



**TABERNA MASTER HOMEOWNERS ASSOCIATION, INC.
BOARD OF DIRECTORS MEETING MINUTES
Tuesday, August 25, 2020**

Meeting conducted via Conference Call

CALL TO ORDER

Bart Rovins called the meeting to order at 3:00 p.m.

ESTABLISH QUORUM

A quorum was established with all seven members present:

Bart Rovins	Rob D'Angelo
Joseph Frangipane	Wayne Maruna
Jazz Woodward	Jonathan Foster
Gordy Barnes	

Angela Williamson represented CAMS - Community Association Management Services
Dick Turner represented Taberna Architectural Control Committee (ACC)

Wayne moved that we accept the July Minutes as submitted. Gordy seconded. Motion was unanimously approved.

COMMITTEE REPORTS

Architectural Control:

The following is Dick Turner's report:

There was a total of two (2) Architectural Change Requests:

- 1 tree removal
- 1 Fence installation

Building & Grounds:

Gordy discussed the following areas:

- Landscape Contracts – Gordy and Bart are reviewing the final drafts of the contract extensions, which will extend the landscape contracts through 2022 at the 2021 pricing. The review will be completed for the September meeting.
- Todd Denson Park Pavilion – Gordy is has a bid from Garris Evans on a pavilion project not to exceed \$3,000.
- Water Bills Re: Front Entrance Irrigation System – Alderman, Bobby Aster and Bart worked with City of New Bern to receive a credit for water not used by the HOA. Gordy and Rob will follow-up with the city to verify that the HOA does receive the full credit we deserve.

OFFICERS' REPORTS

Vice President: Nothing to report.

Treasurer Joe/Wayne:

The HOA has operating assets less liabilities of \$236K. Anticipate spending approx. \$80K for the period August through December per the budget. Accounts Receivable (A/R) as a percentage of assessments increased from 3.19% to 3.89%, due in large part to quarterly assessment billings for the sub-communities.

Joe authorized a transfer of \$100K from the Union Bank Money Market account to the North State operating account.

The budget for 2021 will be reviewed by Joe and Wayne this week. A proposed budget will be presented to the board at the September meeting.

See attached full Treasurer's report (items worthy of noting are highlighted).

CAMS Manager Report:

Angela Williamson introduced herself to the board and discussed the following action items:

- Angie will provide a "To Do List" prior to all future board meetings.
- There are CD's coming up for renewal in November. Angie and Amy (CAMS) will review and recommend which to renew and which ones should be transferred.
- Angie will add future Board meeting dates and deadlines on the Portal.
- Angie will visit Taberna noting covenant violations on August 27th and 28th.

President's Comments:

Bart made all his comments under the Old Business section of the meeting.

OLD BUSINESS

Bart discussed the following topics:

- National Night Out - it has been cancelled for 2020.
- Northside Entrance - We have been contacted by the Right of Way Agent that is doing the land condemnation for the north side (vicinity of Dunkin Donuts) about the fencing and sign on that side of the road. They will be doing the deed research to understand the easements for the fencing and sign and will contact us when that work is complete.
- Taberna Townes - Brian Edlin, Esq prepared a letter in response to the Bank's request for the HOA to submit a monetary offer that will allow the HOA to accept the license agreement with the Railroad. This letter lays out the HOA's argument as to why it is inappropriate for the HOA to accept a monetary payment in exchange for executing the license agreement and becoming responsible for

Battlefield Trail. Gordy motioned that the board accept the proposed letter. Rob seconded. Motion was unanimously approved (letter is attached).

- Nominating Committee - we currently have 2 residents who have agreed to run for the 2021-2022 board. Still looking for a third candidate.
- Annual Meeting - In view of the Covid-19 environment, the board plans to making the Annual Meeting a virtual one (possibly using the Zoom format). The Annual Meeting will essentially be a Town Hall style meeting as there is no voting from the floor, only the announcement of new board members. Here is the sequence of notifications leading up to the Annual Meeting:
 - Announcement of Annual Meeting through the Taberna Tribune and TabMail.
 - In October, CAMS will send a letter, via email, from the board.
 - A paper notice will be mailed to property owners in November to include a ballot.
- Wayne recommended G-Suite to the board. Setting up ten users should be under \$800/year. Will be reviewed at the September meeting.
- Joe researched digitizing past HOA Minutes. There is a one-time charge of \$600 if Vital Records does the job. Joe motioned that the board accept his recommendation for minutes digitizing by Vital Records. Rob seconded. Motion was unanimously passed. Unfortunately, we cannot locate minutes for 2007 and 2008. The search continues.

NEW BUSINESS

No new business was discussed as the Board Records was voted on earlier in the meeting.

EXECUTIVE SESSION

- Several property owners who are in arrears for fines and interest were discussed. Two have been sent letters regarding foreclosure procedures.

ADJOURNMENT

There being no further business, Jazz Woodward moved to adjourn the meeting. Seconded by Wayne. Motion carried unanimously at 4:37 p.m.

Approved by the Board of Directors:

Submitted by: *Jonathan Foster* Approved by: *Bart Rovins*
Jonathan Foster, Asst. Secretary Bart Rovins, President

Date: _____ Date: _____

NEXT MEETING

The next meeting of the Taberna HOA Board of Directors via conference call is scheduled for Tuesday, September 22nd at 3:00 p.m.

Taberna Master Homeowner's Association Treasurer's Report – Month Ending July 31, 2020

Assets & Liabilities

On the following pages we have provided Balance Sheets for the Master HOA and its Sub-Communities. These compare month-end July to month-end June and make note of any substantive changes out of the ordinary. Because the annual HOA assessment is payable in January, cash amounts decline throughout the balance of the year as assessment funds are used to pay operating expenses. The Sub-Communities also bill for supplemental dues at the start of each quarter. July marked one such quarter.

Other than some changes in Accounts Receivable (A/R) balances, there were no significant balance sheet changes month-to-month. Operating assets less liabilities in the Master account at 7/31/20 net to \$236K. Net operating expenses budgeted for August through December total \$80K.

Delinquencies

Because of the quarterly assessment billings for the sub-communities, total Accounts Receivable increased by \$3.8K, and as a percentage of YTD assessments increased from 3.2% to 3.9%. The Master A/R declined by \$1.1K to a total of \$8K, with fines accounting for 55% of the Master total. However, a \$2.7K fee waiver drove the Master A/R decline. Assessments receivable make up 85% of the sub-community accounts receivable.

Accounts Receivable Aging							
Community	June 30, 2020			July 31, 2020			Notes
	Income	AR Bal	Pct	Income	AR Bal	Pct	
Taberna Master	\$ 241,125	\$ 9,059	3.76%	\$ 241,125	\$ 7,968	3.30%	14 accts, 8 <\$100. Fines \$4.4K, Fees \$1.8K Assessments \$1.6K, Interest \$0.1K 6 Accts with attorneys
Abbingtion Woods	\$ 23,622	\$ 856	3.62%	\$ 35,433	\$ 1,973	5.57%	6 Accts. Assessments \$1.2K, Fees \$0.6K, Interest \$0.1K. 1 Attorney actions (\$1K)
Boleyn Creek	\$ 11,400	\$ 248	2.18%	\$ 17,100	\$ 522	3.05%	2 Accts. Assessments \$.5K
One Taberna Way	\$ 36,000	\$ 37	0.10%	\$ 54,000	\$ 3,523	6.52%	3 Accts. Assessments \$3.4K, Fees \$0.1K
Taberna Landing	\$ 3,480	\$ -	0.00%	\$ 5,220	\$ -	0.00%	
Taberna Townes	\$ 4,550	\$ -	0.00%	\$ 6,825	\$ -	0.00%	
Total	\$ 320,177	\$ 10,200	3.19%	\$ 359,703	\$ 13,986	3.89%	

Replacement and Emergency Funds

The Master Replacement Fund is being added to by \$0.9K per month and stands at \$174K as of the end of July. The Emergency Fund is being incremented by \$1.3K per month and as of 7/31 has a balance of \$60K. There was a \$1.1K charge to the Emergency Fund in July to repair some storm damage. Barring any further Emergency Fund outlays, the Emergency Fund would stand at \$66.7K by year-end, with a goal of \$75K by y/e 2021.

Taberna Master Bal Sht	July 31, 2020			June 30, 2020			Change			Notes
	Operating	Reserve	Emergency	Operating	Reserve	Emergency	Operating	Reserve	Emergency	
Assets:										
Cash	240,674	173,195	59,878	252,735	173,071	59,821	(12,061)	125	57	
A/R	7,968	-	-	9,059	-	-	(1,091)	-	-	\$2.7K fee waiver
Other Receivables	-	-	-	-	-	-	-	-	-	
Interfund Receivable	(1,088)	900	188	22	-	(22)	(1,110)	900	210	Reflects coding correction
Prepays	800	-	-	1,200	-	-	(400)	-	-	
Mailbox Inventory	388	-	-	417	-	-	(29)	-	-	
Ttl Assets	248,742	174,095	60,066	263,433	173,071	59,799	(14,691)	1,025	267	
Liabilities;										
Accounts Payable	3,508	-	-	961	-	-	2,546	-	-	
Accrued Expenses	-	-	-	-	-	-	-	-	-	
Prepaid Assessments	7,374	-	-	7,049	-	-	325	-	-	
Construction Deposits	2,000	-	-	2,000	-	-	-	-	-	
Ttl Current Liab.	12,882	-	-	10,010	-	-	2,871	-	-	
Assets Less Liabilities	235,860	174,095	60,066	253,422	173,071	59,799	(17,562)	1,025	267	
Funds:										
Reserves		167,028	52,150		167,028	52,150	-	-	-	
Prior Accum Net	141,901	-	-	141,901	-	-	-	-	-	
Net Income/(Loss)	93,959	7,067	7,917	111,522	6,043	7,649	(17,562)	1,025	267	
Total Fund Balances	235,860	174,095	60,066	253,422	173,071	59,799	(17,562)	1,025	267	

Abbington Woods Bal Sht	July 31, 2020		June 30, 2020		Change		Notes
	Operating	Reserve	Operating	Reserve	Operating	Reserve	
Assets:							
Cash	26,343	46,716	23,692	46,411	2,651	305	
A/R	1,973	-	856	-	1,118	-	3rd Qtr Assessment billings
Ttl Assets	28,316	46,716	24,548	46,411	3,768	305	
Liabilities:							
Accounts Payable	2	-	-	-	2	-	
Accrued Expenses	3,790	-	3,790	-	-	-	
Prepaid Assessments	3,864	-	7,971	-	(4,107)	-	Timing - qtrly billings
Ttl Current Liab.	7,656	-	11,761	-	(4,105)	-	
Assets Less Liabilities	20,661	46,716	12,787	46,411	7,874	305	
Funds:							
Replacement Reserves		45,741		45,741	-	-	
Prior Accum Net	11,987		11,987		0	-	
Net Income/(Loss)	8,673	975	800	671	7,874	305	
Total Fund Balances	20,661	46,716	12,787	46,411	7,874	305	

Boleyn Creek Bal Sht	July 31, 2020		June 30, 2020		Change		Notes
	Operating	Reserve	Operating	Reserve	Operating	Reserve	
Assets:							
Cash	14,341	11,693	13,237	11,451	1,104	242	
A/R	<u>522</u>	<u>-</u>	<u>248</u>	<u>-</u>	275	-	
Ttl Assets	14,863	11,693	13,485	11,451	1,378	242	
Liabilities:							
Accounts Payable	5	-	-	-	5	-	
Accrued Expenses	-	-	-	-	-	-	
Prepaid Assessments	<u>1,308</u>	<u>-</u>	<u>3,683</u>	<u>-</u>	(2,375)	-	Timing - qtrly billings
Ttl Current Liab.	1,312	-	3,683	-	(2,370)	-	
Assets Less Liabilities	13,551	11,693	9,802	11,451	3,749	242	
Funds:							
Replacement Reserves		10,960		10,960	-	-	
Prior Accum Net	9,401	-	9,401	-	-	-	
Net Income/(Loss)	4,150	733	401	491	3,749	242	
Total Fund Balances	13,551	11,693	9,802	11,451	3,749	242	
One Taberna Way Bal Sht	July 31, 2020		June 30, 2020		Change		Notes
	Operating	Reserve	Operating	Reserve	Operating	Reserve	
Assets:							
Cash	20,662	30,465	13,132	27,236	7,529	3,229	
A/R	3,523	-	37	-	3,486	-	3rd Qtr Assessment billings
Interfund Receivable	<u>(7,361)</u>	<u>7,361</u>	<u>-</u>	<u>-</u>	(7,361)	7,361	
Ttl Assets	16,823	37,826	13,169	27,236	3,654	10,590	
Liabilities:							
Accounts Payable	635	-	-	-	635	-	
Accrued Expenses	-	-	-	-	-	-	
Prepaid Assessments	<u>1,162</u>	<u>-</u>	<u>5,662</u>	<u>-</u>	(4,500)	-	Timing - qtrly billings
Ttl Current Liab.	1,797	-	5,662	-	(3,865)	-	
Assets Less Liabilities	15,026	37,826	7,507	27,236	7,518	10,590	
Funds:							
Replacement Reserves		40,333		40,333	-	-	
Prior Accum Net	13,794	-	13,794	-	-	-	
Net Income/(Loss)	1,232	(2,507)	(6,286)	(13,097)	7,518	10,590	
Total Fund Balances	15,026	37,826	7,507	27,236	7,518	10,590	

Taberna Landing Bal Sht	July 31, 2020		June 30, 2020		Change		Notes
	Operating	Reserve	Operating	Reserve	Operating	Reserve	
Assets:							
Cash	2,426	19,616	1,909	18,909	517	706	
A/R	-	-	-	-	-	-	
Ttl Assets	2,426	19,616	1,909	18,909	517	706	
Liabilities:							
Accounts Payable	3	-	230	-	(227)	-	
Accrued Expenses	-	-	-	-	-	-	
Prepaid Assessments	-	-	290	-	(290)	-	Timing - qtrly billings
Ttl Current Liab.	3	-	520	-	(517)	-	
Assets Less Liabilities	2,423	19,616	1,389	18,909	1,034	706	
Funds:							
Replacement Reserves		17,485		17,485	-	-	
Prior Accum Net	4,699	-	4,699	-	-	-	
Net Income/(Loss)	(2,275)	2,131	(3,309)	1,424	1,034	706	
Total Fund Balances	2,423	19,616	1,389	18,909	1,034	706	
Taberna Townes Bal Sht	July 31, 2020		June 30, 2020		Change		Notes
	Operating	Reserve	Operating	Reserve	Operating	Reserve	
Assets:							
Cash	1,314	13,186	2,407	11,184	(1,094)	2,002	Duplicate reserve transfer, fix Aug
A/R	-	-	-	-	-	-	
Interfund Balances	1,000	(1,000)			1,000	(1,000)	Duplicate reserve transfer, fix Aug
Prepaid Expense	230	-	230	-	-	-	
Ttl Assets	2,544	12,186	2,637	11,184	(94)	1,002	
Liabilities:							
Accounts Payable	234	-	-	-	234	-	
Accrued Expenses	-	-	-	-	-	-	
Prepaid Assessments	-	-	1,138	-	(1,138)	-	Timing - qtrly billings
Ttl Current Liab.	234	-	1,138	-	(904)	-	
Assets Less Liabilities	2,310	12,186	1,500	11,184	810	1,002	
Funds:							
Replacement Reserves		9,174		9,174	-	-	
Prior Accum Net	1,072	-	1,072	-	-	-	
Net Income/(Loss)	1,238	3,012	428	2,010	810	1,002	
Total Fund Balances	2,310	12,186	1,500	11,184	810	1,002	

Taberna Master Homeowner's Association Treasurer's Report – Month Ending July 31, 2020

Income and Expenses

Following are income and expense statements for the Taberna HOA Master and each of the Sub-Communities. These compare July month and YTD actuals to budgets. Variances of significance show brief explanatory notes. Across the six entities (master plus five subs), net operating variance for July was favorable by \$4.4K. A reversal of a duplicate \$2.1K painting bill in OTW was a substantial contributor. July's variance brought YTD operating variances through 7 months to negative \$8.1K due mainly to: unbudgeted natural area cleanup in March for \$8.2K; unforeseen legal fees of \$6K related to Taberna Townes; unbudgeted tree removal fees of \$3.2K in One Taberna Way; and a failure to budget for trash removal \$1.9K.

Taberna Master	Revenue & Expenses							Notes
	July			Year To Date			Annual	
	Actual	Budget	Variance	Actual	Budget	Variance	Budget	
Operating Income:								
Assessments	-	-	-	241,125	241,125	-	241,125	
Less Repl. Reserves	(900)	(900)	-	(6,300)	(6,300)	-	(10,800)	
Less Emer. Reserves	(1,335)	(1,333)	(2)	(9,343)	(9,333)	(10)	(16,000)	
Fees	(1,091)	400	(1,491)	7,820	2,800	5,020	4,800	\$2,725 fee waived in July
Other	20	-	20	3,435		3,435	-	
Net Revenues	(3,306)	(1,833)	(1,473)	236,737	228,292	8,445	219,125	
Operating Expenses:								
Management Fees	3,774	3,665	(109)	26,418	25,652	(767)	43,974	
Legal Expense	300	750	450	8,160	5,250	(2,910)	9,000	YTD Taberna Townes issue
Insurance	-	-	-	7,231	6,250	(981)	6,250	
Office Rent/Maint	400	400	-	2,800	2,800	-	4,800	
All Other Admin Exp	401	545	144	8,736	8,985	249	15,230	
Grounds Expenses	8,828	11,216	2,388	84,002	78,512	(5,490)	134,592	Unbudgeted March area cleanup \$8.2K
Utilities	554	675	121	5,430	3,475	(1,955)	6,200	Unbudgeted trash removal \$1.9K YTD
Total Expense	14,256	17,251	2,995	142,777	130,923	(11,854)	220,046	
Operating Net	(17,562)	(19,084)	1,522	93,960	97,368	(3,409)	(921)	
Replacement Reserves:								
Income Transfers In	900	900	-	6,300	6,300	-	10,800	
Interest	125	-	125	1,164		1,164	-	
- Expenditures	-	-	-	397		(397)	-	
Net Replacement Rsvrs	1,025	900	125	7,067	6,300	767	10,800	
Emergency Reserves:								
Income Transfers In	1,335	1,333	2	9,343	9,333	10	16,000	
Interest	57	-	57	398	-	398	-	
- Expenditures	1,125	-	(1,125)	1,825	-	(1,825)	-	July - repair storm damage
Net Emergency Rsvrs	267	1,333	(1,066)	7,917	9,333	(1,417)	16,000	

Abbington Woods	Revenue & Expenses							Notes
	July			Year To Date			Annual	
	Actual	Budget	Variance	Actual	Budget	Variance	Budget	
Operating Income:								
Assessments	11,811	11,811	-	35,433	35,433	-	47,244	
Less Mo. Reserves	(291)	(291)	-	(873)	(873)	-	(1,164)	
Fees	145	-	145	653	-	653	-	
Net Revenues	11,665	11,520	145	35,213	34,560	653	46,080	
Operating Expenses:								
Admin. Exp.	2	-	(2)	9	100	91	150	
Landscape Contract	3,790	3,790	-	26,530	26,530	-	45,480	
Landscape Misc	-	38	38	-	263	263	450	
Total Expense	3,792	3,828	36	26,539	26,893	353	46,080	
Operating Net	7,874	7,693	181	8,673	7,668	1,006	-	
Reserves:								
Assessment Income	291	291	-	873	873	-	1,164	
Other (Interest)	14	-	14	102	-	102	-	
- Expenditures	-	-	-	-	-	-	-	
Net Reserves	305	291	14	975	873	102	1,164	
Boleyn Creek	Revenue & Expenses							Notes
	July			Year To Date			Annual	
	Actual	Budget	Variance	Actual	Budget	Variance	Budget	
Operating Income:								
Assessments	5,700	5,700	-	17,100	17,100	-	22,800	
Less Mo. Reserves	(240)	(240)	-	(720)	(720)	-	(960)	
Fees	47	-	47	328	-	328	-	
Net Revenues	5,507	5,460	47	16,708	16,380	328	21,840	
Operating Expenses:								
Admin. Exp.	5	25	20	30	75	45	100	
Landscape Contract	1,754	1,755	1	12,278	12,285	7	21,060	
Landscape Misc	-	100	100	250	500	250	700	
Total Expense	1,759	1,880	121	12,558	12,860	302	21,860	
Operating Net	3,749	3,580	169	4,150	3,520	630	(20)	
Reserves:								
Assessment Income	240	240	-	720	720	-	960	
Other (Interest)	2	-	2	13	-	13	-	
- Expenditures	-	-	-	-	-	-	-	
Net Reserves	242	240	2	733	720	13	960	

One Taberna Way	Revenue & Expenses							Notes
	July			Year To Date			Annual	
	Actual	Budget	Variance	Actual	Budget	Variance	Budget	
Operating Income:								
Assessments	18,000	18,000	-	54,000	54,000	-	72,000	
Less Addl. Reserves	(7,200)	(7,200)		(21,600)	(21,600)		(28,800)	
Less Mo. Reserves	(3,382)	(3,382)	-	(10,146)	(10,146)	-	(13,528)	
Fees	111	-	111	224	-	224	-	
Net Revenues	7,529	7,418	111	22,478	22,254	224	29,672	
Operating Expenses:								
Admin. Exp.	5	50	45	31	100	69	150	
Legal Exp.	-	-	-	-	200	200	200	
Building Maint.	(1,670)	-	1,670	2,530	3,000	470	5,000	July - Recapture of duplicate \$2,100 June payment
Landscape Contract	1,475	1,450	(25)	10,275	10,150	(125)	17,400	
Landscape Misc	-	547	547	8,210	3,827	(4,383)	6,560	YTD unbudgeted tree removal in May \$3.2K
Utilities	200	-	(200)	200	-	(200)	-	Trash pickup - s/b charged to Taberna Master, fix Aug.
Total Expense	10	2,047	2,036	21,246	17,277	(3,970)	29,310	
Operating Net	7,518	5,371	2,147	1,232	4,977	(3,745)	362	
Reserves:								
Assessment Income	10,582	10,582	-	31,746	31,746	-	42,328	
Other (Interest)	8	-	8	77	-	77	-	
- Expenditures	-	-	-	34,330	-	(34,330)	-	Reroof building in March
Net Reserves	10,590	10,582	8	(2,507)	31,746	(34,253)	42,328	
Taberna Landing	Revenue & Expenses							
	July			Year To Date			Annual	
	Actual	Budget	Variance	Actual	Budget	Variance	Budget	Notes
Operating Income:								
Assessments	1,740	1,740	-	5,220	5,220	-	6,960	
Less Mo. Reserves	(703)	(703)	-	(2,109)	(2,109)	-	(2,812)	
Fees	-	-	-	-	-	-	-	
Net Revenues	1,037	1,037	-	3,111	3,111	-	4,148	
Operating Expenses:								
Admin. Exp.	3	25	22	7	50	43	50	
Landscape Contract	-	280	280	1,840	1,960	120	3,360	No charge in July is OK, 7 mos exp in the books.
Landscape Misc	-	100	100	3,539	400	(3,139)	500	Pear tree pruning, shrubs, pine straw J-F
Total Expense	3	405	402	5,386	2,410	(2,976)	3,910	
Operating Net	1,034	632	402	(2,275)	701	(2,976)	238	
Reserves:								
Assessment Income	703	703	-	2,109	2,109	-	2,812	
Other (Interest)	3	-	3	22	-	22	-	
- Expenditures	-	-	-	-	-	-	-	
Net Reserves	706	703	3	2,131	2,109	22	2,812	

Taberna Townes	Revenue & Expenses							Notes
	July			Year To Date			Annual	
	Actual	Budget	Variance	Actual	Budget	Variance	Budget	
Operating Income:								
Assessments	2,275	2,275	-	6,825	6,825	-	9,100	
Less Reserves	(1,000)	(1,000)	-	(3,000)	(3,000)	-	(4,000)	
Fees	-	-	-	39	-	39	-	
Net Revenues	1,275	1,275	-	3,864	3,825	39	5,100	
Operating Expenses:								
Admin. Exp.	5	-	(5)	10	50	40	50	
Building Maint.		125	125	-	875	875	1,500	
Landscape Contract	460	237	(223)	1,840	1,657	(183)	2,840	Landscape contract \$230/Mo., pd Aug in July
Landscape Misc	-	63	63	775	438	(338)	750	YTD Hard pruning, pine straw \$625 in Feb.
Total Expense	465	424	(41)	2,625	3,019	394	5,140	
Operating Net	810	851	(41)	1,238	806	432	(40)	
Reserves:								
Assessment Income	1,000	1,000	-	3,000	3,000	-	4,000	
Other (Interest)	2	-	2	12	-	12	-	
- Expenditures	-	-	-	-	-	-	-	
Net Reserves	1,002	1,000	2	3,012	3,000	12	4,000	