## SSAI board of Directors (as of May 2021)

Reg GLylie Herman, Nokomis, SK	306-807-2141
Reg ABarbara Johnson, Edam, SK	306-397-2291
Reg ALinda Ard, Meota, SK	306-892-2179
Reg BNici Warnock, Blaine Lake, SK	306-229-3969
Reg FMike Newberry, Naicam, SK	306-220-3543
Reg GJeanette Holder, Kenaston, SK	306-252-2081

We are seeking to fill vacant director positions for more regions. Please consider nominating someone from your area.

Secretary/Treasurer ... Shannon Wright...... 306-493-3023

### Mailing Address: SSAI Treasurer, Box 455, Vanscoy, SK SOL 3JO Website: saskseniors.com Email: info@saskseniors.com

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### Long term care facilities and the treatment of residents

"If you allow it, you approve it."

The need for long-term care is growing. People are living longer and the need for some form of assisted living or intensive personal care is becoming more likely for everyone in our twilight years.

Unfortunately, we all tend to hope that our last years won't be spent in a "senior's home." Many of us have visited a loved one in care home and felt a sense of unease after the visit:

"Dad seemed healthy, but lonely, and perhaps a bit disheveled. I worry that he isn't being treated with dignity and respect when we aren't around. I noticed his fingernails and toenails were not maintained."

"I hope I don't end up in a home when I'm older."

Particularly during the COVID pandemic, residents in long term care are often the voiceless citizens that are overlooked or ignored. There are many reasons:

- aging can bring gradual loss of capacity, but we default to protecting autonomy of the resident, so support people (often family members or a power of attorney) are not contacted unless there has been a critical incident, like a fall;
- care can be substandard due to a lack of staff, particularly during evenings, nightshift, and the weekend;
- the ratio of staff to residents should be increased and a minimum time of oneon-one care per resident considered;
- there is insufficient oversight of care homes to ensure standards are followed;
- there is no bill of rights for residents of long term care homes;

Long-term care homes should provide the highest quality of life possible for residents and we should certainly be protective of residents' civil rights. The question before us (which society tends to regard with a sense of willful blindness): Are protections for the civil rights of residents in long-term care (special care and personal care homes) adequate at present?

It is time to address the quality of care in long term care homes rather than pretend we will not end up there.

Our law office is interested in pursuing advocacy for law reform related to long term care. In our practice, we have encountered numerous stories of elder abuse. In institutional settings, these abuses may not necessarily be physical. Sometimes emotional abuse can be subtle and difficult to prove. Other times the abuse is more appropriately characterized as neglect or sub-par care when the resident's care plan is not followed or not updated.

Our office is proposing to embark on a project to address and improve care in long term facilities in Saskatchewan (and perhaps Canada). We acknowledge that this process may take many years to bring about the necessary changes to our laws, but we are looking to build a coalition of interested parties and are seeking the support of SSAI to inform and guide our work.

Law reform often requires political pressure. Political mechanisms for change are most often related to *normalization, capacity building, and coalition building*. There is no political will without public will.

Our office is interested in working with various stakeholders interested in advocating for better quality of care in long-term facilities. We believe that this requires building a coalition of support, educating the public about the scope and significance of the issue, and normalizing the expectation for better care of seniors in institutional settings.

Our preliminary work will involve creating a coalition of interested parties including: academics, interested private parties who have witnessed troubling treatment of their loved ones, human rights advocacy groups, seniors, and seniors advocacy groups.

We are seeking an expression of interest from the Saskatchewan Seniors Association Incorporated. We are conducting preliminary work on a pro-bono basis, but our goal is to draft a proposal that would include a budget and cost sharing proposal once we determine how many stakeholders are interested in our coalition for better long-term care. It would be helpful to have a representative from SSAI join our coalition working toward the development of an action plan and more detailed project proposal.

Yours truly,

Gha Wigt

Glenn Wright Barrister and Solicitor Wardell Gillis Law Office Saskatoon, SK

contact: gwright@wardellaw.ca phone: (306) 956-3338

Wardell Gillis is a full-service law firm in Saskatoon, SK, offering a broad range of legal services to our clients. Our lawyers have experience handling matters at various levels of court including Provincial Court, the Court of Queen's Bench, the Court of Appeal, Federal Court and Federal Court of Appeal, as well as various commissions and tribunals.

Our lawyers believe in making a positive impact in the community both as legal professionals and as individuals.

## Resolutions to AGM – Oct 14, 2021

## **Resolution:** Number of Directors – Non-profit Corporation

Whereas the number of directors on SSAI Executive Board, as a registered non-profit corporation, has been set at a minimum of 15 according to the Articles of Incorporation. and Whereas, the current number of member clubs and active members has declined. and Whereas SSAI is operating below the required number of directors as incorporated. **Therefore be it resolved that SSAI approve the Amendment that the minimum number of directors on the SSAI board be reduced from 15 to 6.** Further, that the **resolution effecting the change be filed with Information Services Corporation (ISC).** MOTION (April 19, 2021) by Pat, 2<sup>nd</sup> by Linda, that SSAI recommend resolution amending articles of incorporation to change minimum number of directors from 15 to 6. None opposed. Carried. ACTION: Because our AGM has been postponed and in order to meet filing deadlines with ISC, this Resolution was circulated to clubs/members by mail/email and votes returned by email and mail. RESPONSE: received from 22 clubs with unanimous support in favor of the resolution. Amendments to Articles were filed with ISC.

## **Resolution:** Needles, test strips and lancets for Diabetics

Whereas the Government of Saskatchewan goes to great length to provide safe injection needles and other supplies to known drug addicts free of charge

and Whereas, all diabetics need their needles and test strips and lancets are not covered under private health (Blue Cross) Insurance

Therefore be it resolved that the Government of Saskatchewan provide "free of charge" all needles, test strips and lancets required for all diabetics. This would result in Diabetics having better control over their disease, resulting in reduced hospitalization saving the health care system considerable resources.

Blaine Lake Senior Centre and SSAI Executive

# **Resolution:** Improving Public Health (Long term) Care services

Whereas the COVID 19 Pandemic has shown Canadians the real conditions of long term care homes; Seniors need help to stay in their own homes.

and Whereas, Seniors who decide to stay in their homes pay for the help that they need. **Therefore be it resolved that the Public Health Care services be improved for long term clients.** This would mean an increase in longer hours and services, resulting in clients not having to take bed time medicines at 4:00pm.

Blaine Lake Senior Centre and SSAI Executive

## **Resolution:** Shingles Vaccine

Whereas the Government of Saskatchewan supplies regular yearly influenza vaccines through the Sask Health Care system, along now with the COVID 19 Vaccines. and Whereas, Shingles is a horrible disease, causing great discomfort and hardships and has become more prevalent. The cost for a single shot is almost \$200.00, and it requires 2 shots. Seniors on fixed income can not afford this and therefore are taking the chance

that they will not get sick.

Therefore be it resolved that SSAI lobby the Government of Saskatchewan and the Ministry of Health to make the Shingles Vaccine available at no charge for seniors in Saskatchewan.

Blaine Lake Senior Centre and SSAI Executive

## **Resolution:** Reducing costs for seniors aids

Whereas Saskatchewan Seniors are in need of aids – hearing, dental, eye care, walking and wheelchair, etc

and Whereas, the cost of these supplies are out of the range of most Seniors who are living on fixed incomes,

Therefore be it resolved that cost need to be brought into an affordable range or be better subsidized by the Saskatchewan Government, so that Seniors in this province may enjoy a happier and less isolated lifestyle.

> Ruby Wall, Blaine Lake Senior Centre and SSAI Executive

## **Resolution:** Emergency Response Information Kit (E.R.I.K.)

Whereas Emergency Response Information Kits are available in other provinces (kit includes: place for Health info, health care directive, organ donor card, sticker for front entrance to tell emergency responders that you have this info on your fridge, a plastic folder and a magnet).

and Whereas, at present, we know of only 1 local similar program in Saskatchewan. and Whereas, it would benefit all residents of Saskatchewan

Therefore be it resolved that SSAI take leadership and consult with EMS First Responders and the Ministry of Health in taking steps to make Emergency Response Information Kits available to residents in Saskatchewan.

> Warren Cooper, Colonsay Senior Citizens and SSAI Executive

## **Resolution:** Special Care Homes in rural centres

Whereas Saskatchewan has an aging population, and will require more Special Care beds, and Whereas, many surgical procedures have to be postponed time and time again, due to acute care hospital beds being taken up by seniors waiting to be transferred to Special Care Homes,

Therefore be it resolved that more Special Care Homes be expanded or built in rural centres, nearer Seniors' home base and their families.

Rationale: This would help our smaller communities remain viable, provide local employment, keep families close to their older generation, reduce waiting times (both surgery and Special Care beds), and increase efficiency in the provision of Health Care.

SSAI Executive

## **Resolution:** Wardell/Gillis Letter – Long term care

See attached letter for background information.

MOTION – SSAI lend our support to their future endeavors to improve conditions in Retirement / Senior Care Homes.

SSAI Executive

## SSAI RAFFLE REPORT— Licence # SR20-1007

Tickets were \$1 each – (only 3,000 tickets were printed) Draw was Oct. 1, 2021 - International Day of the Older Person

### 2,123 Tickets were sold.

Top sellers: were Blaine Lake Seniors (300) and Edam Seniors (250)! Thanks to everyone who participated by buying and selling tickets.

### **Raffe Prizes:**

- 1. Quilt value \$400 Marlee Ritchie
- 2. Football Jersey Makowski value \$200 SaskPower
- 3. SSAI Bowling Balls value \$150 SSAI
- 4. Gift Basket SSAI
- 5. Handi Living Tool Kit value \$50 SaskEnergy
- 6. Building for the Future book Gordon Barnhart
- 7. Faces of the Force book RCMP Heritage Museum
- 8. Bonus Draw If These Places Could Talk book by Crista Bradley

All prizes were donated; Thanks to those who donated prizes as listed above. Thanks also to the following for their donations:Edam Seniors donated \$50, Blaine Lake Seniors donated \$50, Robert Walker (Silton) donated \$50

### **Prize Winners:**

- 1. Barb Blaquiere Edam
- 2. Harry & Darlene Harder Blaine Lake
- 3. Marjorie Pool Blaine Lake
- 4. Club 60 Preeceville
- 5. Jeanette Lamontague Blaine Lake
- 6. Club 60 Preeceville
- 7. Michelle Johnson Blaine Lake
- 8. Dora Greening Edam

## SSAI Walkathon 2020 Results

The provincial totals were 16,015.56 kms walked, 10 clubs participated and 113 members walked in 2020. The first-place finishers are as follows: Highest Average Kms per Walker – Ituna Social Club with 281.64 kms, Highest Average Kms per Club Member – Chitek Lake Sunshine Group with 98.63 kms and Highest Percentage of Club Members Walked – Gull Lake with 100%. Great job Gull Lake. That's two years in a row with 100% participation.

All of the clubs have a member that walked over 250 kms. Congratulations to Gary Granat from the Livelong Lakesiders Seniors. He walked 696 kms. Zina Verboom-Harris from Ogema walked 504 kms. Congrats to her also. Also, a well-deserved acknowledgement to 92-year-old Louise Pingert from Ogema. She walked 194 kms, still lives alone and does her own housework. Great work Louise!! Once again, great job everyone and hopefully next year's walkathon will not be such a challenge.

## SSAI Walkathon 2021 Results

The provincial totals were 45,986.06 kms walked, 26 clubs participated and 273 members walked in 2021. The first-place finishers are as follows: Highest Average Kms per Walker – Livelong Lakesiders Seniors – 436.67 Kms, Highest Average Kms per Club Member - Big River Seniors – 149.25 Kms and Highest Percentage of Club Members Walked – Gull Lake with 83.33% of members participating. Highest percentage again this year. Congratulations Gull Lake!!

Congratulations to Stuart McLean of Big River who walked 1411.2 Kms. Well done!! Honorable mention also to the following walkers, Leona Barth from Kerrobert who walked 658.1 Kms, Gary Granat from Livelong who walked 626 Kms, Linda Ard from Meota who 602.2 Kms and Georges Doderai from St. Joseph Seniors St. Louis who walked 507 Kms.

Congratulations to all the clubs and all the walkers. Job well done in these crazy times. Hope to see you all back again next year. Keep safe and continue to enjoy your walks!!

Joan Boyer, Walkathon Coordinator Box 248, St. Louis, Sk. S0J2C0 Phone 308-980-8151

#### SSAI Financial Report – Reviewed by Dawn Steeves

SASKATCHEWAN SENIORS ASSOCIATION INC PO BOX 455 VANSCOY, SK SOL 3J0

April 1, 2020-March 31, 2021

I have reviewed the records of the Saskatchewan Seniors Association Inc; that includes all Deposit Slips, Invoices, Bank Statements and various records. In my opinion the Financial Statements fairly represent the results of the Financial Activities of the 2020-2021 Operations in accordance with all records submitted to me.

Dated this 21st day of April, 2021

Dawn Steeves

Vanscoy, SK

**Director Approval** fie Surner Director Approval

SASKATCHEWAN SENIORS ASSOCIATION INC				
STATEMENT OF RECEIPTS & PAYMENTS APRIL 2021	SUMMARY			ARY
BALANCE APRIL 1, 2020			\$	76,684.28
MAIN ACCOUNT				
REVENUE				
Memberships	\$	12,040.00		
SSM Grant	\$	10,700.00		
Canadian Heritage Grant	\$	1,600.00		
Grant Top-Up	\$	2,440.50		
	\$	26,780.50	\$	103,464.78
EXPENDITURES				
Director Mileage	\$	224.10		
Phone (Teleconference)	\$	1,329.14		
Postage	\$	1,151.33		
Printing	\$	869.42		
Admin Fees	\$	9,368.25		
Admin Mileage	\$	963.45		
Rent	\$	600.00		
Office Supply	\$	40.82		
Newsletter	\$	6,075.00		
Accounting	\$	200.00		
NPF Membership	\$	350.00		
Donations	\$	1,000.00		
Website	\$	847.90		
Walkathon Expenses	\$	165.40		
Bank Charges	\$	22.00		
ISC Fees	\$	51.00		
CRA Source Deductions	\$	1,179.40		
	\$	24,437.21	\$	79,027.57
Net Profit (Loss)	\$	2,343.29		

SASKATCHEWAN SENIORS ASSOCIATION INC			
STATEMENT OF RECEIPTS & PAYMENTS APRIL 2021		SUMMA	RY
BALANCE APRIL 1, 2020		\$	5,982.52
LOTTERY ACCOUNT			
REVENUE			
Lottery Raffle Ticket Sales	\$ 9,776.00		
Donations	\$ 150.00		
	\$ 9,926.00	\$	15,908.52
EXPENDITURES			
Printing	\$ 70.54		
Club Payouts	\$ 3,176.50		
Prize Payouts	\$ 2,500.00		
Bank Charges	\$ 12.00		
Outstanding Cheques	\$ (32.50)		
	\$ 5,726.54	\$	10,181.98
Net Profit (Loss)	\$ 4,199.46		

SASKATCHEWAN SENIORS ASSOCIATION INC

STATEMENT OF	RECEIPTS & PAYMENTS - APRIL 2021					Deta	ailed
MAIN ACCOUNT	T RECEIPTS	2	2020-2021		<u>2019-2020</u>	2	2018-2019
Memberships		\$	12,040.00	\$	20,535.00	\$	20,275.00
Bowling Revenu	e	\$	-	\$	3,680.00	\$	8,204.00
SANOFI Funding	5	\$	-	\$	1,950.00	\$	-
Canadian Herita	ige Grant	\$	1,600.00				
SSM Grants		\$	10,700.00	\$	9,150.00	\$	9,850.00
Convention							
Re	egistration	\$	-	\$	4,675.00	\$	1,970.00
Sp	ponsor	\$	-	\$	1,500.00	\$	1,750.00
50	0/50	\$	-	\$	350.00	\$	309.00
Si	lent Auction	\$	-	\$	749.00	\$	695.00
Re	oom Share	\$	-	\$	47.60	\$	-
Pi	ins	\$	-	\$	-	\$	200.00
D	onations	\$	-	\$	150.00	\$	50.00
SLGA Top-Up		\$	2,440.50	\$	225.05	\$	3,558.52
Interest		\$	-	\$	-	\$	927.53
GIC Transfer		\$	-	\$	51,867.11	\$	-
		\$	26,780.50	\$	94,878.76	\$	47,789.05
LOTTERY ACCOU	UNT RECEIPTS						
Lottery Raffle Ti	ickets	\$	9,776.00	\$	4,347.00	\$	13,026.00
Donations		\$	150.00	\$	-	\$	-
Correction (Mile	eage)	<u>\$</u>		<u>\$</u>	244.60	<u>\$</u>	-
		\$	9,926.00	\$	4,591.60	\$	13,026.00
TOTAL INCOME		\$	36,706.50	\$	99,470.36	\$	60,815.05

MAIN ACCOUNT EXPENSES						
Accounting	\$	200.00	\$	200.00	\$	200.00
Bank Charges	\$	22.00	\$	12.00	\$	148.50
Bowling Expenses	\$	_	\$	-	\$	8,437.12
Bowling Awards	\$	-	\$	437.52	\$	-
Bowling Reimbursements	\$	-	\$	3,680.00	\$	-
Newsletter	\$	6,075.00	\$	6,500.00	\$	6,500.00
Promo	\$	-,	\$	262.40	\$	
SSM Convention	\$	-	\$	100.00	Ś	95.00
NPF Membership	\$	350.00	\$	1,710.55	\$	975.00
Other Expenses	\$		\$	-,	\$	439.14
Spotlight on Seniors	\$	-	\$	105.00	\$	105.00
Walkathon Expenses	\$	165.40	\$	214.71	\$	220.92
Professional Presentation	\$	-	\$	1,200.00	\$	-
Website	\$	847.90	\$	110.86	\$	110.86
ISC Fees	\$	51.00	\$	15.00	\$	15.00
Prize Payouts	\$	-	\$	200.00	\$	2,500.00
Rebate to Clubs	\$	-	\$	-	\$	4,202.00
Misc (Snacks, Books)	\$	-	\$	330.00	\$	-
Office Supplies	\$	40.82	\$	431.35	\$	193.12
Postage	\$	1,151.33	\$	1,737.47	\$	1,310.80
Printing	\$	869.42	\$	1,949.38	\$	1,339.09
Phone (Teleconference)	\$	1,329.14	\$	197.45	\$	-
Donations	\$	1,000.00	\$	1,000.00	\$	-
Admistration	\$	9,368.25	\$	8,602.86	\$	8,542.50
Admin Mileage	\$	963.45	\$	477.45	\$	-
Rent	\$	600.00	\$	600.00	\$	600.00
CRA Source Deductions	\$	1,179.40	\$	3,345.74	\$	-
Regular Meetings						
Hotels	\$	-	\$	-	\$	3,326.04
Mileage	\$	224.10	\$	5,746.00	\$	12,449.98
Meals	\$	-	\$	571.00	\$	834.07
Convention Expenses						
Mileage	\$	-	\$	2,106.14	\$	-
Hotels	\$	-	\$	1,942.79	\$	4,895.47
Meals	\$	-	\$	254.26	\$	-
Registration	\$	-	\$	225.00	\$	-
Misc	\$	-	\$	-	\$	2,292.13
Equipment Rentals	\$	-	\$	148.21	\$	-
Room Rentals	\$	-	\$	600.00	\$	-
Catering	<u>\$</u>	-	<u>\$</u>	4,112.08	<u>\$</u>	-
	\$	24,437.21	\$	49,125.22	\$	59,731.74

LOTTERY ACCOUNT EXPENSES

Mileage	\$	-	\$	4,552.42	\$ -
Car Rentals	\$	-	\$	455.06	\$ -
Fuel	\$	-	\$	144.16	\$ -
Parking	\$	-	\$	15.00	\$ -
Printing Cost	\$	70.54	\$	36.00	\$ -
Meals	\$	-	\$	112.00	\$ -
Chq Printing Fee	\$	-	\$	30.00	\$ -
Club Payouts	\$	3,176.50	\$	-	
Prize Payouts	\$	2,500.00	\$	-	
Bank Charges	\$	12.00	\$	12.00	
Outstanding Cheques	<u>\$</u>	(32.50)	<u>\$</u>	-	\$ -
	\$	5,726.54	\$	5,356.64	\$ -
Total Expenses	\$	30,163.75	\$	54,481.86	\$ 59,731.74

NET INCOME - MAIN NET INCOME - LOTTERY	\$ <u>\$</u> \$	2,343.29 4,199.46 <b>6,542.75</b>	\$ 45,753.54 (765.04) <b>44,988.50</b>	\$ <u>\$</u> \$	(11,942.69) 13,026.00 <b>1,083.31</b>
ASSETS AT MARCH 31, 2021					
MAIN ACCOUNT BALANCE	\$	79,027.57	\$ 76,684.28	\$	30,930.74
LOTTERY ACCOUNT BALANCE	\$	10,181.98	\$ 5,982.52	\$	6,855.56
GIC BALANCE	\$	-	\$ -	\$	50,927.53
	\$	89,209.55	\$ 82,666.80	\$	88,713.83

Dawn Steeves

PO Box 385 Vanscoy, SK SOL 3J0

## SSAI EXECUTIVE MEETING Thursday October 14, 2021 at 4pm Heritage Inn (Saskatoon, SK)

### Meeting Agenda for SSAI Board of Directors

- ISC Forms complete forms; update director info
- Expenses
- Appoint Secretary and Treasurer has been Shannon (\$30/hour, mileage \$0.45/km, \$50/month rent)
- Signing Authority at Delisle Credit Union for SSAI Bank accounts to have any 2 of the following 3 people to sign for cheques/withdrawals
- Choose Auditor has been Dawn Steeves at Village of Vanscoy office
- Resolution Committee –
- Nomination Committee –
- Convention Committee –
- Bowling Committee –
- Walkathon Joan Boyer
- SSAI Lottery for 2021 major fundraiser tickets available Jan 2021 with draw date at 2021 convention in June. \$2/ticket and cash prizes 1x \$1000, 2x \$500, 5 X\$100
- Sask Arts Grant next deadline end of October
- Any other business
- Date for next convention: June , 2021 at the Heritage Inn
- Date for next executive meeting:
- motion to Adjourn

## ISC form to update contact information for Directors:

Information <sup>™</sup> Services Corporation	The Non-Profit Corporations Act, 1995 Notice of Change of Directors/Officers							
Director / Officer								
Add Remove Resign Update Effective Date:								
<ul> <li>Director – Resident Canadian </li> <li>Yes </li> <li>No</li> <li>Officer – Office Held:</li></ul>								
First Name:	Middle Name:	:: Last Name:						
Physical Address	Physical Address Check here if mail cannot be delivered to this address		ss cal address					
Street Address 1:		Street Address 1:						
Street Address 2:		Street Address 2:						
Street Address 3:		Street Address 3:						
City / Town:		City / Town:						
Province:		Province:						
Country:		Country:						
Postal Code:		Postal Code:						
Email Address (optional):								

SSAI Survey - to assist with our SK Arts Grant Application for Artists in Communities What are the strengths of (rural) Saskatchewan seniors and/or seniors clubs?

What kind of local programs/workshops are available to seniors in your community?

What other programs/workshops would you like to see offered in your community?

How do you like to engage in programs? (circle your answers – all that apply to you) in person, by telephone, internet, mail, email, facebook, other:

Do you have any experience with telephone conference programming? **YES** NO

> or online programming over the internet (i.e. zoom / webex) NO YES |

How frequently do you like to engage in programs/workshops? daily, weekly, monthly

What time of day/week would ye	ou participate in programs/w	vorkshops?
morning, afternoon, evening	on	weekdays, weekends

What types of art forms are you interested in?

- □ Visual arts (e.g., painting, sculpture, drawing)
- Craft (e.g., sewing, woodworking)
- Writing
- Performing
- □ Other arts please

- Dance
- Theatre
- □ Music (e.g., singing, playing)
- 🗆 Film
- Digital arts

explain:

Since the beginning of 2020, have you changed how you socialize or connect with other people?

If so, how so? If not, why not?

Since the beginning of 2020, have you changed your involvement in the community generally? If so, how? If not, why not?

Since the beginning of 2020, do you feel more or less connected to your community(ies)? If so, how? If not, why not?

# Saskatchewan Seniors Association Inc.

**Convention Evaluation Form** 

October 13 <sup>th</sup> and 14 <sup>th</sup> , 2021 – Heritage Inn, Saskatoon
Please give us your comments/feedback by answering the following questions:
Were you satisfied with the overall convention? YES / NO
Please provide us with your comments regarding:
Guest speakers
Guest speakers
Subject Matter
Resolutions
Meals & Banquet
Do you think we need an annual convention? YES / NO
Did you enjoy this convention? YES / NO
Would you attend another convention? YES / NO
What did you like best about this convention?
What did you dislike about this convention?
Any other comments or suggestions
Thanks for completing this survey. Please hand it in before you leave.