

MILWAUKEE COUNTY FINANCIAL DISCLOSURE REQUIREMENT

STATEMENT OF ECONOMIC INTERESTS INFORMATION AND INSTRUCTION SHEET

STATEMENT OF ECONOMIC INTERESTS

- The portion of Milwaukee County's Code of Ethics requiring financial disclosure - Milwaukee County General Ordinance, Section 9.03 - requires that Milwaukee County elected officials, appointed officials, candidates, and certain employees file annual reports of their and their spouse's financial affairs (Statement of Economic Interests).
- Statements of Economic Interests provide accountability on the part of public servants, and help ensure that there are no prohibited conflicts of interest between County employees' official responsibilities and private interests.
- Statements of Economic Interests filed under this ordinance are open for public inspection. 9.08(4)

WHO MUST FILE?

- All County employees as described in section 9.03(1) of Milwaukee County General Ordinances (MCGO) and as identified by his/her department heads. This majority is referred to in this letter as Annual Filers.
- Certain New County Employees as described in 9.03(3).
- Elected and Appointed County Officials. 9.03(1)
- Candidates for Elected County Office and Incumbents Seeking Re-election. 9.03(2)
- Members of Boards and Commissions (if the Ethics Board requires filing upon finding of cause). 9.03(1)

WHEN AND WHERE TO FILE:

WHO	WHEN	WHERE	ETHICS CODE
Annual Filers	Within 30 Days After the Close of Each Calendar Year (A filing made under 9.03(2) shall fulfill that year's filing requirement)	Ethics Board	9.03(4)(a)
Certain New Employees	Within 30 Days of Commencement of Employment	Ethics Board	9.03(3)
Members of Boards and Commissions Identified by the Ethics Board	Within 30 Days of Request from the Ethics Board	Ethics Board	9.03(1)
Newly Elected / Appointed Officials	Within 30 Days of Taking Office/Commencement of Employment Refile Annually Within 30 Days After the Close of Each Calendar Year	Ethics Board	9.03(3), 9.03(4)(a)
Candidates for Elected Office / Incumbents Seeking Re-election	No later than the Friday following the Date of Filing of Nomination Papers	Election Commission	9.03(2)

Filing Locations

Milwaukee County Ethics Board

Courthouse – Room 212*
Fax (414) 223-1897

Milwaukee County Election Commission

Courthouse – Room G-10

***You can e-mail your completed form to the Ethics Board Administrator:**

Adam.Gilmore@milwaukeecountywi.gov

COMPLETING THE STATEMENT OF ECONOMIC INTERESTS

The sections of your Statement of Economic Interests should be reflective of their status as of the 15th day of the month preceding the month in which the statement is filed unless otherwise provided for in this letter. ***Please be sure to use the current year's forms (look for the "2021" in the top right corner).***

Section 1: OFFICES, DIRECTORSHIPS, & POSITIONS – 9.04(1)(a)

When listing offices, directorships, and positions held by you and/or your spouse, you are also required to include any charitable, religious, and educational organizations doing business with Milwaukee County.

Section 2: SIGNIFICANT FIDUCIARY RELATIONSHIPS – 9.04(1)(a)

List each business in which you and/or your spouse own, directly or indirectly:

- At least ten (10) percent of the outstanding stock of any business corporation; or
- Any individual stock having a value of at least \$5,000; or
- An interest of at least ten percent or \$5,000 of any business.

EXAMPLE OF ITEMS TO REPORT:

- Individual stocks having a value of at least \$5,000; or
- 10% of the outstanding stock of any corporation, partnerships, future contracts, trusts, sole proprietorships, credit unions; or
- Individual stocks held in individual retirement accounts.

EXAMPLE OF ITEMS NOT TO REPORT:

- Mutual Funds
- Certificates of Deposit
- Annuity Contracts
- Insurance Policies
- County Government Retirement Plans
- Saving Account in Stock-Held Banks
- U.S. Bonds

VALUATION:

- The value of securities listed on a stock exchange shall be the closing price on the exchange.
- The value of unlisted securities traded in the over-the-counter market shall be the average of the bid and asked price.
- The value of securities for which no market information is readily available shall be determined as follows:
 - Common shares or equivalent securities – book value (net worth divided by the number of outstanding shares, times the number of shares held)
 - Preferred Stock – redemption price or par or stated value if not redeemable

- The value of a sole proprietorship shall be its net worth as shown on the books of the business.
- The value of an interest in the capital of a partnership shall be the book value (net worth of the partnership times percentage of interest held). If the interest is only in “net profit or loss” of a partnership, identify the partnership and indicate that the interest is only in “net profit or loss”.

Examples of assets owned or controlled indirectly are assets held by a trust. If you or a member of your immediate family are the creator or beneficiary of a trust, note that: (a) a person is the owner of items held by a trust if he or she is the creator of the trust and has the power to revoke the trust without obtaining the consent of all the trust’s beneficiaries; or (b) a person is the owner of items held by a trust to the same degree that the present or future beneficial interests in the trust vested in all the trust’s beneficiaries. For example, if you or your spouse has a one-third (1/3) interest in a trust, list the name of each businesses in which the trust holds securities valued at \$15,000 or more. You or your spouse need not identify a trust, only assets held by a trust.

Section 3: BONDS, DEBENTURES, AND DEBT OBLIGATIONS – 9.04(1)(b)

If you or your spouse hold any bonds, debentures, or debt obligations of a corporation or of a municipal corporation, which aggregate in value in excess of \$5,000, the holding must be disclosed.

If relevant information regarding the value of a bond, debenture, or debt obligation is not available within sixty (60) days of the filing deadline, the valuation must be made as of the most recent date such information is available. The date must be indicated on the form when entering the information required to be disclosed. The following methods of valuation must be used:

- The value of securities listed on a stock exchange shall be the closing price on the exchange.
- The value of unlisted securities traded in the over-the-counter market shall be the average of the bid and asked price.
- The value of securities for which no market information is readily available shall be the unpaid balances.

Indicate the name of the issuer and the city and state of its principal office. Also, give a description of the bond, debenture, or debt obligation and the face amount.

Example: XYZ Company (bond) / Wilmington, DE / under \$50,000

Indicate the value of the bond, debenture, or debt obligation as the date valuation was made. All dollar face amounts and dollar values are to be reported in terms of “under \$50,000” or “over \$50,000.”

Section 4: CREDITORS – 9.04(1)(c)

Indicate the name of any creditor that you or your spouse owe \$5,000 or more. List the creditor and the city and state of its principal office.

All dollar amounts owed are to be reported in terms of “under \$50,000” or “over \$50,000.” You are not required to report the exact amount.

- If more than one debt is owed to a single person or entity and the aggregate value is \$5,000 or more, the creditor must be identified.

- A sole proprietor must identify a creditor of his or her business to whom he or she owes \$5,000 or more.
- A general partner must identify a creditor to whom the partnership owes an amount that, when multiplied by their interest in the partnership (expressed as a percentage) is equal to or greater than \$5,000.
- Personal property mortgages, credit cards, and student loans are reportable.

Section 5: REAL PROPERTY – 9.04(1)(e)

Identify any property in Milwaukee County OR a contiguous county in which you or your spouse has an interest valued at \$5,000 or more. The description of the location of property should contain sufficient information to enable a person to locate the property without extraordinary diligence (i.e., street address and city). The “value” of the property may be determined by the last assessment, current appraisal, or recent sales price. You are NOT required to identify your primary residence.

Section 6: TRANSFERS – 9.04(1)(d)

Identify any property (real, monetary, etc.) in excess of five thousand dollars (\$5,000.00) transferred by you or your spouse to an immediate family member during the two (2) calendar years preceding the filing of the statement.

Two calendar years preceding the filing of this Statement means, if you are filing a statement after the first of February of a given year, you will have to include all transfers that took place in the lapsed beginning portion of the present year plus the two whole preceding calendar years.

ATTACH YOUR AFFIDAVIT OF COMPLIANCE – 9.03(5)

ALL THOSE REQUIRED TO FILE A STATEMENT OF ECONOMIC INTERESTS ARE ALSO REQUIRED TO FILE AN AFFIDAVIT STATING THAT THEY HAVE READ, UNDERSTAND, AND ARE IN COMPLIANCE WITH CHAPTER 9 OF THE M.C.G.O.

ADDITIONAL INFORMATION

DEFINITIONS: For definitions of terms such as “Immediate Family,” “Significant Fiduciary Relationships,” and others, refer to the Definitions Section (9.02) of the Code of Ethics.

ADVICE: Any person subject to Milwaukee County’s Code of Ethics may request from the Board written advice regarding the propriety of any matter to which he or she is or may become a party. Such persons may request the Board to obtain any advisory opinion from Corporation Counsel on the application of Chapter 9 of the M.C.G.O. No member or employee of the Board shall make public the content or identity of the person requesting an advisory opinion or of persons mentioned in the request or opinion. It is prima facie evidence of intent to comply with the Code of Ethics when a person refers a matter to the Board and abides by the Board’s advisory opinion. (9.09 M.C.G.O.)

**STANDARDS OF CONDUCT FROM
CODE OF ETHICS, CHAPTER 9, COUNTY GENERAL ORDINANCES**

9.05. Standards of Conduct

(1) NO PERSONAL OR ECONOMIC INTEREST IN DECISIONS AND POLICIES. The county board hereby reaffirms that a county elected official, appointed official or employee holds his/her position as a public trust, and any effort to realize personal gain through official conduct is a violation of that trust. This chapter shall not prevent any county elected official, appointed official or employee from accepting other employment or from following any pursuit which does not interfere with the full and faithful discharge of his/her duties to the county. The county board further recognizes that in a representative democracy, the representatives are drawn from society and, therefore, cannot and should not be without all personal and economic interest in the decisions and policies of government; that citizens who serve as public officials or public employees retain their rights as citizens to interests of a personal or economic nature; that standards of ethical conduct for public employees and public elected and appointed officials need to distinguish between those minor and inconsequential conflicts which are unavoidable in a free society and those conflicts which are substantial and material; and that county elected officials, appointed officials or employees may need to engage in employment and/or professional or business activities, other than official duties, in order to support their families and to maintain a continuity of professional or business activity or may need to maintain investments. However, the code maintains that such activities or investments must not conflict with the specific provisions of this chapter.

(2) (a) NO FINANCIAL GAIN OR ANYTHING OF SUBSTANTIAL VALUE: Except as otherwise provided or approved by the county board, no county public official or employee shall use his/her public position or office to obtain financial gain or anything of substantial value for the private benefit of himself/herself or his/her immediate family, or for an organization with which he/she is associated. This paragraph does not prohibit a county elected official from using the title or prestige of his/her office to obtain campaign contributions that are permitted by and reported as required by Ch. 11, Wis. Stats.

(b) NO PERSON MAY OFFER ANYTHING OF VALUE: No person shall offer or give to any public official or employee, directly or indirectly, and no public official or employee shall solicit or accept from any person, directly or indirectly, anything of value if it could reasonably be expected to influence the public official's or employee's vote, official actions or judgment, or could reasonably be considered as a reward for any official action or inaction or omission by of the public official or employee. This section does not prohibit a public official or an employee from engaging in outside employment.

(c) NO SUBSTANTIAL INTEREST OR BENEFIT: Except as otherwise provided in paragraph (1), no public official or employee shall:

1. Take any official action substantially affecting a matter in which the public official, employee, a member of his/her immediate family, or an organization with which the public official or employee is associated has a substantial financial interest.

2. Use his/her office or position in a way that produces or assists in the production of a substantial benefit, direct or indirect, for the public official, employee, members of the public official's or employee's immediate family either separately or together, or an organization with which the public official or employee is associated.

(d) NO DISCLOSURE OF PRIVILEGED INFORMATION: No county public official or employee shall use or disclose privileged information gained in the course of, or by reason of, his/her position or activities which in any way could result in financial gain for himself/herself or for any other person.

(e) NO USE OF PUBLIC POSITION TO INFLUENCE OR GAIN UNLAWFUL BENEFITS, ADVANTAGES OR PRIVILEGES: No county public official or employee shall use or attempt to use his/her public position to influence or gain unlawful benefits, advantages, or privileges for himself/herself or others.

(f) NO OFFER OF GIFTS OR ANYTHING OF VALUE: No county public official shall offer or give anything of value to a member or employee of a county department or entity, while that member or employee is associated with the county department or entity, and no member or employee of a department shall solicit or accept from any such person anything of value from a county official or employee.

(g) LIMITS ON CONTRACTS WITH COUNTY: No county public official or employee and no business with which he/she or his/her spouse has a significant fiduciary relationship or any organization with which he/she or his/her spouse is associated shall enter into any contract with the county unless that contract has been awarded through a process of public notice and competitive bidding in conformity with applicable federal and state statutes and county ordinances.

(h) LIMITS ON LEASE OF REAL ESTATE WITH COUNTY: No county public official or employee and no business in which that county public official or employee has a ten (10) percent or greater interest shall enter into a lease of real property with the county, except that the county board, upon a publicly filed and

considered request, shall waive this subsection when it is in the best interests of the county.

(i) NO LIMITS ON LAWFUL PAYMENTS: Paragraph (c) does not prohibit an elected official from taking any action concerning lawful payment of salaries or employee benefits or reimbursement of actual and necessary expenses, or prohibit an elected official from taking official action with respect to any proposal to modify a county ordinance.

(j) NO SOLICITATION OF AT-WILL EMPLOYEES: No elected county official shall knowingly solicit a campaign contribution from any "at-will employee" defined as an employee who is not under union or labor contract with the county, who is hired for an indefinite term or who is under an independent contract with the county or its subparts or who can be discharged or terminated at any time for any nondiscriminatory reason.

(k) NO SOLICITATION OF COUNTY CONTRACTORS: No elected county official, or appointee of an elected county official, shall knowingly solicit support or anything of value from a contractor to influence the outcome of an elected county official's appointment.

(l) NO CAMPAIGN CONTRIBUTIONS TO COUNTY OFFICIALS: No person(s) with a personal financial interest in the approval or denial of a contract or proposal being considered by a county department or with an agency funded and regulated by a county department, shall make a campaign contribution to any county elected official who has approval authority over that contract or proposal during its consideration. Contract or proposal consideration shall begin when a contract or proposal is submitted directly to a county department or to an agency funded or regulated by a county department until the contract or proposal has reached final disposition, including adoption, county executive action, proceedings on veto (if necessary) or departmental approval. This provision does not apply to those items covered by section 9.14 unless an acceptance by an elected official would conflict with this section. The language in subsection 9.05(2)(k) shall be included in all Requests for Proposals and bid documents.

(m) LIMITS ON HONORARIUM FEES OR EXPENSE REIMBURSEMENTS: No county public official or employee shall accept or solicit any honorariums, fees or expense reimbursements except in accordance with section 9.14.

(3) LIMITS ON CONTACT: **(a) LIMITS ON CONTACT WITH FORMER COUNTY ASSOCIATES:** No former county public official or employee, for twelve (12) months following the date on which he/she ceases to be a county public official or employee, shall, for compensation, on behalf of any person other than a governmental entity, provide any contractual services to the county. Nor shall the former county public official or employee make any formal or informal appearance before or try to settle or arrange a matter by calling, writing, or conferring with, any county public official, officer or employee of the department with which he/she was associated as a county public official or employee. The county board committee on finance and audit may waive the contractual services prohibition provision of this section, first effective for county public officials or employees that separate service after April 1, 2016, upon the petition of the administrator seeking services with the former public official or employee that the need is critical to county operations.

(b) LIMITS ON CONTACT WITH JUDICIAL OR QUASI-JUDICIAL PROCEEDINGS: No former county public official or employee for twelve (12) months following the date on which he/she ceases to be a county public official or employee, shall for compensation on behalf of himself/herself or any person other than a governmental entity, make any formal or informal appearance before, or try to settle or arrange a matter by calling, writing, or conferring with, any county public official, officer or employee of a department in connection with any judicial or quasi-judicial proceeding, application, contract, claim, or charge which was under the former public official's or employee's responsibility as a county public official or employee.

(c) LIMITS ON CONTACTS WITH JUDICIAL OR QUASI-JUDICIAL PROCEEDINGS WHERE PERSONALLY PARTICIPATED: No former county public official or employee shall, whether for compensation or not, act on behalf of any party other than the county in connection with any judicial or quasi-judicial proceeding, application, contract, claim, or charge in which the former public official or employee participated substantially as a public official or employee.

(d) CONSIDERATION OF EXEMPTIONS: The ethics board shall accept and review written requests by former appointed officials for an exemption from the prohibitions of (3), except that only the committee on finance and audit shall consider exemptions to the contractual services prohibition. Such exemption requests must be heard and deliberated during a properly convened open session of an ethics board meeting and must be included in a written ethics board opinion stating the reason(s) that the former appointed official should be exempt from the otherwise prohibited conduct.

2021

STATEMENT OF ECONOMIC INTEREST

Milwaukee County Ethics Board
Courthouse Room 212
901 North 9th Street
Milwaukee, WI 53233
Telephone – 278-5332 * Fax – 223-1897

CURRENT INFORMATION: All information given below must be current; that is, not prior to the 15th of the month preceding the month this statement is prepared.

TYPE OR PRINT: Additional directions, definitions and other pertinent information are contained in the Statement. Please read it carefully BEFORE completing the Statement. If more space is needed, please use additional sheets.

DATE PREPARED: _____
 (Month) (Day) (Year)

NAME: _____
 (Last) (First) (Middle Initial)

POSITION SOUGHT/HELD w/COUNTY GOVERNMENT: _____

SPOUSE’S NAME: _____
 (Last) (First) (Middle Initial)

1. OFFICES, DIRECTORSHIPS & POSITIONS

* In this section, “Organization” means any corporation, partnership, proprietorship, firm, enterprise, franchise, association, trust, Board, Commission or other legal entity other than an individual or body politic.

1A: As of the date cited above, were you or your spouse an officer, partner, sole proprietor, director or trustee of any business or other organization? Yes No

1B: As of the date cited above, were you or your spouse an officer of or did you or your spouse hold a position with any organization doing business with Milwaukee County or receiving funds from Milwaukee County? (9.04(1)(a) and (f)). Yes No

IF YOU HAVE ANSWERED NO TO BOTH ABOVE ITEMS, check here: Proceed to Item #2

If you have answered yes to either 1A or 1B above, identify each business or organization and position held:

Name of Business or Corporation	City & State	Position Held

2. SIGNIFICANT FIDUCIARY RELATIONSHIPS

As of the date cited on the first page, did you or your spouse own or control any of the following directly or indirectly:

- A) At least ten (10) percent of the outstanding stock of any business corporation; or
- B) Stock having a value of at least \$5,000; or
- C) An interest of at least ten (10) percent or \$5,000 of any business? (9.04(1)(a) and (18))

IF NO TO ALL OF THE ABOVE ITEMS, check here: Proceed to Item #3

If yes to any of the above items, please identify the business and the type of ownership:

****Note: You need not report the actual dollar values or number of shares, etc.**

Business Entity	City & State of its principal office	Type of Ownership (e.g. Common Stock, Limited Partnership)

3. BOND, DEBENTURES & DEBT OBLIGATIONS

As of the date cited on the first page, did you or your spouse hold any bonds, debentures or debt obligations of a municipal corporation or other corporation in excess of \$5,000? (9.04(1)(b))

IF NO, check here: Proceed to Item #4

If yes, please identify each Issue and place a mark in the proper column below to indicate the value.

Issuer Name	City & State	Value Under \$50,000	Value Over \$50,000

4. CREDITORS

As of the date cited on the first page, did you or your spouse owe, separately or together with another person, to any creditor \$5,000 or more? (9.04(1)(c))

IF NO, check here: Proceed to Item #5

If yes, please identify each creditor. Place a mark in the appropriate column for the amount owed.

Creditor's Name	City & State	Value Under \$50,000	Value Over \$50,000

5. REAL PROPERTY

As of the date cited on the first page, did you or your spouse hold an interest valued at \$5000 or more in real property other than your principal residence or other than property in which the pro rata share held is less than 10% of the outstanding shares? (9.04(1)(c))

** Report only on properties located in the counties of Milwaukee, Ozaukee, Washington, Waukesha and Racine.*

IF NO, check here: Proceed to Item #6

If yes, please identify the property and nature of interest held.

Location of Real Property (street/rural route address; fire number & municipality)	Type of property (farm, commercial property or recreational home)	Nature of Interest (own, lease, option land contract, partnership)

6. TRANSFERS

As of two calendar years preceding the filing of this statement, have you or your spouse transferred to any member of your immediate family any significant fiduciary relationship (as defined in the instruction sheet) or any real property or any bonds, debentures or debt obligations of municipal corporation or other corporation which is in excess of \$5,000? (9.04(1)(d))

IF NO, check here: Proceed to Item #7

If yes, please identify each significant fiduciary relationship bond, debenture, or debt obligation of a municipal corporation or other corporation, which is in excess of \$5,000.

Business, Issuer, Real Property, Creditor	Address	Description of Interest

- **INCUMBENTS now in elective public office and CURRENT County employees are to SKIP Item #8.**
- **CANDIDATES for elective public office are to SKIP Item #7.**

7. GIFTS, HONORARIA, FEES & EXPENSES for Current Employees/Officials Only

List each individual and organization from which you or your spouse received a GIFT, HONORARIUM, FEE and EXPENSES during the preceding taxable year. (9.14) For a full understanding of this reporting requirement, it is important that you read Section 9.14, Code of Ethics, in its entirety.

7A: GIFTS including ENTERTAINMENT. A “gift” is the receipt of anything of value (9.02(1)), which is furnished without valuable consideration. Do not include anything received, which was made for a purpose unrelated to duties or responsibilities of the position of the official or employee. List all individuals and organizations from which you received in the past year entertainment or gifts having a total value of \$50 or more, not including the value of food or beverage offered incidentally with a talk or meeting related to the business of the County. Include tickets to sporting or theatrical events, golfing fees, prizes, samples of promotional items from sales representatives or as part of business promotions and similar items.

7B: HONORARIA, FEES AND EXPENSES FOR TALKS AND PUBLICATIONS RELATED TO PUBLIC OFFICE. List each individual or organization from which you or your spouse received, in the past year, lodging, transportation, money or other things having a total value of \$50 or more, not including the value of food or beverage offered coincidentally with a talk or meeting where the subject matter of which was related to your duties or responsibilities of your position with the County. You do not have to list information about a payment: (1) if you returned it within 30 days; (2) If you received it from the County; or (3) If you have previously reported the payment to the Ethics Board as a matter of public record. (9.14(2)(a) and (b) and 9.14(3))

IF YOU OR YOUR SPOUSE HAS NO REPORTING(S), check here:

If you or your spouse has reporting(s) for Item #7, please use the enclosed form titled for this purpose and submit with your Statement.

Proceed to signature section at the bottom of this page.

8. CANDIDATES FOR ELECTIVE PUBLIC OFFICE ONLY:

Name of present employer and position you hold:

(EMPLOYER)

(POSITION)

9. ALL FILERS SIGN BELOW:

By signing this form, I certify that the information contained in this Statement of Economic Interests is true, correct and complete to the best of my knowledge, information and belief.

X _____
SIGNATURE OF PERSON FILING STATEMENT

DATE OF SIGNATURE

BUSINESS TELEPHONE NUMBER

NOTES:

- Chapter 9, County General Ordinances, authorizes this form and prescribes penalties for the failure of a County Officer or employee and candidate for County Public Office to file this form in a timely manner. (S. 9.03 & 9.04, Code of Ethics, C.G.O.)
- In all cases when the Statement is submitted, it is to be accompanied by the completed form titled “Appendix A Affidavit”, (form enclosed) pursuant to S. 9.03(5) and Appendix A of Chapter 9, Code of Ethics, C.G.O.

STATEMENT OF ECONOMIC INTERESTS – REPORT FORM FOR ITEM #7

Your Name: _____
(Last name) (First name & middle initial)

Date Prepared: _____

7A: GIFTS including ENTERTAINMENT

Please Type or Print

A. Name of Giver & Organization	B. Date of Gift	C. Approx Value	D. Circumstances

You may duplicate this form if you need additional space.

Last Name First Name M.I.

APPENDIX A

AFFIDAVIT

Please check the appropriate boxes below and sign this form in front of a valid Notary Public for the State of Wisconsin.

STATE OF WISCONSIN)
) ss.
MILWAUKEE COUNTY)

The undersigned, being duly sworn on oath, deposes and says they are a/an *employee/ appointed official/ elected official/ candidate for public office* of/for Milwaukee County and that they have read, understand and, to the best of their knowledge and belief, have complied with the provisions of Chapter 9 of the General Code of Ordinances of Milwaukee County relating to a Code of Ethics.

Signature of Affiant

Title of Affiant

Subscribed and sworn to before me

this _____ day of _____, 20____

(Signature of Notary)

My commission expires on _____

(Affidavit is pursuant to S. 9.03(5) of Chapter 9 – Code of Ethics, C.G.O.)