

Republic of the Philippines

Mountain Province State Polytechnic College

Bontoc, Mountain Province

Seminar-Workshop on

Cooperative

R S K Management

**April 28, 2017**Pearl Café, Poblacion, Bontoc, Mountain Province

ACCOUNTAINCY

DEPARTMENT



# Republic of the Philippines

# Mountain Province State Polytechnic College

Bontoc, Mountain Province

# **Table of Contents**

Activity Report	A
Photo Documentation	В
Summary of Evaluation	C
Request Letter	D
Activity Design	Е
Lecture Notes	F
Attendance Sheet	G
Activity Program	Н
Sample Participant's Certificate	I
Sample Resource Speaker's Certificate	I

ACCOUNTAINCY DEPARTMENT





# REPUBLIC OF THE PHILIPPINES \*\*Mountain Province State Polytechnic College Bontoc, Mountain Province



# **Terminal Report**

Training Title: Enhancing Knowledge and Skills on Cooperative Risk Management

Extension Component: Continuing Education

Extension Program: Seminar-Workshop

Cooperating Agency: Mountain Province Cooperative Union

Implementing Department: Bachelor of Science in Accountancy

Faculty Extension Worker: Rachel F. Fagyan

Activity Facilitators: BSA Students

Monalyn B. Manansala Mirabel D. Pacalso

No. of Participants: 15

Venue: Pearl Café, Bontoc

Date: April 28, 2017

Source of Fund: MPSPC and MPCU

Total Budget Requirement: P 2,440.00 (c/o MPSPC)

P 3,390.00 (c/o MPCU)

### **EXECUTIVE SUMMARY**

Investment Scam is indeed a timely problem faced by both individuals and business establishments where they can lose big amounts of money from unscrupulous investment offered by fake companies nowadays. There were warnings regarding these types of investments; however, it was noted from a CDA report 2016 that there were still cases of cooperatives who were victims of scams concerning these types of investments. Further, 2016 was also a year where a major depository bank of cooperatives located In Tadian and Bauko lost million from the bank's sudden foreclosure by the Banko Sentral ng Pilipinas. Due to this, it left the cooperative with a huge amount of losses which may no longer be recovered. Although the Philippine Depository Insurance Corporation (PDIC) can cover up to 500,000.00, it was still far the number of losses which already affected the financial performance of the cooperative. With all the risk confronting cooperatives inside and outside their operation, enhancing their skills on risk management is very vital.

In partnership with the Mountain Province Union (MPCU), a seminar-workshop on Risk Management was conducted at Pearl Café Training Hall, Bontoc, Mountain Province last April 28, 2017. The target participants were cooperative officers of different primary cooperative members of MPCU.

Preliminaries were conducted through the leadership of Mam Milagros Pangesfan, MPCU Executive Officer. Before the seminar proper started, a pre-evaluation was disseminated to the participants for them to measure their initial level of knowledge, Credit

Management, and Financial Management. The forms were then collected and the seminar proper started.

Ms. Rachel Fagyan, the resource speaker on Risk Management discussed topics on principle and elements of risks, types of risks, managing risks and finally roles of BODs and Audit Committee on risk management. While the topics were being delivered, related questions were also raised by the participants. The speaker answered or clarified raised concerns. Although the activity had a small group, almost all the participants were members of the board committee of the cooperative. With this, sharing of thoughts and practices by the participants were enhanced that led to a fruitful discussion. Further, consultations were also entertained by the speakers during breaks.

To apply the learning for the activity, a workshop on Risk Management was also given to the participants. Participants were asked to group themselves into two groups. Meta Card was given indicating an event which may happen inside the cooperative. Using Risk Matrix, participants assessed this event by looking into the probability of occurrence of the noted events and the degree of impact it can give to their cooperative. Finally, proposed measures to minimize the risk exposure to these events were also part of the workshop. Participants were then asked to present their work and sharing followed. The Risk Management lecture ended with the presentation and sharing of the BSA Extension advocacies and the BSA Vision, Mission, Goals, and Objectives. Finally, evaluation of the resource speaker was also disseminated.

All throughout the activity, the Accountancy students acted as the activity facilitators, Secretariat and did the photo documentation.

At the end of the activity, participants were enlightened with the topics and were eager to go home and conduct a deeper risk analysis of their cooperative. Apart from that, they were able to comply with the CDA Memorandum Circular on the required training for officers and committee members.

Certificates of Completion were given to participants who attended the training as well as to the Resource Speaker.

Overall, the activity was a success for all the participants and more so with the organizers. Resource speakers and facilitators.

Prepared by:

RACHEL F. FAGYAN, CPA, MBA Extension Program Coordinator

Noted by:

**ELMER D. PAKIPAC**Director, Extension Unit

Seminar-Workshop on Risk Management



**Pearl Café Training Hall:** 

The hall is all set and ready for the participants to come...



Here they are! The participants during the registration assisted by the BSA Stu-



Getting to know you: Self introduction by the participants.



Knowing the baseline! The participants were given a self-assessment of the preevaluation of their knowledge ad skills in relation to the topics to be tackled.



Introduction of the resource speaker by Mam Mila Pangesfan of MPCU and the start of Ms. Rachel Fagyan from MPSPC-BSA Extension Team, on her session on Risk Management.



The questions and answers in between! The participants raise questions in between the discussions.



Learning and Sharing! The participants working and discussing during the workshop.



Workshop Presentation: Participants learn more as they present the output of their dis-



The participant asked questions regarding the workshop and the speaker answer the raised concern.



### **BSA VMGO** Dissemination:

The lecture ended on the dissemination of the Accountancy Department Vision, Mission, Goals and Objectives and its attainment.



Ending the seminar-workshop on Risk Management with a Smile! =)





# Department of Accountancy "Seminar Workshop on Cooperative Risk Management"

Collaborating Agency: Mountain Province Cooperative Union

Venue: Poblacion, Bontoc, Mountain Province

Date: April 28, 2017

### **Pre-Evaluation**

Before everything is said and done, a pre-evaluation was given to respondents to measure their knowledge level on the topics which are to be discussed during the activity. The results are as follows:

Sel	Self-assessment of your Knowledge and Skills related to		2	3	4	5	Sum	Weight	Mean
Ris	k Management								
1.	Principles of Risk Management	3	1	6			10	23	2.30
2.	Types of Risk	3	2	4	1		10	23	2.30
3.	Assessing or Identifying Risks	3	2	3	2		10	24	2.40
4.	Managing Risk	3	2	3	1	1	10	25	2.50
5.	Roles of BODs and Audit Committee on Risk Management	3	2	4	1		10	23	2.30
GR	AND MEAN						50	118	2.36

## Descriptive Equivalent: FAIR

**Evaluation Ratings:** 

1 - Poor (1.00-1.50);

4 - Very Satisfactory (3.51 - 4.50);

2 - Fair (1.51 - 2.50);

5 – Excellent (4.51 – 5.00)

3 - Satisfactory (2.51 - 3.50)

### **INTERPRETATION:**

From the above data, the participants have a **2.36** grand mean with a descriptive equivalent of **FAIR**. This implies that the group of participants has a moderate level of knowledge on the topics related to financial management which are to be discussed to them. This further implies that the seminar-workshop to be conducted will be of great help to improve their knowledge especially on principles of risk management, types of risk and roles of BODs and Audit Committee on Risk Management.





## Department of Accountancy

## "Seminar Workshop on Cooperative Risk Management"

Collaborating Agency: Mountain Province Cooperative Union

Venue: Poblacion, Bontoc, Mountain Province

**Date**: April 28, 2017

### **Post Evaluation**

Sel	Self-assessment of your Knowledge and Skills related to		2	3	4	5	Sum	Weight	Mean
To	pic 1: Risk Management								
1.	Principles of Risk Management			1	6	3	10	42	4.20
2.	Types of Risk			1	6	3	10	42	4.20
3.	Assessing or Identifying Risks			1	6	3	10	42	4.20
4.	Managing Risk			1	6	3	10	42	4.20
5.	Roles of BODs and Audit Committee on Risk Management			1	6	3	10	42	4.20
GR	AND MEAN						50	210	4.20

### Descriptive Equivalent: VERY SATISFACTORY

**Evaluation Ratings:** 

1 - Poor (1.00-1.50);

4 - Very Satisfactory (3.51 - 4.50);

2 - Fair (1.51 - 2.50);

5 - Excellent (4.51 - 5.00)

3 - Satisfactory (2.51 - 3.50)

### INTERPRETATION:

From the above data, the participants have level of knowledge and skills on risk management after the seminar of **4.20** grand mean with a descriptive equivalent of **VERY SATISFACTORY**. This implies that the group of participants had significantly increased on their level of knowledge on the topics which were discussed to them. This further implies that the seminar-workshop conducted was able to achieve its objective.





# **Department of Accountancy**"Seminar Workshop on Cooperative Risk Management"

Collaborating Agency: Mountain Province Cooperative Union

Venue: Poblacion, Bontoc, Mountain Province

Date: April 28, 2017

### **Activity Evaluation**

After the seminar, the activity was subject to evaluation by the participants using the following scaling below to determine the extent of satisfaction experienced by the participants from the conducted activity regarding the objectives and relevance of the activity, qualitative assessment and suggested future trainings.

### **Evaluation Ratings:**

1 - Poor (1.00-1.50);

4 - Very Satisfactory (3.51 - 4.50);

2 - Fair (1.51 - 2.50);

5 - Excellent (4.51 - 5.00)

3 – Sa	atisf	actory	(2.5	1 -	3.5	50)
bjectives	and	Releva	nce	of	the	acti

I. Objectives and Relevance of the activity	1	2	3	4	5	Sum	Weight	Mean
Clarity of objectives			1	6	4	11	47	4.27
Relevance of the activity				7	4	11	48	4.36
Attainment of the activity objectives			1	6	4	11	47	4.27
4. Usefulness of the activity/topics to the participants				5	6	11	50	4.55
5. Timeliness and immediate applicability			2	4	5	11	47	4.27
Organization and preparation			1	6	4	11	47	4.27
7. Planning and implementation of the activity			1	6	4	11	47	4.27
8. Preparation and organizations of the activities			1	5	5	11	48	4.36
9. Ventilation, lighting, equipment and facilities in the venue			3	3	5	11	46	4.18
10. Appropriateness of the venue of the activity			2	4	5	11	47	4.27
11. Time allotment per activity/topic				7	4	11	48	4.36
12. Involvement of Participants			1	5	5	11	48	4.36
13. Enthusiasm and interest shown			1	5	5	11	48	4.36
14. Level of involvement of participants			2	4	5	11	47	4.27
Overall Evaluation								
GRAND MEAN						154	665	4.32

Descriptive Equivalent: VERY SATISFACTORY

### INTERPRETATION:

From the data presented above the activated was evaluated by the participants with a mean of **4.32** interpreted **Very Satisfactory** with regards to the Objectives and Relevance of the Activity. Strengths of the conducted activity is noticeably on the *Usefulness of the activity/topics to the participants* followed by relevance of the activity, preparation and organizations of the activities, time allotment per activity/topic, involvement of participants, and enthusiasm and interest shown.

On the other hand, the areas needing improvement includes *ventilation*, *lighting*, *equipment and facilities in the venue*.

# **Qualitative Assessments/ General Comments:**

- 1. Very good!
- 2. Excellent
- 3. Extremely good.
- 4. Good.
- 5. The activity is very satisfactory. There are lots of learnings
- 6. More electric fan pls. But OK for the small group.

### What trainings would you suggest for future activities?

- 1. How to make FS report.
- 2. Indept training of Credit
- 3. Basic Bookkeeping for non-accountants





# **Department of Accountancy**"Seminar Workshop on Cooperative Risk Management"

Collaborating Agency: Mountain Province Cooperative Union

Venue: Poblacion, Bontoc, Mountain Province

Date: April 28, 2017

### **Resource Person Evaluation**

After each activity conducted the facilitators administered a resource person evaluation to identify the level of performance by the Resource Speakers and to identify some areas for improvement for the next extension activities to be conducted.

RESOURCE SPEAKER: RACHEL F. FAGYAN. CPA.MBA
TOPIC DISCUSSED: Cooperative Risk Management

DATE OF ACTIVITY: April 28, 2017

**Evaluation Ratings:** 

1 - Poor (1.00-1.50);

4 – Very Satisfactory (3.51 – 4.50);

2 - Fair (1.51 - 2.50);

5 - Excellent (4.51 - 5.00)

3 - Satisfactory (2.51 - 3.50)

Particulars	1	2	3	4	5	Sum	Weight	Mean
Clarity of topic Objectives at the beginning			1	3	7	11	50	4.55
2.Organization/Sequencing of topics			1	3	7	11	50	4.55
3. Clarity of topic/ideas presented/discussed				4	7	11	51	4.64
4. Effectiveness of methodologies/style of teaching				3	8	11	52	4.73
5. Quality and effectiveness of instructional materials				3	8	11	52	4.73
6. Ability to teach/ communicate ideas				2	9	11	53	4.82
7. Ability to answer questions				3	8	11	52	4.73
Ability to arouse/ sustain interest			1	2	8	11	51	4.64
9. Ability to manage time			1	1	9	11	52	4.73
10. How the topic was ended				3	8	11	52	4.73
GRAND MEAN						110	515	4.68

**Descriptive Equivalent: EXCELLENT** 

### INTERPRETATION:

From the data presented above the participants rated the Resource Speaker with a grand mean of **4.68** interpreted as **Excellent**. This implies that the Resource Speaker was able to deliver outstandingly the topics given to her. It can be noted that all of the areas for consideration/ evaluation had an Excellent rating with a mean ranging from 4.55 to 4.82.

### Things liked to the Resource Person

- 1. Clear explanation on the topics (Layman's term)
- 2. Experience sharing
- 3. Her experience in auditing various coops gives her first hand knowledge on actual happenings which she can share with the participants
- 4. Modulated voice
- 5. Smiling throught the session
- 6. Answers questions well
- 7. Can explain ideas clearly
- 8. Easy to talk to and deal with

### Things not liked to the Resource Person

- 1. None
- 2. None so far

### **Other Remarks**

- 1. None
- 2. Keep up. Thank you
- 3. Good job!
- 4. Congratulations! Job well done madam.
- 5. More actual examples
- 6. Seminar in general is elightining/ helpful to the participants not only to the coop but to families as well if applied.

Prepared by:

RACHEL F. FAGYAN, CPA, MBA Extension Program Coordinator

Lacht Pragnan

# MOUNTAIN PROVINCE COOPERATIVE UNION

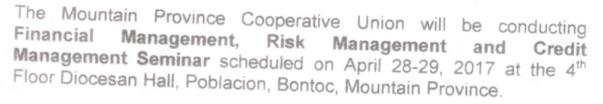
2<sup>nd</sup> Floor ASCCO Building Foyayeng, Bontoc, Mountain Province

April 3, 2017

# DR. REXTON F. CHAKAS

President
Mountain Province State Polytechnic College
Bontoc, Mountain Province

SIR:



In connection to this, we are again requesting one or two of your faculty members to be our Resource Speaker/s on the said seminar.

Thank you very much for your continued support.

Very truly yours,

REV. JOHNSON P. FALITANG MPCU EDCOM Chairman

Man Christy,
Pls. recommend 2
grantly members to
after to the request

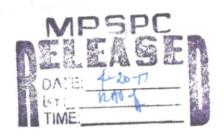


CE OF THE PRESID

to affer :

1. Ms. Radrel Fagyan 2. Ms. Rodulyn Vilog

fron







### **ACTIVITY DESIGN**

### **ACTIVITY IDENTIFICATION**

Training Title:

Enhancing Knowledge and Skills on

Cooperative Risk Management

Extension Component:

Extension Program:

Seminar-Workshop

Cooperating Agency

Continuing Education

Implementing Department:

Mountain Province Cooperative Union Bachelor of Science in Accountancy

Faculty Extension Workers:

Rachel F. Fagyan

Student Facilitators:

Emma Claire A. Fulgaon

Mirabel D. Pacalso

Monalyn B. Manansala

No. of Participants:

25

Venue:

EDNP Hall, Poblacion, Bontoc

Date:

April 27, 2017

Source of Fund

MPSPC and MPCU

Total Budget Requirement

P 8,090.00

(3,440.00 c/o MPSPC) (4,650.00 c/o MPCU)

### **RATIONALE**

Risk is part of our lives. Everywhere we go and everything we do, there will always be a corresponding level of risk that we need to deal with. But that being said, it doesn't mean that we don't need to address these issues. As a society, we need to take risks to grow and develop. In our fast paced world, the risks we have to manage evolve quickly. We need to make sure we manage risks so that we minimize their threats and maximize their potential.

A top priority at companies today is to gain visibility into and control over the multitude of internal and external risks. A recent increase in regulatory mandates and active stakeholders has made many organizations sensitized to identifying areas of risk in their business - be it financial, operational, IT, or reputation related risk. No longer is risk management considered the sole responsibility of specialists. The management and Boards want visibility into risk exposure and status so that they can effectively manage the organization's long-term strategies. In response, companies are looking to systemically identifying, measuring, prioritizing, and responding to all business risks, and then manage any exposure accordingly.

Risk management involves understanding, analyzing and addressing risk to make sure organizations achieve their objectives. So it must be proportionate to the complexity and type of organization involved and because risk is inherent in everything we do, its management is then inevitable.

The above statements are also true to cooperatives more so that the cooperative management and the people who spear head this type of companies are mostly not financial or business related people. With that therefore, this seminarworkshop aims to bridge that gap between the cooperative officers and the challenges of evolving risks affecting cooperatives. The activity further aims to enlighten the participants of the need to conduct risk analysis in their respective cooperative so as to mitigate and address potential threats that their cooperatives may experience.

### **OBJECTIVES:**

At the end of the day activity, the participants should be able to:

- a. Explain the principles of risk management and the types of risk
- b. Identify the steps and procedures in assessing risks.
- c. Understand the risk management plan and identify strategies to adapt and mitigate risks.

### **METHODOLOGIES:**

The activity will make use of an interactive training approach, case analysis and workshops.

ACTIVITY SCHEDULE						
Time	Activity					
1:00 p.m. – 1:30 p.m.	Ice breaker					
1:31p.m 4:00 p.m.	Seminar – Workshop Proper: Risk Management					
	1. Types of Risk					
	2. Assessing or identifying risk					
	3. Risk Management Planning					
4: 00 p.m. – 5:00 p.m.	Workshop, Open forum and Post Evaluation					

### **BUDGETARY REQUIREMENT**

Item	Cost	Sub- Total	Fund Source
Supplies (For Lecture Notes, Certificates, Communications)	MPSPC		
Ink Refill(Black and Tri-colored)	1,000.00	1,000.00	
2. 4 Permanent Markers	30.00	120.00	3,440.00
3. 4 Manila Paper	10.00	40.00	
4. 4 Ream Bond Paper Long	220.00	1,760.00	
<ol><li>30 Long Brown Envelope</li></ol>	10.00	300.00	
6. 2 Cartolina	10.00	20.00	
Meals			
1. 4 pax * P 50.00/ snacks	200.00	200.00	
25 packs * P 120.00/ meal		6,000.00	MPCU
25 packs * P 60.00/ snack		6,000.00	4,650.00
Hall Rentals		150.00	
Total			8,090.00

Prepared By:

RACHEL F. FAGYAN, CPA, MBA

**BSA** Extension Coordinator

Reviewed By:

ELMER D. PAKIPAC, MSCD

Extension Director

Recommending for Approval:

ANNIE GRAIL\*E. EKID, Ed. D.

VPfor Research Development

And Extension

Noted By:

CHRISTIE LYNNE C. CODOD, Ed. D.

Executive Dean, Bontoc Campus

Funds Available

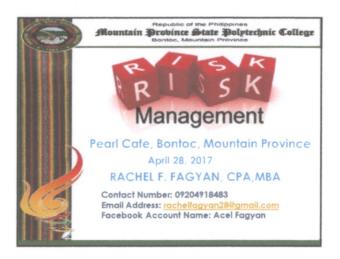
IMELDA D. GUIDANGEN, CPA

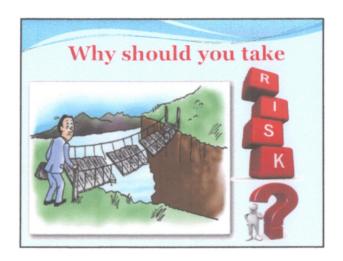
Accountant III

Approved By:

REXTON F. CHAKAS, Ph. D.

MPSPC President

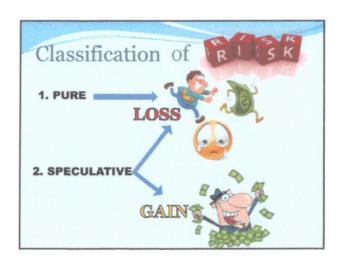


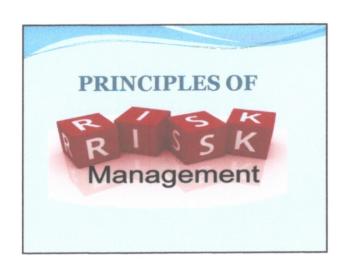


## **Common Definition of Risk**

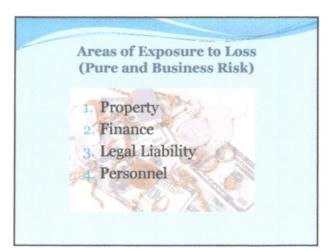
- the likelihood of something undesirable happening in a given event
- the conditional probability of the event occurring times the consequence of the event given that it has occurred

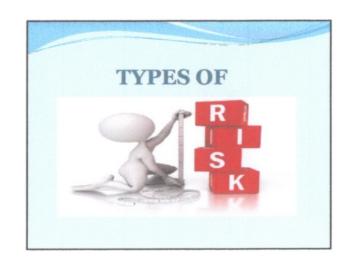






- **Risk management** is the continuing process to identify, analyze, evaluate, and treat loss exposures and monitor risk control and financial resources to mitigate the adverse effects of loss.
- the process of identifying risk, assessing risk, and taking steps to reduce risk to an acceptable level





# **General Types of Risk**

#### 1. BUSINESS RISK

- These types of risks are taken by business enterprises themselves in order to maximize shareholder value and profits.

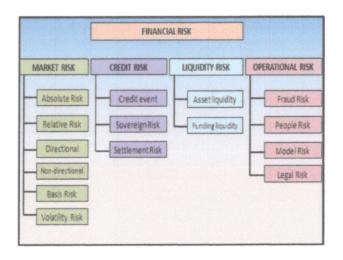
#### 2. Non-Business Risk

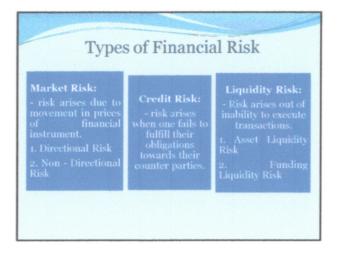
- These types of risks are not under the control of firm.

### Types of Risk.. Continuation

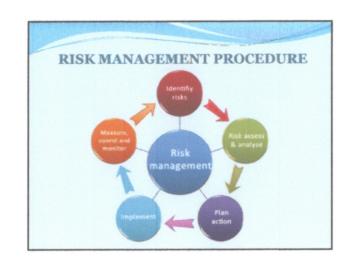
#### 3. Financial Risk

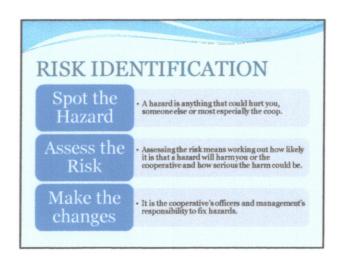
- Financial Risk as the term suggests is the risk that involves financial loss to firms generally arises due to instability and losses in the financial market caused by movements in stock prices, currencies, interest rates and more.

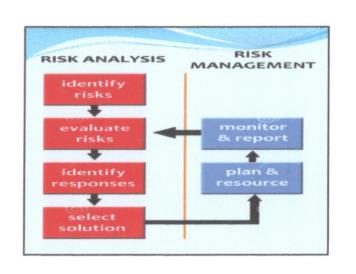












Activity 1:
RISK IDENTIFICATION

Identify and present events by which your cooperative experience/might experience Risk.

## **Hazard Prevention**

Stage 1: Risk Elimination

First and most effective stage of hazard prevention

Stage 2: Risk Mitigation

 Second stage if risk elimination is too long, too costly or impractical

## Potential Risk Treatment

### 1. Risk Avoidance

- Not performing an activity that could carry risk.
- Avoidance may seem the answer to all risks, but avoiding risks also means losing out on the potential gain that accepting (retaining) the risk may have allowed.

### 2. Risk Reduction/ Optimization

- involves reducing the severity of the loss or the likelihood of the loss from occurring.

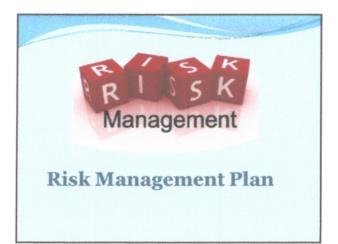
- Acknowledging that risks can be positive or negative, optimizing risks means finding a balance between negative risk and the benefit of the operation or activity; and between risk reduction and effort applied.

### 3. Risk Sharing

- sharing with another party the burden of loss or the benefit of gain, from a risk, and the measures to **reduce a risk** (and not to transfer the primary responsibility)

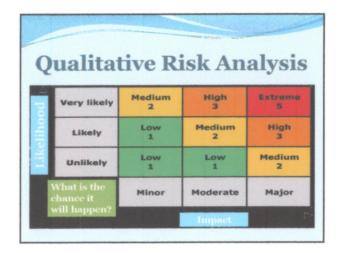
### 4. Risk Retention

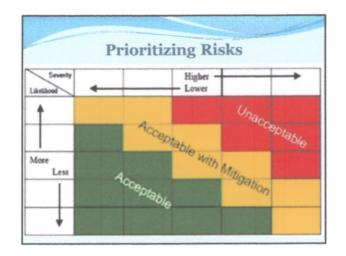
- accepting the loss, or benefit of gain, from a risk when it occurs



## **Qualitative Risk Analysis**

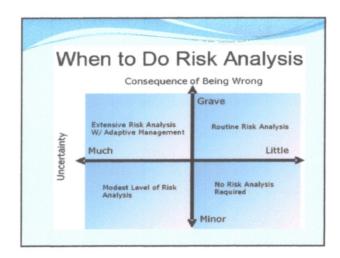
• All risks identified will be assessed to identify the range of possible project outcomes. Qualification will be used to determine which risks are the top risks to pursue and respond to and which risks can be ignored.



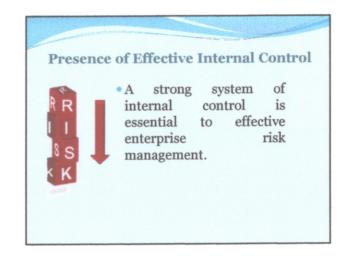


# **Prioritizing Risks**

- Establish the risks to be eliminated due to potential impact.
- Establish the risks which require regular management attention
- Establish the risks that are sufficiently minor to avoid detailed management attention.







### Risk Management Should:

- create value resources expended to mitigate risk should be less than the consequence of inaction
- 2. be an integral part of organizational processes
- 3. be part of decision making process
- 4. explicitly address uncertainty and assumptions
- 5. be a systematic and structured process
- 6. be based on the best available information
- 7. be tailorable
- 8. take human factors into account
- 9. be transparent and inclusive
- 10.be dynamic, iterative and responsive to change
- 11.be capable of continual improvement and enhancement
- 12.be continually or periodically re-assessed

### **How the Board Can Monitor Risk**

- 1. Planning
  - assess the Risk to the Long Term Plan
- 2. Budgeting
  - Set Guidelines for Risk Assumptions
- 3. Financial Analysis
  - Comparatives
- 4. Management Report
  - "Grab what the Financials Miss"
- 5. Policy Development
- 6. Committees

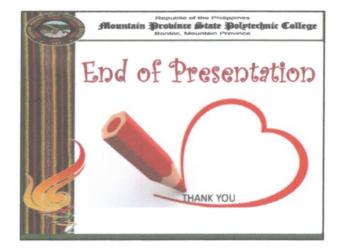
# **Monitoring Risk Through Committees**

Audit Committee

- Review the AFS
- · Review the Scope of Audit
- Committee Review Audit recommendations
  - · Review related party transaction

Credit Committee

- Establish a holistic Credit Policy
- Ensure management puts the appropriate procedures in place to support the policy







# **DIRECTORY OF PARTICIPANTS/ ATTENDANCE**

Title of Training:

Credit and Risk Management

Date Conducted:

April 28, 2017

Venue:

Chico Building, Poblacion, Bontoc, Mountain Province

Name	Position in the Cooperative	Cooperative Represented	Signature
1. JOSÉ GATAGAT	member	DECCO	John
2. Billao, Marissa Joy T.	(member (BAD)	LHMRHEMPC	P
3. DONTOGAN BROULA C.	Audit Com.	LHMPHEMPC	(matu)
4. Kidangen, Brent Lee S.	Bookkeeper	SACCCC	THE
5. SALOME A. CHANGAT	1860 toember	4500	Gelan .
6. Yakak, Jenny B.	Loan officer	KILTEPAH COOP	fr Jakok
7. RITA S. CHUMADO.	comete Man ber	7 7	
8. Isabel A. Tabad Ju		LHMRH Coop	1
9. Theresa G. Solow.	Boly	Treasure Link	Fan
10. Sanseer, T. Chakas,	Audit Com	ASCCO	for 2.
11. RACHEL F. FAGAN	Recource Speaker	MRPC	Cochifagun-
12. Mirabel D. Pacalo	Facilitator	MPSPC	- Andrew
13. Monalyn B. Manancala	Facilitator	MPSPC	Im
14. Milagran F Pangerfun	Facilitator	MPEU	SP
15. Pacita J. Sof ama you	prokkuper	WPCY	pidle
16.			
17.			
18.			
19.			
20.			
21.			
22.			
23.			
24.			
25.		,	
26.			
27.			1
28.			3
29.			
30.			





