

**NOVEMBER FINANCIALS 2016**

<b>INCOME CATEGORY</b>	<b>MONTH</b>	<b>2016 YTD</b>	<b>2016 Budget</b>	<b>2016 Project</b>	<b>2015 YTD</b>
CDRP Funds		43,747.09	43,747.09	43,747.09	48,012.92
Agency Funds					
A. Charlevoix County	8,250.00	33,000.00	33,000.00	33,000.00	33,000.00
B. Emmet County		24,333.75	30,900.00	32,445.00	23,175.00
C. VORP Charlevoix		8,340.00	10,000.00	10,000.00	8,100.00
D. VORP Emmet		6,626.25	8,835.00	8,835.00	6,361.25
E. CDP Charlevoix	1,660.00	10,780.00	9,120.00	10,780.00	8,000.00
F. Fees for Service	875.00	7,410.00	7,000.00	7,550.00	5,770.00
G. ACVS Fees		4,700.00	3,000.00	4,700.00	2,500.00
H. SPED Fees		5,000.00	3,600.00	5,000.00	800.00
I. Donations		187.45	50.00	187.45	46.90
J. Donor Campaign		570.00	3,500.00	570.00	3,657.50
K. Theatre Party - Petoskey					
1. Sponsorships		7,075.00	6,425.00	7,075.00	6,425.00
2. Ticket Sales	100.00	4,175.00	2,375.00	4,175.00	2,375.00
3. Other		1,526.50	1,573.00	1,526.50	1,573.90
L Theatre Party - Charlevoix					
1. Sponsorships		2,850.00		2,850.00	
2. Ticket Sales		1,735.00		1,735.00	
3. Other		475.00		475.00	
M. Reimbursement/Rebate		744.64		744.64	1,650.97
N. Interest	16.94	151.07	95.00	151.07	90.23
O. Training					
1. 40-Hour					1,550.00
2. Roundtables					
3. Oakland Mediation		1,000.00		1,000.00	
4. Agreement Writing		325.00		325.00	
5. Advanced Fall					200.00
6. Gryphon Place	406.82	406.82		406.82	
P. GovPayNet		160.00		160.00	
Grants					
A. SCAO - RJ - WMU					
B. Charlevoix Foundation	894.00	4,172.00		4,172.00	2,040.00
C. Petoskey Foundation		5,679.00	3,287.00	5,679.00	2,060.00
D. United Way		500.00	500.00	500.00	2,849.75
E. SCAO - CDP - GVSU		2,269.44		2,269.44	
F. Revenue Sharing					1,325.00
G. Bar Association					2,000.00
H. Women Who Care		6,000.00	6,000.00	6,000.00	
I. Rotary Club of Petoskey					677.00
Transfer from Savings					
<b>GENERAL INCOME</b>	<b>12,202.76</b>	<b>183,939.01</b>	<b>173,007.09</b>	<b>196,059.01</b>	<b>164,240.42</b>
Restorative Practices (RP)				7,600.00	
<b>GENERAL + RP INCOME</b>	<b>12,202.76</b>	<b>183,939.01</b>		<b>203,659.01</b>	
In Kind					
A. Accounting Services	100.00	900.00	300.00	300.00	300.00
B. Volunteer Mediators	30,000.00	138,600.00	123,038.00	123,038.00	112,785.00
C. Volunteer Labor		1,550.00			
D. Volunteer Training					600.00
E. Mediation Locations	650.00	4,550.00	5,020.00	5,020.00	4,600.00
F. Rent		13,000.00	15,600.00	15,600.00	14,300.00
G. Equipment/Supplies		11,193.23	550.00	11,150.00	550.18
H. Cell Phone		1,198.70	1,380.00	1,380.00	1,263.33
I. Theatre Party		3,490.50	3,000.00	3,490.50	3,313.00
J. Training Locations			400.00	400.00	500.00
K. Mileage		46.44	500.00	500.00	
L. GoToMyPC		277.40	305.00	305.00	278.35
M. Miscellaneous		271.76		271.76	285.67
N. Executive Director	191.62	1,032.59		400.00	
<b>IN KIND INCOME</b>	<b>30,941.62</b>	<b>176,110.62</b>	<b>150,093.00</b>	<b>161,855.26</b>	<b>138,775.53</b>
<b>TOTAL + IN KIND INCOME</b>	<b>43,144.38</b>	<b>360,049.63</b>	<b>323,100.09</b>	<b>357,914.27</b>	<b>303,015.95</b>

EXPENSE CATEGORY	MONTH	2016 YTD	2016 Budget	2016 Project	2015 YTD
1. Personnel					
A. Salaries	8,138.70	97,408.40	105,803.00	105,803.00	95,321.92
B. FICA	640.40	8,385.36	8,093.93	8,093.93	8,239.25
C. Worker's Compensation		476.00	594.00	594.00	545.00
D. Unemployment		1,463.59	1,058.03	1,463.59	672.50
E. Insurance/Education	201.78	4,542.52	5,460.00	5,460.00	3,656.08
2. Accounting	400.00	4,150.00	2,400.00	4,150.00	1,305.00
3. Advertising	390.00	10,617.89	5,712.00	10,617.89	2,015.00
4. Charlevoix Office					
A. Rent	100.00	1,200.00	1,200.00	1,200.00	1,200.00
B. Telephone	59.98	715.50	1,195.00	745.50	1,097.69
5.. Communications					
A. Telephone	289.88	2,335.00	2,560.00	2,435.00	2,352.12
B. Internet	45.00	570.93	840.00	840.00	765.00
6. Contractual	605.00	5,398.00	2,880.00	5,398.00	5,658.93
7. Equipment					
A. Purchase	1,788.00	2,287.00	650.00	2,287.00	4,320.70
B. Repair & Maintenance			2,800.00		
8. Insurance					
A. Employment Practices			224.00	224.00	
B. Directors & Officers			1,270.00	1,270.00	
C. Commercial Umbrella		300.00	300.00	300.00	300.00
D. Business Protection		430.00	430.00	430.00	430.00
9. Miscellaneous					10.00
10. Occupancy - Rent	500.00	6,000.00	6,000.00	6,000.00	5,500.00
11. Other					
A. Board		810.82	818.00	838.00	637.59
B. Executive Director		1,724.25	2,030.00	2,300.00	1,920.46
C. Hospitality		315.39	752.63	752.63	563.31
D. Licenses, Fees, Dues	275.00	1,215.15	1,045.75	1,215.15	1,017.96
E. PD		930.00	0.00	930.00	986.47
F. Staff Retreat			200.00	200.00	206.66
G. Theatre Party - Petoskey		4,017.66	2,641.00	4,017.66	4,042.67
H. Theatre Party - Charlevoix	117.94	2,924.20		2,924.20	
I. Miscellaneous		20.00		20.00	
J. Donation					75.00
12. Postage	300.00	1,809.27	1,515.00	1,809.27	1,513.96
13. Printing	846.00	2,530.00	2,950.00	2,530.00	2,929.50
14. Reimbursement		160.00		160.00	1,389.37
15. Supplies	397.23	4,023.35	2,900.00	4,200.00	2,845.21
16. Training					
A. 40-Hour					5,805.65
B. Roundtables			30.00	0.00	
C. General Civil			1,050.00	0.00	
D. Oakland Mediation Center		519.24		519.24	
E. Agreement Writing		700.84		700.84	
F. Advanced Fall					818.42
G. Gryphon Place		424.82		424.82	
17. Travel					
A. Lodging		427.38	180.00	616.42	886.36
B. Meals		117.29	133.00	166.37	90.59
C. Mileage	55.94	2,609.92	7,291.75	7,291.75	2,732.22
D. Other		3.50		5.00	80.97
<b>GENERAL EXPENSES</b>	<b>15,150.85</b>	<b>171,563.27</b>	<b>173,007.09</b>	<b>188,933.26</b>	<b>161,931.56</b>
Restorative Practices	260.00	260.00		510.00	
<b>GENERAL + RP EXPENSES</b>	<b>15,410.85</b>	<b>171,823.27</b>		<b>189,443.26</b>	<b>161,931.56</b>
18. Gain (Loss)	-3,208.09	12,115.74		14,215.75	2,308.86
Comparison of Income & Expenses	<b>12,202.76</b>	<b>183,939.01</b>	<b>173,007.09</b>	<b>203,659.01</b>	<b>164,240.42</b>

**RESTORATIVE PRACTICES GRANT**

<b>INCOME CATEGORY</b>	<b>MONTH</b>	<b>2016 YTD</b>	<b>2016 Budget</b>	<b>2016 Project</b>	<b>2015 YTD</b>
December Payment				7,600.00	
<b>EXPENSE CATEGORY</b>	<b>MONTH</b>	<b>2016 YTD</b>	<b>2016 Budget</b>	<b>2016 Project</b>	<b>2015 YTD</b>
A. Salaries					
B. FICA					
C. Unemployment					
D. Worker's Compensation					
E. Supplies				250.00	
F. Mileage					
G. Pellston					
H. Boyne City					
I. Contractual	260.00	260.00		260.00	
<b>RP EXPENSES</b>	<b>260.00</b>	<b>260.00</b>		<b>510.00</b>	
Gain (Loss)	<b>-260.00</b>	<b>-260.00</b>		7,090.00	
Comparison of Income & Expenses	<b>-260.00</b>	<b>-260.00</b>		<b>7,600.00</b>	

**NORTHERN COMMUNITY MEDIATION**  
**Profit & Loss**  
November 2016

	Nov 16
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
County Funding	
Charlevoix	8,250.00
<b>Total County Funding</b>	<b>8,250.00</b>
<b>Fees</b>	
Breach of Contract	150.00
Cancellation	75.00
Divorce	600.00
General Civil	50.00
<b>Total Fees</b>	<b>875.00</b>
<b>Fund Raising</b>	
Theatre Party Charlevoix	
Tickets	100.00
<b>Total Theatre Party Charlevoix</b>	<b>100.00</b>
<b>Total Fund Raising</b>	<b>100.00</b>
<b>Grants</b>	
Petoskey Foundation	894.00
<b>Total Grants</b>	<b>894.00</b>
<b>Interest</b>	16.94
<b>Training &amp; Workshops</b>	
Gryphon Place	406.82
<b>Total Training &amp; Workshops</b>	<b>406.82</b>
<b>VORP</b>	
Charlevoix	1,660.00
<b>Total VORP</b>	<b>1,660.00</b>
<b>Total Income</b>	<b>12,202.76</b>
<b>Expense</b>	
Accounting	400.00
Advertising	390.00
Charlevoix Office	
Rent	100.00
Telephone	59.98
<b>Total Charlevoix Office</b>	<b>159.98</b>
<b>Communications</b>	
Internet	45.00
Telephone	289.88
<b>Total Communications</b>	<b>334.88</b>
Contractual	605.00
<b>Equipment Expense</b>	
Purchase	1,788.00
<b>Total Equipment Expense</b>	<b>1,788.00</b>

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**NORTHERN COMMUNITY MEDIATION**

**Profit & Loss**

November 2016

	<u>Nov 16</u>
<b>Fringe Benefits</b>	
Dental Insurance	22.60
Health Insurance	179.18
<b>Total Fringe Benefits</b>	<u>201.78</u>
<b>Grant Expense</b>	
Restorative Practices	260.00
<b>Total Grant Expense</b>	<u>260.00</u>
<b>Occupancy</b>	
Rent	500.00
<b>Total Occupancy</b>	<u>500.00</u>
<b>Other</b>	
Licenses, Fees, Dues	275.00
Theatre Party Charlevoix	117.94
<b>Total Other</b>	<u>392.94</u>
<b>Payroll Expenses</b>	640.40
<b>Postage</b>	300.00
<b>Printing</b>	846.00
<b>Salaries and Wages</b>	8,138.70
<b>Supplies</b>	397.23
<b>Travel</b>	
Mileage	55.94
<b>Total Travel</b>	<u>55.94</u>
<b>Total Expense</b>	<u>15,410.85</u>
<b>Net Ordinary Income</b>	<u>-3,208.09</u>
<b>Net Income</b>	<u><u>-3,208.09</u></u>

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**NORTHERN COMMUNITY MEDIATION**  
**Expenses by Vendor Summary**  
November 2016

	<u>Nov 16</u>
Charlevoix Chamber of Commerce	110.00
Charter Communications	349.86
Chemical Bank	359.23
City of Charlevoix	100.00
Dan McGuire	2,473.00
East Jordan Chamber of Commerce	105.00
EPS	180.00
Gaslight Media	135.00
Kirstyn Horan	257.72
Leadership Charlevoix County	300.00
Mason & Kammermann	400.00
McCardel Water Conditioning	38.00
Northern Michigan Review	117.94
Online Payroll Service Fee	10.00
Payroll Distribution	8,779.10
Pitney Bowes	300.00
St. Francis Xavier	500.00
The Print Shop	846.00
United Way	50.00
<b>TOTAL</b>	<b><u>15,410.85</u></b>

**NORTHERN COMMUNITY MEDIATION**  
**Profit & Loss**  
January through November 2016

	Jan - Nov 16
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
CDP	9,120.00
<b>CDRP Funds</b>	
1st Quarter	13,124.13
2nd Quarter	10,936.77
3rd Quarter	8,749.42
4th Quarter	10,936.77
<b>Total CDRP Funds</b>	43,747.09
<b>County Funding</b>	
Charlevoix	33,000.00
Emmet	24,333.75
<b>Total County Funding</b>	57,333.75
<b>Donation</b>	
Donor Campaign	570.00
Mileage	37.45
Donation - Other	150.00
<b>Total Donation</b>	757.45
<b>Fees</b>	
ACVS	4,700.00
Breach of Contract	2,200.00
Cancellation	100.00
Divorce	3,600.00
Domestic	150.00
Employer/Employee	100.00
General Civil	350.00
Ord, Statute, Reg.	160.00
Probate	100.00
Property	350.00
Real Estate	100.00
Shoplifting	150.00
SPED	5,000.00
Fees - Other	50.00
<b>Total Fees</b>	17,110.00
<b>Fund Raising</b>	
<b>Theatre Party Charlevoix</b>	
Other	475.00
Tickets	1,735.00
Supporter	450.00
Sponsor	2,500.00
<b>Total Theatre Party Charlevoix</b>	5,160.00
<b>Theatre Party Petoskey</b>	
Bottle Return	4.00
Donation	733.50
Raffle	364.00
Sponsor	7,075.00
Tickets	4,075.00
Tip Jar	25.00

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**NORTHERN COMMUNITY MEDIATION**

**Profit & Loss**

January through November 2016

	Jan - Nov 16
Theatre Party Petoskey - Other	400.00
<b>Total Theatre Party Petoskey</b>	<b>12,676.50</b>
<b>Total Fund Raising</b>	<b>17,836.50</b>
GovPayNet	160.00
Grants	
SCAO CDP	2,269.44
Charlevoix Foundation	3,278.00
Petoskey Foundation	6,573.00
United Way	500.00
Women Who Care	6,000.00
<b>Total Grants</b>	<b>18,620.44</b>
Interest	151.07
Refund	269.94
Reimbursement Income	474.70
Training & Workshops	
Gryphon Place	406.82
Advanced	325.00
Oakland	1,000.00
<b>Total Training &amp; Workshops</b>	<b>1,731.82</b>
VORP	
Charlevoix	10,000.00
Emmet	6,626.25
<b>Total VORP</b>	<b>16,626.25</b>
<b>Total Income</b>	<b>183,939.01</b>
Expense	
Accounting	4,150.00
Advertising	10,617.89
Charlevoix Office	
Rent	1,200.00
Telephone	715.50
<b>Total Charlevoix Office</b>	<b>1,915.50</b>
Communications	
Internet	570.93
Telephone	2,335.00
<b>Total Communications</b>	<b>2,905.93</b>
Contractual	5,398.00
Equipment Expense	
Purchase	2,287.00
<b>Total Equipment Expense</b>	<b>2,287.00</b>
Fringe Benefits	
Life Insurance	327.00
Dental Insurance	158.20
Health Insurance	4,057.32
Unemployment	1,463.59



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**NORTHERN COMMUNITY MEDIATION**

**Profit & Loss**

January through November 2016

	<u>Jan - Nov 16</u>
Total Fringe Benefits	6,006.11
Grant Expense	
Restorative Practices	260.00
Total Grant Expense	260.00
Insurance	
Business Protector	430.00
Commercial Umbrella	300.00
Worker's Compensation	476.00
Total Insurance	1,206.00
Occupancy	
Rent	6,000.00
Total Occupancy	6,000.00
Other	
Board	810.82
Executive Director	1,724.25
Hospitality	315.39
Licenses, Fees, Dues	1,215.15
Misc.	20.00
PD	930.00
Theatre Party	4,017.66
Theatre Party Charlevoix	2,924.20
Total Other	11,957.47
Payroll Expenses	8,385.36
Postage	1,809.27
Printing	2,530.00
Reimbursement	
Fees	160.00
Total Reimbursement	160.00
Salaries and Wages	97,408.40
Supplies	4,023.35
Training	
Gryphon Place	424.82
Advanced	700.84
OMC	519.24
Total Training	1,644.90
Travel	
Lodging	427.38
Meals	117.29
Mileage	2,609.92
Other	3.50
Total Travel	3,158.09
Void	0.00
Total Expense	<u>171,823.27</u>

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**NORTHERN COMMUNITY MEDIATION**  
**Profit & Loss**  
January through November 2016

	<u>Jan - Nov 16</u>
Net Ordinary Income	<u>12,115.74</u>
Net Income	<u><u>12,115.74</u></u>

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**NORTHERN COMMUNITY MEDIATION**  
**Expenses by Vendor Summary**  
January through November 2016

	<u>Jan - Nov 16</u>
Ability Body in Motion	80.00
Abuzz Creative	540.00
Applied Imaging	50.88
AT&T	1,734.06
Boyne Area Chamber of Commerce	385.00
Central Interconnect	932.50
Charlevoix Chamber of Commerce	340.00
Charlevoix Cinema	300.00
Charlevoix County Community Foundation	30.00
Charter Communications	1,353.50
Charter Communicatons	53.99
Chase Bank	34.95
Chemical Bank	1,456.55
City of Charlevoix	1,200.00
City Park Grill	98.80
Conflict Resolution Services	150.00
Dan McGuire	7,606.50
DRER, Inc.	182.98
East Jordan Chamber of Commerce	150.00
East Park Tavern	1,496.50
Emmet County Recycling	80.00
EPS	924.00
First Bankcard	37.46
First Community Bank	24.39
Frankenmuth Insurance	1,206.00
Gaslight Media	495.00
Gordon Food Service	168.12
GovPayNet	160.00
Harbor Springs Chamber of Commerce	165.00
Jane Millar	4,854.78
Joel Wurster	225.00
Johan's	26.95
John Wiley & Sons, Inc.	360.00
Karen Cole	2,902.55
Kirstyn Horan	3,272.68
Kristy Whitman	77.33
Leadership Charlevoix County	300.00
Mason & Kammermann	4,150.00
McCardel Water Conditioning	287.50
MCDRPCA	110.75
McLaren Northern Michigan Foundation	20.00
Meyer Hardware	19.45
Michigan Department of Treasury	70.40
Michigan UIA	758.17
Northern Lakes Economic Alliance	20.00
Northern Michigan Review	1,209.24
Office Max	159.25
Oleson's	70.40
On The Throttle	2,245.00
Online Payroll Service Fee	142.00
Parrot Film Company	1,800.00
Payroll Distribution	105,569.76
Petoskey Chamber of Commerce	1,335.00

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**NORTHERN COMMUNITY MEDIATION**  
**Expenses by Vendor Summary**  
January through November 2016

	<u>Jan - Nov 16</u>
Petoskey Cinema	1,412.50
Pitney Bowes	1,772.43
PMP	224.00
Rotary	296.25
Rotary Club of Petoskey	658.75
Sign & Design	3,775.00
Sky's the Limit	30.00
Spectrum Business	314.88
St. Francis Xavier	6,000.00
Stafford's Hospitality	700.84
State Bar of Michigan	40.00
State of Michigan	20.00
Taylor Rental	499.50
The 501 Alliance	705.42
The Print Shop	3,569.00
Trophy Case	31.80
United Way	50.00
Weathervane	260.51
Zonta	40.00
<b>TOTAL</b>	<u><u>171,823.27</u></u>

**NORTHERN COMMUNITY MEDIATION**  
**Balance Sheet Prev Year Comparison**

As of December 9, 2016

	Dec 9, 16	Dec 9, 15	\$ Change	% Change
<b>ASSETS</b>				
<b>Current Assets</b>				
<b>Checking/Savings</b>				
Savings 4Front	15,815.22	0.00	15,815.22	100.0%
CD Bank of N. MI 803611	0.00	6,567.86	-6,567.86	-100.0%
CD Bank of N. MI 804631	0.00	6,202.13	-6,202.13	-100.0%
CD Bank of N. MI 806536	7.95	6,374.54	-6,366.59	-99.9%
CD Char State Bank 18756	5,964.49	5,940.69	23.80	0.4%
CD Char State Bank 18910	12,208.47	12,165.82	42.65	0.4%
CD Chemical Bank 803611	6,582.63	0.00	6,582.63	100.0%
CD Chemical Bank 804631	6,233.21	0.00	6,233.21	100.0%
CD Chemical Bank 806536	6,406.50	0.00	6,406.50	100.0%
CD First Comm. Bank 60302215	7,844.98	7,821.49	23.49	0.3%
CD First Comm. Bank 60302716	5,593.36	5,576.60	16.76	0.3%
Checking 1st Community Bank	35,538.83	0.00	35,538.83	100.0%
Checking Chase	0.00	19,820.95	-19,820.95	-100.0%
Money Market Fifth Third	5,000.53	0.00	5,000.53	100.0%
Money Market PNC	5,000.42	0.00	5,000.42	100.0%
Petty Cash	100.00	100.00	0.00	0.0%
Savings Bay Winds	0.00	15,791.58	-15,791.58	-100.0%
Savings Chase	8,092.43	18,089.01	-9,996.58	-55.3%
Savings Chemical Bank	20,293.81	20,282.81	11.00	0.1%
<b>Total Checking/Savings</b>	<b>140,682.83</b>	<b>124,733.48</b>	<b>15,949.35</b>	<b>12.8%</b>
<b>Total Current Assets</b>	<b>140,682.83</b>	<b>124,733.48</b>	<b>15,949.35</b>	<b>12.8%</b>
<b>Fixed Assets</b>				
Accumulated Depreciation	-27,646.79	-24,925.79	-2,721.00	-10.9%
<b>Equipment</b>				
Purchase	12,327.70	6,022.00	6,305.70	104.7%
Equipment - Other	26,910.05	26,910.05	0.00	0.0%
<b>Total Equipment</b>	<b>39,237.75</b>	<b>32,932.05</b>	<b>6,305.70</b>	<b>19.2%</b>
<b>Total Fixed Assets</b>	<b>11,590.96</b>	<b>8,006.26</b>	<b>3,584.70</b>	<b>44.8%</b>
<b>Other Assets</b>				
Investments - CCCF	11,677.77	11,150.00	527.77	4.7%
Investments - PHSACF	13,457.15	12,740.00	717.15	5.6%
<b>Total Other Assets</b>	<b>25,134.92</b>	<b>23,890.00</b>	<b>1,244.92</b>	<b>5.2%</b>
<b>TOTAL ASSETS</b>	<b>177,408.71</b>	<b>156,629.74</b>	<b>20,778.97</b>	<b>13.3%</b>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Liabilities</b>				
<b>Current Liabilities</b>				
<b>Other Current Liabilities</b>				
Federal Income Tax Withheld	970.00	638.00	332.00	52.0%
Fica Tax Withheld	1,854.97	1,174.85	680.12	57.9%
Michigan Unemployment	1,074.95	1,128.10	-53.15	-4.7%
State Income Tax Withheld	497.45	315.68	181.77	57.6%
<b>Total Other Current Liabilities</b>	<b>4,397.37</b>	<b>3,256.63</b>	<b>1,140.74</b>	<b>35.0%</b>
<b>Total Current Liabilities</b>	<b>4,397.37</b>	<b>3,256.63</b>	<b>1,140.74</b>	<b>35.0%</b>
<b>Total Liabilities</b>	<b>4,397.37</b>	<b>3,256.63</b>	<b>1,140.74</b>	<b>35.0%</b>
<b>Equity</b>				
*Retained Earnings	159,523.85	151,920.80	7,603.05	5.0%
Opening Bal Equity	-0.01	-0.01	0.00	0.0%
Net Income	13,487.50	1,452.32	12,035.18	828.7%
<b>Total Equity</b>	<b>173,011.34</b>	<b>153,373.11</b>	<b>19,638.23</b>	<b>12.8%</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>177,408.71</b>	<b>156,629.74</b>	<b>20,778.97</b>	<b>13.3%</b>