

# FORM LM-2 LABOR ORGANIZATION ANNUAL REPORT

**MUST BE USED BY LABOR ORGANIZATIONS WITH \$200,000 OR MORE IN TOTAL ANNUAL RECEIPTS AND LABOR ORGANIZATIONS IN TRUSTEESHIP**

This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C. 439 or 440.

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

For Official Use Only  E	1. FILE NUMBER  012 - 616	2. PERIOD COVERED			3. (a) AMENDED - If this is an amended report correcting a previously filed report, check here: <input type="checkbox"/> (b) TERMINAL - If your organization ceased to exist and this is its terminal report, see Section XII of the instructions and check here: <input type="checkbox"/> (c) SUBSIDIARY - If this is a report for a subsidiary organization of your union as defined in Section X of the instructions, check here: <input type="checkbox"/>
		From	MO 01	DAY 01	
		Through	MO 12	DAY 31	YEAR 2004

4. AFFILIATION OR ORGANIZATION NAME <b>ENGINEERS, OPERATING, AFL-CIO</b>		8. MAILING ADDRESS	
5. DESIGNATION (Local, Lodge, etc.) <b>LU</b>		First Name <b>MARK</b>	
6. DESIGNATION NUMBER <b>835</b>		Last Name <b>CROSBY</b>	
7. UNIT NAME (if any) <b>INT. UNION OF OPERATING ENGINEERS</b>		P.O. Box · Building and Room Number (if any)	
9. Are your organization's records kept at its mailing address? (If "No," provide address in item 75.) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		Number and Street <b>1064 PONTIAC ROAD</b>	
		City <b>DREXEL HILL</b>	
		State ZIP Code + 4 <b>PA 19026 -</b>	

75. ADDITIONAL INFORMATION	
Item Number	

Each of the undersigned, duly authorized officers of the above labor organization, declares, under the applicable penalties of law, that all of the information submitted in this report (including the information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See Section VI on penalties in the instructions.)

76. SIGNED: <u>Paul J. Schuch</u>	PRESIDENT	77. SIGNED: <u>Gonard J. Cox</u>	TREASURER
<u>3/29/05</u>	(If other title, see instructions.)	<u>3/29/05</u>	(If other title, see instructions.)
Date	Telephone Number <u>610-853-6061</u>	Date	Telephone Number <u>610-853-6061</u>

**During the Reporting Period Did Your Organization:**

10. Have a "subsidiary organization" as defined in Section X of the instructions? .....  Yes  No
11. Create or participate in the administration of a trust or other fund or organization, as defined in the instructions, which provides benefits for members or their beneficiaries? .....  Yes  No
12. Have a political action committee (PAC) fund? .....  Yes  No
13. Acquire or dispose of any goods or property in any manner other than by purchase or sale? .....  Yes  No
14. Have an audit or review of its books and records by an outside accountant or by a parent body auditor/representative? .....  Yes  No
15. Discover any loss or shortage of funds or other property? .....  Yes  No  
*(Answer "Yes" even if there has been repayment or recovery.)*
16. Have any officer who was paid \$10,000 or more by your organization and also received \$10,000 or more as an officer or employee of another labor organization or of an employee benefit plan? .....  Yes  No
17. Liquidate or reduce any liabilities without disbursement of cash? .....  Yes  No

*(If the answer to any of the above questions is "Yes," provide details in Item 75 as explained in the instructions for each item.)*

18. How many members did your organization have at the end of the reporting period?
19. What is the date of your organization's next regular election of officers? MO  YEAR
20. What is the maximum amount recoverable under your organization's fidelity bond for a loss caused by any officer or employee of your organization? \$
21. What are your organization's rates of dues and fees? *(Enter a minimum and maximum if more than one rate applies for any line.)*

Rates of Dues and Fees	
(a) Regular Dues/Fees	\$ <u>2.5 X HRLY RATE</u> per <u>MONTH</u> <i>(Month, Year, etc.)</i>
(b) Initiation Fees	\$ <u>90</u>
(c) Transfer Fees	\$ <u>0</u>
(d) Work Permits	\$ <u>0</u> per <u>MONTH</u> <i>(Month, Year, etc.)</i>

22. During the reporting period, did your organization have any changes in its constitution and bylaws (other than rates of dues and fees) or in practices/procedures listed in the instructions? .....  Yes  No  
*(If the constitution and bylaws or practices/procedures have changed, see the instructions.)*
23. Were any of your organization's assets pledged as security or encumbered in any other way at the end of the reporting period? .....  Yes  No
24. Did your organization have any contingent liabilities at the end of the reporting period? .....  Yes  No

*(If the answer to Item 23 or 24 is "Yes," provide details in Item 75.)*

**STATEMENT A - ASSETS AND LIABILITIES**

FILE NUMBER: **0 1 2 - 6 1 6**

Complete Schedules 1 Through 15 Before Completing Statement A

**Enter Amounts in Dollars Only -- Do Not Enter Cents**

	ASSETS		Start of Reporting Period (A)	End of Reporting Period (B)
	Item	From SCH #		
<b>ASSETS</b>	25. Cash.....		1 2 2 2 5 4	1 2 8 5 4 8
	26. Accounts Receivable.....		0	0
	27. Loans Receivable.....	1	0	0
	28. U.S. Treasury Securities.....		0	0
	29. Investments.....	2	0	0
	30. Fixed Assets.....	5	2 7 7 6 1 5	2 8 8 2 1 3
	31. Other Assets.....	3	0	0
	32. TOTAL ASSETS.....		3 9 9 8 6 9	4 1 6 7 6 1
<b>LIABILITIES</b>	LIABILITIES		Start of Reporting Period (C)	End of Reporting Period (D)
	Item	From SCH #		
	33. Accounts Payable.....		0	0
	34. Loans Payable.....	8	1 6 5 3 9 5	1 4 6 5 8 3
	35. Mortgages Payable.....		0	0
	36. Other Liabilities.....	4	1 4 7 6 5	2 4 2 9
37. TOTAL LIABILITIES.....		1 8 0 1 6 0	1 4 9 0 1 2	
38. NET ASSETS (Item 32 less Item 37).....		2 1 9 7 0 9	2 6 7 7 4 9	

# STATEMENT B - RECEIPTS AND DISBURSEMENTS

FILE NUMBER: 0 1 2 - 6 1 6

Complete Schedules 1 Through 15 Before Completing Statement B

Enter Amounts in Dollars Only -- Do Not Enter Cents

CASH RECEIPTS		From SCH #	AMOUNT	CASH DISBURSEMENTS		From SCH #	AMOUNT
Item				Item			
39. Dues.....			9 5 3 0 0 0	56. To Officers.....	9		1 9 4 9 5 7
40. Per Capita Tax.....			0	57. To Employees.....	10		6 9 1 6 4
41. Fees.....			0	58. Per Capita Tax.....			1 7 4 9 1 8
42. Fines.....			0	59. Fees, Fines, Assessments, etc. ....			0
43. Assessments.....			0	60. Office & Administrative Expense....	13		1 3 0 5 4 7
44. Work Permits.....			0	61. Educational & Publicity Expense...			0
45. Sale of Supplies.....			0	62. Professional Fees.....			5 6 3 6 5
46. Interest.....			0	63. Benefits.....	11		1 5 2 2 6 4
47. Dividends.....			0	64. Contributions, Gifts & Grants.....	12		1 4 2 0
48. Rents.....			0	65. Supplies for Resale.....			0
49. Sale of Investments & Fixed Assets.....	6		0	66. Direct Taxes.....			5 0 4 5 9
50. Loans Obtained.....	8		0	67. Withholding Taxes.....			7 8 7 9 6
51. Repayments of Loans Made.....	1		0	68. Purchase of Investments & Fixed Assets.....	7		2 4 9 4 8
52. On Behalf of Affiliates for Transmittal to Them.....			0	69. Loans Made.....	1		0
53. From Members for Disbursement on Their Behalf....			0	70. Repayment of Loans Obtained.....	8		1 8 8 1 2
54. Other Receipts.....	14		5 5 0 6 6	71. To Affiliates of Funds Collected on Their Behalf.....			0
				72. On Behalf of Individual Members...			0
				73. Other Disbursements.....	15		4 9 1 2 2
55. TOTAL RECEIPTS.....			1 0 0 8 0 6 6	74. TOTAL DISBURSEMENTS .....			1 0 0 1 7 7 2

Enter Amounts in Dollars Only -- Do Not Enter Cents

### SCHEDULE 1 – LOANS RECEIVABLE

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
1.					
2.					
3.					
4. Totals from additional pages (if any)					
5. Totals of loans not listed above	0	0	0	0	0
6. Totals of Lines 1 through 5	0	0	0	0	0
The totals from Line 6 are entered in..... Item 27 ..... Item 69 ..... Item 51 ..... Item 75 ..... Item 27					
			with Explanation		Column (B)

**SCHEDULE 2 - INVESTMENTS**  
**(OTHER THAN U.S. TREASURY SECURITIES)**

FILE NUMBER: **0 1 2 - 6 1 6**

Description (A)	Amount (B)
<b>Marketable Securities</b>	
1. Total Cost	0
2. Total Book Value	0
3. List each marketable security which has a book value over \$1,000 and exceeds 20% of Line 2.	
(a) None	0
(b) _____	
(c) _____	
(d) _____	
<b>Other Investments</b>	
4. Total Cost	0
5. Total Book Value	0
6. List each other investment which has a book value over \$1,000 and exceeds 20% of Line 5. Also list each subsidiary for which separate reports are attached.	
(a) None	0
(b) _____	
(c) _____	
(d) _____	
(e) Total from additional pages (if any)	
7. Total of Lines 2 and 5	0
The total from Line 7 is entered in ..... Item 29, Column (B)	

**SCHEDULE 3 - OTHER ASSETS**

Description (A)	Book Value (B)
1. None	0
2.	
3.	
4.	
5.	
6. Total from additional pages (if any)	
7. Total of Lines 1 through 6	0
The total from Line 7 is entered in ..... Item 31, Column (B)	

**SCHEDULE 4 - OTHER LIABILITIES**

Description (A)	Amount at End of Period (B)
1. PAYROLL WITHHOLDINGS	2 4 2 9
2.	
3.	
4.	
5.	
6. Total from additional pages (if any)	
7. Total of Lines 1 through 6	2 4 2 9
The total from Line 7 is entered in ..... Item 36, Column (D)	

# SCHEDULE 5 - FIXED ASSETS

FILE NUMBER: 0 1 2 - 6 1 6

Description (A)	Cost or Other Basis (B)	Total Depreciation or Amount Expensed (C)	Book Value (D)	Fair Market Value (E)
1. Land (give location): None	0		0	0
2. Totals from additional pages (if any)				
3. Buildings (give location): 1064 PONTIAC ROAD DREXEL HILL	1 6 0 0 0 0	0	1 6 0 0 0 0	1 6 0 0 0 0
4. Totals from additional pages (if any)				
5. Automobiles and Other Vehicles	1 1 8 7 5 2	0	1 1 8 7 5 2	1 1 8 7 5 2
6. Office Furniture and Equipment	9 4 6 1	0	9 4 6 1	9 4 6 1
7. Other Fixed Assets	0	0	0	0
8. Totals of Lines 1 through 7	2 8 8 2 1 3	0	2 8 8 2 1 3	2 8 8 2 1 3
The total from Line 8, Column (D) is entered in.....				Item 30, Column (B)

# SCHEDULE 6 - SALE OF INVESTMENTS AND FIXED ASSETS

Description (if land or buildings, give location) (A)	Cost (B)	Book Value (C)	Gross Sales Price (D)	Amount Received (E)
1. CHEVY BLAZER	1 4 3 5 0	1 4 3 5 0	0	0
2.				
3.				
4.				
5. Totals from additional pages (if any)				
6. Totals of Lines 1 through 5	1 4 3 5 0	1 4 3 5 0	0	0
	7. Less Reinvestments			0
	8. Net Sales			0
The total from Line 8 is entered in .....				Item 49

# SCHEDULE 7 – PURCHASE OF INVESTMENTS AND FIXED ASSETS

FILE NUMBER: 0 1 2 - 6 1 6

Description (if land or buildings, give location) (A)	Cost (B)	Book Value (C)	Cash Paid (D)
1. AUTOMOBILES - 2004 DODGE DURANGO	24948	24948	24948
2.			
3.			
4.			
5. Totals from additional pages (if any)			
6. Totals of Lines 1 through 5	24948	24948	24948
7. Less Reinvestments			0
8. Net Purchases			24948

The total from Line 8 is entered in ..... Item 68

# SCHEDULE 8 -- LOANS PAYABLE

Source of Loans Payable at Any Time During the Reporting Period (A)	Loans Owed at Start of Period (B)	Loans Obtained During Period (C)	Repayment Made During Period		Loans Owed at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
1. CITIZEN'S BANK	113819	0	5947	0	107872
2. CHRYSLER FINANCIAL	51576	0	12865	0	38711
3.					
4.					
5. Totals from additional pages (if any)					
6. Totals of Lines 1 through 5	165395	0	18812	0	146583

The total from Line 6 is entered in ..... Item 34 ..... Item 50 ..... Item 70 ..... Item 75 ..... Item 34  
 Column (C) ..... with Explanation ..... Column (D)

# SCHEDULE 9 - ALL OFFICERS AND DISBURSEMENTS TO OFFICERS

FILE NUMBER: **0 1 2 - 6 1 6**

(A) Name <small>(List all persons who held office during the reporting period even if they received no salary or other disbursements.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Title <small>(Enter title of officer, such as PRESIDENT or TREASURER.)</small>	Status (C)*					
1.	CROSBY MARK BUSINESS MANAGE	6 9 4 5 4	0	0	0	6 9 4 5 4
2.	SCHEB , III PAUL PRESIDENT	6 6 4 4 0	0	0	0	6 6 4 4 0
3.	BATEZEL RICHARD RECORDING SECT	6 3 8 4 4	0	0	0	6 3 8 4 4
4.	COX RONALD TREASURER	6 3 8 4 4	0	0	0	6 3 8 4 4
5.						
6.						
7.						
8. Totals from additional pages (if any)						
9. Totals of Lines 1 through 8		2 6 3 5 8 2	0	0	0	2 6 3 5 8 2
10. Less Deductions				6 8 6 2 5		
The total from Line 11 is entered in ..... Item 56				11. Net Disbursements		
				1 9 4 9 5 7		

\*Code for Status (C): past officer - P; continuing officer - C; new officer during the reporting period - N.

*(If any officer was not elected at a regular election in accordance with your organization's constitution and bylaws, explain in item 75.)*

# SCHEDULE 10 - DISBURSEMENTS TO EMPLOYEES

FILE NUMBER: **0 1 2 - 6 1 6**

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
JORDAN WILLIAM 1. BUSINESS AGENT	1 3 3 6 8	0	0	0	1 3 3 6 8
SCHEB ROSE MARIE 2. SECRETARY	4 7 0 1 4	0	0	0	4 7 0 1 4
SCHEB KIMBERLY 3. SECRETARY	1 4 0 3 6	0	0	0	1 4 0 3 6
SCHEB PATRICK 4. OFFICE CLERK	1 3 6 8 0	0	0	0	1 3 6 8 0
5.					
6. Totals from additional pages (if any)					
7. Totals for all employees who, during the reporting period, received \$10,000 or less in total disbursements from your organization and any affiliates	0	0	0	0	0
8. Totals of Lines 1 through 7	8 8 0 9 8	0	0	0	8 8 0 9 8
9. Less Deductions			1 8 9 3 4		
The total from Line 10 is entered in ..... Item 57			10. Net Disbursements		
			6 9 1 6 4		

# SCHEDULE 11 - BENEFITS

FILE NUMBER: 0 1 2 - 6 1 6

Description (A)	To Whom Paid (B)	Amount (C)
1. HOSPITALIZATION	BLUE CROSS/BLUE SHIELD	5 1 3 5 7
2. GENERAL PENSION	IUOE, WASHINGTON DC	2 8 5 2 1
3. CENTRAL PENSION	CPF, WASHINGTON DC	4 8 5 9 5
4. HEALTH & WELFARE	O'NEILL CONSULTING	1 9 8 2 6
5. Total from additional pages (if any)		3 9 6 5
6. Total of Lines 1 through 5		1 5 2 2 6 4
The total from Line 6 is entered in ..... Item		

# SCHEDULE 12 - CONTRIBUTIONS, GIFTS & GRANTS

# SCHEDULE 13 - OFFICE & ADMINISTRATIVE EXPENSE

Description (A)	Amount (B)
1. NORTH PENN CIVIC ASSOC	2 5 0
2. THE PEGGY BROWNING FUND	3 0 0
3. GAS WORKERS UNION	1 2 0
4. BOB HARRINGTON SCHOLARSHIP	3 0 0
5. EINSTEIN HOS. AUXILIARY	3 0 0
6. D. HILL FOP AND FIREHOUSE	1 5 0
7. Total from additional pages (if any)	
8. Total of Lines 1 through 7	1 4 2 0
The total from Line 8 is entered in ..... Item 64	

Description (A)	Amount (B)
1. PHILA SUBURBAN WATER	1 5 5
2. POSTAGE	1 8 3 3
3. PARKING	1 8 0 9
4. PECO	5 5 7 7
5. MEETING EXPENSE	2 2 6 8 0
6. TELEPHONE EXPENSE	1 1 4 2 0
7. Total from additional pages (if any)	8 7 0 7 3
8. Total of Lines 1 through 7	1 3 0 5 4 7
The total from Line 8 is entered in ..... Item 6C	

**SCHEDULE 14 -  
OTHER RECEIPTS**

Description (A)	Amount (B)
1. IUOE ORGANIZING GRANT	4 4 0 9 7
2. HANSON AGGREGATES REFUND	4 3 5
3. UNION PICNIC TICKETS	5 3 6 3
4. UNION JACKET	6 5
5. PITNEY BOWES REFUND	4 2
6. USE OF CHARGE REIMBURSEMENT	6 9
7. DEPT OF TREASURY REFUND	4 9 9 5
8.	
9.	
10.	
11.	
12.	
13.	
14.	
15.	
16. Total from additional pages (if any)	
17. Total of Lines 1 through 16	5 5 0 6 6
The total from Line 17 is entered in ..... Item 54	

**SCHEDULE 15 -  
OTHER DISBURSEMENTS**

Description (A)	Amount (B)
1. MEMBER REFUND	4 6 3 8
2. STEWARD EXPENSE	9 3 6 1
3. NEGOTIATIONS	8 4 6 4
4. TRAINING EXPENSE	2 3 6 0
5. UNION PICNIC EXPENSE	7 0 0
6. INTEREST ON MORTGAGE	1 0 9 5 8
7. OTHER PAYROLL WITHHOLDINGS	6 3 3 4
8. INSURANCE REIMBURSEMENT	6 3 0 7
9.	
10.	
11.	
12.	
13.	
14.	
15.	
16. Total from additional pages (if any)	
17. Total of Lines 1 through 16	4 9 1 2 2
The total from Line 17 is entered in ..... Item 73	





ORGANIZATION NAME:  
**ENGINEERS, OPERATING, AFL-CIO**

FILE NUMBER: **0 1 2 - 6 1 6**

ENDING DATE OF PERIOD COVERED:  
**12/31/2004**

## 75. ADDITIONAL INFORMATION

Item Number	
12	PAC FUND - CITIZEN'S BANK, ACCOUNT #610146-190-8

ORGANIZATION NAME:  
**ENGINEERS, OPERATING, AFL-CIO**

FILE NUMBER: **0 1 2 - 6 1 6**

ENDING DATE OF PERIOD COVERED:  
**12/31/2004**

**75. ADDITIONAL INFORMATION(continued)**

Item Number	
23	AUTOMOBILES ARE SECURITY ON CHRYSLER FINANCIAL LOAN
	BUILDING IS SECURITY ON CITIZEN'S BANK LOAN

ORGANIZATION NAME:  
**ENGINEERS, OPERATING, AFL-CIO**

FILE NUMBER: **0 1 2 - 6 1 6**

ENDING DATE OF PERIOD COVERED:  
**12/31/2004**

**75. ADDITIONAL INFORMATION (continued)**

Item Number	
22	BEGINNING CASH BALANCE AS OF JANUARY 1, 2004 WAS CHANGED FROM \$142,086 TO \$122,254, DUE TO THE FACT THAT WE DISCOVERED RECONCILING ITEMS THAT WERE NOT RECORDED PROPERLY.

ORGANIZATION NAME:  
**ENGINEERS, OPERATING, AFL-CIO**

FILE NUMBER: **0 1 2 - 6 1 6**

ENDING DATE OF PERIOD COVERED:  
**12/31/2004**

**75. ADDITIONAL INFORMATION (continued)**

Item Number	
75	A CHEVY BLAZER WITH COST OF \$14,350 AND BOOK VALUE OF \$14,350 WAS DISPOSED.

ORGANIZATION NAME:  
**ENGINEERS, OPERATING, AFL-CIO**

FILE NUMBER: **0 1 2 - 6 1 6**

ENDING DATE OF PERIOD COVERED:  
**12/31/2004**

**75. ADDITIONAL INFORMATION (continued)**

Item Number	
17	A PAYROLL WITHHOLDING LIABILITY OF \$14,765 WAS WRITTEN OFF DURING THE YEAR AS IT NO LONGER EXISTS.

(810) 853-6061  
FAX (810) 853-6064

**STATIONARY ENGINEERS LOCAL No. 835**

*International Union of Operating Engineers*

Affiliated with the American Federation of Labor and Congress of Industrial Organizations

1064 PONTIAC ROAD  
DREXEL HILL, PA 19026

MARK CROSBY  
BUSINESS MANAGER

PAUL J. SCHEB, III  
ASST. BUSINESS MANAGER

RICHARD F. BATEZEL, JR.  
BUSINESS AGENT & RECORDING SECRETARY

RONALD J. COX  
ORGANIZER

**2004-012-616**

**INTERNATIONAL UNION OF OPERATING ENGINEERS OFFICERS LIST**

- C PAUL SCHEB, III - PRESIDENT
- C SCOTT KIRK - VICE PRESIDENT
- C RICK BATEZEL - RECORDING SECRETARY
- C JOSEPH DIGIOVANNI - CONDUCTOR
- C JAMES MULHERN - GUARD
- C EDWARD LIEBER - TRUSTEE
- C TIMOTHY DELANEY - TRUSTEE
- C CHARLES SHINE - TRUSTEE
- C MALIK MARABLE - AUDITOR
- C FRANK ISGRO, JR. - AUDITOR
- C CLYDE HOLLAND - AUDITOR

(610) 853-6061  
FAX (610) 853-6064

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**MARK CROSBY**  
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BUSINESS AGENT & RECORDING SECRETARY

**RONALD J. COX**  
ORGANIZER

2004-012-616

**INITIATION AND DUES SCHEDULE FOR INTERNATIONAL UNION OF  
OPERATING ENGINEERS - LOCAL 835- 835A AND 835B - 2004**

LOCAL 835 - INITIATION FEE - \$90.00

LOCAL 835A - INITIATION FEE - \$30.00

LOCAL 835B - INITIATION FEE - \$30.00

UNION DUES FOR ALL MEMBERS OF THE LOCAL ARE 2 1/2 TIMES AN  
EMPLOYEES REGULAR HOURLY RATE OF PAY.

TO MAINTAIN ACTIVE MEMBERSHIP IN THE LOCAL, ALL MEMBERS MUST  
PAY A MINIMUM OF \$14.75 MONTHLY IN DUES.

RE-INSTATEMENT FEE IS \$10.00 PER YEAR FOR EACH YEAR ON WITHDRAW  
UP TO A MAXIMUM FEE OF \$90.00