



Gulf Swimming, Inc.
Gulf Swimming Board of Directors Meeting
July 11, 2007

Reminder Next **Board of Directors** Meeting
Wednesday September 12, 2007 7:30 PM

Reminder Next **House of Delegates** Meeting
Wednesday September 19, 2007 8:00 PM

Jay Cookingham, General Chairman, called the Gulf Swimming Board of Directors meeting to order at 7:38 PM at the University of Houston Athletic Alumni Building, Room 2119.

The following board members were present:

Jay Cookingham	Herb Schwab	Linda Brenneke	Tom Hasz
Tim Bauer	Andrew Korda	Annette Leach	Chris Day
Rick Kehlenbach	Ryan Littlefield	Eddie Adams	Robert Kelly
Rick Tobin	Tom O'Brien	John Fedena	

It was moved, seconded, and passed to approve the April 25, 2007 Board of Directors minutes as posted.

OFFICER REPORTS

GENERAL CHAIRMAN

Jay Cookingham

The FCST Summer Champs meet is limiting on deck entries to fill existing heats.

**ADMINISTRATIVE
VICE CHAIRMAN**

Herb Schwab

Long Course proof of times are due 10-15-07. After that date proofs will be considered un-provable and the fine is doubled. See attached.

SECRETARY

Linda Brenneke

No report

TREASURER

Tom Hasz

Financial reports through June were presented. See attached. The check account balance is down a little from last year due to more athlete travel. Total assets are \$150,000. Tom is missing financial

reports and splash fees from several meets. If the reports and fees are paid by July 31, amnesty will be applied. Those reports and fees received after July 31 will have fines imposed.

**SENIOR VICE
CHAIRMAN**

Tim Bauer

Tim will have a speakers' name for the Gulf Award Banquet by the end of the week. Natalie Coughlin is available. Tim would like to see the Gulf create a partnership with one of the apparel companies and have the company pick up the costs of the athlete speaker. Tim will contact Speedo, BTA will contact TYR and FCST will contact Nike.

**AGE GROUP
VICE CHAIRMAN**

Andrew Korda

Andrew reminded everyone that the previously approved selection process for the Southern Zones meet will be the last day of TAGS for 11-12 year olds. TAGS or Sectionals will be the cut-off meet for 13-14 year olds, whichever meet they achieved the better time. Sectionals will be the cut-off meet for 15-18 year olds.

**TECHNICAL COMMITTEE
CHAIRMAN**

Henry Clark

Not present, report by Herb. Three rule changes are proposed by the Technical Chairman. Meet starting times, Long course meet entry fees and relays in prelim/final meets. See attached.

**ATHLETE REGISTRATION
COORDINATOR**

Annette Leach

There are 5024 athletes registered with an additional 169 Outreach and 89 Seasonal athletes registered for a total of 5282. Long course reimbursements to date are \$1,071. Short course reimbursements for 1018 events totaled \$4,220.

**NON-ATHLETE REGISTRATION
COORDINATOR**

Chris Day

There are 506 non-athletes registered with 196 listed as coaches and 310 as officials and others. 33 Coaches have not submitted to the USAS background screening.

OFFICIALS CHAIRMAN

Rick Kehlenbach

There are 120 Officials registered with only 80 of them active. Trainees should take the test at their earliest convenience. The annual Officials clinic will be in October.

SAFETY COORDINATOR

Mark Taylor

Not present, no report.

**PAST GENERAL
CHAIRMAN**

Herb Schwab

Herb presented the Audit Committee report and recommended that the Audit Committee chair monitor the Gulf bank accounts on-line. See report. Herb mentioned that Tom Hasz is part of the USAS Task Force on best practices for LSC's.

ATHLETE REPRESENTATIVES

Lizzie Gormley

Not present

Ryan Littlefield

No report

COACH REPRESENTATIVE

Eddie Adams

No report

SANCTION COORDINATOR

Linda Brenneke

No report

NTV COORDINATOR

Rick Kehlenbach

No report

**ADAPTED SWIMMING
COORDINATOR**

Jeannine Dennis

Not present, no report

**TOP 16 RECORDS
COORDINATOR**

Rick Kehlenbach

No report

**COMPUTER INFORMATION
COORDINATOR**

Sharon Bourne

Not present, no report

**MATERIAL AND EQUIPMENT
COORDINATOR**

Rick Tobin

Long course rental season was busy and profitable.

**CLUB DEVELOPMENT
LIAISON**

Steve Wilson

Not present, no report

PUBLICITY COORDINATOR

Robert Kelly

No report

OUTREACH COORDINATOR

Shannon Clark

Not present, no report

OPEN WATER COORDINATOR

Travis Sandifer

Not present, no report

CAMP COORDINATOR

John Fedena

No report

**OLD/NEW BUSINESS
ACTIONS**

- PACK made a profit of \$280 on their June 1 meet. They have paid the splash fees for the meet, and want the splash fees returned. A motion was made seconded and passed to return 50% of the splash fees minus \$300 fines for late invitation, late posting invitation to web, and late posting results on the Gulf web.
- A motion was made seconded and passed to accept the Audit Committee report and recommendation.
- A motion was made seconded and passed to reduce the Southern Zone swimmer contribution for Jared Abramovitch from \$250 to \$100 as he will not be staying with the team at the hotel or eating meals with the team.
- A motion was made seconded and passed to accept the 2007-08 meet formats and meet groupings.
- A motion was made seconded and passed to accept the Prelim/Final Relay Rule, the Meet Starting Time Rule amendment and the LC Meet Entry Fees rule.
- A motion was made seconded and passed to accept the list of Coordinators for 2007-08. See attached.
- A motion was made seconded and passed to keep the previously approved selection process for the 2007 Southern Zone meet.

ANNOUNCEMENTS

- Ryan Littlefield announced that the new Junior Athlete Representative to the Gulf Board is Chelsea Leary from PACK.
- Jay announced that he had received an email commenting on Andrew Korda's exemplary behavior at LC Gulf Champs. Andrew congratulated other teams' swimmers' on the swims at the meet.

A motion was made seconded and passed to adjourn at 8:44 PM

Respectfully Submitted,

Linda Brenneke

Linda Brenneke
Board of Directors, Secretary
Gulf Swimming, Inc.

Gulf Swimming

DUE OCTOBER 15th

2007 Long Course Exceptions Report

Team/Meet	CFSC/UH	Open	SPAT/WST	A & Up	5/1-5/13/07	UH	A & Up	5/25-5/27/07	HSC/PACK	BB & Under	6/1-6/3/07	SPAT/WST	Open	6/22-6/24/07	UH	Gulf Champs	7/5-7/8/07	FCST	Summer Champs	7/13-7/15/07	MAC	Summer Champs II	7/14-7/15/07	
AGS	NS	NS	P/NS	P											P									
ALAC																								
AQUA									NS			NS			P									
BMXX			P																					
BRAZ									NS						P									
BTA	NS	NS	NS	E/P/NS		E/P/NS									P									
CFSC	NS	NS	E/P/NS	E/P	E/NS							E/NS			P									
COOG	NS	NS	P	P/NS											P									
CSC																								
DADS	NS	NS	P/NS	P	NS	P						NS			P									
ESA	NS	NS	P			P									P									
ETEX																								
FCST												E/NS			F/NS									
GIST					NS																			
HCAP	NS	NS	P	P	E/NS	P									P									
HSC	NS	NS	E/NS			E/NS						NS			NS									
KATY	NS	NS	P	P		P/NS						NS			P/NS									
LJAC			P												P									
LSST			P/NS			P									P									
MAC	NS	NS	P/NS	P	E	P						NS			P/NS									
NCAT															P									
NEHA																								
OWLS																								
PACK	NS	NS	P	P/NS		P/NS						NS			P									
RICE																								
SAC			P	P											P									
SCAT			P	E/NS											P/NS									
SPA	NS	NS	P/NS	E/P/NS		E/P/NS						E/NS			P									
SS																								
TAMU																								
TTST	NS	NS	P	P								E			P									
TWST	NS	NS	E/P/NS	E/P/NS		E/P/NS						E/NS			P/NS									
TYES	NS	NS	P	P											P									
UH																								
WHAT	E/NS	E/NS	P	E/P	NS	E/P						NS			P/NS									

SANCTION COORDINATOR

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NTV COORDINATOR

Rick Kehlenbach
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ADAPTED SWIMMING COORDINATOR

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TOP 16/RECORDS COORDINATOR

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COMPUTER INFORMATION SYSTEM COORDINATOR

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EQUIPMENT COORDINATOR

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CLUB DEVELOPMENT LIAISON

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PUBLICITY COORDINATOR

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OPEN WATER COORDINATOR

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CAMP COORDINATOR

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New Rules/Amendments Proposed

1-25. MEET STARTING TIME

No meet shall start before 9:00 a.m. unless approved, in advance, by the Board of Directors of Gulf Swimming. Friday evening sessions shall start at 6:30 p.m., except for meets held between Memorial Day and August 1 which shall start at 5:00 p.m. unless some other start time is approved by the Board of Directors of Gulf Swimming.

NEW 1-. LONG COURSE MEET ENTRY FEES

For meets held in long course (50 m) pools. The swimmers' individual entry fees shall be increased by \$0.25. This additional fee, payable to the host team, is for the purpose of offsetting the additional cost of running meets in and maintaining the larger pool.

NEW 1-. RELAYS IN PRELIM/FINAL MEETS

Any relay that is entered on-deck at a prelim/finals meet, where the relays are divided between swimming in the morning/prelim session and the evening/final session, shall be limited to swimming with the morning session unless there are open lanes in the evening session.

Audit Committee

In the past, USA Swimming has provided insurance to cover the LSCs for Employee Dishonesty, Forgery, and Computer Fraud (see attached letter from USA Swimming). However, now this coverage requires that the LSC conforms to the following criteria:

1. Dual signatures be required on checks in the amount of \$5,000 or more.
2. The person who issues checks cannot be the same person that balances the monthly bank statement.
3. An audit committee be formed whose responsibility is to review the LSC books, at least, semi-annually.

After much discussion, the Audit Committee is recommending that Gulf Swimming continue to operate as we have operated in the past, that is, (1) only one signature be required on checks, (2) the Treasurer balance the monthly bank statement, and (3) the Audit Committee review the LSC books annually, as currently is stipulated in our LSC Bylaws.

However, the Audit Committee proposes that the Chair of the Audit Committee shall have access to the on-line accounts for Gulf Swimming. This access will provide the Chair of the Audit Committee the oversight of the LSC accounts in order to be able to monitor the account on an “as-needed” basis. This access will allow the Chair of the Audit Committee to audit the Gulf Swimming accounts on a continual basis, instead of the current once-a-year audit. This will not replace the annual audit – this is just a part of that annual audit process.

Gulf Swimming Audit Committee

Herb Schwab, Chair
Linda Brenneke
Rick Kehlenbach

July 11, 2007

TO: Local Swimming Committee General Chairmen

RE: Crime (Employee/Volunteer Dishonesty) Insurance

USA Swimming has provided Crime Insurance coverage for the LSCs since 1988. The limits of coverage provided have been \$100,000 subject to a \$1,000 deductible. Coverage is provided for Employee Dishonesty, Forgery and Computer Fraud and is written with Hartford Insurance Group.

The current policy expires on February 1, 2007. In order to renew the policy, Hartford is requiring that the following safeguards be in place for each LSC:

1. Dual signatures be required on checks in the amount of \$5,000 or more;
2. The person who issues checks cannot be the same person that balances the monthly bank statement.
3. An audit committee be formed whose responsibility is to review the LSC books, at least, semi-annually.

If a loss occurs and it is determined these safeguards were not in place, the insurance company will deny the claim as the policy warranties had not been met.

Additionally, the per loss deductible is being increased to \$5,000.

If you have any questions about the Crime coverage, we would encourage you to contact Sandi Blumit at Risk Management Services, Inc. Telephone #800-777-4930 X12 or by email at sblumit@theriskpeople.com.

Signature _____ Date _____

Gulf Swimming Inc
Profit & Loss Budget vs. Actual
January through June 2007

	<u>Jan - Jun 07</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
ATHLETE TRAVEL FUND				
All Star Meet	-450.00	-17,750.00	17,300.00	2.54%
Camps	0.00	-12,000.00	12,000.00	0.0%
Fines	4,100.00	11,000.00	-6,900.00	37.27%
Gold Medal Clinic	0.00	-1,400.00	1,400.00	0.0%
Juniors	0.00	-11,310.00	11,310.00	0.0%
NCSA Juniors	-29,664.76	-15,846.00	-13,818.76	187.21%
Sanctions	2,100.00	3,200.00	-1,100.00	65.63%
SCY National Championships	0.00	-14,775.00	14,775.00	0.0%
Select Camps	-275.00	-4,000.00	3,725.00	6.88%
Senior Nationals - Sp	-3,159.00	-15,795.00	12,636.00	20.0%
Senior Nationals - Summer	0.00	-13,617.00	13,617.00	0.0%
Southern Zone Team	-8,448.00	-39,800.00	31,352.00	21.23%
Splash Fees	57,604.25	152,200.00	-94,595.75	37.85%
TSA Convention	0.00	-300.00	300.00	0.0%
US Open	-2,690.00			
USAS Convention	0.00	-1,500.00	1,500.00	0.0%
Total ATHLETE TRAVEL FUND	19,117.49	18,307.00	810.49	104.43%
EQUIPMENT FUND				
Equipment Purchase	0.00	-5,000.00	5,000.00	0.0%
Equipment Rental	3,500.00	4,300.00	-800.00	81.4%
Equipment Repair	-65.00	-3,000.00	2,935.00	2.17%
Equipment Shipping	0.00	-150.00	150.00	0.0%
Logo pins	0.00	-150.00	150.00	0.0%
Registration	0.00	-150.00	150.00	0.0%
Storage	0.00	-1,700.00	1,700.00	0.0%
Total EQUIPMENT FUND	3,435.00	-5,850.00	9,285.00	-58.72%
GENERAL FUND				
ADMIN VICE CHAIR				
Copy Expenses	0.00	-25.00	25.00	0.0%
Misc Expenses	-84.00	-550.00	466.00	15.27%
Other Expenses	-24.03	-50.00	25.97	48.06%
Postage	-21.06	-50.00	28.94	42.12%
Software	-29.95	-75.00	45.05	39.93%
Supplies	-29.21	-550.00	520.79	5.31%
Telephone	0.00	-25.00	25.00	0.0%
Workshop Travel	0.00	-175.00	175.00	0.0%
Total ADMIN VICE CHAIR	-188.25	-1,500.00	1,311.75	12.55%
AGE GROUP VICE CHAIR				
Club Development	0.00	-5,000.00	5,000.00	0.0%
Ladder of Success	0.00	-2,800.00	2,800.00	0.0%
Postage	0.00	-50.00	50.00	0.0%
Supplies	0.00	-50.00	50.00	0.0%
Travel	0.00	-200.00	200.00	0.0%
Total AGE GROUP VICE CHAIR	0.00	-8,100.00	8,100.00	0.0%
ATHLETE REGISTRATION				
Athlete Registration				
Ath Registration Expense	-61,891.00	-218,200.00	156,309.00	28.36%
Ath Registration Income	76,065.00	319,200.00	-243,135.00	23.83%
Outreach Registration Exp	-380.00			
Total Athlete Registration	13,794.00	101,000.00	-87,206.00	13.66%
Internet	-285.95	-700.00	414.05	40.85%
Outreach	-3,970.75	-6,500.00	2,529.25	61.09%
Postage	-796.79	-1,200.00	403.21	66.4%
Seasonal Ath	-322.00			
Supplies	-107.52	-500.00	392.48	21.5%
Team Registration	-20.00	6,300.00	-6,320.00	-0.32%
Telephone & Fax	0.00	-75.00	75.00	0.0%
Total ATHLETE REGISTRATION	8,290.99	98,325.00	-90,034.01	8.43%

Gulf Swimming Inc
Profit & Loss Budget vs. Actual
January through June 2007

	<u>Jan - Jun 07</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
BANQUET				
Awards	0.00	-13,000.00	13,000.00	0.0%
Banquet Attendee Fee	0.00	8,000.00	-8,000.00	0.0%
Equipment Charge-Hotel	0.00	-500.00	500.00	0.0%
Meal Expense (Hotel Charges)	-1,000.00	-19,000.00	18,000.00	5.26%
Non Athlete Awards	0.00	-100.00	100.00	0.0%
Speaker	0.00	-7,500.00	7,500.00	0.0%
Supplies	-915.00	-25.00	-890.00	3,660.0%
Total BANQUET	-1,915.00	-32,125.00	30,210.00	5.96%
BOARD OF REVIEW				
Copy Expenses	0.00	-50.00	50.00	0.0%
Postage	0.00	-100.00	100.00	0.0%
Travel - Workshop	0.00	-500.00	500.00	0.0%
Total BOARD OF REVIEW	0.00	-650.00	650.00	0.0%
COACH CHAIR				
Coach Travel	0.00	-2,000.00	2,000.00	0.0%
Meeting Expenses	-325.40	-600.00	274.60	54.23%
Total COACH CHAIR	-325.40	-2,600.00	2,274.60	12.52%
COMMUNICATION				
Internet Service	-129.66	-300.00	170.34	43.22%
Software Expense	-89.99	-200.00	110.01	45.0%
Total COMMUNICATION	-219.65	-500.00	280.35	43.93%
GENERAL CHAIRMAN				
Annual Dues	0.00	50.00	-50.00	0.0%
Computer Software	0.00	-100.00	100.00	0.0%
Corporation Expenses	-5.00	-600.00	595.00	0.83%
Meeting Expenses	-379.63			
Other Expenses	0.00	-2,500.00	2,500.00	0.0%
Postage	0.00	-75.00	75.00	0.0%
Supplies	0.00	-400.00	400.00	0.0%
Telephone	0.00	-75.00	75.00	0.0%
Travel	-511.80	-1,000.00	488.20	51.18%
Total GENERAL CHAIRMAN	-896.43	-4,700.00	3,803.57	19.07%
NON ATH REGISTRATION				
Copy Expenses	0.00	-50.00	50.00	0.0%
Internet Expenses	0.00	-250.00	250.00	0.0%
Non Athlete Registration				
Non Ath Registration Expense	-2,655.50	-21,629.00	18,973.50	12.28%
Non Ath Registration Income	4,573.50	31,689.00	-27,115.50	14.43%
Total Non Athlete Registration	1,918.00	10,060.00	-8,142.00	19.07%
Other Expenses	0.00	-300.00	300.00	0.0%
Postage	0.00	-300.00	300.00	0.0%
Supplies	0.00	-250.00	250.00	0.0%
Total NON ATH REGISTRATION	1,918.00	8,910.00	-6,992.00	21.53%
NTV/Records Coordinator				
Internet Expenses	-248.73	-500.00	251.27	49.75%
Observations	0.00	100.00	-100.00	0.0%
Other Expenses	0.00	-100.00	100.00	0.0%
Postage	0.00	-50.00	50.00	0.0%
Supplies	0.00	-200.00	200.00	0.0%
Total NTV/Records Coordinator	-248.73	-750.00	501.27	33.16%
OFFICIALS VICE CHAIR				
Internet	0.00	-300.00	300.00	0.0%
Officials Apparel	0.00	-1,500.00	1,500.00	0.0%
Officials Badges	-192.73	-800.00	607.27	24.09%
Officials Clinic	0.00	-1,000.00	1,000.00	0.0%

Gulf Swimming Inc
Profit & Loss Budget vs. Actual
January through June 2007

	<u>Jan - Jun 07</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Officials Travel - Meets	0.00	-5,000.00	5,000.00	0.0%
Officials Workshop	0.00	-300.00	300.00	0.0%
Postage	-41.00	-50.00	9.00	82.0%
Printing	-115.38	-200.00	84.62	57.69%
Shipping	0.00	-25.00	25.00	0.0%
Supplies	-26.00	-250.00	224.00	10.4%
Total OFFICIALS VICE CHAIR	-375.11	-9,425.00	9,049.89	3.98%
OPEN WATER CHAIR				
Awards	0.00	-400.00	400.00	0.0%
Total OPEN WATER CHAIR	0.00	-400.00	400.00	0.0%
OTHER				
Banking Expenses	-151.25	-250.00	98.75	60.5%
Banking Interest	135.02	300.00	-164.98	45.01%
Money Market Interest	22.22	150.00	-127.78	14.81%
NSF Fees	0.00	100.00	-100.00	0.0%
Southern Zone Dues	0.00	50.00	-50.00	0.0%
Training	0.00	-300.00	300.00	0.0%
Travel Expenses (Coach)	0.00	-800.00	800.00	0.0%
Total OTHER	5.99	-750.00	755.99	-0.8%
RULES & REGULATIONS				
Other Expenses	0.00	-100.00	100.00	0.0%
Total RULES & REGULATIONS	0.00	-100.00	100.00	0.0%
SAFETY CHAIR				
LSC Safety Chair Meeting	0.00	-400.00	400.00	0.0%
Total SAFETY CHAIR	0.00	-400.00	400.00	0.0%
SECRETARY				
Copy Expenses	0.00	-1,000.00	1,000.00	0.0%
Handbook Sales	0.00	40.00	-40.00	0.0%
Internet	0.00	-400.00	400.00	0.0%
Postage	0.00	-75.00	75.00	0.0%
Supplies	0.00	-100.00	100.00	0.0%
Total SECRETARY	0.00	-1,535.00	1,535.00	0.0%
TECHNICAL VICE CHAIR				
Meet Director Clinic	0.00	-1,900.00	1,900.00	0.0%
Total TECHNICAL VICE CHAIR	0.00	-1,900.00	1,900.00	0.0%
TREASURER				
Computer Software	-88.93	-200.00	111.07	44.47%
Copy Expenses	-6.93			
Meeting Expenses	-180.48			
Postage	0.00	-50.00	50.00	0.0%
Records Storage	-1,285.20	-1,200.00	-85.20	107.1%
Supplies	-263.41	-300.00	36.59	87.8%
Training	0.00	-400.00	400.00	0.0%
Total TREASURER	-1,824.95	-2,150.00	325.05	84.88%
TSA				
TSA	0.00	-700.00	700.00	0.0%
USAS CONVENTION				
USAS CONVENTION	0.00	-25,000.00	25,000.00	0.0%
Total GENERAL FUND	4,221.46	13,950.00	-9,728.54	30.26%
TOTAL	26,773.95	26,407.00	366.95	101.39%

Gulf Swimming Inc
Balance Sheet Prev Year Comparison
As of June 30, 2007

	<u>Jun 30, 07</u>	<u>Jun 30, 06</u>
ASSETS		
Current Assets		
Checking/Savings		
1000 · Bank and Investment Balances	82,341.50	141,880.07
Total Checking/Savings	<u>82,341.50</u>	<u>141,880.07</u>
Other Current Assets		
1580 · Investments - other	198,972.38	100,000.00
Total Other Current Assets	<u>198,972.38</u>	<u>100,000.00</u>
Total Current Assets	<u>281,313.88</u>	<u>241,880.07</u>
Other Assets		
1800 · Other long-term assets	495,000.00	495,000.00
Total Other Assets	<u>495,000.00</u>	<u>495,000.00</u>
TOTAL ASSETS	<u><u>776,313.88</u></u>	<u><u>736,880.07</u></u>
LIABILITIES & EQUITY		
Equity		
3001 · Opening Bal Equity	513,056.68	513,056.68
3010 · Unrestrict (retained earnings)	236,483.25	168,879.30
Net Income	26,773.95	54,944.09
Total Equity	<u>776,313.88</u>	<u>736,880.07</u>
TOTAL LIABILITIES & EQUITY	<u><u>776,313.88</u></u>	<u><u>736,880.07</u></u>

Gulf Swimming Inc
Profit & Loss Prev Year Comparison
January through June 2007

	<u>Jan - Jun 07</u>	<u>Jan - Jun 06</u>
Ordinary Income/Expense		
Income		
5100 · Earned revenues	148,499.99	163,994.20
Total Income	<u>148,499.99</u>	<u>163,994.20</u>
Expense		
6560 · Payroll Expenses	100.00	0.00
8100 · Non-personnel expenses	6,632.37	15,287.63
8200 · Occupancy expenses	1,285.20	1,177.20
8300 · Travel & meetings expenses	45,634.07	28,506.36
8500 · Misc expenses	68,069.40	63,481.66
8565 · Professional Training	0.00	597.26
8600 · Business expenses	5.00	0.00
Total Expense	<u>121,726.04</u>	<u>109,050.11</u>
Net Ordinary Income	<u>26,773.95</u>	<u>54,944.09</u>
Net Income	<u><u>26,773.95</u></u>	<u><u>54,944.09</u></u>