

14th Annual

National Conference 2008

6 - 7 November 2008 | Hilton Hotel | National Conference | Annual Dinner | Awards | AGM

The In-house Jigsaw: pulling the pieces together

TEN REASONS TO ATTEND

- 1. Hear from 5 international and Australian keynote speakers plus a faculty of over 15 expert speakers
- 2. Consider ASIC's perspective on the future direction of corporate regulation in Australia
- 3. Find out what you should be doing now in the new area of greenhouse gas emissions trading
- 4. Participate in the interactive Q&A discussion on market disclosure and global markets
- 5. Achieve the results you're after by increasing your communication and influencing skills
- 6. Discover the latest developments in trade practices, IR, D&O insurance and more
- 7. Craft your own program by selecting spotlight sessions that further your own and your team's development
- Gain insights into how to reduce legal service costs by 20%
- Minimise risks to your company through indemnity and liability clauses in contracts
- 10. Network with over 250 of your peers at Australia's largest event for in-house counsel

Produced by:



middletons straight talking

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Early Bird closes 26 September 2008



National Conference 2008



The In-house Jigsaw: pulling the pieces together

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National Conference 2008

6 - 7 November 20

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Dear Professional,

On behalf of the Board of Directors and management of ACLA I am pleased to invite you to join us at our 14th Annual National Conference, which will be held on 6-7 November in Sydney. We are delighted to advise that the Conference will take place at the Sydney Hilton Hotel.

The theme of this year's Conference is *The In-house Jigsaw: pulling the pieces together.*We have selected this theme to recognise the complex, multi-faceted role in-house counsel play in their business or department. Reflecting this theme in the program are several key sessions including two international addresses on: The Role of In-house Counsel in Globalised Markets and the International Brain Drain. The conference also includes a state-of-the-art presentation titled: Going Green, Greenhouse gas emissions trading – a new area for in-house counsel? – as well as a keynote address from Tony D'Aloisio, the Chairman of ASIC and inspirational session by Paralympic gold medal winner Michael Milton.

I want to encourage both members and non-members to attend this year's Conference. The Conference represents an excellent opportunity to broaden your professional network and explore ways to develop your career in-house. Make sure your friends and colleagues come along too!

I look forward to welcoming you in Sydney.

Kind regards

Cason





You'll be in good company

Past attending companies include:

Santos Limited Thiess Pty Ltd Orica Australia Ergon Energy

Tabcorp Holdings ABN Amro Morgans

Mincom Ltd

Attorney-General's Department AXA Asia Pacific Holdings

Department of Health and Ageing

ANZ Banking Group

CSIR0

HBOS Australia

Coles Group Limited University of Melbourne

Rio Tinto

University of Queensland Department of Defence Department of Natural Resources

& Water AIG Telstra

World Vision Australia

Siemens Ltd GlaxoSmithKline

Department of Infrastructure

Tyco International

Alinta Ltd

The Shell Co of Australia

Telecom NZ

Hewlett-Packard Australia
Department of Finance and

Administration GE Money Spotlight

SA Water Corporation Western Power

Outstanding speaker faculty

Lynne Saunder, Senior Counsel, Global Business Services, IBM Asia Pacific

Professor Rosalind Croucher, Commissioner, Australian Law Reform Commission

Deanna Constable, General Counsel, Mitsubishi Development Pty Ltd

Karen Den-Toll, General Counsel, ING Australia Limited

Gai McGrath, Head of Customer Service Delivery, BT Financial Group

Gail Hambly, Group General Counsel and Company Secretary, Fairfax Media Ltd

David Barnett, Manager - Issuers Department (Sydney), ASX Limited

Bruce Brown, Special Counsel, Commonwealth Department of Finance and Deregulation **Nicholas Adamo**, Partner, Forensic, Deloitte Touche Tohmatsu

Joel Barolsky, Beaton Consulting

Rehana Box, Partner, Blake Dawson

Dudley Kneller. Partner. Middletons

Janette Davis, Assistant Secretary, Office of Legal Services Coordination, Australian Government Attorney-General's Department

Murray Deakin, Partner, Middletons

Stan Krpan, Director, Legal Services & Investigations. WorkSafe Victoria

Dr Louise Mahler, The Art of Business

Richard Stock, Partner, Catalyst Consulting

Gerard Phillips, Partner, Middletons

John Watson, General Manager, Health and Safety, WorkCover NSW

Damian Sloan, Partner, Middletons

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speakerhighlights



Jean-Claude Najar, General Counsel, GE Commercial Finance, France and Immediate Past Senior Chair, Corporate Counsel Forum, International Bar Association

Jean-Claude Najar is a senior in-house lawyer at GE, where he has worked for nineteen years. Based in Paris, his current assignment covers legal & compliance affairs of GE Commercial Finance for the EMEA region. Jean-Claude also serves as the General Counsel of GE France. He is a member of GE's European Legal & Compliance Councils, and represents GE with Transparency International, including its

Business Principles for Countering Bribery Committee. During his tenure with GE, Jean-Claude also served as General Counsel of GE Oil & Gas, headquartered in Florence, Italy, and before that of GE Medical Systems Europe, in Paris. Jean-Claude started his career in private practice with the law firm Coudert Brothers in their Paris office where he specialised in international commercial arbitration.

Jean-Claude founded, and Chairs, the Corporate Counsel International Arbitration Group (CCIAG), which has Observer status with the UNCITRAL II Working Group for the revision of the 1976 Arbitration Rules. He is an active member of the Chief Legal Officer (CLO) Europe roundtable. He is also a past Vice-President of the LCIA Court.



Tony D'Aloisio, Chairman, Australian Securities and Investments Commission

In 2007, Tony D'Aloisio was appointed as the Chairman of the Australian Securities and Investments Commission, having been appointed Commissioner in 2006 as a result of his strong business and legal background. Before joining

ASIC, Tony held the position of Managing Director and Chief Executive Officer at the Australian Stock Exchange from 2004. Prior to this, he was Chief Executive Partner at Mallesons Stephen Jaques between 1992 and 2004. Tony joined Mallesons in 1977.

Tony practised as a commercial lawyer at Mallesons Stephen Jaques until taking up his role as Chief Executive Partner in 1992. His principal areas of practice were mergers and acquisitions, taxation, restrictive trade practices and international trade and investment. In addition to practising law, Tony held a number of management and business positions within Mallesons Stephen Jaques, with his role involving extensive assessment of markets in Hong Kong, China, Thailand, Taiwan, Indonesia, Singapore, Malaysia, USA and the UK. Tony was Managing Partner of the Year in 2001 and in 2002 (Australian Law Awards). He also received the Australian Government Centenary Medal in 2000 for services to law and taxation.



Fred Krebs, President, Association of Corporate Counsel,

Frederick J. ("Fred") Krebs is President of the Association of Corporate Counsel ("ACC"), a 24,000+ international membership organisation, which serves as the 'voice of the in-house bar' and provides practical resources and extensive networking opportunities for its in-house counsel members.

Fred's experience includes roles as an association executive, an in-house attorney and a lawyer in private practice with the law firm Stephens & Krebs, where he specialised in corporate and trade association law. In 1975, Fred joined the U.S. Chamber of Commerce as the Assistant General Counsel, and later as Manager of the Labor and Human Resources Policy Department, overseeing all policy development and lobbying on labor and human resources issues. Fred joined ACC as the Executive Director in 1991 and during his time with ACC, the association has tripled in size, from 7,800 members in 1991, to now more than 24,000 members.



Stephen Creese, Managing Director, Rio Tinto Australia

Stephen Creese graduated from Melbourne University in 1976 in Arts and Law (with Honours) and was admitted as a barrister and solicitor of the Supreme Court of Victoria on 1 April 1977.

Stephen worked in private practice in Melbourne as an employee solicitor until October 1980 when he joined the CRA (now Rio Tinto) Legal Department.

Following various commercial roles from 1983 onwards working in Exploration, Strategy & Acquisitions, Finance and as General Manager - Commercial of the Kelian Gold Project in Indonesia, in 1995 Stephen became the General Counsel of CRA Limited acting for CRA in the Dual Listed Companies merger of CRA and RTZ, now "Rio Tinto". Since then, Stephen has been involved in numerous M&A transactions, including the successful takeovers of Comalco, North and Ashton in 2000.

Stephen has been a part-time member of the Australian Takeovers Panel since March 2005.

Stephen was appointed Managing Director - Rio Tinto Australia in 2008. In this role, Stephen will represent the Rio Tinto Group on issues that have strategic significance in Australia and in managing the Group's relationship with the Australian Federal Government and with key industry and regulatory bodies in Australia.

speakers



Martin Piers, Global Head of Legal, Hudson (UK)

Martin Piers is Global Head of Legal for Hudson, the NYSE listed, international recruitment agency, and is responsible for the strategic development of the legal business across all regions. His role involves greater collaboration, integration and cross-fertilisation between offices, as well as helping to identify and implement new initiatives and the adoption of best practice in individual offices. He meets with regional and global clients on a rolling basis to understand their changing needs, thereby ensuring that

Hudson is best placed to service them.



David Cohen, Group General Counsel, Commonwealth Bank of Australia

David Cohen joined the Commonwealth Bank Group as General Counsel in June 2008. David advises the CEO and the Board on legal matters, and leads the Group's legal team. Prior to joining the Group, David had been

General Counsel of AMP since 2003. David has extensive knowledge of the financial services industry and wide-ranging legal experience. Before joining AMP he was a partner with Allens Arthur Robinson for 12 years.



Michael Milton, Six times Paralympic gold medal winner and "World Sportsperson of the Year with a Disability".

Michael's story is one of which legends are made. Losing his leg to bone cancer at the age of 9 and battling cancer again 25 years later in July last year, has not stopped Michael from realising his dream to compete at the 2008

Beijing Paralympic Games. With six Paralympic gold medals for ski racing already in his trophy cabinet, Michael has also achieved Australian and world speed skiing records and a title of "World Sportsperson of the Year with a Disability".

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DAYONE

DAYONE

Thursday 6 November - Pre-conference Workshops | |

8.30 Morning coffee & registration

9.00 Workshops

Workshop A

Minimising contractual risks through indemnity and liability clauses

Indemnities in contracts are an essential tool in reducing risks. This workshop will cover the ambit and operation of indemnity clauses, where they should be included when drafting and which indemnities give rise to insurable risk.

- How to be sure indemnities minimise your risks
- Drafting clear and unambiguous undertakings
- Considering whether your current clauses are enforceable
- Do they give rise to insurable risks?
- When should indemnities be sought or offered?

Speaker to be advised

Workshop B

Reducing external legal costs by 20%

8.30am - 12.00 noon

- Demand forecasting of legal services for 3 years
- 7 measures affecting your law firms
 - 1. In-sourcing
 - 2. Convergence and panels
 - 3. Matching complexity and staffing of files
 - 4. Case and matter budgets
 - Alternative pricing, incentives for success and efficiency
 - 6. Management of disbursements
 - 7. Administrative streamlining
- Renewing agreements with high performance law firms

Richard Stock, Partner, Catalyst Consulting (Delegate materials include case studies and forms)



Workshop C

Achieving the results you're after through effective influencing and communication techniques

Sometimes we are just on the wrong playing field! A lot of our work is about trust, appearing to be an expert or influencing others, yet some people barely think about HOW that is done. When you present yourself in a corporate environment you are involved in an interweaving of mind, body and voice. Your emotional intelligence is at work to inspire both yourself and those around you. Attend this workshop to discover how to work to influence and communicate effectively and gain transformational benefits for any face-to-face engagement in the workplace and life in general.

- Understanding the 'real' process of communication and influence
- Start 'inspiring' others in the true sense of the word
- Challenge the differences in communication styles between men and women
- Build skills that you never dreamed of using in gaining trust
- See how you can apply these skills to legal and business environments
- Learn to work smarter not harder with words

Dr Louise Mahler, The Art of Business

12.00 **Networking lunch** (Workshop delegates only)

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Thursday 6 November - Main Conference Program | 12.15pm - 5.30pm

- 12.15 **Conference registration opens**
- 1.00 **Opening remarks** Brett Rutledge, Master of Ceremonies
- 1.10 Welcome address Phil Wallis, National President, ACLA
- 1:20 International Keynote: Challenges for in-house counsel operating in globalised markets The European and US experience

Jean-Claude Najar, General Counsel, GE Commercial Finance, France Fred Krebs, President, Association of Corporate Counsel, USA

2.00 **Interactive panel interview:**

How to retain privilege and independence as in-house counsel

Moderator:

Professor Rosalind Croucher, Commissioner, Australian Law Reform Commission

Join into the lively discussion generated by the current issues around privilege and the independence of in-house counsel. Consider exactly when you can claim privilege and when it will be enforced.

Panellists:

Jean-Claude Najar, General Counsel, GE Commercial Finance, France Fred Krebs, President, Association of Corporate Counsel, USA Gail Hambly, Group General Counsel and Company Secretary, Fairfax Media Ltd

2.50 Afternoon tea and networking

3.20 **HOT SHOTS: Analysing the latest hot topics in law**

- Award simplification
 Damian Sloan, Partner, Middletons
- Recent developments in trade practices law Murray Deakin, Partner, Middletons

4.10 Keynote: Single leg, single challenge: maximising your potential

Michael is living proof of what it takes to maximise your potential. Take this inspirational journey with him as he talks about facing his own mortality, prioritising his life, setting new goals, dealing with cancer and finding the right balance.

Then question, what's your own true potential?

Michael Milton

- 5.20 Closing remarks for Day One Brett Rutledge, Master of Ceremonies
- 5.30 Pre-dinner networking drinks and entertainment

Cocktail Sponsor



DAYONE Thursday 6 November - ACLA Annual Dinner & Awards Ceremony

Don't miss the ACLA
Australian In-house
Lawyer of the Year Awards

Principal sponsors:

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Award categories:

- Australian Corporate Lawyer of the Year
- Australian Government Lawyer of the Year
- Australian In-House Lawyer Young Achiever of the Year

7.00pm - 11.30pm

- Australian In-House Legal Team of the Year
 - Excellence in Sustainability

Award category sponsors:



NOMINATIONS
CLOSE SOON
Go to www.acla.com.au
to nominate

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National



Friday 7 November - Main Conference Program | 8.50am - 5.10pm

ACLA 2008 Annual General Meeting 8.15

8.50 **Opening remarks** - Brett Rutledge, Master of Ceremonies

9.00 ASIC Perspective: The future direction of corporate regulation in Australia ASIC's response to recent financial turmoil: Regulatory issues which have emerged internationally from the recent financial crisis (eg credit ratings agencies, disclosure, audit and accounting) and what they mean for ASIC's regulatory role. Tony D'Aloisio, Chairman, Australian Securities and Investments Commission

Keynote: What the Board and CEO expect from In-house Counsel 9.50

- Considering what senior management is looking for
- Becoming the trusted adviser
- Maintaining independence vs commerciality

Stephen Creese, Managing Director, Rio Tinto Australia

10.30 Morning tea & networking

International Keynote: An international brain drain? How to attract and 11.00 retain good lawyers

- The lure of the hot legal markets
- The latest retention tools including flexible working
- Career planning and meaningful appraisals
- Bonus and other contractual lock-ins

Martin Piers, Global Head of Legal, Hudson (UK)

Transfer time 11.45

11.55 Parallel Sessions A1. A2. A3 (Please choose one)

OR

A3

DIRECTORS AND OFFICERS

When all else fails - insurance and lastresort protection of directors and corporations

- Why a corporate indemnity is not enough
- What a good D&O policy should cover?
- Aggregate limits What's left for me?
- The company is insolvent What now?
- When to notify a circumstance

A1

Rehana Box, Partner, Blake Dawson

OCCUPATIONAL HEALTH & SAFETY LIABILITY

Protecting your Board from OH & S prosecution by taking a proactive approach

The area of OH & S is quickly evolving for in-house counsel with increased reporting, personal and corporate liability for Directors as well as moves to a national regime for OH & S.

- Pro-active OH & S on Boards
- What should interest your Board members
- Where does OH & S fit with the trend for CSR on Boards
- Reporting initiatives in employment practices and **OH & S**
- Legislative requirements and enforcement

John Watson, General Manager, Health and Safety, WorkCover NSW

Stan Krpan, Director, Legal Services & Investigations.

GOVERNMENT SPOTLIGHT

Ensuring probity in the procurement process

Probity in procurement is a hot topic for government lawyers. Attend this session to discover the latest issues in this area.

Speaker to be advised

WorkSafe Victoria



OR





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B2

12.35 **Networking lunch**

1.45 **Parallel Sessions B1, B2, B3** (*Please choose one*)

WORKPLACE SURVEILLANCE

Reducing the risk of vicarious liability under the proposed changes to workplace surveillance

- Examining the controversial suggested changes to the Telecommunications Act
- When are you allowed to monitor private emails and take video surveillance?
- · What employees must be informed of
- Examining privacy in light of the latest ALRC report

Gerard Phillips, Partner, Middletons

OR GOVERNMENT SPOTLIGHT

Procurement of legal services by the Australian Government

The Australian Government is a major purchaser of legal services. The Attorney-General has embarked on a program of reform to deliver efficiencies and savings and implement best practice in Commonwealth legal spending. Janette Davis will talk about recent and future amendments to the Legal Services Directions 2005 that introduce:

- Greater transparency in the reporting of legal expenditure
- Increased emphasis on the use of alternative dispute resolution
- Strengthened social justice obligations
- Standard tendering and contracting documents

Janette Davis, Assistant Secretary, Office of Legal Services Coordination, Australian Government Attorney-General's Department

DIRECTORS AND OFFICERS

Interactive Q&A panel discussion: Market disclosure and global markets

Disclosure is currently a big issue, particularly in the more opaque areas of securities and margin lending. Don't miss this exciting Q&A on current market conditions including the type of regulation which exists, and could be needed.

- How the issues of disclosure are impacted by the current global outlook
- ASX disclosure and listing rules
- Australian specific impact eg. Aristocrat Leisure

Facilitator: David Cohen, Group General Counsel, Commonwealth Bank of Australia

Panellists:

B1

David Barnett, Manager - Issuers Department (Sydney), ASX Limited

Karen Den-Toll, General Counsel, ING Australia Limited

- 2.25 **Transfer time**
- 2.35 **Parallel Session C1, C2, C3** (*Please choose one*)

OR MINING SPOTLIGHT

Joint venture agreements - Principles and practice

- Use of unincorporated joint ventures
- Key differences compared to partnerships, companies and unit trusts
- · Key tax and accounting consequences
- · Key features of a joint venture agreement
- Unusual features including farm in and sole risk provisions

Deanna Constable, General Counsel, Mitsubishi Development Pty Ltd

BENCHMARKING REPORT

ACLA/CLANZ Benchmarking Report 2008

- Successful techniques to manage workflows and workloads in the legal department
- Changes to the type, volume, complexity and turnaround of legal work
- Balancing strategic and operational support work in the legal department
- Service level standards and protocols
- The effect on the use of external counsel

Richard Stock, Partner, Catalyst Consulting and Joel Barolsky, Beaton Consulting



General Counsel - The path to executive management

- Journey from General Counsel to General Manager
- What critical skills and experience can you leverage?
- What you may need to change to make the transition successful

Gai McGrath, Head of Customer Service Delivery, BT Financial Group

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OR

C3





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3.15 Afternoon tea & networking

3.40 **Parallel Sessions D1, D2, D3** (*Please choose one*)

CASE STUDY OR CONTRACTS SPOTLIGHT OR TECHNOLOGY SPOTLIGHT

D1 Increasing value by creating an effective in-house team

- Structuring your legal department for optimal performance
- Tips and tricks when dealing with internal stakeholders
- Achieving results by cultivating relationships
- Do different rules apply to public and private sector in-house teams?
- Managing a virtual team challenges and practicalities

Bruce Brown, Special Counsel, Commonwealth Department of Finance and Deregulation Lynne Saunder, Senior Counsel, Global Business Services, IBM Asia Pacific

Outsourcing - Managing the risks - from marriage to divorce

- The engagement getting the bid process underway
- Negotiating the marriage contract negotiations
- Honeymoon is over implementation
- When things go wrong filing for divorce!

Dudley Kneller, Partner, Middletons

Meeting the challenges of global e.Discovery

- · Dealing with global teams
- Local or remote data acquisition, processing and hosting
- Consideration of regulatory and statutory obligations
- Adherence to local standards and protocols
- Provision of standardised data to global jurisdictions
- Consideration of foreign language/character sets
- Lessons learnt and the blueprint to lowering costs in the future

Nicholas Adamo, Partner, Forensic, Deloitte Touche Tohmatsu

4.20 **Transfer time**

4.30 Keynote: Greenhouse gas emissions trading – a new area for in-house counsel?

- Greenhouse Gas Emissions Trading a bluffers' quide
 - The international foundations, and links to domestic schemes in the EU, NZ ... and Australia?
- What in-house counsel should be thinking about now

Speaker to be advised

5.00 Closing remarks and conference close - Brett Rutledge, Master of Ceremonies

venuedetails

VENUE INFORMATION

Hilton Hotel Sydney 488 George Street, Sydney NSW 2000 Phone: +61 2 9266 2000 • Fax: +61 2 9265 6065 www.hiltonsydney.com.au

ACCOMMODATION

Hilton are offering a special conference delegate accommodation rate of \$319 per night. Refer to registration page for bookings.





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National Conference 2008

REGISTRATION

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DELEGATE 1 CONTACT DETAILS	PRICING - Please tick your selection (All prices are inclusive of GST) Conference, Annual Dinner and Workshop		MEMBER	NON-MEMBER	VENUE INFORMATION				
ACLA Membership No: (If applicable)		☐ Early Bird (Register and pay before 26 September)		\$2200.00	Hilton Hotel Sydney 488 George Street, Sydney NSW 2000				
Mr/Ms:	☐ Standard (Register and pay after 26 September)		\$2150.00	\$2450.00	Phone: +61 2 9266 2000				
Organisation: Job Title:	☐ Groups (3 or more from the same organisation)		\$1800.00 per person		www.hiltonsydney.com.au				
Postal address:	Out of the state o		NON MEMBER	, 1					
Suburb:	Conference and Annual Dinner only		MEMBER \$1400.00	NON-MEMBER	PROGRAM CHANGES Details regarding this conference were				
State: Postcode:	, , , , , , , , ,	☐ Early Bird (Register and pay before 26 September)		\$1700.00	confirmed and correct at the time of printing. ACLA and LexisNexis reserve the right to				
Telephone: Fax:	Standard (Register and pay	Standard (Register and pay after 26 September)		\$1950.00	cancel or amend the conference details at				
Email:	Partial registrations	Partial registrations		NON-MEMBER	any time if required.				
Liliui	☐ Workshop only	☐ Workshop only		\$950.00	CANCELLATION POLICY Your registration will be confirmed in writing				
DELEGATE 2 CONTACT DETAILS	☐ Table of 10 - Annual Dinne	☐ Table of 10 - Annual Dinner		50.00 per table	when full payment is received. We will refund your registration in full less a \$165				
ACLA Membership No: (If applicable)	☐ Annual Dinner only		\$15	50 per person	administration fee if notification is received in writing by 9 October 2008. If we receive				
Mr/Ms:	D WORKSHOP & PARALLEL S	SESSION SELECTION - Please	tick your selection		written notification between 10 October and				
Organisation:	Day 1 – Workshop selection: 9.00am – 12.00noon				23 October you will receive a 50% refund and conference documents. No cancellation				
Job Title:	☐ Workshop A	☐ Workshop B	□ Work	shop C	requests will be accepted after 23 October. You may nominate a replacement, however				
Telephone: Fax:	Day 2 - Parallel Session A selection: 11.55am - 12.35pm			no refund will be issued.					
Email:	☐ A1 – Directors' insurance	□ A2 – OH & S	П ДЗ —	Probity in procurement	IMPORTANT PRIVACY NOTICE The information you provide on this form is				
DELEGATE 3 CONTACT DETAILS	Day 2 – Parallel Session B selection: 1.45pm – 2.25pm				collected by ACLA and Reed International				
ACLA Membership No: (If applicable)		□ B1 − Market disclosure □ B2 − Workplace surveillance □ B3 − Government legal services Day 2 − Parallel Session C selection: 2.35pm − 3.15pm			provision of this information by you is				
Mr/Ms:									
Organisation:									
Job Title:		☐ C1 — General Counsel - The Path ☐ C2 — Joint venture agreements ☐ C3 — ACLA Benchmarking Report to executive management							
Telephone: Fax:					voluntary but if you do not provide some or all of the requested information we may be unable to properly process your registration. You have both a right of access to the personal information we hold about you and to ask to correct it if it is inaccurate or out of date. Please direct your enquiries to privacy@lexisnexis.com.au.				
Email:	Day 2 – Parallel Session D selection: 3.40pm – 4.20pm								
	□ D1 – In-house team value □ D2 – Outsourcing risks □ D3 – Global eDiscovery								
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To join please phone 1300 558 550 or visit www.acla.com.au				,					
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