Northwest Human Resource Management As Budget vs. Actuals: 2021 NHRMA Budget - F

January - May, 2021

Revenue Annual Conference Income 0.00 Certification Classes 9,062,50 Interest Income 12,61 30,70 Job Board Revenue 2,291,28 1,041,65 Miscellaneous Revenue 0,001 1,250,00 SHRM Foundation Fundraiser 1,927,31 90,000 Student Conference - Registrati 1,927,31 90,000 Student Conference - Support 5,690,00 1,041,65 Total Revenue 9,881,21 13,386,50 Gross Profit 9,881,21 13,386,50 Expenditures 22,962,87 13,386,50 Expenditures 22,962,87 10,000,00 Sillent Auction Donation to SHRM 22,962,87 10,000,00 State Council Assistance 1,250,00 1,500,00 Alaska Support 9,000,00 1,500,00 Oregon Support 9,000,00 1,500,00 Total Annual Conference 9,000,00 1,500,00 Alaska Support 9,000,00 1,500,00 Total Annual Conference 9,000,00 1,500,00			To
Annual Conference Income 0.00 Certification Classes 9,082.50 Interest Income 12.61 30.70 Job Board Revenue 2,291.28 1,041.65 Miscellaneous Revenue 0.01 1,250.00 Student Conferences 3 1,250.00 Student Conference - Registrati 1,927.31 960.00 Student Conference - Support 5,650.00 1,041.65 Total Revenue \$ 9,881.21 \$ 13,386.50 Gross Profit \$ 9,881.21 \$ 13,386.50 Expenditures 22,962.87 \$ 10,000.00 Foregree Deposit 22,962.87 \$ 10,000.00 Host Chapter Share 1,250.00 \$ 1,250.00 Silent Auction Donation to SHRM 2,2962.87 \$ 1,000.00 Silent Auction Donation to SHRM 1,250.00 \$ 1,250.00 State Council Assistance 3 0.00 \$ 6,554.20 Oregon Support 1,000.00 \$ 6,554.20 \$ 6,554.20 Total Annual Conference \$ 2,962.87 \$ 1,500.00 \$ 6,554.20 Oregon Support		Actual	Budget
Certification Classes	Revenue		
Interest Income 12.61 30.70 Job Board Revenue 2.291.28 1,041.65 Miscellaneous Revenue 0.01 5 5 5 5 5 5 5 5 5	Annual Conference Income		0.00
Dob Board Revenue 2,291.28 1,041.65 Miscellaneous Revenue 0.01 SHRM Foundation Fundraiser 1,250.00 Student Conferences Student Conference - Registrati 1,927.31 960.00 Student Conference - Support 5,650.00 1,041.65 Total Student Conferences 7,757.31 2,001.65 Total Revenue 8,9,881.21 1,3386.50 Gross Profit 8,9,881.21 1,3386.50 Gross Profit 8,9,881.21 1,3386.50 Gross Profit 8,9,881.21 1,3386.50 Expenditures 2,962.87 Host Chapter Share 1,000.00 Silent Auction Donation to SHRM 1,250.00 State Council Assistance 1,250.00 Alaska Support 2,962.87 1,000.00 State Council Assistance 1,000.00 Alaska Support 1,000.00 Gross Profit 1,000.00 State Council Assistance 1,000.00 Oregon Support 1,000.00 Oregon Support	Certification Classes		9,062.50
Miscellaneous Revenue 1,250,00	Interest Income	12.61	30.70
SHRM Foundation Fundraiser 1,250,00 Student Conference- Registrati 1,927,31 960,00 Student Conference - Support 5,650,00 1,041,65 Total Student Conferences \$ 7,577,31 \$ 2,001,65 Total Revenue \$ 9,881,21 \$ 13,386,50 Gross Profit \$ 9,881,21 \$ 13,386,50 Expenditures \$ 22,962,87 \$ 10,000,00 Siltert Auction Donation to SHRM \$ 1,250,00 \$ 1,250,00 State Council Assistance \$ 1,000,00 \$ 3,620,85 Washington Support \$ 2,000,85 \$ 3,520,80 Total State Council Assistance \$ 0,00 \$ 6,554,20 Total Annual Conference \$ 2,000,80 \$ 6,554,20 Distinguished Member Award - Do	Job Board Revenue	2,291.28	1,041.65
Student Conference - Registrati 1,927.31 360.00 3	Miscellaneous Revenue	0.01	
Student Conference - Registrati 1,927,31 960,00 Student Conference - Support 5,650,00 1,041,65 Total Revenue \$ 7,577,31 \$ 2,001,65 Gross Profit \$ 9,881,21 \$ 13,386,50 Expenditures Expenditures Annual Conference 22,962.87 Conference Deposit 22,962.87 Host Chapter Share 1,000,00 Silent Auction Donation to SHRM 22,962.87 1,000,00 State Council Assistance 1,000,00 Orgeon Support 1,000,00 Washington Support 1,983,35 Total State Council Assistance 1,983,35 Total Annual Conference \$ 22,962.87 1,983,22 Total State Council Assistance \$ 1,983,25 Total Mards and Recognition 9,000 \$ 1,983,25 Randy Lundberg Northern Lights 0,000 Robert W. Denomy - Under Grad 1,550,00 1,708,35 Board Meetings 0	SHRM Foundation Fundraiser		1,250.00
Total Student Conference Support \$ 1,041.65 Total Student Conferences \$ 1,577.31 \$ 2,001.65 Total Revenue \$ 9,881.21 \$ 13,386.50 Gross Profit \$ 9,881.21 \$ 13,386.50 Expenditures	Student Conferences		
Total Student Conferences \$ 7,577.31 \$ 2,001.65 Total Revenue \$ 9,881.21 \$ 13,386.50 Gross Profit \$ 9,881.21 \$ 13,386.50 Expenditures Expenditures Annual Conference Conference Deposit 22,962.87 10,000.00 Silent Auction Donation to SHRM 1,250.00 State Council Assistance 1,000.00 Alaska Support 1,000.00 Oregon Support 1,933.35 Total State Council Assistance \$ 0.00 \$ 6,554.20 Total Annual Conference \$ 22,962.87 \$ 17,804.20 Awards and Recognition \$ 22,962.87 \$ 17,804.20 Awards and Recognition \$ 22,962.87 \$ 17,804.20 Randy Lundberg Northern Lights \$ 0.00 Robert W. Denomy - Under Grad \$ 1,550.00 \$ 2,437.50 Sharon Koss - Graduate Student \$ 1,550.00 \$ 2,437.50 Board Meetings \$ 0.00	Student Conference - Registrati	1,927.31	960.00
Sample S	Student Conference - Support	 5,650.00	1,041.65
Separa S	Total Student Conferences	\$ 7,577.31	\$ 2,001.65
Expenditures Annual Conference 22,962.87 Host Chapter Share 10,000.00 Silent Auction Donation to SHRM 1,250.00 State Council Assistance 1,000.00 Oregon Support 1,933.35 Total State Council Assistance \$ 0.00 \$ 6,554.20 Total Annual Conference \$ 22,962.87 \$ 17,804.20 Awards and Recognition 416.65 Distinguished Member Award - Do 0.00 Plaques & Pins 312.50 Randy Lundberg Northern Lights 0.00 Robert W. Denomy - Under Grad 0.00 Sharon Koss - Graduate Student 0.00 SHRM Foundation Student Scholar 1,550.00 1,708.35 Total Awards and Recognition 1,550.00 1,708.35 Board Meetings 0.00 Mileage 0.93 0.00 Office/General Administrative E 0.00 Certiffication-Classes <td>Total Revenue</td> <td>\$ 9,881.21</td> <td>\$ 13,386.50</td>	Total Revenue	\$ 9,881.21	\$ 13,386.50
Annual Conference 22,962.87 Host Chapter Share 10,000.00 Silent Auction Donation to SHRM 1,250.00 State Council Assistance 1,000.00 Alaska Support 3,620.85 Washington Support 1,933.35 Total State Council Assistance 0.00 6,554.20 Total Annual Conference 22,962.87 17,804.20 Awards and Recognition 416.65 Distinguished Member Award - Do 0.00 Plaques & Pins 312.50 Randy Lundberg Northern Lights 0.00 Robert W. Denomy - Under Grad 0.00 Sharon Koss - Graduate Student 0.00 SHRM Foundation Student Scholar 1,550.00 1,708.35 Total Awards and Recognition 1,550.00 2,437.50 Board Meetings 0.00 0.00 Melage 0.93 0.00 Office/General Administrative E 0.00 Total Board Meetings 0.03 0.00 Certification-Classes 0.03 0.00	Gross Profit	\$ 9,881.21	\$ 13,386.50
Conference Deposit 22,962.87 Host Chapter Share 10,000.00 Silent Auction Donation to SHRM 1,250.00 State Council Assistance 1,000.00 Oregon Support 3,620.85 Washington Support 1,933.35 Total State Council Assistance \$ 0.00 \$ 6,554.20 Total Annual Conference \$ 22,962.87 \$ 17,804.20 Awards and Recognition 1416.65 Distinguished Member Award - Do 0.00 Plaques & Pins 312.50 Randy Lundberg Northern Lights 0.00 Robert W. Denomy - Under Grad 0.00 Sharon Koss - Graduate Student 0.00 SHRM Foundation Student Scholar 1,550.00 \$ 2,437.50 Board Meetings 1,550.00 \$ 2,437.50 Board Meetings 0.00 Mileage 0.93 \$ 0.00 Office/General Administrative E 0.00 Total Board Meetings 9.93 \$ 0.00 Certification-Classes 1,550.00 \$ 2,708.35	Expenditures		
Host Chapter Share 10,000.00 Silent Auction Donation to SHRM 1,250.00 State Council Assistance	Annual Conference		
Silent Auction Donation to SHRM 1,250.00 State Council Assistance 1,000.00 Alaska Support 3,620.85 Washington Support 1,933.35 Total State Council Assistance \$ 0.00 \$ 6,554.20 Total Annual Conference \$ 22,962.87 \$ 17,804.20 Awards and Recognition 416.65 Distinguished Member Award - Do 0.00 Plaques & Pins 312.50 Randy Lundberg Northern Lights 0.00 Robert W. Denomy - Under Grad 0.00 Sharon Koss - Graduate Student 0.00 SHRM Foundation Student Scholar 1,550.00 \$ 2,437.50 Total Awards and Recognition \$ 1,550.00 \$ 2,437.50 Board Meetings 0.00 Meals 0.00 Mileage 0.93 \$ 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 \$ 0.00 Certification-Classes 1,550.00 \$ 0.00	Conference Deposit	22,962.87	
State Council Assistance 1,000.00 Oregon Support 3,620.85 Washington Support 1,933.35 Total State Council Assistance \$ 0.00 \$ 6,554.20 Total Annual Conference \$ 22,962.87 \$ 17,804.20 Awards and Recognition 416.65 Distinguished Member Award - Do 0.00 Plaques & Pins 312.50 Randy Lundberg Northern Lights 0.00 Robert W. Denomy - Under Grad 0.00 Sharon Koss - Graduate Student 0.00 SHRM Foundation Student Scholar 1,550.00 \$ 2,437.50 Total Awards and Recognition \$ 1,550.00 \$ 2,437.50 Board Meetings 0.00 Melas 0.00 Mileage 0.93 \$ 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 \$ 0.00 Certification-Classes 1,550.00 \$ 0.00	Host Chapter Share		10,000.00
Alaska Support 1,000.00 Oregon Support 3,620.85 Washington Support 1,933.35 Total State Council Assistance \$ 0.00 \$ 6,554.20 Total Annual Conference \$ 22,962.87 \$ 17,804.20 Awards and Recognition 416.65 Distinguished Member Award - Do 0.00 Plaques & Pins 312.50 Randy Lundberg Northern Lights 0.00 Robert W. Denomy - Under Grad 0.00 Sharon Koss - Graduate Student 0.00 SHRM Foundation Student Scholar 1,550.00 \$ 2,437.50 Total Awards and Recognition \$ 1,550.00 \$ 2,437.50 Board Meetings 0.00 Melas 0.00 Mileage 0.93 \$ 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 \$ 0.00 Certification-Classes 1,550.00 \$ 0.00	Silent Auction Donation to SHRM		1,250.00
Oregon Support 3,620.85 Washington Support 1,933.35 Total State Council Assistance \$ 0.00 \$ 6,554.20 Total Annual Conference \$ 22,962.87 \$ 17,804.20 Awards and Recognition 416.65 Distinguished Member Award - Do 0.00 Plaques & Pins 312.50 Randy Lundberg Northern Lights 0.00 Robert W. Denomy - Under Grad 0.00 Sharon Koss - Graduate Student 0.00 SHRM Foundation Student Scholar 1,550.00 \$ 2,437.50 Total Awards and Recognition \$ 1,550.00 \$ 2,437.50 Board Meetings 0.00 Meals 0.00 Mileage 0.93 \$ 0.00 Office/General Administrative E 0.03 Total Board Meetings \$ 0.93 \$ 0.00 Certification-Classes 1,550.00 Instructor 2,708.35	State Council Assistance		
Washington Support 1,933.35 Total State Council Assistance \$ 0.00 \$ 6,554.20 Total Annual Conference \$ 22,962.87 \$ 17,804.20 Awards and Recognition 416.65 Distinguished Member Award - Do 0.00 Plaques & Pins 312.50 Randy Lundberg Northern Lights 0.00 Robert W. Denomy - Under Grad 0.00 Sharon Koss - Graduate Student 1,550.00 1,708.35 Total Awards and Recognition 1,550.00 2,437.50 Board Meetings 0.00 4 Airfare 0.00 0.00 Hotel 0.00 0.00 Meals 0.03 0.00 Office/General Administrative E 0.03 0.00 Total Board Meetings 0.03 0.00 Certification-Classes 1,550.00 2,708.35	Alaska Support		1,000.00
Total State Council Assistance \$ 0.00 \$ 6,554.20 Total Annual Conference \$ 22,962.87 \$ 17,804.20 Awards and Recognition 416.65 Distinguished Member Award - Do 0.00 Plaques & Pins 312.50 Randy Lundberg Northern Lights 0.00 Robert W. Denomy - Under Grad 0.00 Sharon Koss - Graduate Student 1,550.00 1,708.35 Total Awards and Recognition 1,550.00 2,437.50 Board Meetings 0.00 Meals 0.00 Mileage 0.93 0.00 Office/General Administrative E 0.93 0.00 Total Board Meetings 0.93 0.00 Certification-Classes 1,550.00 2,708.35	Oregon Support		3,620.85
Total Annual Conference \$ 22,962.87 \$ 17,804.20 Awards and Recognition 416.65 Distinguished Member Award - Do 0.00 Plaques & Pins 312.50 Randy Lundberg Northern Lights 0.00 Robert W. Denomy - Under Grad 0.00 Sharon Koss - Graduate Student 0.00 SHRM Foundation Student Scholar 1,550.00 1,708.35 Total Awards and Recognition \$ 1,550.00 2,437.50 Board Meetings 4 1,550.00 2,437.50 Board Meetings 0.00 Mileage 0.93 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 0.00 Certification-Classes 1,550.00 2,708.35	Washington Support		1,933.35
Awards and Recognition 416.65 Distinguished Member Award - Do 0.00 Plaques & Pins 312.50 Randy Lundberg Northern Lights 0.00 Robert W. Denomy - Under Grad 0.00 Sharon Koss - Graduate Student 0.00 SHRM Foundation Student Scholar 1,550.00 1,708.35 Total Awards and Recognition \$ 1,550.00 \$ 2,437.50 Board Meetings 0.00 0.00 Hotel 0.00 0.00 Meals 0.00 0.00 Mileage 0.93 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 0.00 Certification-Classes Instructor 2,708.35	Total State Council Assistance	\$ 0.00	\$ 6,554.20
Distinguished Member Award - Do 0.00 Plaques & Pins 312.50 Randy Lundberg Northern Lights 0.00 Robert W. Denomy - Under Grad 0.00 Sharon Koss - Graduate Student 0.00 SHRM Foundation Student Scholar 1,550.00 1,708.35 Total Awards and Recognition \$ 1,550.00 2,437.50 Board Meetings 0.00 0.00 Hotel 0.00 0.00 Meals 0.00 0.00 Mileage 0.93 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 0.00 Certification-Classes Instructor 2,708.35	Total Annual Conference	\$ 22,962.87	\$ 17,804.20
Plaques & Pins 312.50 Randy Lundberg Northern Lights 0.00 Robert W. Denomy - Under Grad 0.00 Sharon Koss - Graduate Student 0.00 SHRM Foundation Student Scholar 1,550.00 1,708.35 Total Awards and Recognition \$ 1,550.00 \$ 2,437.50 Board Meetings 0.00 0.00 Hotel 0.00 0.00 Meals 0.00 0.00 Mileage 0.93 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 0.00 Certification-Classes Instructor 2,708.35	Awards and Recognition		416.65
Randy Lundberg Northern Lights 0.00 Robert W. Denomy - Under Grad 0.00 Sharon Koss - Graduate Student 0.00 SHRM Foundation Student Scholar 1,550.00 1,708.35 Total Awards and Recognition \$ 1,550.00 \$ 2,437.50 Board Meetings 0.00 Hotel 0.00 Meals 0.00 Mileage 0.93 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 \$ 0.00 Certification-Classes 1,500.00 \$ 0.93 \$ 0.00 Mileage 0.00 \$ 0.93 \$ 0.00	Distinguished Member Award - Do		0.00
Robert W. Denomy - Under Grad 0.00 Sharon Koss - Graduate Student 0.00 SHRM Foundation Student Scholar 1,550.00 1,708.35 Total Awards and Recognition \$ 1,550.00 \$ 2,437.50 Board Meetings 0.00 Hotel 0.00 Meals 0.00 Mileage 0.93 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 \$ 0.00 Certification-Classes 1.550.00 \$ 0.93 \$ 0.00	Plaques & Pins		312.50
Sharon Koss - Graduate Student 0.00 SHRM Foundation Student Scholar 1,550.00 1,708.35 Total Awards and Recognition \$ 1,550.00 \$ 2,437.50 Board Meetings 0.00 Hotel 0.00 Meals 0.00 Mileage 0.93 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 \$ 0.00 Certification-Classes 10.00 \$ 0.93 \$ 0.00 Instructor 2,708.35 \$ 0.93 \$ 0.93 \$ 0.90	Randy Lundberg Northern Lights		0.00
SHRM Foundation Student Scholar 1,550.00 1,708.35 Total Awards and Recognition \$ 1,550.00 \$ 2,437.50 Board Meetings 0.00 Airfare 0.00 Hotel 0.00 Meals 0.00 Mileage 0.93 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 0.00 Certification-Classes 1,550.00 2,708.35	Robert W. Denomy - Under Grad		0.00
Total Awards and Recognition \$ 1,550.00 \$ 2,437.50 Board Meetings 0.00 Airfare 0.00 Hotel 0.00 Meals 0.00 Mileage 0.93 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 \$ 0.00 Certification-Classes 10.00 Instructor 2,708.35	Sharon Koss - Graduate Student		0.00
Board Meetings	SHRM Foundation Student Scholar	1,550.00	1,708.35
Airfare 0.00 Hotel 0.00 Meals 0.00 Mileage 0.93 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 0.00 Certification-Classes Instructor 2,708.35	Total Awards and Recognition	\$ 1,550.00	\$ 2,437.50
Hotel 0.00 Meals 0.00 Mileage 0.93 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 \$ 0.00 Certification-Classes Instructor 2,708.35	Board Meetings		
Meals 0.00 Mileage 0.93 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 \$ 0.00 Certification-Classes 10.00 \$ 0.93 \$ 0.00 Instructor 2,708.35	Airfare		0.00
Mileage 0.93 0.00 Office/General Administrative E 0.00 Total Board Meetings \$ 0.93 \$ 0.00 Certification-Classes Instructor 2,708.35	Hotel		0.00
Office/General Administrative E Total Board Meetings Certification-Classes Instructor 0.00 0.00 2,708.35	Meals		0.00
Total Board Meetings \$ 0.93 \$ 0.00 Certification-Classes Instructor \$ 2,708.35	Mileage	0.93	0.00
Certification-Classes Instructor 2,708.35	Office/General Administrative E		0.00
Instructor 2,708.35	Total Board Meetings	\$ 0.93	\$ 0.00
	Certification-Classes		
Profit Share Split with State Councils 2,333.35	Instructor		2,708.35
	Profit Share Split with State Councils		2,333.35

Study Materials				3,208.35
Total Certification-Classes	\$	0.00	\$	8,250.05
Insurance				
D & O Coverage				416.65
General Liability Insurance		3,022.00		625.00
Total Insurance	\$	3,022.00	\$	1,041.65
Legal & Professional Fees				
Corporation Filing		20.00		7.50
CPA 990 Form		1,450.00		1,400.00
Total Legal & Professional Fees	\$	1,470.00	\$	1,407.50
Office Expenses				
Dues & subscriptions				
QuickBooks Online		1,506.19		314.60
Total Dues & subscriptions	\$	1,506.19	\$	314.60
Postage		29.75		10.40
Software Subscriptions/Website		1,073.85		416.65
Supplies, Name Badges				104.15
Total Office Expenses	\$	2,609.79	\$	845.80
Presidents Expense				
Leadership Expense				208.35
Officer Appreciation				625.00
SHRM Conference		162.25		
Transportation		436.81		312.50
Travel Hotel		609.98		583.35
Travel Meals				145.85
Total Presidents Expense	\$	1,209.04	\$	1,875.05
SHRM Foundation Donation				
SHRM Foundation Match Prgm Dona		300.00		125.00
Total SHRM Foundation Donation	\$	300.00	\$	125.00
Special Projects/Strategic Initiatives				0.00
Student Conference				4,245.00
Meals		2,250.00		
Speaker Fees		100.00		
Supplies		1,015.00		
Total Student Conference	\$	3,365.00	\$	4,245.00
Total Expenditures	\$	36,489.63	\$	38,031.75
Net Operating Revenue	-\$	26,608.42	-\$	24,645.25
Net Revenue	-\$	26,608.42	-\$	24,645.25

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-	over Budget	% of Budget
	0.00	
	-9,062.50	0.00%
	-18.09	41.07%
	1,249.63	219.97%
	0.01	
	-1,250.00	0.00%
	0.00	
	967.31	200.76%
	4,608.35	542.41%
\$	5,575.66	378.55%
-\$	3,505.29	73.81%
-\$	3,505.29	73.81%
	0.00	
	22,962.87	
	-10,000.00	0.00%
	-1,250.00	0.00%
	0.00	
	-1,000.00	0.00%
	-3,620.85	0.00%
	-1,933.35	0.00%
-\$	6,554.20	0.00%
\$	5,158.67	128.97%
	-416.65	0.00%
	0.00	
	-312.50	0.00%
	0.00	
	0.00	
	0.00	
	-158.35	90.73%
-\$	887.50	63.59%
	0.00	
	0.00	
	0.00	
	0.00	
	0.93	
	0.00	
\$	0.93	
	0.00	
	-2,708.35	0.00%
	-2,333.35	0.00%

	-3,208.35	0.00%
-\$	8,250.05	0.00%
	0.00	
	-416.65	0.00%
	2,397.00	483.52%
\$	1,980.35	290.12%
	0.00	
	12.50	266.67%
	50.00	103.57%
\$	62.50	104.44%
	0.00	
	0.00	
	1,191.59	478.76%
\$	1,191.59	478.76%
	19.35	286.06%
	657.20	257.73%
	-104.15	0.00%
\$	1,763.99	308.56%
	0.00	
	-208.35	0.00%
	-625.00	0.00%
	162.25	
	124.31	139.78%
	26.63	104.57%
	-145.85	0.00%
-\$	666.01	64.48%
	0.00	
	175.00	240.00%
\$	175.00	240.00%
	0.00	
	-4,245.00	0.00%
	2,250.00	
	100.00	
	1,015.00	
-\$	880.00	79.27%
-\$	1,542.12	95.95%
-\$	1,963.17	107.97%
-\$	1,963.17	107.97%
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