

A Summer Unlike Any Other: Working in a Pandemic

Magazine



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- Taking the Industry Virtual
- Philadelphia Training Center poised to become "Sheet Metal University"

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From the Exec's Desk

I hope you all had a healthy and happy summer. As COVID-19 continues disrupting our lives, communication and flexibility are

more important than ever. We have all spent much of this year rethinking how we do business and how to remain in touch with friends and colleagues in the industry. The rise of virtual meetings and events in 2020 was unexpected but many of us have embraced it. Historically, our industry has been hesitant to take such a technological jump. However, digital communication has empowered SMCA contractors to continue their important work while staying connected to employees, customers, and colleagues throughout the pandemic.

Personal relationships are a crucial part of our industry. We are long-accustomed to 1-on-1 meetings, doing business while sharing a meal, and shaking hands on those deals. But as we grow more comfortable with technology, we see that it can enhance the growth of those personal relationships rather than hinder it. SMCA leadership has embraced the opportunity to participate in small group events with our friends in Washington D.C. to keep abreast of what is happening with the government's pandemic response and ensure that our issues are addressed. Our Boards and Committees have kept a pulse on the market and the industry through virtual meetings and conferences. Even our Training Center took classes online during COVID-19 shutdowns in order to keep our apprentices moving forward.

As the weather cools, our area continues to reopen and we continue to adapt. In just a few months, I have seen tremendous progress and flexibility from SMCA's contractors and their workforce. I am confident that as we enter the fall, they will continue to meet uncertainty with creativity in order to meet the needs of their customers, their employees, and their community.



SMCA within SMACNA



Matthew Sano of Fisher Balancing Company has been appointed to SMACNA's Task Force on Infection Control Risk Assessment. This Task Force is charged with determining the feasibility of developing a Method of Test for containment in Health Care Facilities.

Ernest J. Menold, P.E. of Ernest D. Menold, Inc. has been appointed to SMACNA's Construction Technology Committee. The Committee ensures that SMACNA members and chapters remain at the forefront of new software, equipment, and processes that increase the productivity and safety of contractors and their employees.

SMACNA Edge Conference Keeps Members Connected

With the COVID-19 pandemic shaking up events calendars and meeting schedules worldwide, the 2020 SMACNA Annual Convention joined the increasingly long list of in-person events cancelled to protect the health and safety of those involved. Instead, SMACNA



took the Convention experience online via the EDGE Conference. SMCA contractors took advantage of three days of virtual sessions including updates on PPP and New Business Loan programs from Grassi Consultants, how to adapt to a Remote Working Environment with the well-known Stephanie McShane, and updates on new technologies entering the industry.

SMACNA Leadership and Technical Staff discussed how they are responding to these unprecedented times and what they see facing the industry moving forward. SMART General President Joseph Sellers, Jr. joined the conference as well, providing unique insights into how contractors and their labor partners in their local unions are working together to advance the industry.

In this issue —

We take a look at some architectural and industrial projects being completed by SMCA firms, prepare for new E-Verify responsibilities for contractors, and find out how SMCA is adapting to the "new normal" of COVID-19.



President's Column

Friends and Colleagues,

Fall is upon us! A chill is in the air. Among the many big stories of the summer was the Paycheck Protection Program and the adjustments made to it. On June 5, the PPP Flexibility Act was signed into law, amending the PPP to give borrowers more freedom in how and when loan funds are spent while retaining the possibility of full forgiveness.

One of the changes made involves the coverage period-

which was changed to 24 weeks or Dec. 31, 2020, whichever is earlier. If your loan was obtained prior to June 5, you still have the option to elect an 8-week covered period.

A change was also made to the deferral period on your PPP loan payments. Under the PPP Flexibility Act, the new deferral periods are as follows:

If you apply for PPP loan forgiveness within 10 months of the end of your covered period, monthly payments of P/I on any unforgiven portion of your loan will not commence until the SBA remits the forgiveness amount to your banks or advises the bank that the loan is not entitled to forgiveness. If you do not apply for forgiveness within the 10 months, your monthly payments will commence 10 months after the last day of your covered period. From what I have learned, there should not be a problem obtaining loan forgiveness if you used these funds for payroll. However, Congress could change this again so I suggest you begin the process and start filling out the paperwork for forgiveness. Also be sure to talk to your banks and accountants throughout the process.

As we continue the fight against COVID-19 this fall, things in our region are beginning to slowly open up again. Children have returned to school (whether virtually or in person), restaurants are beginning to increase seating, and most major sports have resumed play. Thankfully, construction in our area was not dramatically affected by COVID over the summer. But the fall could be very different. For many of us, work seems to be in limbo right now. Bidding has been very strong lately but the awarding of projects has been very slow. Projects that many of us expected to start have been delayed. Is it COVID? Is it the Election?

History demonstrates that the uncertainty of a looming presidential election slows work down. However, November isn't far off and we should know the election results soon. I expect that as in previous years, our work will pick up once the dust settles in Washington.

The winter forecast for our industry looks like it could be a slow start to the year with work on the horizon. Remember how strong bidding has been in the past few months, that work will begin at some point! We have all been through a lot in 2020 and our country is adjusting well. I believe it will continue to do so. Our friends at Local 19 have also been very supportive through all of this and we continue to work together to serve the industry. Keep the faith and stay safe!

SMCA takes home SMACNA Safety Award

SMACNA conducts an annual Safety Excellence Awards Program every year, surveying member contractors and chapters

nationwide to track



performance in occupational safety and health. The 2020 safety survey results showed that safety on the job is one of the highest priorities for SMCA of Philadelphia & Vicinity, as once again our chapter was recognized as the year's Chapter Participation Award Winner!

A special congratulations is due for SMCA member AerDux Incorporated, which was recognized as the third-place winner in the 300,001-400,000 man-hours category. Member winners like AerDux Inc. are categorized by man-hours worked and OSHA incidence rates.

SMCA contractors have always been national leaders in improving safety excellence and strive to keep their customers and employees healthy and safe every day. SMCA has won the SMACNA Chapter Safety Excellence Award 26 out of 28 years, since its inception in 1992.



JATC Fall 2020 Update

This was certainly a busy summer for the Sheet Metal Workers Local 19 Joint Apprenticeship and Training Fund of Philadelphia and Vicinity. Like every other aspect of the industry the apprenticeship program was impacted by the COVID-19 pandemic, being forced to shut down in-person classes to mitigate the spread of the virus. However, the Trustees and Training Center staff quickly



went into action by moving instruction online. This ensured that Philadelphia's sheet metal apprentices continued to receive the knowledge and skills needed to serve the contractors, customers, and residents of our area. As gathering size restrictions and stay-at-home orders were eased, the JATC resumed in-person instruction in June. The Training Staff worked tirelessly to design, implement, and administer a safe return to the classroom. Apprentices were welcomed back on June 5, using social distancing, face coverings, daily temperature checks, and enhanced disinfection and cleaning procedures. As we prepare for the fall sessions, expect these practices to continue as the future leaders of the industry develop their skills in a safe, healthy environment.

But there was more going on at the Training Center than responding to the pandemic. Over the past year, the JATC has positioned itself to become a degree-granting institution in addition to its outstanding technical training. This summer, the Philadelphia Training Center officially became a candidate for accreditation through the Commission of the Council on Occupational Education. After completing this process, the Joint Apprenticeship Program will be able to offer postsecondary education and an applied associate degree to those individuals who successfully complete the apprenticeship. All of this serves to enhance what is already a state-of-the-art training program that develops skilled sheet metal workers ready to provide high quality work on time and on budget. Congratulations to all those involved and a special thanks to Training Coordinator Joseph Frick for his hard work in the accreditation process!

This summer also saw a change in the employer Trustee lineup at the JATC. Longtime trustee Ernest J. Menold of Ernest D. Menold, Inc. stepped down in August in order to spend more time focusing on other interests, including his duties as a Benefits Funds Trustee. Mr. Menold served on the JATC for 23 years as a Trustee, 10 of them as Co-Chairman. In that time, he helped bring in and develop countless members of the trade and played a crucial role in keeping the Training Center up to date with developing technology and industry trends. Congratulations to Mr. Menold on a job well done and we thank him for his service to the JATC!

Matthew Sano of Fisher Balancing Company was appointed to succeed Mr. Menold. Mr. Sano was himself a Local 19 Apprentice and Sheet Metal Worker before moving into ownership and brings a wealth of knowledge about the industry to the group. His experience with testing and balancing, and the specialized training needed to hone those skills, will be invaluable to the Apprenticeship Program moving forward. Congratulations and Welcome!

SMCA Takes Advocacy Virtual During COVID

While travel and in-person meeting restrictions remain in place during the pandemic, members of SMCA's Legislative Committee have coordinated with SMACNA's SMAC PAC to take our industry issues to the (virtual) Hill. In an ongoing series of conference calls, Zoom meetings, and webinars, SMCA has advocated for additional PPP funds for member firms, PPE for employees working in the field, and an increased commitment to infrastructure funding as government buildings and schools prepare to reopen. Highlights include a conference call between Rep. Brendan Boyle of Philadelphia with SMCA's Board of Directors and Industry Fund Trustees and Zoom meetings with Sen. Chris Coons of Delaware. Sen. Coons serves on the Senate Appropriations Committee as well as the Small Business & Entrepreneurship Committee. Rep. Boyle sits on the House Committee on Ways & Means in addition to the Blue Collar and Building Trades Caucuses. Despite these unprecedented times, SMCA continues to make sure our members' voices are heard in Harrisburg, Trenton, Dover, and Washington D.C.



Architectural Metal

SMCA Member contractor Thomas Company, Inc. is working on the exterior facade of the new Hilton Garden Inn in Camden, NJ. The sheet metal scope of work includes fabrication and installation of custom aluminum composite metal wall panels along with associated insulation, air barriers, and Z sub-girt framing. Work on the project also includes the fabrication and installation of aluminum copings, gutters, downspouts, and scuppers as well as custom interior and exterior column covers fabricated from ACM material.

Thomas Company is contracted by Intech Construction Company, the general contractor and design builder of the project. In addition, Thomas Company is contracted to furnish and install a fully adhered TPO roof system.

ACM is a lightweight composite material, consisting of two aluminum cover sheets and a fire rated core.

Project Manager – Robert Hartman Local 19 Foreman – Val Schmidt



Have a story idea or a project you are proud of?

Contact SMCA at
610-828-4055 or
email it to info@smca.org.

Obituaries

Daniel J. Driscoll (1923-2020)

Daniel J. Driscoll passed away on July 30, 2020. Mr. Driscoll was a renowned figure within the industry for many years. Mr. Driscoll joined Peabody and Wind Engineering in 1964 and soon became an equity partner, working there for 20 years before retiring as President and CEO. In addition to his



work at the firm, Mr. Driscoll was dedicated to volunteering with industry and technical associations. He was considered one of the founding fathers of the Mid-Atlantic Environmental Balancing Association (MAEBA) and the National Environmental Balancing Bureau (NEBB). During his remarkable tenure as a volunteer in service to the industry, at various times Mr. Driscoll served as President of the Valley Forge Professional Engineers Society, the Subcontractors' Association of the Delaware Valley, the President of the Roofing and Sheet Metal Contractors Association (as SMCA was known at the time), the Pennsylvania Environmental Balancing Association (as MAEBA was known at the time), and the Philadelphia Chapter of the American Society of Heating, Refrigeration and Air Conditioning Engineers (ASHRAE).

Mr. Driscoll was also a dedicated volunteer on the national level, serving as Trustee of the National Energy Management Institute (NEMI), SMACNA Board Member, and President of NEBB. In recognition of his contributions to the industry, Mr. Driscoll achieved Fellow status in both ASHRAE and SMACNA. Additionally, he was the first recipient of the William G. Eads, P.E. Award, a recipient of the Melvin J. Wind Award, and was named an Honorary Lifetime Member of the SMCA Board of Directors in 2011.

Richard C. Mertz (1948-2020)

Richard C. Mertz of H.T. Lyons, Inc. passed away on Monday, August 24, 2020. Mr. Mertz was a dedicated volunteer within the industry, serving on SMACNA's Board of Directors and numerous committees and task forces. He also represented the interests of contractors throughout our region as chair of the Northeast States Coalition and President of SMACNA of Pennsylvania.



With a focus on the future of the industry and the need to bring the best, brightest workers possible to the trade, Mr. Mertz co-chaired the Central Pennsylvania Joint Apprentice Training Committee, served as co-treasurer of the Eastern Regional Apprentice Committee, and served on the Helmets to Hardhats Pennsylvania Advisory Committee. His numerous contributions to the industry were greatly appreciated by all.

Edward J. DeSeta Company, Inc.—Part of latest Incyte Expansion

Amid COVID-19 and the new safety protocols implemented on jobsites, Edward J. Deseta Company, Inc. did not break stride as they continued production at their latest project right in their backyard, at the renowned Incyte Pharmaceutical in Wilmington, DE. E.J. DeSeta, Inc. has been working at Incyte since the beginning of June, where they have installed more than 135,000 pounds of stainless, and 260,000 pounds of galvanized as well as 1,000 hangers per floor, that was fully sketched and coordinated using the BIM process in the soon to be six-story lab and office building.

According to DeSeta site Superintendent, Mike Nester, the hard work



Here is one section of risers that were installed.



Fully installed duct in one of the lab areas on Second Floor.

currently on the site and the use of the Trimble Robotic Total Station Machine (help install hangers) have been crucial to the SMCA firm in staying ahead of schedule on the project.

E.J. DeSeta, Inc. is contracted to the Whiting-Turner Company who they continue to work closely with to ensure they not only stay ahead of schedule for the project, but also keep everyone safe and healthy from COVID-19 for the duration of the project that is slated to be completed in 2021.





COVID-19 & CONSTRUCTION SAFETY

of 18 employees

COVID-19 has changed the landscape of the construction industry in only seven months. We have adjusted our safety programs to adhere to the protocols implemented by OSHA and the CDC. Now that we have successfully made it through the first wave of the virus impeding on our normal day to day procedures, the worst decision any of our firms could make is dropping our guard. OSHA and the CDC project that the fall/winter months could bring additional spikes in the virus, which could cripple our industry if safety and mitigation protocols are not followed by the construction trades. With that said, to prevent any of our 35 firms from becoming complacent, principles of firms should continue enforcing COVID-19 precautions on every jobsite and in shops as they have been since work resumed. Safety guidelines should be discussed with all new employees on jobsites with the firm's Pandemic Safety Officer.

To assist with working safely through the pandemic, SMCA is coordinating with the Philadelphia Department of Licenses & Inspections to provide COVID-19 Awareness Training for Pandemic Safety Officers identified by their employers on jobsites. Pandemic Safety Officers are responsible for maintaining clean and healthy worksites, social distancing, and responses to COVID-19 exposure in the workplace.

We all have a responsibility in the building trades to ensure that employees are kept safe in these unprecedented times. It is imperative that if an employee notices unsafe COVID-19

PACIDICA DO POLICIO DE CONTROL DE

Safety & Education Director (610) 828-4055 gwharton@smca.org

practices that could increase their chances of contracting, they discuss the hazardous issue with their firm's Pandemic Safety Officer or the General Contractor Pandemic Safety Officer. Addressing these matters and working together is the only way to continue to mitigate exposure and keep everyone safe and healthy.

What's Happening in Harrisburg

Clean Energy Employment Report Released

The 2020 Pennsylvania Clean Energy Employment Report, released in August, demonstrates that clean energy is a leading creator of quality jobs in Pennsylvania. The sector added nearly 8,000 jobs in 2017-2019 for an 8.7% average job growth rate, compared to 1.9% overall job growth in the Commonwealth.



The energy efficiency industry was Pennsylvania's biggest clean energy employer in 2019, as over 71,400

Pennsylvanians worked in HVAC, construction, manufacturing, and related fields. As noted by Dept. of Environmental Protection Secretary Patrick McDonnell, "Pennsylvania's energy sector is a job creator, and we're seeing that it's evolving rapidly, with clean energy industries growing and workforce development needs changing along with [them]."

E-Verify Mandatory for Pennsylvania Construction Companies

In 1986, the Immigration Reform and Control Act enacted the Form I-9, requiring U.S. employers to verify the identity and employment eligibility of newly hired employees. The E-Verify program constitutes a second step in the process, allowing employers to get rapid confirmation that a new hire is verified to work in the United States. To date, more than 17,000 Pennsylvanian employers are enrolled in the E-Verify program.

Effective October 7, 2020, Pennsylvania's construction employers are required to use E-Verify, the federal government's web-based program allowing employers to verify employees' work-authorization electronically.

The Pennsylvania Construction Industry Employer Verification Act, enacted in October 2019, prohibits construction industry employers from knowingly employing unauthorized workers and requires employers to use E-Verify. The Act defines the "construction industry" as those who:

Engage in the erection, reconstruction, demolition, alteration, modification, custom fabrication, building, assembling, site preparation and repair work or maintenance work done on real property or premises under a contract, including work for a public body or paid for from public funds.

Advocates of the law emphasize that it is designed to save Pennsylvania jobs by penalizing unethical contractors that exploit illegal workers, noting that employers who hire unauthorized workers commonly pay lower "under the table" wages in order to gain unfair advantages over law-abiding contractors, especially during the bidding process.

Opponents of the new law claim that it may discourage employers from hiring immigrants. Pennsylvania Governor has recognized these concerns but acknowledges that the E-Verify mandate "is a legitimate attempt to protect the rights of workers who want to make sure that their jobs aren't being taken away by someone who might be working for an unscrupulous contractor who would be paying them less than they deserve to get paid."



The Act is enforced by the Pennsylvania Department of Labor and Industry (DOLI). Employers are required to utilize the E-Verify system in addition to the Form I-9 and retain records of the e-verification throughout the term of employment or for three years (whichever is longer). Retention of Form I-9 documentation has not changed as a result – that documentation must be retained for three years from the date of hire or one year after termination (whichever is longer). DOLI will investigate complaints regarding the employment of unauthorized workers. Penalties for violations may include a probationary period during which the employer must file quarterly reports with DOLI up to a suspension of business licenses.

Providing New Services in a Changing Industrial Market

The COVID-19 pandemic took the father-son team of Ernest J. Menold and Ernie P. Menold, third and fourth generation leaders at Ernest D. Menold, Inc., by surprise. "We went from being in a very robust economy in February to seeing huge changes in just a few weeks," said Ernest J., company president and grandson of its founder. "We were told we would be the successful bidder on several major projects, and we still don't have those orders. We have a lot of contracts in hand that we're wrapping up, but we don't know how many customers will move forward with the projects they were planning two months ago."

Founded in 1947, Ernest D. Menold, Inc. began as a small sheet metal shop to serve local industrial manufacturing companies. Three generations later, it has grown into a major player in the greater Philadelphia sheet metal market, providing a wide range of services from HVAC to architectural to industrial work. Their customers include giants like Merck, and the award-winning Wells Fargo Center, Philadelphia's NBA and NHL stadium.



Ernest D. Menold, Inc. sees increased demand for handrails and guardrails as businesses adapt to new health guidelines.

> Company leadership anticipates that it will continue to make adjustments in the

future. "The estimating department hasn't seen a downturn in the amount of work available to bid," explains Ernie P., Business Development Manager and great-grandson of the company founder. "But given historical trends and the response to the 2008 recession, we expect a change in the third and fourth quarters."

In this uncertain market, the Menolds are positioning themselves to help clients comply with new health guidelines. Menold, Inc. is ready with the handrail and guardrail businesses needed to direct foot traffic. They also designed and fabricated clear COVID-19 containment booths



Aluminum reactor cages for PECO required over 2,100 hours of fabrication in the shop.

for healthcare providers. Healthcare professionals standing inside the customizable booths can administer multiple coronavirus tests while remaining completely protected from infection. Menold, Inc. also forms and fabricates plexiglass barriers. "A customer might think of us as only HVAC specialists," said Ernie P. "We're educating our customer base about the full breadth of our capabilities so they know we can help them with new challenges."

Meanwhile, Menold is reevaluating shop processes. "We do design-assist work upfront during the design process, so most project management time is focused on starting and organizing the project. With fewer new projects right now, Ernie P. is digitizing our internal order system," said Ernest J. "We want to get away from paper vouchers and delivery tickets."

Because craftspersons work close together, they wore respirators and Tyvek onsite to follow early recommendations. "Health regulations limit crew size, but we never laid anyone off," said Ernest J. "At the beginning of the outbreak, about 15% of our workforce decided to stay home to protect family members, and most of them have returned to work as Pennsylvania opens up." Now that their county health status is 'yellow,' the shop is almost back to normal with mandatory masks, painted lines to designate work areas, and no outside visitors admitted into the building.

News from the Hill

Recent Study Shows the Value of Composite Plans in Times Like These

In a detailed case study released in June by the Groom Law Group, composite plans were shown to offer the security and stability workers need from a multiemployer bene-



fits plan in times of crisis like the COVID-19 pandemic. The report, commissioned by SMACNA and a construction industry coalition, analyzed the hypothetical performance of a composite plan model when compared to a traditional, defined benefit plan.

The results are clear that composite plans are better able to stabilize and recover from critical market events such as the 2008 economic collapse or a global pandemic. Traditional plans are less able to take necessary, sufficient action to return to financial health in those circumstances than composite plans. Composite plans offer increased benefit security through conservative funding principles and early corrective action when underfunding appears. For example, during periods of severe financial stress a composite plan may only need to temporarily reduce participant benefits in order to preserve the plan's solvency as a "last resort" measure and avoid the catastrophic benefits reductions needed for failing traditional pension plans.

The study emphasizes that retirement plans can only succeed for as long as employers continue to participate in them and the number of active employees remains high. Traditional plans have seen reduced employer participation because of firms' limited ability to absorb the cost of unfunded pension liability. Composite plans, by comparison, maintain predictable employer costs in much the same way as 401(k) plans. As opposed to 401(k) plans however, composite plans pay all benefits as lifetime annuities so that participants need not worry about outliving their benefits.

SMACNA and its chapters have strongly advocated for Composite Plans at the federal level for several years and continue to do so. Composite plans honor the collective bargaining system and are endorsed by a growing core of building trades unions. There is bipartisan support for these plans, and industry advocates continue to push for Composite Plan legislation to be linked with ongoing COVID-19 relief efforts in Washington.

Industrial Market

Continued from Page 7

No matter how the economy responds, the Menolds are in a strong position to move forward. "Our largest industrial clients are Merck, the local utility company [PECO], and Glax-oSmithKline," said Ernest J.

The industries which these three companies support are classified as essential industries, so work on those facilities never stopped. "The utility company pours a slab, and we build a pre-engineered metal switch-gear building to the specifications they give us. We put in insulation and an HVAC system based on their parameters. We've done 12 or 14 of these projects over the last 10 years, and we're doing three projects with a total of four buildings for them right now."

The Menolds don't take all the credit for their success, though. "Our involvement in SMACNA is one of the main reasons we're as successful as we are," said Ernest J. "We've sent most of our key employees to SMACNA's financial management programs. The opportunity to talk with peers in the trade has been invaluable. They always come back with ideas for our company."

Ernie P. agrees. "SMACNA provides the resources that allow our employees to take the next step. If you want to bring a foreman to a project manager or a project manager into upper management, SMACNA has the resources to help your employees grow."

Menold fabricates handrails out of steel, then hot-dip galvanizes them before sending to cus-







Combustion Service and Equipment Company

As part of our ongoing mission to serve and inform the union sheet metal industry, SMCA stays in close contact with vendors and distributors who supply our contractors. These relationships led to the formation of the Supplier Liaison Council, which connects these industry representatives with contractors and fosters professional relationships. Each issue, we will take a closer look at one of these Supplier Council representatives.

What do you want SMCA Contractors, the engineering community and many other contacts to know about your company?

Despite CS&E entering only its 5th year in the Greater Philadelphia market, we occupy over 30 combined years of industry experience ranging from Field, R&D, custom engineered solutions and applications engineering. We take a considerable step every year towards becoming the Tri-State leader in Engineered mechanical draft and exhaust systems.

What is your company's latest resource now available or available soon?

We have solutions for every draft topic out there, but our biggest and best resource is our people. We are constantly and carefully building our team comprised of intelligent, field trained enthusiasts who are passionate about this industry. We work closely with our engineers on the front end, as well as our contractors in the field to provide cost-effective solutions to the customers draft challenges.

Is your company involved in supplying goods for an interesting project?

CS&E was awarded the contract for the Children's Hospital of Philadelphia earlier this year. This includes approximately 4,000 linear feet of boiler and generator exhaust as well as seven (7) complete draft systems to administer a constant outlet pressure at each boiler to promote higher efficiencies and proper operation.

Who are the main contacts that you would want listed if you are selected for this feature?

Judd Vail – Jared Schmoyer – Josh Schmoyer — Eastern Regional Office

Combustion Service and Equipment Company

Eastern Regional Office – 300 N. Pottstown Pike, Suite 120 Exton, PA 19341 (484) 873-3974

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