	TATEMENT OF DEFICIENCIES       (X1) PROVIDER/SUPPLIER/CLIA         ND PLAN OF CORRECTION       IDENTIFICATION NUMBER:		. ,	E CONSTRUCTION	(X3) DATE SURVEY COMPLETED	
				с		
		345252	B. WING		07/	13/2016
NAME OF P	ROVIDER OR SUPPLIER			STREET ADDRESS, CITY, STATE, ZIP CODE		
WARSAW	HEALTH & REHABILIT			214 LANEFIELD ROAD		
MARCAN				WARSAW, NC 28398		
(X4) ID PREFIX TAG	(EACH DEFICIENC	TATEMENT OF DEFICIENCIES CY MUST BE PRECEDED BY FULL LSC IDENTIFYING INFORMATION)	ID PREFIX TAG	PROVIDER'S PLAN OF CORRECTIO (EACH CORRECTIVE ACTION SHOULD CROSS-REFERENCED TO THE APPROP DEFICIENCY)	BE	(X5) COMPLETION DATE
F 315 SS=D	483.25(d) NO CATH RESTORE BLADDE	ETER, PREVENT UTI, R	F 31	5		8/1/16
Based on the resident's comprehensive assessment, the facility must ensure that resident who enters the facility without at indwelling catheter is not catheterized ur resident's clinical condition demonstrates catheterization was necessary; and a res who is incontinent of bladder receives ap treatment and services to prevent urinary infections and to restore as much normal function as possible.		lity must ensure that a the facility without an s not catheterized unless the ndition demonstrates that necessary; and a resident bladder receives appropriate es to prevent urinary tract				
				Submission of this response and Pla Correction is not a legal admission the deficiency was correctly citied. It is not be construed as an admission of inter against the facility, the Administrator Director of Nursing or any employee agent or other individuals who draft of may be discussed in this response of Plan of Correction. In addition, preparation and submission of this P Correction does not constitute an admission or agreement of any kind the facility of the truth of any facts all nor the correction of any conclusions forth in this allegation by the survey agency. For the deficiencies cited during this survey, this facility has developed and implemented a facility - wide system assure correction and continued compliance with the regulations. This	hat a ot to rrest , or r the lan of by eged s set d to	

Electronically Signed

Any deficiency statement ending with an asterisk (\*) denotes a deficiency which the institution may be excused from correcting providing it is determined that other safeguards provide sufficient protection to the patients. (See instructions.) Except for nursing homes, the findings stated above are disclosable 90 days following the date of survey whether or not a plan of correction is provided. For nursing homes, the above findings and plans of correction are disclosable 14 days following the date these documents are made available to the facility. If deficiencies are cited, an approved plan of correction is requisite to continued program participation.

08/01/2016

	-	D HUMAN SERVICES MEDICAID SERVICES				FOR	D: 08/22/2016 M APPROVED <u>D. 0938-0391</u>
· · ·		(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:	· /		CONSTRUCTION	Сом	E SURVEY PLETED C
		345252	B. WING				/13/2016
NAME OF P	ROVIDER OR SUPPLIER			ST	IREET ADDRESS, CITY, STATE, ZIP CODE	1 01	/10/2010
				21	4 LANEFIELD ROAD		
WARSAW	HEALTH & REHABILITA	TION CENTER		W	ARSAW, NC 28398		
(X4) ID PREFIX TAG	(EACH DEFICIENC)	ATEMENT OF DEFICIENCIES Y MUST BE PRECEDED BY FULL SC IDENTIFYING INFORMATION)	ID PREFI TAG	x	PROVIDER'S PLAN OF CORRECTION (EACH CORRECTIVE ACTION SHOULD E CROSS-REFERENCED TO THE APPROPRI DEFICIENCY)		(X5) COMPLETION DATE
F 315	Continued From page	: 1	F	315			
	instructed staff to keep the resident 's skin clean and dry. On 7/12/16 at 11:40 PM, NA (nursing assistant) #1 was observed to provide incontinence care for Resident #11. The resident 's incontinent brief was noted to be fully saturated with urine. The NA removed the wet brief and proceeded to put a clean brief on the resident and stopped midway and asked the resident if she wanted to be washed off. The Resident stated: " yes. " The NA went in the bathroom and returned with a towel. When asked what she was using to clean the resident, the NA stated: " Just water. " The NA was observed to wash the resident 's perineal				<ul> <li>deficiency list to the QAA Committee for review and appropriate actions.</li> <li>We would like you to accept this POC our credible allegation of compliance.</li> <li>A. Resident #11 has been identified as incontinent resident.</li> <li>1. Resident has been assessed by Wo Nurse for comprise of perineal skin integrity. 7/26/2016</li> <li>2. No maceration or skin breakdown observed.</li> <li>3. Resident has been observed by LN all three shifts for proper perinael</li> </ul>	as an ound	
	incontinent brief on th On 7/13/16 at 8:25 Al stated in an interview washing residents wit providing incontinence 2. Resident #12 was a 3/1/13 and had a diag Dementia, and cerebr The resident ' s Care daily living) and Urina 4/26/13 revealed the incontinent related to Care Plan read: " For provide personal care The Annual Minimum Assessment dated 5/ had moderate cognitiv	M, the Director of Nursing that the NAs should be h soap and water when e care. admitted to the facility on prosis of Alzheimer 's rovascular accident (stroke). Plan for ADLs (activities of ry Incontinence dated resident was totally vascular dementia. The r incontinent episodes e with soap and water. " Data Set (MDS) 12/16 revealed the resident			<ul> <li>care.7/27/2016</li> <li>4. NA #1 has been re-educated on poliand procedure for perineal care.</li> <li>7/26/2016.</li> <li>B. Resident#12 has been identified as incontinent resident.</li> <li>1. Resident has been assessed by Wo Nurse for comprise of perineal skin integrity.</li> <li>2. No maceration or skin breakdown observed.</li> <li>3. Resident has been observed by LN all three shifts for proper perineal care during changing of soiled incontinent br/27/2016</li> <li>4. NA #2 has been re-educated on poliand procedure for perineal care.</li> <li>7/26/2016</li> <li>c. Resident #3 has been identified as a</li> </ul>	an bund on brief.	
	Incontinence dated 5/ required total assist w was totally incontinen On 7/12/16 at 11:55 F #2 was observed to p	12/16 revealed the resident ith incontinence care and t of bowel and bladder. PM, NA (nursing assistant) rovide incontinence care for sident ' s brief was observed			incontinent resident. 1. Resident has been assessed by Wo Nurse for comprise of perineal skin integrity. 7/26/2016 2. No maceration or skin breakdown observed.		

Facility ID: 923122

	S FOR MEDICARE &	(X1) PROVIDER/SUPPLIER/CLIA	(X2) MULTIPI	LE CONSTRUCTION		D. 0938-039 SURVEY
ND PLAN OF	ID PLAN OF CORRECTION IDENTIFICATION NUMBER:		A. BUILDING	COM	COMPLETED	
345252		B. WING		C		
NAME OF P	IAME OF PROVIDER OR SUPPLIER			STREET ADDRESS, CITY, STATE, ZIP C		/13/2016
0.002 01 1	VAIVIE OF FROVIDER OR SOFFLIER		214 LANEFIELD ROAD		002	
WARSAW	HEALTH & REHABILITA	TION CENTER		WARSAW, NC 28398		
(X4) ID PREFIX TAG	(EACH DEFICIENC	ATEMENT OF DEFICIENCIES Y MUST BE PRECEDED BY FULL LSC IDENTIFYING INFORMATION)	ID PREFIX TAG	PROVIDER'S PLAN OF (EACH CORRECTIVE ACT CROSS-REFERENCED TO T DEFICIENC	ION SHOULD BE THE APPROPRIATE	(X5) COMPLETIO DATE
F 315	Continued From page	- 2	F 31	5		
F 315	to be wet. The NA rea a clean brief on the re- wash the resident to resident 's skin. On 7/13/16 at 12:10 / interview that she wa her wipes in her purs have washcloths ava During the interview, to be in the hall with w NA stated there were tonight and stated it w the resident. On 7/13/16 at 8:25 A stated in an interview washing residents wir pre-moistened wipes 3. Resident #3 was a 10/8/13 and had a dia accident (stroke). The Annual Minimum Assessment dated 4/ was cognitively intact resident required exte toileting and persona incontinent of bowel a The Care Area Assess Incontinence dated 4 was totally incontinent to toilet. The resident 's Care revealed the resident and bladder and to pu every 2 hours and as On 7/13/16 at 12:05 / #2 was observed to p	moved the brief and applied esident. The NA did not remove urine from the AM, NA #2 stated in an s caught off guard and left e and they did not always ilable to use during care. the linen cart was observed washcloths on the cart. The e washcloths on the cart was her fault for not washing M the Director of Nursing that the NAs should be th soap and water or during incontinence care. dmitted to the facility on agnosis of cerebrovascular a Data Set (MDS) 11/16 revealed the resident t. The MDS revealed the ensive assistance with I hygiene and was and bladder. ssment (CAA) for Urinary /11/16 revealed the resident and did not voice the need Plan updated on 4/20/16 twas incontinent of bowel rovide incontinence care	F 31	<ul> <li>3. Resident has been obse all three shifts for proper per during changing of soiled in 7/27/2016</li> <li>4. NA #2 has been re-educ procedure for perineal care A. Nursing staff has been re Policy and Procedure for per which states that soap and as necessary to promote sl to maintain residents self- er 7/26/2016</li> <li>Nursing Staff has been in sperineal care 7/26/2016</li> <li>B. MDS nurse has identifier incontinent residents 7/27/2</li> <li>C. Identified residents will b comprise of skin integrity by documentation on skin asso weekly.</li> <li>D. LN will monitor each CNA performing perineal care por episode, to ensure proper p followed.</li> <li>F.LN will monitor each CNA performing perineal care por episode x 4 weeks beginnin and then 2 CNAs per shift of ensure proper procedure is G. Audit of compliance doc be reviewed by DON or des H. Results of data will be re committee: Oversight by Action</li> </ul>	erineal care accontinent brief. ated on policy . 7/27/2016 e-educated on erineal care water be used kin integrity and esteem. serviced on d ( presently) 2016 be assessed for y LN with essment form A per shift ost incontinent rocedure is A per shift ost incontinent ng 8/1/2016 k 2 months to followed. umentation will signee. eported to QA	

Facility ID: 923122

If continuation sheet Page 3 of 9

	-	ND HUMAN SERVICES MEDICAID SERVICES			PRINTED: 08/22/201 FORM APPROVE OMB NO. 0938-039	
		(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:	. ,	PLE CONSTRUCTION	(X3) DATE SURVEY COMPLETED	
	345252		B. WING		C 07/13/2016	
	ROVIDER OR SUPPLIER HEALTH & REHABILITA	TION CENTER		STREET ADDRESS, CITY, STATE, ZIP CODE 214 LANEFIELD ROAD WARSAW, NC 28398		
(X4) ID PREFIX TAG	(EACH DEFICIENC		ID PREFIX TAG	PROVIDER'S PLAN OF CORREC (EACH CORRECTIVE ACTION SHO CROSS-REFERENCED TO THE APPR DEFICIENCY)	ULD BE COMPLETION	
F 315 F 371 SS=E	(EACH DEFICIENCY MUST BE PRECEDED BY FULL REGULATORY OR LSC IDENTIFYING INFORMATION) Continued From page 3 applied a clean brief without washing the resident. On 7/13/16 at 12:10 AM, NA #2 stated in an interview that she was caught off guard and left her wipes in her purse and they did not always have washcloths available to use during care. During the interview, the linen cart was observed to be in the hall with washcloths on the cart. The NA stated there were washcloths on the cart tonight and stated it was her fault for not washing the resident. On 7/13/16 at 8:25 AM the Director of Nursing stated in an interview that the NAs should be washing residents with soap and water or pre-moistened wipes during incontinence care. 483.35(i) FOOD PROCURE,		F 31		8/1/16	
	by: Based on observatio facility failed to maint room by failing to dise trays and failing to cle	is not met as evidenced ins and staff interviews the ain a sanitary kitchen/dining card left over food on meal ean dishes and meal trays ts in the main kitchen/dining		<ul> <li>A. The Dietary Manager in-service kitchen staff on the importance of preparing, distributing and serving under sanitary conditions.</li> <li>1. Meal trays and dishes collected evening and / or night shift are to I placed on an enclosed food cart a transferred to the kitchen. AM staff</li> </ul>	storing , food during be nd	

Event ID: I5RN11

Facility ID: 923122

If continuation sheet Page 4 of 9

		MEDICAID SERVICES					0. 0938-039
	OF DEFICIENCIES	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:	` '			(X3) DATE COMP	SURVEY LETED
		A. BUILDING			с		
		345252	B. WING				_ 13/2016
NAME OF P	ROVIDER OR SUPPLIER			ST	REET ADDRESS, CITY, STATE, ZIP CODE	•••	
				214	4 LANEFIELD ROAD		
WARSAW	HEALTH & REHABILITA	ATION CENTER		WA	ARSAW, NC 28398		
(X4) ID PREFIX TAG	(EACH DEFICIENC	ATEMENT OF DEFICIENCIES Y MUST BE PRECEDED BY FULL LSC IDENTIFYING INFORMATION)	ID PREFIX TAG		PROVIDER'S PLAN OF CORRECTION (EACH CORRECTIVE ACTION SHOULD BE CROSS-REFERENCED TO THE APPROPRIA DEFICIENCY)		(X5) COMPLETION DATE
F 371	Continued From page	o 1	Г 07	74			
F 37 I	Continued From page		F 37	/1			
		eport/invoice revealed on nd bathrooms were treated			sanitize the cart.		
					2. Kitchen deep cleaned 7/26/16		
	provider.	ne facility's pest control			3. Kitchen fogged by Pest Control Professional 7/28/16		
	provider.			4. Kitchen staff has been in serviced on			
	During an observatio			proper procedure when pests have bee			
	roach was observed			visualized			
	kitchen/dining room a			5.Facility staff has been in serviced on			
		with four meal trays with			proper procedure when pests have bee	n	
	leftover food, such as			visualized.			
	butter and jelly sand			6. LN will ensure dirty trays are placed of	on		
	cream container und			enclosed food cart.			
	in a wrapper. Anothe			Maintenance Director or designee will			
	observed with leftove			monitor facility weekly for pests			
	counter.			8. Maintenance Director will maintain lo	a		
	During an observatio			of pest and a log of when Pest Control	5		
		on a wall in the kitchen/dining			Professionals are notified		
		o meal trays on a cart.			9. Pest Control Professional will spray		
		n on 7/10/16 at 1:09 AM			kitchen every 2 weeks x 4 weeks & as		
		e cover from a plate on a			needed		
		en/dining room area, seven			7.Results of data was reported to QA		
	roaches scattered on	the plate which contained			committee on 8/4/2016 : Overseen by		
		tots, and three fried food			Administrator		
		was located on a counter					
		low area to the kitchen.					
	U U	on 7/10/16 at 12:22 AM,					
		revealed roaches were					
	-	would write down on a clip					
		were seen in the facility.					
	-	on 7/10/16 at 12:30 AM,					
	•	2 revealed roaches in the					
		and there were a lot of them					
		nd living areas. She said she					
		were seen by writing on a					
	clip board, which was	s checked by the					
	maintenance man.	2/10/16 at 12:42 ANA					
		on 7/10/16 at 12:43 AM,					
	indising Assistant #3	stated the facility had					

Facility ID: 923122

If continuation sheet Page 5 of 9

	-	ID HUMAN SERVICES MEDICAID SERVICES				FOR	D: 08/22/2016 M APPROVED D. 0938-0391	
STATEMENT OF DEFICIENCIES (X1) PROVIDER/SUPPLIER/CLIA AND PLAN OF CORRECTION IDENTIFICATION NUMBER:		(X1) PROVIDER/SUPPLIER/CLIA	. ,		CONSTRUCTION	(X3) DATE SURVEY COMPLETED		
		345252	B. WING			C 07/13/2016		
NAME OF PI	ROVIDER OR SUPPLIER	•		S	TREET ADDRESS, CITY, STATE, ZIP CODE			
WARSAW	HEALTH & REHABILITA	TION CENTER			14 LANEFIELD ROAD VARSAW, NC 28398			
			ID	v	PROVIDER'S PLAN OF CORRECTION		(X5)	
PREFIX TAG	(EACH DEFICIENC	Y MUST BE PRECEDED BY FULL	PREFIX TAG	×	(EACH CORRECTIVE ACTION SHOUL CROSS-REFERENCED TO THE APPROF DEFICIENCY)	D BE	COMPLETION DATE	
F 371	TAG REGULATORY OR LSC IDENTIFYING INFORMATION)		F	371				
	facility about any issu Manager stated there could do to eliminate	eived any calls from the ues in months. The Service were other things they the roaches. The Service in they were in the facility on						

Facility ID: 923122

If continuation sheet Page 6 of 9

	S FOR MEDICARE &	MEDICAID SERVICES	(X2) MULT	IPI F (	CONSTRUCTION	OMB N	RM APPROVE
AND PLAN OF CORRECTION IDENTIFICATION NUMBER:		A. BUILDING			C		
		345252	B. WING			07/13/2016	
NAME OF PF	ROVIDER OR SUPPLIER	•		ST	REET ADDRESS, CITY, STATE, ZIP CODE	•	
WARSAW	HEALTH & REHABILITA	TION CENTER			4 LANEFIELD ROAD ARSAW, NC 28398		
(X4) ID	SUMMARY ST	ATEMENT OF DEFICIENCIES	ID		PROVIDER'S PLAN OF CORRECTION		(X5)
PREFIX TAG	(EACH DEFICIENC	V MUST BE PRECEDED BY FULL LSC IDENTIFYING INFORMATION)	PREFIX TAG	x	(EACH CORRECTIVE ACTION SHOULD E CROSS-REFERENCED TO THE APPROPRI DEFICIENCY)	3E	COMPLETIO DATE
F 371	Continued From page	- 6		371			
		the outside and the kitchen					
		ut any particular problems.					
F 469 SS=F		INS EFFECTIVE PEST	F 4	469			8/1/16
		atain an affactive rest					
		ntain an effective pest nat the facility is free of pests					
	by: Based on observatio	is not met as evidenced			A. The Administrator has in serviced the	he	
	program as evidence	de an effective pest control d by roaches in a resident's chen/dining area and a acility.			maintenance and dietary staff on the importance of having an effective pest control program 7/26/2016. 1. Room #2 has been deep cleaned		
	The findings included	l:			7/26/16 2.Resident #1 in Room #2's night stan has been replaced 7/26/16	d	
		eport/invoice revealed on nd bathrooms were treated			<ol> <li>Nursing home (back hall) shower ro has been cleaned and sprayed by pes</li> </ol>		
	for cockroaches by th provider.	ne facility's pest control			control professional 7/28/16 4.Kitchen deep cleaned 7/26/16 & 7/27		
	During an observation roach was observed	n on 7/9/16 at 11:51 PM, a on a meal tray in the			<ol> <li>5. Kitchen fogged by Pest Control Professional 7/28/16</li> <li>6. Maintenance Director baited and</li> </ol>		
	revealed three carts v	area. Observations also with four meal trays with			sprayed for pests in room#2 7/26/16 7. Pest Control Professional was		
	butter and jelly sandv	s two bananas, a peanut vich, and an empty ice er a plate cover and cookies			contacted and will be exterminating fac 8/5/16 8. Maintenance Director will maintain l		
	in a wrapper. Anothe				of location of pest and when Pest Con are notified	•	
	-	n on 7/10/16 at 12:59 AM, a n the shower room on the			<ol> <li>Maintenance Director or designee monitor facility weekly for pests</li> <li>Pest Control Program to be monitor</li> </ol>		

Event ID: I5RN11

Facility ID: 923122

If continuation sheet Page 7 of 9

		MEDICAID SERVICES		LE CONSTRUCTION		<u>D. 0938-03</u> E SURVEY
	CORRECTION	IDENTIFICATION NUMBER:	· · ·			PLETED
				С		
		345252	B. WING		07	/13/2016
NAME OF P	ROVIDER OR SUPPLIER			STREET ADDRESS, CITY, STATE, ZIP CODE		
WARSAW HEALTH & REHABILITATION CENTER			214 LANEFIELD ROAD			
				WARSAW, NC 28398		
(X4) ID PREFIX TAG	(EACH DEFICIENC	ATEMENT OF DEFICIENCIES Y MUST BE PRECEDED BY FULL LSC IDENTIFYING INFORMATION)	ID PREFIX TAG	PROVIDER'S PLAN OF CORREC (EACH CORRECTIVE ACTION SHO CROSS-REFERENCED TO THE APPI DEFICIENCY)	ULD BE	(X5) COMPLETIO DATE
F 469	Continued From page	e 7	F 46	9		
	Nursing Home (back			by Maintenance Director and facil	itated by	
		n on 7/10/16 at 1:07 AM a		professional exterminator as follo	•	
	•	n a wall in kitchen/dining		A. Pest Control Professional will s		
	-	o meal trays on a cart.		rooms every 2 weeks x 4 weeks		
	During an observation	n on 7/10/16 at 1:09 AM		B. Then every 4 weeks & as need	led	
		e cover from a plate on a		12.Results of data was reported t		
	-	en/dining room area, seven		committee on 8/4/2016 : Oversee	n by	
		the plate which contained		Administrator		
		tots, and three fried food				
	-	was located on a counter				
		ow area to the kitchen.				
	-	n on 7/10/16 at 1:19 AM, in roaches were on the floor in				
		e roach was crawling on a				
	napkin on the resider	-				
		n 7/10/16 at 12:22 AM,				
	Nursing Assistant #1					
	•	would write down on a clip				
		re roaches were seen in the				
	During an interview o	n 7/10/16 at 12:30 AM,				
		revealed roaches in the				
		and there were a lot of them				
		nd living areas. She said she				
		were seen by writing on a				
	clip board, which was	s checked by the				
	maintenance man.	- 7/10/10 -+ 10:40 AM				
		n 7/10/16 at 12:43 AM, stated the facility had				
		re not as bad as they used to				
	-	she saw roaches she would				
		wn on a clip board when and				
		them. She further stated she				
		ches within the past week.				
		n 7/10/16 at 12:51 AM,				
		said there were a lot of				
	-	seen them on resident's				
	beds, floors, bathroor	ns, everywhere, ceilings and				
		when she saw roaches she				

If continuation sheet Page 8 of 9

		D HUMAN SERVICES MEDICAID SERVICES				FORM	): 08/22/2016 APPROVED ). 0938-0391
STATEMENT OF DEFICIENCIES (X1) PROVIDER/SUPPLIER/CLIA AND PLAN OF CORRECTION UMBER:		(X2) MULTIPLE CONSTRUCTION A. BUILDING			(X3) DATE SURVEY COMPLETED		
		345252	B. WING		_		C 13/2016
NAME OF P	ROVIDER OR SUPPLIER			STREET ADDRESS, CITY, ST	TATE, ZIP CODE		
WARSAW	HEALTH & REHABILITA	TION CENTER		214 LANEFIELD ROAD WARSAW, NC 28398			
(X4) ID PREFIX TAG	(EACH DEFICIENC)	ATEMENT OF DEFICIENCIES Y MUST BE PRECEDED BY FULL SC IDENTIFYING INFORMATION)	ID PREFIX TAG	(EACH CORRE) CROSS-REFERE	S PLAN OF CORRECTION CTIVE ACTION SHOULD BI NCED TO THE APPROPRIA DEFICIENCY)		(X5) COMPLETION DATE
F 469	During an interview of Nursing Assistant #5 every night. She state off resident's beds ever roaches off a resident On 7/13/16 at 8:25 AF (DON) stated in an interview she did not see any ro- pest control came in of and came in recently stated the maintenand roaches. On 7/13/16 at 8:45 AF stated in an interview control companies in seemed to do the best stated residents would their rooms and this af Maintenance Director hardware store and p have tried glue pads. stated he did not know On 7/13/16 at 10:16 A conducted with the see pest control company Service Manager state and they had not recent facility about any issu Manager stated there could do to eliminate Manager stated when 6/29/16 they treated t	he would also report it. In 7/10/16 at 1:13 AM, stated roaches were terrible ed she would knock roaches ery night and would beat 's shoes in room #2, bed 1. If the Director of Nursing terview that she was in the eyor over the weekend and baches. The DON stated baches. The DON stated once a month and sprayed and spayed. The DON ce director also sprayed for If the Maintenance Director they had used several pest the past and the current one tt. The Maintenance Director d keep a lot of snacks in ttracted roaches. The stated he had been to the urchased roach spray and The Maintenance Director w what else they could do.	F 46	9			

If continuation sheet Page 9 of 9