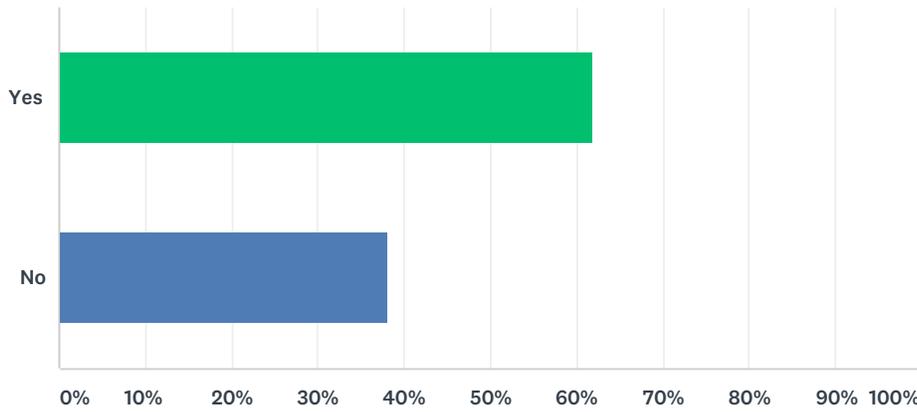


Q1 Are you aware there will be a vote on the unification with NASN at the annual NYSASN Membership Meeting held during the NYSASN Annual Conference on November 2, 2019?

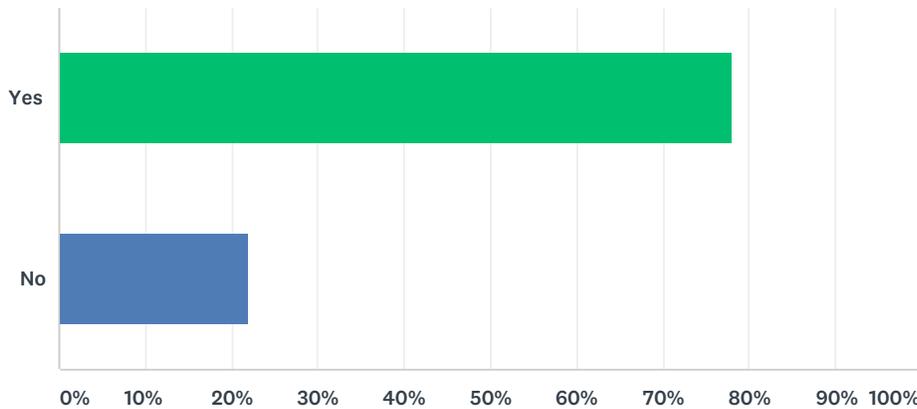
Answered: 200 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----|
| Yes | 62.00% | 124 |
| No | 38.00% | 76 |
| TOTAL | | 200 |

Q2 Have you read the information posted on the NYSASN website about the benefits of aligning with NASN? Please click here to read the info.

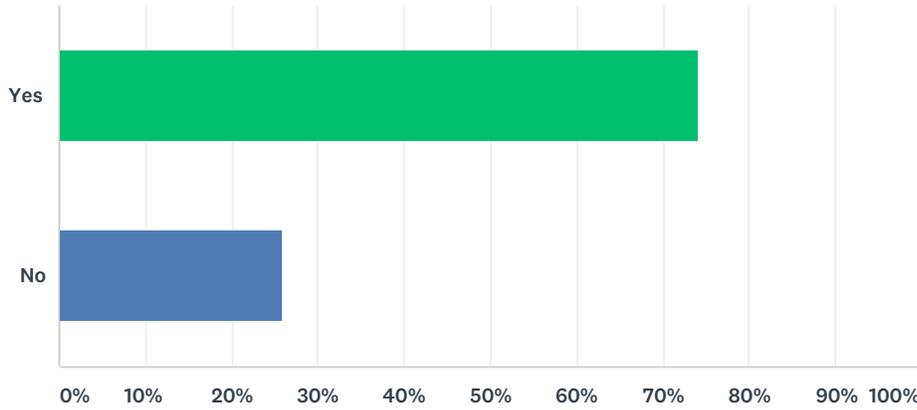
Answered: 200 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----|
| Yes | 78.00% | 156 |
| No | 22.00% | 44 |
| TOTAL | | 200 |

Q3 Currently, the annual dues for NYSASN are \$55 and NASN's dues are \$105. Are you aware that the combined dues will give you representation in both memberships?

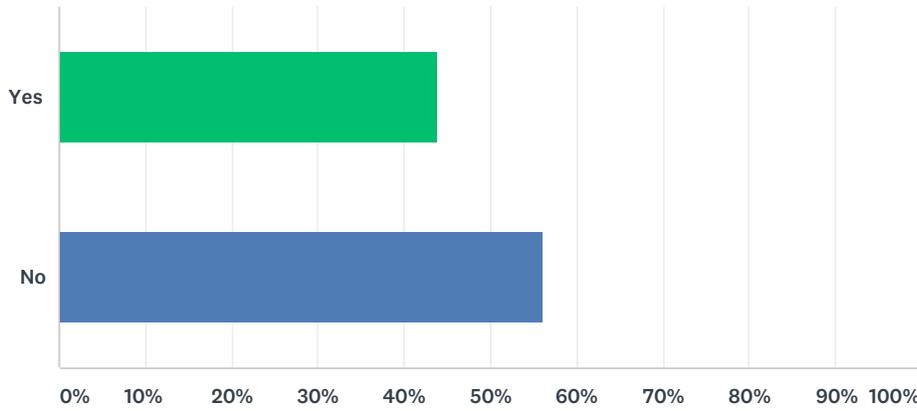
Answered: 200 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----|
| Yes | 74.00% | 148 |
| No | 26.00% | 52 |
| TOTAL | | 200 |

Q4 Are you currently a member of both NYSASN and NASN?

Answered: 200 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----|
| Yes | 44.00% | 88 |
| No | 56.00% | 112 |
| TOTAL | | 200 |

Q5 What are your thoughts about unifying with NASN?

Answered: 148 Skipped: 52

| # | RESPONSES | DATE |
|----|--|--------------------|
| 1 | It should be a good move. | 6/24/2019 7:47 PM |
| 2 | Since I am retired now I don't feel I can really give a worthwhile opinion. | 6/24/2019 5:11 PM |
| 3 | I believe it is a good idea | 6/24/2019 3:08 PM |
| 4 | No specific thoughts. | 6/24/2019 11:46 AM |
| 5 | Not sure | 6/24/2019 9:15 AM |
| 6 | ` | 6/24/2019 8:54 AM |
| 7 | I am in favor of it. Unifying with NASN will be a positive move for NYSASN | 6/24/2019 8:43 AM |
| 8 | I believe that is the right movement, however I hope I can get promotional rate for both memberships together since there might be many people who does not need or want to have both membership. | 6/24/2019 8:24 AM |
| 9 | I believe it's important for school nurses to belong to a professional organization for education, advocacy and updates on the latest school health information, I think many SN's choose to join either the state or national organization due to monetary constraints. The combination of the 2 may cause many to forgo joining either due to the increase in dues. | 6/24/2019 8:24 AM |
| 10 | Great idea! | 6/24/2019 8:20 AM |
| 11 | It is a really good idea | 6/24/2019 8:19 AM |
| 12 | I am just concerned about the cost of membership, and think it may be prohibitive for some nurses. | 6/24/2019 7:56 AM |
| 13 | none | 6/24/2019 7:54 AM |
| 14 | I do not know enough about this topic to have an opinion | 6/24/2019 7:49 AM |
| 15 | Very positive | 6/24/2019 7:48 AM |
| 16 | I think it's a great idea! | 6/24/2019 7:34 AM |
| 17 | It would be helpful to have more resources, and unified voice. I want to learn more about it. | 6/23/2019 11:29 PM |
| 18 | Good idea | 6/23/2019 7:55 PM |
| 19 | I believe that it is a positive move for the future of these organizations. It also gives us a stronger voice for the many concerns we ha e in regards to school health nursing. | 6/23/2019 7:45 PM |
| 20 | I believe that we should have unified long ago. This process will provide NYSASN members with greater access to resources and information. | 6/23/2019 7:41 PM |
| 21 | I strongly agree that unification will make our organization stronger. | 6/23/2019 5:40 PM |
| 22 | I feel the unification with national will develop a stronger bond with a much more diverse option of networking. | 6/23/2019 7:32 AM |
| 23 | Since I currently have membership in both I think it's a great idea. | 6/23/2019 6:42 AM |
| 24 | I think it will increase access to peer reviewed literature and educational resources. | 6/23/2019 6:31 AM |
| 25 | Good idea. Both are very good organizations | 6/23/2019 4:45 AM |
| 26 | Unsure | 6/22/2019 10:22 PM |
| 27 | great! The state organization recognizes that we are limited in how much we can do for our membership. NYSASN is not reaching all of its members. We have excellent educational offerings but do not reach all of our membership. Unification would allow more avenues of learning- courses on line, streaming conferences and communicating via the school nurse net with colleagues to mention a few advantages! | 6/22/2019 10:10 PM |

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|----|--|--------------------|
| 28 | Many school nurses cannot afford the cost of the NASN quite frankly. We should be able to chose which one we will belong to, or if we prefer join the 2. But we should not be forced to join both! I realize the benefits but it should be a choice. | 6/22/2019 9:44 PM |
| 29 | It seems like a good idea! Possibly more benefits to members! | 6/22/2019 9:29 PM |
| 30 | This would provide additional value to my membership | 6/22/2019 8:44 PM |
| 31 | Not sure | 6/22/2019 7:39 PM |
| 32 | I am for it! | 6/22/2019 6:27 PM |
| 33 | I would not be happy about this. If I remember correctly, and that's a big if, this was in place years ago. I feel it took away my choice of memberships. I want to be able to choose where my dollars go. There is no benefit to members financially to combine these. | 6/22/2019 5:06 PM |
| 34 | Too expensive If I want to join NASN I will on my own, no benefit to unification except higher dues to belong to NYSASN | 6/22/2019 3:26 PM |
| 35 | I think it is a good idea because school nursing you feel much more isolated because most of the time there is only one of you. Compared to other areas of nursing. | 6/22/2019 2:08 PM |
| 36 | Too expensive | 6/22/2019 1:41 PM |
| 37 | None | 6/22/2019 12:20 PM |
| 38 | It's about time! Hope everyone feels the same! | 6/22/2019 11:43 AM |
| 39 | Nonissue either way. Benefits to either | 6/22/2019 11:32 AM |
| 40 | No thoughts | 6/21/2019 9:41 PM |
| 41 | I remain unclear as to the benefit to individual members in unifying with NASN - assuming current membership in both organizations. Will there be a reduced membership rate? | 6/21/2019 12:39 PM |
| 42 | It sounds like a positive move. | 6/21/2019 8:18 AM |
| 43 | NYSASN should unify with NASN | 6/21/2019 7:26 AM |
| 44 | I am in favor of one membership as long as each state receives information pertinent to their state issues and practices. | 6/20/2019 2:15 PM |
| 45 | Good move to unite. We are stronger in numbers. | 6/20/2019 1:29 PM |
| 46 | it will cost 3x for combined membership. I feel advocacy at the state level will be more effective for ny. I dont feel the additional cost is justified | 6/20/2019 12:57 PM |
| 47 | It is a positive unifying measure that will benefit the nurses in new york. | 6/20/2019 11:40 AM |
| 48 | I think unification would be a great move forward and give us a stronger voice as school nurses. | 6/20/2019 9:32 AM |
| 49 | I think it could be beneficial | 6/20/2019 8:39 AM |
| 50 | Lower the membership rates so it's more attractive for nurses to join both | 6/19/2019 10:03 PM |
| 51 | I think it's a great idea, but it is very costly. I guess spread out payments would be helpful | 6/19/2019 6:29 PM |
| 52 | I am not sure at this time, as I have not read anything on this issue to day. | 6/19/2019 4:20 PM |
| 53 | I am very skeptical since our last attempt at unification was disastrous for our state membership numbers. NYC & LI members did not help our numbers as we thought they would, and e lost members in the Upstate area. | 6/19/2019 2:51 PM |
| 54 | I'm not in favor of this unification as I don't see any difference than if I had independent memberships. In addition, I don't agree with the vote at the conference as all members will not be able to be present. A mail in vote should be available. We should remain independent of one another. | 6/19/2019 8:21 AM |
| 55 | I would like to see the unification happen. | 6/19/2019 7:39 AM |
| 56 | I believe the goals are similar and therefore should unify. | 6/18/2019 8:27 PM |
| 57 | Great idea! | 6/18/2019 6:20 PM |

| | | |
|----|---|--------------------|
| 58 | It has it's pros & cons. Not everyone can go to the National Conference. School districts don't support it. But the state conference is more palatable to districts. This allows our NYS representative to enlighten our fellow School Nurses what is happening at the National level. Yes it sometimes feels like a duplication of services, but that is only to those who attend both. I pay for the conference out of my pocket, my district has denied me every year, it doesn't matter when I submit it. I am fortunate to have the ability to financially afford the trip. I will always support the organizations, as I love collaborating with my colleagues. | 6/18/2019 2:11 PM |
| 59 | none | 6/18/2019 1:15 PM |
| 60 | I think the cost factor is a concern for myself and many other members. There could be the possibility of loses NYASN members if the cost is combined. | 6/18/2019 11:58 AM |
| 61 | I used to belong to both, but it was too expensive so now I just belong to the NYSASN. | 6/18/2019 11:45 AM |
| 62 | It sounds beneficial. | 6/18/2019 10:15 AM |
| 63 | Positive | 6/18/2019 10:04 AM |
| 64 | I hate the higher dues | 6/18/2019 9:56 AM |
| 65 | It makes perfect sense | 6/18/2019 9:49 AM |
| 66 | I belong to both anyway (my school pays the cost), but I know it can be costly for nurses who have to pay themselves. | 6/18/2019 9:22 AM |
| 67 | I think it would be great and benefit us as nurses. | 6/18/2019 9:16 AM |
| 68 | NYSASN will lose membership as many SN's will not want to pay the higher fee to be member to both | 6/18/2019 9:05 AM |
| 69 | I concur it is the most feasible option and most empowering for all School Nurses. | 6/18/2019 8:10 AM |
| 70 | Sounds like it could only benefit members | 6/18/2019 7:55 AM |
| 71 | I don't have a thought yet as I wasn't aware this was taking place. I will read up on it | 6/18/2019 6:41 AM |
| 72 | Some nurses may not want to be in both organizations or be able to afford membership in both. I feel we may lose state members as we have in the past. | 6/17/2019 11:41 PM |
| 73 | Don't understand the point of doing so. | 6/17/2019 10:55 PM |
| 74 | NYSASN is finally going to move forward. About time. | 6/17/2019 10:17 PM |
| 75 | What will the dues be? | 6/17/2019 9:59 PM |
| 76 | Go for it! In the past this was an option I would like unification to move forward. | 6/17/2019 9:21 PM |
| 77 | I agree in the fact that we are stronger in numbers | 6/17/2019 8:44 PM |
| 78 | I think it will be empowering | 6/17/2019 8:18 PM |
| 79 | I'm open to it | 6/17/2019 7:52 PM |
| 80 | For myself, personally I am in favor but for those who might find the cost prohibitive it may very well prevent them from joining at all. Would it not be beneficial to all if a new nurse could join the state for 2 years then be required to join both (at a discount)? | 6/17/2019 7:44 PM |
| 81 | I think it's a bit expensive for those whose districts who do not give an allowance for such memberships | 6/17/2019 6:25 PM |
| 82 | Makes perfect sense. | 6/17/2019 6:24 PM |
| 83 | We should do it! | 6/17/2019 6:08 PM |
| 84 | I approve of that p;an. | 6/17/2019 6:06 PM |
| 85 | I don't mind but I like the specifics of New York States laws and regulations. I want that to continue to be clearly identified. | 6/17/2019 5:43 PM |
| 86 | It is a smart move for our organization moving forward. | 6/17/2019 5:36 PM |
| 87 | It will be a benefit | 6/17/2019 3:55 PM |
| 88 | Not in favor- too costly. We are already underpaid. Most of us pay the dues out of our own pocket. | 6/17/2019 3:23 PM |
| 89 | I think it will be easier | 6/17/2019 3:21 PM |

| | | |
|-----|--|--------------------|
| 90 | I think it would be very beneficial to all of the school nurses that take advantage of membership. It provides us with a stronger position as we join with the NASN. | 6/17/2019 3:07 PM |
| 91 | No | 6/17/2019 2:51 PM |
| 92 | I agree with it. It's what is best for the organization. | 6/17/2019 2:42 PM |
| 93 | I feel as though NASN already provides me with more updates so this will help those who only pay for nysasn. Having a unified membership will hopefully help NYS support school nursing. | 6/17/2019 2:30 PM |
| 94 | I would hope to continue to have the NYSASN nurse orientation where we go over NYS specific regulations. | 6/17/2019 2:20 PM |
| 95 | I believe we will lose members in NYSASN due to the increased cost. There is a big difference between \$55 and \$160. I don't think that many people will take advantage of the additional services offered by NASN. | 6/17/2019 2:11 PM |
| 96 | Great idea | 6/17/2019 2:05 PM |
| 97 | It sounds good but it is more expensive. NOt sure if it is worth the extra money. | 6/17/2019 1:51 PM |
| 98 | simplifies the renewal process every year, aligns us formally with NASN, and adds our voice officially to the nationwide voice of school nurses - I like it! | 6/17/2019 1:45 PM |
| 99 | I feel many nurses will not agree to the dual membership due to the cost. You will lose members. | 6/17/2019 1:43 PM |
| 100 | I think we should unify with NASN | 6/17/2019 1:41 PM |
| 101 | My thought is it should provide a stronger political force in uniting both entities which RNs certainly need. | 6/17/2019 1:38 PM |
| 102 | Good idea. Let's try it for 2 years and then re-evaluate. | 6/17/2019 1:09 PM |
| 103 | The best thing that can happen to this organization infact- we would not need the state because they provide us no benefits. | 6/17/2019 1:00 PM |
| 104 | It is a good idea. I was disappointed when we split from NASN years ago. | 6/17/2019 12:58 PM |
| 105 | I support it | 6/17/2019 12:56 PM |
| 106 | I am fine with combining them, just hoping the fee is more reasonable. | 6/17/2019 12:50 PM |
| 107 | Awesome idea! Count me in! | 6/17/2019 12:49 PM |
| 108 | As long as there is continued state specific content, I think it is a good thing. I would love if being a member of NYSASN was unified with the regions for a single membership. | 6/17/2019 12:39 PM |
| 109 | good idea | 6/17/2019 12:39 PM |
| 110 | Good | 6/17/2019 12:36 PM |
| 111 | I support the idea. | 6/17/2019 12:35 PM |
| 112 | Great idea | 6/17/2019 12:35 PM |
| 113 | I think it's a good idea but hope that the dues are not the combined total of both separate associations (\$160). This may be prohibitive to many wanting to join. | 6/17/2019 12:32 PM |
| 114 | it would be better | 6/17/2019 12:31 PM |
| 115 | It will make it easier to pay dues one time. I believe that all SN should belong to both | 6/17/2019 12:30 PM |
| 116 | I THINK THE IDEA OF UNIFYING WITH NASN IS A GOOD MOVE IN THE RIGHT DIRECTION FOR BOTH ORGANIZATIONS. | 6/17/2019 12:28 PM |
| 117 | Not sure. | 6/17/2019 12:28 PM |
| 118 | great idea. | 6/17/2019 12:25 PM |
| 119 | Great Idea!!! Can not wait to see where this will take us! | 6/17/2019 12:19 PM |
| 120 | I do not want to be forced to join both | 6/17/2019 12:19 PM |
| 121 | I think it's a wonderful idea | 6/17/2019 12:16 PM |
| 122 | Doubling of the dues is a concern to me. | 6/17/2019 12:14 PM |
| 123 | will be positive movement | 6/17/2019 12:10 PM |

| | | |
|-----|---|--------------------|
| 124 | I do not want to at this time. While I do believe in the need for nursing representation the cost is more than I wish to spend. I don't use the NYSASN site very often so I probably wouldn't use NASN at all. | 6/17/2019 12:09 PM |
| 125 | Whatever works. I would be a member in both anyhow! | 6/17/2019 12:09 PM |
| 126 | Any increase in visibility to support school nurses has my vote! | 6/17/2019 12:06 PM |
| 127 | Agree | 6/17/2019 12:06 PM |
| 128 | the dues should not be \$160 those of us that pay on our own may not be able to afford both at the same time. | 6/17/2019 12:03 PM |
| 129 | Great | 6/17/2019 12:03 PM |
| 130 | It makes sense to be part of a large organization. | 6/17/2019 11:59 AM |
| 131 | If the benefits are directly related to school nurse issues, needs and recognition as a valued professional then great. | 6/17/2019 11:59 AM |
| 132 | I believe it is a good idea, no downside to the decision. | 6/17/2019 11:55 AM |
| 133 | I am for combining but not sure if people will spend the money to join... | 6/17/2019 11:54 AM |
| 134 | I think that combining the two will give us more chances to keep abreast with the changes allow for easier communication as well as increasing learning opportunities. My concern is that the expense of the membership may not be affordable to all. | 6/17/2019 11:54 AM |
| 135 | More opportunity | 6/17/2019 11:53 AM |
| 136 | na | 6/17/2019 11:52 AM |
| 137 | About time. Should be a positive thing all around. | 6/17/2019 11:52 AM |
| 138 | Unsure | 6/17/2019 11:51 AM |
| 139 | It can be a great partnership, but please keep the prices low, this really will help! | 6/17/2019 11:51 AM |
| 140 | I think it will be a benefit to all!! | 6/17/2019 11:50 AM |
| 141 | I recognize the benefit of combining state and national associations. I would hope there would be some sort of a discount for joining both organizations due to the steep increase in membership dues for the national association. ESPECIALLY with the fact that school nurses salaries are not par with other nursing specialties | 6/17/2019 11:49 AM |
| 142 | I'm fine with it. | 6/17/2019 11:48 AM |
| 143 | Too expensive | 6/17/2019 11:48 AM |
| 144 | This seems a logical and beneficial step. | 6/17/2019 11:48 AM |
| 145 | More support, more representation, more information and resources | 6/17/2019 11:47 AM |
| 146 | I believe we should unify with NASN | 6/17/2019 11:47 AM |
| 147 | I'm in favor | 6/17/2019 11:47 AM |
| 148 | good idea | 6/17/2019 11:46 AM |

Q6 Additional comments:

Answered: 44 Skipped: 156

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | Thank you for your service. | 6/24/2019 8:24 AM |
| 2 | Thank you for doing this in an electronic format | 6/23/2019 7:41 PM |
| 3 | Thank you for surveying the membership! Thank you for keeping us informed!! | 6/23/2019 5:40 PM |
| 4 | with the help of vision vouchers at the district level, options for annual dues payment by districts - explore this. | 6/22/2019 10:10 PM |
| 5 | I think it will be a god idea! 105 \$ is a little steep! | 6/22/2019 9:29 PM |
| 6 | none | 6/22/2019 8:44 PM |
| 7 | None | 6/22/2019 7:39 PM |
| 8 | None | 6/22/2019 6:27 PM |
| 9 | If I had no choice of where I join, I would think long and hard about joining. There were years I chose not to join one or the other for personal reasons. I don't agree with being forced to choose all or nothing. | 6/22/2019 5:06 PM |
| 10 | Send out a membership vote electronically so all members have a chance to vote, not just ones going to November conference. | 6/22/2019 3:26 PM |
| 11 | None | 6/22/2019 1:41 PM |
| 12 | None | 6/22/2019 11:32 AM |
| 13 | Thank you | 6/20/2019 2:15 PM |
| 14 | NASN provides a Good source of information. Position statements and continuing education opportunities. | 6/20/2019 1:29 PM |
| 15 | I will be voting against unification at the fall conference. | 6/19/2019 2:51 PM |
| 16 | Besides the one membership fee, what has NASN done for each individual state that has unified with them? | 6/19/2019 8:21 AM |
| 17 | I really enjoy attending the state & national conferences. I meet some really amazing people. I am the ONLY one from my district to support both organizations & attend updates. | 6/18/2019 2:11 PM |
| 18 | none | 6/18/2019 1:15 PM |
| 19 | None | 6/18/2019 10:04 AM |
| 20 | I am grateful for the opportunity to be able to pay for both of my memberships at the same time and to continue my membership these amazing professional organizations to keep my practice current and updated! | 6/18/2019 8:10 AM |
| 21 | I would like to see NASN push to have School Nurses mandated in all states. | 6/17/2019 11:41 PM |
| 22 | Though I have always been a member of both, NASN outweighs NYSASN in benefits and resources. This will be a great partnership. | 6/17/2019 10:17 PM |
| 23 | Thanks for checking. Thank you for all your efforts in supporting NYS School Nurses! | 6/17/2019 9:21 PM |
| 24 | We must attempt to get Nurses mandated in all schools, mandating Nurses will not only provide a safer environment for students in school but will improve the low salaries school nurses are being paid. Higher paying nursing positions will attract better quality of care. | 6/17/2019 8:44 PM |
| 25 | None | 6/17/2019 7:52 PM |
| 26 | None | 6/17/2019 6:25 PM |
| 27 | Looking forward to the unification. | 6/17/2019 6:24 PM |

| | | |
|----|--|--------------------|
| 28 | It would help to lower the dues amount. | 6/17/2019 5:43 PM |
| 29 | None | 6/17/2019 3:55 PM |
| 30 | None | 6/17/2019 3:23 PM |
| 31 | I look forward to voting for NYSASN to join with NASN. | 6/17/2019 3:07 PM |
| 32 | <p>I want to see steady political pressure applied for legislation of REQUIRED RNs in the school setting. Currently, what exists is a wishy-washy grab-bag of anything goes. LPNs masquerading as School nurses and School nurses oppressed by under-qualified "school nurses" who are poorly equipped for the role. We know LPNs may not legally be in independent roles yet it remains as such throughout NYS. It needs to STOP. It does impact an RNs pay scale including any form of differential pay-grades for advanced credentialing and certifications. A comprehensive, NYS universally accepted job description and benefits package is long overdue. For example: *NYS, Westchester county, Registered Professional Nurse (School) job description states: "good powers of observation; mental alertness, cheerfulness, emotional stability, sympathetic attitude, & good moral character; when was it last revised? 1960? How do you measure this? Would you say it's a SEXIST job description by a GOVERNMENTAL AGENCY? Do they ask the same of a male-dominated MD professional? Would the RN's moral character be given the same equality as our POTUS?* Development and accountability of each school districts' "health providers" is imperative for the safety and well-being of the student population. For example, there shouldn't be an unlicensed, EMS-titled person, administering meds, making medical determinations, or taking schools trips with under-aged students. Clearly, this is a class E Felony. Unfortunately, there's no tangible accountability or liability to the "practitioner" other than the districts' liability. Districts administration needs educating by legal on their medical liability. Given the increasingly acute student populations and growing life-threatening conditions such as nut allergies, asthma, and diabetes, as well as, the psychiatric influx and autism...why do we tolerate under-qualified personnel? I'd like the School Nurse (RNs) to develop a voice and a voice that is heard in congress once and for all. I am disappointed both [REDACTED] (commercials & political forums) and [REDACTED] (wife [REDACTED]: NYCDOH public school nurse) tote their wives as RNs... These 2 men can have a major influence in public health education for adequate school-health coverage and advocacy and the communities they represent. (I realize they've done many good things but School Nurse advocacy isn't one of them.) So, what do I want? Improved school nurse advocacy, political influence that will require schools to streamline and standardize health-care professionals in the school setting, recognition and appropriate compensation for our credentials and (medical) life experience. (I find it inappropriate that school boards point out we have no school-nurse-experience when we often come with years of nursing experience in alternative settings and the continued low-balled pay offered. It is a discriminatory tactic they don't even apply to newly hired right-out-of-school teachers! Rather, teach the RNs to NEGOTIATE their incoming salaries)</p> | 6/17/2019 1:38 PM |
| 33 | none | 6/17/2019 1:09 PM |
| 34 | We have to think about what our future is as working school nurses. | 6/17/2019 1:00 PM |
| 35 | N/A | 6/17/2019 12:50 PM |
| 36 | Can members vote only if present at the meeting in November? | 6/17/2019 12:35 PM |
| 37 | none | 6/17/2019 12:35 PM |
| 38 | I AM THE PRESIDENT OF THE ROCKLAND COUNTY SCHOOL NURSES AND AT OUR LAST MEETING TODAY I AM PRESENTING THE INFORMATION TO ALL MEMBERS FOR THOUGHTS AND FEELINGS. I THINK IT WILL BE HELPFUL TO ALL MEMBERS . | 6/17/2019 12:28 PM |
| 39 | Thank you for sharing this info. | 6/17/2019 12:28 PM |
| 40 | I vote no | 6/17/2019 12:19 PM |
| 41 | N/A | 6/17/2019 12:06 PM |
| 42 | I am in favor of unification. | 6/17/2019 11:59 AM |
| 43 | None | 6/17/2019 11:53 AM |
| 44 | None | 6/17/2019 11:49 AM |