

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2023**

Reference: Endorsed GPB #2023-015111		Date Endorsed: Apr 30, 2024		
Organization: Philippine Ports Authority		Organization Category: National Government, Government-Owned and Controlled Corporation		
Organization Hierarchy: Department of Transportation, Philippine Ports Authority				
Total Budget/GAA of Organization:	26,055,851,000.00			
Actual GAD Expenditure	6,489,635,061.97	Original Budget	3,476,312,435.46	
		% Utilization of Budget	186.68	
% Utilization of Original	186.68			
% of GAD Expenditure:	24.91%			

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
CLIENT-FOCUSED ACTIVITIES											

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
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1	Some passengers are victims of human trafficking	Passengers have limited access to information on human trafficking	Access to information on human trafficking provided and implemented	MFO: General Administration and Support	Posting of Information, Education, and Communication (IEC) materials on Human Trafficking	Percent completion of coordination meetings/agreements with concerned agencies - 100% completion	100% completed with various IEC materials on human trafficking were posted. Videos, posters, magazines, brochures, leaflets, flyers, tarpaulins were displayed and/or distributed at the PMOs/TMOs. Various activities were also conducted to provide access to information on human trafficking as follows: 1. Attended the 1st Quarter Joint Inter-Agency Meeting of tri-council Regional Sub-Committee for the Welfare of Children, Regional Juvenile Justice and Welfare Committee, Regional Inter-Agency Committee Against Trafficking and Violence Against Women and their Children, (RSCWC-RJJWC-RIACAT-CP-VAWC) last 2.15.2023 at Punta Villa Resort, Villa Arevalo, Iloilo City (1M) 2. Attended the Provincial Committee on Anti-Trafficking and Violence Against Women and their Children (PCAT-VAWC) and Provincial Council on the Welfare of Children (PCWC) on 2.22.2023 (1F) 3. Attended the 1st Quarter RIACAT-VAWC and Regional Inter-Agency Committee Against Child Pornography (RIACACP) IV-A meeting held on 4.28.2023 at the NEDA Regional Office IV-A, Calamba City, Laguna (1F) 4. Attended meeting/orientation on joint PCAT-VAWC and PCWC on 6.16.2023 (2F/1M) 5. Attended Q2 2023 PCAT-VAWC meeting on 6.30.2023 (1M) 6. Established and activated Women's Desk to assist PPA and its stakeholders 7. Reproduced PCW-reprinted and -distributed IEC materials on Republic Act (RA) 9208 as amended by RA10364 "The Anti-Trafficking in Persons Act of 2003, as amended by the Expanded Anti-Trafficking in Persons Act of 2012" 8. Assisted by the Port Police Officers were trafficked victims and brought to the DSWD Center for shelter and debriefing on 6.25.2023 9. Posted various 3-5 IEC materials on human trafficking within the port and played film showing movies/shorts at the PTBs 10. Conducted training program on TIP (Trafficking in Person) to port user/client participants 40M/F - Port of Dumaguete, 30M/F - Ports of Larena & Siquijor , and 30 M/F - Ports of Tandayag & Sibulan 11. Celebrated an event commemorating the 10th Anniversary of the World Day Against Trafficking in Persons" on the occasion of the World Day Against Trafficking in Persons with the theme "Reach every victim of trafficking, leave no one behind" in 7.2023 12. Attended the Anti TIP Short film Competition 2023 Launching last 7.26.2023 hosted by Inter-Agency Council Against Trafficking (IACAT) XI Network (July) (1F) 13. Posted tarpaulin to commemorate the World Day Against Trafficking (WDAT) on 7.31.2023 in the Port Operations Building (POB), Administrative Building & Temporary Passenger Terminal Building and 14. Attended the 3rd Quarter Joint Inter-Agency Meeting (RSCWC-RJJWC-RIACAT-CP-VAWC) on 8.18.2023 (1M).	530,000.00 Corporate Funds	154,627.45 Corporate Funds	GAD Focal Point System (GADFPS)/ Technical Working Group (TWG) (HO/PMOs)/ Port Police Department (PPD)	Done.
2	Section 10 of the Magna Carta of Women to provide immediate humanitarian assistance, allocation of resources, and early resettlement in times of disasters, calamities, and other crisis situations	Lack of accessibility of stranded passengers in the port during disasters, calamities, and other crisis situations	Improved accessibility and assistance of stranded passengers in the port during disasters, calamities, and other crisis situations	MFO: General Administration and Support	Provision of immediate assistance to stranded passengers in the port during disasters, calamities, and other crisis situations	Percent of stranded passengers provided with immediate relief assistance - 100%	100% assistance provided to stranded passengers with other relevant activities such as the following: 1.Provided GAD facilities at TMOs PTBs under AOR of the PMO Mindoro's Inauguration of New PTB on 3.27.2023 2. Participated in regional conference on passenger welfare 3. Participated in CHR Regional Launching of the Safe Spaces Now: Right the Ride Campaign 4. Partnered with Commission on Human Rights (CHR) during the Safe Spaces Caravan/Right the Ride Campaign in the Baseport Nasipit: 3.20-21.2023 5. Activated Malasakit Help Desk at Port of Babak and Sasa Passenger Terminal Building for the OPLAN Biyaheng Ayos to provide assistance to port clientele and passengers for the period 4.2-9.2023 6. Served rice porridge to passing passengers at majority of PPA ports 7. Initiated Serbisyo Para Kay Juana through distribution of free hygiene kits to women passengers	2,000,000.00 Corporate Funds	0.00 Corporate Funds	GAD Focal Point System (GADFPS)/ Technical Working Group (TWG) (PMOs)	Done.

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ORGANIZATION-FOCUSED ACTIVITIES											
3	Low level of awareness and appreciation of PPA employee populace on GAD	Lack of focus group to design, implement and monitor gender-responsive PPA programs	Improved capacity of PPA technical staff and designated personnel in designing, implementing, and monitoring and evaluating GAD PAPs	MFO: General Administration and Support	Implement the following training modules: a. Gender Analysis/GAD Tools b. Harmonized Gender and Development Guidelines (HGDG) c. GAD Planning and Budgeting with SDD d. In-depth Gender Mainstreaming	Percent of activities implemented/ accomplished- 100% implemented/ accomplished	100% training modules implemented: 1. Conducted GAD related trainings which were attended by HO and PMOs' GFPS: a. GAD Agenda - 19F/2M b. GAD Planning - 43F/28M c. GMEF - 32F/3M d. Gender Analysis Tools - 32F/28M e. HGDG - 18F/16M f. GST - 16F/17M 2. Conducted Orientation on RA 11313 - Safe Spaces Act of 2019 on 4.20.2023 with participants from Organic Personnel 29F/42M and Outsourced Personnel 14F/29M) 3. Conducted GAD Training Workshop on 10.12-13.2023 at Orient De Galera, Puerto Galera, Oriental Mindoro per OAGFLA SO No. 324-2023 4. The PPA GADFPS and the Division Managers participated in the GMEF Training Workshop facilitated by the Resource Speaker from the Commission on Human Rights (CHR) on 5.11-12.2023 at the POB Conference Room 5. Attended webinar entitled "Unpacking Gender and Sexuality: An Introduction to Sexual Orientation, Gender Identity, Gender Expression, and Sex Characteristics" on 6.7.2023 (2F) and 6. Coordinated and assisted prospective Subject Matter Expert (SME) regarding the conduct of approved GAD trainings on 8.7.2023 with proposed tentative schedules to carry out the program.	14,754,000.00 Corporate Funds	7,878,883.88 Corporate Funds	GAD Focal Point System (GADFPS)/ Technical Working Group(TWG)(HO/PMOs)/ Human Resource Management Department (HRMD)/ PPA Training Institute (PPATI)	Done.
4	Executive Order No. 340 - Directing national government agencies and government-owned and -controlled corporations to provide day care services for their employees' children under five years of age	Limited support of PPA employees with their children of 5 years old and below and who need to balance their reproductive and productive tasks	Enhanced support for women and men employees of PPA with children 5 years of age and below and who need to balance their reproductive and productive roles	MFO: General Administration and Support	Establishment of child-minding stations	Number of female and male children of ages 5 years and below enrolled at the child-minding stations - At least 10-20 enrolled children	Organized forum discussion regarding establishment of Child-Minding Station (CMS) in the PPA-HO and other CMS-related matter such as: 1. Establishment of CMS was tackled during the PMOB GADFP meeting conducted on 03 August 2022. TWG Head Engr. Romel M. Bool presented his proposed Floor Plan for the GAD Multi-Purpose Building with Child-Minding Station. 2. Provision of a safe and secure place for the children of PMO Mindoro personnel while they are working 3. 18 male and 20 female children of ages 5 and below enrolled at the child-minding stations at Negros Oriental/Siquijor Updated the information regarding the survey on interested PPA employees willing to avail the services of the proposed child-minding station with completed concept lay-outs, structural designs, and engineering perspectives for the establishment of the facility. There is also a continuing process of identifying the appropriate area for its establishment in the Manila area which will be basically used as the standard for all PPA offices nationwide. In view of the need to ascertain the identified area for its construction and the ongoing COVID-19 pandemic situation, the activity remained to be deferred during the year.	130,050,800.00 Corporate Funds	4,964,325.91 Corporate Funds	Human Resource Management Department (HRMD)/GAD Focal Point System (GADFPS)/ Technical Working Group (TWG) (HO/PMOs)	Done.
5	PPA GAD Focal Point System (GADFPS) members are not fully capacitated on GAD developments	Lack of capacity of GADFPS members to design, implement and monitor GAD developments	GADFPS members are fully capacitated on GAD developments	MFO: General Administration and Support	Reconstitution of PPA GADFPS and Technical Working Group (TWG)	Number of Special Order (SO) issued -1 Special Order issued	7 Special Orders were issued to reconstitute the PPA GFPS	214,000.00 Corporate Funds	0.00 Corporate Funds	GAD Focal Point System (GADFPS)/ Technical Working Group (TWG) (HO)/ Human Resource Management Department (HRMD)	Done.

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6	PPA GAD Focal Point System (GADFPS) members are not fully capacitated on GAD developments	Lack of capacity of GADFPS members to design, implement and monitor GAD developments	GADFPS members are fully capacitated on GAD developments	MFO: General Administration and Support	Conduct of annual GADFPS/TWG conference	Number of conference conducted - 1 conference conducted	Annual GADFPS/TWG conference not conducted in lieu of reprioritization of other PPA programs. Nonetheless, meetings were organized to properly address immediate GAD-related concerns such as: 1. PMO GFPS members conducted meeting on 22 February 2023 re: Activities for the 2023 NWMC and other matters with prepared/approved Notice of Meeting, Minutes of the GAD Meeting and Attendance Sheets as scheduled 2. PMO GADFP members conducted observation and benchmarking activities on 5.15-19.2023 for the following GAD programs at PMO Davao: a. Establishment and Operation of Child Minding Station, b. Conduct of Ladderized GAD Training Programs c. Effective Information Dissemination Programs of TIP and VAWC-CP materials and 3. Assisted National Council with Disability Affairs along with the PPA GADFPS during the conduct of access audit/inspection at the Passenger Terminal Building (PTB) on 6.19.2023 to validate and ensure compliance with the requirements of GAD facilities vis-a-vis Building Permit No. 344 with corresponding endorsement letter to ATIB dated 06 June 2023, photos of audit/inspection conducted at the PTB, etc. as process documentation	7,555,800.00 Corporate Funds	0.00 Corporate Funds	GAD Focal Point System (GADFPS)/ Technical Working Group (TWG) (HO/PMOs)/ PPA Training Institute (PPATI)/ Human Resource Management Department (HRMD)	Done.
7	Institutional Mechanisms on the Creation and/or Strengthening of GADFPS per PPA Special Order No. 1147-2019	Lack of common and updated perspective on GAD issues and concerns among GADFPS and TWGs	Strengthen GADFPS at the HO and PMOs	MFO: General Administration and Support	Conduct periodic meetings with the PPA GADFPS to coordinate efforts and advocate for the integration of GAD perspective in all their systems and processes	No. of meetings, and administrative activities of PPA GADFPS coordinated/conducted - 1-2 meetings and administrative activities conducted	Conducted several meetings with PPA GADFPS to coordinate and administer various GAD programs such as the preparation for the National Women's Month Celebration (NWMC), 18-Day Campaign on VAWC, and other related activities, and launched the Sex Disaggregated Data (SDD) Survey form to all employees in the PMO on 3.28.2023.	246,000.00 Corporate Funds	192,385.97 Corporate Funds	GAD Focal Point System (GADFPS)/ Technical Working Group (TWG) (HO/PMOs)	Done.
8	RA 6949 International Women's Month and RA 10398 18-day Campaign to End VAW	Employees have limited appreciation on roles and contributions of women in nation-building and awareness on VAW	Employees have increased appreciation on the roles and contributions of women in nation-building and awareness on VAW	MFO: General Administration and Support	Participation in the Celebration of Women's Month and 18-Day Campaign to End VAW	Number of Women's Month Activity conducted - 1 activity conducted Percent of male/female participants - At least 30% of personnel participated Number of 18-Day Campaign to End VAW Activity conducted - 1 activity conducted Percent of male/female participants - At least 30% of personnel participated	Participated in the following National Women's Month Celebration (NWMC) 18-Day Campaign to End VAW activities as follows: 1. Prepared programs and activities in line with the annual observance of NWMC with list of activities disseminated through a memo 2. Various GAD TWG members and secretariat attended the UGSAD Regional Gender Resource Network virtual coordination Committee Meeting last 2.6.2023 (7F). The event was held via Zoom at 1:30 in the afternoon. After the virtual meeting, the members then held their own meeting to discuss the CY 2023 GAD Plans and Budget (GPB) 3. Attended UGSAD Regional Gender Resource Network Virtual Coordination Committee Meeting on 2.6.2023 (7F) 4. Participated in the One Billion Rising Dance Strike initiated by UGSAD on 2.14.2023 (8F/3M) 5. Conducted different activities to celebrate NWMC and the 18-Day Campaign to End VAWs such as hanging of banners, wearing of advocacy t-shirts, film viewing, and wearing of purple shirts 6. Participated with NWMC-themed Flag Raising Ceremony by using the All-Women Cast Lupang Hinirang Video during Flag Raising Ceremony and 7. Partnered with LGUs to strengthen the NWMC programs and VAW campaigns. 22F3M 7. Partnered with LGUs to strengthen the NWMC programs and VAW campaigns. -	6,656,000.00 Corporate Funds	2,036,937.33 Corporate Funds	GAD Focal Point System (GADFPS)/ Technical Working Group (TWG) (HO/PMOs) Human Resource Management Department (HRMD)	Done.

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9	RA 6949 International Women's Month and RA 10398 18-day Campaign to End VAW	Employees have limited appreciation on roles and contributions of women in nation-building and awareness on VAW	Employees have increased appreciation on the roles and contributions of women in nation-building and awareness on VAW	MFO: General Administration and Support	Conduct meetings to organize activities to celebrate the following based on the given theme: a. National Women's Month b. 18-Day Campaign to End VAW	No. of meetings conducted by GFPS to plan the activities - 2 meetings	Several meetings were conducted by PPA GADFPS nationwide in preparation for the NWMC and 18-Day Campaign to End VAW. Purchase Requisitions (PRs) were prepared and processed for the realization of NWM programs, i.e. procurement and posting of banner and wearing of advocacy shirts, etc.	246,000.00 Corporate Funds	90,000.00 Corporate Funds	GAD Focal Point System (GADFPS)/ Technical Working Group (TWG) (HO/PMOs)	Done.
10	Minimal PPA participation and limited awareness on gender equality, women empowerment, and respect for human rights of women	PPA women employees are not fully aware of their rights which are spelled out in the laws related to gender and development	Heightened awareness of PPA employees on gender equality, women empowerment and respect for human rights	MFO: General Administration and Support	Advocacy materials on VAW and Sexual Harassment disseminated to PPA employees nationwide	Percent dissemination of advocacy materials to PPA offices- 100% completion	*100% completion of reproduction and dissemination of PCW's reprinted and distributed IEC materials on Anti-VAWC Act of 2004 and RA 7877.	520,000.00 Corporate Funds	0.00 Corporate Funds	GAD Focal Point System (GADFPS)/ Technical Working Group (TWG) (HO/PMOs)/ PPA Training Institute (PPATI)/ Human Resource Management Department (HRMD)	Done.
11	Minimal PPA participation and limited awareness on gender equality, women empowerment, and respect for human rights of women	Need to enhance awareness of PPA personnel on gender equality, women empowerment and respect for human rights in PPA	Increased awareness of PPA employees' human rights on the prevention and management of harassment and other forms of domestic/work related abuses	MFO: General Administration and Support	Participation on programs/activities regarding Men Opposed to VAW Everywhere (MOVE)/ Distribution of flyers on MOVE and Rights of Personnel on domestic and work-related sexual harassment	No. personnel participated in the conduct of an activity (e.g. forum, etc.) on the MOVE campaign nationwide - 1178 males in the organization Percent completion of distribution of the Winning Design/Flyers - 100% completion	100% participation of MALE employees of PMO Agusan in the Seminar on ERPAT/MOVE per PMO SO No. 110-2023 -	994,400.00 Corporate Funds	25,000.00 Corporate Funds	GAD Focal Point System (GADFPS)/ Technical Working Group (TWG) (HO/PMOs)/ PPA Training Institute (PPATI)/ Human Resource Management Department (HRMD)	Done.
12	Limited awareness of PPA personnel in addressing sexual harassment, discrimination and other forms of violence against women	Need to enhance awareness of PPA personnel on gender equality, women empowerment and respect for human rights in PPA	Increased awareness of PPA employees' human rights on the prevention and management of harassment and other forms of domestic/work related abuses	MFO: General Administration and Support	Conduct symposium on Sexual Harassment	No. of employees participated - 100 employees participated No. of symposium conducted - 1 symposium on Sexual Harassment conducted	243 employees participated Online Sexual Harassment Symposium 2023 (PPA Wide) November 30, 2023 Posted RA 11313/ Bawal Bastos Law tarpaulins at the Passenger Terminal of Babak and disseminated RA 11313 information materials to all passengers at the Port of Babak in 7.2023.	2,265,000.00 Corporate Funds	949,632.00 Corporate Funds	GAD Focal Point System (GADFPS)/ Technical Working Group (TWG) (HO/PMOs)/ PPA Training Institute (PPATI)/ Human Resource Management Department (HRMD)	Done.
13	Section 18 of the Magna Carta of Women (MCW) and CSC Resolution No. 1000432 provide for special leave benefits for women who have undergone surgery for gynecological disorders	Limited knowledge of PPA personnel on special leave benefits for women who have undergone surgery for gynecological disorders	Heightened awareness of PPA women personnel on the entitlement of leave and other benefits to be availed if afflicted and undergone surgery for gynecological disorders	MFO: General Administration and Support	Information dissemination on the availment of special leave benefits due to gynecological disorders	Number of IEC materials on the special leave benefits due to gynecological disorders - At least 1 poster/1 video presentation disseminated to each PPA office (PMOs/HO)		520,000.00 Corporate Funds	0.00 Corporate Funds	Human Resource Management Department (HRMD)	

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14	Section 18 of the Magna Carta of Women (MCW) and CSC Resolution No. 1000432 provide for special leave benefits for women who have undergone surgery for gynecological disorders	Limited knowledge of PPA personnel on special leave benefits for women who have undergone surgery for gynecological disorders	Heightened awareness of PPA women personnel on the entitlement of leave and other benefits to be availed if afflicted and undergone surgery for gynecological disorders	MFO: General Administration and Support	Leave benefits afforded to employees who avail of gynecological disorders	Percent completion of review, evaluation and approval on leave availment applications on Special Leave Benefits for Women under Republic Act No. 9710 (Magna Carta of Women) reviewed, evaluated and approved - 100% completed	100% completion of review, evaluation and approval on leave availment applications on Special Leave Benefits for Women under Republic Act No. 9710 (Magna Carta of Women).	2,058,381.00 Corporate Funds	399,529.00 Corporate Funds	Human Resource Management Department (HRMD)	Done.
15	Republic Act No. 10028 (An Act expanding the Promotion of Breastfeeding) Section 11 states the establishment of Lactations in all health and non-health facilities, institutions or establishments	With PPA's profile gearing towards younger generation, a surge in the availment of maternity and paternity leave are expected in the organization	To provide availment of maternity and paternity leave benefits for female employees and qualified male employees	MFO: General Administration and Support	Leave benefits afforded to employees availing of paternity and maternity leaves	Percent completion of review, evaluation and approval on leave availment applications on paternity and maternity reviewed, evaluated and approved - 100% completed	100% completion of review, evaluation and approval on leave availment applications on maternity and paternity.	3,082,100,054.46 Corporate Funds	1,004,893.27 Corporate Funds	Human Resource Management Department (HRMD)	Done.
16	Republic Act No. 10028 (An Act expanding the Promotion of Breastfeeding) Section 11 states the establishment of Lactations in all health and non-health facilities, institutions or establishments	Need to enhance provision of support to lactating/breastfeeding women	Provided the establishment/ maintenance of Lactation Station in the Head Office	MFO: General Administration and Support	Establishment of Lactation/Breastfeeding Area	Number of lactation/breastfeeding area established/provided to nursing mothers - 1 Area	1. Provided 1 designated breastfeeding area inside the new PTB (established/completed as March 2023). 2. 100% provision and installation of supplies and materials, furnitures & fixtures and equipments in PMO NOS	1,388,000.00 Corporate Funds	275,000.00 Corporate Funds	GAD Focal Point System (GADFPS)/ Technical Working Group (TWG) (HO)	Partially Done.
17	There is a need to reconstitute the CODI	Committee on Decorum and Investigation (CODI) term has lapsed	CODI is institutionalized	MFO: General Administration and Support	Reconstitution of CODI	Number of Special Order (SO) issued - 1 Special Order issued	3 Special Orders were issued to reconstitute the CODI	214,000.00 Corporate Funds	182,947.18 Corporate Funds	GAD Focal Point System (GADFPS)/ Technical Working Group (TWG) (HO)/ Human Resource Management Department (HRMD)	Done.
ATTRIBUTED PROGRAM											
18					Implementation of port facilities with GAD amenities such as Passenger Terminal Building and Port Operational Building			224,000,000.00 Corporate Funds	6,471,480,899.98 Corporate Funds	GAD Focal Point System (GADFPS)/ Technical Working Group (HO/PMOs)	
SUB-TOTAL								3,476,312,435.46	6,489,635,061.97	Corporate Funds	
TOTAL								3,476,312,435.46	6,489,635,061.97		

Prepared By:	Approved By:	Date