Report and Financial Statements

31 December 2000

Deloitte & Touche Colmore Gate 2 Colmore Row Birmingham B3 2BN

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REPORT AND FINANCIAL STATEMENTS 2000

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REPORT AND FINANCIAL STATEMENTS 2000

OFFICERS AND PROFESSIONAL ADVISERS

DIRECTORS

JR McAleer

M Sheppard

A P Bird

R D Haworth

G R Menzies

M Rollins

SECRETARY

J R McAleer

REGISTERED OFFICE

Senior UK Limited Oakwood Close Pen-Y-Fan Industrial Estate Crumlin

NP113HY

BANKERS

Natwest **HSBC** PO Box 8765 PO Box 125 **Priory House** 27-32 Poultry Colmore Circus Queensway London EC2P 2BX

Birmingham

B4 6DY

SOLICITORS

Slaughter and May 35 Basinghall Street London EC2V 5DB

AUDITORS

Deloitte & Touche **Chartered Accountants** Colmore Gate 2 Colmore Row Birmingham B3 2BN



DIRECTORS' REPORT

The directors present their annual report and the audited financial statements for the year ended 31 December 2000.

ACTIVITIES

The principal activities of the company are the manufacture of flexible tubing, composites and ducting for the aerospace and automotive industries.

CHANGE OF NAME

On 5th October 2000 the company changed its name to Senior UK Limited.

REVIEW OF DEVELOPMENTS

Turnover for the year increased to £41,577,000 (1999 - £29,301,000) and the company made an operating profit of £2,111,000 (1999 - £2,061,000 loss).

DIVIDENDS AND TRANSFERS TO RESERVES

No interim dividend (1999 - £Nil) was paid during the year and no final dividend is proposed (1999 - £Nil).

FUTURE PROSPECTS

The company began 2001 with a strong order book for both aerospace and automotive products and is well placed to strengthen it's position by securing new contracts during the remainder of the year.

DIRECTORS AND THEIR INTERESTS

The directors who served during the year were as follows:-

I Harrison (resigned 27/10/00)

JR McAleer

M Sheppard

M W Knight (appointed 14/12/00), (resigned 18/05/01)

A P Bird (appointed 14/12/00)

R D Haworth (appointed 14/12/00)

G R Menzies (appointed 14/12/00)

M Rollins (appointed 14/12/00)

None of the directors had any beneficial interests in the share capital of the company during the year.

The directors who served during the year, other than those who were also directors of the ultimate parent company, held the following beneficial interests in the 10p ordinary shares of Senior plc as at 31 December 2000.

	Share	es
	1999	2000
J R McAleer	-	15,500
M W Knight	-	16,681
A P Bird	~	80,000
R Haworth	-	25,510

DIRECTORS' REPORT

		Sha	resave option	ns	
	1999	Granted	Lapsed	Exercised	2000
A P Bird	-	22,270	-	_	22,270
M Sheppard	-	24,018	-	-	24,018
I Harrison	8,469	-	8,469	-	-
J R McAleer	18,442	22,270	18,442	-	22,270
		1999 Execut	ive Share O	ption Plan	
	1999	Granted	Lapsed	Exercised	2000
I Harrison	34,135	138,453	172,588	-	-
M W Knight	-	41,469	-	-	41,469
A P Bird	-	114,454	_	-	114,454
R Haworth	~	166,143	-	-	166,143
M Sheppard	48,924	328,173	-	-	377,097
J R McAleer	20,291	51,415	-	-	71,706

The directors had no other interests requiring to be disclosed under Schedule 7 of the Companies Act 1985.

EMPLOYEE CONSULTATION

Formal and informal meetings are held with employees at the company, and employees are kept informed of developments within the company and Group, and matters affecting them at their place of employment.

DISABLED EMPLOYEES

Applications for employment by disabled persons are always considered, bearing in mind the respective aptitudes and abilities of the applicant concerned. In the event of employees becoming disabled, every effort is made to ensure that their employment with the company continues and that appropriate training is arranged. It is the policy of the company that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

SUPPLIER PAYMENT POLICY

The company's policy is to settle terms of payment with suppliers when agreeing the terms of each transaction, ensure that suppliers are made aware of the terms of payment available and abide by the terms of payment. The average period for payment of trade creditors during the year was 70 days (1999 – 68 days), based on the ratio of trade creditors at the end of the year to the amounts invoiced during the year by suppliers.

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DIRECTORS' REPORT

AUDITORS

Deloitte & Touche were appointed auditors during the year and have expressed their willingness to continue in office as auditors and a resolution to reappoint them will be proposed at the forthcoming Annual General Meeting.

Approved by the Board of Directors and signed on behalf of the Board

J R McAleer

Secretary



STATEMENT OF DIRECTORS' RESPONSIBILITIES

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company as at the end of the financial year and of the profit or loss of the company for that period. In preparing those financial statements, the directors are required to

- select suitable accounting policies and then apply them consistently
- · make judgements and estimates that are reasonable and prudent
- · state whether applicable accounting standards have been followed
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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AUDITORS' REPORT TO THE MEMBERS OF

SENIOR UK LIMITED (formerly Senior Flexonics (UK) Limited)

We have audited the financial statements on pages 7 to 18 which have been prepared under the accounting policies set out on pages 9 and 10.

Respective responsibilities of directors and auditors

As described on page 5 the company's directors are responsible for the preparation of financial statements, which are required to be prepared in accordance with applicable United Kingdom law and accounting standards. It is our responsibility to form an independent opinion, based on our audit, on those statements and to report our opinion to you.

Basis of opinion

We conducted our audit in accordance with United Kingdom auditing standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view of the state of the company's affairs at 31 December 2000 and of its profit for the year then ended and have been properly prepared in accordance with the Companies Act 1985.

Chartered Accountants and Registered Auditors

J. may 2001



Aberdeen, Belfast, Birmingham, Bracknell, Bristol, Cambridge, Cardiff, Crawley, Edinburgh, Glasgow, Leeds, Liverpool, London, Manchester, Milton Keynes, Newcastle upon Tyne, Nottingham, St Albans and Southampton.

Deloitte & Touche

PROFIT AND LOSS ACCOUNT Year ended 31 December 2000

	Note	£000	2000 £000	£000	1999 £000
TURNOVER Continuing operations Discontinued operations		41,577		24,810 4,491	
Total turnover	2		41,577		29,301
Cost of sales			(27,892)		(23,274)
Gross profit			13,685		6,027
Other operating expenses (net)	4		(10,797)		(5,750)
Exceptional reorganisation and rationalisation charges			(777)		(2,338)
OPERATING PROFIT / (LOSS) Continuing operations Discontinued operations	4	2,111		(2,272)	
			2,111		(2,061)
Loss on disposal of discontinued operations Interest payable and similar charges	6		(447)		(1,906) (506)
PROFIT / (LOSS) ON ORDINARY ACTIVITIES BEFORE TAXATION	7		1,664		(4,473)
Tax on profit / (loss) on ordinary activities	8		(436)		(169)
PROFIT / (LOSS) ON ORDINARY ACTIVITIES AFTER TAXATION FOR THE FINANCIAL YEAR	18		1,228		(4,642)

All activities derive from continuing operations.

There are no recognised gains and losses other than the profit/(loss) for both the current and prior financial year. Accordingly, no statement of total recognised gains and losses is given.

There is no material difference between the results as disclosed in the profit and loss account and the results on an unmodified historical cost basis. Accordingly, a note of the historical cost profits and losses for the period is not given.

Deloitte & Touche

BALANCE SHEET 31 December 2000

	Note	2000 £000	1999 £000
FIXED ASSETS			
Intangible assets	9	32,066	-
Tangible assets	10	9,593	10,676
Investments	11	-	33,454
		41,659	44,130
CURRENT ASSETS		 -	
Stocks	12	3,331	3,744
Debtors:	12	5,551	3,744
Amounts falling due within one year	13	8,978	10,069
Amounts falling due after more than one	13	3,770	10,000
year	13	6,999	6,999
Cash at bank and in hand		2,363	1,290
Cash at bank and in hard		2,303	1,270
		21,671	22,102
CREDITORS: amounts falling due		,	, , , , , , , , , , , , , , , , , , , ,
within one year	14	(11,071)	(15,201)
•			
NET CURRENT ASSETS		10,600	6,901
TOTAL ASSETS LESS CURRENT LIABILITIES		52,259	51,031
CREDITORS: amounts falling due			
after more than one year	15	(52,507)	(52,507)
·	••	(52,50.)	(02,507)
PROVISIONS FOR LIABILITIES AND			
CHARGES	16	(858)	(858)
		(1,106)	(2,334)
CAPITAL AND RESERVES			
Called up share capital	17	1,000	1,000
Profit and loss account	18	(2,106)	(3,334)
EQUITY SHAREHOLDERS' FUNDS	19	(1,106)	(2,334)
		=	

These financial statements were approved by the Board of Directors on

Signed on behalf of the Board of Directors

31/5/01

J R McAleer

Director



NOTES TO THE ACCOUNTS Year ended 31 December 2000

1. ACCOUNTING POLICIES

The financial statements are prepared in accordance with applicable accounting standards. The particular accounting policies adopted are described below.

Accounting convention

The financial statements are prepared under the historical cost convention. The company is reliant on the continued financial support of its parent company. The parent company has indicated that such support will be forthcoming and accordingly the financial statements have been prepared on a going concern basis.

Intangible fixed assets

Where costs of acquisition exceed the values attributed to net tangible assets, the difference is treated as goodwill, which is capitalised and amortised on a straight line basis over twenty years which the directors consider to be a resonable maximum economic life. Provision is made for any impairment.

Tangible fixed assets

Fixed assets are shown at cost, net of depreciation and provisions for permanent diminution in value.

Depreciation is provided at rates calculated to write off the cost or valuation, less estimated residual value, of each asset on a straight line basis over its expected useful life, as follows:-

Freehold buildings 50 years

Leasehold buildings Over the period of the lease Plant, machinery and equipment over a maximum of 10 years

Investments

Fixed asset investments are shown at cost less provision for impairment.

Stocks

Stocks are stated at the lower of cost and net realisable value.

Costs incurred in bringing each product to its present location and condition are based on:

Raw materials purchase cost on a first in, first out basis, including

transport

Work in progress and finished goods cost of direct materials and labour, plus an appropriate

proportion of manufacturing overheads based on normal

levels of activity.

Net realisable value is based on estimated normal selling price less further costs expected to be incurred to completion and disposal. Provision is made for obsolete, slow moving or defective items where appropriate.

Deferred taxation

Corporation tax payable is provided on taxable profits at the current rate.

Deferred taxation (which arises from differences in the timing of the recognition of items, principally depreciation, in the accounts and for tax purposes) has been calculated under the liability method. Deferred tax is provided on timing differences which will probably reverse at the rates of tax likely to be in force at the time of reversal. Deferred tax is not provided on timing differences which, in the opinion of the directors, will probably not reverse.

1. ACCOUNTING POLICIES (continued)

Pension costs

The company's employees are members of defined benefit pension schemes where the company makes contributions at rates set by Senior plc on the advice of actuaries to discharge in full the company's pension obligations arising in the year. It is intended that the rates set will reflect regular cost. Accordingly, the amount charged to the profit and loss account is the contribution payable in the year, and any variations from this cost are reflected in the accounts of Senior plc.

Foreign currency

Transactions denominated in foreign currencies are recorded in sterling at actual exchange rates as of the date of the transaction or, where appropriate, at the rate of exchange in a related forward exchange contract. Monetary assets and liabilities denominated in foreign currencies at the year end are reported at the rates of exchange prevailing at the year end or, where appropriate, at the rate of exchange in a related forward exchange contract. Any gain or loss arising from a change in exchange rates subsequent to the date of the transaction is included as an exchange gain or loss in the profit and loss account.

Turnover

Turnover comprises the value of sales (excluding VAT and trade discounts) of goods and services in the normal course of business.

Cash flow statement

Under the provision of FRS 1, the company has not prepared a cash flow statement because the results of the company have been included in the consolidated accounts of Senior plc, whose accounts are publicly available.

Grant income

Grant income of a revenue nature is credited to the profit and loss account when the conditions for receipt of the grant have been met.

2. TURNOVER

The company's turnover and profit on ordinary activities before taxation were wholly attributable to the company's principal activity.

The detailed analysis of turnover by geographical area has been omitted, as permitted by the Companies Act 1985.

3. PRIOR YEAR ACQUISITIONS

On 31 December 1999, the company aquired the share capital of Cork Industries Limited including its trading subsidiaries of Bird Precision Bellows Limited and Baxter, Woodhouse & Taylor Limited for consideration of £33,454,000. The trade and assets of Bird Precision Bellows Limited and Baxter, Woodhouse & Taylor Limited were then transferred to Senior UK Limited on the same day.

In the prior accounts the consideration of £33,454,000 was declared as an investment. Following further review it is considered that this more accurately reflects the goodwill associated with the acquistion of the trade and assets referred to above. Hence this balance has been transferred to goodwill and, subject to any permanent impairment, is being amortised from 1 January 2000 over 20 years.

The fair value of the fixed assets acquired from Baxter, Woodhouse & Taylor Limited has also been reviewed and has been reduced by £300,000 in relation to the valuation of the building.

The revised valuations give rise to purchased goodwill of £33,754,000, as disclosed in note 9, producing an annual amortisation charge of £1,688,000.

4. ANALYSIS OF CONTINUING AND DISCONTINUED OPERATIONS

	Continuing operations £000	Discontinued operations £000	2000 Total £000	Continuing operations £000	Discontinued operations £000	1999 Total £000
Turnover Cost of sales	41,577 (27,892)	-	41,577 (27,892)	24,810 20,817	4,491 3,705	29,301 24,522
Gross profit	13,685		13,685	5,241	786	6,027
Administration expenses excluding amortisation on goodwill Amortisation of goodwill	(4,719) (1,688)		(4,719) (1,688)	(1,901)	(321)	(2,222)
Total administration expenses Distribution Other operating income	(6,407) (4,564) 174		(6,407) (4,564) 174	(1,901) (3,448) 174		(2,222) (3,702) 174
Exceptional reorganisation and rationalisation charges	(10,797)		(10,797) (777)	(5,175)		(5,750)
Net operating expenses	(11,574))	(11,574)	(7,513)	(575)	(8,088)
Operating profit / (loss)	2,111	<u> </u>	2,111	(2,272)	211	(2,061)

5. INFORMATION REGARDING DIRECTORS AND EMPLOYEES

	2000 £000	1999 £000
Directors' remuneration Emoluments	195	153

The above amounts do not include any gains made on the exercise of share options or the value of any shares or share options received under long-term incentive schemes. None of the directors exercised share options in either year.

The number of directors who were contributing members of pension schemes was as follows:-	2000 No	1999 No
Money purchase schemes Defined benefit schemes	1 2	1

5. INFORMATION REGARDING DIRECTORS AND EMPLOYEES (continued)

		2000	1999
		No	No
	Average number of persons employed		
	Production	564	287
	Distribution Sales	8	7
	Administration	69 50	40 21
	Aunqustation		
		691	355
		2000	1999
		£000	£000
	Staff costs during the year (including directors)		
	Wages and salaries	11,510	6,347
	Social security costs	854	469
	Pension costs	628	392
		12,992	7,208
6.	INTEREST PAYABLE AND SIMILAR CHARGES		
		2000	1999
		£000	£000
	On loans from group undertakings	447	506
7.	PROFIT / (LOSS) ON ORDINARY ACTIVITIES BEFORE TAXATION		
	Profit / (Loss) on ordinary activities before taxation	2000	1999
	is stated after charging:	£000	£000
	Depreciation and amounts written off		
	tangible fixed assets	1,939	1,656
	Amortisation of goodwill Hire of plant and machinery:	1,688	-
	Under operating leases	169	134
	Other	7	5
	Other operating lease rentals	103	435
	Exceptional reorganisation and		
	rationalisation charges	777	2,338
	Loss on disposal of discontinued		1.007
	operations Auditors' remuneration	-	1,906
		24	4.0
	Audit services Other services	31 18	18 10
	Office Services	10	

The loss on disposal of discontinued operations relates to the sale of the Tube components division in May 1999. This loss is not tax deductible and does not affect the tax charge for the year.

8. TAX ON PROFIT / (LOSS) ON ORDINARY ACTIVITIES

	2000	1999
	£000	£000
United Kingdom corporation tax at 30% based on the profit for the		
year	436	-
Adjustments to prior years' tax provisions		
Corporation tax	-	169
		
	436	169

The taxation in the profit and loss account is increased by the effect of non-deductable goodwill amortisation and unrecognised deferred tax, but reduced by tax losses brought forward.

9. INTANGIBLE FIXED ASSETS

				Goodwill £000
	On acquisition (see note 3) Amortisation			33,754 (1,688)
	As at 31 December 2000			32,066
10.	TANGIBLE FIXED ASSETS	Freehold property	Plant, machinery and equipment	Total
	Cont	£000	£000	£000
	Cost	3,956	14,658	18,614
	At 1 January 2000 Additions	3,930	1,466	1,474
	Disposals	(8)	(2,045)	(2,053)
	Adjustment to fair values (see note 3)	(300)	(2,043)	(300)
	At 31 December 2000	3,656	14,079	17,735
	Accumulated depreciation	 _		
	At 1 January 2000	614	7,324	7,938
	Charge for the year	75	1,864	1,939
	Disposals		(1,735)	(1,735)
	At 31 December 2000	689	7,453	8,142
	Net book value			
	At 31 December 2000	2,967	6,626	9,593
	At 31 December 1999	3,342	7,334	10,676

11. FIXED ASSET INVESTMENTS

	€000
Cost	
As at 1 January 2000	33,454
Transferred (see note 3)	(33,454)
	
As at 31 December 2000	-
	==-==- -

Subsidiary undertakings

The company has investments in the following significant subsidiary undertakings:

		Ordinary shares holding	
	Nature of business	%	
Cork Industries Limited	Holding company	100	
Bird Precision Bellows Limited	Dormant	100	
Baxter, Woodhouse and Taylor Limited	Dormant	100	

The shares in Cork Industries Limited are held directly by the company. Cork Industries Limited owns the shares in Bird Precision Bellows Limited and Baxter, Woodhouse and Taylor Limited.

12. STOCKS

	2000 £000	1999 £000
	£000	TOOO
Raw materials and consumables	1,350	2,203
Work-in-progress	832	741
Finished goods and goods for resale	1,149	800
	3,331	3,744

There is no material difference between the balance sheet value of stocks and their replacement cost.

13. DEBTORS

		2000	1999
	Amounts falling due within one year:	£000	£000
	Trade debtors	8,067	8,696
	Amounts owed by group undertakings	319	555
	VAT	188	274
	Prepayments and accrued income	404	544
		8,978	10,069
	Amounts falling due after more than one year:		
	Amounts owed by group undertakings	6,999	6,999
14.	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
		2000	1999
		£000	£000
	Bank overdraft	2,702	5,159
	Trade creditors	5,011	6,035
	Amounts owed to group undertakings	682	1,170
	UK corporation tax	436	536
	Other taxation and social security	345	271
	Other creditors	79	7
	Accruals and deferred income	1,816	2,023
		11,071	15,201
15.	CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	R	
		2000	1999
		£000	£000
	Amount owed to group undertaking	52,507	52,507

The amount owed to group undertaking is an interest free unsecured loan from the ultimate parent company who have indicated that payment within a year is not required.

16.	PROVISIONS FOR LIABILITIES AND CHARGES		
		2000 £000	1999 £000
	Deferred taxation	0.50	741
	Balance at 1 January 2000 Acquistion of business	858	741 117
	Balance at 31 December 2000	858	858
	The amounts provided in the accounts and the amounts not provided are as follows:		
	Provided	Not pro	ovided
	2000 1999	2000	1999
	0003 0003	£000	£000
	Accelerated capital allowances 858 858	112	544
17.	CALLED UP SHARE CAPITAL		
		2000	1999
		£000	£000
	Authorised, allotted, called up and fully paid	2000	
	800,000 'A' Ordinary shares of £1 each	800	800
	200,000 'B' Ordinary shares of £1 each	200	200
		1,000	1,000
	Under the company's Articles of Association, each 'A' ordinary share carries on ordinary share carries five votes. The 'A' and 'B' shares rank equally in all other response		each 'B'
18.	PROFIT AND LOSS ACCOUNT		
			£000
	At 1 January 2000		(3,334)
	Profit for the financial year		1,228
	At 31 December 2000	•	(2,106)
19.	RECONCILIATION OF MOVEMENTS IN SHAREHOLDERS' FUNDS	•	
19.	RECONCILIATION OF MOVEMENTS IN SHAREHOLDERS FUNDS		
		2000 £000	1999 £000
	Profit / (Loss) for the financial year	1,228	(4,642)
	Opening shareholders' funds	(2,334)	2,308
	Closing shareholders' funds	(1,106)	(2,334)

20. FINANCIAL COMMITMENTS

2000 £000	1999 £000
Capital commitments	2000
Contracted for but not provided 238	340
	

Operating lease commitments

At 31 December 2000, the company was committed to making the following payments during the next year in respect of operating leases:

		2000		1999	
	Property £000	Plant and equipment £000	Property £000	Plant and equipment £000	
Leases which expire:					
Within one year	-	26	81	51	
Within 2 to 5 years	-	103	_	104	
After 5 years	22	-	22	-	
	22	129	103	155	

The company leases certain land and buildings under operating leases. The rents payable under these leases are subject to renegotiation at various intervals specified in the leases. The company pays all insurance, maintenance and repairs of these properties

Guarantees

(a) Private replacement loans

The company is a guarantor, jointly and severally, with certain other group companies of US\$75million (1999 – US\$75million) unsecured loan notes, issued under agreements dated 22 October 1998.

The company is a guarantor, jointly and severally, with certain other Group companies, of US\$30million (1999 – US\$30million) unsecured loan notes under amended and restated agreements dated 31 October 1995 and 15 January 1999.

(b) Bank guarantees

The company is a guarantor, jointly and severally, with certain other group companies, of all indebtedness of these other group companies to two of the group's UK clearing bankers.

(c) Revolving credit facility

The company is a guarantor, jointly and severally, with certain other UK group companies of a committed five year £100 million multi currency revolving credit facility for the Group dated 28 June 1999. At 31 December 2000 the total amounts borrowed under the facility were £85.3 million (1999 £79.7 million) comprising £22.5 million, Danish Kroner 20.0 million, Swedish Kroner 13.5 million, Euro 30 million, Yen 1,200 million and US\$51 million at variable interest rates.

20. FINANCIAL COMMITMENTS (continued)

Pension arrangements

The company contributes the regular cost of providing pension benefits for its employees to the group pension schemes. Any variation from this regular contribution is reflected in the accounts of the ultimate parent company, Senior plc.

The pension cost charge for the year was £628,000 (1999 - £392,000). Outstanding contributions of £74,000 (1999 - £71,000) at the end of the year are shown in the balance sheet within creditors (accruals) falling due within one year. Further details of the group schemes and the actuarial valuations are given in the accounts of the ultimate parent company, Senior plc.

21. ULTIMATE PARENT COMPANY

The company's immediate parent company is Senior Engineering Investments Limited.

The company's ultimate parent company, which prepares consolidated accounts incorporating the company's results, is Senior plc, whose registered office is at 59/61 High Street, Rickmansworth, Hertfordshire WD3 1RH. The consolidated accounts of the group are available to the public and may be obtained from the aforementioned address.

22. RELATED PARTY TRANSACTIONS

Transactions with group entities are not disclosed as the company is a wholly owned subsidiary of a company which produces consolidated accounts that are publicly available.