Profile				
Richard	W	Trescb		
First Name	Middle Initial	Last Name		
tresch@bc.edu				
Email Address				
17 Loker Street				
Street Address			Suite or Apt	
Natick, MA			MA	01760
City			State	Postal Code
What district do you live in? *				
✓ Precinct 4				
Home: (508) 655-6177	Home:			
Primary Phone	Alternate Phone	•		
Retired from Boston College July 2018	Professor	Emeritus		
Employer	Job Title	Linemas		
Which Boards would you like t	o apply for	?		
Senior Property Tax Exemption Stu	ıdy: Submitte	ed		
Are you a registered voter in the	ne Town of	Natick?		
⊙ Yes ⊜ No				
Have you ever attended a Natio	k town me	eting?		
⊙ Yes ♂ No				
Have you ever served on a boa	rd, commit	tee, or commis	sion in the Town of	Natick?
○ Yes ⊙ No				
If yes, please list name(s) of boservice:	oard, comm	ittee or commi	ssions, along with d	late(s) of

Submit Date: Apr 15, 2019

Interests & Experiences

Richard W Trescb Page 1 of 2

Why are you interested in serving on a board or commission? Are there any changes you would like to see to these boards, committees and/or commissions?

Invited to apply by Sue Salamoff because of my expertise in public finance.

Are you a graduate of the Natick Community Services Citizen's Leadership Academy?

Please list any skills or specialized knowledge you can bring to these boards, committees and/or commissions.

On the faculty of the Economics Department at Boston College for 49 years until my retirement last July. My area of expertise is public sector economics, which includes government spending, taxation, and federalism (the economic relationships between federal state, and local governments).

Please list any professional affiliations.

American Economic Association

Let us know what other specialized interests or hobbies you might have.

Nothing particularly specialized. Just the usual for a retiree: , tennis, travel, reading, and the like.

Tresch CV April 2019.doc

Upload a Resume

Richard W Trescb Page 2 of 2

CURRICULUM VITAE

NAME: Richard W. Tresch TELEPHONE:

Office: (617) 552-3671 Fax: (617)-552-2308

E-MAIL: Tresch@bc.edu

MARITAL STATUS: Married, two daughters

DATE OF BIRTH: November 26, 1943 PLACE OF BIRTH: E. Cleveland, Ohio

EDUCATION: <u>Institution</u> <u>Major</u> <u>Degrees</u>

Williams College Economics B.A., 1965

M.I.T. Economics Ph.D., 1973-February

ACADEMIC HONORS AND AWARDS:

Phi Beta Kappa, Williams College

Board of Editors, American Economic Review, March 1988-March 1991

Named Massachusetts Professor of the Year, 1996, by the Carnegie Foundation for the Advancement of Teaching

FIELD OF CONCENTRATION: Public Sector Economics

THESIS TITLE: Estimating State Expenditure Functions, 1954-69 (Completed, February 1973)

TEACHING EXPERIENCE:

M.I.T., Teaching Assistant (two years), Macro and Micro Principles (undergraduate)

Boston College (forty-seven years), Principles, Public Finance (undergraduate), Tax Policy (undergraduate), Welfare Economics (undergraduate), Public Finance (graduate), Economic Theory Workshop (graduate), Independent Studies (undergraduate), and undergraduate Honors Research

POSITIONS HELD:

Chairman, Department of Economics, Boston College,1978-1982, Spring 1984, 1994-2000

Director of Graduate Studies, Department of Economics, Boston College, 2008-2016

Director of Undergraduate Studies, Department of Economics, Boston College, 2009-2010

Emeritus Professor, retired, July 1, 2018-present

Professor, 2002-2018

Associate Professor, 1975-2002

Assistant Professor, 1973-1975

Instructor, 1969-1973

President, Boston College Chapter of Phi Beta Kappa, 1976-2001

PROFESSIONAL ASSOCIATIONS:

American Economic Association

PUBLICATIONS

Two discussant papers presented at the New England Business and Regional Development Conference

Instructor's Manual for <u>Basic Economics</u> (with Richard Eckaus)

"State Governments and the Welfare System: an Econometric Analysis," <u>Southern Economic Journal</u>, July 1975

"Estimating State Expenditure Functions: An Empirical Test of the Time Series Informational Content of Cross Section Estimates,"," <u>Public Finance</u>, No. 3-4, 1974

"An Overview of a Quarterly Econometric Model of Massachusetts and Its Fiscal Structure," New England Journal of Business and Economics, Fall 1976

<u>Public Finance: A Normative Theory</u>, Business Publications, Inc., 1981 (graduate textbook)

<u>Public Finance: A Normative Theory, Second edition, Academic Press, 2002; Third edition, Academic Press 2015; Fourth edition, Academic Press, under contract, forthcoming.</u>

<u>The Massachusetts Personal Income Tax</u>, report to the Special Commission on Tax Reform, State of Massachusetts, October 30, 1986

"Fundamentals Relating to the Economic Functions of Government," in Warren J. Samuels, ed., <u>Fundamentals of the Economic Role of Government</u>, Greenwood Press (1989)

<u>Principles of Economics</u> (West Publishing Company), January 1994. (Separate annual revised editions of the Micro and Macro splits, Cengage Learning Custom Publishing, currently 15th edition)

<u>Public Sector Economics</u>, Palgrave Macmillan, 2008 (published in Korean as well as English)

<u>Public Sector Economics: Critical Concepts in Economics</u>, (ed.), Four Volumes (Public Expenditures, Taxation, Distribution, Federalism), Routledge Major Works Series, Routledge, October 2009

COMPLETED PAPERS: "Optimal Fiscal Federalism in a First Best Environment with Dynastic Social Welfare"

"Optimal Commodity Taxation and Public Production in a Federalist System of Governments with Dynastic Social Welfare"

"Explorations into the Production of State Government Services: Education, Welfare, and Hospitals," with Andrei Zlate.

SPONSORED RESEARCH:

"An Econometric Analysis of the Massachusetts Economy and Its Fiscal Structure," with Anne Friedlaender, George Treyz, prepared for the Massachusetts State Government

Boston College Mellon Foundation Grant, Summer 1982, to begin work on a state budgetary model

Boston College Research Expense Grant, Summer 1985, to continue work on state budgetary model

"Estimating the Demand for State Government Services"

CONSULTING:

Consultant for Educational Testing Service on development of an introductory level test in economics

Consultant for Charles River Associates (primarily antitrust litigation and rate-setting deliberations, both public and private sector)

Consultant for James W. Lawson, P.C. (Railroad freight regulation)

REVIEWING

American Economic Review

Contemporary Economic Policy

Economic Inquiry

Economic Letters

International Economic Review

International Taxation and Public Finance

Journal of Economic Education

Journal of Economics

Journal of Finance

Journal of Human Resources

Journal of Public Economics

Journal of Public Economic Theory
Oxford Economic Papers
Public Finance Review
Regional Science and Urban Economics
Social Choice and Welfare

Manuscript Reviews for: Business Publications

Little, Brown and Company

Longman

Richard D. Irwin McGraw-Hill Scott, Foresman Prentice Hall

OTHER:

Presentation on "Welfare Reform: Shared Views and Disagreements," Alex G. McKenna Economic Education Series, Saint Vincent College, March 6, 1996. External Reviewer: Economics Department, Stonehill College, 1994 and 2009.

External Reviewer: Economics Department, University of California-Riverside, 2016

Profile				
Patricia	M	Sciarra		
First Name	Middle Initial	Last Name		
patti.sciarra@spftechnologies.co	m			
1 STEVEN CIR				
Street Address			Suite or Apt	
NATICK			MA	01760
City			State	Postal Code
What district do you live in?	*			
✓ Precinct 7				
Home: (508) 650-0946	Mobile: (7	74) 279-0440		
Primary Phone	Alternate Phone			
Self Employed	CPA			
Employer	Job Title			
Which Boards would you like	e to apply for	?		
Senior Property Tax Exemption S	Study: Submitte	ed		
Are you a registered voter in	the Town of	Natick?		
⊙ Yes ⊜ No				
Have you ever attended a Na	tick town mee	eting?		
⊙ Yes ○ No				
Have you ever served on a b	oard, commit	tee, or commi	ssion in the Town of	Natick?
⊙ Yes ⊙ No				
If yes, please list name(s) of service:	board, comm	ittee or comm	issions, along with d	late(s) of
Currently a Town Meeting memb Trust, Current Treasurer - Friend Town Committee	•			_

Submit Date: Apr 17, 2019

Interests & Experiences

Patricia M Sciarra Page 1 of 2

Why are you interested in serving on a board or commission? Are there any changes you would like to see to these boards, committees and/or commissions?
I am interested in protecting the ability of Natick senior citizens to stay in their homes despite the rising cost of property taxes
Are you a graduate of the Natick Community Services Citizen's Leadership Academy?
⊙ Yes ○ No
Please list any skills or specialized knowledge you can bring to these boards, committees and/or commissions.
I am a Certified Public Accountant so have skills related to finance and tax
Please list any professional affiliations.
MA Society of CPA's, AICPA,
Let us know what other specialized interests or hobbies you might have.
Interested in spending time with family and friends, reading, genealogy, gardening, yarn and enjoying life.
Upload a Resume

Patricia M Sciarra Page 2 of 2

PATRICIA SCIARRA

1 Steven Circle Natick, MA 01760 (508)650-0946 psciarra@verizon.net

EDUCATION

BENTLEY UNIVERSITY, Waltham, MA Bachelor of Science in Accountancy Masters of Science in Taxation

Graduated October, 1983 Graduated November, 1990

WORK EXPERIENCE

Self-Employed

March 1990 - present

Certified Public Accountant - Accounting practice specializing in bookkeeping and tax services for individuals and small businesses.

Price Waterhouse

June 1985- February 1990

Tax Manager – oversaw tax preparation for multistate business entities, foreign nationals and highly compensated individuals. Senior Auditor – specialized in outside audits of banks and mutual funds.

CURRENT VOLUNTEER ACTIVITIES

Vice-President Natick Republican Town Committee Natick Neighborhood Brigade A Place to Turn

PAST VOLUNTEER ACTIVITIES

Natick Service Council - Holiday sponsorships Catholic Memorial High School (2010-2011) Marian High School Parents Association (2012-2015) St. Paul Parents Teacher Association (2001-2009) Adoption Community of New England, Treasurer (1998-2002)

OTHER

Town of Natick Citizen Leadership Academy - Graduate - November 2016

Profile					
Andrew	D	Eschtruth			
First Name	Middle Initial	Last Name			
aeschtruth@gmail.com			_		
Email Address					
285 Bacon Street			_		
Street Address			Suite or Apt		
Natick			MA	01760	
City			State	Postal Code	
What district do you live in? *					
✓ Precinct 5					
Mobile: (508) 801-4235	Business:	(617) 552-1729			
Primary Phone	Alternate Phone	· · · · · · · · · · · · · · · · · · ·	_		
Center for Retirement Research at Boston College	Associate Relations	Director for External	_		
Employer Job Title					
Which Boards would you like t	o apply for	?			
Senior Property Tax Exemption Stu	udy: Submitte	ed			
Are you a registered voter in the	ne Town of	Natick?			
© Yes ○ No					
Have you ever attended a Natio	ck town me	eting?			
⊙ Yes ○ No					
Have you ever served on a boa	ard, commit	tee, or commission	in the Town of	Natick?	
⊙ Yes ○ No					
If yes, please list name(s) of boservice:	oard, comm	ittee or commissio	ns, along with o	date(s) of	
Board of the Council on Aging					

Submit Date: Apr 13, 2019

Interests & Experiences

Andrew D Eschtruth Page 1 of 2

Why are you interested in serving on a board or commission? Are there any changes you would like to see to these boards, committees and/or commissions?

I have been involved in conducting and disseminating research on aging policy -- particularly income security -- throughout my professional career (25 years). As a town meeting member and a member of the Board of the Council on Aging, I have been learning more about the needs of Natick's aging population. These include the need for older homeowners to receive property tax relief to help bolster their retirement security and maintain the ability to continue to stay in their home.

Are you a graduate of the Natick Community Services Citizen's Leadership Academy?

Please list any skills or specialized knowledge you can bring to these boards, committees and/or commissions.

I have an extensive background in retirement income security issues. From 1991-98, I was an analyst with the U.S. Government Accountability Office in Washington, DC. In this role, I studied corporate eldercare programs and the financial viability of and potential reforms to Medicare and Social Security. While at GAO, I served as a temporary aide to the chairman of the U.S. Senate Finance Committee during debates over proposed changes to Medicare. From 1998-present, I have served as the Associate Director for External Relations with the Center for Retirement Research at Boston College. During this time, I have helped develop the organization from a small start-up to a nationally recognized leader in research on retirement income security. Our Center covers a variety of issues related to money and retirement, including Social Security, employer-sponsored retirement plans (public and private sector), labor force issues involving older workers, health costs facing retirees, and the potential of using home equity to help support retirement income needs (including property tax deferral programs operated by Natick and other cities and towns in Massachusetts). My specific duties involve writing and editing publications, handling press relations, overseeing our website and social media activities, assisting with the overall management of the organization, and maintaining relationships with funders.

Please list any professional affiliations.

Member, National Academy of Social Insurance

Let us know what other specialized interests or hobbies you might have.

Running, reading, hiking, travel.

aeschtruth resume rev 2019.pdf

Upload a Resume

Andrew D Eschtruth Page 2 of 2

ANDREW D. ESCHTRUTH

285 Bacon Street Natick, MA 01760 (508) 801-4235 aeschtruth@gmail.com

PROFILE | Communications leader. Skilled writer, editor, and public speaker. Excel at managing relationships with media, researchers, and funders. Adept at executing communication strategies to create high visibility for academic research among both professional and lay audiences.

WORK EXPERIENCE

Center for Retirement Research at Boston College | 1999-present

Associate Director for External Relations

Lead communications for nationally-recognized economic research organization.

- Oversee team responsible for publications, media relations, websites, conferences, and social media.
- Edit bi-weekly series of issue briefs on economic and policy research.
- Manage corporate partnerships with financial services firms.
- Represent organization as spokesperson to a variety of audiences, including press, financial professionals and policy practitioners.
- Serve as liaison to program officials at government agencies and foundations.
- Co-author of consumer guides on personal finance and retirement.

U.S. General Accounting Office | 1991-1999

<u>Senior Evaluator</u>, Accounting and Information Management Division Evaluator, Health, Education, and Human Services Division

Led project teams analyzing federal fiscal policy and Social Security financing.

- Co-authored congressional reports and testimony, including analysis of implications of investing Social Security Trust Fund revenues in equities.
- Received outstanding performance recognition.
- Served on special assignment as legislative assistant to Senator William V. Roth, Jr., chairman, U.S. Senate Finance Committee.

PROFESSIONAL ACTIVITIES

Member, National Academy of Social Insurance

SELECTED PUBLICATIONS

- "Modernizing Social Security: Minimum Benefits" with Alicia H. Munnell. 2019. *Issue in Brief* 19-2. Chestnut Hill, MA: Center for Retirement Research at Boston College.
- Falling Short: The Coming Retirement Crisis and What to Do About It with Charles Ellis and Alicia H. Munnell. 2014. New York, NY: Oxford University Press.
- Why Target Date Funds? with Steven A. Sass and Alicia H. Munnell. 2011. Chestnut Hill, MA: Center for Retirement Research at Boston College.
- The Social Security Claiming Guide with Steven A. Sass and Alicia H. Munnell. 2009. Chestnut Hill, MA: Center for Retirement Research at Boston College.
- The Social Security Fix-It Book with Steven A. Sass and Alicia H. Munnell. 2009. Chestnut Hill, MA: Center for Retirement Research at Boston College.
- "Employers Lukewarm About Retaining Older Workers" with Steven Sass and Jean-Pierre Aubry. 2007. *Work Opportunities Issue in Brief* 10. Chestnut Hill, MA: Center for Retirement Research at Boston College.
- "Will Reverse Mortgages Rescue the Baby Boomers?" with Wei Sun and Anthony Webb. 2006. *Issue in Brief* 54. Chestnut Hill, MA: Center for Retirement Research at Boston College.
- "National Saving and Social Security Reform" with Robert Triest. 2005. *Just the Facts on Retirement Issues* 18. Chestnut Hill, MA: Center for Retirement Research at Boston College.
- "Are Older Workers Responding to the Bear Market?" with Jonathan Gemus. 2002. *Just the Facts on Retirement Issues* 5. Chestnut Hill, MA: Center for Retirement Research at Boston College.
- "Budget Surpluses: Experiences of Other Nations and Implications for the United States." 1999. Washington, DC: U.S. General Accounting Office.
- "Social Security Financing: Implications of Government Stock Investing for the Trust Fund, the Economy, and the Budget." 1998. Washington, DC: U.S. General Accounting Office.
- "The Deficit and the Economy: An Update of Long-Term Simulations." 1995. Washington, DC: U.S. General Accounting Office.

EDUCATION

Duke University, M.P.P. in Public Policy, 1991 University of Michigan, B.A. in Political Science, 1989

ADDITIONAL EXPERIENCE

Member, Natick Town Meeting, 2015-present Member, Board of Natick Council on Aging, 2017-present

Town of Natick Boards & Commissions					Submit Date: Apr 19, 2019	
Profile						
Robert	<u>E</u>	Caplin				
First Name	Middle Initial	Last Name				
bobcaplin@gmail.com Email Address						
Email Address						
5 Crest Rd						
Street Address			Suite or Apt			
Natick			MA	01760		
City			State	Postal Code		
What district do you live i	n? *					
✓ Precinct 5						
Home: (508) 655-7686	Home:					
Primary Phone	Alternate Phon	ne				
Retired						
Employer	Job Title					
Which Boards would you	like to apply for	r?				
Senior Property Tax Exemption	on Study: Submitt	red				
Are you a registered voter	r in the Town of	Natick?			<u> </u>	
• Yes • No						
Have you ever attended a	Natick town me	eeting?				
⊙ Yes ⊂ No						
Have you ever served on a	a board, commi	ttee, or commiss	sion in the Town of	Natick?		
○ Yes ⊙ No						
If yes, please list name(s)	of board, comn	nittee or commis	ssions, along with d	late(s) of		

Interests & Experiences

service:

Robert E Caplin Page 1 of 2

Why are you interested in serving on a board or commission? Are there any changes you would like to see to these boards, committees and/or commissions?

I have lived in Natick for 24 years and never served on a Town committee. I am now retired and feel that my strong analytical tax skills and experience would add value to the Senior Property Tax Exemption Study committee.

Are you a graduate of the Natick Community Services Citizen's Leadership Academy?

○ Yes ○ No

Please list any skills or specialized knowledge you can bring to these boards, committees and/or commissions.

Through my 30 plus years of experience in large financial organizations, I have developed strong spreadsheet, database, and tax research and analysis skills which I have applied to create financial and tax applications. I have a BS in Accounting, MS in Taxation, and IT degrees and certifications. Although I am retired, I have retained my MA CPA license.

Please list any professional affiliations.

MA Certified Public Accountant

Let us know what other specialized interests or hobbies you might have.

I enjoy vegetable gardening (JJ Lane Community Gardens and home garden), bike riding, walking and attending local community events, especially concerts. I was Treasurer of TCAN in its storefront years and Treasurer of the Wellesley Tennis Association for about 20 years.

Bob Caplin Resume.doc

Upload a Resume

Robert E Caplin Page 2 of 2

ROBERT E. CAPLIN, CPA

5 Crest Road, Natick, MA 01760 • (508) 655-7686 • bobcaplin@gmail.com

BUSINESS SYSTEMS ANALYST

Versatile CPA/ IT professional who offers extensive business experience, including a unique combination of tax / business systems and information technology expertise in diversified business environments. Effective communicator and team player adept at enhancing bottom line profitability by increasing tax reporting efficiency, as well as accuracy and planning tools for large, publicly traded corporations.

PROFESSIONAL EXPERIENCE

J.P. MORGAN WORLDWIDE SECURITIES SERVICES, Boston, MA 2006 - 2015 **Assistant Vice President (Business/Systems Analyst), Information Technology (12/2007-2015)** Coordinate the design, development and review of client specific reports and data extracts for mutual fund, institutional accounting and mutual fund Tax department clients.

- Design client specific reports and data extracts from specifications in Business Requirement Documents.
- Write queries that extract data from Oracle accounting database and compare results to SUNGARD accounting system data.
- Prepare technical instructions for off shore Developers to create tables and stored procedures that store report data.
- Create Namespaces in IBM Cognos Business Intelligence that map table columns to Cognos Framework Manager.
- Prepare report design instructions for Developers to create client specific Fund Accounting and Institutional Accounting reports using Namespaces and Cognos Report Writer.

Assistant Treasurer, Mutual Fund Tax Department (6/2006 – 12/2007)

Provided technology support for Department that prepared 400 regulated investment company fiscal and excise tax provisions, federal and state tax filings and year-end shareholder information.

STATE STREET CORPORATION, Boston, MA

1996 - 2006

Assistant Vice President, Corporate Tax Department

Managed sales/use tax planning, compliance and audit functions.

- Developed policies, procedures and strategies to minimize use tax with Strategic Sourcing, Accounts Payable and business areas. Initiated a reverse sales tax audit.
- Developed procedures to efficiently collect use tax data and prepare tax returns with Accounts Payable Department. Reviewed monthly use tax returns.
- Researched taxability of sales and use tax transactions (primarily for technology related purchases) and discussed with internal counsel.
- Managed all aspects of sales tax audit, including responding to information requests and analyzing and summarizing work papers.
- Prepared state use tax registration forms, abatements and amnesty filings.
- Managed Internal Revenue Service Federal tax audit and state and city income tax audits.
- Met with auditors, responded to information requests, and analyzed and summarized audit work papers to determine technical accuracy.
- Prepared state apportionment work papers for State Street Bank for filing in forty states.
- Developed applications to improve efficiency and accuracy of Corporate Tax Department.
- Led team to reengineer the quarterly close, federal tax compliance and forecast processes. Designed Access database that accepts trial balance download and automatically populates general ledger driven tax adjustments for each legal entity.

ROBERT E. CAPLIN, CPA

PAGE TWO

- Developed Federal taxable income calculation model using Excel and Visual Basic for Applications.
- Designed Access databases to track IRS audit information document requests and proposed adjustments, tax payments and refunds, state apportionment factors, partnership information and partnership K-1s and functional currency translation adjustments.
- Led team to implement tax compliance software application from 1997 to 2005 using Insource and AACTS tax software applications. Implemented Form M-3 for 2004 and 2005.

ERNST & YOUNG LLP, Boston, MA

1993 - 1996

Senior Tax Associate

- Applied technology to streamline corporate and partnership tax compliance process.
- Developed the Partner Bridge process that enabled users to prepare partner K-1s directly from Excel bypassing the tax software application.
- Trained and provided technical support to tax professionals in the use of CLR/Fasttax products, including the Corporate, Partnership and Partner Bridges and partnership compliance software.
- Prepared and reviewed large consolidated, federal and multi-state corporate tax returns and partnership, regulated investment company and individual tax returns.

S. ROTHMAN AND CO., P.C., Boston, MA

1989-1991 & 1984-1986

Senior Accountant

- Performed compilation, review and audit engagements of closely held business entities.
- Prepared and reviewed tax returns of individuals, corporations, partnerships and trusts.
- Corresponded with IRS and state revenue departments on behalf of clients.
- Trained and supervised staff accountants.

TOBIN AND WALDSTEIN, CPAS, Newton, MA

1986-1989

Staff Accountant

- Performed audit engagements for real estate limited partnerships.
- Prepared tax returns and financial statements for corporations and partnerships.

TECHNOLOGY TRAINING / CERTIFICATIONS

Applications Developer, JP Morgan Technology University, July 2014

Business Analyst, JP Morgan Technology University, July 2013

Microsoft Certified Professional (MCP), Designing and Implementing Databases with Microsoft SQL Server, 2000 Enterprise Edition

Client/Server Application Development Certification, Boston University Corporate Education Center, June 2000

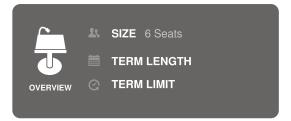
Microsoft Office Specialist Certification, Excel 2000 Expert

Microsoft Office Specialist Certification, Access 2000 Core

EDUCATION/MILITARY EXPERIENCE

MS, Taxation, Bentley University, Waltham, MA BS, Accounting (cum laude), University of MA, Lowell, MA Veteran, Massachusetts Army National Guard

BOARD DETAILS



Seeking Applicants now....

The Senior Property Tax Exemption Study Committee will research and analyze the feasibility of the Town of Natick pursuing the adoption of a Senior Property Tax Exemption to lower the property tax of seniors who meet certain income, residency, and eligibility criteria for an annual property tax that is capped at a percentage of their annual income, or other senior property tax relief initiatives.

Committee will be made up of Natick's Director of Assessing, Director of Council on Aging, Board of Selectmen Member and three citizens-at-large.



ENACTING RESOLUTION

ENACTING RESOLUTION WEBSITE

BOAR	D ROSTER			
	VACANCY			
	VACANCY			