## Grantee Information

| | |
|---|---|
| **ID** | 5253 |
| **Grantee Name** | WUVS-LP |
| **City** | Muskegon |
| **State** | MI |
| **Licensee Type** | Community |

Please enter the number of FULL-TIME RADIO employees in the grids below.
The first grid includes all female employees, the second grid includes all male employees,
and the last grid includes all persons with disabilities.

| Major Job Category / Job Code / Joint Employee | African American Females | Hispanic Females | Native American Females | Asian/Pacific Females | White, Non-Hispanic Females | Total |
|---|---|---|---|---|---|---|
| Officials - 1000 | 0 | | | | | 0 |
| Managers - 2000 | | | | | | 0 |
| Professionals - 3000 | | | | | | 0 |
| Technicians - 4000 | | | | | | 0 |
| Sales Workers - 4500 | | | | | | 0 |
| Office and Clerical - 5100 | 1 | | | | | 1 |
| Craftspersons (Skilled) - 5200 | | | | | | 0 |
| Operatives (Semi-Skilled) - 5300 | | | | | | 0 |
| Laborers (Unskilled) - 5400 | | | | | | 0 |
| Service Workers - 5500 | | | | | | 0 |
| **Total** | 1 | 0 | 0 | 0 | 0 | 1 |

| Major Job Category / Job Code / Joint Employee | African American Males | Hispanic Males | Native American Males | Asian/Pacific Males | White, Non-Hispanic Males | Total |
|---|---|---|---|---|---|---|
| Officials - 1000 | 1 | | | | | 1 |
| Managers - 2000 | 0 | | | | | 0 |
| Professionals - 3000 | | | | | | 0 |
| Technicians - 4000 | | | | | | 0 |

| Major Job Category | | | | | | |
|---|---|---|---|---|---|---|
| Sales Workers - 4500 | | | | | | 0 |
| Office and Clerical - 5100 | | | | | | 0 |
| Craftspersons (Skilled) - 5200 | | | | | | 0 |
| Operatives (Semi-Skilled) - 5300 | | | | | | 0 |
| Laborers (Unskilled) - 5400 | | | | | | 0 |
| Service Workers - 5500 | | | | | | 0 |
| **Total** | 1 | 0 | 0 | 0 | 0 | 1 |

**1.1 Employment of Full-Time Radio Employees**    Jump to question: 1.1 ▼

| Major Job Category / Job Code / Joint Employee | Persons with Disabilities |
|---|---|
| Officials - 1000 | |
| Managers - 2000 | |
| Professionals - 3000 | |
| Technicians - 4000 | |
| Sales Workers - 4500 | |
| Office and Clerical - 5100 | |
| Craftspersons (Skilled) - 5200 | |
| Operatives (Semi-Skilled) - 5300 | |
| Laborers (Unskilled) - 5400 | |
| Service Workers - 5500 | |
| **Total** | 0 |

**1.1 Employment of Full-Time Radio Employees**    Jump to question: 1.1 ▼

Please enter the gender and ethnicity of each
person with disabilities listed above (e.g. 1 African American female).

**1.2 Major Programming Decision Makers**    Jump to question: 1.2 ▼

Please report by gender and ethnic or racial group the headcount of full-time employees having responsibility for making
major programming decisions. Include the station general manager if appropriate. Major programming decisions include
decisions about program acquisition and production, program development, on-air program scheduling, etc. This item should
result in a double-counting of some full-time employees; employees having the responsibility for making major
programming decisions should be included in the counts for this item and again,
by job category above, in the full-time employee Question 1.1.

**1.2 Major Programming Decision Makers**    Jump to question: 1.2 ▼

Of the full-time employees reported in Question 1.1, how many, including the station general manager,
have responsibility for making major programming decisions?

**1.2 Major Programming Decision Makers**    Jump to question: 1.2 ▼

| African American | Hispanic | Native American | Asian/Pacific | White, Non-Hispanic | Total |
|---|---|---|---|---|---|

| | | | | | | |
|---|---|---|---|---|---|---|
| Female Major Programming Decision Makers | | | | | | 0 |
| Male Major Programming Decision Makers | 2 | 0 | | | | 2 |
| **Total** | 2 | 0 | 0 | 0 | 0 | 2 |

## 1.3 Employment of Part-Time Radio Employees

Jump to question: 1.3 ▼

Please enter the number of PART-TIME employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

## 1.3 Employment of Part-Time Radio Employees

Jump to question: 1.3 ▼

| Major Job Category / Job Code | African American Females | Hispanic Females | Native American Females | Asian/Pacific Females | White, Non-Hispanic Females | Total |
|---|---|---|---|---|---|---|
| Officials - 1000 | | | | | | 0 |
| Managers - 2000 | | | | | | 0 |
| Professionals - 3000 | | | | | | 0 |
| Technicians - 4000 | | | | | | 0 |
| Sales Workers - 4500 | | | | | | 0 |
| Office and Clerical - 5100 | | | | | | 0 |
| Craftspersons (Skilled) - 5200 | | | | | | 0 |
| Operatives (Semi-skilled) - 5300 | 2 | | | | | 2 |
| Laborers (Unskilled) - 5400 | | | | | | 0 |
| Service Workers - 5500 | | | | | | 0 |
| **Total** | 2 | 0 | 0 | 0 | 0 | 2 |

## 1.3 Employment of Part-Time Radio Employees

Jump to question: 1.3 ▼

| Major Job Category / Job Code | African American Males | Hispanic Males | Native American Males | Asian/Pacific Males | White, Non-Hispanic Males | Total |
|---|---|---|---|---|---|---|
| Officials - 1000 | | | | | | 0 |
| Managers - 2000 | 1 | | | | | 1 |
| Professionals - 3000 | | | | | | 0 |
| Technicians - 4000 | | | | | | 0 |
| Sales Workers - 4500 | | | | | | 0 |
| Office and Clerical - 5100 | | | | | | 0 |
| Craftspersons (Skilled) - 5200 | | | | | | 0 |
| Operatives (Semi-skilled) - 5300 | 2 | | | | | 2 |

| Major Job Category / Job Code | | | | | | |
|---|---|---|---|---|---|---|
| Laborers (Unskilled) - 5400 | | | | | | 0 |
| Service Workers - 5500 | | | | | | 0 |
| **Total** | 3 | 0 | 0 | 0 | 0 | 3 |

## 1.3 Employment of Part-Time Radio Employees

| Major Job Category / Job Code | Persons with Disabilities |
|---|---|
| Officials - 1000 | |
| Managers - 2000 | 0 |
| Professionals - 3000 | |
| Technicians - 4000 | |
| Sales Workers - 4500 | |
| Office and Clerical - 5100 | |
| Craftspersons (Skilled) - 5200 | |
| Operatives (Semi-skilled) - 5300 | |
| Laborers (Unskilled) - 5400 | |
| Service Workers - 5500 | |
| **Total** | 0 |

## 1.4 Part-Time Employment

Of all the part-time employees listed in Question 1.3, how many worked less than 15 hours per week and how many worked 15 or more hours per week, but not full time?

### 1.4 Part-Time Employment

Number working less than 15 hours per week — 3

### 1.4 Part-Time Employment

Number working 15 or more hours per week — 2

## 1.5 Full-Time Hiring

Enter the number of full-time employees in each category hired during the fiscal year.
(Do not include internal promotions, but do include employees who changed from part-time to full-time status during the fiscal year.)

### 1.5 Full-Time Hiring

No full-time employees were hired (check here if applicable) ☑

### 1.5 Full-Time Hiring

| Major Job Category / Job Code | Minority Female | Non-Minority Female | Minority Male | Non-Minority Male | Total |
|---|---|---|---|---|---|
| Officials - 1000 | | | | | 0 |
| Managers - 2000 | | | | | 0 |
| Professionals - 3000 | | | | | 0 |
| Technicians - 4000 | | | | | 0 |
| Sales Workers - 4500 | | | | | 0 |

| Office / Service Workers - 5100-5500 | | | | | 0 |
|---|---|---|---|---|---|
| **Total** | 0 | 0 | 0 | 0 | 0 |

### 1.6 Full-Time and Part-Time Job Openings

Enter the total number of full-time and part-time openings that occurred during the fiscal year. Include both vacancies in previously filled positions and newly created positions. Include all positions that became available during the fiscal year, regardless of whether they were filled during the year. If a job opening was filled during the year, include it regardless of whether it was filled by an internal or an external candidate. Do not include as job openings any positions created through the promotion of an employee who stays in essentially the same job but has a different title (i.e. where there was no vacancy or newly created position to be filled). If no full-time or part-time job openings occured, please enter zero.

### 1.6 Full-Time and Part-Time Job Openings

Number of full-time and part-time job openings | 0

### 1.7 Hiring Contractors

During the fiscal year, did you hire independent contractors to provide any of the following services?

### 1.7 Hiring Contractors

**Check all that apply**

| | |
|---|---|
| Underwritting solicitation related activities | ☐ |
| Direct Mail | ☐ |
| Telemarketing | ☐ |
| Other development activities | ☐ |
| Legal services | ☑ |
| Human Resource services | ☐ |
| Accounting/Payroll | ☑ |
| Computer operations | ☑ |
| Website design | ☐ |
| Website content | ☑ |
| Broadcasting engineering | ☑ |
| Engineering | ☐ |
| Program director activities | ☑ |
| None of the above | ☐ |

## Comments

| Question | Comment |
|---|---|
| No Comments for this section | |

### 2.1 Average Salaries FULL TIME EMPLOYEES ONLY

| | # of Employees | Avg. Annual Salary | Average Tenure |
|---|---|---|---|
| Chief Executive Officer | 1.00 | $ 35,000 | 16 |
| Chief Executive Officer - Joint | | $ | |
| Chief Operations Officer | | $ | |
| Chief Operations Officer - Joint | | $ | |

| | | | |
|---|---|---|---|
| Chief Financial Officer | | $ | |
| Chief Financial Officer - Joint | | $ | |
| Publicity, Program Promotion Chief | | $ | |
| Publicity, Program Promotion Chief - Joint | | $ | |
| Communication and Public Relations, Chief | | $ | |
| Communication and Public Relations, Chief - Joint | | $ | |
| Programming Director | | $ | |
| Programming Director - Joint | | $ | |
| Production, Chief | | $ | |
| Production, Chief - Joint | | $ | |
| Executive Producer | | $ | |
| Executive Producer - Joint | | $ | |
| Producer | | $ | |
| Producer - Joint | | $ | |
| Development, Chief | | $ | |
| Development, Chief - Joint | | $ | |
| Member Services, Chief | | $ | |
| Member Services, Chief - Joint | | $ | |
| Membership Fundraising, Chief | | $ | |
| Membership Fundraising, Chief - Joint | | $ | |
| On-Air Fundraising, Chief | | $ | |
| On-Air Fundraising, Chief - Joint | | $ | |
| Auction Fundraising, Chief | | $ | |
| Auction Fundraising, Chief - Joint | | $ | |
| Underwriting, Chief | | $ | |
| Underwriting, Chief - Joint | | $ | |
| Corporate Underwriting, Chief | | $ | |
| Corporate Underwriting, Chief - Joint | | $ | |
| Foundation Underwriting, Chief | | $ | |
| Foundation Underwriting, Chief - Joint | | $ | |
| Government Grants Solicitation, Chief | | $ | |
| Government Grants Solicitation, Chief - Joint | | $ | |
| Operations and Engineering, Chief | | $ | |
| Operations and Engineering, Chief - Joint | | $ | |
| Engineering Chief | | $ | |

| Position | FTE | Salary | Hours |
|---|---|---|---|
| Engineering Chief - Joint | | $ | |
| Broadcast Engineer 1 | | $ | |
| Broadcast Engineer 1 - Joint | | $ | |
| Production Engineer | | $ | |
| Production Engineer - Joint | | $ | |
| Facilities, Satellite and Tower Maintenance, Chief | | $ | |
| Facilities, Satellite and Tower Maintenance, Chief - Joint | | $ | |
| Technical Operations, Chief | | $ | |
| Technical Operations, Chief - Joint | | $ | |
| Education, Chief | | $ | |
| Education, Chief - Joint | | $ | |
| Information Technology, Director | | $ | |
| Information Technology, Director - Joint | | $ | |
| Volunteer Coordinator | | $ | |
| Volunteer Coordinator - Joint | | $ | |
| News / Current Affairs Director | | $ | |
| News / Current Affairs Director - Joint | | $ | |
| Music Director | 1.00 | $ 24,960 | 16 |
| Music Librarian/Programmer | | $ 0 | 0 |
| Announcer / On-Air Talent | | $ | 0 |
| Announcer / On-Air Talent - Joint | | $ | |
| Reporter | | $ | |
| Reporter - Joint | | $ | |
| Public Information Assistant | | $ | |
| Public Information Assistant - Joint | | $ | |
| Broadcast Supervisor | | $ | |
| Broadcast Supervisor - Joint | | $ | |
| Director of Continuity / Traffic | | $ | |
| Director of Continuity / Traffic - Joint | | $ | |
| Events Coordinator | | $ | |
| Events Coordinator - Joint | | $ | |
| Web Administrator/Web Master | | $ | |
| Web Administrator/Web Master - Joint | | $ | |
| **Total** | 2.00 | $ 59,960 | 32 |

Comments

| Question | Comment |
|---|---|

| Question | Comment |
|---|---|

No Comments for this section

**3.1 Governing Board Method of Selection**   Jump to question: [3.1 ▼]

Enter the number of governing board members (including the chairperson and both voting and non-voting ex-officio members) who are selected by the following methods:

**3.1 Governing Board Method of Selection**   Jump to question: [3.1 ▼]

Ex-Officio (Automatic membership because of another office held)   [          ]

**3.1 Governing Board Method of Selection**   Jump to question: [3.1 ▼]

Appointed by government legislative body (including school board)
or other government official (e.g. governor)   [          ]

**3.1 Governing Board Method of Selection**   Jump to question: [3.1 ▼]

Elected by community/membership   [          ]

**3.1 Governing Board Method of Selection**   Jump to question: [3.1 ▼]

Other (please specify below)   [          ]

**3.1 Governing Board Method of Selection**   Jump to question: [3.1 ▼]

**3.1 Governing Board Method of Selection**   Jump to question: [3.1 ▼]

Elected by board of directors itself (self-perpetuating body)   [          6]

**3.1 Governing Board Method of Selection**   Jump to question: [3.1 ▼]

Total number of board members (Automatic total of the above)   [          6]

**3.2 Governing Board Members**   Jump to question: [3.2 ▼]

Please report the racial or ethnic group of the members of your governing board by gender. Please also report the number of governing board members with a disability.

**3.2 Governing Board Members**   Jump to question: [3.2 ▼]

For minority group identification, please refer to "Instructions and Definitions" in the Employment subsection.

**3.2 Governing Board Members**   Jump to question: [3.2 ▼]

| | African American | Hispanic | Native American | Asian / Pacific | White, Non-Hispanic | Total |
|---|---|---|---|---|---|---|
| Female Board Members | 2 | | | | | 2 |
| Male Board Members | 4 | | | | | 4 |
| **Total** | 6 | 0 | 0 | 0 | 0 | 6 |

**3.2 Governing Board Members**   Jump to question: [3.2 ▼]

Number of Vacant Positions   [          0]

**3.2 Governing Board Members**   Jump to question: [3.2 ▼]

Total Number of Board Members (Total should equal the total reported in Question 3.1.)   [          6]

**3.2 Governing Board Members**   Jump to question: [3.2 ▼]

Number of Board Members with disabilities

## Comments

| Question | Comment |
|----------|---------|

No Comments for this section

**4.1 Community Outreach Activities**  Jump to question: 4.1 ▼

Did the grant recipient engage in any of the following community outreach services, and, if so, did the outreach activity have a specific, formal component designed to be of special service to either the educational community or minority and/or other diverse audiences?

**4.1 Community Outreach Activities**  Jump to question: 4.1 ▼

| | Yes/No |
|---|---|
| Produce public service announcemnts? | Yes |
| Did the public service announcements have a specific, formal component designed to be of special service to the educational community? | Yes |
| Did the public service announcements have a specific, formal component designed to be of special service to the minority community and/or diverse audiences? | Yes |
| Broadcast community activities information (e.g., community bulletin board, series highlighting local nonprofit agencies)? | Yes |
| Did the community activities information broadcast have a specific, formal component designed to be of special service to the educational community? | Yes |
| Did the community activities information broadcast have a specific, formal component designed to be of special service to the minority community and/or diverse audiences? | Yes |
| Produce/distribute informational materials based on local or national programming? | Yes |
| Did the informational programming materials have a specific, formal component designed to be of special service to the educational community? | Yes |
| Did the informational programming materials have a specific, formal component designed to be of special service to the minority community and/or diverse audiences? | Yes |
| Host community events (e.g. benefit concerts, neighborhood festivals)? | Yes |
| Did the community events have a specific, formal component designed to be of special service to the educational community? | Yes |
| Did the community events have a specific, formal component designed to be of special service to the minority community and/or diverse audiences? | Yes |
| Provide locally created content for your own or another community-based computer network/web site? | Yes |
| Did the locally created web content have a specific, formal component designed to be of special service to the educational community? | Yes |
| Did the locally created web content have a specific, formal component designed to be of special service to the minority community and/or diverse audiences? | Yes |
| Partner with other community agencies or organizations (e.g., local commerical TV station, Red Cross, Urban League, school district)? | Yes |
| Did the partnership have a specific, formal component designed to be of special service to the educational community? | Yes |
| Did the partnership have a specific, formal component designed to be of special service to the minority community and/or diverse audiences? | Yes |

## Comments

| Question | Comment |
|----------|---------|

No Comments for this section

**5.1 Radio Programming and Production**  Jump to question: 5.1 ▼

Instructions and Definitions:

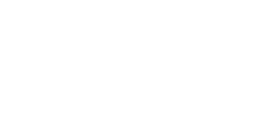**5.1 Radio Programming and Production**  Jump to question: 5.1 ▼

About how many original hours of station program production in each of the following categories did the grant recipient complete this year? (For purposes of this survey, programming intended for national distribution is defined as all programming distributed or offered for distribution to at least one station outside the grant recipients local market.)

**5.1 Radio Programming and Production**  Jump to question: 5.1 ▼

| For National Distribution | For Local Distribution/All Other | Total |
|---|---|---|

| | | | |
|---|---|---|---|
| Music (announcer in studio playing principally a sequence of musical recording) | 520 | 7,378 | 7,898 |
| Arts and Cultural (includes live or narrated performances, interviews, and discussions, in the form of extended coverage and broadcast time devote to artistic and/or cultural subject matter) | | | 0 |
| News and Public Affairs (includes regular coverage of news events, such as that produced by a newsroom, and public issues-driven listener participation, interview and discussion programs) | | | 0 |
| Documentary (includes highly produced longform stand alone or series of programs, principally devoted to in-depth investigation, exploration, or examination of a single or related multiple subject matter) | 4 | 0 | 4 |
| All Other (incl. sports and religious — Do NOT include fundraising) | | | 0 |
| Total | 524 | 7,378 | 7,902 |

**5.1 Radio Programming and Production**     Jump to question: 5.1 ▼

Out of all these hours of station production during the year for about how many was a minority ethnic or racial group member in principal charge of the production? (Minority ethnic or racial groups refer to: African-American, Hispanic, Native American and Asian American/Pacific Islander.)

**5.1 Radio Programming and Production**     Jump to question: 5.1 ▼

Approx Number of Original Program Hours                    7,902

Comments

**6.1 Telling Public Radio's Story**     Jump to question: 6.1 ▼

The purpose of this section is to give you an opportunity to tell us and your community about the activities you have engaged in to address community needs by outlining key services provided, and the local value and impact of those services. Please report on activities that occured in Fiscal Year 2017. Responses may be shared with Congress or the public. Grantees are required to post a copy of this report (Section 6 only) to their website no later than ten (10) days after the submission of the report to CPB. CPB recommends placing the report in an "About" or similar section on your website. This section had previously been optional. Response to this section of the SAS is now mandatory.

**Joint licensee Grantees that have filed a 2017 Local Content and Services Report as part of meeting the requirement for TV CSG funding may state they have done so in the corresponding questions below, so long as all of the questions below were addressed as they relate to radio operations in such report. You must include the date the report was submitted to CPB along with the TV Grantee ID under which it was submitted.**

**6.1 Telling Public Radio's Story**     Jump to question: 6.1 ▼

1. Describe your overall goals and approach to address identified community issues, needs, and interests through your station's vital local services, such as multiplatform long and short-form content, digital and in-person engagement, education services, community information, partnership support, and other activities, and audiences you reached or new audiences you engaged.

1. We collaborated with the County Health Department for a HIV Awareness Radio Show. Our community has one of the highest STD rates in the State. This weekly show features guest from the Health Department 2. To combat the rise in Suicide, we collaborated with the County Mental Health Department to launch a regular segment on radio about Mental Health. 3. We collaborated with the Michigan State Police to produced PSAs about Sexual Abuse, texting while driving, Silent Observer and multiple crime prevention information. 4. We collaborated with a local non-profit to produce monthly psas on Financial awareness.

**6.1 Telling Public Radio's Story**     Jump to question: 6.1 ▼

2. Describe key initiatives and the variety of partners with whom you collaborated, including other public media outlets, community nonprofits, government agencies, educational institutions, the business community, teachers and parents, etc. This will illustrate the many ways you're connected across the community and engaged with other important organizations in the area.

1. With Healthwest on Suicide Prevention and Drug Overdose awareness 2. Michigan State Police on Crime Prevention and Safety Tips 3. Muskegon Heights Fire Department on Fire Prevention tips. 4. Red's Youth Center on Cultural Awareness. Connecting our kids to their roots. 5. With Men of Color Read on literacy/

**6.1 Telling Public Radio's Story**     Jump to question: 6.1 ▼

3. What impact did your key initiatives and partnerships have in your community? Describe any known measurable impact, such as increased awareness, learning or understanding about particular issues. Describe indicators of success, such as connecting people to needed

resources or strengthening conversational ties across diverse neighborhoods. Did a partner see an increase in requests for related resources? Please include direct feedback from a partner(s) or from a person(s) served.

1. According to the Mental Health department, they saw an increase in calls and referrals after being on radio. 2. The Health Department is continuing to see an increase HIV Testing.

4. Please describe any efforts (e.g. programming, production, engagement activities) you have made to investigate and/or meet the needs of minority and other diverse audiences (including, but not limited to, new immigrants, people for whom English is a second language and illiterate adults) during Fiscal Year 2017, and any plans you have made to meet the needs of these audiences during Fiscal Year 2018. If you regularly broadcast in a language other than English, please note the language broadcast.

We added a weekly hip hop talk show aimed at giving the youth a voice. We are very proud of the 4 Hour Documentary on Sexual Misconduct that we produced in 2017. This Documentary was aired on over 8 Radio Station across the USA including KMOJ in Minneapolis and WKAR in Lansing, MI.

5. Please assess the impact that your CPB funding had on your ability to serve your community. What were you able to do with your grant that you wouldn't be able to do if you didn't receive it?

We were able to buy better equipment which increase our quality of work. We were able to increase our outreach by doing more events. We used those events to do onsite HIV, Blood Pressure among other health screenings.

Comments

| Question | Comment |
|---|---|
| No Comments for this section | |

This section builds on the Census of Journalists conducted by CPB in the summer of 2010. These positions are the primary professional full-time, part-time or contract contributors to local journalism at your organization. The individuals in these positions will have had training in the standards and practices of fact-based news origination, verification, production and presentation. These are generally accepted titles for these positions but may not match position descriptions at your organization exactly. Please do your best to account for each professional journalist in your organization. Please do not count student or volunteer journalists.

| Job Title | Full Time | Part Time | Contract | Male | Female | African-American | Hispanic | Native-American | Asian/Pacific | White, Non-Hispanic | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|
| News Director | | | | | | | | | | | |
| Assistant News Director | | | | | | | | | | | |
| Managing Editor | | | | | | | | | | | |
| Senior Editor | | | | | | | | | | | |
| Editor | | | | | | | | | | | |
| Executive Producer | | | | | | | | | | | |
| Senior Producer | | | | | | | | | | | |
| Producer | | | | | | | | | | | |
| Associate Producer | | | | | | | | | | | |
| Reporter/Producer | | | | | | | | | | | |
| Host/Reporter | | | | | | | | | | | |
| Reporter | | | | | | | | | | | |
| Beat Reporter | | | | | | | | | | | |
| Anchor/Reporter | | | | | | | | | | | |
| Anchor/Host | | | | | | | | | | | |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Videographer | | | | | | | | | | | |
| Video Editor | | | | | | | | | | | |
| Other positions not already accounted for | | | | | | | | | | | |
| **Total** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Comments

| Question | Comment |
|---|---|
| No Comments for this section | |