



RFP: OFFICIAL APPAREL and MERCHANDISE SUPPLIER

The following document is the RFP details document, for the “Official Apparel and Merchandise Supplier” for Indigenous Sport & Wellness Ontario (ISWO)

RFP: Official Apparel and Merchandise Supplier

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INTRODUCTION

ISWO is seeking an “Official Apparel and Merchandise Supplier” (the “Supplier”) to support the needs of its needs for the it’s various programs and initiatives, including outfitting Team Ontario for competition at the North American Indigenous Games, the National Aboriginal Hockey Championships, the Ontario Indigenous Games and the Masters Indigenous Games. The current RFP wishes to set up a fair evaluation process for all parties and to provide interested vendors with the necessary information to prepare their proposal(s) (the “Proposal”).

The Organization

ISWO is the designated Provincial/Territorial Aboriginal Sport Body (P/TASB) for the province of Ontario, funded through the Ministry of Heritage, Sport, Tourism and Culture Industries and Sport Canada. ISWO serves all Indigenous Peoples and communities across Ontario, including First Nations, Inuit and Métis, living on and off-reserve, in rural and urban settings, encompassing more than 350,000 Indigenous Peoples in the province.

ISWO promotes and creates opportunities for participation in sport and cultural activities that promote wellness and positive lifestyles for Indigenous Peoples across Ontario. ISWO is recognized by the Aboriginal Sport Circle (ASC) and the North American Indigenous Games Council, and is the designated sport body for the development, selection and management of Team Ontario, for participation at the National Aboriginal Hockey Championships (“NAHC”) and North American Indigenous Games (“NAIG”).

SCOPE OF THE REQUEST FOR PRPOSAL (this “RFP”)

ISWO is seeking a supplier partner that can demonstrate the capacity to handle all aspects of the design, production and delivery (collectively hereinafter referred to as the “Services”) of the following items (the “Product”, “Apparel” or the “Deliverables”):

- I. Team and competition uniforms for Team Ontario’s participation at the 2020 NAIG, set to take place from July 12-19 in Halifax, Nova Scotia. The Team Ontario contingent consists of approximately 535 athletes, coaches and team managers, with an additional 30 uniforms required for Team Ontario mission staff that will be accompanying the team. The NAIG features 14 competition sports, including:

- 3-D Archery
- Athletics
- Badminton
- Baseball
- Basketball
- Canoe/Kayak
- Box Lacrosse
- Golf
- Rifle Shooting

- Soccer
 - Softball
 - Swimming
 - Wrestling
 - Volleyball
- II. Team uniforms, hats, hockey bags and warm up jerseys for Team Ontario's participation at the NAHC set to take place from May 9 – 16 in Regina, Saskatchewan; ISWO will be entering a male team and a female team, each comprised of approximately 24 players, and will require additional clothing for it's coaching staff.
 - III. T-Shirts for the 2020 and 2021 ONBI, and 2021 ONVI.
 - IV. Fulfilling the outfitting and apparel needs for our board of directors and staff.
 - V. Fulfilling the outfitting and apparel needs for the Standing Bear Youth Leadership Program including t-shirts, water bottles and hats.
 - VI. Fulfilling the outfitting and apparel needs for the Well Nation program.
 - VII. Fulfilling the outfitting and apparel needs for the 2021 Ontario Indigenous Summer Games (OISG); providing an online merchandise program a minimum of three (3) months before the event; and an on-site booth for the duration of the event.
 - VIII. Fulfilling the outfitting and apparel needs for the 2021 Masters Indigenous Games (MIG); providing an online merchandise program a minimum of three (3) months before the event; and on-site booth for the duration of the event at the 2021 MIG Cultural Festival.

Objective

The goal of this RFP is to procure team apparel that meets these general requirements:

- Enhances the ISWO family of brands and is consistent with standards of quality and professionalism;
- Complies with rules of international and national governing bodies rules, and of our funding partners (i.e. NAIG Council, Aboriginal Sport Circle, etc.);
- Displays cultural sensitivity and respect for Indigenous cultures and traditions, with appropriate colours and design;
- Features style that is current and suits the tastes of youth and young adults;
- Supports performance, is durable and comfortable;
- Exists in a wide variety of sizes for both genders; and
- Contributes to the sense of unity and pride among Team Ontario and within the Indigenous and mainstream sport community.

CONSIDERATIONS

No Guarantee of Volume of Work or Exclusivity of Agreement

The information contained in this RFP constitutes an estimate and is supplied solely as a guideline to the Supplier. Such information is not guaranteed, represented, or warranted to be accurate, nor is it necessarily comprehensive or exhaustive.

Nothing in this RFP is intended to relieve the Supplier from forming its own opinions and conclusions with respect to the matters addressed in this RFP. Transaction activities described is an estimate only and may not be relied on by the Supplier. Estimates are intended to be used by ISWO for the purpose of evaluating the Proposal.

The Agreement executed with the Supplier may not be an exclusive Agreement for the provision of the Deliverables. Clients may contract with others for the same or similar Deliverables to those described in this RFP.

Logo Services

ISWO has a family of brands, each with their own and unique logo (i.e. ISWO, Team Ontario, Standing Bear, Masters Indigenous Games, Well Nation, etc.), which may need to be applied on various apparel and/or uniform products, the Supplier shall offer Clients a wide range of Services, such as but not limited to:

- Embroidery; and
- Logo print.

ISWO may require embroidery and/or logo to contain more than one colour, moreover, ISWO may request to have logo print and/or embroidery in multiple places on the Products.

Colour

The Supplier should have a wide range of colours for all Products as well as special motif and/or colours. From time to time ISWO may request the Supplier to provide, at no charge, fabric and colour samples (i.e. swatches). The colour finishes may vary depending on the fabric; however, the Supplier should advise ISWO on any colour changes due to fabrics.

Size Range

The Supplier shall offer ISWO a wide range of Product sizes. The sizes should be based on a recognized designation such as the US standard clothing size. The Supplier shall not charge ISWO an extra amount for oversized the Products. From time to time, ISWO may require alternate cuts and fits such as petite and tall.

Damaged or Defective Shipment

Products may not be accepted upon delivery if:

- The Products or packaging of Products are defective (e.g. broken and/or damaged);
- The Products or packaging of Products are not delivered as agreed; or
- The Products were substituted without prior approval of ISWO.

The Supplier will be responsible for all shipping costs related to the delivery of the Products to the location or venue in Ontario where an ISWO event is being held ; in Canada where a Team Ontario entry is participating / competing; to ISWO's designated head office location if ISWO so directs the Supplier (hereinafter collectively referred to as the "ISWO Designated Shipping Destination") or the shipping costs related to the return and replacement of any damaged or defective Products from ISWO's location. ISWO will not be responsible for any re-stocking charges due to damaged or defective Products received.

Back Order

Back orders should be confirmed at the time of the order confirmation with an estimated delivery date, ISWO will have an option to cancel or accept the back orders.

Environmental Considerations

As an Indigenous organization, ISWO is committed to reducing the carbon footprint. The Supplier should keep ISWO informed about any environment-friendly Products, new technologies and/or green initiatives.

Fair Labour Practices

ISWO requires the Supplier and its subcontractors to comply with the local and international laws and regulations in terms of clothing manufacturing. The Supplier should have implemented and documented ethical business best practices, including but not limited to:

- Uphold local labour laws and international standards;
- Agree to independent monitoring;
- Provide full public disclosure; and
- Produce goods without the use of child labour.

The Supplier should take all reasonable measures to ensure its Products are produced under just, safe and fair working conditions that are equal to or better than the standards set by the United Nations International Labour Organization.

Invoicing

The Supplier shall submit to ISWO a consolidated monthly invoice after Products have been received at the ISWO Designated Shipping Designation. The consolidated monthly invoices will be in either paper or electronic format, as detailed in the ISWO's standard supply agreement (the "CSA"). The Supplier's invoice shall be itemized and contain, at a minimum, the following information:

- Invoice number;
- The Supplier's organization;
- Full name of the person who placed orders, if applicable;

- Delivery address;
- The Supplier's purchase order number, if applicable;
- Order date;
- The Supplier's Product number if applicable; and
- Product description, catalogue number, unit of measure, quantity ordered and shipped, price and extended total.

Payment Terms

ISWO's standard payment terms are net thirty (30) days. Different payment terms may be agreed to when executing a final CSA. Note – ISWO's payment terms will not be in effect until the Supplier provides an accurate invoice.

APPENDIX A: APPAREL ITEMS, PROGRAM NEEDS AND ORDER DATES

(Program needs as noted in chart do vary from Order to Order)

I. Apparel for Team Ontario Uniforms at the 2020 NAIG

a. Order Delivery Date: June 5, 2020

RECOMMENDED ITEM	#1 COLOR	#2COLOR	OTHER	PROGRAM NEEDS
Lightweight Polyester Jacket with Print	Black	Silver/Red	Logo patch on chest, ONTARIO down left sleeve, Ontario Trillium logo right collar, NAIG Council right sleeve, Team 88 back yoke, NAIG 2020 front right pocket	550
Performance Long Sleeve T-Shirt	Red	Grey/Silver	Logo heat transfer left chest with patch on upper right shoulder	550
Sport Duffle Bag	Red	Black	Logo patch artwork	600
Ball Cap with adjustable back	Red	Silver/Grey	Logo on front	550
Water Bottle	Red	Black	Hard plastic, BPA free, lock feature	550
Competition Uniforms for Athletes	Black/Red and White (Team Ontario Colors)	N/A	Competition uniforms will be required for all of the Team Ontario athletes competing in fourteen sport categories. Projected numbers are included in	

			Appendix E of this document.	
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Note: The Supplier shall be required to segment and organize all of the items delivered to ISWO by the individual teams comprising the Team Ontario entry at the 2020 NAIG with the items further segmented, organized, sized and tagged in the names of the team members as supplied by ISWO.

II. Apparel for Team Ontario at the 2020 NAHC

a. Order Delivery Date: April 15, 2020

RECOMMENDED ITEM	#1 COLOR	#2COLOR	OTHER	PROGRAM NEEDS
Jackets	Black	Silver/Grey	Logo patch on chest, ONTARIO down left sleeve, Ontario Trillium logo right collar.	48
Long sleeve performance athletic t-shirt.	White	Red/Black	Logo patch on chest, Ontario down left sleeve.	48
Hockey Bags	Black	Red/Silver	Logo on bag.	24
Hockey Socks	Red/Black			48 pairs
Ball Cap with adjustable back	Black	Silver	Ottawa Senators stylized "O" Logo on front	48

III. Apparel for 2021 ONVI and ONBI

a. Order Delivery Date: Two weeks prior to event

RECOMMENDED ITEM	#1 COLOR	#2COLOR	OTHER	PROGRAM NEEDS
Modern fit T-Shirt (short sleeve)	Black	Red	Performance fabric and stretch; relaxed fit	300 (for each event)
Reversible Jersey's	Black	White	Numbered mesh sport pinny's	300 (for each event)

IV. Apparel for ISWO staff and Board of Directors

a. Order Delivery Date: May 31, 2020

RECOMMENDED ITEM	#1 COLOR	#2COLOR	OTHER	PROGRAM NEEDS
Golf Shirt (short sleeve)	Black	Red	Lightweight; casual relaxed fit	100
Long Sleeve ¾ Zip	Red	Silver/Grey	Lightweight; casual relaxed fit	100
Windbreaker	Black	Silver/Grey		75
Performance T-Shirt (short sleeve)	Black	Silver/Grey	Performance fabric and stretch; relaxed fit	100
Hoodie	Silver/Grey	Black	Cozy pull over	75
Baseball Cap	Silver/Grey	Red		100

V. Apparel for the Standing Bear Youth Leadership Program

a. Order Delivery Date: June 15, 2020

RECOMMENDED ITEM	#1 COLOR	#2COLOR	OTHER	PROGRAM NEEDS
Short Sleeve T-Shirt	White	Purple or Turquoise	Cotton, polyester blend with some stretch and modern fit/style for youth; full color logo patch on chest	1000
Baseball Cap	Black	Silver/Grey	Mesh youth cap with flat brim, adjustable back; full color logo on front	1000
Water Bottle	Black	Purple	Hard plastic (see through), BPA free, lock valve, with logo in white.	1000
Notebook	Black	Navy Blue	Logo in white or embossed	1000

VI. Apparel for the Well Nation Program

a. Order Delivery Date: July 27, 2020

RECOMMENDED ITEM	#1 COLOR	#2COLOR	OTHER	PROGRAM NEEDS
Performance fit, short sleeve T-shirt	Black	Silver/Grey	Athletic quality, performance fit, lightweight, full range of sizes	1000

VII. Apparel and Merchandise for the 2021 Ontario Indigenous Summer Games (OISG)

a. Order Delivery Date: May 31, 2021

RECOMMENDED ITEM	#1 COLOR	#2COLOR	OTHER	PROGRAM NEEDS
Performance Short sleeve T-Shirt	White	Black	Modern fit, cotton and polyester blend, athletic performance	500
Lightweight Polyester Jacket	White	Silver/Grey	Modern fit, with reflective accents, logo patch on front left chest	500
Baseball Cap (economy, cotton twill)	Silver/Grey	White	Full color logo on front, adjustable strap	750
Short Sleeve T-shirt for volunteer program (economy)	Turquoise	Purple (Eggplant)	White logo on front chest, 'VOLUNTEER' on back	150

Note: For on-line and on-site merchandise program for the 2021 OISG, please provide details as to process, cost, revenue structure, on-site staffing, inventory and management.

VIII. Apparel and Merchandise for the 2021 Masters Indigenous Games (MIG)

a. Order Received Date: June 14, 2021

RECOMMENDED ITEM	#1 COLOR	#2COLOR	OTHER	PROGRAM NEEDS
Performance Short Sleeve T-Shirt	Navy Blue	White	Logo on front chest	2000
Baseball Cap (sport)	Navy Blue	White	Logo on the front	2000
Baseball Cap (economy, cotton twill) for the Volunteer Program	White	Yellow	Logo on the front	1000
Short Sleeve T-Shirt for volunteer Program (economy)	Yellow	Red	One color logo on front chest, 'VOLUNTEER' on the back	1000
Performance water bottle	Blue	Clear	Logo to be imprinted; hard plastic, BPA free, lock valve. For athletes and volunteers.	3500

Note: For on-line and on-site merchandise program for the 2021 MIG, please provide details as to process, cost, revenue structure, on-site staffing, inventory and management.

APPENDIX B: MARKETING, COMMUNICATIONS AND OTHER SUPPLIER BENEFITS

ISWO benefits from close relationships with Indigenous communities and organizations both regionally within Ontario, nationally across Canada and internationally, across Turtle Island, through its extended membership and network of partners and collaborators. ISWO also hosts dozens of annual events, camps, tournaments and multi-sport Games, and as such, the organization is able to provide significant value and numerous brand activation opportunities to its chosen “Official Apparel Supplier”, in addition to prominent visibility offered through its athletes at competitive events.

ISWO has a robust and comprehensive annual marketing and communications plan, a five-year partnership with the CBC, as it’s premier media partner, and a partnership with Spectra (Comcast Spectator) to secure sponsors and partnerships for maximum visibility and brand value.

ISWO’s Director of Marketing and Communications will work with the Official Apparel Supplier to ensure that the supplier partnership and brands are promoted on an ongoing basis, as part of the ISWO Marketing and Communications plan.

ISWO also intends on setting up an official “launch” event in April of 2020 to highlight the formal partnership and new team apparel. This launch would be supported by appropriate communication plan with any costs and opportunities to be discussed and agreed upon between Official Apparel Supplier and ISWO.

Potential Marketing and Promotional Opportunities to be Considered for the Official Apparel Supplier:

- Official ISWO supplier and/or sponsorships rights.
- Ongoing promotion of partnership with member associations and other relevant organizations.
- Visibility at ISWO events included on the agreed upon list.
- Visibility on various ISWO-controlled communication channels (website, social media, event programs and publications, digital communications, etc.).
- Inclusion in initiatives planned in the ISWO’s Marketing and Communications Plan.
- Rights to sell at the ISWO events included on the agreed upon list.
- Rights to sell merchandise through non-event channels (i.e. website link).
- Visibility with potential ISWO television or Internet streaming partners.
- Sponsoring (with or without naming rights) of specific sub-events or programs such as volunteer appreciation, awards banquets, parties, cultural events, receptions, etc.

The specific marketing efforts to be allocated by ISWO and included in the eventual CSA will be discussed and agreed upon against the value offered to ISWO by the Official Apparel Supplier.

APPENDIX C: THE PROPOSAL SUBMISSION REQUIREMENTS

RFP Minimum Requirements

The Proposal must contain the following elements in order to be considered:

- A commitment to August 31, 2021 and an option to renew until August 31, 2023;
- The ability to provide Apparel items as noted in Appendix A or an alternate option according to a sponsorship or significantly reduced cost model;
- The ability to provide Apparel items as noted in male and female sizes;
- The option to collaborate on custom design or embroider Apparel items with required brands and screen where needed, at no cost;
- Representative from the Supplier to travel to the 2021 Ontario Indigenous Summer Games and 2021 Masters Indigenous Games in July of 2021 to set-up and manage a merchandise booth for the sale of branded apparel and merchandise, with a variety of products, sizing and colour choices and the ability to brand items on-site as volumes and demand dictate;
- To ensure that all orders are to be received by the Order Delivery Dates outlined in Appendix A, with all shipping at the sole cost of the Supplier; and
- Option to partner with ISWO to extend product offering to the general public via the ISWO (and ISWO's family of brands) website, while setting up a commission-based model to benefit ISWO for all items purchased.

Proposal Inclusions

The Proposal must include:

- The name, address telephone and fax number, and email address of the Supplier;
- The name, title and contact information (email and phone number) of the contact person designated by the Supplier;
- The Supplier's business model (i.e. Individual, partnership, corporation, etc.), number of years in the business, and details about past experiences working with Indigenous communities or organizations;
- The Proposal must be signed by a representative of the Supplier (possessing the legal authority to do so) and should include the full name of that individual, title and date;
- Details as to the quality of clothing, and lead times for in-stock inventory versus special order items;
- Details about the option to retail merchandise through non-event channels (i.e. online);
- Details about on-site merchandise 'booths' for ISWO events outlined in this RFP, and any other considerations including consignment-based selling, investment required for on-site stores, etc.;
- Suggested selection (images of apparel and merchandise), along with the corresponding pricing, for each deliverable outlined in the within RFP;
- The tools and networks the Supplier has in place to help promote and develop the partnership/sponsorship with ISWO; and

- Details in regards to pricing, discounts, sponsorship value, and any additional benefits to the client.

Timeline and Responses to the RFP

All bid applications must be sent to info@iswo.ca to the attention of Daniel Smith, Operations Manager or by mail to:

*Indigenous Sport & Wellness Ontario (ISWO)
1090 Aerowood Drive, Unit #1A
Mississauga, Ontario L4W 1Y5*

Interested vendors are asked to **submit their Proposal by 5:00 PM (local Toronto time) on Wednesday, February 19, 2020**. Questions arising prior to the deadline can be addressed to the email address outlined above. Should a prospective Supplier wish to respond with other partners or as a group, one prospective Supplier should act as the single contact to ISWO in order to compile all relevant elements into one proposal. ISWO, will review all submissions of Proposals and announce the winning Proposal on **Monday, March 2, 2020**.

EXTENSION**

Please note that the deadline to submit applications has been extended to Tuesday, February 25, 2020 by 5:00 p.m. The winning bid will be announced on Monday, March 9, 2020.

Proposal Costs

Any and all costs associated with the development and presentation of a Proposal in response to this RFP's, whether such Proposal is accepted or rejected, will remain the sole responsibility of the prospective or winning Supplier and such costs will not be reimbursed by ISWO. ISWO reserves the right to discontinue the procurement process at any time, and makes no commitments, implied or otherwise, that this process will result in a business transaction with one or more parties including but not limited to all prospective Suppliers who deliver Proposals in response to this RFP.

APPENDIX D: SCORING AND EVALUATION

Scoring Matrix

Evaluation Criteria	Points Assigned
Pricing and Value for Investment	40
Discounts and Sponsorship Program	40
Style and Quality of Apparel	30
Ability to Meet Deadlines Indicated	30
Ability to Support Online Sales	20
Ability to Provide and Manage an Apparel and Merchandise Booth on-site at ISWO Events	20
Previous Experience with Indigenous Community/Organization	10
Total	200

Exclusions and Limitations

ISWO will evaluate all Proposals in the manner set out in this Appendix D [Scoring and Evaluation]. ISWO will not evaluate a Proposal if it has been rejected, or if the prospective Supplier has been disqualified, in accordance with this RFP. ISWO may, in its sole discretion, take any one or more of the following steps, at any time and from time to time, in connection with the review and evaluation, including ranking, of any aspect of a Proposal, including if ISWO considers that any Proposal, or any part of a Proposal, requires clarification or more complete information, contains defects, ambiguities, alterations, qualifications, omissions, inaccuracies or misstatements, or does not for any reason whatsoever satisfy the ISWO that the Proposal meets any requirements of this RFP at any time, or for any other reason ISWO in its discretion deems appropriate:

- (a) waive any such defect, ambiguity, alteration, qualification, omission, inaccuracy, misstatement or failure to satisfy, and any resulting ineligibility on the part of a prospective Supplier;
- (b) independently consider, investigate, research, analyze, request or verify any information or documentation whether or not contained in any Proposal;
- (c) request interviews or presentations with any, all or none of the prospective Suppliers to clarify any questions or considerations based on the information included in any Proposal during the evaluation process, with such interviews or presentations conducted in the discretion of ISWO, including the time, location, length and agenda for such interviews or presentations;

- (d) conduct reference checks relevant to this Proposal with any or all of the references cited in a Proposal and any other persons (including persons other than those listed by prospective Suppliers in any part of their Proposals) to verify any and all information regarding a prospective Supplier;
- (e) conduct credit, criminal record, litigation, bankruptcy, taxpayer information and other checks;
- (f) not proceed to review and evaluate, or discontinue the evaluation of any Proposals, for any reason, whether reasonable or not, and disqualify the prospective Supplier from this RFP; and
- (g) seek clarification or invite more complete, supplementary, replacement or additional information or documentation from any prospective Supplier or in connection with any Proposal.

Without limiting the foregoing or Appendix D [Scoring and Evaluation], ISWO may, in its unfettered discretion (and without further consultation with the prospective Supplier), reject any Proposal which in the opinion of the Province:

- (i) is materially incomplete or irregular;
- (ii) contains omissions, exceptions not acceptable to, or material to, ISWO; or
- (iii) contains any false or misleading statement, claims or information.

To enable ISWO to take any one or more of the above-listed steps, ISWO may enter into separate and confidential communications of any kind whatsoever, with any person, including any prospective Supplier. ISWO has no obligation whatsoever to take the same steps, or to enter into the same or any communications in respect of all prospective Suppliers and Proposals. The review and evaluation, including the scoring and ranking, of any Proposal may rely on, take into account and include any information and documentation, including any clarification, more complete, supplementary and additional or replacement information or documentation, including information and documentation obtained through any of the above-listed investigations, research, analyses, checks, and verifications. If any information, including information as to experience or capacity, contained in a Proposal is not verified to ISWO's satisfaction, ISWO may, in its discretion, not consider such cited experience, capacity or other information. ISWO is not bound by industry custom or practice in taking any of the steps listed above, in exercising any of its discretions, in formulating its opinions and considerations, exercising its discretions in making any decisions and determinations, or in discharging its functions under or in connection with this RFP, or in connection with any prospective Supplier, Proposal, or any part of any Proposal.

**APPENDIX E: PARTICIPANT NUMBERS AND SPORT CATEGORIES FOR
COMPETITION UNIFORMS FOR OUTFITTING TEAM ONTARIO FOR THE 2020 NAIG**

Gender	ATHLETES						TOTAL
	Male	Female	Male	Female	Male	Female	
3D ARCHERY	14U		16U		19U		
			2	2	2	2	8
ATHLETICS	14U		16U		19U		
	8	8	8	8	8	8	48
BADMINTON	14U		16U		19U		
			2	2	2	2	8
BASEBALL	14U		16U		17U		
					16		16
BASKETBALL	14U		16U		19U		
	12	12	12	12	12	12	72
CANOE/KAYAK	14U		16U		19U		
	4	4	4	4	4	4	24
GOLF	14U		17U		19U		
			2	2	2	2	8
LACROSSE - Box	14U		16U		19U		
			20		20	20	60
RIFLE SHOOTING	14U		16U		19U		
			2	2	2	2	8
SOCCER	14U		16U		19U		
			18	18	18	18	72
SOFTBALL	14U		16U		19U		
			11	11	11	11	44
SWIMMING	14U		16U		19U		
	4	4	4	4	4	4	24
VOLLEYBALL	14U		16U		19U		
			10	10	10	10	40
WRESTLING	14U		16U		16-18 (+15)		
					5	5	10
TOTAL	28	28	95	75	116	100	442