

NOTICES OF FINAL RULEMAKING

The Administrative Procedure Act requires the publication of the final rules of the state's agencies. Final rules are those which have appeared in the *Register* 1st as proposed rules and have been through the formal rulemaking process including approval by the Governor's Regulatory Review Council. The Secretary of State shall publish the notice along with the Preamble and the full text in the next available issue of the *Arizona Administrative Register* after the final rules have been submitted for filing and publication.

NOTICE OF FINAL RULEMAKING

TITLE 4. PROFESSIONS AND OCCUPATIONS

CHAPTER 24. BOARD OF PHYSICAL THERAPY EXAMINERS

PREAMBLE

1. **Sections Affected**

R4-24-101	Amend
R4-24-201	Repeal
R4-24-201	New Section
R4-24-205	Repeal
R4-24-205	New Section
R4-24-206	Amend
R4-24-207	New Section
Table 1	New Table
2. **The specific authority for the rulemaking, including both the authorizing statute (general) and the statutes the rules are implementing (specific):**

Authorizing statute: A.R.S. § 32-2003

Implementing statutes: A.R.S. §§ 32-2022, 32-2023, 32-2024, 32-2025, 32-2026, 41-1072 through 41-1078
3. **The effective date of the rules**

The rules are effective on the date they are filed with the Secretary of State.
4. **A list of all previous notices appearing in the Register addressing the final rule:**

Notice of Rulemaking Docket Opening: 4 A.A.R. 2551, September 11, 1998.
Notice of Proposed Rulemaking: 5 A.A.R. 644, March 5, 1999.
5. **The name and address of agency personnel with whom persons may communicate regarding the rulemaking:**

Name: Janice Stille, Executive Director

Address: 1400 W. Washington, Suite 230
Phoenix, Arizona 85007

Telephone: (602) 542-3095

Fax: (602) 542-3093
6. **An explanation of the rule, including the agency's reasons for initiating the rule:**

The proposed rules amend the definitions, set forth the application requirements for licenses, certificates, and permits issued by the Board, and establish the Board's time-frames for granting or denying approvals for examinations, licenses, certificates, and permits as required by A.R.S. § 41-1072 through § 41-1078.
7. **A reference to any study the agency proposes to rely on in its evaluation of or justification for the proposed rules and where the public may obtain or review the study, all data underlying each study, any analysis of the study, and other supporting material.**

None.
8. **A showing of good cause why the rules are necessary to promote a statewide interest if the rule will diminish a previous grant of a political subdivision of the state:**

Not applicable.

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9. The summary of the economic, small business, and consumer impact:

The Board will incur moderate costs to promulgate the rules and to notify interested parties of the new rules after the rules are approved. The Board should incur minimal costs for notification of completeness. All applicants and the Board should benefit because of the increased consistency and efficiency in the application process. There are no other expected costs on other government entities, physical therapists, or the public.

10. A description of the changes between the proposed rules, including supplemental notices, and final rules (if applicable):

The Board made the following nonsubstantive changes to the rules:

Deleted “unless otherwise specified” in the lead-in sentence in R4-24-101.

Made the following changes in R4-24-101: In the definition of “accredited physical therapy education program”, changed “the applicant’s” to “an applicant’s”.

Added a definition of “certificate” and renumbered subsequent provisions.

In the definition of “credentials evaluation agency”, changed “credentialing agency” to “credential evaluation agency”.

In the definition of “criterion-referenced passing point”, added “or national physical therapist assistant’s examination”.

In the definition of “professional examination service” added “or physical therapist assistant’s”.

Added “Except as stated in subsections (C) and (D), an” and deleted “regular” in R4-24-201(A).

In R4-24-201(A)(1), added “If requesting to take the national physical therapist’s examination,”, changed “physical therapy” to “testing service”, deleted “completed”, and added “that contains the:

- a. Applicant’s name, address, birth date, social security number, and mother’s maiden name;
- b. Date the applicant completed a physical therapy program;
- c. Type of examination for which applicant is applying;
- d. School code required by the national testing service; and
- e. Number of times the applicant has taken the same type of examination;”

In R4-24-201(A)(2)(a), inserted “business and residential” before “address”.

In R4-24-201(A)(2)(d), deleted “involving moral turpitude”.

In R4-24-201(A)(2)(d), inserted “has any felony or misdemeanor charges currently pending or”.

In R4-24-201(B)(1), deleted “completion of”.

Changed R4-24-201(D) as follows:

D. In addition to the documents in A.R.S. § 32-2022 (B), and documents in subsection (A)(2) through (A)(5), a foreign-educated applicant shall:

1. Submit to the Board:
 - a. Documentation of completion of a supervised clinical practice;
 - b. Proof of legal authorization to reside and seek employment in the United States or its territories;
 - c. Proof of a passing score on the English proficiency examination, if applicable; and
 - d. The fee required by the Board;
2. Arrange to have directly submitted to the Board:
 - a. A credentials evaluation report; and
 - b. If applicable, verification of passing a national board examination in physical therapy as evidenced by an original notice of examination results issued by the professional examination service that prepared the examination.

In R4-24-205(A)(1), added “If requesting to take the national physical therapist’s assistant examination,” and changed “physical therapist assistant” to “testing service”.

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In R4-24-205(A)(1), deleted “completed” and added “that contains the:

- a. Applicant's name, address, birth date, social security number, and mother's maiden name;
- b. Date the applicant completed a physical therapist assistant's program;
- c. Type of examination for which applicant is applying;
- d. School code required by the national testing service; and
- e. Number of times the applicant has taken the same type of examination;”

In R4-24-205(A)(2)(a), inserted “birth date,” after “telephone number”.

In R4-24-205(A)(2)(e), inserted “any felony or misdemeanor charges currently pending or has” after “applicant has”.

In R4-24-205(B)(1), deleted “for completion”.

In R4-24-205(B)(2), changed “in physical therapy” to “for physical therapist assistants”.

In R4-24-206(A), changed the subsection to “A foreign-educated applicant for licensure shall submit the application packet in R4-24-201(D).”

In R4-20-206(B), changed “trained” to “educated”.

In R4-24-207(A), (B), and (C), changed “set forth” to “listed”.

In R4-24-207(B)(1)(a), and R4-24-207(B)(1)(b), added “or the national physical therapist assistant's examination”.

In R4-24-207(B)(1)(b), deleted “regular”.

In R4-24-207(B)(1)(g), changed (g) to (d), changed “foreign graduate” to “foreign-educated applicant”, changed “when the applicant completes the interim supervised clinical practice required in A.R.S. § 32-2025” to “when the Board receives an application packet”.

In R4-24-207(C)(2), added “the national physical therapy examination or national physical therapist assistant's examination”, added “or certificate”, and added “and these rules.”.

In R4-24-207(C)(3), added “and these rules.”.

In R4-24-207(D), added “requested”.

In R4-24-207(D)(2), added “or national physical therapist assistant's examination”.

In R4-24-207(F), changed “the next business day will be considered the time-frame's last day.” to “the Board shall consider the next business day the time-frame's last day.”

In the Table, deleted the time-frame for a foreign graduate, changed “foreign graduate” to “foreign-educated applicant”, changed the administrative completeness time-frame for a foreign-educated applicant to 45 days and the substantive review time-frame to 15 days.

11. A summary of the principal comments and the agency response to them:

None.

12. Any other matters prescribed by statute that are applicable to the specific agency or to any specific rule or class of rules:

None.

13. Incorporations by reference and their location in the rules:

None.

14. Was this rule previously adopted as an emergency rule?

No.

15. The full text of the rules follows:

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CHAPTER 24. BOARD OF PHYSICAL THERAPY EXAMINERS

ARTICLE 1. GENERAL PROVISIONS

Sections

R4-24-101. Definitions

ARTICLE 2. LICENSING PROVISIONS

~~R4-24-201. Applications~~

~~R4-24-201. Application for a Physical Therapist's License~~

~~R4-24-205. Temporary License~~

~~R4-24-205. Application for a Physical Therapist Assistant's Certificate~~

~~R4-24-206. Probationary Interim Permits for foreign-trained applicants~~

~~R4-24-207. Time-frames for Board Approvals~~

~~Table 1. Time-frames (in days)~~

ARTICLE 1. GENERAL PROVISIONS

R4-24-101. Definitions

The following definitions apply in this Chapter:

1. "Accredited physical therapy education program" or "accredited physical therapy assistant education program" means a program that, at the time of an applicant's graduation, was approved by an agency recognized as qualified to accredit physical therapy or physical therapy assistant programs by either the U. S. Department of Education or the Council on Post-Secondary Accreditation for Higher Education Accreditation.
2. "Applicant" means an individual seeking a license, certificate, or permit from the Board.
3. "Application packet" means the forms and additional information the Board requires to be submitted by an applicant or on the applicant's behalf.
4. "Certificate" means the written authorization issued by the Board to practice as a physical therapist assistant.
5. "Credentials evaluation report" means a written appraisal by ~~International Consultants of Delaware (ICD), International Credentialing Associates (ICA), or an appraisal equivalent to ICD's or ICA's done by another credentialing agency;~~ a credentialing agency approved by the Board under A.R.S. § 32-2022(B), following review of documentary evidence of a foreign-educated applicant's education to determine whether the applicant's education is substantially equivalent to that of an applicant graduated from an accredited physical therapy education program, pursuant to A.R.S. § 32-2027(A).
6. "Criterion-referenced passing point" means the minimum acceptable score, calculated using the method determined by the professional examination service, that an applicant must obtain on the national physical therapist licensure examination or national physical therapist assistant's examination.
7. "Days" means calendar days.
8. "Endorsement" means the procedure for granting an Arizona license to an applicant who is already licensed as a physical therapist in another jurisdiction of the United States.
~~"Federation of State Boards of Physical Therapy" means the national organization that comprises physical therapy credentialing boards throughout the United States and that developed the national physical therapy examination.~~
~~"Good moral character" means of a nature that conforms to accepted behavioral standards as shown by no conviction for a felony or a misdemeanor relating to the practice of physical therapy or involving moral turpitude.~~
9. "Initial evaluation" means an assessment of a patient's physical condition, complaint, and objective findings regarding the patient's diagnosis, if any, to ascertain the patient's need for physical therapy and whether consultation with the referring practitioner or other health care practitioner is necessary before a physical therapy plan of treatment is devised and implemented.
10. "License" means the written authorization issued by the Board to practice as a physical therapist in Arizona.
11. "Licensee" means an individual licensed by ~~Arizona~~ the Board as a physical therapist.
~~"On-site supervision" means a licensee directing the provision of direct patient care by a physical therapist assistant or aide on the premises and available within an amount of time that is reasonable considering the condition of the patient, experience of the assistant or aide, and type of therapy being provided.~~
~~"Physical therapy assistant or aide" means an individual who provides direct patient care, under on-site supervision, commensurate with the assistant's or aide's training.~~
~~"Remedial measures" means a program of study as recommended by the Board.~~
~~"Substantially similar" means for purposes of A.R.S. § 32-2023(A), the requirements for licensure by endorsement include graduating from an accredited physical therapy education program, passing the national licensing examina-~~

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tion recognized by the Board with the criterion-referenced passing point required by the Board at the time the examination was taken, and being in good standing in all states in which currently or previously licensed.

12. Professional examination service” means the organization that prepares and provides the national board examination for physical therapy or physical therapist assistants.

“Suspension” means removal of license for a period not to exceed 3 years.

ARTICLE 2. LICENSING PROVISIONS

~~R4-24-201. Applications~~

- A.** ~~An applicant for licensure shall submit the following information to the Board:~~
- ~~1. An application;~~
 - ~~2. The application fee set forth in R4-24-204;~~
 - ~~3. An official transcript from an accredited program;~~
 - ~~4. An examination application or endorsement form;~~
 - ~~5. The completed questionnaire on state statutes and rules applicable to physical therapy, and~~
 - ~~6. Official examination scores from the Professional Examination Service.~~
- B.** ~~Foreign-educated applicants shall also submit a credentials evaluation.~~
- C.** ~~Applications shall be made only on application forms obtained from the Board and shall contain the following information:~~
- ~~1. Name and address of applicant;~~
 - ~~2. Date of birth;~~
 - ~~3. Social security number (optional);~~
 - ~~4. Post-high school education;~~
 - ~~5. Professional experience;~~
 - ~~6. List of states in which applicant has worked or been licensed as a physical therapist;~~
 - ~~7. Date and location of professional examination, if previously taken;~~
 - ~~8. History of any felony or misdemeanor conviction or violation of federal, state, or local law or rule, other than a minor traffic violation; and~~
 - ~~9. Certification that the application is complete and accurate.~~
- D.** ~~An applicant for licensure by examination shall submit to the Board an examination application and examination fee set forth in R4-24-204 at least 45 days before the examination date. Examination applications may be obtained from the Board office.~~
- E.** ~~An applicant for licensure shall complete a questionnaire on the state statutes and rules applicable to physical therapy. The Board shall mail this questionnaire with each application requested.~~
- F.** ~~Applicants shall notify the Board, in writing, within 10 days of a change of address to be used by the Board.~~

R4-24-201. Application for a Physical Therapist’s License

- A.** Except as stated in subsections (C) and (D), an applicant for a physical therapist's license shall submit to the Board an application packet that contains:
1. If requesting to take the national physical therapist's examination, a national testing service examination form for computerized testing available at the Board office that contains the:
 - a. Applicant's name, address, birth date, social security number, and mother's maiden name;
 - b. Date the applicant completed a physical therapy program;
 - c. Type of examination for which applicant is applying;
 - d. School code required by the national testing service; and
 - e. Number of times the applicant has taken the same type of examination;
 2. An application form provided by the Board, signed and dated by the applicant, and notarized that contains:
 - a. The applicant's name, business and residential address, telephone number, birth date, and social security number;
 - b. The name and address of each university or college attended by the applicant, the dates of attendance, and if applicable, the date of graduation and degree received;
 - c. The name and address of the university or college at which the applicant completed an accredited physical therapy education program, dates of attendance, and date of completion;
 - d. A statement of whether the applicant has any felony or misdemeanor charges currently pending or ever been convicted of a felony or misdemeanor in any state or foreign country;
 - e. A statement of whether the applicant has ever had an application for a professional or occupational license, certificate, or registration, other than a driver's license, denied or rejected by any state or foreign country;
 - f. A statement of whether the applicant has ever had a professional or occupational license, certificate, or registration, other than a driver's license, suspended or revoked by any state or foreign country;
 - g. A statement of whether an award has ever been issued against the applicant for malpractice or whether a lawsuit for malpractice is currently pending;
 - h. A statement of whether the applicant has been found guilty of or has charges currently pending for immoral or unprofessional conduct by a professional licensing board in any state;

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- i. A statement whether the applicant is currently more than 30 days in arrears for payments required by a judgment and order for child support in Arizona or any other state; and
 - j. A sworn statement by the applicant verifying the truthfulness of the information provided by the applicant;
 3. A passport photograph of the applicant no larger than 1 ½ x 2 inches and taken not more than 6 months before the date of application;
 4. A questionnaire covering Arizona statutes and rules pertaining to physical therapy that has been provided by the Board and completed by the applicant; and
 5. The fee required in R4-24-204.
- B.** In addition to the requirements in subsection (A), an applicant shall arrange to have directly submitted to the Board:
1. An official transcript or letter stating that the applicant has completed all requirements for a physical therapy education program that is signed by the registrar of the university or college at which the applicant completed the physical therapy education program; and
 2. Verification of passing a national board examination in physical therapy as evidenced by an original notice of examination results issued by the professional examination service that prepared the examination.
- C.** In addition to the requirements in subsections (A)(2) through (A)(5) and (B), an applicant for a physical therapist's license by endorsement shall submit to the Board:
1. The name of the licensing agency of the jurisdiction in which the applicant is currently licensed;
 2. A verification of licensure, signed and dated by an official of the agency licensing the applicant that includes all of the following:
 - a. The name and address of the applicant;
 - b. The license number and date of issuance;
 - c. The current status of the license;
 - d. The expiration date of the license;
 - e. A statement of whether the applicant was ever denied a license by the agency; and
 - f. A statement of whether any disciplinary action is pending or has ever been taken against the applicant.
- D.** In addition to the documents in A.R.S. § 32-2022 (B), and documents in subsection (A)(2) through (A)(5), a foreign-educated applicant shall:
1. Submit to the Board:
 - a. Documentation of completion of a supervised clinical practice;
 - b. Proof of legal authorization to reside and seek employment in the United States or its territories;
 - c. Proof of a passing score on the English proficiency examination, if applicable; and
 - d. The fee required by the Board;
 2. Arrange to have directly submitted to the Board:
 - a. A credentials evaluation report; and
 - b. If applicable, verification of passing a national board examination in physical therapy as evidenced by an original notice of examination results issued by the professional examination service that prepared the examination.

R4-24-205. Temporary license

- A.** The Board shall issue a temporary license to each qualified applicant bearing:
1. Name of licensee
 2. Date of issue
 3. Date of expiration
- B.** Temporary licenses shall be numbered consecutively and shall indicate that the license is temporary.

R4-24-205. Application for a Physical Therapist Assistant's Certificate

- A.** An applicant for a physical therapist assistant certificate shall submit to the Board an application packet that contains:
1. If requesting to take the national physical therapist's assistant examination, a national testing service examination form for computerized testing available at the Board office:
 - a. Applicant's name, address, birth date, social security number, and mother's maiden name;
 - b. Date the applicant completed a physical therapist assistant program;
 - c. Type of examination for which applicant is applying;
 - d. School code required by the national testing service; and
 - e. Number of times the applicant has taken the same type of examination;
 2. An application form provided by the Board, signed and dated by the applicant, and notarized that contains:
 - a. The applicant's name, business and residential addresses, telephone number, birth date, and social security number;
 - b. The name and address of each university or college attended by the applicant, the dates of attendance, and if applicable, the date of graduation and degree received;
 - c. The name and address of the university or college at which the applicant completed an accredited physical therapist assistant education program, dates of attendance, and date of completion;

- d. A statement of whether the applicant has ever been licensed or certified as a physical therapist assistant in any other state or foreign country;
 - e. A statement of whether the applicant has any felony or misdemeanor charges currently pending or has ever been convicted of a felony or misdemeanor in any state or foreign country;
 - f. A statement of whether the applicant has ever had an application for a professional or occupational license, certificate, or registration, other than a driver's license, denied or rejected by any state or foreign country;
 - g. A statement of whether the applicant has ever had a professional or occupational license, certificate, or registration, other than a driver's license, suspended or revoked by any state or foreign country;
 - h. A statement of whether an award has ever been issued against the applicant for malpractice or whether a lawsuit for malpractice is currently pending;
 - i. A statement of whether the applicant has been found guilty of or has charges currently pending for immoral or unprofessional conduct by a professional licensing board in any state;
 - j. A statement whether the applicant is currently more than 30 days in arrears for payments required by a judgment and order for child support in Arizona or any other state; and
 - k. A sworn statement by the applicant verifying the truthfulness of the information provided by the applicant;
3. A passport photograph of the applicant no larger than 1 ½ x 2 inches and taken not more than 6 months before the date of application;
 4. A questionnaire covering Arizona statutes and rules pertaining to physical therapist assistants that has been provided by the Board and completed by the applicant; and
 5. The fees required in A.A.C. R4-24-204.
- B.** In addition to the requirements in subsection (A), an applicant shall arrange to have directly submitted to the Board:
1. An official transcript or letter stating that the applicant has completed all requirements for a physical therapist assistant education program that is signed by the registrar of the university or college at which the applicant completed the physical therapist assistant education program;
 2. Verification of passing a national board examination for physical therapist assistants as evidenced by an original notice of examination results issued by the professional examination service that prepared the examination; and
 3. If applicable, a verification of licensure or certification, signed and dated by an official of the agency licensing or certifying the applicant that includes all of the following:
 - a. The name and address of the applicant;
 - b. The license or certificate number and date of issuance;
 - c. The current status of the license or certificate;
 - d. The expiration date of the license or certificate;
 - e. A statement of whether the applicant was ever denied a license or certificate by the agency; and
 - f. A statement of whether any disciplinary action is pending or has ever been taken against the applicant.

R4-24-206. Probationary Interim permit Permits for foreign-trained applicants

- A.** The Board shall issue a probationary permit to each qualified foreign-trained applicant bearing:
1. Name of licensee
 2. Date of issue
 3. Date of expiration
- A.** A foreign-educated applicant for licensure shall submit the application in R4-24-201(D).
- B.** Probationary permits shall be numbered consecutively and shall indicate that the permit is probationary.
- B.** Under A.R.S. § 32-2025, the Board shall issue an interim permit to each qualified foreign-educated applicant bearing the:
1. Name of the applicant,
 2. Date of issue, and
 3. Date of expiration.

R4-24-207. Time-frames for Board Approvals

- A.** The overall time-frame described in A.R.S. § 41-1072(2) for each type of approval granted by the Board is listed in Table 1. The applicant and the Executive Director of the Board may agree in writing to extend the overall time-frame. The overall time-frame and the substantive time-frame may not be extended by more than 25% of the overall time-frame.
- B.** The administrative completeness review time-frame described in A.R.S. § 41-1072(1) for each type of approval granted by the Board is listed in Table 1.
1. The administrative completeness review time-frame begins:
 - a. For approval to take the national physical therapy examination or national physical therapist assistant's examination as required in A.R.S. §§ 32-2022 and 32-2024, when the Board receives an application packet;
 - b. For approval or denial of a license or a certificate, when an applicant takes a national physical therapy examination or national physical therapist assistant's examination as required in A.R.S. §§ 32-2022 and 32-2024;
 - c. For a license by endorsement under A.R.S. § 32-2023(A), when the Board receives an application packet; or

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- d. For approval or denial of a license for a foreign-educated applicant, when the Board receives an application packet.
2. If the application packet is incomplete, the Board shall send to the applicant a written notice specifying the missing document or incomplete information.
 - a. The administrative completeness review time-frame and the overall time-frame are suspended from the postmark date of the notice until the date the Board receives a complete application packet from the applicant.
 - b. An applicant who disagrees with the Board's statement of deficiencies may request a hearing as provided in A.R.S. § 32-2023.
3. If an application packet is complete, the Board shall send a written notice of administrative completeness to the applicant.
4. If the Board grants a license, certificate, or approval during the time provided to assess administrative completeness, the Board shall not issue a separate written notice of administrative completeness.
- C.** The substantive review time-frame described in A.R.S. § 41-1072(3) is listed in Table 1 and begins on the postmark date of the notice of administrative completeness.
 1. During the substantive review time-frame, the Board may make 1 comprehensive written request for additional information or documentation. The time-frame for the Board to complete the substantive review is suspended from the postmark date of the comprehensive written request for additional information or documentation until the Board receives the additional information or documentation.
 2. The Board shall send a written notice of approval to an applicant to take the national physical therapy examination or national physical therapist assistant's examination or approval of a license or certificate to an applicant who meets the qualifications in A.R.S. §§ 32-2001 through 32-2027 and these rules.
 3. The Board shall send a written notice of denial to an applicant who fails to meet the qualifications in A.R.S. §§ 32-2001 through 32-2027 and these rules.
- D.** The Board shall consider an application withdrawn if within 360 days from the application submission date the applicant fails to:
 1. Supply the missing information requested under subsection (B)(2) or (C)(1); or
 2. Take the national physical therapist's examination or national physical therapist assistant's examination.
- E.** An applicant who does not wish an application withdrawn may request a denial in writing within 360 days from the application submission date.
- F.** If a time-frame's last day falls on a Saturday, Sunday, or an official state holiday, the Board shall consider the next business day the time-frame's last day.
- G.** An applicant shall send written notice to the Board within 10 days from the date of any change of applicant's address.

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Table 1. Time-frames (in days)

<u>Type of Applicant</u>	<u>Type of Approval</u>	<u>Statutory Authority</u>	<u>Overall Time-frame</u>	<u>Administrative Completeness Time-frame</u>	<u>Substantive Review Time-frame</u>
<u>License, Foreign-educated, Physical Therapist Assistant Certificate (R4-24-201, R4-24-205)</u>	<u>Approval to Take an Examination</u>	<u>A.R.S. § 32-2024</u>	<u>90</u>	<u>30</u>	<u>60</u>
<u>License R4-24-201</u>	<u>License</u>	<u>A.R.S. §§ 32-2022; 32-2023</u>	<u>60</u>	<u>30</u>	<u>30</u>
<u>License by Endorsement (R4-24-201)</u>	<u>License by Endorsement</u>	<u>A.R.S. §32-2026</u>	<u>60</u>	<u>15</u>	<u>45</u>
<u>Physical Therapist Assistant Certificate (R4-24-205)</u>	<u>Certificate</u>	<u>A.R.S. §§ 32-2022; 32-2023</u>	<u>60</u>	<u>30</u>	<u>30</u>
<u>Foreign-educated (R4-24-201)</u>	<u>License</u>	<u>A.R.S. §§ 32-2022; 32-2025</u>	<u>60</u>	<u>45</u>	<u>15</u>