

Unapproved minutes of the November 1st, 2000 Board of Directors Meeting.

HOUSTON AREA LEAGUE OF PC USERS
MINUTES OF NOVEMBER 1st, 2000
BOARD OF DIRECTORS MEETING
4543 Post Oak Place
Houston, Texas

Any corrections, changes, additions to these minutes will be noted in the next month's minutes when the minutes are approved by the Board.

ATTENDEES:

Officers

President Robert Gunn
First Vice President - SIGs Mike Mashburn
Vice President - Programs Stephen Cravey
Vice President - Communications Jay Thomas
Recording Secretary Anne Sipes
Membership Secretary Jeff Boggan
Treasurer Wes Leggett

Directors:

Michelle S Annis
Mel Babb
Norman Blaylock
Jeff Boggan
Matthew Castillo
James Coon Absent
William A Goetschius
Robert P Grefe
Moe Jones Absent
J Kolenovsky
Donald B McGowan Absent
Ray Morris
Joseph E Morris Jr
Mike Novominsky
David R. Pausky Absent
Brian Sadler

Parliamentarian: Marilyn Gore

Guests:

26990 Nancy Ward
9831 David Flato

41190 Barry Woolbright
29427 Jeff Hupp
5234 Jim Ehman
9316 Gary Coplin

1 I. CALL TO ORDER AT 7:00 PM

2 The President asked for corrections to the Minutes of the October Board of Directors
3 Meeting.

4 Norman Blaylock asked that Tiffany Kong's name be put back in the list of Directors.
5 William A Goetschius made a motion (**Motion 100001, Agenda Attachment 1**) that the
6 Minutes of the October Board of Directors Meeting be approved as corrected.

7 The Motion passed.

8 Ray Morris asked the President if anything had been done on the contract negotiations with
9 Southwestern Bell.

10 The President said no.

11 Ray Morris asked the President if any action had been taken regarding hal-pc.com. The
12 President stated that the issue had been turned over to the legal committee.

13 The President asked for questions regarding the VP SIG's Report(**Agenda Attachment 2**).
14 J Kolenovsky asked who Will Simmons was.

15 The VP SIGs said that Will Simmons has been a member of the Linux SIG since the SIG's
16 conception.

17 Ray Morris asked the VP SIGs if he could provide any numbers on SIG attendance. The VP
18 SIGs stated that he was in the process of converting the old spreadsheet data to a database
19 and that he expected he would be able to provide numbers on SIG attendance at the next
20 Board Meeting.

21 Ray Morris asked the VP SIGs if there was any information on revenue from classes. The
22 Director of Education stated that he would need to get that information from the Office. He
23 did say that registration is down. The Office Manager stated that she thought she had
24 deposited about \$1,200 from class registration last month. She did also say that she would
25 need to verify that figure.

26 The President asked for questions about the Treasurers Report (**Attachment 3**).

27 Ray Morris said that he had asked repeatedly for a Report from the Treasurer showing how
28 this years spending compared with the budget. He asked if there was any hope of getting this
29 information. The Treasurer suggested that Ray Morris recall the words of the previous
30 President when asked the same question. Just look at what's in the bank! The Office
31 Manager suggested that Ray Morris come help the office straighten out the records. Norman
32 Blaylock stated that deficiencies in the previous administration's bookkeeping practices were
33 responsible for the current problems. Mike Novominsky said that he would be in to help
34 Monday or Tuesday. The Office Manager reported that the Auditor is unwilling to sign off
35 on last years reconciliation. Mike Novominsky said that when he talked to the auditor he had
36 agreed to sign off on the reconciliation. He asked if the Auditor had been paid. The Office
37 Manager reported that the auditor had been paid. Mike Novominsky said that it might be
38 necessary to bring him before the State Board. The President asked Mike Novominsky if he
39 would talk to the auditor again. Mike Novominsky said he would do that.

40 Ray Morris asked about the status of HAL-PC's tax return. He was told that we have filed
41 for an extension. Mike Novominsky said that we might have to file another extension.

42 The President asked for questions regarding the Vice President Communications Report
43 **(Attachment 4)**.

44 The Vice President Communications reported that we have made no commitment to any
45 advertising program at this time. He said that HALNet has made significant improvements
46 by making a number of no-cost peering agreements with local Internet Service Providers. He
47 also said that there will be a meeting November 2nd that could be helpful to HAL-PC. He
48 said that a major over-billing issue had been resolved and that over-billing was mentioned in
49 the Treasurers Report. He said that the Magazine's Advertising Sales Manager Durhmon
50 Jennings was experiencing better health and anticipates representing HAL-PC at COMDEX.
51 He also said that the Membership Secretary would be representing us at COMDEX. He said
52 that advertising was being sold in three month contracts and that things were looking up in
53 that area.

54 J Kolenovsky asked about HALNet DSL Accounts. The VP Communications reported that
55 DSL Accounts were picking up slowly. He said that we currently have about 170 DSL
56 Accounts. He said that Southwestern Bell will probably attend the TISPA Meeting on
57 November 2nd. He said that a prime issue is Southwestern Bell's current procedure for
58 converting accounts to a different ISP. He said that some customers are out of service for
59 three weeks.

60 Mike Novominsky asked if the Magazine's three month advertising contracts were being paid
61 in advance. The Office Manager reported that they were being paid monthly. Mike
62 Novominsky asked if any current advertisers were in arrears. The Treasurer reported that
63 there had been improvement but that there were still two advertisers in arrears. Mike
64 Novominsky stated that if we really wanted to finance somebody he would resign and we
65 could finance him.

66 Ray Morris asked if any of the advertisers were getting further behind. He recommended that
67 advertisers who were seriously behind be put on a cash only basis. The Vice President
68 Communications stated that he had considered that and that he thought the issue should be
69 revisited. J Kolenovsky stated that historically the longer a bill goes in arrears the less likely
70 it is to be collected.

71 Ray Morris asked if the new Mail Server was in place.

72 The VP Communications reported that he was reticent to drop that on the office right now
73 because of the procedural changes it would require. The President said he expected that to be
74 a Christmas gift. The VP Communications stated that might be reasonable.

75 Mike Novominsky asked if we could get a database Committee Report. Jeff Hupp reported
76 that we are still making progress. He stated that the tables have been defined, the approach
77 has been defined and the development tools have been defined. He stated that the database
78 Committee had met on October 31st and planned to meet again on Monday or Tuesday next
79 week. He said that development tasks would be divided up at the next meeting. He said that
80 the Committee is on track for the time frame he had defined at the last Board Meeting.

81 Ray Morris asked about HALNet accounts. The VP Communications stated that we are
82 bottling right around 8,000. Jeff Hupp stated that his web page always shows the current
83 number of accounts. He said just add two to what's on the Web Page. The VP
84 Communications stated that he would like to be seeing growth. Jeff Hupp stated that

85 Membership would have to grow in order for HALNet to grow.

86 The President asked for a report from the Director of Member Services. The Director of
87 Member Services stated that he had nothing to report. He does intend to continue looking for
88 product to sell with our new logo.

89 The President asked for a report from the Membership Secretary(**Attachment 5**). The
90 Membership Secretary stated that last years amnesty letter had been a success. He presented
91 a proposed amnesty letter for use this year. (**Amnesty.pdf**) He asked that we e-mail him with
92 any good ideas for generating new membership.

93 The President asked for a report from the VP Programs. The VP Programs reported that the
94 Programs Committee Chairperson had resigned. He also stated that his schedule had not
95 allowed him to have much time for Programs.

96 Norman Blaylock nominated Matthew Castillo as VP Programs
97 Ray Morris seconded the nomination.
98 Matthew Castillo was appointed VP Programs by acclamation.

99 The President asked for a report from the new VP Programs. The VP Programs reported that
100 the Programs Committee had met on Monday. He said that only three committee members
101 had participated in Monday's meeting. He said that the Programs committee members had
102 decided that restructuring the committee was required. He said that they had begun the
103 process of reviewing the jobs required to put on a General Meeting. He said that they
104 intended to classify those jobs into positions and then post those positions on the Web Page.
105 He said that he would need support from the board. He also said that if there were not
106 significant changes within the committee this month he would resign at the next Board
107 meeting.

108 Ray Morris asked if the Directors Liability Insurance was in place.

109 The President said that it was.

110 Robert Grefe made a motion to adjourn.

111 The November 1st, 2000 Board of Directors Meeting adjourned at 7:58pm

Respectfully submitted,
Anne Sipes
Recording Secretary

Motion 100001

AGENDA ATTACHMENT 1

Unapproved minutes of the October 5th, 2000 Board of Directors Meeting.

HOUSTON AREA LEAGUE OF PC USERS
MINUTES OF OCTOBER 5TH, 2000
BOARD OF DIRECTORS MEETING
4543 Post Oak Place
Houston, Texas

Any corrections, changes, additions to these minutes will be noted in the next month's minutes when the minutes are approved by the Board.

ATTENDEES:

Officers

President Robert Gunn
First Vice President - SIGs Mike Mashburn
Vice President - Programs Stephen Cravey Absent
Vice President - Communications Jay Thomas
Recording Secretary Anne Sipes
Membership Secretary
Treasurer Wes Leggett

Directors:

Michelle S Annis
Mel Babb
Norman Blaylock
Jeff Boggan
Matthew Castillo Absent
James Coon
William A Goetschius
Robert P Grefe
Moe Jones
J Kolenovsky
Tiffany Kong Absent
Donald B McGowan Absent
Ray Morris
Joseph E Morris Jr
Mike Novominsky
David R. Pausky Absent
Brian Sadler

Parliamentarian: Marilyn Gore

Guests:

29427 Jeff Hupp
44959 Butch Blasingame
32 Charles Evans
18082 John Koppenhauer
46330 David Turner
30460 Pat Freeman

1240 Warren Frost
32856 J. S. Gilstrap
49805 Valerie Belcher

1 I. CALL TO ORDER AT 7:00 PM

2 The President presented an Amended Agenda (**Motion 100001**) and asked for objections.
3 There were no objections to the Amended Agenda. The Amended Agenda was adopted.

4 The President asked for corrections to the Minutes of the September Board of Directors
5 Meeting (**Motion 100002, Agenda Attachment 1**). The Minutes of the September Board
6 of Directors Meeting were approved as presented.

7 The President stated that Tim Kraemer had resigned from the Board of Directors and that
8 the Board needed to elect a new Board Member.

9 Bob Grefe nominated Jeff Boggan.
10 Brian Sadler moved (**Motion 100003**) that nominations be closed.
11 Jeff Boggan was elected to the Board of Directors by acclamation.

12 The President stated that the next order of business was the election of a new Membership
13 Secretary.

14 Mike Mashburn nominated Jeff Boggan.
15 J Kolenovsky moved (**Motion 100004**) that nominations be closed.
16 Jeff Boggan was elected Membership Secretary by acclamation.

17 The President asked for questions regarding the Presidents report (**Agenda Attachment**
18 **4**).

19 Ray Morris wanted to know who determined the winner of the HAL-PC Logo contest.
20 The President stated that Marilyn Gore had determined the winner. Marilyn Gore stated
21 that she had asked for the opinions of many of the HAL-PC Members that were active at
22 Headquarters and that she had not made the decision alone.

23 Moe Jones stated that he would like to see all the entries. Marilyn Gore agreed to show
24 him all the logos that were submitted.

25 The President asked for questions about the Treasurers Report (**Agenda Attachment 2**).

26 Ray Morris stated that he would like to revisit Tim Kraemer's resignation. He wanted to
27 know what had become of the Product Distribution Committee's investigation of the
28 ViewSonic Monitor. He was told that the Product Distribution Committee had submitted
29 a report to the Board of Directors and that it had been the recommendation of the
30 committee that the Publisher of the Magazine assume possession of the monitor. Ray
31 Morris stated that he would like to hear another report from the Product Distribution

32 Committee at the next Board of Directors Meeting.

33 The Treasurer stated that we still do not have an audit. He said that the auditor had
34 requested additional information and that we did comply. The auditor had then made a
35 new request for additional information. Mel Babb asked what had happened to LouAnn
36 Coy. The Treasurer stated that other commitments had prevented LouAnn Coy from
37 being able to give HAL-PC the time required to maintain the books. The President stated
38 that it appears that the bank statements had not been reconciled for the last two years.
39 Michelle Annis stated that they had reconciled to
40 the bank statement but not the GL. Mike Novominsky confirmed
41 that the bank reconciliation to the Accounts Receivable and the Accounts Payable had not
42 been done. Ray Morris said that he understood the problem the Treasurer was having
43 with getting the information to present to the Board. He said that he hopes every effort is
44 being made to get the problems straightened out. Michelle Annis stated that the real
45 problem was that this was not addressed last year. She said that all the current records
46 are to date. She said that having to go this far back is extremely difficult. Mike
47 Novominsky said that he will help.

48 The President asked for questions about the VP Communications Report.(**Agenda**
49 **Attachment 5**)

50 J Kolenovsky asked when would most of the people who had gotten into a one year
51 contract with SWB for DSL service start seeing their contracts expire and have the option
52 of coming back. The VP Communications said that most of those contracts would expire
53 in January and February. The VP Communications said that we are seeing some of those
54 trickle back now because of SWB forcing them to use PPPoE. He also said that SWB is
55 stringently enforcing a single IP address where HALNet is allowing the registration of
56 multiple computers. Ray Morris asked why anyone would choose HALNet DSL when
57 there are companies out there that are offering free DSL. The VP Communications stated
58 that he was not aware of this offer. Ray Morris gave the URL and the Parliamentarian
59 displayed <http://www.winfire.com> on the overhead projector. The VP Communications
60 stated that he did not know how well operated this service was. He also said that some
61 people would be leery of spyware. He stated that people were beginning to get a little
62 wise to this stuff. He stated that he would be happy if we concentrated on the
63 knowledgeable segment. J Kolenovsky said that Academic Planet is thinking about
64 providing DSL Service. He said that could be significant. Mike Novominsky asked what
65 was the efficiency ratio between modems and DSL. Robert Gunn stated that it was much
66 less expensive to provide DSL Service. J Kolenovsky stated that DSL is not connection
67 oriented. With the dial up accounts we have to pay for a \$23 a month telephone line.
68 Jay Thomas stated that our DSL costs are fixed at \$3000 per month. Jeff Hupp stated that
69 we are currently equipped to handle up to 4000 DSL accounts. The VP Communications
70 stated that DSL customers have a pretty heavy investment in their connectivity. Mike
71 Novominsky said that cable modem is faster and costs about \$40 a month. Jeff Hupp said
72 that while cable modem providers advertise faster connections they do not deliver. Robert
73 Gunn stated that SWB caps the customers time allowed to be connected to their News
74 Server. HALNet customers have full connectivity. Jeff Hupp stated that it takes SWB
75 customers 3 to 5 times longer to connect to SWB's Mail Server and 5 to 6 times longer to
76 connect to their News Server. Jay Thomas said that SWB's always on DSL Service isn't
77 always on either. Jeff Hupp said that the problem we have is educating the customers that
78 this is a vastly different service that HALNet offers. Robert Gunn said that there was an
79 ex SWB customer present. David Turner said that owning his own internet based
80 business he could not afford to shut down for 5 to 6 hours at a time while SWB was

81 down. Michelle Annis said that her brother had gotten into a one year contract with SWB
82 and that he is tap dancing waiting to get back to HALNet service. Jeff Hupp said that the
83 problem is not the DSL lines provided by SWB it is SWB internet service. He said that
84 the DSL lines stayed up even when all the telephone service was out on the north side of
85 town this last week. He said that SWB just doesn't have enough experience to operate an
86 ISP.

87 Ray Morris asked if anyone knew where hal-pc.com was located.
88 The VP Communications responded that someone bought a domain that we didn't have the
89 foresight to purchase. Ray Morris stated that HAL-PC does own the service mark and
90 asked if anyone had looked into that. The President stated that the problem was
91 enforcement. He said that these people were not likely to stop voluntarily. Mike
92 Novominsky stated that it was his opinion that we should authorize up to \$10,000 to stop
93 hal-pc.com's use of the HAL-PC Service Mark. The President offered to request a report
94 from the legal committee on the matter.

95 Robert Grefe asked about the ongoing efforts to collect on past due advertising accounts.
96 The VP Communications advised that letters had been sent to all past due accounts. We
97 have asked them to "help us update our records". We are also sending statements to all
98 these accounts. What we have basically said is if you think you paid us, prove it. Some
99 payments are being made. One debtor made a partial payment and marked the check
100 "final payment". One sent us a check but it bounced. Some of these people don't have
101 the money. Mike Novominsky said that we should stop running their ads. Jeff Hupp said
102 we could fill that space with Boy Scout ads or we could bump paid half page ads to full
103 page ads.

104 Brian Sadler made a motion (**Motion 100005**) that we take a 10 minute break.

105 The President asked for questions regarding the Member Services Committee Report.

106 The Director of Member Services stated that Member Services had brought in \$1,300 to
107 \$1,500 since he had taken the position. He also said that now that we have a new logo he
108 will be looking into getting new HAL-PC t-shirts.

109 There was a request for a report from the VP Programs. The VP Programs was not
110 present.

111 Mike Novominsky said that it had been two months since he had asked for a report. He
112 said that it was obvious that the VP Programs was not doing his job. The President asked
113 if anyone would like the position. There were no volunteers and no nominations.

114 Mike Novominsky said that nothing had been decided about the December Meeting. The
115 President said that a dinner and dance were being considered for Christmas or New Years.

116 Mike Novominsky asked about Internet elections. The President informed him that
117 Internet Elections were going to require a bylaws change. Mike Novominsky offered to
118 help the Rules Committee with the bylaws changes. Mike Novominsky was appointed to
119 the Rules Committee.

120 David Turner volunteered to help the Library Committee. David Turner was appointed to
121 the Library Committee.

122 Brian Sadler asked if anyone had heard anything from Aspen about the Membership

123 Database. Jeff Hupp stated that the developer was unavailable. He said that Aspen has
124 been asked to refund HAL-PC's money. He also said that he has two qualified
125 programmers working on a Membership Database and that there is already an SQL Server
126 in place. Mike Novominsky asked how much this was costing HAL-PC. Jeff Hupp said
127 that this was being done by volunteers. Mike Novominsky said that we've trying to get
128 this done for five years. He asked if the Board was aware of how useful this would be to
129 HAL-PC. Ray Morris said that the real problem was that the available solutions were
130 MicroSoft Products and that there had been an unwillingness to accept a MicroSoft
131 solution. Most members of the Board indicated that MicroSoft Products were not
132 solutions. Jeff Hupp stated that his team was working on a good solution. We will have
133 a UNIX Interbase Server and Paradox Clients running on Windows. He asked the Board
134 to give his team three months. He said if it wasn't done in three months then we should
135 buy something

136 The President moved (**Motion 100006**) that the November Board Meeting be moved to
137 the 1st.
138 There were no objections.

139 Brian Sadler made a motion (**Motion 100007**) to adjourn

140 The October 5th, 2000 Board of Directors Meeting adjourned at 8:40pm

Respectfully submitted,

Anne Sipes, Recording Secretary

AGENDA ATTACHMENT 2

To :
Anne Sipes,
Recording Secretary

From:
Mike Mashburn,
VP-SIGs

Date:
10/20/2000

Re :
November SIG Report

New SIGs

1. Linux 101 Class
Leader: William Simmons
Meeting: 1st Tuesday, 7:30pm
2. Webmaster Certification (CIW – Security Track)
Leader: Jeff Boggan
Meeting: Every Tuesday, 6:30pm
3. Sybase Technologies
Leader: Tony Broussard
Meeting: 3rd Tuesday, every other month beginning 11/2000, 3:00pm

ATTACHMENT 3

Report of the Treasurer to the HAL-PC Board of Directors
1st November 2000

HAL's financial condition for the month of October, as with the previous several months, reflect that we are sustaining operations with present revenue. We have been able to leave the funds at Greater Houston Community Foundation undisturbed and I am pleased to report 3rd quarter fund growth of \$20,852 as indicated by this quarter's statement.

Bank Account and other Dollar Denominated Balances are,

BoA (cash collected)	\$74,409.49
BoA (cash uncollected)	\$12,541.82
Prudential Securities	\$1,947.52

In the month of October, HAL-PC settled a billing error by SW Bell by paying for ATM connectivity delivered over the past several months. This resulted in a one-time charge of \$20,483.25, and is reflected in the present bank balances. The ongoing charge for this ATM link is about \$3,000 per month.

We are continuing to learn about the Business Works Accounting system's capabilities and limitations. This will facilitate not only the ongoing operation of the HAL-PC office, but hopefully will shed some light on the out of balance condition of some of HAL's accounts. This presently, is the major impediment to HAL being able to complete last year's audit.

Many thanks to the volunteers, office staff and in particular Joe Morris Jr. for putting in the many hours necessary to partially compensate for Michelle's unexpected and unavoidable absence. I also wish to thank Michelle not only for her exceptional ongoing efforts and the additional catch-up work that she undertook upon her return.

Respectfully submitted,
Wesley L. Leggett

ATTACHMENT 4

Vice-President of Communications Report
to the Board of Directors of HAL-PC

=====

Advertising -

A number of methods of promoting and advertising the benefits of HAL-PC membership and its many member services are currently under consideration. In the past, some very costly attempts have been made with very little result in actual membership gains, so all options are being carefully considered.

HALNet -

On last Thursday, October 26th, HAL-PC hosted a meeting of participants in MAGIE (Metropolitan Area Gigabit Internet Exchange), a Houston-area traffic-peering arrangement for Internet Service Providers and Content Providers. A number of no-cost peering agreements were made and work is underway to accomplish the necessary arrangements to implement them. Additionally, improvements have been recently made in HALNet connectivity to a number of Austin ISPs.

The Magazine -

Sales of advertising in the HAL-PC magazine are up. Many of the recent ads have been sold on a 3-month contract basis.

Respectfully submitted,

Jay Thomas

ATTACHMENT 5

HAL-PC Membership Secretary's Report for November 2000

Membership figures have dropped back to what they were about this time last year. (Please refer to the HAL-PC Membership Summary Statistics attachment 1.) Apparently, this drop is due to current members allowing their membership to expire. The majority of the members who are allowing their membership to drop are HALNet subscribers. (HALNet requires subscribers to be members of HAL-PC.) Some of these subscribers only joined HAL-PC to get Internet service.

Currently, there are competitive Internet Service Providers (ISPs) in the Houston area that provide Internet service at or below the rates HALNet now charges. Historically, HALNet provided the Houston area with quality Internet service at the lowest price available. Additionally, these other ISPs do not require an additional membership fee. So, from an economical point of view, a HALNet subscriber that became a HAL-PC member solely to receive Internet service may not see the benefits of continuing their membership with HAL-PC. Also, those particular HALNet subscribers are only concerned with their Internet service. Therefore, they are motivated to pay their Internet subscription but not renew their HAL-PC membership.

Last year, the membership committee developed an amnesty letter to entice delinquent HAL-PC members to renew. This letter was mailed to a large number of members that allowed their membership to lapse. The amnesty letter campaign was very successful and a large number of the recipients did renew their membership. Therefore, we will follow through with the amnesty campaign again this year. The original amnesty letter was created by Mr. Mike Mashburn. It is well thought out and has been proven to work. So we will simply update last years amnesty letter with current dates and add the new HAL-PC logo. (Please see the proposed updated amnesty letter attachment 2.)

The amnesty letter includes an added incentive of a prize. Last years prize was a Logitech Cordless Mouse and Keyboard. This is a worthwhile prize, however we are considering a different prize. Something new that would tend to catch a persons interest a bit more. The Logitech prize is worth approximately \$70 to \$80 in retail stores. Therefore, the new prize should be something of an equivalent value. If you have any ideas or suggestions please contact me, Jeff Boggan (boggan@hal-pc.org).

The Fall 2000 Comdex is November 13th through the 18th. I will be representing the HAL-PC Board of Directors at Comdex this year. I will see the latest and greatest that hardware and software that venders will be offering for the year 2001. So, my suggestion is to wait until the week of November 20, after I get back from Comdex, to name

the prize for the amnesty letter.

If you have any ideas, suggestions, or want to volunteer your services to the membership committee please contact me. We need to make plans on how to keep current membership coming back year after year. We also need to make plans to generate new areas of interest and service to bring in more members. I have several new ideas and I want to hear yours.

Respectfully submitted,

Jeffrey J. Boggan
HAL-PC Membership Secretary

Membership Report November 1, 2000, attachment 1

HAL-PC MEMBERSHIP
SUMMARY STATISTICS

<u>Counting newsletter mailing labels for 2000 -11</u>	<u>11,890</u>
<u>Counting members who will expire 2000 -10</u>	<u>331</u>
<u>Counting number of foreign labels</u>	<u>11</u>
<u>Counting number of bad addresses</u>	<u>96</u>
Total:	<u>12,328</u>
<u>Counting number of active members</u>	<u>12,166</u>
<u>Counting number of complimentary newsletters</u>	<u>162</u>
Total:	<u>12,328</u>
	<u>Unreconciled difference:</u>

Membership Report, November 2000, Attachment 2 Amnesty.pdf