

SCHOOL OF BUSINESS REPORTS

UNIVERSITY OF SOUTHERN INDIANA

Now available!

Faculty Experts Guide ready to serve you

If you have a need in your business, the University of Southern Indiana School of Business may have just the expert who can advise you. Our school serves the greater Evansville community as a resource for training, consultation, and economic development. With that in mind, we have prepared a new *Faculty Experts Guide* to tell you more about our faculty and their areas of expertise.

More than 20 faculty members with expertise ranging from accounting to statistics stand ready to serve you. See page 5 for more information.

Sendelweck named Alumnus-in-Residence

Kenneth L. Sendelweck '76, president of German-American Bank in Jasper, Indiana, will present the 2000 Alumni-in-Residence lecture for the School of Business at 9 a.m. and 11 a.m. March 29 in Carter Hall in the University Center. His presentations are open to the public. Sendelweck is a member of the School of Business Board of Visitors and treasurer of the USI Foundation.



Sendelweck

IBEA recognizes Larry Arp as Outstanding Business Educator

Dr. Larry W. Arp, chair of the Information Systems and Business Education Department and associate professor of business education in the University of Southern Indiana School of Business, was named the 1999 Outstanding Business Educator by the Indiana Business Education Association.

The honor was presented to the USI faculty member recently in Indianapolis at the IBEA annual conference. (*Two School of Business alumnae also received awards at the conference. See below.*)

The Outstanding Business Educator award recognizes a postsecondary educator distinguished in the areas of teaching, publishing, and leadership. **Phyllis Rokicki**, IBEA immediate past president and 1999 awards chair, said "Dr. Arp was chosen for this award because he always exemplifies the

values of business education. Many of us here know when we call on him he will always have the answers and be right on target."

Arp is a past president of IBEA and has served in a number of other leadership roles for the organization.

In addition to IBEA, his professional memberships include the National Business Education Association, Delta Pi Epsilon, Administrative



Arp

See Arp, page 2

USI alums honored with top state awards

The Indiana Business Education Association honored two School of Business alumnae recently at its annual conference in Indianapolis. Both were business education majors at USI.

■ **Tina McCloud '89** was named 1999 Outstanding Classroom Teacher. She teaches at Mount Vernon (Indiana) High School.



McCloud



Dockery

■ **Sherry Dockery '81** was one of four persons to receive the Outstanding Leader Award in Business and Marketing and one of two to receive the Indiana Department of Education Apple of the Year Award for outstanding contributions to business and marketing education. She teaches at Central High School in Evansville.

What brain drain?

Most School of Business students work in Tri-State after graduation

By Philip C. Fisher

There seems to be a widespread belief that most of the students who graduate from Indiana's universities leave the state. I don't know whether or not this is true of other schools, but it is an erroneous belief with regard to the graduates of the University of Southern Indiana and its School of Business.

About 80 percent of the University's graduates take jobs in the Tri-State

The University of Southern Indiana was established to create educational opportunities for the young people of this region and to raise the educational attainment of its residents.

after graduation. For example, in 1998, of the 706 graduates for whom we have information, 80.5 percent took jobs in the Tri-State. Another 5.4 percent

took jobs elsewhere in Indiana.

For the School of Business graduates, 78.8 percent took jobs in the Tri-State, and 14.6 percent took jobs elsewhere in Indiana. That's a



Fisher

total of 93.4 percent of the 1998 School of Business graduates taking jobs locally or in greater Indiana. This isn't unusual. In 1996, those business school graduates taking jobs in the Tri-State and elsewhere in Indiana were 95 percent of the total.

Recently we asked the question, "are they staying here over the long term?" To answer this question, we analyzed the ZIP codes of the 4,398 School of Business alumni for whom we have addresses. The answer to the question is, yes, the great majority of our alumni are staying here. The breakdown is shown in the table below.

The University of Southern Indiana was established to create educational opportunities for the young

people of this region and to raise the educational attainment of its residents. It has been 29 years since the first graduating class, and the School of Business is proud of the contribution it has made and continues to make toward the attainment of those goals.

School of Business Alumni*

ZIP Code Addresses	Number of Alumni	Percent
Evansville	1,723	39.2
Other Southwest Indiana	1,284	29.2
Total Southwest Indiana	3,007	68.4
Other Indiana	379	8.6
Total Indiana	3,386	77.0
Northwest Kentucky	220	5.0
Southeast Illinois	101	2.2
Total Indiana and Tri-State	3,707	84.3
Other geographic locations	691	15.7
All locations	4,398	100.0

*Graduates from Classes of 1971-99

Arp

Continued from page 1

Management Society, Phi Delta Kappa, the Association for Information Technology Professionals, the American Career and Technical Education Association, and the Association of University Teacher Educators for Workforce Development.

Since 1992, Arp has served as the

USI representative to the Leadership Board of the Region of 13 Southwestern Indiana Partnership for Workforce Development. This board is responsible for developing a regional plan to implement the Indiana Department of Workforce Development state plan for School-to-Work activities among the region's schools and businesses.

He also has served on the Implementation Committee of the Southwest Indiana Tech Prep/Associate

Degree Project Consortium. This consortium has been instrumental in helping area schools implement Tech Prep curricula and in providing professional development opportunities for the region's teachers. Arp said he is particularly proud of the Tech Prep Faculty-at-the-Factory internship program that was developed to help provide "real world" experiences for teachers to improve school curricula.

Faculty appointments announced

The School of Business announces the appointment of five faculty members. Four are joining USI for the first time, and Dr. Dane M. Partridge returns to USI after teaching in another state for two years.

■ **Dr. Richard D. Cook**, assistant professor of computer science, earned a B.S., an M.S., and a Ph.D. from Purdue University and an M.B.A. from the University of Evansville. Prior to coming to USI, he was assistant professor at Owensboro Community College. His



Cook

first career was as a project engineer and manager with Integrated Systems Manufacturing and Faultless Caster.

■ **Matthew Hood**, instructor in business statistics, received a



Hood



Partridge



Ramaya



Socha

B.A. from Brigham Young University and an M.S. from Utah State University. Before joining USI, he was an assistant instructor at Ricks College in Utah.

■ **Dr. Dane M. Partridge**, associate professor of management, returns to USI from Radford University in Radford, Virginia, where he was assistant professor of management. He was a USI School of Business faculty member from 1993-1997. He earned a B.A. from Michigan State University and an M.S. and Ph.D. from Cornell University.

■ **Dr. Krishnan Ramaya**, assistant professor of management, most recently was a visiting professor at the University of Missouri in Kansas City. He earned B.S., M.B.A., and Ph.D. degrees from the University of Kansas.

■ **Dr. Ronald R. Socha**, instructor in marketing, completed a B.S. and an M.B.A. at the University of Massa-

chusetts and a D.B.A. at Southern Illinois University. Most recently, he was a research and teaching assistant at Southern Illinois University. He comes to academia from the healthcare industry.

USI—A great place to study business!

“The USI School of Business has a good working relationship with many firms in the community. This helps us as professors in terms of relating what we do in class to what’s happening in business. Given that so many of our students come from this region and will work here after graduation, we can do a more effective job of communicating to them what businesses expect. When we talk about firms that employ a lot of our students, our students sit up and take notice.”

— *Dr. Dane M. Partridge*
Associate Professor
of Management

Faculty members honored

The School of Business has honored three faculty members for their outstanding contributions to the school and to their disciplines during the 1998-99 academic year.

■ **Brian L. McGuire**, assistant professor of accounting, was recognized with the School of Business Service Award for his extensive professional service to the University and to his profession at the local, regional, and national levels, as well as for his community service.

■ **Craig R. Ehlen**, associate professor of accounting, received the Research Award in recognition of his consistent productivity and success as a scholar.

■ **Dr. Jill L. Padgett**, instructor in business education, was accorded the teaching award for her outstanding teaching evaluations and reputation for



McGuire



Ehlen



Padgett

excellence. Padgett is now associated with KFS & Associates, an Evansville-based communications and marketing firm.

The awards were presented at a faculty reception in the spring.

Students capitalize on Washington weekend

Travelers develop sense of D.C. significance, learn skills of city life

Members of Alpha Kappa Psi professional business fraternity and the Economics and Finance Club visited Washington, D.C., for a weekend in October to get to know the city and what makes the nation and its capital tick.

Nancy Bizar, coordinator of School of Business external relations, said the group—13 students, two faculty, and one parent—developed a stronger sense of history as they walked in the shadows of the White House, Treasury, Pentagon, Commerce Building, Capitol, and other historic buildings, learning the basics of travel in the city by subway, bus, and trolley.

The group visited the headquarters of the Central Intelligence Agency, nestled in the countryside of Virginia, where they learned about the life of an operative and some of the financial and accounting practices of the CIA. Students were told about CIA career opportunities and were invited to submit their resumes.

At the National Zoological Park, the park's financial executive discussed the complexities of a nonprofit organization's finance and accounting practices. Bizar said the group saw firsthand



Members of Alpha Kappa Psi and the Economics/Finance Club stopped at 1600 Pennsylvania Avenue as they learned their way around Washington.

the results of nonprofit fundraising in the operation of the zoo. The keeper of the invertebrates took the group to see an octopus feeding and other exhibits.

Bizar said students scattered throughout the Washington area to find delectable and affordable meals with "affordable" being the most difficult to find. The students said the cost of living in the capital is different from that of Evansville, making them believers in www.homefair.com, a cost-of-living comparison Web site.

During the short Washington stay, the students saw embassies, museums, mansions, historical monuments, the

National Cathedral, Georgetown, the Kennedy Center, and other sites. In addition to learning more about the nation's history and business, students rated the trip highly for what they learned about getting around in a big city and for the experience of getting to know one another.

The trip's student planner was **Jennifer Quinn**.

Mohammed Khayum, associate professor of economics and advisor of Alpha Kappa Psi, accompanied the group in addition to Bizar. The same student organizations took a trip to New York City in fall 1998.

Johnson, Williams honored by USI Alumni Association

The University of Southern Indiana Alumni Association honored two School of Business alumni in the spring during its annual Senior Reception and Dinner.

Nancy L. Johnson, director of Alumni and Volunteer Services for USI, received the Special Recognition Award. She has guided the establishment of the alumni scholarship endowment fund and has helped establish alumni chapters in Indianapolis, Dubois County, and Louisville. Johnson earned a B.S. degree in business manage-



Johnson

ment in 1983 and completed a Master of Arts in Liberal Studies degree in 1995.

Eric R. Williams received the Alumni Service Award. A 1989 management graduate, he is a past president of the Alumni Association and has been an Alumni Council member and president of the Sigma Tau Gamma Fraternity Alumni Chapter. He also has served as chair of the fraternity's housing corporation and trust committee. He is chief deputy for the Vanderburgh County sheriff's department.



Williams

Meet the experts

Faculty members in the School of Business have expertise in many topics that relate to businesses in the Tri-State. If you need information about any of the following topics or want expert consultation, School of Business faculty members may be able to assist you. Call 464-1681 today to get a copy of the USI School of Business *Faculty Experts Guide*.

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Faculty Experts Guide



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Data Analysis
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Regression Analysis
Time Series Analysis

Do you support aging parents?

These opportunities may save on taxes

By Timothy R. Koski

An increasing number of taxpayers are supporting their elderly parents, both emotionally and financially. Several well-established, but often neglected, tax savings opportunities are available to taxpayers who financially support their parents. Taxpayers should carefully review the items listed below.



Koski

Dependency Exemption

A taxpayer may be able to claim a dependency exemption for a parent the taxpayer financially supports. A taxpayer must meet all five of the following tests to claim another person as a dependent.

Gross income test. The dependent's gross income for the year must be less than the personal exemption amount. Non-taxable social security benefits are not considered gross income for purposes of this test. Therefore, although the personal exemption amount is relatively low (\$2,800 for 2000), a parent whose primary source of income is social security may still meet this test.

Support test. The taxpayer claiming the exemption must provide more than half of the dependent's support for the year. Support includes food, shelter, clothing, medical and dental care, and education. Unlike the gross income test, social security actually spent on support is taken into consideration. It is the amount actually spent, not the amount received, that is relevant. A taxpayer who supports a parent can

have the parent use social security money for things other than support (e.g., investing, contributing to charity, or making gifts to grandchildren). As long as there is evidence of the actual use of the social security, the parent can meet the support test.

If more than one child shares in a parent's support, a multiple support agreement (MSA) may be used to realize tax savings. An MSA allows a group of children to claim a dependency exemption for a parent even if no one individually provides more than 50 percent of support. As long as the group as a whole provides more than 50 percent of support, the group can decide who should claim the exemption; that person need only have contributed more than 10 percent of support. Only one exemption may be claimed in a given year. The member of the group who claims the exemption, however, may change from year to year.

Relationship Test. The dependent must either be related to the taxpayer or reside as a member of the taxpayer's household for the entire tax year. This test does not cause a problem for a taxpayer claiming a parent as a dependent.

Citizen or Resident Test. The dependent must be either a U.S. citizen or a resident of Canada or Mexico.

Joint Return Test. The parent cannot file a joint return unless it is filed solely to claim a refund.

Head of Household Filing Status

A single person who supports a parent may qualify as a head of household. Filing as a head of household results in a more favorable tax rate schedule than filing as a single person. Head of household filing status is available to an unmarried taxpayer who provides more than half the cost of maintaining a dependent parent's home. The dependent parent does not have to live with the taxpayer, as long as the taxpayer provides more than half the cost of maintaining a household that is the parent's principal abode. A single taxpayer who pays more than

half the cost of maintaining a dependent parent in a nursing home may qualify as a head of household.

Dependent Care Credit

A taxpayer who incurs expenses for the care of a parent may be entitled to a dependent care credit. Although this credit is typically used for child care expenses, it is also available to a taxpayer who maintains a household and incurs expenses for the care of a dependent "who is physically or mentally incapable of caring for himself." If a taxpayer hires a home health care provider to care for an incapacitated parent while the taxpayer is working, the expenses qualify for the dependent care credit. The amount of the credit depends on both income and the expenses incurred; the credit can be as much as \$1,440.

A dependent care assistance program (DCAP) allows a taxpayer to pay up to \$5,000 (\$2,500 if married filing separately) of dependent care expenses with pre-tax dollars. Many employers offer DCAPs. If available, a taxpayer may use a DCAP (rather than the dependent care credit) for dependent care expenses. Taxpayers in high marginal tax brackets should consider foregoing the dependent care credit and paying dependent care expenses through a DCAP.

Medical Expenses

A taxpayer may take an itemized deduction for medical expenses paid for

See *Tax*, page 7

About the author

▼ Dr. Timothy R. Koski, USI assistant professor of accounting, is a certified public accountant and an attorney. He holds a bachelor's degree in business administration from Arizona State University, a J.D. degree from the University of North Dakota, an LL.M. degree in taxation from Southern Methodist University, and a Ph.D. in accounting from the University of Missouri.

Van Over prevails in overtime to take taekwondo world title

Professor emeritus competes in 60+ category

Dr. Harlan C. Van Over, professor emeritus of business, scored in sudden victory overtime to earn the title of world champion in his age group (60 years and older) in the American Taekwondo Association (ATA) Top 10 Blackbelt World Championship competition.

The competition was held in June in Little Rock. To qualify, Van Over finished the regular competition year (June 1998-April 1999) ranked fourth in the world in his age group. The top 10 qualifiers participated in the championship.

Van Over's first match of the world competition was against the number one ranked blackbelt. He won by a score of three to two and then was paired against the third ranked blackbelt for the championship. When time expired, the match was tied three to three. Van Over scored the first point in sudden victory overtime and was declared world champion.

The USI professor emeritus already has a good start for the new taekwondo competition year. In the first event he entered following the world meet, he won first place in the forms competition and second in sparring.



Harlan Van Over displays his world championship taekwondo trophy.

Van Over, 77, retired from USI in 1988. He began studying taekwondo 19 years ago because he felt it would offer a challenge and an opportunity to build his skill.

Goldsby runs the distance as assistant coach

Michael G. Goldsby, assistant professor of management, went the distance this year as a volunteer assistant coach for the USI cross country team. Mike Hillyard is head coach.



Goldsby

Goldsby was a cross country runner in high school and continues to enter competitions as time permits. He recently placed fifth in the Persimmon Festival 5K run in his hometown of Mitchell, Indiana. His brother Tom, a professor at Iowa State University, was the first-place winner in that competition. He and his brother are longtime running companions.

Goldsby believes that the best advice he can give student athletes is to have patience and confidence. "Pace is the way to run a good time," he said. "The good distance runners run an even race."

In his first year as assistant coach, Goldsby said the most surprising aspect of coaching is not the actual coaching but the logistics of getting 40 team members on the van, in the restaurants, and to the meets. "The coaches put a lot of time into it," he said.

The USI men's and women's cross country teams ranked in the top 25 nationally during the fall. The women's team finished first in the Great Lakes Valley Conference and won its first NCAA Division II Great Lakes Regional before finishing ninth in the NCAA National Championship Meet. The men placed second in the league and fourth in the regional.

Tax

Continued from page 6

self, spouse, and dependents. Because medical expenses are only deductible to the extent they exceed 7 1/2 percent of adjusted gross income, the expenses must be substantial before a taxpayer gets any benefit from a medical expense deduction. However, medical expenses incurred by the elderly can be substantial; and the potential deduction of medical expenses paid on behalf of a dependent parent should not be overlooked.

In addition to hospital bills, doctor bills, and medical insurance premiums,

many other expenses typically incurred by the elderly (such as artificial limbs, nursing care services, hearing devices and batteries, oxygen, and wheelchairs) are deductible. Nursing home expenses also qualify as medical expenses. As long as the principal reason for living in a nursing home is the availability of medical care, and not personal or family considerations, the entire amount of expenses (including meals and lodging) is deductible as medical expenses.

For a detailed discussion of the tax breaks available to taxpayers who support their parents, see Koski, "Parental Support Tax Savings Opportunities," The Tax Adviser, (November 1999).

On the Web

See <http://business.usi.edu/> for information about the University of Southern Indiana School of Business.

USI professor goes down under

Joy Peluchette uses sabbatical in Australia for research

Joy Peluchette has returned to her classes in organizational behavior and diversity management with new insights to enrich her teaching after a year-long sabbatical in Australia.

An associate professor of management, Peluchette was in Newcastle, Australia, for a year beginning in June 1998. She described the city as a blue-collar environment with a major steelworks and a large commercial shipping harbor. A two-hour drive north of Syd-

U.S. campuses place more emphasis on teaching improvement

ney, the city is home to the University of Newcastle, where Peluchette began several research efforts that are still in progress.

Some of her studies involve a comparison of Australian curriculum and teaching methods with those used in the United States. She has found that more people in Australia opt for a vocational track, viewing a four-year education as something not very practical. "This could present a challenge for their country in the coming years with

fewer people having the analytical skills needed for management positions," Peluchette said.

She also noted that classes are set up differently down under. Typically, in the United States, many courses have three contact hours. In Australia the same course might have four or five contact hours a week, including lectures and a small group discussion.

Her research also indicates that working conditions are more rigid for faculty in the Australian universities and that most campuses there are unionized. She has observed that U.S. campuses place more emphasis on teaching improvement. She credits that emphasis to the competition among American universities to enroll students. "Our competition for students forces us to be better," she said.

Another of Peluchette's research initiatives focuses on a comparison of how human resource managers in the United States and in Australia use certain training and hiring practices. She is working with the Society of Human Resource Management in Australia to study topics such as whether employers prefer to hire trained workers or provide training themselves.

Peluchette also is looking into the



A park ranger introduced Joy Peluchette to one of Australia's well-known native animals, the koala.

feasibility of an exchange program between USI and the University of Newcastle.

Even though both the United States and Australia are English-speaking countries, Peluchette said cultural differences took some getting used to, especially driving on the other side of the road. During the sabbatical, she also visited New Zealand, which is her mother's native country, and the island of Fiji. Peluchette's husband, Tuss, was on assignment in Newcastle for his employer, Cyprus Minerals. Her sons, Nick (16) and Neil (14) attended Australian schools.

Brett Long completes first faculty internship in accounting

Harding, Shymanski & Co. initiates program for Accounting Circle

Dr. Brett J. Long, associate professor of accounting, has completed the first annual faculty internship in accounting, a program initiated by the Accounting Circle, an advisory board to the undergraduate and graduate accounting programs. Harding, Shymanski & Co. of Evansville provided the first internship—a tax internship—in spring 1999. Long commended the firm for making the opportunity available during its busiest time of the year.

Long taught a six-hour class load and worked 12 to 15 hours each week



Long

at the accounting firm. He accomplished the objectives he set for the internship by 1) developing a relationship with practitioners, 2) gaining experience in trust accounting, and 3) observing firsthand the technological advances in accounting. He also found that analytical skills are increasingly important in the workplace, espe-

cially in compliance. As a result, he has adjusted his classroom approach to teaching problem-solving.

Long teaches and specializes in the fields of federal taxation and business law. He holds a B.A. from the University of Northern Iowa, an LL.M. in taxation from the University of Missouri, Kansas City; and a J.D. from the University of Iowa School of Law.

Jeanette Maier-Lytle, instructor in accounting, will be the next faculty member to participate in the faculty internship program. She will complete an internship this summer.

Communication is key for Kay Forbes-Smith

Imagination leads to new reality for clients

Communication spells the difference between satisfaction and chaos, **Kay Forbes-Smith**, president of KFS & Associates, told School of Business students when she served as Executive-in-Residence during the fall semester.

"The way to succeed," she said, "is to embrace change and apply a healthy dose of imagination. Your reality can be whatever you want it to be."

Forbes-Smith founded KFS in 1989 with two employees. The firm now employs 25 persons at offices in Evansville and Princeton, New Jersey. KFS is a corporate communications and marketing firm which provides advertising, marketing, and public relations for local and national clients, including pharmaceutical, financial, and manufacturing companies. KFS also develops employee education and motivation programs.

Forbes-Smith described herself as a child of the '50s who grew up when "Leave It to Beaver" portrayed the ideal American family and teenage life revolved around American Bandstand. "Things have changed," she said.



Executive-in-Residence Kay Forbes-Smith, left, talks about the power of communication with School of Business students Cora Clark, center, and Jill Epple.

She attributed her success and that of her company to "a lot of hard work and a little luck, but mostly to envisioning what the future will be like."

To help her clients enhance their success, Forbes-Smith says she begins by asking them their needs. They may want to demonstrate more appreciation

for sales representatives, improve shareholder confidence, or change public perception of a product. "Then we take our imaginations and help them meet their needs."

The School of Business Executive-in-Residence program is a semi-annual event that brings a professional business person to campus to interact with students and faculty. Forbes-Smith visited USI October 20.

Let us hear from you!

We welcome comments from our alumni and friends regarding accomplishments, career choices, and momentous personal events. Send to Nancy F. Bizal, School of Business, University of Southern Indiana, 8600 University Boulevard, Evansville, IN 47712-3597 or nbizal@usi.edu.

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Please submit this information to the Alumni Today section of *USI Magazine* (formerly 8600 University Boulevard).

Please use this information only to maintain accurate alumni records.

July 1, 1998-June 30, 1999

School of Business Honor Roll of Donors

Alumni, special friends, faculty, and the business community have generously supported the School of Business. Financial contributions provide access for students and faculty to electronic databases, buy books for the library, support faculty development, fund scholarships and fellowships, and bring business leaders to campus to meet and talk with students. Thank you for your support!

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Student Toastmasters thank sponsor

The USI Speaking Eagles Toastmasters Club has expressed appreciation to its sponsor, the Accounting Circle, by raising money to help pay costs of the club's membership in Toastmasters International.

The Accounting Circle is the advisory group to USI

accounting programs and has paid the students' tuition to the parent organization since the USI chapter was organized in fall 1998.

Student Toastmasters secured the permission of School of Business faculty members to solicit contributions in their names for a pie-in-the-face contest. Associate Professor Peter Cashel-Cordo won the competition. Account-



Peter Cashel-Cordo, associate professor, gets his pie-in-the-face winnings from School of Business student Kendi Hostettler.

ing major **Kendi Hostettler** was the highest bidder to throw the pie.

The student Toastmasters organization helps students polish their communication skills, deemed essential for success in a professional career. Two senior accounting students, **Jill Weldon** and **Casey Kostrzebski**, spoke recently at an Accounting Circle meeting to demonstrate benefits of participation.

Accounting Club earns IMA Gold Certificate

The USI Accounting Club has earned the Gold Certificate of Excellence for the 1998-1999 academic year from the Institute of Management Accounts (IMA).

The award, the highest recognition that a student Accounting Club can achieve in IMA annual competition, was presented in November by **Pam Prinz Stewart**, national chair of the organization, at a meeting of the USI club. She spoke on the topic "The New Role for Financial Professionals: Counting More, Counting Less (Practice Analysis Update)" and made a presentation later that day to the Evansville chapter of the IMA.

Brian McGuire, assistant professor of accounting, is faculty sponsor for the USI Accounting Club.

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