

MEMORANDUM OF UNDERSTANDING

BETWEEN

HINDUSTAN COPPER LIMITED

AND

MINISTRY OF MINES

FOR

2010-2011

**MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
HINDUSTAN COPPER LIMITED
AND
MINISTRY OF MINES

FOR

2010-2011**

The MOU has been structured in the following parts:

Part I : MISSION AND OBJECTIVES

Part II : EXERCISE OF ENHANCED AUTONOMY AND DELEGATION OF
FINANCIAL POWERS

Part III: PERFORMANCE EVALUATION PARAMETERS AND TARGETS

Part IV: COMMITMENTS/ASSISTANCE FROM THE GOVERNMENT

Part V: ACTION PLAN FOR IMPLEMENTATION AND MONITORING
OF THE MOU

PART – I

MISSION & OBJECTIVES

1. MISSION

To maximise profitability of the company while ensuring sustainable development and utilisation of available mineral resources for national benefit.

2. OBJECTIVES

- i) To develop available mine deposits, maximise utilization of existing mines and acquire new mines
- ii) To ensure efficient and safe operations of mines and plants.
- iii) To enhance price realisation per tonne of copper sale.
- iv) Systematic development of human resources in order to achieve competent, capable and motivated work force.
- v) To enhance customer satisfaction by providing quality products and services.
- vi) To ensure continued protection and preservation of the natural environment.
- vii) Reopening of closed mines.
- viii) Opening of new mines.

Part II

EXERCISE OF ENHANCED AUTONOMY AND DELEGATION OF FINANCIAL POWERS

Pursuant to the award of 'Miniratna, Category 1' status of HCL, the Board of HCL has been provided with enhanced power as per the scheme applicable to 'Miniratna, Category 1' PSU.

PART-III

PERFORMANCE EVALUATION PARAMETERS AND TARGETS

MoU Assessment Format for Industrial CPSEs-
Manufacturing and Mining CPSEs

Details are enclosed at Annexure III as per format

Part IV: COMMITMENTS/ASSISTANCE FROM THE GOVERNMENT

1. Reserving the areas (not notified yet by the State Govt. in Madhya Pradesh, Rajasthan & Haryana) for HCL for ML/PL/RP for which applications have been submitted to MOM, New Delhi.
2. Assistance for issue of fresh mining leases and renewal of existing leases.

Part V: ACTION PLAN FOR IMPLEMENTATION AND MONITORING OF THE MOU

HCL undertake to submit the quarterly reports on the various performance areas regularly. Board/ Committee of Directors of the Company will review the progress of the MOU every quarter.

To ensure that MOU system is properly monitored in the DPE, the following activities would be taken into consideration in MOU for the year 2010-11:

- (i) Timely submission of Draft MOU for 2011-2012 after due discussion with Administrative Ministry/ Department with the target date of 29th December, 2010.
- (ii) Timely signing of MOU for the year 2010-2011 with the target date of 15 th March, 2010.
- (iii) Timely submission of Performance Evaluation Report (composite score) for the year 2009-10 on the basis of Audited data along with the Audited Accounts, Balance Sheet and Profit and Loss Account for the year 2009-10 to DPE after approval of the Board of HCL and through the administrative Ministry within the target date of 31st August, 2010.
- (iv) The data for compilation of Public Enterprise Survey 2009-10 including flash results for the six months ending 30th September, 2010 should be submitted timely within the target date of 15th October, 2010.
- (v) Posting of the audited accounts for the year 2009-10 in the website of PSE & submission of annual report of 2009-10 by 31st August 2010 to enable the timely preparation of PE survey 2009-10.

(Shakeel Ahmed)
Chairman-cum- MD
HINDUSTAN COPPER LIMITED

(Santha Sheela Nair)
Secretary
MINISTRY OF MINES

PERFORMANCE EVALUATION PARAMETERS AND TARGETS
MoU Assessment Format for Industrial CPSEs- Manufacturing and Mining CPSEs

The performance indicators for 2010-2011 targets, and relative weights for each of the indicators for evaluation of the Company's performance during 2010-2011 are indicated below:

Sl. No.	Evaluation Criteria			Performance Rating MOU 2010-11 Target				
				Excellent 1	Very Good 2	Good 3	Fair 4	Poor 5
1.	Static/Financial Parameters (50%) *							
(a)	Financial performance indicators- Profit related ratios	Unit	Weight (in %)					
i.	Gross Margin/ Gross Block	%	2	41.24	35.42	31.13	27.03	23.21
ii.	Net Profit/ Net Worth	%	10	20.27	17.76	15.81	13.86	11.95
iii.	Gross Profit/ Capital Employed	%	10	37.66	33.27	29.81	26.31	22.85
(b)	Financial indicators – Size related							
i.	Gross Margin	Rs. crore	08	337.69	290.00	254.93	221.36	190.02
ii.	Gross Sales	Rs. crore	04	1119.12	1050.00	994.85	942.34	892.91
(c)	Financial returns – Productivity related							
i.	PBDIT/Total Employment	Rs. Lac/employee	07	6.52	5.60	4.92	4.27	3.66
ii.	Added Value/ Sales	%	09	22.61	19.86	17.66	15.32	12.89
	Sub-total 1 (a+b+c)		50					

* Assumptions for MOU 2010-11-

On the basis of LME Price of US \$ 6000 per tonne and exchange rate of 1 US\$ = Rs 46. Further, calculations are based on 5% customs duty on different finished copper products.

2. Dynamic Parameters (33%)								
Sl. No.	Performance	Unit	Weight	Performance Rating				
				Excellent 1	Very Good 2	Good 3	Fair 4	Poor 5
i.	Quality a) Net revert generation at ICC Smelter as % of new anode production	%	01	0.45	0.50	0.53	0.55	0.58
	b) Acceptance % of CCR of TCP	%	01	99	98.80	97	95	93
ii	R&D Improvement of recovery of Bio leaching experiment at MCP through extended trial & inputs in collaboration with National & International research Institutes – Attain recovery exceeding 12%.	Month	5	Nov'2010	Dec'2010	Jan'2011	Feb'2011	March'2011
iii	Customers Satisfaction (To achieve complaint free quality standard)	%	01	100	99.90	94	91	88
iv	HRD(Employee training & motivation)	Man-days	01	9000	8755	8000	7000	6000
v	Injury Severity Rate (no. of man days lost/ million men hours worked)	No.	01	100	150	200	250	300
vi	Inventory holding of stores & spares	Month's consumption	02	4	5	7	8	9
vii	Innovation – To be an approved vendor of Railways for catenary wire through product development of 19.20 MM Rods at TCP	Month	02	November 2010	December 2010	January 2011	February 2011	March 2011
viii	Training and re-deployment of 20% of TCP's workforce for development of value added products for Railways.	Month	02	November 2010	December 2010	January 2011	February 2011	March 2011
ix	Project Implementation :	Month	12					
a)	MCP open pit redesign- 60 LBCM(Lakh Bank Cubic Metre) Excavation contract at MCP- Commencement of work by contractual agency	Month	2	Jul-10	Aug- 10	Sep-10	Oct-10	Nov-10
b)	Development of Banwas block of Khetri mine - award of work	Month	4	Dec-10	Jan-11	Feb-11	Mar-11	-
c)	Commissioning of ceramic filter at MCP	Month	1	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10
d)	Amount spent on Corporate Social Responsibility(CSR)	Rs lakh	5	Rs 100 lakh by Dec-10	Rs 95 lakh by Jan-11	Rs 90 lakh by Feb-11	Rs 85lakh by Mar-11	-
x	Sustainable Development		5					
a)	Soil restoration – To plant grass turf in 47,500 Sq.mtr. at tailing pond embankment at MCP.	Sq.Mtr	2	Aug'2010 47500	Sept'2010 45000	Oct'2010 43000	Nov'2010 41000	Dec'2010 39000
b)	Water conservation – Reduce fresh water consumption in beneficiation process at MCP by increasing pulp density of tailing to 50% from 30% - Award of work	Month	1	July2010	Aug'2010	Sept'2010	Oct'2010	Nov'2010
c)	Plantation of 7500 perennial saplings in Tailing dam area towards green belt development	Nos.	2	July'2010 7500	Aug'2010 6500	Sept'2010 5500	Oct'2010 4500	Nov'2010 3500
	Sub-total 2		33					

Sl. No.	Performance	Unit	Weight	Performance Rating				
				Excellent 1	Very Good 2	Good 3	Fair 4	Poor 5
3.	Sector Specific Parameters (7%)							
	Production Performance							
a)	Excavation at MCP	Lakh M ³	02	58	55	52	50	47
b)	Ore Production	Lakh T	02	36.80	34.96	33.20	31.55	30
c)	Metal in concentrate	T	02	36271	34470	32750	31100	29550
d)	Cathode Copper	T	01	18500	17500	16600	15800	15000
	Sub-total 3		7					
4.	Enterprise – specific parameters (10%)							
a)	Power Consumption– Ore to concentrate at MCP	KWH/ T	01	17.50	19.0	20.50	21.50	22.50
b)	Power consumption at Khetri mine	KWH/ T	01	22	24	25	26	27
c)	Power consumption at Kolihan mine	KWH/ T	01	17.00	18.50	20.0	21.0	22.0
d)	Recovery of concentrator at KCC	%	01	92.00	91.50	90.50	90.00	89.50
e)	Recovery of concentrator at MCP	%	01	94.00	93.50	92.50	92.00	91.50
f)	Fuel Consumption – Per Ton of New Anode at ICC Smelter	Lit.	01	395	440	460	480	500
g)	Power consumption per tonne of cathode at ICC refinery	KWH/ T	01	300	320	330	340	350
h)	Yield at ICC Smelter – New Anode Prodn. per ton of fresh conc. Consumption	%	01	95.5	93	92.5	92	91.5
i)	Power consumption per tonne of new anode at ICC Smelter	Kwh	01	1045	1100	1150	1200	1250
j)	Anode Scrap Generation at ICC Refinery – as % of cathode copper production	%	01	19.50	21.0	23.0	24.0	25.0
	Sub-total 4		10					
Total (1+2+3+4)			100					

Trend of CPSEs Performance on Financial Parameters for last 5 years

Particulars	2005-06		2006-07		2007-08		2008-09		2009-10		2010-11	
	MOU	ACTUAL	MOU	ACTUAL	MOU	ACTUAL	MOU	ACTUAL	Actual upto Sept'09	Anticipated	MOU	MOU (V Good)
Production												
Excavation Lakh M3	31.00	40.00	36.00	36.60	33.00	38.00	35.00	36.00	16.13	34.00	70.00	55.00
Ore Production Lakh MT	33.00	26.37	31.00	32.71	32.00	32.45	34.50	29.83	14.66	31.50	36.00	34.96
Metal-In-Concentrate MT	31000	22984	29500	30231	31000	31378	34400	27589	12178	28295	35000	34470
Cathode Copper MT	40000	36087	42000	39785	40000	44734	45000	30036	8088	17300	18500	17500
Gross Sales	774.77	1053.76	1077.22	1799.64	1315.99	1839.79	1491.00	1349.10	625.67	1321.92	1245.27	1050.00
Gross Margin	69.05	150.75	168.51	461.95	232.72	417.50	275.00	54.65	35.52	244.14	38.97	290.00
Profit before Tax	6.99	100.22	118.35	331.82	187.89	302.50	234.81	5.48	24.76	174.89	11.66	269.36
Gross Block	732.54	860.81	723.73	867.30	768.81	665.70	777.87	731.36	750.71	786.81	747.70	818.61
Less: Depreciation	519.45	476.13	514.62	491.30	521.12	500.28	546.13	521.66	530.49	528.91	517.01	539.81
Net Block	213.09	184.68	209.11	178.00	247.69	165.42	231.74	209.70	220.22	257.90	230.69	279.00
Share Capital	1013.95	948.95	978.95	977.45	978.95	462.61	462.61	462.61	462.61	462.61	462.61	462.61
Reserves & Surplus	0.00	0.00	0.00	0.00	0.00	246.46	399.28	236.15	251.48	360.76	181.22	538.59
Less: Deferred Revenue Expenditure	6.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Less: Profit & Loss A/C	777.62	723.34	866.50	409.87	247.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net worth of CPSE	229.38	225.61	412.45	567.58	731.15	709.07	861.89	698.76	714.09	823.39	643.83	1001.19
Investment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sundry Debtors/Gross Sales(%)	2.00%	4.22%	1.39%	2.47%	3.42%	2.73%	2.68%	11.86%	25.56%	12.10%	1.56%	12.50%
Inventory	202.88	371.99	289.26	408.54	412.60	386.12	364.13	259.95	397.04	334.87	171.86	368.97
Total Current Assets	276.88	636.92	361.27	952.90	741.83	1088.46	1142.49	951.06	920.41	953.63	491.12	1089.56
Total Current Liabilities & provision	237.21	574.14	204.56	624.28	383.50	596.40	560.74	580.91	612.19	582.04	376.40	553.34
Net Current Assets	39.67	62.78	156.71	328.62	358.33	492.06	581.75	361.15	308.22	391.59	114.72	536.22
Capital Employed	262.76	247.46	365.82	504.62	606.02	657.48	813.49	570.85	528.44	649.49	345.41	815.22
Total Debts	333.59	292.32	272.50	220.10	175.00	113.48	75.00	36.03	7.50	7.50	45.50	7.50
Total Assets	489.97	821.60	970.38	1128.90	989.52	1253.88	1374.23	1160.76	1140.63	1211.53	721.81	1368.56
No of employees of CPSE	5500	5583	5583	5451	5449	5405	5420	5440	5394	5300	5460	5150
Dividend paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Added Value	43.77	126.00	131.93	411.49	172.12	351.75	193.66	(2.44)	9.10	179.19	4.43	208.48
Ratio												
Debt/Equity	1.45	1.30	0.66	0.38	0.24	0.16	0.09	0.05	0.01	0.01	0.07	0.01
Return on NetWorth(%age)	3.05%	46.93%	25.47%	55.31%	22.81%	34.76%	17.98%	-1.48%	2.15%	15.14%	1.20%	17.76%
PBDIT/Total employment (Rs)	1.11	2.67	2.97	7.56	4.22	6.86	5.02	0.93	0.65	4.57	0.60	5.80
Gross Profit/Capital Employed(%age)	17.07%	51.56%	40.40%	76.36%	34.20%	54.01%	30.99%	5.55%	4.89%	34.58%	4.91%	33.27%
Net Profit/NetWorth(%age)	3.05%	46.93%	25.47%	55.31%	22.81%	34.76%	17.98%	-1.48%	2.15%	15.14%	1.20%	17.76%
Working of gross margin												
Net Profit	6.99	105.88	105.07	313.94	166.80	246.46	155.00	(10.31)	15.33	124.63	7.70	177.60
Tax	0.00	(5.67)	13.28	17.88	21.08	56.04	79.81	15.79	9.43	50.28	3.96	91.56
Net Profit Before Tax	6.99	100.22	118.35	331.82	187.89	302.50	234.81	5.48	24.76	174.89	11.66	269.36
Add: Prior Period	0.00	0.33	0.00	0.63	0.00	7.60	0.00	(11.42)	(0.03)	(0.03)	0.00	0.00
Add: Extra ordinary items	0.00	(11.44)	0.00	18.02	0.00	17.00	0.00	30.80	0.00	47.75	0.00	0.00
Profit before prior period	6.99	89.11	118.35	350.47	167.89	327.10	234.81	24.86	24.73	222.61	11.66	269.36
Add: Interest	36.16	38.54	29.45	34.85	19.36	26.01	17.18	6.82	1.08	2.00	5.30	1.86
Gross Profit	43.15	127.64	147.80	385.32	207.24	355.11	251.98	31.68	25.81	224.61	16.96	271.21
Add : Depreciation	18.05	15.87	18.05	26.99	22.82	15.84	20.32	18.82	9.17	17.75	20.32	17.10
Add: Provisions write off	7.85	7.24	2.66	49.64	2.66	46.55	2.70	4.15	0.54	1.78	1.69	1.89
Gross Margin before interest,depreciation & provisions write off	69.05	150.75	159.51	451.95	232.72	417.50	275.00	54.65	35.52	244.14	38.97	290.00

Self declaration/certification by CPSE

It is hereby certified that the targets and actual achievements in respect of financial parameters have been worked out as per MoU Guidelines by adopting the norms and definitions laid down in MoU Guidelines for the year 2010-11. In case, any deviation is found at the time of appraisal of performance, DPE is free to evaluate as per audited accounts as per MoU Guidelines. CPSE has no right of claim in this regard.

Authorised Signatory

P Kasiviswanadham

General Manager (Corporate Planning)

Appendix I

CAPACITIES AND 2010-11 BE TARGETS

Parameter	Capacity	2010-11 MOU (Very Good)
MCP Excavation (M ³)	Not Applicable	55.0 Lakh/annum
<u>Mines</u>		
<u>Ore Production (MT)</u>		
Khetri Mine	6.0 Lakh/annum	6.00 Lakh/annum
Kolihan Mine	6.0 Lakh/annum	6.16 Lakh/annum
MCP	20.0 Lakh/annum	19.00 Lakh/annum
Surda Mine	4.0 Lakh/annum	3.80 Lakh/annum
Total:	36.0 Lakh/annum	34.96 Lakh/annum
<u>Concentrator</u>		
<u>Ore Milling (MT)</u>		
Khetri	18.15 Lakh/annum	12.16 Lakh/annum
MCP	20.00 Lakh/annum	19.00 Lakh/annum
Surda	4.00 Lakh/annum	3.80 Lakh/annum
Total:	42.15 Lakh/annum	34.96 Lakh/annum
<u>Metal in Concentrate (MT)</u>		
Khetri	Not Applicable	10450 /annum
MCP	Not Applicable	20200 /annum
Surda	Not Applicable	3820 /annum
Total:	Not Applicable	34470 /annum
<u>Smelter & Refinery</u>		
<u>Cathode (MT)</u>		
KCC	31,000/annum	Nil
ICC	18,500/annum	17500 / annum
Total:	49,500/annum	17500 / annum
<u>Wire Rod (MT)</u>		
TCP	60,000/annum	24500 / annum
Sale (MT)		
CC Rod	-	17500 / annum
Metal in Concentrate (MT)		15650/anum
Total		33150 / annum

Details Calculation of Sales & Others for MOU(Very Good) for 2010-11

Gross Sales	Rs. Crore	1050.00		
Production				
Metal in Concentrate Production	Tonne	34470		
Cathode Production	Tonne	17500		
Wire Rod Production	Tonne	17483		
Tolling of Wire Rod	Tonne	7000		
Sales				
Metal in Concentrate	Tonne	15653		
Cathode	Tonne	17		
Wire Rod	Tonne	17483		
LME	US\$	6000		
Details Of Sales		Qty	Rate	Value(Rs. Crore)
Metal in Concentrate	Tonne	15653	279788	437.95
Cathode	Tonne	17	329412	0.56
Wire Rod	Tonne	17483	333799	583.58
Sulphuric Acid	Tonne	13125	5221	6.85
Gold	KG	123	1501299	18.47
Silver	KG	1298	19990	2.59
Total				1050.00

HINDUSTAN COPPER LIMITED
PROFITABILITY FOR COMPANY FOR 2010-11 (MOU)

RS IN CRORE

		MOU 2010-11						
		BE 2010-11	BE 2009-10	EXCELLENT	VERY GOOD	GOOD	FAIR	POOR
INCOME								
Gross Sales		1050.00	1245.27	1119.12	1050.00	994.85	942.34	892.91
Less: Excise Duty		77.11	115.81	82.25	77.11	73.05	69.18	65.54
Net Sales		972.89	1129.46	1036.87	972.89	921.80	873.16	827.37
Other Income		35.37	39.21	35.51	35.37	35.26	35.17	35.08
Increase/(Decrease) in Stock		0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total		1008.26	1168.67	1072.39	1008.26	957.06	908.33	862.44
EXPENDITURE								
Raw Material (Indigenous)		54.48	518.30	57.34	54.48	51.77	49.20	46.71
Raw Material (Imported)		0.00	0.00	0.00	0.00	0.00	0.00	0.00
Stores & Spares		80.78	77.76	84.18	80.78	77.51	74.41	71.50
Staff Expenses		233.83	186.46	233.83	233.83	233.83	233.83	233.83
Power		93.27	89.39	96.11	93.27	90.59	88.06	85.64
Fuel		28.14	32.69	28.60	28.14	27.80	27.56	27.25
Oxygen		9.57	22.33	9.80	9.57	9.36	9.18	8.97
Repairs & Maintenance		35.46	17.30	35.46	35.46	35.46	35.46	35.46
Royalty & Cess		39.48	20.23	41.54	39.48	37.51	35.61	33.84
Transportation		17.97	47.00	18.42	17.97	17.17	16.46	15.75
Other expenses		42.63	32.38	42.63	42.63	42.63	42.63	42.63
Discounts		8.73	12.46	9.00	8.73	8.30	7.90	7.50
Amortisation		73.93	73.40	77.78	73.93	70.21	66.66	63.35
Total		718.25	1129.70	734.69	718.25	702.13	686.97	672.42
Gross Margin		290.00	38.97	337.69	290.00	254.93	221.36	190.02
Provisions & Write Offs		1.69	1.69	1.69	1.69	1.69	1.69	1.69
Depreciation		17.10	20.32	17.10	17.10	17.10	17.10	17.10
Gross Profit/(loss)		271.21	16.96	318.90	271.21	236.14	202.57	171.23
Interest								
Interest on c/c & Others		1.86	5.30	1.86	1.86	1.86	1.86	1.86
Total		1.86	5.30	1.86	1.86	1.86	1.86	1.86
Net Profit/(Loss) before Tax (PBT) AT US \$		269.36	11.66	317.05	269.36	234.29	200.71	169.37
Less: Tax		91.56	3.96	107.77	91.56	79.64	68.22	57.57
Net Profit/(Loss) after Tax (PAT) AT US \$		177.80	7.70	209.28	177.80	154.65	132.49	111.80
Cash Profit/(Loss)		196.59	29.71	228.07	196.59	173.44	151.28	130.59
Manpower in Operation	Number	4970	5273	4970	4970	4970	4970	4970
HO & Sales Offices	Number	180	187	180	180	180	180	180
TOTAL	Number	5150	5460	5150	5150	5150	5150	5150

MAJOR ASSUMPTIONS

		MOU 2010-11						
		BE 2010-11	BE 2009-10	EXCELLENT	VERY GOOD	GOOD	FAIR	POOR
LME AVERAGE	US \$	6000	3800	6000	6000	6000	6000	6000
EXCHANGE RATE	RS/US \$	46.00	48.00	46.00	46.00	46.00	46.00	46.00
<u>SELLING PRICE(BASIC)</u>								
CATHODE	RS/T	302552	203866	302552	302552	302552	302552	302552
WIRE BAR	RS/T	294707	197458	294707	294707	294707	294707	294707
WIRE ROD	RS/T	303392	207453	303392	303392	303392	303392	303392
MIC(MCP)	RS/T	258448	152618	258448	258448	258448	258448	258448
MIC(KCC)	RS/T	246948	0	246948	246948	246948	246948	246948
<u>PRODUCTION</u>								
MIC	TONNE	34470	35000	36271	34470	32750	31100	29550
MIC(MCP)	TONNE	20200	19700	21250	20200	19170	18200	17300
MIC(SURDA)	TONNE	3820	3800	4021	3820	3630	3450	3275
MIC(KCC)	TONNE	10450	11500	11000	10450	9950	9450	8975
CATHODE (ICC)	TONNE	17500	18500	18500	17500	16600	15800	15000
CATHODE(PURCHASED)	TONNE	0	23700	0	0	0	0	0
WIRE ROD : OWN	TONNE	17483	41200	17992	17483	16600	15800	15000
WIRE ROD : TOLLED	TONNE	7000	15800	7387	7000	6718	6485	6248
TOTAL WIRE ROD	TONNE	24483	57000	25379	24483	23318	22285	21248
<u>SALES</u>								
MIC	TONNE	15653	15319	16899	15653	14804	13926	13157
CATHODE	TONNE	17	1000	508	17	0	0	0
WIRE ROD	TONNE	17483	41200	17992	17483	16600	15800	15000
TOTAL	TONNE	33153	57519	35399	33153	31404	29726	28157
MANPOWER IN OPERATION	NUMBER	5150	5460	5150	5150	5150	5150	5150