

Golden West College
Key Performance Indicators (Spring 2023)

Key Performance Indicators	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Set-Standard	2025-2026 Goal
Students over age 30 Headcount (Data Mart)	3,046	3,501	4,271	3,082	3,108		
Special Admit Unduplicated Headcount	364	420	1,509	2,052	2,096	1,800	2,500
International Student Unduplicated Headcount	389	325	314	359	288	280	350
FTES (for apportionment)	8,969	8,723	8,833	8,283	7,337	7,500	8,500
Non-Credit FTES	36	87	250	110	94	100	200
Non-Credit Enrollment	336	1,134	3,228	2,101	1,979	2,000	3,000
Pell Grant Recipients (DataMart)	19%	19%	22%	20%	20%	20%	25%
First Year Transfer Level Math and English (State Chancellor's Office)	14%	18%	22%	29%	--	22%	30%
Persistence Rate- Fall to Spring (Cal-PASS Plus)	67%	65%	62%	65%	57%	57%	70%
Fall Full-time Enrollment Rate (Data Mart)	31%	32%	33%	31%	28%		
Successful Course Completion Rate (Fall data)	71%	71%	71%	73%	73%	71%	76%
Efficiency (FTES to LHE ratio)	0.98	1.0	0.94	1.01	0.92	1	1.2
College Completion (6-year cohorts) ¹	21%	24%	24%	29%	28%	24%	30%
Number of Certificates Awarded	1,311	3,340	2,205	2,519	3,996	2,500	4,000
Number of Associate Degrees Awarded	1,405	6,952	3,811	4,145	4,011	3,800	4,200
Number of ADTs (subset of above)	544	806	730	928	904	850	1,200
Average Number of Units of Completers (AA/AS/ADT; Cal-PASS Plus)	80	80	80	77	75		
9+ CTE Units	1,249	1,119	1,166	1,012	903	1,000	1,250
Transfer Students (includes UC, CSU, ISP, and OOS)	1,053	1,058	1,039	1,083	998	1,000	1,100
Job Closely related to Field of Study (CTE)	70%	70%	69%	--	--		
<p>1. College Completion for 6-year cohorts illustrates the percent of students that completed a degree or certificate in 6 years or less. The completion rate in 2017-18 indicates that 21% of 2012-13 first-time students completed a degree or certificate in 6 years or less. The 2018-19 column illustrates the completion rate of the 2013-14 first time student cohort, and so on.</p>							
<p>Data Source: All data is from CCCD Banner with the exception of the gray and where indicated otherwise. Indicators in gray use data provided by the State Chancellor's Office for the SEAP Equity Plan 2.0.</p>							

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Students over age 30 Headcount (Data Mart)	3,046	3,501	4,271	3,082	3,108		
Race/Ethnicity							
Amer. Indian/Alaska Native	11	18	18	11	10		
Asian	674	891	1,112	792	883		
Black/Afr. American	153	138	116	104	105		
Filipino	68	58	68	70	72		
Hispanic/Latinx	773	914	942	790	841		
Nat. Hawaiian/Pac. Islander	14	14	12	12	9		
Two or more races	109	122	117	125	103		
Unknown	55	179	853	209	156		
White	1,189	1,167	1,033	969	929		
Gender/Gender Identify							
Non-Binary			4	5	7		
Woman	1,719	2,007	2,245	1,982	1,910		
Man	1,287	1,401	1,500	1,025	1,111		
Unknown	40	93	522	70	80		

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Special Admit Unduplicated Headcount	364	420	1,509	2,052	2,096	1,800	1,980
Race/Ethnicity							
Amer. Indian/Alaska Native			1	5	5		
Asian	97	123	543	855	907		
Black/Afr. American	8	2	9	8	9		
Hispanic/Latinx	120	99	486	602	591		
Nat. Hawaiian/Pac. Islander	1		4	4	6		
Two or more races	26	27	87	118	128		
Unknown		4	36	26	26		
White	107	162	337	422	421		
Gender/Gender Identify							
Non-Binary		1	7	11	17		
Woman	197	231	831	1,209	1,164		
Man	144	166	619	795	889		
Unknown	18	19	46	25	23		
Age Group							
Under 18	315	382	1,394	1,932	1,990		
18 to 19	41	31	107	107	102		

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Key Performance Indicators	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Set-Standard	2025-2026 Goal
International Student Unduplicated Headcount	389	325	314	359	288	280	358.4
Race/Ethnicity							
Amer. Indian/Alaska Native	--	--	--	--	--		
Asian	254	193	160	226	154		
Black/Afr. American	1	1	1	1	--		
Hispanic/Latinx	4	4	2	4	6		
Nat. Hawaiian/Pac. Islander	1	--	--	--	--		
Two or more races	--	--	--	--	--		
Unknown	106	112	140	113	118		
White	23	15	11	15	10		
Gender/Gender Identify							
Woman	207	190	172	173	123		
Man	176	132	136	185	165		
Unknown	6	3	6	1	--		
Age Group							
Under 18	1			1	3		
18 to 19	83	68	62	58	51		
20 to 24	225	182	186	236	190		
25 to 29	65	58	48	48	34		
30 to 34	12	11	13	11	8		
35 to 39	3	4	4	4	1		
40 and Over		2	1	1	1		

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Key Performance Indicators	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Set-Standard	2025-2026 Goal
Pell Grant Recipients Students (DataMart). Percent is calculated out of eligible students	19%	19%	22%	20%	20%	20%	22%
Race/Ethnicity							
Amer. Indian/Alaska Native	9%	16%	20%	20%	26%		
Asian	23%	23%	26%	25%	24%		
Black/Afr. American	25%	21%	27%	17%	23%		
Hispanic/Latinx	20%	20%	24%	21%	21%		
Nat. Hawaiian/Pac. Islander	24%	24%	27%	16%	28%		
Two or more races	18%	16%	20%	18%	16%		
Unknown	10%	14%	24%	20%	14%		
White	12%	13%	15%	14%	13%		
Gender/Gender Identify							
Non-Binary	0%	13%	10%	11%	20%		
Woman	19%	19%	23%	21%	21%		
Man	18%	18%	22%	19%	19%		
Unknown	9%	5%	8%	8%	9%		
Age Group							
Under 18	--	--	--	--	--		
18 to 19	27%	25%	32%	29%	27%		
20 to 24	15%	14%	17%	15%	16%		
25 to 29	14%	16%	18%	15%	15%		
30 to 34	13%	14%	15%	15%	14%		
35 to 39	16%	15%	16%	16%	15%		
40 and Over	14%	15%	18%	16%	13%		

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Key Performance Indicators	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Set-Standard	2025-2026 Goal
Persistence Rate- Fall to Spring (Cal-PASS Plus)	67%	65%	62%	65%	57%	57%	70%
Race/Ethnicity							
Amer. Indian/Alaska Native	69%	76%	58%	--	--		
Asian	70%	70%	66%	70%	61%		
Black/Afr. American	49%	46%	55%	48%	45%		
Filipino	58%	63%	59%	56%	55%		
Hispanic/LatinX	68%	64%	64%	64%	53%		
Nat. Hawaiian/Pac. Islander	67%	63%	62%	65%	52%		
Two or more races	69%	67%	67%	63%	64%		
Unknown	67%	60%	40%	61%	58%		
White	66%	63%	64%	63%	56%		
Gender/Gender Identify							
Non-Binary				92%	56%		
Woman	69%	66%	65%	65%	56%		
Man	66%	64%	62%	63%	57%		
Unknown	61%	59%	37%	62%	61%		
Age Group							
19 or less	80%	79%	80%	76%	72%		
20 to 24	68%	66%	64%	62%	53%		
25 to 29	58%	56%	52%	57%	45%		
30 to 34	52%	50%	46%	56%	41%		
35 to 39	49%	44%	43%	58%	47%		
40 to 49	45%	45%	37%	48%	41%		
50 and Over	52%	43%	44%	58%	45%		

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Fall Full-time Enrollment Rate (Data Mart)	31%	32%	33%	31%	28%		
Number of Fall Full-time Students	3,672	2,770	4,010	3,545	3,008		
Total Number of Fall Students	11,796	11,964	13,047	11,909	10,692		
Race/Ethnicity							
Amer. Indian/Alaska Native	37%	28%	24%	23%	11%		
Asian	34%	34%	31%	28%	27%		
Black/Afr. American	32%	27%	37%	26%	36%		
Filipino	26%	21%	26%	21%	20%		
Hispanic/Latinx	30%	31%	33%	31%	28%		
Nat. Hawaiian/Pac. Islander	46%	44%	51%	29%	42%		
Two or more races	33%	33%	36%	33%	37%		
Unknown	67%	62%	23%	41%	38%		
White	28%	28%	31%	29%	26%		
Gender/Gender Identify							
Non-Binary	--	--	17%	12%	27%		
Woman	29%	30%	30%	28%	27%		
Man	33%	34%	34%	32%	30%		
Unknown	32%	19%	6%	18%	22%		
Age Group							
19 or less	53%	57%	53%	45%	44%		
20 to 24	28%	27%	29%	27%	26%		
25 to 29	19%	18%	20%	20%	16%		
30 to 34	16%	14%	15%	15%	12%		
35 to 39	17%	18%	14%	15%	11%		
40 to 49	9%	10%	7%	10%	7%		
50 and Over	9%	5%	4%	6%	4%		

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Successful Course Completion Rate (Fall data)	71%	71%	71%	73%	73%	71%	76%
Race/Ethnicity							
Amer. Indian/Alaska Native	61%	62%	59%	65%	76%		
Asian	76%	77%	74%	79%	79%		
Black/Afr. American	61%	62%	61%	61%	62%		
Hispanic/LatinX	65%	65%	64%	66%	64%		
Nat. Hawaiian/Pac. Islander	62%	62%	64%	57%	56%		
Two or more races	67%	70%	71%	72%	71%		
Unknown	77%	74%	59%	66%	79%		
White	75%	74%	74%	75%	75%		
Gender/Gender Identify							
Non-Binary	73%	71%	69%	67%	69%		
Woman	73%	73%	72%	73%	72%		
Man	69%	68%	68%	71%	71%		
Unknown	70%	71%	56%	66%	71%		
Age Group							
Under 18	72%	75%	76%	81%	80%		
18 to 19	68%	69%	70%	73%	72%		
20 to 24	71%	71%	69%	72%	71%		
25 to 29	72%	73%	73%	73%	70%		
30 to 34	74%	72%	70%	71%	73%		
35 to 39	76%	73%	67%	66%	67%		
40 and Over	75%	72%	58%	60%	67%		

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Key Performance Indicators	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Set-Standard	2025-2026 Goal
College Completion (6-year cohorts)	21%	24%	24%	29%	28%	24%	28%
Race/Ethnicity							
Amer. Indian/Alaska Native	0%	50%	14%	11%	0%		
Asian	26%	31%	36%	44%	39%		
Black/Afr. American	11%	14%	12%	3%	16%		
Hispanic/LatinX	18%	21%	20%	22%	22%		
Nat. Hawaiian/Pac. Islander	10%	0%	15%	14%	20%		
Two or more races	13%	19%	30%	22%	34%		
Unknown	14%	24%	12%	15%	19%		
White	23%	24%	23%	31%	28%		
Gender/Gender Identify							
Non-Binary	--	--	--	--	--		
Woman	23%	26%	27%	33%	34%		
Man	19%	22%	22%	26%	23%		
Unknown	30%	6%	19%	24%	29%		
Age Group							
Under 18	17%	21%	8%	12%	15%		
18 to 19	23%	28%	28%	34%	32%		
20 to 24	16%	14%	18%	23%	22%		
25 to 29	11%	11%	18%	17%	15%		
30 to 34	7%	15%	8%	12%	17%		
35 to 39	15%	13%	15%	20%	13%		
40 and Over	13%	5%	6%	4%	8%		

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Key Performance Indicators	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Set-Standard	2025-2026 Goal
Number of Certificates Awarded	1,311	3,340	2,205	2,519	3,996	1,911	3,052
Race/Ethnicity							
Amer. Indian/Alaska Native	5	5	7	3	6		
Asian	363	1,018	754	785	1,447		
Black/Afr. American	16	32	37	23	42		
Hispanic/Latinx	426	1,014	673	809	1,181		
Nat. Hawaiian/Pac. Islander	8	7	9	3	12		
Two or more races	59	162	100	116	165		
Unknown	11	24	28	69	177		
White	423	1,078	597	711	966		
Gender/Gender Identify							
Non-Binary	2	4	4	3	4		
Woman	717	1,972	1,366	1,609	2,343		
Man	573	1,302	791	859	1,537		
Unknown	19	62	44	48	112		
Age Group							
Under 18	1	1	14	1	10		
18 to 19	70	101	133	212	339		
20 to 24	777	1,767	1,181	1,410	2,301		
25 to 29	271	859	498	497	631		
30 to 34	97	312	194	211	300		
35 to 39	35	133	74	97	139		
40 and Over	60	166	111	91	276		

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Number of Associate Degrees Awarded	1,405	6,952	3,811	4,145	4,011	3,800	4,188
Race/Ethnicity							
Amer. Indian/Alaska Native	4	18	7	4	4		
Asian	412	2,229	1,298	1,366	1,387		
Black/Afr. American	25	91	55	53	53		
Hispanic/Latinx	457	2,016	1,188	1,275	1,237		
Nat. Hawaiian/Pac. Islander	9	22	11	5	7		
Two or more races	62	305	182	198	175		
Unknown	11	56	47	73	132		
White	423	2,215	1,023	1,171	1,016		
Gender/Gender Identify							
Non-Binary	3	7	7	8	5		
Woman	776	3,706	2,238	2,492	2,310		
Man	609	3,151	1,479	1,556	1,599		
Unknown	15	88	87	89	97		
Age Group							
Under 18		2	4		14		
18 to 19	56	130	151	212	316		
20 to 24	852	3,552	2,114	2,281	2,316		
25 to 29	300	2,176	912	910	717		
30 to 34	115	594	317	405	398		
35 to 39	32	250	141	172	127		
40 and Over	48	248	172	165	123		

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Key Performance Indicators	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Set-Standard	2025-2026 Goal
Number of ADTs (subset of above)	544	806	730	928	904	850	897
Race/Ethnicity							
Amer. Indian/Alaska Native	2	3					
Asian	153	254	217	303	298		
Black/Afr. American	11	6	13	12	11		
Hispanic/Latinx	194	257	250	303	303		
Nat. Hawaiian/Pac. Islander	2	1	2	1	1		
Two or more races	25	43	37	42	43		
Unknown	3	7	7	13	23		
White	152	235	204	254	225		
Gender/Gender Identify							
Non-Binary	1	2	1	2	2		
Woman	276	403	381	521	498		
Man	255	388	329	383	381		
Unknown	10	13	19	22	23		
Age Group							
Under 18			1		5		
18 to 19	26	32	45	62	95		
20 to 24	367	493	457	591	562		
25 to 29	97	192	148	161	143		
30 to 34	32	52	41	65	56		
35 to 39	11	27	19	30	20		
40 and Over	9	10	19	19	23		

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Key Performance Indicators	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Set-Standard	2025-2026 Goal
Average Number of Units of Completers (AA/AS/ADT; Cal-PASS Plus)	80	80	80	77	75		
Race/Ethnicity							
Amer. Indian/Alaska Native	--	--	--	--	--		
Asian	82	84	84	81	79		
Black/Afr. American	85	89	84	78	--		
Filipino	91	74	73	75	79		
Hispanic/Latinx	80	83	80	76	74		
Nat. Hawaiian/Pac. Islander	--	--	--	--	--		
Two or more races	76	72	74	80	78		
Unknown	--	64	68	69	69		
White	78	77	77	73	73		
Gender/Gender Identify							
Non-Binary	--	--	--	--	--		
Woman	79	78	80	77	74		
Man	81	82	80	76	76		
Unknown	--	--	81	--	72		
Age Group							
19 or less	--	64	64	66	65		
20 to 24	80	80	79	77	76		
25 to 29	90	89	90	87	81		
30 to 34	91	85	93	91	83		
35 to 39	68	84	84	79	81		
40 to 49	75	70	82	61	75		
50 and Over	--	54	83	44	76		

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Key Performance Indicators	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Set-Standard	2025-2026 Goal
9+ CTE Units	1,249	1,119	1,166	1,012	903	1,000	1,078
Race/Ethnicity							
Amer. Indian/Alaska Native	2	2	2	2	2		
Asian	314	251	293	293	242		
Black/Afr. American	25	18	19	19	12		
Hispanic/Latinx	372	392	405	345	316		
Nat. Hawaiian/Pac. Islander	4	1	1	2	4		
Two or more races	57	53	48	35	48		
Unknown	13	20	37	29	33		
White	462	382	361	287	246		
Gender/Gender Identify							
Non-Binary	2	4	1	3	2		
Woman	674	624	635	557	490		
Man	550	471	505	434	398		
Unknown	23	20	25	18	13		
Age Group							
Under 18	5	5	15	6	2		
18 to 19	160	177	214	175	164		
20 to 24	535	451	437	408	380		
25 to 29	283	252	259	218	174		
30 to 34	125	94	105	99	97		
35 to 39	60	55	59	49	35		
40 and Over	81	85	77	57	51		

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Job Closely related to Field of Study (CTE)	70%	70%	69%	-	-		
Race/Ethnicity							
Amer. Indian/Alaska Native	-	-	-	-	-		
Asian	67%	62%	82%	-	-		
Black/Afr. American	75%	-	-	-	-		
Filipino	-	-	-	-	-		
Hispanic/LatinX	58%	66%	68%	-	-		
Nat. Hawaiian/Pac. Islander	-	-	-	-	-		
Two or more races	64%	83%	-	-	-		
Unknown	-	-	-	-	-		
White	85%	77%	62%	-	-		
Gender/Gender Identify							
Non-Binary	-	-	-	-	-		
Woman	68%	74%	66%	-	-		
Man	72%	65%	72%	-	-		
Unknown	-	-	-	-	-		
Age Group							
19 or less	60%	-	55%	-	-		
20 to 24	60%	66%	73%	-	-		
25 to 29	75%	67%	72%	-	-		
30 to 34	79%	67%	60%	-	-		
35 to 39	89%	78%	100%	-	-		
40 to 49	93%	100%	50%	-	-		
50 and Over	44%	-	80%	-	-		

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Key Performance Indicators (Spring 2023)

Academic										MOE		No. needed
Year	Filter	Subgroup	Gender	Applicants	Enroll	Avg_subgroup	Avg_Reference Group	PPG-1_reference group	(negative)	DI	to close gap	
2021	All Applicants (excluding fraudulent applications)	Amer. Indian/Alaska Native	All	42	12	29%	44%	-15%	-14%	Yes	6	
2021	All Applicants (excluding fraudulent applications)	Asian	All	4,139	2,187	53%	40%	13%	-2%	No		
2021	All Applicants (excluding fraudulent applications)	Black/Afr. American	All	373	144	39%	44%	-5%	-5%	Yes	20	
2021	All Applicants (excluding fraudulent applications)	Nat. Hawaiian/Pac. Islander	All	79	34	43%	44%	-1%	-11%	No	1	
2021	All Applicants (excluding fraudulent applications)	Two or more races	All	686	341	50%	43%	6%	-4%	No		
2021	All Applicants (excluding fraudulent applications)	Unknown	All	264	68	26%	44%	-18%	-5%	Yes	48	
2021	All Applicants (excluding fraudulent applications)	White	All	4,728	1,563	33%	49%	-16%	-2%	Yes	735	
2021	All Applicants (excluding fraudulent applications)	Hispanic/Latinx	All	4,692	2,208	47%	42%	5%	-2%	No		
2021	All Applicants (excluding fraudulent applications)	All	All	15,003	6,557	44%	--	--	--	--	--	

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First-time Students	2,166		2,735		3,590		2,572		2,493			
Enrolled in Transfer Level Math (GWC only)	31%		29%		35%		42%		39%			
Completed Transfer Level Math (GWC only)	18%		18%		21%		27%		26%		22%	30%
	% Enrolled	% Successful	% Enrolled	% Successful	% Enrolled	% Successful	% Enrolled	% Successful	% Enrolled	% Successful		
Race/Ethnicity												
Amer. Indian/Alaska Native	25%	13%	0%	0%	22%	22%	25%	25%	33%	0%		
Asian	43%	31%	33%	28%	35%	26%	41%	33%	47%	39%		
Black/Afr. American	14%	6%	9%	7%	23%	6%	31%	8%	24%	11%		
Hispanic/LatinX	25%	11%	25%	13%	42%	19%	43%	22%	35%	17%		
Nat. Hawaiian/Pac. Islander	16%	5%	26%	16%	67%	40%	36%	7%	39%	0%		
Two or more races	27%	14%	40%	21%	45%	22%	43%	24%	53%	29%		
Unknown	52%	36%	19%	17%	13%	9%	41%	28%	24%	18%		
White	29%	17%	33%	19%	39%	25%	43%	30%	36%	23%		
Gender/Gender Identify												
Non-Binary	0%	0%	0%	0%	67%	0%	38%	38%	50%	29%		
Woman	31%	19%	30%	20%	37%	23%	44%	29%	38%	25%		
Man	31%	17%	32%	20%	42%	23%	46%	30%	42%	26%		
Unknown	21%	13%	6%	3%	6%	3%	12%	4%	24%	18%		
Age Group												
Under 18	19%	8%	21%	13%	30%	15%	27%	16%	33%	15%		
18 to 19	37%	21%	41%	26%	53%	31%	53%	34%	50%	33%		
20 to 24	23%	16%	21%	16%	23%	15%	28%	18%	34%	23%		
25 to 29	15%	14%	9%	7%	17%	11%	27%	20%	8%	7%		
30 to 34	4%	4%	5%	4%	12%	10%	16%	12%	8%	5%		
35 to 39	10%	10%	0%	0%	4%	3%	8%	8%	4%	0%		
40 and Over	2%	2%	1%	0%	1%	1%	5%	3%	3%	1%		

Golden West College
Key Performance Indicators (Spring 2023)

Key Performance Indicators	2017-2018		2018-2019		2019-2020		2020-2021		2021-2022		Set-Standard	2025-2026 Goal
First-time Students	2,166		2,735		3,590		2,572		2,493			
Enrolled in Transfer Level English (GWC only)	46%		48%		48%		59%		57%			
Completed Transfer Level English (GWC only)	35%		35%		33%		41%		39%		22%	30%
	% Enrolled	% Successful	% Enrolled	% Successful	% Enrolled	% Successful	% Enrolled	% Successful	% Enrolled	% Successful		
Race/Ethnicity												
Amer. Indian/Alaska Native	38%	13%	20%	20%	44%	22%	38%	38%	0%	0%		
Asian	41%	35%	39%	31%	41%	31%	47%	37%	53%	43%		
Black/Afr. American	30%	24%	20%	13%	29%	16%	52%	27%	52%	33%		
Hispanic/LatinX	49%	34%	53%	36%	63%	39%	67%	40%	63%	37%		
Nat. Hawaiian/Pac. Islander	32%	16%	47%	37%	73%	40%	36%	7%	56%	6%		
Two or more races	45%	36%	60%	41%	73%	43%	70%	49%	72%	52%		
Unknown	20%	14%	15%	12%	15%	12%	52%	43%	31%	18%		
White	51%	43%	57%	44%	58%	42%	59%	47%	55%	39%		
Gender/Gender Identity												
Non-Binary	0%	0%	0%	0%	33%	33%	50%	50%	57%	29%		
Woman	47%	40%	52%	40%	54%	38%	63%	46%	58%	41%		
Man	45%	31%	50%	34%	55%	36%	62%	42%	57%	39%		
Unknown	40%	25%	9%	7%	10%	7%	22%	7%	32%	20%		
Age Group												
Under 18	29%	21%	42%	19%	42%	21%	35%	15%	45%	22%		
18 to 19	57%	44%	66%	49%	73%	51%	72%	52%	72%	49%		
20 to 24	28%	20%	34%	24%	35%	22%	48%	33%	47%	32%		
25 to 29	15%	11%	27%	17%	22%	9%	49%	39%	33%	24%		
30 to 34	13%	11%	11%	7%	20%	15%	24%	16%	11%	9%		
35 to 39	22%	20%	14%	10%	7%	5%	21%	18%	13%	7%		
40 and Over	5%	4%	2%	1%	2%	1%	9%	5%	5%	5%		