ 1,500.00	#REF!	#REF!	\$ 1,358.50	\$ 1,414.61	\$ 144.56
<b>TOTAL MONTHLY PROGRAMS</b>	<b>#REF!</b>	<b>\$ 7,000.00</b>	<b>#REF!</b>	<b>#REF!</b>	<b>\$ 2,413.23</b>	<b>\$2,246.32</b>	<b>\$ 1,459.44</b>
<b>EDUCATION CONFERENCE - Director - Chidimma Abuka</b>							
Educational Conference 2008-2009	\$4,399.99	\$ 13,000.00	33.85%	\$ (8,600.01)	\$ 10,203.80	\$ 13,297.04	\$ 17,465.37
<b>TOTAL EDUCATION CONFERENCE</b>	<b>\$ 4,399.99</b>	<b>\$ 13,000.00</b>	<b>33.85%</b>	<b>\$ (8,600.01)</b>	<b>\$ 10,203.80</b>	<b>\$ 13,297.04</b>	<b>\$ 17,465.37</b>
<b>VP OF FINANCE - Dawn Hansen</b>							
<b>OPERATING</b>							

# EXPENSES

	ACTUALS as of	APPROVED 2008-2009 BUDGET	%	DIFFERENCE TO BUDGET	FINAL 2007-2008	FINAL 2006-2007	FINAL 2006-2005
Audit	#REF!	\$ -	0.00%	#REF!			
Bank Fees	#REF!	\$ 50.00	#REF!	#REF!	\$ 152.00	\$ 10.00	\$ 45.38
Bookkeeping/Taxes	#REF!	\$ 60.00	#REF!	#REF!	\$ 80.00	\$ 60.00	\$ 35.00
Credit Card Fees	#REF!	\$ 2,000.00	#REF!	#REF!	\$ 2,618.13	\$ 3,665.00	\$ 2,751.76
Miscellaneous	#REF!	\$ 200.00	#REF!	#REF!	\$ 358.34	\$ 418.79	\$ 400.00
Bond Fees	#REF!	\$ 350.00	#REF!	#REF!	\$ 342.00	\$ 342.00	\$ 372.08
Tax Preparation	#REF!	\$ 1,600.00	#REF!	#REF!	\$ 1,600.00	\$ 1,400.00	\$ 1,500.00
<b>TOTAL FINANCE OPERATING</b>	#REF!	\$ 4,260.00	#REF!	#REF!	\$ 5,150.47	\$ 5,895.79	\$ 5,104.22
<b>SPECIAL EVENTS - Director - Illona Hobbs</b>							
Annual Fundraiser/NA	#REF!	\$ -	0.00%	#REF!	\$ 289.91	\$ 4,931.73	\$ 3,929.69
Holiday Event	#REF!	\$ 5,000.00	#REF!	#REF!	\$ 4,551.62	\$ 4,354.62	\$ 4,470.31
Operating	#REF!	\$ 100.00	#REF!	#REF!			\$ 55.89
Installation	#REF!	\$ 2,000.00	#REF!	#REF!	\$ 1,630.95	\$ 2,574.00	\$ 1,184.89
<b>TOTAL SPECIAL EVENTS</b>	#REF!	\$ 7,100.00	#REF!	#REF!	\$ 6,472.48	\$ 11,860.35	\$ 9,640.78
<b>ADVERTISING, Chair- Bob Arrivillaga</b>							
Printing (Media Kit Update)	#REF!	\$ -	0.00%	#REF!			
Partnership Printing (Postcard)	#REF!	\$ 2,300.00	#REF!	#REF!	\$ 983.57	\$ 2,236.51	\$ 2,391.67
<b>TOTAL ADVERTISING</b>	#REF!	\$ 2,300.00	#REF!	#REF!	\$ 983.57	\$ 2,236.51	\$ 2,391.67
<b>FUNDRAISING, Chair- Julie Powers</b>							
Operating	#REF!	\$ 50.00	#REF!	#REF!	\$ 82.01		\$ -
<b>TOTAL FUNDRAISING</b>	#REF!	\$ 50.00	#REF!	#REF!	\$ 82.01	\$ -	\$ -
<b>STRATEGIC ALLIANCE, Director-Debb Duff, CMP</b>							
Operating	#REF!	\$ 100.00	#REF!	#REF!	\$ 108.32		\$ -
<b>TOTAL STRATEGIC ALLIANCE</b>	#REF!	\$ 100.00	#REF!	#REF!	\$ 108.32	\$ -	\$ -
<b>MANAGEMENT COMPANY</b>							
Additional Hours	#REF!	\$ -	0.00%	#REF!	\$ 3,620.63		\$ 534.50
Copies	#REF!	\$ -	0.00%	#REF!	\$ 372.60	\$ 220.90	\$ 86.20
Management Fee	#REF!	\$ 45,000.00	#REF!	#REF!	\$ 38,400.00	\$ 36,000.00	\$ 36,000.00
Miscellaneous Reconcile CC charge	#REF!	\$ -	10.18%	#REF!			\$ -
Postage	#REF!	\$ -	0.00%	#REF!	\$ 394.41	\$ 1,047.63	\$ 1,467.22
Ribbons	#REF!	\$ -	0.00%	#REF!		\$ 97.16	
Staff Mileage	#REF!	\$ -	0.00%	#REF!	\$ 255.66	\$ 362.55	\$ 345.94
Storage	#REF!	\$ -	0.00%	#REF!	\$ 480.00	\$ 480.00	\$ 475.00
Supplies	#REF!	\$ -	0.00%	#REF!	\$ 1,868.94	\$ 1,870.22	\$ 1,478.35
Telephone/Fax	#REF!	\$ -	0.00%	#REF!	\$ 1,195.53	\$ 1,315.71	\$ 1,237.93
Management fee increase	#REF!	\$ -				\$ 1,200.00	
<b>TOTAL MANAGEMENT COMPANY</b>	#REF!	\$ 45,000.00	#REF!	#REF!	\$ 46,587.77	\$ 42,594.17	\$ 41,625.14
<b>PRESIDENT / PRESIDENT ELECT - Steve Shanahan / Mark Lorimer CMP</b>							
<b>OPERATING</b>							
Executive Board to CLC	#REF!	\$ 1,000.00	#REF!	#REF!	\$ 440.00	\$ 363.86	\$ -
Policy & Goodwill	#REF!						
Retreats	#REF!	\$ 8,000.00	#REF!	#REF!	\$ 7,932.57	\$ 10,590.66	\$ 6,126.17
PEC/WEC Hospitality	#REF!	\$ 800.00	#REF!	#REF!	\$ 601.38	\$ 444.50	\$ 625.42
President Education	#REF!	\$ 1,200.00	#REF!	#REF!	\$ 1,300.00	\$ 550.00	\$ 550.00
President Travel	#REF!	\$ 2,000.00	#REF!	#REF!	\$ 3,411.46	\$ 1,961.48	\$ 1,205.70
President-Elect Education	#REF!	\$ 1,200.00	#REF!	#REF!	\$ 1,100.00	\$ 550.00	\$ 630.00
President-Elect Travel	#REF!	\$ 2,000.00	#REF!	#REF!	\$ 3,143.12	\$ 848.20	
Miscellaneous Operating	#REF!	\$ 100.00	#REF!	#REF!	\$ 44.37		\$ 190.85
<b>TOTAL PRES/PRES-ELECT OPERATING</b>	#REF!	\$ 16,300.00	#REF!	#REF!	\$ 17,972.90	\$ 15,308.70	\$ 9,328.14
<b>LEADERSHIP DEVELOPMENT- Director- John Fitzpatrick</b>							
Operating	\$ -	\$ 250.00	0.00%	\$ (250.00)	\$ -	\$ -	\$ -
<b>TOTAL LEADERSHIP DEVELOPMENT</b>	\$ -	\$ 250.00	0.00%				
<b>MPI FOUNDATION</b>							
Donation - 1% of 07-08 revenue	#REF!	\$ -	0.00%	#REF!		\$ -	\$ -
<b>TOTAL CHAPTER OF THE YEAR</b>	#REF!	\$ -		#REF!	\$ -	\$ -	\$ -
<b>CHAPTER OF THE YEAR</b>							
Operating	#REF!	\$ -	#REF!	#REF!			\$ 147.13
<b>TOTAL CHAPTER OF THE YEAR</b>	#REF!	\$ -		#REF!	\$ -	\$ -	\$ 147.13
<b>GRAND TOTAL EXPENSES</b>	#REF!	\$ 110,455.00	#REF!	#REF!	\$ 114,093.99	\$ 100,517.38	\$ 89,884.29