

MARIN COMMUNITY COLLEGE DISTRICT



LONGITUDINAL ANALYSIS OF DISTRICT
WORKFORCE AND APPLICANT POOL
2020 - 2023

**Hiring Rates by Employee Class
2020-21 through 2022-23**

	Total Applicants	Total Group Applicants	Total Group Hired	Group App %	Group Hire Rate	Best Group Hire %	Group Hires					
							Expected	Based on App Rate	80% Rule	Binomial Exact	Short-fall	Adverse impact
FT Faculty												
Hispanic/Latino	773	72	4	9.3%	5.6%	5.6%	4	1.00	0.63	0	N	
White/Caucasian	773	398	17	51.5%	4.3%	5.6%	22	0.77	0.16	5	N	
Black/African American	773	49	1	6.3%	2.0%	5.6%	3	0.37	0.24	2	N	
Asian or Pacific Islander	773	118	1	15.3%	0.8%	5.6%	7	0.15	0.01	6	Y	
American Indian/Alaskan Native	773	5	0	0.6%	0.0%	5.6%	0	0.00	0.75	0	Y	
Two or More	773	43	2	5.6%	4.7%	5.6%	2	0.84	0.57	0	N	
Declined to State	773	88	1	11.4%	1.1%	5.6%	5	0.20	0.04	4	Y	
Persons w/Disabilities	773	53	2	6.9%	3.8%	3.8%	2	1.00	0.68	0	N	
Non-disabled	773	720	24	93.1%	3.3%	3.8%	27	0.88	0.31	3	N	
Female	773	313	15	40.5%	4.8%	4.8%	15	1.00	0.57	0	N	
Male	773	419	10	54.2%	2.4%	4.8%	20	0.50	0.01	10	Y	
Non-binary	773	3	0	0.4%	0.0%	4.8%	0	0.00	0.86	0	N	
Declined to State	773	38	1	4.9%	2.6%	4.8%	2	0.55	0.45	1	N	

	Total Applicants	Total Group Applicants	Total Group Hired	Group App %	Group Hire Rate	Best Group Hire %	Group Hires				
							Expected	Based on App Rate	80% Rule	Binomial Exact	Short-fall
PT Faculty											
Hispanic/Latino	247	34	15	13.8%	44.1%	44.1%	15	1.00	0.57	0	N
White/Caucasian	247	135	41	54.7%	30.4%	44.1%	60	0.69	0.00	19	Y
Black/African American	247	17	3	6.9%	17.6%	44.1%	8	0.40	0.02	5	Y
Asian or Pacific Islander	247	22	7	8.9%	31.8%	44.1%	10	0.72	0.17	3	N
American Indian/Alaskan Native	247	1	0	0.4%	0.0%	44.1%	0	0.00	0.56	0	N
Two or More	247	23	4	9.3%	17.4%	44.1%	10	0.39	0.01	6	Y
Declined to State	247	15	3	6.1%	20.0%	44.1%	7	0.45	0.05	4	Y
Persons w/Disabilities	247	22	6	8.9%	27.3%	29.8%	7	0.92	0.50	1	N
Non-disabled	247	225	67	91.1%	29.8%	29.8%	67	1.00	0.53	0	N
Female	247	154	44	62.3%	28.6%	32.2%	50	0.89	0.19	6	N
Male	247	87	28	35.2%	32.2%	32.2%	28	1.00	0.55	0	N
Non-binary	247	1	1	0.4%	#####	32.2%	0	3.11	1.00	-1	N
Declined to State	247	5	0	2.0%	0.0%	32.2%	2	0.00	0.14	2	N

Classified Staff	Total Applicants	Total Group Applicants	Total Group Hired	Group App %	Group Hire Rate	Best Group Hire %	Group Hires				
							Expected	Based on 80% Rule	Binomial Exact	Short-fall	Adverse impact
Hispanic/Latino	949	197	22	20.8%	11.2%	11.2%	22	1.00	0.56	0	N
White/Caucasian	949	366	23	38.6%	6.3%	11.2%	41	0.56	0.00	18	Y
Black/African American	949	89	6	9.4%	6.7%	11.2%	10	0.60	0.12	4	N
Asian or Pacific Islander	949	136	4	14.3%	2.9%	11.2%	15	0.26	0.00	11	Y
American Indian/Alaskan Native	949	10	1	1.1%	10.0%	11.2%	1	0.90	0.69	0	N
Two or More	949	85	3	9.0%	3.5%	11.2%	9	0.32	0.01	6	Y
Declined to State	949	66	2	7.0%	3.0%	11.2%	7	0.27	0.02	5	Y
Persons w/Disabilities	949	70	5	7.4%	7.1%	7.1%	5	1.00	0.62	0	N
Non-disabled	949	879	56	92.6%	6.4%	7.1%	63	0.89	0.21	7	N
Female	949	471	36	49.6%	7.6%	7.6%	36	1.00	0.55	0	N
Male	949	433	24	45.6%	5.5%	7.6%	33	0.73	0.06	9	Y
Non-binary	949	13	0	1.4%	0.0%	7.6%	1	0.00	0.36	1	Y
Declined to State	949	32	1	3.4%	3.1%	7.6%	2	0.41	0.29	1	N

Administrators	Total Applicants	Total Group Applicants	Total Group Hired	Group App %	Group Hire Rate	Best Group Hire %	Group Hires				
							Expected	Based on 80% Rule	Binomial Exact	Short-fall	Adverse impact
Hispanic/Latino	290	25	1	8.6%	4.0%	5.0%	1	0.80	0.64	0	N
White/Caucasian	290	155	4	53.4%	2.6%	5.0%	8	0.52	0.11	4	N
Black/African American	290	24	0	8.3%	0.0%	5.0%	1	0.00	0.29	1	N
Asian or Pacific Islander	290	40	2	13.8%	5.0%	5.0%	2	1.00	0.68	0	N
American Indian/Alaskan Native	290	4	0	1.4%	0.0%	5.0%	0	0.00	0.81	0	N
Two or More	290	21	1	7.2%	4.8%	5.0%	1	0.95	0.72	0	N
Declined to State	290	21	1	7.2%	4.8%	5.0%	1	0.95	0.72	0	N
Persons w/Disabilities	290	12	0	4.1%	0.0%	3.2%	0	0.00	0.67	0	N
Non-disabled	290	278	9	95.9%	3.2%	3.2%	9	1.00	0.59	0	N
Female	290	116	7	40.0%	6.0%	6.0%	7	1.00	0.60	0	N
Male	290	166	2	57.2%	1.2%	6.0%	10	0.20	0.00	8	Y
Non-binary	290	0	0	-	-	6.0%	0	-	-	0	-
Declined to State	290	8	0	2.8%	0.0%	6.0%	0	0.00	0.61	0	N

Combined

	Total Applicants	Total Group Applicants	Total Group Hired	Group App %	Group Hire Rate	Best Group Hire %	Group Hires Expected	Based on 80% Rule	Binomial Exact	Shortfall	Adverse impact?
Hispanic/Latino	2256	327	42	14.5%	12.8%	12.8%	42	1.00	0.55	0	N
White/Caucasian	2256	1053	85	46.7%	8.1%	12.8%	135	0.63	0.00	50	Y
Black/African American	2256	179	10	7.9%	5.6%	12.8%	23	0.44	0.00	13	Y
Asian or Pacific Islander	2256	316	14	14.0%	4.4%	12.8%	40	0.35	0.00	26	Y
American Indian/Alaskan Native	2256	20	1	0.9%	5.0%	12.8%	3	0.39	0.25	2	N
Two or More	2256	172	10	7.6%	5.8%	12.8%	22	0.45	0.00	12	Y
Declined to State	2256	189	7	8.4%	3.7%	12.8%	24	0.29	0.00	17	Y
Persons w/Disabilities	2256	154	13	6.8%	8.4%	8.4%	13	1.00	0.58	0	N
Non-disabled	2256	2102	156	93.2%	7.4%	8.4%	177	0.88	0.06	21	N
Female	2256	1051	102	46.6%	9.7%	9.7%	102	1.00	0.53	0	N
Male	2256	1105	64	49.0%	5.8%	9.7%	107	0.60	0.00	43	Y
Non-binary	2256	17	1	0.8%	5.9%	9.7%	2	0.61	0.50	1	N
Declined to State	2256	83	2	3.7%	2.4%	9.7%	8	0.25	0.01	6	Y

**Hiring Phase Analysis
Administrators
2020-21 through 2022-23**

		Highest group		Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
MIN Q/EQUIV	Highest group	Impacted Group	Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact	
	Hispanic/Latino	White/Caucasian	151	86.2%	80.8%	122	130	8	93.7%	0.04	N	
	Hispanic/Latino	Black/African American	24	86.2%	58.3%	14	21	7	67.7%	0.00	Y	
	Hispanic/Latino	Asian or Pacific Islander	40	86.2%	85.0%	34	34	0	98.6%	0.48	N	
	Hispanic/Latino	American Indian/Alaskan	4	86.2%	50.0%	2	3	1	58.0%	0.09	Y	
	Hispanic/Latino	Two or More	21	86.2%	85.7%	18	18	0	99.4%	0.57	N	
	Female	Male	166	81.0%	80.1%	133	135	2	98.9%	0.41	N	

		Highest group		Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
SELECTED FOR INTERVIEW	Highest group	Impacted Group	Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact	
	Hispanic/Latino	White/Caucasian	122	64.0%	40.2%	49	78	29	62.8%	0.00	Y	
	Hispanic/Latino	Black/African American	14	64.0%	35.7%	5	9	4	55.8%	0.03	Y	
	Hispanic/Latino	Asian or Pacific Islander	34	64.0%	47.1%	16	22	6	73.5%	0.03	Y	
	Hispanic/Latino	American Indian/Alaskan	2	64.0%	50.0%	1	1	0	78.1%	0.59	Y	
	Hispanic/Latino	Two or More	18	64.0%	22.2%	4	12	8	34.7%	0.00	Y	
	Male	Female	133	51.1%	36.1%	48	68	20	70.7%	0.02	Y	

		Highest group		Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
INTERVIEWED	Highest group	Impacted Group	Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact	
	All others	Hispanic/Latino	16	100.0%	93.8%	15	16	1	93.8%	0.00	N	
	Two or More	White/Caucasian	49	100.0%	91.8%	45	49	4	91.8%	0.00	N	
	Male	Female	48	97.9%	91.7%	44	47	3	93.6%	0.02	N	

		Highest group		Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
SELECTED FOR 2ND INTERVIEW	Highest group	Impacted Group	Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact	
	Two or More	Hispanic/Latino	15	50.0%	33.3%	5	8	3	66.7%	0.15	Y	
	Two or More	White/Caucasian	45	50.0%	31.1%	14	23	9	62.2%	0.01	Y	
	Two or More	Black/African American	5	50.0%	40.0%	2	3	1	80.0%	0.50	N	
	Two or More	Asian or Pacific Islander	16	50.0%	25.0%	4	8	4	50.0%	0.04	Y	
	Two or More	American Indian/Alaskan	1	50.0%	0.0%	0	1	1	0.0%	0.50	N	
	Female	Male	47	40.9%	23.4%	11	19	8	0.572	0.01	Y	

		Highest group		Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
RECOMMENDED FOR HIRE/POOL-2ND INTERVIEW	Highest group	Impacted Group	Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact	
	Asian or Pacific Isl	Hispanic/Latino	5	75.0%	40.0%	2	4	2	53.3%	0.10	Y	
	Asian or Pacific Isl	White/Caucasian	14	75.0%	28.6%	4	11	7	38.1%	0.00	Y	
	Asian or Pacific Isl	Black/African American	2	75.0%	0.0%	0	2	2	0.0%	0.06	Y	
	Asian or Pacific Isl	Two or More	2	75.0%	50.0%	1	2	1	66.7%	0.44	N	
	Female	Male	11	44.4%	27.3%	3	5	2	61.4%	0.20	N	

Hiring Phase Analysis
 Full Time Faculty
 2020-21 through 2022-23

		Highest group		Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
MIN Q/EQUIV	Highest group	Impacted Group										
	Two or More	Hispanic/Latino	71	95.3%	78.9%	56	68	12	82.7%	0.00	N	
	Two or More	White/Caucasian	397	95.3%	83.6%	332	379	47	87.7%	0.00	N	
	Two or More	Black/African American	49	95.3%	73.5%	36	47	11	77.1%	0.00	Y	
	Two or More	Asian or Pacific Islander	118	95.3%	76.3%	90	113	23	80.0%	0.00	N	
	Two or More	American Indian/Alaskan	5	95.3%	80.0%	4	5	1	83.9%	0.21	N	
	Male	Female	310	82.8%	78.4%	243	257	14	94.7%	0.03	N	

		Highest group		Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
SELECTED FOR INTERVIEW	Highest group	Impacted Group										
	Hispanic/Latino	White/Caucasian	332	55.4%	30.1%	100	184	84	54.4%	0.00	Y	
	Hispanic/Latino	Black/African American	36	55.4%	36.1%	13	20	7	65.2%	0.02	Y	
	Hispanic/Latino	Asian or Pacific Islander	90	55.4%	20.0%	18	50	32	36.1%	0.00	Y	
	Hispanic/Latino	American Indian/Alaskan	4	55.4%	75.0%	3	2	-1	135.5%	0.91	N	
	Hispanic/Latino	Two or More	41	55.4%	22.0%	9	23	14	39.7%	0.00	Y	
	Female	Male	347	35.4%	27.7%	96	123	27	78.2%	0.00	Y	

		Highest group		Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
INTERVIEWED	Highest group	Impacted Group										
	Asian or Pacific Isl	Hispanic/Latino	31	100.0%	67.7%	21	31	10	67.7%	0.00	Y	
	Asian or Pacific Isl	White/Caucasian	100	100.0%	95.0%	95	100	5	95.0%	0.00	N	
	Asian or Pacific Isl	Black/African American	13	100.0%	76.9%	10	13	3	76.9%	0.00	Y	
	Asian or Pacific Isl	American Indian/Alaskan	3	100.0%	66.7%	2	3	1	66.7%	0.00	Y	
	Asian or Pacific Isl	Two or More	9	100.0%	88.9%	8	9	1	88.9%	0.00	N	
	Female	Male	96	91.9%	87.5%	84	88	4	95.3%	0.09	N	

		Highest group		Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
SELECTED FOR 2ND INTERVIEW	Highest group	Impacted Group										
	All others	Hispanic/Latino	21	50.0%	33.3%	7	11	4	66.7%	0.09	N	
	All others	White/Caucasian	95	50.0%	46.3%	44	48	4	92.6%	0.27	N	
	All others	Black/African American	10	50.0%	40.0%	4	5	1	80.0%	0.38	N	
	Female	Male	84	48.1%	39.3%	33	40	7	81.7%	0.07	N	

		Highest group		Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
RECOMMENDED FOR HIRE/POOL-2ND INTERVIEW	Highest group	Impacted Group										
	Hispanic/Latino	White/Caucasian	44	57.1%	47.7%	21	25	4	83.5%	0.13	N	
	Hispanic/Latino	Black/African American	4	57.1%	25.0%	1	2	1	43.8%	0.21	N	
	Hispanic/Latino	Asian or Pacific Islander	9	57.1%	22.2%	2	5	3	38.9%	0.04	Y	
	Hispanic/Latino	American Indian/Alaskan	1	57.1%	0.0%	0	1	1	0.0%	0.43	N	
	Hispanic/Latino	Two or More	4	57.1%	50.0%	2	2	0	87.5%	0.57	N	
	Female	Male	33	44.7%	36.4%	12	15	3	81.3%	0.22	N	

Hiring Phase Analysis
 Part Time Faculty
 2020-21 through 2022-23

		Highest group									
	Highest group	Impacted Group	Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
MIN Q/EQUIV	Hispanic/Latino	White/Caucasian	135	73.5%	63.7%	86	99	13	86.6%	0.01	N
	Hispanic/Latino	Black/African American	17	73.5%	35.3%	6	13	7	48.0%	0.00	Y
	Hispanic/Latino	Asian or Pacific Islander	22	73.5%	68.2%	15	16	1	92.7%	0.36	N
	Hispanic/Latino	American Indian/Alaskan	1	73.5%	0.0%	0	1	1	0.0%	0.26	N
	Hispanic/Latino	Two or More	23	73.5%	47.8%	11	17	6	65.0%	0.01	Y
	Male	Female	154	69.0%	57.1%	88	106	18	82.9%	0.00	N

		Highest group									
	Highest group	Impacted Group	Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
SELECTED FOR INTERVIEW	Hispanic/Latino	White/Caucasian	86	76.0%	75.6%	65	65	0	99.4%	0.51	N
	Hispanic/Latino	Black/African American	6	76.0%	83.3%	5	5	0	109.6%	0.81	N
	Hispanic/Latino	Asian or Pacific Islander	15	76.0%	60.0%	9	11	2	78.9%	0.13	N
	Hispanic/Latino	American Indian/Alaskan	0	76.0%							
	Hispanic/Latino	Two or More	11	76.0%	72.7%	8	8	0	95.7%	0.51	N
	Female	Male	60	76.1%	71.7%	43	46	3	94.1%	0.25	N

		Highest group									
	Highest group	Impacted Group	Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
INTERVIEWED	White/Caucasian	Hispanic/Latino	19	84.6%	84.2%	16	16	0	99.5%	0.58	N
	White/Caucasian	Black/African American	5	84.6%	60.0%	3	4	1	70.9%	0.17	N
	White/Caucasian	Asian or Pacific Islander	9	84.6%	100.0%	9	8	-1	118.2%	1.00	N
	White/Caucasian	Two or More	8	84.6%	75.0%	6	7	1	88.6%	0.35	N
	Male	Female	67	83.7%	83.6%	56	56	0	99.8%	0.54	N

		Highest group									
	Highest group	Impacted Group	Impacted group #	pass rate	Impacted pass rate	Impacted pass #	Expected pass #	Short-fall	80% rule	Binomial Exact	Adverse impact
RECOMMENDED FOR HIRE/POOL-1st INTERVIEW	Hispanic/Latino	White/Caucasian	55	93.8%	74.5%	41	52	11	79.5%	0.00	Y
	Hispanic/Latino	Black/African American	3	93.8%	100.0%	3	3	0	106.7%	1.00	N
	Hispanic/Latino	Asian or Pacific Islander	9	93.8%	77.8%	7	8	1	83.0%	0.10	N
	Hispanic/Latino	Two or More	6	93.8%	66.7%	4	6	2	71.1%	0.05	Y
	Male	Female	56	77.8%	73.2%	41	44	3	94.1%	0.25	N

Hiring Phase Analysis
 Classified Staff
 2020-21 through 2022-23

		Highest group		Impacted	pass	Impacted	Impacted	Expected	Short-	80%	Binomial	Adverse
		Highest group	Impacted Group	group #	rate	pass rate	pass #	pass #	fall	rule	Exact	impact
MIN Q/EQUIV	Hispanic/Latino	White/Caucasian	366	78.2%	68.6%	251	286	35	87.7%	0.00	N	
	Hispanic/Latino	Black/African American	89	78.2%	75.3%	67	70	3	96.3%	0.29	N	
	Hispanic/Latino	Asian or Pacific Islander	136	78.2%	67.6%	92	106	14	86.5%	0.00	N	
	Hispanic/Latino	American Indian/Alaskan	10	78.2%	30.0%	3	8	5	38.4%	0.00	Y	
	Hispanic/Latino	Two or More	85	78.2%	65.9%	56	66	10	84.3%	0.01	N	
	Female	Male	433	73.7%	67.7%	293	319	26	91.8%	0.00	N	

		Highest group		Impacted	pass	Impacted	Impacted	Expected	Short-	80%	Binomial	Adverse
		Highest group	Impacted Group	group #	rate	pass rate	pass #	pass #	fall	rule	Exact	impact
SELECTED FOR INTERVIEW	Hispanic/Latino	White/Caucasian	251	70.1%	61.8%	155	176	21	88.1%	0.00	N	
	Hispanic/Latino	Black/African American	67	70.1%	59.7%	40	47	7	85.1%	0.04	N	
	Hispanic/Latino	Asian or Pacific Islander	92	70.1%	59.8%	55	65	10	85.2%	0.02	N	
	Hispanic/Latino	American Indian/Alaskan	3	70.1%	66.7%	2	2	0	95.1%	0.66	N	
	Hispanic/Latino	Two or More	56	70.1%	53.6%	30	39	9	76.4%	0.01	Y	
	Female	Male	293	67.1%	56.3%	165	197	32	83.9%	0.00	N	

		Highest group		Impacted	pass	Impacted	Impacted	Expected	Short-	80%	Binomial	Adverse
		Highest group	Impacted Group	group #	rate	pass rate	pass #	pass #	fall	rule	Exact	impact
INTERVIEWED	Asian or Pacific Isl:	Hispanic/Latino	108	80.0%	78.7%	85	86	1	98.4%	0.41	N	
	Asian or Pacific Isl:	White/Caucasian	155	80.0%	73.5%	114	124	10	91.9%	0.03	N	
	Asian or Pacific Isl:	Black/African American	40	80.0%	72.5%	29	32	3	90.6%	0.16	N	
	Asian or Pacific Isl:	American Indian/Alaskan	2	80.0%	100.0%	2	2	0	#####	1.00	N	
	Asian or Pacific Isl	Two or More	30	80.0%	60.0%	18	24	6	75.0%	0.01	Y	
	Male	Female	233	75.8%	74.7%	174	177	3	98.6%	0.37	N	

		Highest group		Impacted	pass	Impacted	Impacted	Expected	Short-	80%	Binomial	Adverse
		Highest group	Impacted Group	group #	rate	pass rate	pass #	pass #	fall	rule	Exact	impact
RECOMMEND ED FOR HIRE	Hispanic/Latino	White/Caucasian	114	25.9%	24.6%	28	30	2	94.9%	0.42	N	
	Hispanic/Latino	Black/African American	29	25.9%	24.1%	7	8	1	93.3%	0.51	N	
	Hispanic/Latino	Asian or Pacific Islander	44	25.9%	11.4%	5	11	6	43.9%	0.02	N	
	Hispanic/Latino	American Indian/Alaskan	2	25.9%	50.0%	1	1	0	#####	0.93	N	
	Hispanic/Latino	Two or More	18	25.9%	33.3%	6	5	-1	#####	0.84	N	
	Male	Female	174	0.248	0.224138	39	43.152	4.152	0.904	0.26	N	