In accordance with Rule 3.61(1) of the Insolvency (England & Wales) Rules 2016 & Paragraph 84(8) of Schedule B1 of the Insolvency Act 1986.

AM23

Notice of move from administration to dissolution







#24

1	Company details	
Company number	0 2 9 1 6 0 3 7	Filling in this form Please complete in typescript or in
Company name in full	Age Concern Newcastle upon Tyne	bold black capitals.
	Age UK Newcastle	
2	Court details	
Court name	Newcastle upon Tyne District Regist	
Court number	0 1 5 4 2 0 1 8	
3	Administrator's name	
Full forename(s)	Steven Philip	
Surname	Ross	
4	Administrator's address	
Building name/number	1 St James' Gate	
Street		
Post town	Newcastle upon Tyne	
County/Region		
Postcode	NET 4AD	
Country		

AM23 Notice of move from administration to dissolution

5	Administrator's name •	
Full forename(s)	Karen	Other administrator
Surname	Spears	Use this section to tell us about another administrator.
6	Administrator's address 🎱	-
Building name/number	1 St James' Gate	Other administrator
Street		Use this section to tell us about another administrator.
		.
Post town	Newcastle upon Tyne	
County/Region		
Postcode	NE14AD	
Country		
7	Final progress report	
	☑ I have attached a copy of the final progress report	
8	Sign and date	
Administrator's signature	Signature X	
Signature date	d 6 0 3 2 0 1 9	

Presenter information

You do not have to give any contact information, but if you do it will help Companies House if there is a query on the form. The contact information you give will be visible to searchers of the public record.

Contact name	Steven Philip Ross
Company name	RSM Restructuring Advisory LLF
Address	1 St James' Gate
Post town	Newcastle upon Tyne
County/Region	
Postcode	N E 1 4 A D
Country	
DX	
Telephone	0191 255 7000

✓ Checklist

We may return forms completed incorrectly or with information missing.

Please make sure you have remembered the following:

- ☐ The company name and number match the information held on the public Register.
- $\hfill \square$ You have attached the required documents.
- ☐ You have signed the form.

Important information

All information on this form will appear on the public record.

Where to send

You may return this form to any Companies House address, however for expediency we advise you to return it to the address below:

The Registrar of Companies, Companies House, Crown Way, Cardiff, Wales, CF14 3UZ. DX 33050 Cardiff.

Further information

For further information please see the guidance notes on the website at www.gov.uk/companieshouse or email enquiries@companieshouse.gov.uk

This form is available in an alternative format. Please visit the forms page on the website at www.gov.uk/companieshouse

In the matter of

Age Concern Newcastle upon Tyne In Administration ('the Company')

In the Newcastle upon Tyne District Registry no 0154 of 2018

Joint Administrators' final progress report

26 March 2019

Steven Philip Ross and Karen Spears

Joint Administrators

RSM Restructuring Advisory LLP 1 St James' Gate Newcastle upon Tyne NE1 4AD

Tel: 0191 255 7000

Email: restructuring.newcastle@rsmuk.com

Sections

- 1. Conduct of the administration
- Assets remaining to be realised
- 2. Creditors' claims and dividend prospects
- 3. Receipts and payments summary
- 4. Joint Administrators' remuneration, expenses and disbursements
- 5. Creditors' right to information and ability to challenge expenses
- 6. Closure of the administration

Appendices

- A. Statutory and other information
- A. Dividend information
- B. Summary of receipts and payments
- C. RSM Restructuring Advisory LLP charging, expenses and disbursements policy
- D. RSM Restructuring Advisory LLP Newcastle current charge out and disbursement rates
- E. Statement of expenses incurred in the period from 27 September 2018 to 26 March 2019
- F. Joint Administrators' time cost analysis for the period from 27 September 2018 to 26 March 2019

This report has been prepared in accordance with insolvency legislation to provide creditors, members and the Registrar of Companies with information relating to the progress of the administration in the period from 27 September 2018 to 26 March 2019. This report should be read in conjunction with any previous reports that have been issued, copies of which are available on request.

This report has been prepared solely to comply with the statutory requirements of the relevant legislation. It has not been prepared for use in respect of any other purpose, or to inform any investment decision in relation to any debt or financial interest in the company. Any estimated outcomes for creditors are illustrative and may be subject to significant change.

Neither the Administrators nor RSM Restructuring Advisory LLP accept any liability whatsoever arising as a result of any decision or action taken or refrained from as a result of information contained in this proposal.

1 Conduct of the administration

The costs incurred to date are set out in detail at Section 5.

1.1 The administrators' proposals

The Joint Administrators' proposals in relation to the Company are:

The Administrators should pursue the most appropriate method for realising assets for the benefit of creditors.

The Administrators should instruct Clumber Consultancy to assist deal with the Company's pension scheme.

The Administrators should continue to investigate and if appropriate, pursue any claims that they or the Company may have against any director or former directors, other third parties, officers or former officers, advisers or former advisers of the Company. Company and/or its business is unachievable then the Administrators should consider and pursue the most appropriate alternative method of realising the assets for the benefit of the creditors.

The Administrators should arrange to distribute available funds from the realised assets to those creditors entitled to them in such manner as they consider will lead to an early distribution of the available assets in an economic manner.

The Administrators be authorised to make such application to court for directions as they consider appropriate with a view to achieving the purposes of the administration or their proposals.

The Company exits the administration by way of Dissolution. If any asset is identified (including redress from a mis-sold interest rate hedging product) as a result of which it is anticipated that a distribution will be made to unsecured creditors, which is not a prescribed part distribution, then the Company shall exit administration by Creditors Voluntary Liquidation.

That Steven Philip Ross and Karen Spears of RSM Restructuring Advisory LLP, 1 St James' Gate, Newcastle upon Tyne NE1 4AD be appointed Joint Liquidators of the Company following the cessation of the administration and the Joint Liquidators will have the power to act jointly and severally.

For creditors to consider whether to appoint a Creditors' Committee to assist the Administrators and subsequent Joint Liquidators.

I confirm that there have been no deviations or modifications to the proposals.

1.2 Realisation of assets

The Joint Administrators are obliged to realise and get in the Company's property and maximise realisations. In some cases this does not result in sufficient realisations to result in a financial benefit to creditors, after taking into account the costs and expenses of realisation and dealing with the legislative requirements of administrating the case. Details of the realisations made are set out below, with information relating to dividends, if any, contained within Appendix B.

1.2.1 Funds from executor

During the current period funds of £7,057 37 have been received from executors.

1.2.2 Claim for compensation for mis-selling of Interest Rate Hedging Product ('IRHP')

Investigations have been made into the mis-selling of interest rate hedging products and confirmation has been received that no such products were sold to the Company.

1.3 Connected party transactions

There were no connected party transactions.

1.4 Trading

The Company has not traded in Administration.

1.5 Investigations

In accordance with the Joint Administrators statutory obligations, the appropriate documentation has

been submitted to the Department for Business, Energy and Industrial Strategy in relation to the conduct of the directors.

Following the Joint Administrators' initial assessment, no further investigations were deemed necessary.

1.6 Case specific matters

This relates to payment of legal fees which has been allocated incorrectly to case specific matters. As this is not material I do not propose a correction to this SIP9 analysis.

1.7 Administration and planning

Certain aspects of the work that the Joint Administrators undertake are derived from the underlying legal and regulatory framework for cases of this nature. This work, which does not usually result in any direct financial benefit to creditors, is a necessary part of complying with both the legislative and best practice responsibilities arising in such cases, and ensuring that the case is managed efficiently and effectively. It includes matters such as:

- · Periodic case reviews, ongoing case planning and strategy
- Maintaining and updating computerised case management records
- Dealing with routine correspondence not attributable to other categories of work
- Ongoing consideration of ethical and anti-money laundering regulations
- General taxation matters, including seeking tax clearance from HMRC
- · Preparation of receipts and payments accounts, maintenance of cashiering records
- Preparing, reviewing and issuing final report to creditors and other parties
- Filing of final documentation at Companies House, Court and other relevant parties
- General administrative matters in relation to closing the case

2 Assets remaining to be realised

There are no assets remaining to be realised.

3 Creditors' claims and dividend prospects

Details of the dividends paid to creditors, including the amount under the prescribed part, if any are shown in Appendix B.

No distribution has been made to ordinary unsecured creditors in the administration: the intention is that a distribution will be made by any subsequently appointed Liquidator, who will agree creditors' claims in due course, initially by reference to the proofs of debt lodged by creditors themselves.

The Joint Administrators are obliged to deal with a number of matters in relation to creditors to comply with both the legislative and best practice requirements in relation to the case and to ensure creditors are kept informed. Creditors will only derive an indirect financial benefit from this work on cases where a dividend has been paid. It includes such matters as:

- Preparation and issue of progress reports and associated documentation
- Maintenance of schedules of preferential and unsecured creditors' claims
- · Dealing with correspondence and telephone calls
- Where necessary, consideration of creditors' claims; acceptance or rejection of claims and complying with legislative obligations in relation to adjudication of creditors' claims generally for voting and, if applicable, dividend purposes

4 Receipts and payments summary

Receipts and payments are shown net of VAT as the Company was not VAT registered, and consequently VAT is not recoverable from HM Revenue and Customs. The irrecoverable VAT is shown in the receipts and payments account as a 'cost of realisation'.

5 Joint Administrators' remuneration, expenses and disbursements

5.1 Authority for remuneration, disbursements and expenses

The Joint Administrators' remuneration was approved on 06 June 2018 by the general body of creditors on the following basis.

On the basis of time costs limited to the sum of £41,601.00 (plus VAT) in accordance with the fee estimate attached to the Joint Administrators' proposals.

The Joint Administrators cannot draw more than this amount without obtaining the further approval of the general body of creditors.

The general body of creditors also approved the drawing of category 2 disbursements on 06 June 2018.

5.2 Remuneration incurred and drawn in the period from 27 September 2018 to 26 March 2019 and since appointment

Sums drawn, both in respect of the current period of the report, and since appointment, in accordance with the relevant approvals set out above, are detailed in the attached receipts and payments account

The Joint Administrators Are required to report remuneration 'charged' in the period. This reflects the time charged to the case for any category of work where remuneration has been approved on a time cost basis. The Joint Administrators can only draw remuneration based on time costs, that has been approved in accordance the fee estimate(s), as set out above.

The Joint Administrators have incurred time costs of £6,320.50 in the current period. An analysis of time incurred in the period is attached.

Since the date of appointment, the Joint Administrators have incurred time costs totalling £45,156.50. Of this, a total of £21,098.57 (plus VAT) has been paid and £24,057.93 remains outstanding and due to be paid. However, in this case, there were insufficient realisations to allow full recovery of the Joint Administrators' remuneration and the sum of £24,057.93 will be written off.

Fees drawn are within the estimated amount approved by the relevant approving body and no further increase will be sought.

5.3 Expenses and disbursements

Details of all the Joint Administrators' expenses (which include category 1 and category 2 disbursements) incurred during the period of the report are shown in the attached Statement of Expenses. Expenses paid in the period, along with cumulative figures, are shown in the attached receipts and payments account. Details of the current rates are attached.

5.3.1 Other professional costs and expenses ("Category 1")

Whilst professional costs are not subject to approval by the relevant approving body, all professional costs are subject to review before being paid.

Ward Hadaway LLP, solicitors, have been retained as legal advisors in view of their general experience and expertise in these matters. They were instructed to prepare the necessary documentation to place the Company into Administration, file the necessary paperwork at court, prepare the sale documentation and licence to occupy. In addition, Ward Hadaway have been instructed to review a trading agreement.

I have agreed their remuneration on the basis of their standard hourly charge-out rates, plus VAT and disbursements, and their agreed fees of £981.50 plus VAT have been paid in the period under review.

The amount of the expenses incurred is slightly higher than the estimate provided to creditors on 22 May 2018 but not material.

5.4 Pre-appointment costs

The Joint Administrators' proposals dated 27 April 2018 detailed un-paid pre-administration costs totalling £20,900.00. The sums below have been approved.

Pre - administration costs (charged / incurre	d	
To whom paid	Amount approved £	Date approved	Date paid
RSM Restructuring Advisory LLP	20,900.00	06 June 2018	24 January 2019

5.5 Costs to closure

It is proposed that the Company will exit the administration by dissolution. I anticipate that I will incur additional costs to closure of £1,000.00 for finalising creditors report, receipts and payments account and closing formalities.

6 Creditors' right to information and ability to challenge expenses

In accordance with the provisions of the relevant legislation creditors have a right to request further information about remuneration or expenses (other than pre-administration costs) and to challenge such remuneration or expenses.

A request for further information must be made in writing within 21 days of receipt of this report.

Any secured creditor, or any unsecured creditor with either the concurrence of at least 10% in value of the unsecured creditors (including that creditor) or the permission of the court, may apply to court that the remuneration charged, the basis fixed or expenses incurred by the administrator are in all the circumstances excessive.

Any such challenge must be made no later than eight weeks after receipt of the report which first discloses the charging of remuneration or incurring of the expenses in question.

A Guide to Administrators Fees, which provides information for creditors in relation to the remuneration of an Administrator, can be accessed at http://rsm.insolvencypoint.com/1100322 under 'general information for creditors'. A hard copy can be requested from my office by telephone, email or in writing.

7 Closure of the administration

The Joint Administrators will bring the administration to a close by dissolution.

Should you require any further information please do not hesitate to contact me.

Steven Philip Ross

RSM Restructuring Advisory LLP

Joint Administrator

Steven Philip Ross is licensed to act as an insolvency Practitioner in the UK by the Institute of Chartered Accountants in England and Wales Karen Spears is licensed to act as an insolvency Practitioner in the UK by the institute of Chartered Accountants in England and Wales insolvency Practitioners are bound by the insolvency Code of Ethics when carrying out all professional work relating to an insolvency appointment

The affairs, business and property of the company are being managed by the Joint Administrator who act as agents of the company and without personal liability

Appendix A Statutory and other information

Company information	
Company name:	Age Concern Newcastle upon Tyne
Company number:	02916037
Date of incorporation:	06 April 1994
Trading name:	Age UK Newcastle
Trading address	1 St James' Gate, Newcastle upon Tyne, NE1 4AD
Principal activity:	Social work activities
Registered office:	RSM Restructuring Advisory LLP, 1 St James' Gate, Newcastle upon Tyne, NE1 4AD
Previous registered office:	Mea House 2nd Floor, Ellison Place, Newcastle-Upon-Tyne, Tyne And Wear, NE1 8XS

Administration information	A A MINE	
Joint Administrator:	Steven Philip Ross and Karen Spears	-
Date of appointment:	27 March 2018	
Appointor:	Directors	
Date and details of extension	None	
Exit route:	Dissolution	
Correspondence address & contact details of case manager	Kelly Allison 0191 255 7000 RSM Restructuring Advisory LLP, 1 S NE1 4AD	t James' Gate, Newcastle upon Tyne,
Name, address & contact details	Primary Office Holder	Joint Office Holder:
of Joint Administrators	Steven Philip Ross	Karen Spears
	RSM Restructuring Advisory LLP	RSM Restrucutring Advisory LLP
	1 St James' Gate, Newcastle upon Tyne, NE1 4AD	25 Farringdon Street, London, EC4A 4AB
	0191 255 7000	0203 201 8000
	IP Number: 9503	IP Number: 8854

Appendix B

Dividend information

Dividend	Owed*	Paid to date	Estimated future prospects
Secured creditor	N/A	N/A	N/A
Preferential creditors	£19,251	NIL	NIL
Unsecured creditors	£328,999	NIL	NIL
Estimated net property	N/A		
Estimated prescribed part available for unsecured creditors	N/A	100	411 (1986)

* Per claims received

Any estimated outcome for creditors is illustrative and may be subject to change

Age Concern Newcastle upon Tyne Age UK Newcastle In Administration Joint Administrators' Summary of Receipts & Payments

From 27/03/2018 To 26/03/2019 £	From 27/09/2018 To 26/03/2019 £		Statement of Affairs £
		SECURED ASSETS	
NIL	NIL	Goodwill	1.00
NIL	NIL	Office equipment	2,585.00
NIL	NIL	отное сущрители	2,000.00
		ASSET REALISATIONS	
16.69	8.25	Bank Interest Gross	
7,080.99	NIL	Cash in hand	
40,165.21	NIL	Debtors (Pre-Appointment)	47,000.00
8,544.03	7,057.37	Fund from executors	
2,376.00	NIL	Furniture and Equipment	
1.00	NIL	Goodwill	
90.00	NIL	Petty Cash	
12,000.00	NIL	Work In Progress	12,000.00
70,273.92	7,065.62	TTOIN III Flogress	12,000.00
10,213.92	7,005.02	COST OF REALISATIONS	
85.00	85.00	Bordereau Premium	
2.66	2.66	Corporation Tax	
443.55	51.55	Insurance	
9,684.67	981.50	Legal Fees	
9.78	9.78	Mileage	
21,098.57	21,098.57	Office Holders Fees	
	21,090.37 NIL		
3,300.00		Other Property Expenses	
20,900.00	20,900.00	Pre Appointment Fees	
170.50	NIL	Provisional Liquidators Fees	
400.47	AMI	Stationery, Postage, Office costs	
492.17	NIL	Rent	
1,625.00	1,125.00	Pension Advice	
140.94	140.94	Postage	
84.60	NIL	Statutory Advertising	
577.62	NIL	Storage Costs	
7.92	7.92	Travel Expenses	
11,637.94	8,872.34	VAT - Irrecoverable	
13.00	13.00	Website Charge	
(70,273.92)	(53,288.26)		
		PREFERENTIAL CREDITORS	
NIL	NIL	Employee Arrears/Hol Pay	10,934.80)
NIL	NIL		
		UNSECURED CREDITORS	
NIL	NIL	Employees	44,287.89)
NIL	NIL	HM Revenue and Customs	65,003.00)
NIL NIL	NIL	Trade & Expense Creditors	30,907.55)
NIL	NIL	·	
0.00	(46,222.64)		89,547.24)
<u> </u>		REPRESENTED BY	•
NIL			

Note:

Appendix D

RSM Restructuring Advisory LLP charging, expenses and disbursements policy

Charging policy

- Partners, directors, managers, administrators, cashiers, secretarial and support staff are allocated an hourly charge out rate which is reviewed from time to time.
- Work undertaken by cashiers, secretarial and support staff will be or has been charged for separately
 and such work will not or has not also been charged for as part of the hourly rates charged by
 partners, directors, managers and administrators.
- Time spent by partners and all staff in relation to the insolvency estate is charged to the estate.
- Time is recorded in 6-minute units at the rates prevailing at the time the work is done.
- The current charge rates for RSM Restructuring Advisory LLP Newcastle are attached.
- Time billed is subject to Value Added Tax at the applicable rate, where appropriate.
- It is the office holder's policy to ensure that work undertaken is carried out by the appropriate grade of staff required for each task, having regard to its complexity and the skill and experience actually required to perform it.
- RSM Restructuring Advisory LLP's charge out rates are reviewed periodically.

Expenses and disbursements policy

- Only expenses and disbursements properly incurred in relation to an insolvency estate are recharged to the insolvency estate.
- Expenses and disbursements which comprise external supplies of incidental services specifically
 identifiable to the insolvency estate require disclosure to the relevant approving party, but do not
 require approval of the relevant approving party prior to being drawn from the insolvency estate.
 These are known as 'category 1' disbursements.
- Expenses and disbursements which are not capable of precise identification and calculation (for example any which include an element of shared or allocated costs) or payments to outside parties that the firm or any associate has an interest, require the approval of the relevant approving party prior to be being drawn from the insolvency estate. These are known as 'category 2' disbursements.
- A decision regarding the approval of category 2 disbursements at the rates prevailing at the time the
 cost is incurred to RSM Restructuring Advisory LLP Newcastle will be sought from the relevant
 approving party in accordance with the legislative requirements.
- General office overheads are not re-charged to the insolvency estate as a disbursement.
- Any payments to outside parties in which the office holder or his firm or any associate has an interest will only be made with the approval of the relevant approving party.
- Expenses and disbursements re-charged to or incurred directly by an insolvency estate are subject to VAT at the applicable rate, where appropriate.

Appendix E

RSM Restructuring Advisory LLP Newcastle c current charge out and disbursement rates

Hourly charge out rates	Rates at commencement	Current rates
	£	£
Partner	385.00 to 485.00	500.00
Directors / Associate Directors	275.00 to 330.00	275.00 to 330.00
Manager	215.00 to 275.00	215.00 to 275.00
Assistant Managers	230.00	230.00
Administrators	145.00 to 215.00	145.00 to 215.00
Support staff	78.00 to 127.00	78.00 to 127.00

Category 2 disbursement	rates
Internal room hire	£100 per hour
Subsistence	£25 per night (from 3 rd September 2013)
Travel (car)	42.5p per mile (from 1 April 2011)
'Tracker' searches	£10 per case

Appendix F

Statement of expenses incurred in the period from 27 September 2018 to 26 March 2019

	Incurred in	period
Expenses (excluding category 2 disbursements)	Paid	Unpaid
Type and purpose	£	£
Appointee disbursements:		
Corporation Tax	2.66	NIL
Legal fees	981.50	NIL
Pension advice	1,125.00	NIL
Sub Total	2,109.16	NIL
Category 2 disbursements		
Recipient, type and purpose		
Appointee disbursements: RSM Restructuring Advisory LLP - Mileage	NIL	NIL
RSM Restructuring Advisory LLP - Tracker search	NIL	NIL
Sub Total	NiL	NIL :
Total	2,109.16	NIL

NOTE: The amounts paid in the period are shown in the attached receipts and payments account. Invoices may have been paid in a period after that in which they were incurred.

Appendix G

Joint Administrators' time cost analysis for the period from 27 September 2018 to 26 March 2019

2			9,600 00 s 2,600 00 s 2,600 00 s	الم التحاري	Section Con-	Amerika orsk	Amstancs & Support Staff	ocal Som	Total Time Costइ	אייטופאי
From Jan 2003	Administration and Planning Case Management	0.00	0.40	0.00	0:00	3.90	1.00	5.30	£ 1,126.50	212.55
	Closure	0.00	0.00	0.00	0.00	1.00	00.00	1.00	£ 155.00	155.00
	Pension Scheme	0.00	0.00	0.00	0.00	06.0	0.00	0.90	£ 207.00	230.00
	Receipts and Payments	0.00	1.10	0.00	0.00	2.20	0.00	3.30	£ 813.00	246.36
	Tax Matters	0.00	0.00	0.00	0.00	0.20	0.00	0.20	£ 15.00	75.00
	Total	0.00	1.50	0.00	0.00	8.20	1.00	10.70	£ 2,316.50	216.50
	Investigations									
	Investigations/CDDA	0.00	00.00	0.00	00.00	0.30	0.00	0.30	£ 21.00	70.00
	Total	00.0	00.00	0.00	0.00	0.30	0.00	0.30	£ 21.00	70.00
	Realisation of Assets									
	Assets - general/other	0.00	0.00	0.00	0.00	2.90	0.00	2.90	£ 667.00	230.00
	Chattels	0.00	0.00	00.0	00.00	0.30	0.00	0.30	€ 69.00	230.00
	Debtors & sales finance	0.00	0.00	00.00	0.00	0.70	0.00	0.70	£ 150.50	215.00
	HP/Leasing creditors	0.00	0.50	0.00	0.00	0.10	0.00	0.60	£ 168.00	280.00
	Land and Property	0.00	0.00	00.0	00.00	0.40	0.00	0.40	£ 92.00	230.00
	Total	0.00	0.50	0.00	0.00	4.40	0.00	4.90	£ 1,146.50	233.98
	Creditors									
	Employees	0.00	0.00	0.00	0.00	06.0	0.00	0.90	£ 207.00	230.00
	Other Creditor Meetings and Reports	0.00	0.00	0.00	0.00	7.90	0.20	8.10	£ 1,646.50	203.27
	Unsecured Creditors	0.00	09.0	0.00	0.00	3.10	0.20	3.90	£ 891.00	228.46
	Total	0.00	09'0	0.00	0.00	11.90	0.40	12.90	£ 2,744.50	212.75
	Case Specific Matters - Legal Matters									
	Legal Matters	0.00	0.00	0.00	0.00	0.40	0.00	0.40	£ 92.00	230.00
	Total	0.00	0.00	0.00	0.00	0.40	0.00	0.40	£ 92.00	230.00

Appendix G cont.

216.46	216.46		
£ 6,320.50	£ 6,320.50		
29.20 £ 6,320.50	29.20	£ 6,320.50	216.46
1.40 £ 155.50	1.40	£ 155.50	111.07
25.20 £ 5,297.00	25.20	£ 5,297.00	210.20
0.00 £ 0.00	0.00	€ 0.00	00.00
0.00 £ 0.00	0.00	€ 0.00	0.00
2.60 £ 868.00	2.60	£ 868.00	333.85
0.00 £ 0.00	0.00	€ 0.00	00.00
Total Hours (From Jan 2003) Total Time Cost (From Jan 2003)	Total Hours	Total Time Cost	Average Rates