Bike to the Future Monthly Meeting

January 13, 2009 – 5:30 to 7:25 PM - Manitoba Eco-Centre Minutes

Directors:

Present: Kevin Miller (Co-Chair), Jackie Avent (Co-Chair), Cory Bellhouse, Dave Elmore, Karin Kliewer, Mark Cohoe,

Curt Hull, Rob Cosco, Jeremy Hull

Regrets: David Wieser, Holly Poklitar

Absent: Liz Erickson

Members:

Present: Ted Mann, Ron Brown, Ben Goldstein, Charlie Thrift, Ian Hall, Anna Westlund, James Beddome,

Caitlin McIntyre, Vicky Reaney, Bill Newman, John Janzen, John Wilmot, Anders Swanson, Bill Spornitz

Regrets: Shannon Keys, Gareth Simons, Janice Lukes, Don English, Guy Madill

Non-Members: Scott Erickson, Jonathan Ventura

1. PowerPoint presentation by Masters of Interior Design student Anna Westlund

- Anna contacted us a few months ago with the idea of designing a mobile exhibition stand for BttF as her Studio Project. She communicated with Kevin and Jackie a number of times while working on the project. Karin and Ben represented BttF at her presentation in December at the UofManitoba.
- The PowerPoint presentation of Anna's BttF Mobile Exhibition Stand design is on our website. See http://biketothefuture.org/attachments/0000/0863/bttf_mobileexhibitionstand_design_annawestlund.ppt.

2. Financial Reports – Curt Hull

- Curt's financial reports are attached.
- So far, here has been no final payment from the SDIF.

3. Winnipeg Cycling Map – Curt Hull

- So far, the project team is on track for map announcement and rollout on Earth Day (April 22) 2009.
- The tendering process for choosing a designer is complete. The designer is from MF1 in St Boniface (Alain Foidart's company). The next meeting with the designer is this coming Thursday.
- Routes have been proofed and modified on GIS database, and the project manager (Curt) will continue to provide further input.
- Planning content for sidebars is still underway.
- Printing should be finished in late March. Initial print run is 7500.
- Potential for expansion run from other organizations
- Once the map concept is finished and routes are finalized (but before printing), Beth McKechnie will expand support for this map by connecting with community groups.
- An additional mapping perk is *Bicycle Friendly Businesses* (BFB). Restaurants offering cyclists free water, restroom use, and secure bike parking will obtain a BFB logo sticker for their entrance, and their location will be noted on the map. The Bicycle Friendly Business logo was borrowed (officially) from Velo Cape Breton.

4. Southwest Rapid Transit Corridor - Curt Hull

- Curt has been working with the Rapid Transit Coalition for over a year. Although there was an announcement, there is still much to do.
- Curt attended a Dec 18 meeting with Dave Wardrop from Winnipeg Transit and others to organize citizen
 participation in the planning of the rapid transit project. As a result of concerns about the project, Curt wrote a
 letter. Dave Wardrop has replied to the letter. See http://biketothefuture.org/design-for-the-future/bttf-publications
 -- under 2009 City of Winnipeg.
- Curt asked how BttF members feel about expanding this letter to engage MLAs, MPs, and City Councillors (in addition to Jenny Gerbasi) in this dialogue. This idea was supported.

Action: Curt will contact Dave Wardrop, politicians, and others. If no support is generated, he will contact the media. Mark Cohoe (BttF City Committee Chair) could represent BttF on the coalition while Curt represents Climate Change Connection. Vicky Reaney is interested in attending some of these meetings.

5. City of Winnipeg by-election in River Heights – Mark Cohoe

- BttF's position and action surrounding this was discussed. Timelines: cannot begin campaigning until January 26th, the last day for nominations is February 9th, and the election is on March 17th.
- This is currently a key area for transportation issues. This includes: Osborne Bridge, Route 90, Stafford, Bishop Grandin, airport traffic.
- It was decided that we should focus on issues rather than particular candidates.
- We could establish a questionnaire for candidates like in the 2006 election. We could also host a panel to raise awareness.

Action: Mark and the City Committee will either create a questionnaire or plan a panel for candidates.

6. Route 90 Preliminary Design & Public Consultation Study - Mark Cohoe

- Kenaston is being widened to 6 lanes. This is significant from traffic and AT perspectives. Changes are being considered for a wide area.
- Marr Consulting has been hired, and consultations are underway with general community and community cycling organizations
- Area meetings have been held. The initial AT meeting is on Monday January 19th. BttF has been invited. Mark will attend, as will others who live east and west of Kenaston.
- See http://biketothefuture.org/events/archives/2009/01/05/route-90-preliminary-design-public-consultation-study.

7. City Budget - Mark Cohoe

- Budget process: many people worked very hard to present to the standing committee on public works and
 infrastructure. Although we did not get the funding we wanted, some councillors are starting to understand this
 issue, and we are still progressing
- See the December 2008 stories on our website under Local Media and Latest News.

8. Plan Winnipeg – Mark Cohoe

• Plan Winnipeg is slated for an update. Our City Committee is planning to attend the public consultations.

9. Upcoming talks – Jackie Avent

- Wednesday February 11th: Dr Catherine O'Brien, "Delightful Places and Sustainable Happiness". See
 http://biketothefuture.org/events/archives/2009/01/14/delightful-places-and-sustainable-happiness-dr-catherine-obrien.
- Nils ____ from the Copenhagen Traffic department will be speaking in North America and may be travelling through this area during the end of February. We could bring him in to speak about cycling possibilities. The City or Province may be willing to pay for this.

10. Membership - Rob Cosco

- Rob's report is attached.
- See http://biketothefuture.org/attachments/0000/0668/bttfmembershipmeeting_2008-04-22_minutes.pdf
- We supported Rob's idea to give a free membership to anyone who buys a new bicycle in 2009.
- What types of online payment providers do we want PayPal or something like an online provider? Concern: online processing fees could be a high percentage of our low membership fees

Action: Bill will research costs and benefits, and circulate them to the directors.

11. Provincial Budget - Jeremy Hull

- Committee has requested to have a delegation to NDP caucus and will follow up to make this happen.
- Jeremy prepared a provincial budget letter on December 4th that he passed around. See http://biketothefuture.org/attachments/0000/0831/bttf_2009provincialbudget_lettertoselinger.pdf,
- James Beddome (leader of Green Party of Manitoba) would like to write a letter to support BttF's position and wanted to clear this with the membership. It was agreed that this is beneficial.

12. Why Not Winnipeg? Fall forum reports – Jeremy Hull

- The reports are on our website. See http://biketothefuture.org/news/archives/2008/12/18/why-not-winnipeg-reports-have-been-released. The event report has been sent to our funder, the Province of Manitoba Sustainable Innovations Fund.
- We should think about how we are going to fund the 2009 fall forum.

13. Eco-Network Survey - Kevin Miller

• Kevin is filling it out on BttF's behalf.

14. Childcare – Kevin Miller

- A member contacted us about this. Do we know of anyone else in this situation? This issue came up during the fall forum as well.
- We cannot provide childcare, but we will try to be kid friendly.

Action: Kevin will reply to the member.

15. RCM membership – Jackie Avent

• BttF will become a member of Resource Conservation Manitoba. This is a free membership

16. Complaints line – Charlie Thrift

- It would be nice to have an online place where people could fill out a form and voice their complaint about drivers and other traffic problems. BttF does not gather this type of data.
- Since we can't do much with complaints if we were to collect them, we will just put information on the website that links people to places they should go to.

Action: Cory will research and give us the information that we need to provide for people who visit the website and want to file a complaint to the police.

17. T-shirts – Ben Goldstein

- Buy T-shirts! Order info is available on our website.
- We have sold only about 60 of 200 T-shirts; break-even is 100 T-shirts. T-shirt season will begin in a few months.
- If we have trouble selling them, we could always offer a free membership with a T-shirt purchase.
- These T-shirts will be Wheely Green uniforms next year!

18. Advocacy brochure

• Nobody has talked to Ray Yuen for awhile so we're not sure about the status of the Investors Group Community Fund grant.

Action: Jackie will contact Ray.

19. Strategic Planning meeting – Jackie Avent

- The meeting was held last month on December 9th. We determined that most of BttF's actions and directions are in sync with the plan made in March 2008, and we had achieved many of our goals.
- See http://biketothefuture.org/attachments/0000/0860/2008-12-09_strategicplanningmeeting_minutes.pdf
- We don't want to stop doing anything, but want to recognize limited volunteer capacities.
- Volunteer coordination will be included under the Membership Committee.

Action: Jackie and Curt will look at volunteer job descriptions for director positions, volunteer coordinator, fundraiser, communications specialist or marketing professional, etc. Nona Pelletier has good ideas.

20. BttF staff – Jackie Avent

- We have come to the point where it might be good to hire a staff person. This person would manage the budgets, do website updates, create documents, work with media, and coordinate volunteers.
- We do not yet have funding for this, but bike shops could be a good corporate resource.
- We could develop sponsorship guidelines that do not compromise our values.
- It would be good to know our annual budget and how much revenue we hope to get from memberships.

Safety & Education Committee report by Dave Elmore

- There has been no change in the status of the Can-Bike Program or instructor training. The five BttF members who have completed all of the training required for certification still must write the exam. We are waiting for Howard Skrpnyk to prepare the testing. It is still the goal to have this completed in time for spring. BttF will continue to work with the Manitoba Cycling Association and the Provincial Government (through Howard Skrpnyk) to look at reviving the Can-Bike program in Winnipeg/Manitoba.
- The final module of the three-module course developed by BttF's Safety & Education Committee as an alternative to the full Can-Bike course was delivered in late November to five participants. Feedback on the modules and delivery has been positive. There are no plans yet to repeat the three-module course, however once spring arrives, interest should increase, and we can look at future courses. The format and delivery will depend to some degree on the planned revival of the Can-Bike course, however the Safety & Education Committee is of the opinion that the module approach is far better methodology.

Membership Committee report by Rob Cosco

I have met with Karin and have been exchanging emails with Cory & Bill (database) & Jon (Bike Shop Liaison). Due to holidays and travel we have yet to meet as a group, but Karin & Cory have agreed to continue to work as part of the membership team, primarily in the area of database updating and recording.

Jon & I have had some preliminary email discussion with regards to the liaison position, and as of this time have not finalized exactly who will be in charge of specific duties. It is likely that we will work out a system of sharing the liaison duties and working together to approach the bike shops to get them on board for spring projects.

I have the notes from the April 2008 Membership Meeting, and plan on using many of the ideas to grow our membership.

I have been discussing our most immediate needs with regards to the membership database and on-line membership applications with Bill and this should be accessible soon. Bill and I are meeting after the January Monthly Meeting. Our database needs some work to provide me/us with more information. Bill has agreed to work on the following:

- 1) Set up an online payment system.
- 2) Set up the Momentum magazine discount initiative for members.
- 3) Enable the membership database to:
 - provide the name, e-mail address, and telephone number for all unpaid members
 - provide a list of volunteers
 - provide an actual number of paid-up members
 - provide a separate list of free memberships (name, email address, telephone number)
 - develop a method of sending a mass email to all unpaid members prior to our telephone campaign
- 4) Consider training a back-up software person who is capable of working on the system in Bill's absence and/or possibly replacing Bill if he decides to take a break from working on our membership database (not an immediate priority)

Once most of these initiatives are completed, we will begin a telephone campaign to have unpaid members renew their memberships. As of this date I have only been contacted by one volunteer, but I believe we can count on many members who have indicated on their membership form that they would help out. The campaign should be ready to go by January 26th.

Bike Shops:

I intend to solicit their input with regards to incentives (hopefully discounts), having brochures available, and possibly offering free BttF memberships for anyone who purchases a bike in 2009. This can be set up much like the Bike to Work offer, and then each year we will have a "warm" target to pursue for paid memberships. (board to comment on idea). This needs to begin ASAP, as I intend to send out letters / emails by next week.

If anyone is interested in joining our committee we would be happy to have as many members as possible.

City Committee report by Mark Cohoe

Over the last month, the City Committee has concentrated on presenting submissions on the City of Winnipeg's 2009 Capital Budget. The Capital Budget sets out the city's capital spending plan (roads, bridges, bike paths, active transportation corridors, water works, etc.) for the upcoming year and forecasts spending for the following five years. The preliminary budget for active transportation was rather disappointing, in that it included just \$1 million for recreational trails and bike paths (vs. \$1.5 million in 2008) and just \$500,000 for Active Transportation Corridors (vs. \$600,000 in 2008).

I made presentations on behalf of Bike to the Future to the Infrastructure Renewal and Public Works Committee on December 2nd and before Executive Policy Committee on December 9th asking for spending of \$80 million on cycling oriented Active Transportation projects over the next 10 years. Bike to the Future was far from alone in presenting at these committee meetings, as Winnipeg Trails Association, PACM, Resource Conservation Manitoba, North Winnipeg Commuter Cyclists, One Green City, River East Neighbourhood Network - Trail Committee and Prairie Pathfinders also presented on the need to improve funding for active transportation. Following the Public Works Committee meeting, we were thrilled to learn that councilors Vandal and Smith had moved a motion to increase funding for active transportation to \$6 million in 2009 that was approved by the committee. Unfortunately, that motion never got passed EPC, which voted to increase funding for Active Transportation Corridors from \$500,000 to \$1 million in 2009. In addition, EPC also added \$500,000 for curb and sidewalk renewals and \$250,000 for a study into a possible pedestrian/bicycle bridge to connect South St. Vital to the U of M. Significantly, Councilors Pagtakhan and Wyatt, who felt that this increase was too little, chose to vote against the budget recommendation at EPC, which is almost unheard of.

Janice Lukes (on behalf of the Winnipeg Trails Association) and I also presented before the full city council on December 16^{th} in favour of a motion to increase the funding for Active Transportation moved by councillors Pagtakhan and Wyatt. Anders Swanson, Sel Burrows (Point Douglas Residents Association), Don English and Tim Woodcock (Manitoba Cycling Association) also spike in favour of the motion. The motion would have added another \$500,000 each for Active Transportation Corridors and Sidewalk renewals. Ultimately, the motion was defeated by council. Voting in favour of the motion were councillors Pagtakhan, Thomas, Gerbasi, Vandal, Smith and Wyatt. Voting against the motion were councillors O'Shaughnessy, Clement, Steeves, Fielding, Lazarenko, Nordman, Browaty, Swandel, and Mayor Katz.

Throughout the process, we received a fair bit of media attention, and many members came in support of these presentations, which was greatly appreciated. While we may have gotten less than hoped for, and less than what will be required to move the city forward within a reasonable time frame, we did manage to keep cycling in the minds of council. If we want to move to the next level of support from the city, we need to maintain and expand this pressure.



| Date written | Bank Date | Acct | Payee | Memo | Ck# | | CR | | DB | Balance |
|--------------|-----------|----------------|-------------------|--|----------|----|----------|----|----------|----------------|
| Dato Witton | 01-Apr-08 | 71001 | . ujoo | Balance Forward | 9 | | ··· | | | \$ 2,498.31 |
| | | Donation | | MEC bag donation | | | | \$ | 2,400.00 | \$ 4,898.31 |
| | 25-Apr-08 | Donation | | MCA donation for MB Budget printing | | | | \$ | 400.00 | \$ 5,298.31 |
| | | Membership | | Deposit | | | | \$ | 550.00 | \$ 5,848.31 |
| | 30-Apr-08 | Interest | | Interest | | | | \$ | 0.36 | \$ 5,848.67 |
| 12-May-08 | | BTWD | Anders Swanson | Contempra Signs | 26 | \$ | 117.60 | · | | \$ 5,731.07 |
| 9-May-08 | | BTWD | Ken Gerrard | BTWD Website | 25 | \$ | 500.00 | | | \$ 5,231.07 |
| 13-May-08 | | Admin cost | MB Eco Network | MEN Membership renewal | 27 | \$ | 50.00 | | | \$ 5,181.07 |
| . ca, cc | | Membership | | Deposit | | - | | \$ | 20.00 | \$ 5,201.07 |
| | | Membership | | Deposit | | | | \$ | 20.00 | \$ 5,221.07 |
| 14-May-08 | | BTWD | Anders Swanson | Industry Images inv 2599 - Posters | 28 | \$ | 109.77 | - | | \$ 5,111.30 |
| .,, | 31-May-08 | Interest | | Interest | | | | \$ | 0.70 | \$ 5,112.00 |
| 1-Jun-08 | | BTWD | Anders Swanson | Industry Images inv 2630 - Posters | 30 | \$ | 166.33 | | | \$ 4,945.67 |
| | | Membership | | Deposit | | - | | \$ | 120.00 | \$ 5,065.67 |
| 1-Jun-08 | 03-Jun-08 | BTWD | War on Music | BTWD T-shirts deposit | 31 | \$ | 1,680.00 | · | | \$ 3,385.67 |
| | | Membership | | Deposit | | - | ., | \$ | 5.00 | \$ 3,390.67 |
| 10-Jun-08 | | BTWD | Anders Swanson | Industry Images inv 2724 - Posters | 32 | \$ | 66.53 | - | | \$ 3,324.14 |
| 17-May-08 | 19-Jun-08 | Admin cost | Jackie Avent | Special membership meeting food | 29 | | 10.89 | | | \$ 3,313.25 |
| | | Interest | | Interest | | 7 | | \$ | 0.32 | \$ 3,313.57 |
| 2-Jul-08 | 11-Jul-08 | Admin cost | Alain Foidart | Dreamhost inv#319764 - Website domain | 33 | \$ | 83.65 | Ψ | 0.02 | \$ 3,229.92 |
| 3-Jul-08 | 11-Jul-08 | Admin cost | Jackie Avent | Contempra inv#93491 - BttF Banner | 34 | | 107.52 | | | \$ 3,122.40 |
| 8-Jul-08 | | BTWD | oudillo 7 tv orit | Invoice to BTWD | <u> </u> | Ψ | 107.02 | \$ | 640.23 | \$ 3,762.63 |
| 5 531 66 | 25-Jul-08 | Scavenger hunt | | City (Mike Pettet) for Ray Yuen Scavenger hunt | + | | | \$ | 450.00 | \$ 4,212.63 |
| | 25-Jul-08 | Scavenger hunt | | Journal Entry - Scavenger hunt liability | | \$ | 450.00 | Ψ | 100.00 | \$ 3,762.63 |
| | 31-Jul-08 | Interest | | Interest | | Ψ | 100.00 | \$ | 0.35 | \$ 3,762.98 |
| | | Membership | | Deposit | | | | \$ | 20.00 | \$ 3,782.98 |
| | | Membership | | Deposit | | | | \$ | 15.00 | \$ 3,797.98 |
| | 31-Aug-08 | Interest | | Interest | | | | \$ | 0.46 | \$ 3,798.44 |
| | 19-Sep-08 | Membership | | Deposit - memberships | | | | \$ | 50.00 | \$ 3,848.44 |
| | 24-Sep-08 | Fall Forum | | Grant - SDIF | | | | \$ | 4,500.00 | \$ 8,348.44 |
| | 30-Sep-08 | Interest | | Interest | | | | \$ | 0.66 | \$ 8,349.10 |
| | 01-Oct-08 | Donation | | Manitoba Medical Assoc. | | | | \$ | 100.00 | \$ 8,449.10 |
| | | Membership | | Deposit - memberships | | | | \$ | 20.00 | \$ 8,469.10 |
| 1-Oct-08 | 03-Oct-08 | Fall Forum | Kai Hasselriis | 1st pmt as per Fall Forum Event Planner contract | 38 | \$ | 1,750.00 | Ψ | 20.00 | \$ 6,719.10 |
| 1-Oct-08 | 03-Oct-08 | Fall Forum | Kaj Hasselriis | Industry Images inv#3652 - poster printing | 40 | \$ | 534.24 | | | \$ 6,184.86 |
| 6-Oct-08 | 08-Oct-08 | T-shirts | Modern Man | Modern Man Screen Printing inv#15 | 39 | \$ | 2,537.64 | | | \$ 3,647.22 |
| 17-Sep-08 | 16-Oct-08 | Admin cost | Univ. of Manitoba | Planner's Network Conference invoice #002 | 37 | \$ | 86.88 | | | \$ 3,560.34 |
| 17-Sep-08 | | Admin cost | Univ. of Manitoba | Planner's Network, Anne Verez, Invoice #001 | 36 | \$ | 200.00 | | | \$ 3,360.34 |
| 55/2 55 | | Membership | | Sold at Fall Forum | х | - | | \$ | 785.00 | \$ 4,145.34 |
| | 17-Oct-08 | T-shirts | | Sold at Fall Forum | x | | | \$ | 960.00 | \$ 5,105.34 |
| | | Donation | | Wheely Green \$150 | x | | | \$ | 155.00 | \$ 5,260.34 |
| | 17-Oct-08 | Fall Forum | | Musician "Süss" CD to add to the door prizes | x | \$ | 20.00 | - | | \$ 5,240.34 |
| 15-Oct-08 | 20-Oct-08 | Fall Forum | Janice Briggs | Volunteer pizza | 42 | | 157.05 | | | \$ 5,083.29 |
| 22-Oct-08 | | Bike Shorts | Kaj Hasselriis | Industry Images inv#3795 - poster & tix printing | 44 | \$ | 34.80 | | | \$ 5,048.49 |
| 22-Oct-08 | 23-Oct-08 | Fall Forum | Kaj Hasselriis | Industry Images inv#3727 & poster distribution | 46 | \$ | 109.50 | | | \$ 4,938.99 |
| 22-Oct-08 | 24-Oct-08 | Fall Forum | Mark Cohoe | Fall Forum printing - Staples receipt | 45 | | 86.32 | | | \$ 4,852.67 |
| 26-Oct-08 | | Fall Forum | Kaj Hasselriis | Final pmt as per Fall Forum Event Planner contract | 47 | \$ | 1,750.00 | | | \$ 3,102.67 |
| 15-Oct-08 | 29-Oct-08 | Admin cost | MCA | Affiliate membership | 41 | \$ | 25.00 | | | \$ 3,077.67 |
| İ | 31-Oct-08 | Interest | | Interest | | | | \$ | 0.65 | \$ 3,078.32 |
| 21-Oct-08 | | Fall Forum | Organic Planet | Fall Forum Food, Invoice #88 | 43 | \$ | 369.58 | | | \$ 2,708.74 |
| | | Membership | | Membership renewal at AGM | | | | \$ | 235.00 | \$ 2,943.74 |
| | 19-Nov-08 | T-shirts | | T-shirt sales at AGM | | | | \$ | 120.00 | \$ 3,063.74 |
| İ | | T-shirts | | T-shirt sale | | | | \$ | 20.00 | \$ 3,083.74 |
| 18-Nov-08 | | Admin cost | Jackie Avent | AGM Food | 48 | \$ | 37.26 | | | \$ 3,046.48 |
| | | Bike Shorts | | \$817 deposit - \$582 - Bike Shorts Film Fest | Х | | | \$ | 582.00 | \$ 3,628.48 |
| | 25-Nov-08 | T-shirts | | \$817 deposit portion - \$ 40 - Two t-shirts | х | | | \$ | 40.00 | \$ 3,668.48 |
| | | Membership | | \$817 deposit portion - \$195 - Memberships | х | | | \$ | 195.00 | \$ 3,863.48 |
| İ | | Interest | | Credit Interest | | | | \$ | 0.33 | 3,863.81 |
| 18-Nov-08 | | Fall Forum | Uptown | Newspaper advertising, Inv#D2005090 | 49 | \$ | 404.78 | | | \$ 3,459.03 |
| | | | | Interest | | | | \$ | 0.43 | \$ 3,459.46 |
| | 31-Dec-08 | IIILOIOSI | | | | | | | | |
| | | Membership | | Membership | | | | \$ | 5.00 | \$ 3,464.46 |
| 24-Apr-08 | | | | | 12 | | | _ | | |



Income Statement - Apr 1 '08 to Jan 10 '08 Financial Statement

| Account | DB | CR | Net |
|---------------------------|----------|-------------|------------|
| | | | |
| Revenue | | | |
| Bike Shorts | 582.00 | 34.80 \$ | 547.20 |
| Donation | 3,055.00 | \$ | 3,055.00 |
| Interest | 4.26 | \$ | 4.26 |
| Membership | 2,040.00 | \$ | 2,040.00 |
| T-shirts | 1,140.00 | 2,537.64 \$ | (1,397.64) |
| | | \$ | 4,248.82 |
| Expenses | | | |
| Admin cost | | 601.20 \$ | (601.20) |
| BTWD | 640.23 | 2,640.23 \$ | (2,000.00) |
| Conference | 30.00 | 30.00 \$ | - |
| Fall Forum | 4,500.00 | 5,181.47 \$ | (681.47) |
| Scavenger hunt | 450.00 | 450.00 \$ | - |
| - | | \$ | (3,282.67) |
| Net earnings YTD | | \$ | 966.15 |
| Opening retained earnings | | \$ | 2,498.31 |
| Closing retained earnings | | \$ | 3,464.46 |
| | | | |
| | 12441.49 | 11475.34 | 966.15 |