PLAINTIFF'S EXHIBIT 284

THERMAL INSULATION MANUFACTURERS ASSOCIATION
7 Kirby Plaza, Mt. Kisco, N. Y. 10549
914/241-2284

MINUTES of the ANNUAL MEETING

Houston, Texas October 16, 1974

The Meeting was called to order at 8:00 P.M. by President R.E.Naylor with the following in attendance:

Babcock & Wilcox	J.B.Given
Carborundum Co.	R.C.Olson J.Orsini
Certain-Teed Products Corp.	W.T.Pitkin A.P.Horton T.G.Smith
Eagle-Picher Industries, Inc.	L.D.Graves
Fibreboard Corp.	R.F.Gamble D.Ackley
Johns-Manville Corp.	R.E.Naylor
Keene Corp.	E.C.Long
Owens-Corning Fiberglas Corp.	J.P.Kern
RockWool Manufacturing Co.	E.F.Cusick, Jr.
U.S.Gypsum Co.	D.H.Dierson R.M.Wilson
Cadwalader, Wickersham & Taft.	H. Roosevelt
TIMA	J.M.Barnhart C.L.Sheckler

President Naylor welcomed Babcock & Wilcox and Carborundum Co. as new members. J.B.Given and J. Orsini will represent their respective companies on the Board of Directors.

APPROVAL of MINUTES

A motion was made, seconded, and passed that the Minutes of the Meeting of April 15, 1974 be approved as bulletined by the Association office.

TRAFFIC COMMITTEE REPORT

Chairman T.G.Smith reported as follows:
As indicated in the April report, we have had continuing freight cost increases by all transportations modes. The highlight being a 10% rail increase in June of this year. During the past several months, there have been no major increases in rates, but the railroads have announced for a 7% increase early in 1975.

The rail car supply this year has improved, thanks to substantial investment by carriers to acquire more rolling stock and to a reduction in the shipment of export grain. While spot shortages still exist, we do not find the massive shortages experienced in 1973.

Due to the improved car supply, the Interstate Commerce Commission has lifted restrictive demurrage rules and charges which were implemented as an incentive to promptly load and unload cars. In many cases, the tighter rules were an added cost penalty to industries who had no reasonable ability to conform to these rules. The more restrictive rules have been lifted, as of July 1, 1974, and should sharply reduce industries demurrage expense.

A major labor contract is under negotiation with the railroads major union. The contract expires January 1, 1975. The union is seeking a 35% increase plus cost of living increase over a two (2) year contract. The railroads effort to gain a 7% rate increase is in anticipation of a substantial labor contract.

A contract with the Longshoremen was finalized on October 1. Local issues are still being negotiated at some ports.

The railroads elected not to fight for their published 15% rate increase on insulating material before the ICC. The rails have cancelled the supplements calling for the increase.

The defeat of this increase is the result of the effort of the members of the Traffic Committee and I want to extend my thanks to the Committee members and to the Director. The total cost of outside legal service and cost experts was just under $17,000.00 (part of the cost will be absorbed by NAWIA).

In view of increased responsibilities with my company, I must ask that a search be made for someone to assume the chairmanship of the Traffic Committee. Until a replacement is named, I will continue to act as chairman but your early action would be appreciated. Certainly, we look forward to continuing our involvements and support with the Traffic Committee, as with other TIMA Committees.

REPORT of COMMUNICATIONS COMMITTEE

In the Chairman's absence J.P.Kern reported as follows:

PROMOTION ACTIVITIES ---SUMMARY REPORT TO TIMA BOARD
OCTOBER, 1974

COMMERCIAL and MECHANICAL & POWER and PROCESS COMMITTEES

Activities this year to date have included:

1. Follow-up with press on introduction of ECOM. Articles of this nature have been published in Power, Chemical Processing, and Purchasing, among others. There have been three stories in NICA Outlook.

2. Clippings of stories from the ECOM press conference have been received from 40 magazines.

3. A presentation to government specifiers.

4. Presentations to regional contractor groups.

5. A presentation to the Asbestos Workers union.

6. Case-history articles prepared:

   a. Russell Mills, Alexander City, Ala., a textile mill. Case history to be distributed to 42,000-43,000 businesses and industries by the U.S. Department of Commerce and the Federal Energy Administration.

   b. Levitt City, New York.

   c. Chemetron Tube Turns Plant, Philadelphia.

   d. Sheppard Pratt Hospital, Baltimore.

   e. Midway Junior College, Versailles, Ky.

7. Story prepared for Electrical World, with special material from York Research.

8. A program of informing all gas and electric utilities of the ECCI program so that they can influence their industrial and commercial customers to insulate properly. Done with AGA and EEA cooperation.

9. We are arranging the distribution of similar information to industrial fuel oil suppliers through the National Petroleum Council.

10. We are working on distribution of similar information through the ten regional offices of the FEA.

11. Preparation of slides for a presentation by Jack Barnhart to ASCHE.

12. A talk by A.W.Johnson to 500 store construction executives at a seminar conducted by Chain Store Age.

13. Revision and reprinting of the ECCI brochure (ECCI-II).

14. Information supplied to Public Technology, Inc., for a publication to be distributed to state conservation departments.

15. Distribution of BCCI brochure to an energy seminar conducted by the New York Board of Trade.

AIR-HANDLING SYSTEMS COMMITTEE

The Committee has initiated a promotion program, with the expectation that it will continue for a minimum of two years. This year's activities are (1) being based upon currently available material and (2) are in preparation for 1975:

1. Publicity about air leakage.
2. Articles on codes, standards, and tests.
3. The economics of FG systems vs. metal ducts.
4. Improving the performance of existing systems.
5. [illegible] publicity.
6. Preparation for 1975:
   a. Arrange to have air-handling insulations included in federal government energy conservation programs.
   b. Provide information to gas and electric utility field representatives for their use with their customers.
   c. Provide information to Electric Energy Association programs promoting heat pumps and electric furnaces.
   d. Work with heating-cooling equipment manufacturers to provide information for their use in training.
   e. Investigate the fire record of air-handling systems.

FAN-POWERED BUILDINGS COMMITTEE

Promotion activities for this Committee have been minor this year. We probably will be resumed with the publication of a new standard.

It was agreed that each individual TEMA Committee will appoint an internal Communications Committee for their use.

The Communications Committee will be utilized to promote TEMA, per se. (Energy conservation, new officers, etc.) E.F.Cusick, Jr. has the responsibility to develop this program.

REPORT of AIR-COOLED SYSTEMS COMMITTEE

Chairman J.P.Kern reported in accordance with Meetings of June 10, and August 29, 1974.

REPORT of AIR-COOLED SYSTEMS COMMITTEE

Chairman R.E.Taylor reported in accordance with the Meeting of August 26,27, 1974.

It was suggested that the Committee embark on a publicity program to emphasize the attributes of fibrous glass when compared to metal.

REPORT of COMMERCIAL & MECHANICAL and POWER & PROCESS SYSTEMS COMMITTEE

Chairmen W.W.Pitkin and R.F.Gamble reported in accordance with the Meetings of May 30, and September 25, 1974.

REPORT of HEALTH & SAFETY and MEDICAL-SCIENTIFIC COMMITTEES

Chairman C.L.Sheckler reported as follows:

1. The work on Tenessee Bill #566 has been concluded and the bill has been held in committee due to lack of votes. Senator Lowell Thomas, Jackson, Tenn. was of great assistance along with Roy Morgan of the Jackson OCF plant. Others that were instrumental in getting the bill killed were Al Shaw, Teamsters; Roscoe Jones, Sheet Metal Workers; Bob Ebinjer, SMACNA; Larry Henson, Sheet Metal Contractors; Keith Crowe, Home Builders Assn. and Al Hager, Fyte & Warmath-general contractors. Dr. Fowinkle and Mr. Wolle, State Division of Occupational and Radiological Health also helped us a great deal. There have been some rumors of the possibility of another similar bill in 1975. We have written letters of appreciation to all that assisted in this matter.

2. New Jersey Bill A 2395 is also currently bottled up in committee and it is very unlikely that it will move this year. Again we had assistance from B. Knott, International V.P. of Sheet Metal Workers; Bill O'Toole, President of New Jersey Council of Sheet Metal Workers; John Bachalis, V.P. of New Jersey Manufacturer's Assn.; Assemblyman Joe Patero and Lou Kumerda, Johns-Manville plus the J-M and OCF plant managers through Assemblyman Schuck from the Berlin, New Jersey area. Thus far, we have heard nothing concerning the re-introduction of a bill next year.

3. Both the Health & Safety and the Medical-Scientific Committees worked jointly on the "NIOSH Symposium on Occupational Exposure to Fibrous Glass". The work included meetings and contact with participants as well as people involved in the political aspects of the meeting. Extensive work was done in preparation of the TIMA presentation and position. The symposium was held on June 26 & 27 at the University of Maryland. Twenty nine scientific papers were presented on the subject of health aspects of fibrous materials. They covered four basic areas; (a) fibrous glass processes and technology. (b) environmental sampling procedures and results. (c) medical research reports on fibrous glass experiments in animals. (d) Results of fibrous glass exposure in humans.

In general, there was very little new data presented. Most of the work has already been published.

At the end of the symposium, the following were identified as significant issues:

1. Is fibrous glass an inert material, or does it produce a carcinogenic response in exposed workers?

2. Fibrosis, tumors and mesothelioma have been produced in animals where the material has been implanted in some instances and injected in others, into the pleural cavity.

3. Epidemiological studies conducted to date have shown no significant adverse health effects in workers exposed up to 35 years.

4. Additional research work must be done. Expecially epidemiological studies, but also animal studies.

There was a good deal of confusion concerning the definition of "fibrous glass". The terms fibrous glass, glass fibers, mineral wool, rock wool, slag wool, ceramic fiber were used interchangeably.

We have received the transcripts of the entire symposium in two volumes. They are in my office should anyone require a reference to any of the presentations.

4. A contract has been let by NIOSH to Calspan Corp. for the purpose of "Development of a Document on Work Practices and Engineering Control Procedures for Controlling Fibrous Glass Exposure". It is interesting to note that the contract effective date is June 26, the same day as the first day of the NIOSH symposium. The expiration date of the contract is March 25, 1975. The contract requires that work practices and engineering controls for manufacture and use include, but not be limited to, the following:

   (a) The use of appropriate local exhaust ventilation and room air movements, make-up air, etc.
   (b) Handling procedures.
   (c) Housekeeping procedures
   (d) Industrial hygiene practices, such as use of respiratory protective devises, proper clothing

and laundering requirements (type of clothing, frequency of change, laundering on-side, etc.) shower requirements, eating, smoking and drinking practices, protective eye devices, etc.

(e) Labeling and caution signs
(f) Training and education for both supervisory and production personnel.

The two representatives of Calspan working on this project are Mr. Clayton Schneider and Mr. Andrew Lifer. We met these gentlemen at the NIOSH Symposium at which time we offered our services and assistance. Calspan is a Research organization dealing with space, aviation, arms, ammunition, and other types of research, primarily for the armed services. To my knowledge, they have never engaged in this type of project heretofor. Mr. Schneider and Mr. Lifer contacted Jack Lambert after the symposium and Jack gave them considerable background information and literature. We then met in a meeting with them in Buffalo and Mr. Konzen, Jack and I attended. We were favorably impressed with their approach and frankness although they had no knowledge of fibrous glass. In fact, they informed us that their contract included mineral wool as well as fibrous glass although it does not specifically state that in the contract. The Buffalo meeting pointed out that they wanted help in learning about the industry and they were willing to listen. They were interested in wool, textiles, beta and microfiber production; transportation construction, residential and reinforced plastic installations and fabrication. On September 17, I toured JM Waterville textiles, Waterville microfiber, and Defiance wool plants with them. September 18, Mr. Konzen met them in Newark and toured that OCF plant. We also advised them that we would arrange installation and fabrication operation visits at their request.

5. On August 19, I received a letter from Mr. Naylor requesting me to coordinate all medical-scientific and health & safety activities within TIMA, as well as outside. He specifically stated activities with Calspan, National Mineral Wool Assn; National Insulation Contractors Assn., as well as our international contacts with industry groups.

I have met with Sheldon Cady of FIMA and briefed him on our health research program and the work practices activities. I have an invitation to attend the FIMA government relations committee meeting on October 30 when I will brief FIMA. Dr. Konzen, Jack, John Wyverberg and I met with representatives of EURIMA on October 7 and discussed their plans for becoming active in relation to man made fiber health research. I will discuss the EURIMA meeting in a few minutes.

6. The Health and Safety Committee requested the Industrial Health Foundation to revise their Medical Series Bulletin 13-60 " A Report on Health Aspects of Fibrous Glass". They completed a first draft for our review, however it omitted considerable important data. Walter Gruber and I re-wrote the article with the help of Dr. Konzen and we have now submitted it to IHF for their consideration and publishing. It will be Medical Series Bulletin 19-74 and should be available before the end of this year.

7. During our visit to Calspan in Buffalo, Dr. Konzen, Jack and I also met with representatives of Corborundum, our new member. We briefed them on the activities and scope of our health research program. In the near future, I will visit Babcock and Wilson, another new member, for the same type of briefing.

8. As I mentioned before, on October 7,we met with representatives of EURIMA, M. Francois de Balasay, Willy Hartung and Werner Linander. Their purpose for a meeting with us was to discuss the establishment of a EURIMA health research program and coordinate it with our FIMA program. Their interest is primarily restricted to the gas blown and rotary fibrous glass and mineral wool operations and products. They are currently working with CIMF, a group of medical-scientific people from the synthetic textile manufacturing industry. EURIMA would like to form an organization for their health research program similar to ours. They would like to have medical guidance and supervision with lay administration. They would also like to conduct their activities in-house as much as possible.

They expressed the desire to explore the areas of health research that would supplement and and compliment our TIMA program in order to conserve time and money. Also, to eliminate any unnecessary duplication. It should be remembered that some of the major supporters of our TIMA program will also be involved in the EURIMA program. We reviewed in detail precisely what and how we were conducting our work. The meeting concluded with Mr. Ringsdorf to return in late November or early December after a meeting with the EURIMA Board in order to advise us of the board's direction and begin to discuss the specifics of establishing their program in coordination with our own. I attended this meeting on the basis of Mr. Taylor's request to coordinate international activities. I would respectfully request that this Board approve a committee of three to work with EURIMA, Jack Barnhart, Dr. Konzen and myself.

9. Much of my time since our last meeting has been spent on the health research program. We have 11 of the 19 plants started on abstracting the information from employment records. Two of the eleven are complete. We are micro-filming the data before it is sent to the University in order to maintain a TIMA record. It takes two visits to a plant location during the abstraction process. We then have the plants send the forms to my office where we put them in alphabetical order, code each form with a number, micro-film them and send them to Dr. Enterline. The industrial hygiene environmental evaluations are progressing satisfactorily. Dr. Corn had considerable difficulty obtaining pumps but he now has the equipment and has completed surveys of 3 plants, Ashton-OCF, Shelbyville-CSG and Alexandria-JM. He is working on the analysis of sampley taken and will complete his report of the 3 plants by November. We have outlined 4 priority studies for field installation and evaluation. He will begin work in the field studies next. The first progress report was recieved from Dr. Leineweber of JM regarding development of fine fiber. The program in general is progressing on schedule and within the budget.

Dr J.L.Konzen sent in his report as follows:

Research Underway

At the present time research projects into the health aspects of fibrous glass are underway. These include the epidemiological mortality study being carried out by Dr. Philip Enterline of the University of Pittsburgh; the industrial hygiene sampling and analysis program being carried out by Dr. Morton Corn of the University of Pittsburgh; and the development of fibers of very specific diameters and length s for use in future animal studies by the Johns-Manville research group.

The records abstraction in the plants participating in the epidemiological study is on schedule. Approximately one-half of the plants have begun abstraction and two plants have completed the records abstraction.

Dr. Corn has completed the industrial hygiene sampling at one mineral wool plant, one textile fibrous glass plant and one wool fibrous glass plant. He expects to have the analysis of these data completed by mid-November, at which time it will be reviewed by the Medical & Scientific Committee.

Work is progressing well on the manufacture of fibers in very specific length and diameters. At this time it is still not known if it will be possible to produce the fibers although the researchers are optimistic.

Additional Animal Studies

At this time the Medical & Scientific Committee is considering the type of animal studies which will add additional information concerning potential health effects of fibrous glass. The Committee will be meeting shortly on this matter.

Liaison with CIRFS

CIRFS Board of Directors directed the writer to act as liaison with CIRFS Medical Officers' Group concerning the health effects of fibrous glass on man.

Within the last year I attended one meeting in Paris at which time I presented our broad outline for research into the health aspects of fibrous glass so the group would be cognizant of our activities. Further, I have circulated the minutes of the CIRFS' meetings to my committee along with initial CIRFS proposal for research.

CIRFS has been conducting meetings with EURINA in order to coordinate fibrous glass research in Europe. Once they have agreed upon a common approach they will desire additional liaison with TINA. They will be particularly interested in the area of animal research and industrial hygiene sampling and analytical techniques.

MIOSH Work Practices and Engineering Document

Messrs. Sueckler and Barnhart and myself have met with the Project Officers from Calspan concerning the Work Practices Document. We have indicated our willingness to assist them in any way they desire. To date, we have arranged and accompanied them on orientation tours of typical wool and textile manufacturing operations, as well as special fiber operations at Johns-Manville's miceo-fiber plant.

They will be asking for further assistance from the Health & Safety Committee, as well as the Medical & Scientific Committee, to identify companies which fabricate products utilizing fibrous glass materials.

Activities in the Coming Year

It will be most important that we promptly indentify the additional animal research to be undertaken and invite suitable protocols from qualified researchers. It will be most important to undertake this further animal research promptly in view of the research presented at the symposium on fibrous glass presented last June.

A motion was made by J.W.Pitkin, seconded by D.M.Dierson and passed that Mr. J.L.Konzen , C.L.Sheckler, and J.M.Barnhart will be the TIMA laison committee to the joint TURIMA-CIAF Committee.

REPORT of the NOMINATING COMMITTEE

R.F.Gamble, reporting for the Nominating Committee placed the following to serve as Officers for the next two years:

President - J.P.Kern
Vice President - R.F.Gamble
Treasurer - J.F.Vyverberg

A motion was made by E.C.Long, seconded by M.M.Wilson and passed the the slate as proposed by the Nominating Committee by elected.

R.E.Taylor reviewed the TIMA activities during his tenure as President and thanked everyone for their involvement and cooperation.

J.P.Kern assumed the chair for the remainder of the meeting.

OTHER BUSINESS

It was announced that a Refractory Committee has been established including Babcock & Wilcox, Carborundum Co., and Johns - Manville Corp.

TREASURER'S REPORT

In the Treasurer's absence, J. .Barnhart outlined the Association's Balance Sheet and Statement of Income and Expenditures as of September 30, 1974. The Treasurer's Report is attached hereto and made part of these minutes.

1975 BUDGET COMMITTEE REPORT

E.F.Cusick, Jr. presented the recommendations of the Budget Committee.
A motion was made by R.E.Taylor , seconded by L.J.Graves, and passed that the budget be accepted.

The 1975 Administrative Budget is attached hereto and made part of the minutes.

The 1975 dues will be as follows:

L.B.Lorell Co.	$ 1,000.
Celsilite Corp. (until production starts)	1,000.
Babcock & Wilcox	5,000.
Carborundum	5,000.
Certain-Teed Products	5,000.
Eagle-Picher	5,000.
Fibreboard	5,000.
Johns-Manville	5,000.
Keene	5,000.
Owens-Corning	5,000.
Pittsburgh-Corning	5,000.
Rockwool Manufacturing	5,000.
U.S.Gypsum	5,000.
	$57,000.

1975 HEALTH STUDIES

The 1975 Health Studies amount to $205,000. 60% will be billed January 1, 1975, and 40% will be billed March 1, 1975. Billing is to be on the percentage basis as outlined in the Minutes of the Meeting of April 15, 1974.

R.E.Naylor has contacted Tex-Ark, Rockwool Industries, "48" Insulations and U.S.Mineral Products with respect to participation in health studies.

J.P.Kern appointed R.E.Naylor as the Board of Director's member to act as laison with the Medical-Scientific and Health Safety Committees.

A motion was made by R.E.Naylor, seconded by E.C.Long and passed that W.E.Steckler and Dr. Paul Gross' consultant fees by paid out of the UIA Health Studies Program, effective January 1, 1975.

DOW CHEMICAL

J.P.Kern reported that he has responded to Dow Chemical with respect to membership. No answer has been received to date.

R.E.Naylor reported that he has talked to "48" Insulations with respect to membership.

J.P.Kern appointed E.C.Long to Membership Chairman

OTHER BUSINESS

The next meeting will be held in Atlanta, Ga., the last week of April, 1975

REMARKS of LEGAL COUNSEL

ADJOURNMENT

There being no further business, the meeting was adjourned.

J.M.Barnhart
Executive Director

JMB/elb

THERMAL
INSULATION
MANUFACTURERS
ASSOCIATION, INC.

BALANCE SHEET as of September 30, 1974

CURRENT:

Chase Manhattan Bank	$ 191,833.
Bowery Savings Bank	14,874.
Seamens Bank for Savings	14,281.
	$ 220,988.

Balance as of December 31, 1973	$ 41,975.
Balance-Income over Expenditures	$ 179,026.
Total Liabilities and Surplus	$ 220,988.

J. B/clb
September 30, 1974

Program Balances as of September 30, 1974

L&C, P&P Systems Program	$ 27,033.
P&B Systems Program	$ 13,553.
Health Studies	$ 135,636.
	$ 176,212.
TLLA Administrative	$ 44,776.
	$ 220,988.

September 30, 1974

AIR [illegible] SYSTEMS PROGRAM

BALANCE SHEET

as of

September 30, 1974

CURRENT

Manufacturer's Hanover Trust	$ 52,791.
County Trust	77,373.
Petty Cash Fund	250.
Accounts Receivable	----
	$ 133,414.

Balance as of December 31, 1973	$ 113,767.
Balance - Income over Expenditures	$ 19,647.
Total Liabilities and Surplus	$ 133,414.

September 30, 1974

AIR HANDLING SYSTEMS PROGRAM

STATEMENT of INCOME and EXPENDITURES

January 1, through September 30, 1974

INCOME:

Assessments		$ 82,500.
Savings Account Int.		2,071.
Miscellaneous		52.
	Total	$ 84,623.

EXPENSES:

Travel & Conference		$ 1,839.
Administration		1,139.
Testing		28,167.
Liaison		7,445.
Health & Safety		4,626.
Consultants		20,183.
Legal Fees		977.
Contingencies		---
	Total	$ 64,976.

Balance - Income over Expenditures	$ 19,647.
Balance as of December 31, 1973	$113,767.
Balance as of September 30, 1974	$133,414.

September 30, 1974

STATEMENT of INCOME and EXPENDITURES

January 1 thru September 30, 1974

INCOME:

Regular Assessments		$ 36,500.
Savings Accounts Interest		883.
Treasury Bill Interest		2,255.
		$ 39,638.
M&C - P&P Systems Program		
Assessments	$ 44,074.	
Publications	23,663.	
	$ 67,737.	
Less Accts. Rcvble 1973	$ 3,900.	
		63,837.
		$ 103,475.
PEB Systems Program		16,667.
Traffic Committee Program		12,239.
Health Studies		279,100.
	TOTAL	$ 413,481.

EXPENSES:

Salaries	$ 20,700.
Taxes	1,149.
Employee Benefits	4,567.
Office Expense	1,075.
Office Rent	1,350.
Travel & Conference	1,864.
Meeting Expense	936.
Attorney	1,602.
Statistics & Audit	1,750.
Membership Dues	145.
Contingencies	---
	$ 35,138.
M&C - P&P Program	$ 36,804.
PEB Systems	5,114.
Traffic Committee	13,943.
Health Studies	143,469.
	$ 234,468.
Balance - Income over Expenditures	$ 179,013.
Balance - as of December 31, 1973	$ 41,975.
Balance - as of September 30, 1974	$ 220,988.

COMPARISON ACTUAL EXPENSES to BUDGET
January 1 through September 30, 1974

INCOME:	ACTUAL	BUDGET	1974 PROJECTED
Regular Assessments	$ 36,500.	$ 39,000.	$50,000.
Interest	3,138.	---	4,000.
	$ 39,638.	$ 39,000.	$54,000.
M&C, P&P Program	$ 44,074.	$ 39,000.	$ 53,000.
Publications	23,663.	23,663.	25,000.
	$107,375.	$101,663.	$138,000.
PEB Program	$ 18,667.	$ 18,667.	$ 18,667.
Traffic Program	12,239.	10,000.	12,239.
Health Studies	279,100.	279,100.	279,100.
	$417,381.	$409,430.	$442,006.
Less Accts. Rcvble 1973	$ 3,900.	$ 3,900.	$ 3,900.
TOTAL	$413,481.	$405,543.	$438,106.

EXPENSES:

Salaries	$ 20,700.	$ 20,700.	$ 27,600.
Taxes	1,149.	1,000.	1,200.
Employee Benefits	4,567.	4,567.	4,567.
Office Expense	1,075.	1,750.	2,000.
Office Rent	1,350.	1,350.	1,800.
Travel & Conference	1,864.	2,150.	3,000.
Meeting Expense	936.	1,750.	2,500.
Attorney	1,602.	3,333.	5,000.
Statistics & Audit	1,750.	1,750.	2,250.
Membership Dues	145.	500.	750.
Contingencies	---	---	---
	$ 35,138.	$ 39,350.	$ 50,667.
M&C - P&P Program	$ 36,804.	$ 40,000.	$ 53,000.
PEB Program	$ 5,114.	$ 13,500.	$ 18,000.
Traffic Program	$ 13,943.	$ 10,000.	$ 13,943.
Health Studies	$143,469.	$150,000.	$170,000.
	$234,468.	$252,850.	$305,561.