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# Governor's Office of Diversity Business Enterprise (Go-DBE)

2021 Annual Report

Tennessee Department of General Services | December 31, 2021





Central  
Procurement Office

December 31, 2021  
The Honorable Bill Lee, Governor  
and Members of the Tennessee General Assembly  
First Floor, State Capitol  
Nashville, TN 37243

Dear Governor Lee and Members of the Tennessee General Assembly:

Tenn. Code Ann. §12-3-1101, *et seq.*, known as the "*Tennessee Minority-Owned, Woman-Owned and Small Business Procurement and Contracting Act*" requires the Chief Procurement Officer of the Department of General Services to report annually to the Governor and each member of the General Assembly concerning State agency purchases from small businesses and businesses owned by minorities, women, persons with disabilities, or service-disabled veterans.

The Governor's Office of Diversity Business Enterprise is pleased to report more than \$766 million dollars in spend with diversity business enterprises over the past year. This represents an increase of 3.5% above the previous year's diversity spend. The past three years saw a remarkable 44.5% increase equaling \$237 million dollars. Although difficult times have been prevalent this past year, we have continued to expand our commitment to maximize economic opportunities for these businesses.

With a continued emphasis to expand opportunities in Tennessee's rural areas, certified businesses were able to provide more than \$62 million worth of products and services to 34 rural counties.

This fiscal year, we certified a record breaking 336 new businesses as minority-owned, woman-owned, service-disabled veteran-owned, owned by persons with disabilities, or small business enterprises.

Presented herein is the annual report on diversity spend.

Sincerely,

A handwritten signature in blue ink that reads "Michael F. Perry".

Michael F. Perry  
Chief Procurement Officer

cc: Christi Branscom, Commissioner of General Services

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# Go-DBE SUMMARY

## Creation of the Governor's Office of Diversity Business Enterprise

The Governor's Office of Diversity Business Enterprise (Go-DBE) was created by Executive Order Number 14, on December 8, 2003, in effort to expand economic opportunities for small businesses and businesses owned by minorities and women.

The office is charged with coordinating and directing the Executive Branch's efforts to increase participation by small businesses and businesses owned by minorities, women, persons with disabilities, and service-disabled veterans in the state's procurement and contracting processes. With the assistance of a strong legislature, we have crafted one of the best programs in the nation for expanding opportunities to diversity business enterprises.

## Mission Statement

To coordinate the state's efforts to facilitate greater participation by minority-owned, woman-owned, persons with disabilities, service-disabled veteran-owned, and small businesses in the state's procurement and contracting opportunities.

## Vision

To be the best program in the nation for expanding meaningful economic opportunities to business enterprises owned by Tennessee small businesses including minority, women, persons with disabilities and service-disabled veteran-owned businesses.

## Program Definitions

Go-DBE is charged with verifying and certifying diversity businesses using one of the following categories:

### **Minority Business Enterprise (MBE):**

A continuing, independent, for profit business which performs a commercially useful function, and is at least 51% owned and controlled by one or more minority individuals who are impeded from normal entry into the economic mainstream because of past practices of discrimination based on race or ethnic background. Recognized minority ethnicities include:

### **African American:**

A person having origins in any of the Black racial groups of Africa.

### **Hispanic American:**

A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

**Native American:**

A person having origins in any of the original peoples of North America.

**Asian American:**

A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands.

**Woman Business Enterprise (WBE):**

A continuing, independent, for profit business that performs a commercially useful function, and is at least 51% owned and controlled by one or more women; or in the case of any publicly owned business, at least 51% of the stock of which is owned and controlled by one or more women and whose management and daily business operations are under the control of one or more women.

**Disabled Small Business Enterprise (DSBE):**

A continuing, independent, for-profit business that performs a commercially useful function, and is at least 51% owned and controlled by one or more persons with a disability; or, in the case of any publicly owned business, at least 51% of the stock of which is owned and controlled by one or more persons with a disability and whose management and daily business operations are under the control of one or more persons with a disability.

**Service-Disabled Veteran Business Enterprise (SDVBE):**

A continuing independent, for-profit business located in the State of Tennessee that performs a commercially useful function, and

- o Is at least 51% owned and controlled by one or more service-disabled veterans;
- o in the case of a business solely owned by one service-disabled veteran and such person's spouse, is at least 50% owned and controlled by the service-disabled veteran; or
- o in the case of any publicly owned business, at least 51% of the stock of which is owned and controlled by one or more service-disabled veteran and whose management and daily business operations are under the control of one or more service-disabled veteran.

Tennessee service-disabled veterans include any person who served honorably on active duty in the Armed Forces of the United States with at least a 20% disability that is service-connected, meaning that such disability was incurred or aggravated in the line of duty in the active military, naval, or air service.

**Small Business Enterprise (SBE):**

A continuing, independent, for-profit business that performs a commercially useful function and has total gross receipts of no more than \$10 million averaged over a three-year period or employs not more than 99 employees on a full-time basis.

# PROGRAM ACCOMPLISHMENTS



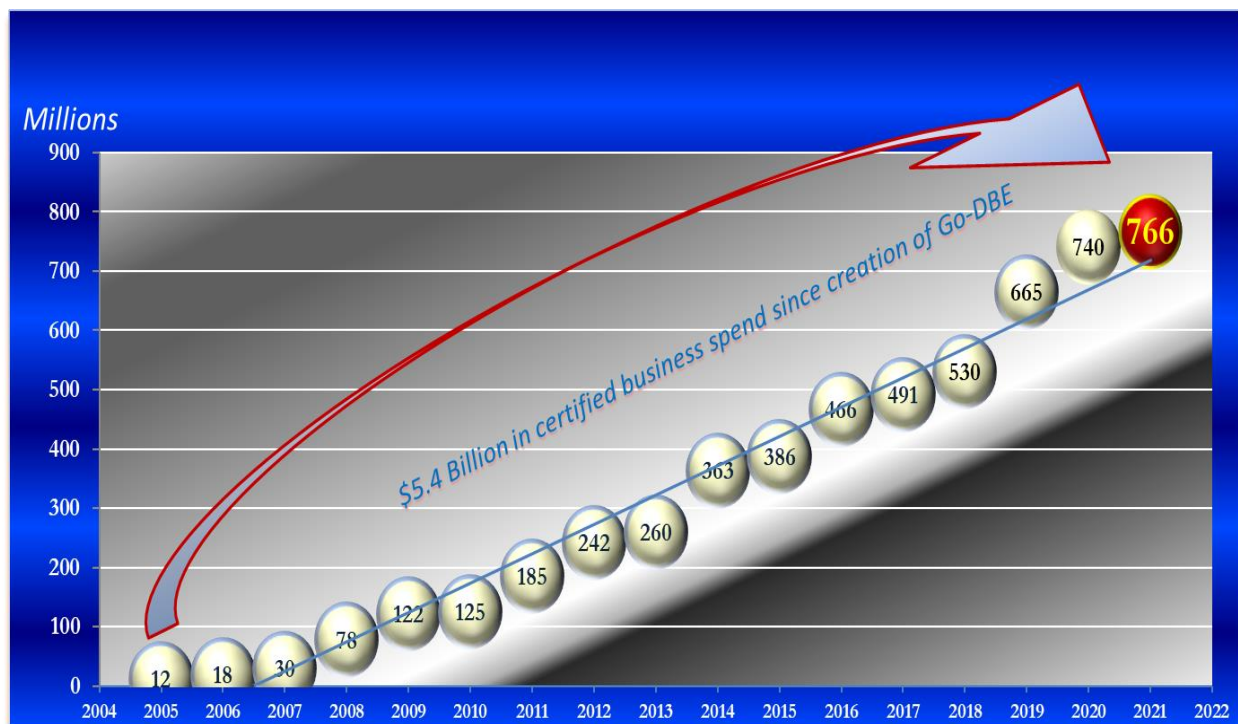
## Contracts and Payments

Go-DBE is charged with monitoring purchases made to certified diversity businesses by state agencies and departments. Due to the nature of the procurement process, relying on awarded dollar amounts, as defined by the procurement office, can be misleading because awarded dollars are estimated amounts and are not guaranteed. Therefore, for the purposes of producing the most accurate report possible, recorded dollar values represent actual spend to diversity businesses. In addition, the spend dollars throughout this report represent purchases from all state agencies, the University of Tennessee System (UT), Tennessee Board of Regents (TBR), and State Procurement Agencies (SPAs). The UT, TBR, and SPA data is reported to Go-DBE on a quarterly basis; state agency data is collected and reported by the state's Enterprise Resource System (Edison). For conciseness, this report will use the term agencies to mean state departments, UT, TBR, and SPAs unless otherwise noted.

For the past 17 years, agencies have increased procurements with diversity businesses. As illustrated in the chart below, purchases to certified diversity businesses for Fiscal Year (FY) 2021 increased **\$26 million** to **\$766,421,336**. This is a **3.5%** increase from the previous fiscal year.

Go-DBE is now able to report more than **\$5.4 billion** in diversity payments to certified diversity businesses from FY2005 through FY2021.

### Volume of Transactions with Certified Businesses FY2005 to 2021



To provide context, total spend for the State of Tennessee in FY2021, as reported by Edison, was \$3,962,033,622 with all businesses regardless of diversity business certification. With the inclusion of the University of Tennessee - (\$415,921,164), Tennessee Board of Regents - (\$667,902,797), and State Procurement Agencies - (\$334,203,221), the overall spend is \$5,380,060,804.

The \$766 million diversity spend includes the State of Tennessee, UT, TBR, and the SPA's. From the total diversity spend, \$503,223,015 originated from state agencies, with the remaining \$263,198,321 in diversity spend originating from UT, TBR, and the SPA's. Therefore, **14.2%** of state spend went toward certified diversity businesses.

Currently, there are 255,265 registered suppliers in the State of Tennessee's "Edison" System, of which 2,087 are certified with Go-DBE. This means that 14.2% of state spend is going to **0.8%** of total suppliers.

### Highlights in Contracts and Payments by Category and Ethnicity

The information below reflects the categories for small businesses and businesses owned by minorities, women, persons with disabilities, or service-disabled veterans. Considerable increases were realized in a few categories: The small-business-owned category increased more than 24.8% from \$274,712,436 to \$343,058,694.95; the Asian businesses increased 26% from \$74,252,785.12 to 93,631,157.76; and Hispanic businesses had an increase of 3% from 12,595,265.30 to \$12,982,327.54.

Please note that although a business may meet multiple criteria, Go-DBE can only certify a company for *one* category and *one* subcategory. For example, if a minority service-disabled female owns a business, the owner technically qualifies for three categories. The office works in conjunction with the owner to determine the most applicable and appropriate category.

### FY2020-2021

Category & Ethnicity	MBE	WBE	SDVBE	SBE	DSBE	Ethnicity Totals
<i>African American</i>	\$111,202,681.00	\$233,165.86	\$18,296,059.30	\$9,737.50	\$59,486.70	\$129,801,130.36
<i>Asian American</i>	\$93,060,560.13	\$570,597.63	\$0.00	\$0.00	\$0.00	\$93,631,157.76
<i>Hispanic American</i>	\$12,394,505.50	\$587,822.04	\$0.00	\$0.00	\$0.00	\$12,982,327.54
<i>Native American</i>	\$2,154,817.26	\$119,808.22	\$0.00	\$0.00	\$0.00	\$2,274,625.48
<i>Non-Minority Female</i>	\$0.00	\$183,635,881.00	\$0.00	\$11,181,430.80	\$0.00	\$194,817,311.80
<i>Non-Minority Male</i>	\$0.00	\$0.00	\$1,019,653.83	\$331,895,129.00	\$0.00	\$332,914,782.83
<b>Totals:</b>	<b>\$218,812,563.89</b>	<b>\$185,147,274.75</b>	<b>\$19,315,713.13</b>	<b>\$343,086,297.30</b>	<b>\$59,486.70</b>	<b>\$766,421,335.77</b>



## Diversity Solicitations and Responses

Go-DBE makes considerable efforts to ensure diversity businesses receive as many opportunities to participate in state procurement as possible. Every year, the office releases a Forecast of Acquisition Plans that depicts likely procurement opportunities over the next year. Also, the office’s diversity business liaisons engage all bidders at pre-response conferences managed by the Central Procurement Office. These are just two methods the office uses to engage proactively with the diversity business community. The office uses Edison to monitor and track diversity solicitation opportunities. The numbers below also include UT and TBR, which self-report their data. State agency data is collected from Edison. The number of solicitations represents the number of bid opportunities given to each category of diversity businesses. The number of bids received represents how many of those businesses provided a response in each category.

Category	Number of Solicitations	Number of Bids Received
Minority Business Enterprise (MBE)	2,570	654
Woman Business Enterprise (WBE)	3,800	1,734
Small Business Enterprise (SBE)	10,124	8,172
Service-Disabled Business Enterprise (SDVBE)	151	25
Persons with Disabilities Enterprise (SDBE)	3	1

## MBE Subcategories Solicitations and Responses

Further analysis was conducted using just the minority business subcategory.

Subcategory	Number of Solicitations	Number of Bids Received	Number of Awards
African American	2,879	203	195
Asian American	724	224	215
Hispanic American	622	137	137
Native American	430	96	97

*\*Notes for both charts above: The columns for Bids Received and Number of Solicitations include data from solicitations done in Edison and reported by UT and TBR. Number of Awards includes purchase orders and contracts and represents the most accurate picture as it captures all awards regardless of whether the solicitation was done in Edison. This explains why the Number of Awards may appear higher than the Number of Bids Received. Number of Awards is defined as any one-time purchase order or contract awarded to a certified diversity business. It does NOT count the thousands of purchase orders issued under an existing contract; it only counts new contracts or single purchase orders for non-contract items.*

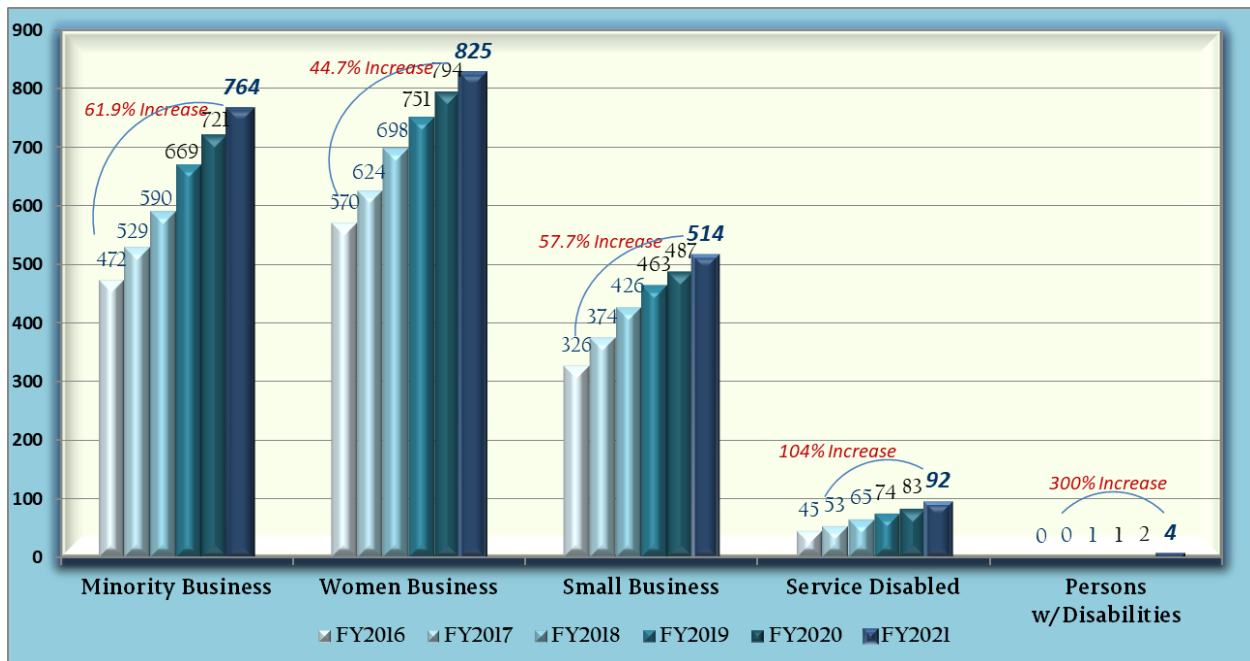


## Certification

Go-DBE certifies diversity businesses as minority-owned, woman-owned, persons with disabilities, service-disabled veteran-owned, or small business enterprises. The certification application is entirely an online process. Although there was a loss of small businesses due to the pandemic, FY2021 still saw a **5.3%** increase from 2,087 to **2,199** in the number of certified businesses from the previous year.

Eligible businesses seeking certification as a Minority Business Enterprise, Woman Business Enterprise, Persons with Disabilities, or a Service-disabled Veteran owned business must be independently owned and operated and must also prove that at least 51% of the business is owned and controlled by a minority, a female, a disabled individual, or service-disabled owned veteran within the meaning of T.C.A. §12-3-1102(2), and related guidelines.

**Certified Diversity Businesses  
As of End of FY2020**

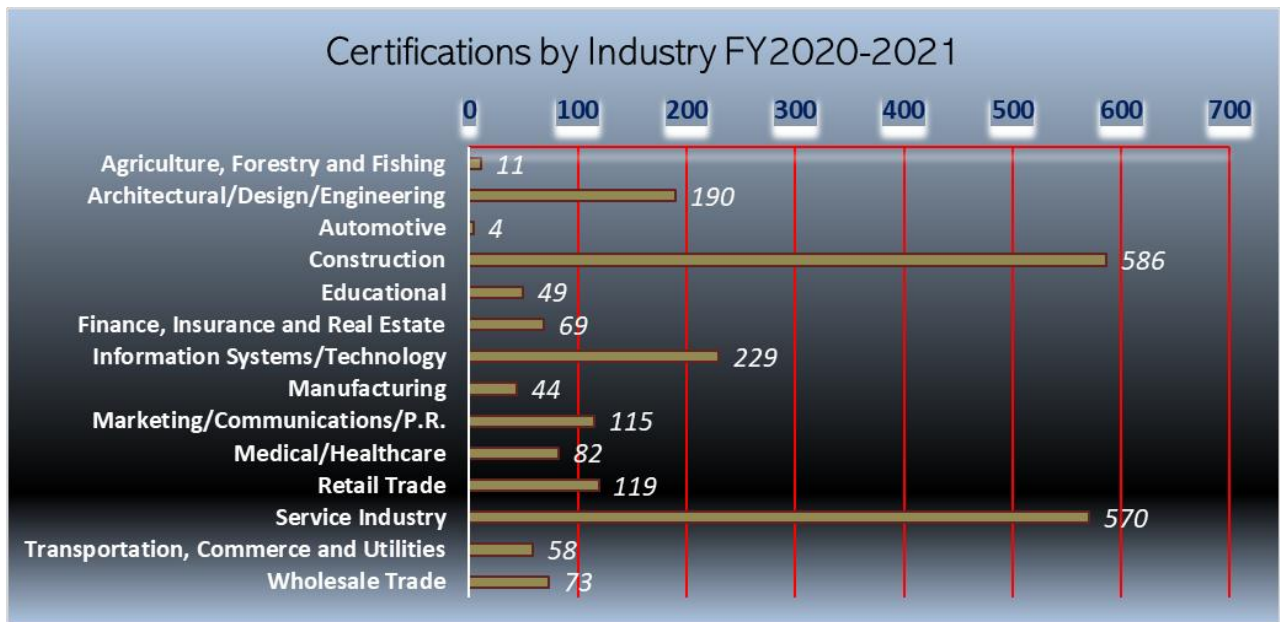


Go-DBE does not limit its diversity participation to Tennessee businesses, as there are 40 states and the District of Columbia outside of Tennessee that are represented. Currently, there are 425 certified businesses outside of Tennessee, with 177 businesses in bordering states to Tennessee. The largest state represented is Georgia, with 51 certified businesses. Industry types and variations of certifications have greatly increased to best meet the needs of all the departments, agencies, and colleges in the state.

## Certifications by Industry

Go-DBE continues to monitor the certifications by industry each year. All state departments and agencies are encouraged to utilize the Go-DBE website to access the directory to identify certified businesses for sourcing of bid events and proposals. The industry information is also valuable to local government and private sector companies looking to identify diversity suppliers as both prime and subcontractors. The service, construction, and information systems industries continue to garner the largest participation.

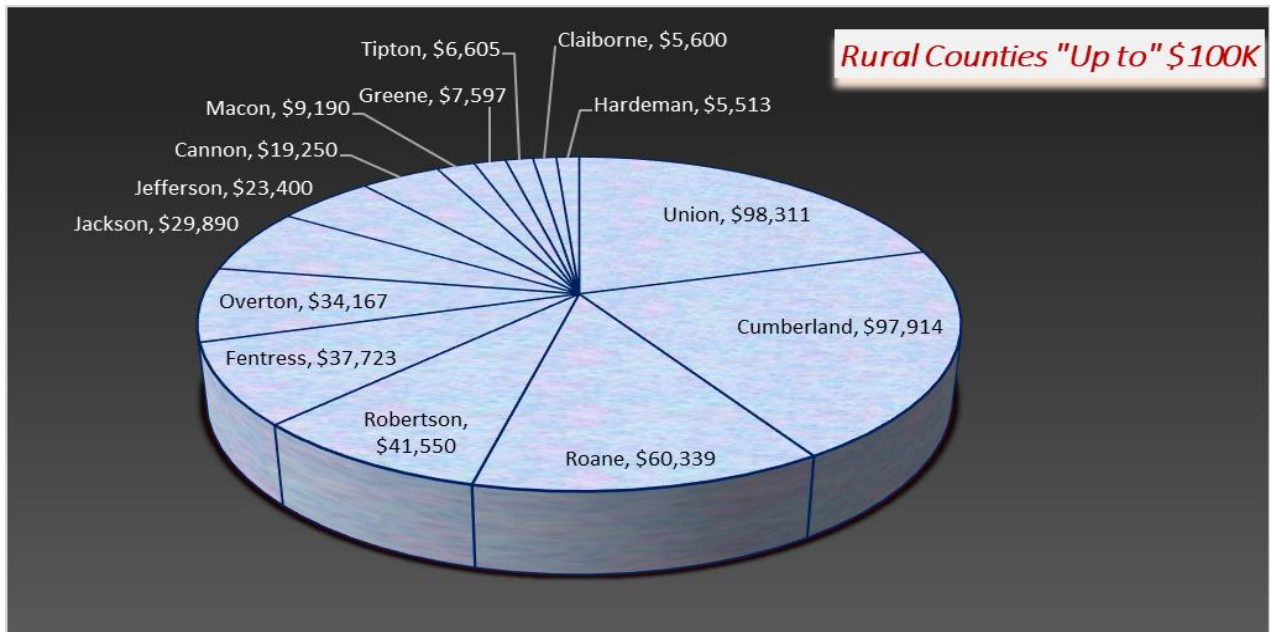
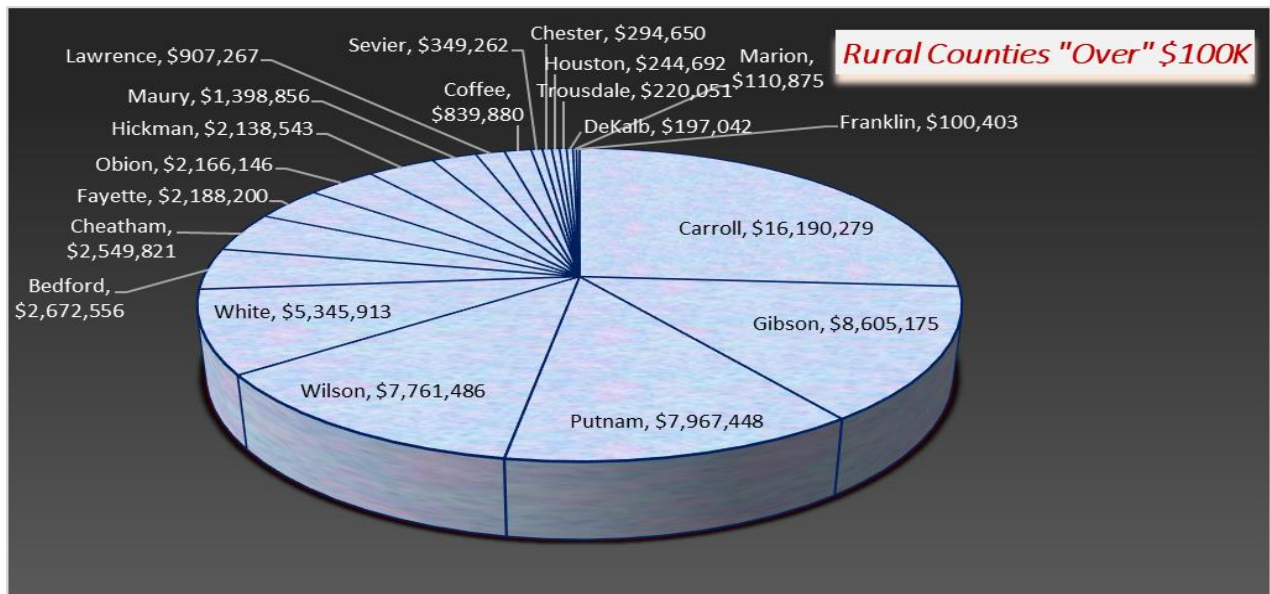
The graph below depicts the number of certified diversity businesses by industry as of the end of FY2021.



# Executive Order No. 1



Governor Bill Lee signed Executive Order Number 1 within a few days of his inauguration, which emphasized his interest and concern with making opportunities of economic growth and prosperity available to distressed and at-risk rural counties. Go-DBE is committed to increasing new certifications with businesses located in these areas by increasing outreach efforts in rural counties. Certified businesses were able to provide more than \$62 million worth of products and services to 34 rural counties in FY2021. This is a \$5.6 million increase, or 9.8% from the previous year. Below are the rural counties with projects involving diversity businesses.



## Diversity Spend in Rural Counties the Past 4 Years:

### **FY2020-2021**

**\$62,725,597**

*Bedford, Cannon, Carroll, Cheatham, Chester, Claiborne, Coffee, Cumberland, DeKalb, Fayette, Fentress, Franklin, Gibson, Greene, Hardeman, Hickman, Houston, Jackson, Jefferson, Lawrence, Macon, Marion, Maury, Obion, Overton, Putnam, Roane, Robertson, Sevier, Tipton, Trousdale, Union, White, Wilson*

### **FY2019-20**

**\$57,108,362**

*Bedford, Carroll, Chester, Claiborne, Cocke, Coffee, Dickson, Franklin, Gibson, Hardeman, Houston, Jackson, Jefferson, Lawrence, Marion, Maury, Overton, Putnam, Roane, Robertson, Sevier, Tipton, Union, White, Wilson*

### **FY2018-19**

**\$30,934,524**

*Bedford, Chester, Coffee, Cumberland, Fayette, Jefferson, Marshall, Maury, McMinn, Putnam, Roane, Robertson, Sevier, Tipton, Trousdale, Warren, Wilson*

### **FY2017-2018**

**\$9,474,584.40**

*Roane, Robertson, Jefferson, Coffee, Maury, Wilson, Cumberland, Sevier, Tipton, Cheatham, Giles*

Examples of outreach activities for the fiscal year included:

*2021 TN Procurement Opportunities Conference*

*American Bar Association and NASPO Go-DBE Presentation*

*Austin Peay State University Workshop*

*Blount County Vendor Day*

*City of Knoxville Conference Meeting*

*Doing Business with the University of Tennessee – Supplier Workshops*

*Dr. Ming Wang Seminar*

*East Tennessee Diversity Business Expo*

*MedWeek Presentation*

*Memphis Construction Conference*

*Metro Nashville Diversity Panel*

*Skanska Outreach Meeting*

*Small Business Development Offices Meeting with Colleges and Universities*

*TA3 American Chinese Chamber*

*TDOT Annual DBE Meeting*

*Tennessee Tech University Workshop*

*U. S. Small Business Administration Outreach*

## Additional Efforts Include:

Go-DBE continues to meet with state agencies and departments to discuss possibilities of setting goals for utilization of certified businesses in rural counties. The first Bi-Annual Agency and Departmental Goals meeting was held in the fall. During the meeting, agencies were encouraged to take the initiative to their respective departments and continue the momentum of usage of rural county businesses.

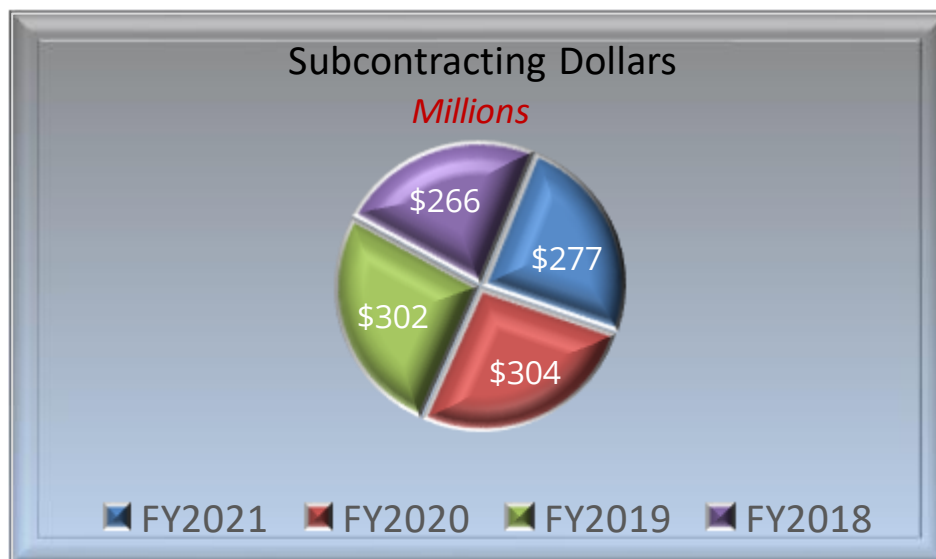


## Sub-Contracting Opportunities

Each year, the Governor's Office of Diversity Business Enterprise participates in numerous pre-bid and pre-response conferences. Go-DBE's role is to educate state agencies and industries about the state's diversity program. In doing so, majority-owned firms are encouraged to subcontract and/or partner with certified diversity businesses in their procurement. Sub-contracting has proven to be a successful method in assisting state agencies in reaching their internal diversity goals. *More than \$1 billion in subcontracting was realized in the last 4 years.*

The high utilization of subcontractors continues in the construction and professional services areas. Total sub-contracting dollars in FY2021 was more than \$276 million. This represents 36% of the overall diversity spend for the year. With an average utilization of 35.8% over the previous 10 years, subcontracting continues to encompass a very important part of the diversity picture in the state.

## Annual Subcontracting Percent of Diversity Spend

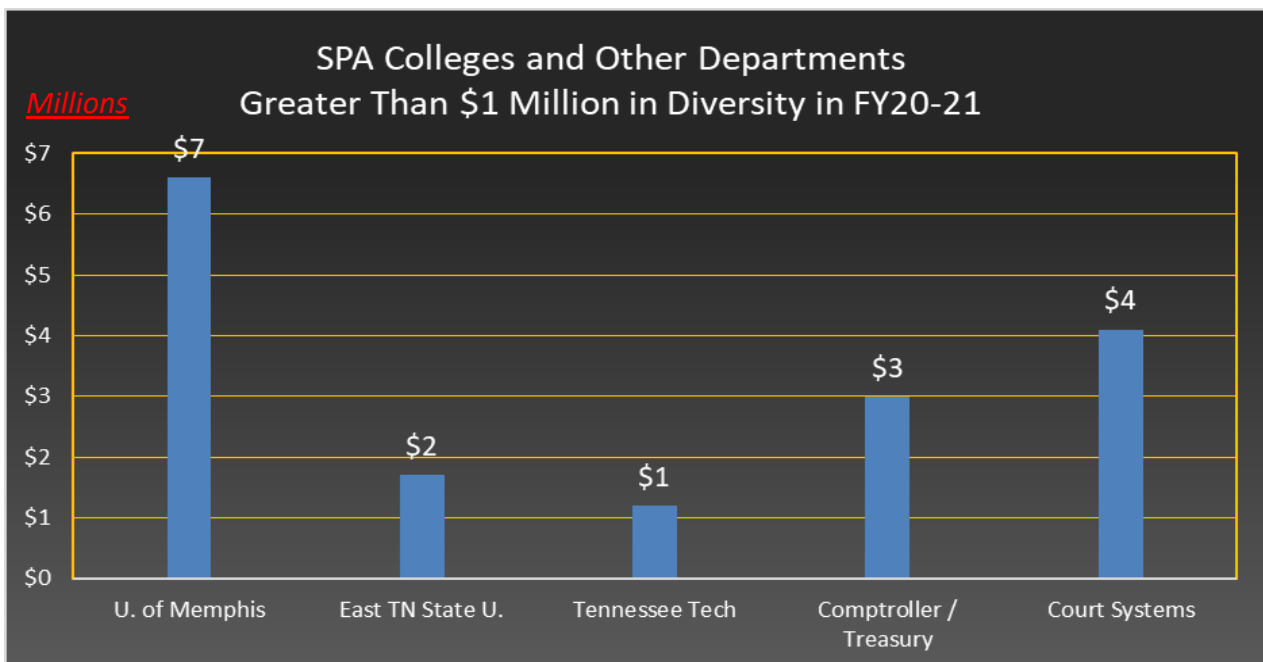
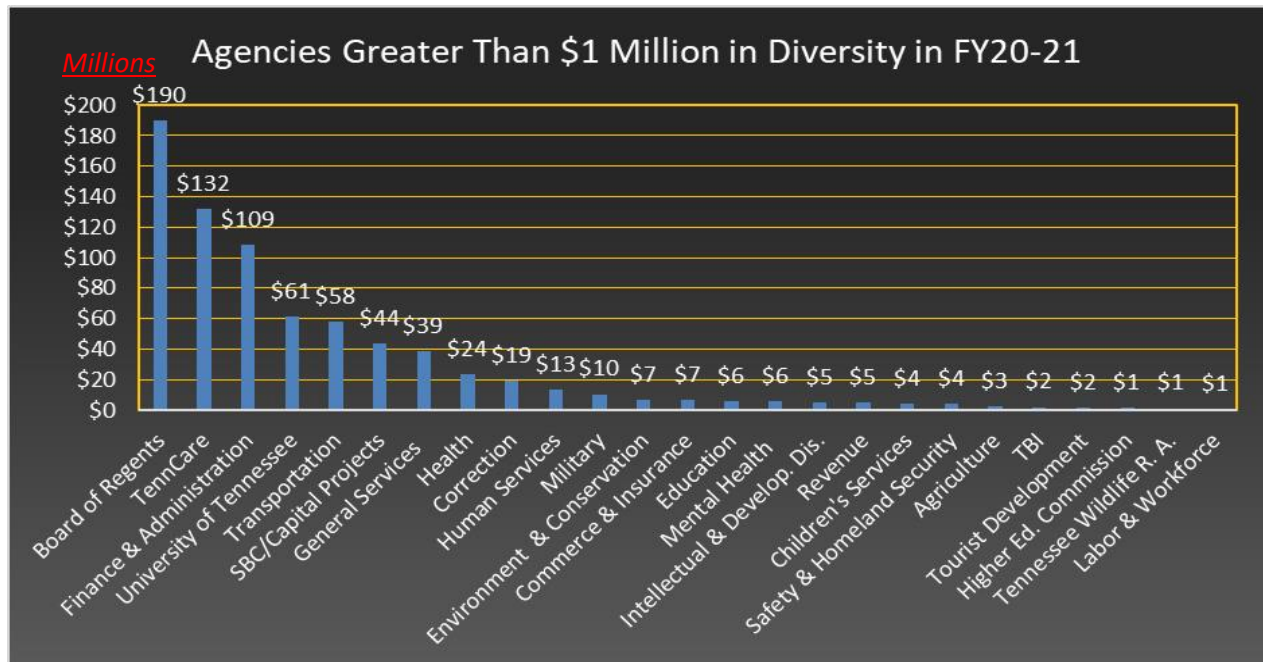


## Diversity Participation Greater Than \$1 Million



The commitment of many state agencies and departments to utilize diversity businesses in their procurement processes is commendable. As the overall diversity spend in the State of Tennessee substantially increased in FY2021, the dollar values for participating businesses also increased.

The agencies, colleges and departments below have continually progressed, as each is above \$1 million annually of diversity participation in their procurements.





## Agency and Departmental Goals

Congratulations to the 27 state agencies and departments achieving their diversity goal in FY2021! This is an outstanding accomplishment considering the difficulties encountered by the business community during the fiscal year.



Efforts by agencies to achieve diversity in contracting are monitored by Go-DBE throughout the year. Go-DBE uses procurement history from each agency to establish diversity spend goals for the following fiscal year.

Each agency is given a goal by category: MBE, WBE, DSBE, SDVBE, and SBE. The individual category goals and spend have been left out of the chart on the following page to communicate more concisely whether an agency met its overall goal. Please note that some agencies may have met a category goal but were unable to meet their total agency goal.

## Agencies and Departments Meeting Their Goal:

As illustrated in the chart on the following page, 27 agencies and departments met their diversity goals during FY2021. Those that did not meet their goals will be provided targeted assistance for the next fiscal year. With dedicated diversity software, agency training, and close communication with procurement agency staff, Go-DBE will be able to determine the status of each agency and department throughout the year.





## Agency and Departmental Goals

Agency	Goal	Actual	Dollars
Agriculture	16.67%	25.76%	\$2,515,349.12
Board of Regents	26.00%	28.46%	\$190,487,183.17
Children's Services	5.00%	17.97%	\$4,323,687.56
Commerce & Insurance	4.00%	19.30%	\$6,532,766.70
Correction	4.00%	7.49%	\$20,659,596.66
Economic & Community Development	6.50%	13.69%	\$766,367.59
Education	3.50%	21.95%	\$5,875,746.81
Environment & Conservation	7.00%	15.72%	\$6,745,192.18
Finance & Administration	4.00%	61.54%	\$108,711,071.84
Financial Institutions	6.28%	80.08%	\$813,024.91
General Services	18.00%	24.78%	\$38,597,902.56
Health	4.50%	7.16%	\$23,630,895.11
Higher Education (Commission)	7.00%	61.03%	\$1,454,118.00
Human Resources	13.00%	25.71%	\$87,405.40
Human Services	5.91%	11.91%	\$13,162,491.44
Intellectual & Developmental Disabilities	25.50%	41.19%	\$5,174,554.57
Labor & Workforce	7.00%	1.74%	\$1,086,007.22
Mental Health and Substance Abuse	14.00%	22.05%	\$5,620,277.66
Military	5.50%	6.26%	\$10,449,291.86
Revenue	10.75%	33.02%	\$5,135,171.60
Safety & Homeland Security	5.50%	8.50%	\$3,950,558.53
SBC/Capital Projects	10.00%	20.52%	\$43,688,782.93
TennCare	23.50%	23.61%	\$132,207,777.84
Tennessee Bureau of Investigation	12.83%	15.59%	\$2,058,736.52
Tennessee Department of Transportation	4.50%	4.52%	\$58,169,387.21
Tennessee Wildlife Resources Agency	7.00%	7.29%	\$1,256,244.73
Tourist Development	11.00%	9.12%	\$1,700,021.47
TRICOR	13.00%	2.39%	\$107,651.12
University of Tennessee	8.00%	14.78%	\$61,487,281.95
Veterans Services	15.50%	33.47%	\$309,299.97

## Contact Information

Go-DBE and the Central Procurement Office are committed to increasing diversity spend and participation in the state's procurement process. Effective April 2, 2012, each state agency was required by legislation to designate a staff person to assist Go-DBE with coordinating the agency's efforts to utilize Tennessee small businesses. The following is a list of the Agency Small Business Liaisons and their contact information.

### Agency Small Business Liaisons

<i>Department</i>	<i>Liaison Name</i>	<i>Phone No.</i>	<i>E-mail Address</i>
Agriculture	Peggy Naifeh	615-837-5300	Peggy.Naifeh@tn.gov
Children's Services	Erica Mayberry	615-253-2340	Erica.Mayberry@tn.gov
Commerce and Insurance	Angela Lay	615-401-7743	Angela.Lay@tn.gov
Comptroller of the Treasury	Paige Donaldson	615-736-6063	Paige.Donaldson@cot.tn.gov
Correction	Kelly Young	615-253-8165	Kelly.Young@tn.gov
Economic and Community Development	Angela Giles	615-917-3963	Angel.Giles@tn.gov
Education	Brian DiCarlo	615-290-6715	Brian.DiCarlo@tn.gov
Environment and Conservation	Ian Jakul	615-532-0339	Ian.Jakul@tn.gov
Finance and Administration	Eugene Neubert	615-770-3990	Eugene.Neubert@tn.gov
Financial Institutions	Tommie Pendergrass	615-232-1013	Tommie.K.pendergrass@tn.gov
General Services	Jessica Starling	615-532-9125	Jessica.Starling@tn.gov
Health	Lindsey Oliveras	615-741-1614	Lindsey.Oliveras@tn.gov
Health Care F&A (TennCare)	Matt Brimm	615-507-6384	Matt.Brimm@tn.gov
Human Resources	Cindy Hobbs	615-741-6199	Cindy.Hobbs@tn.gov
Human Services	Stephen Reksten	615-313-4794	Stephen.Reksten@tn.gov
Intellectual and Developmental Disabilities	Hany Ghabious	615-741-9135	Hany.Ghabious@tn.gov
Labor and Workforce Development	Andy Summar	615-360-4465	Andy.Summar@tn.gov
Mental Health and Substance Abuse Services	Cynthia Tyler	615-532-6586	Cynthia.Tyler@tn.gov
Military	Crystal M. Lysinger	615-313-0691	Crystal.M.Lysinger@tn.gov
Office of the Governor	Daphne Cooper	615-532-4582	Daphne.Cooper@tn.gov
Revenue	Amanda McGraw	615-253-8950	Amanda.McGraw@tn.gov
Safety	Marki Mascolo	615-251-5238	Marki.T.Mascolo@tn.gov
State of TN Real Estate Asset Management (STREAM)	Jennifer Murphy	615-426-7192	Jennifer.Murphy@tn.gov
Tennessee Bureau of Investigation	Richard Moore	615-744-4210	Richard.Moore@tn.gov
Tennessee Board of Regents	Angela Flynn	615-366-4436	Angela.Flynn@tbr.edu
Tourist Development	Kevin Mahoney	615-741-9023	Kevin.Mahoney@tn.gov
Tennessee Wildlife Resources Agency	Clyde Hicks	615-781-6604	Clyde.Hicks@tn.gov
Transportation	Vince Malone	615-253-1061	Vince.Malone@tn.gov
Treasury	Dawn Rochelle	615-253-8770	Dawn.Rochelle@tn.gov
TRICOR	Lori Brewington	615-253-4931	Lori.Brewington@tn.gov
University of Tennessee	Blake Reagan	865-256-9170	Breagan@utk.edu
Veterans Services	Natasha Bailey	615-253-8972	Natasha.F.Bailey@tn.gov
<b>State Procurement Agencies (SPA's)</b>			
Austin Peay State University	Judy Blaine	931-221-7691	blainj@apsu.edu
East Tennessee State University	Dr. B.J. King	423-439-5884	kingbj@etsu.edu
Middle Tennessee State University	Shirman A. Thomas	615-898-2516	Shirman.thomas@mtsu.edu
Tennessee State University	Joel Sims, Jr.	615-963-5146	Jsim@tnstate.edu
Tennessee Technical University (Capital Projects)	Jim Cobb	931-372-3524	Jimcobb@tntech.edu
Tennessee Technical University (Commodities)	Donna Wallis	931-372-3492	Dwallis@tntech.edu
University of Memphis (Capital Projects)	Tony Poteet	901-678-2619	PPoteet@memphis.edu
University of Memphis (Commodities)	Constance Montague Butts	901-678-2353	CMButts@memphis.edu

Go-DBE Contacts

Title	Contact Name & Email	Contact Phone
<i>Procurement Program Director</i>	Jessica Starling <a href="mailto:Jessica.Starling@tn.gov">Jessica.Starling@tn.gov</a>	615-532-9125
<i>Diversity Team Lead – Professional Services</i>	Richard Van Norman <a href="mailto:Richard.VanNorman@tn.gov">Richard.VanNorman@tn.gov</a>	615-253-4654
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