

NEBRASKA ACCOUNTABILITY AND DISCLOSURE COMMISSION 1225 L Street, Suite 400 P.O. Box 95086 Lincoln, NE 68509 (402) 471-2522 www.nadc.nebraska.gov	CAMPAIGN STATEMENT COMMITTEES Candidate and Ballot Questions Committees NADC FORM B-1 Electronic Version 1.0	POSTMARK DATE	
		MICROFILM NUMBER	
		OFFICE USE ONLY	
		Amended On: 8/16/2023 11:50:20 AM	

- All political committees required to register with the Commission must file periodic Campaign Statements.
- Attach all schedules (A-D) and type or print all information.
- Late filing fee for filing this statement after the due date is \$25 for each day the statement remains not filed, not to exceed \$750.
- Persons who fail to file this report or otherwise do not comply with the reporting provisions of the law are subject to penalties.

ITEM 1	NAME OF COMMITTEE AND COMMITTEE TREASURER		
Committee Name	NEBRASKANS FOR PAID SICK LEAVE		Telephone No: (402) 671-1251
Address	15113 LAUREL AVENUE	OMAHA	NE 68116
	STREET ADDRESS	CITY	STATE ZIP CODE
Address	15113 LAUREL AVENUE	OMAHA	NE 68116
	MAILING ADDRESS (if different from street address)	CITY	STATE ZIP CODE
Treasurer	JO GILES		NOELLE.OBERMEYER@GMAIL.COM
			Email
Address	15113 LAUREL AVENUE, OMAHA, NE 68116		Telephone No. (402) 671-1251

ITEM 2	DATE OF ELECTION FOR WHICH STATEMENT IS FILED:		
	December	31	2023
	MONTH	DAY	YEAR

ITEM 3	NATURE OF FILING
JULY MONTHLY CAMPAIGN STATEMENT (FORM B-1) Report for Period beginning 1/1/2023 and ending 7/26/2023	

ITEM 4	REPORTING PERIOD
THIS STATEMENT COVERS A PERIOD FROM	January 1 2023 July 26 2023
	MONTH DAY YEAR MONTH DAY YEAR

ITEM 5	BALLOT QUESTION COMMITTEE
Ballot Question	Support or Oppose
INITIATIVE MEASURE 436 AMEND NEBRASKA CONSTITUTION TO REQUIRE BUSINESSES WITH FEWER THAN 20 EMPLOYEES TO PROVIDE AT LEAST 40 HOURS PAID SICK LEAVE PER YEAR AND BUSINESSES WITH 20 OR MORE EMPLOYEES TO PROVIDE AT LEAST 56 HOURS PAID SICK LEAVE PER YEAR.	SUPPORT

The following summary sections require the reporting of total receipts and expenditures of the committee and the balance of cash on hand at the beginning and end of the reporting period. All contributions and expenditures must be reported here including in-kind contributions and expenditures, pledges and loans. Schedules A through D require additional disclosures as specified for each schedule.

SUMMARY OF RECEIPTS			
1. PREVIOUS RECEIPTS REPORTED FOR THIS ELECTION YEAR..... (Use previous Line 10, OR for first statement of an election year or an Annual enter zero)			\$0.00
2. CASH CONTRIBUTIONS (A) Candidate's Own Funds..... THIS PERIOD FROM: (B) Other Individuals..... (C) All Other Sources.....	\$0.00 \$0.00 \$480,000.00		
3. LOANS RECEIVED THIS PERIOD* (Schedule C, Section 1, Line 2).....	\$0.00		
4. INTEREST FROM CHECKING ACCOUNT..... TOTAL CASH RECEIVED THIS PERIOD(Line 2(A,B, & C) Plus Lines 3 and 4).....	\$0.00 \$480,000.00		
5. DEDUCT LOAN REPAYMENTS (Schedule C, Section 1, Line 3).....	\$0.00		
6. NET CASH RECEIVED THIS PERIOD (Total Cash Minus Line 5).....		\$480,000.00	
7. IN-KIND CONTRIBUTIONS (A) Candidate..... THIS PERIOD (Contributions (B) Other Individuals..... Other than cash.) FROM: (C) All Other Sources..... TOTAL IN-KIND CONTRIBUTIONS (To line 15 Below).....	\$0.00 \$0.00 \$35,565.50		
		\$35,565.50	
8. UNPAID PLEDGES (A) Candidate..... THIS PERIOD FROM: (B) Other Individuals..... (C) All Other Sources..... TOTAL UNPAID PLEDGES.....	\$0.00 \$0.00 \$0.00		
		\$0.00	
9. NET RECEIPTS THIS PERIOD (Lines 6 Plus 7 Plus 8).....			\$515,565.50
10. TOTAL RECEIPTS FOR THE ELECTION YEAR TO DATE (Line 1 Plus Line 9).....			\$515,565.50
OTHER INFORMATION			
11. LOANS REPAID BY THIRD PARTIES THIS PERIOD.....	\$0.00		
12. LOANS FORGIVEN THIS PERIOD.....	\$0.00		
SUMMARY OF EXPENDITURES			
13. PREVIOUS EXPENDITURES REPORTED FOR THIS ELECTION YEAR..... (Use previous Line 17, OR for first statement of an election year or an Annual enter zero)			\$0.00
14. CASH EXPENDITURES THIS PERIOD.....		\$385,851.27	
15. IN-KIND EXPENDITURES THIS PERIOD		\$35,565.50	
16. TOTAL EXPENDITURES THIS PERIOD (Line 14 Plus Line 15).....			\$421,416.77
17. TOTAL EXPENDITURES FOR THE ELECTION YEAR TO DATE (Line 13 + Line 16).....			\$421,416.77
18. BALANCE OF UNPAID EXPENDITURES AT CLOSE OF PERIOD (From Sched.D Sect.2)...	\$0.00		
19. TOTAL EXPENDITURES AND EQUIVALENTS AT CLOSE OF PERIOD (Line 17 + Line 18)		\$421,416.77	
CASH BALANCE SUMMARY			
20. CASH ON HAND AT BEGINNING OF PERIOD (From Line 27 of Prior Report).....			\$0.00
21. CASH RECEIVED IN PAYMENT OF PLEDGES REPORTED IN A PRIOR PERIOD.....			\$0.00
22. CASH RECEIPTS THIS PERIOD (From Line 6 Above).....			\$480,000.00
23. SUBTOTAL (Lines 20 Plus 21 Plus 22).....			\$480,000.00

24.	CASH EXPENDITURES THIS PERIOD (From Line 14 Above).....	\$385,851.27
25.	SUBTOTAL (Line 23 Minus Line 24).....	\$94,148.73
26.	ADJUSTMENTS FOR CASH RECEIPTS (OR EXPENDITURES) NOT INCLUDED ELSEWHERE*.....	\$0.00
27.	CASH ON HAND AT CLOSE OF THIS PERIOD (Line 25 Plus or Minus Line 26).....	\$94,148.73
28.	VALUE OF INVESTMENTS HELD BY COMMITTEE AT CLOSE OF PERIOD.....	
29.	TOTAL CASH AND CASH EQUIVALENTS AT CLOSE OF PERIOD (Lines 27 Plus Line 28).....	\$94,148.73

***NOTE:** Line 3 - Note restrictions on loans

Line 24 - Include an explanation of all adjustments. Use Section 2 of Schedule C on page 5 or the space provided on page 10.

SCHEDULE A - Contributions Over \$250 Received from the Candidate or Other Individuals*

List all individuals, including the candidate, who contributed an aggregate total of more than \$250 during the election year (e.g., an individual who gave \$150 during the Primary Election and \$125 during the General Election **must be listed since their total contributions during the election year exceed \$250**). All contributions from the same donor must be listed under the same name. In the first column list the name and address of each individual who has contributed a cumulative total of more than \$250 during the election year. In the next column, list the date of each contribution which has not been previously reported. If you are filing your first Campaign Statement of the Election Year or an Annual statement, Column A will be zero. If you are filing a second or any subsequent campaign statement during the election year, under Column A: list the total amount of contributions previously reported from each individual during the election year; and, for newly listed individuals, list all their previously unreported contributions (e.g., an individual gave \$125 this period and had previously made contributions of \$100 and \$50 earlier in the election year, \$100 and \$50 would each be listed under Column A). In Columns B, C, and D, list each contribution received during this period. In Column E, list the total contributions received from each of the individuals listed for the election year to date.

-REFERENCE CANDIDATE COMMITTEE TREASURER'S GUIDE FOR EXAMPLES-

Name, Street Address, City, and State of Each Individual Who Contributed a Cumulative Total of More Than \$250 During the Election Year	Date of Each Contribution Not Previously Listed	Previous Contributions During the Election Year A +	Cash Contributions This Period B +	In-Kind Contributions This Period C +	Unpaid Pledges This Period D =	Total Contributions Election Year to Date E
Total Schedule A						\$0.00

***REMINDER:** All individuals who contributed a cumulative total of more than \$250 during the election year, must be listed, including those shown on previous Campaign Statements filed for this election year.

SCHEDULE B - Contributions Over \$250 Received from all Sources except Individuals*

List all businesses, political committees and other entities who contributed an aggregate total of more than \$250 during the election year (e.g., a PAC which gave \$150 during the Primary Election and \$125 during the General Election **must be listed since its cumulative total contributed during the election year is more than \$250.**) Do not include contributions from individuals, they should be listed on Schedule A. All contributions from the same donor must be listed under the same name. In the first column list the name and address of each business, political committee or other entity who contributed a cumulative total of more than \$250 during the election year. Also, be sure to list the treasurer's name if from a political committee. In the next column, list the date of each contribution which has not been previously reported. If you are filing your first Campaign Statement of the Election Year or an Annual statement, Column A will be zero. If you are filing a second or any subsequent campaign statement during the election year, under Column A: list the total amount of contributions previously reported from each contributor during the election year; and, for newly listed contributors, list all their previously unreported contributions (e.g., a PAC gave \$125 this period and had previously made contributions of \$100 and \$50 earlier in the election year, \$100 and \$50 would each be listed under Column A). In Columns B, C, and D, list each contribution received during this period. In Column E, list the total contributions received from each of the contributors listed for the election year to date.

Name, Street Address, City and State of Each Contributor Who Contributed a Cumulative Total of More Than \$250 During the Election Year	Date of Each Contribution Not Previously Listed	Total Contributions Previously Reported During Election Year A +	Cash Contributions This Period B +	In-Kind Contributions This Period C +	Unpaid Pledges This Period D =	Total Contributions Election Year to Date E
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NOTE: DESCRIBE IN-KIND CONTRIBUTIONS IN THE FIRST COLUMN; ON SCHEDULE D SECTION 1; OR, IN THE SPACE PROVIDED ON PAGE 9.

-REFERENCE CANDIDATE COMMITTEE TREASURER'S GUIDE FOR EXAMPLES-

ACLU NEBRASKA FOUNDATION, INC. 134 S. 13TH STREET, SUITE 1010, LINCOLN, NE 68508 In-Kind Desc: PRINTING	7/17/2023			\$56.31		\$2,420.65
ACLU NEBRASKA FOUNDATION, INC. 134 S. 13TH STREET, SUITE 1010, LINCOLN, NE 68508 In-Kind Desc: STAFF TIME	7/26/2023			\$2,364.34		\$2,420.65
NEBRASKA APPLESEED ACTION FUND 941 O STREET, SUITE 920, LINCOLN, NE 68508 In-Kind Desc: FILING FEE	6/20/2023			\$100.00		\$21,567.74
NEBRASKA APPLESEED ACTION FUND 941 O STREET, SUITE 920, LINCOLN, NE 68508 In-Kind Desc: DOMAIN NAME	6/29/2023			\$210.48		\$21,567.74
NEBRASKA APPLESEED ACTION FUND 941 O STREET, SUITE 920, LINCOLN, NE 68508 In-Kind Desc: DOMAIN NAME	7/7/2023			\$29.88		\$21,567.74
NEBRASKA APPLESEED ACTION FUND 941 O STREET, SUITE 920, LINCOLN, NE 68508 In-Kind Desc: EMAIL SERVER	7/11/2023			\$1.00		\$21,567.74
NEBRASKA APPLESEED ACTION FUND 941 O STREET, SUITE 920, LINCOLN, NE 68508 In-Kind Desc: STAFF REIMBURSEMENT	7/15/2023			\$72.05		\$21,567.74

NEBRASKA APPLESEED ACTION FUND 941 O STREET, SUITE 920, LINCOLN, NE 68508 In-Kind Desc: STAFF REIMBURSEMENT	7/17/2023			\$156.50		\$21,567.74
NEBRASKA APPLESEED ACTION FUND 941 O STREET, SUITE 920, LINCOLN, NE 68508 In-Kind Desc: PRINTING	7/21/2023			\$345.48		\$21,567.74
NEBRASKA APPLESEED ACTION FUND 941 O STREET, SUITE 920, LINCOLN, NE 68508 In-Kind Desc: STAFF TIME	7/26/2023			\$4,718.72		\$21,567.74
NEBRASKA APPLESEED ACTION FUND 941 O STREET, SUITE 920, LINCOLN, NE 68508 In-Kind Desc: STAFF TIME	7/26/2023			\$15,933.63		\$21,567.74
SIXTEEN THIRTY FUND 1828 L STREET NW, SUITE 300-B, WASHINGTON, DC 20036	6/30/2023		\$400,000.00			\$481,075.00
SIXTEEN THIRTY FUND 1828 L STREET NW, SUITE 300-B, WASHINGTON, DC 20036 In-Kind Desc: LEGAL FEES - DANIEL GUTMAN	7/5/2023			\$6,075.00		\$481,075.00
SIXTEEN THIRTY FUND 1828 L STREET NW, SUITE 300-B, WASHINGTON, DC 20036	7/26/2023		\$75,000.00			\$481,075.00
VOICES FOR CHILDREN IN NEBRASKA 7521 MAIN STREET, SUITE 103, OMAHA, NE 68127 In-Kind Desc: STAFF TIME	7/26/2023			\$262.50		\$262.50
WOMEN'S FUND OF OMAHA 1111 NORTH 13TH STREET, SUITE 106, OMAHA, NE 68102 In-Kind Desc: STAFF TIME	7/26/2023			\$4,235.29		\$4,235.29
NEBRASKA STATE AFL-CIO 2012 S 13TH STREET, LINCOLN, NE 68502	7/20/2023		\$5,000.00			\$5,000.00
HEARTLAND WORKERS CENTER 4923 S 24TH #3A, OMAHA, NE 68107 In-Kind Desc: STAFF TIME	7/26/2023			\$366.87		\$366.87
THE FAIRNESS PROJECT 2300 18TH STREET NW, UNIT 21337, WASHINGTON, DC 20009 In-Kind Desc: WEBSITE	7/15/2023			\$500.00		\$500.00
Total Schedule B			\$480,000.00	\$35,428.05		\$515,428.05

SCHEDULE C - Section 1: Schedule of Loans

All loans the committee received or made must be listed. List full name and address of each lender, guarantor and co-signer of loans over \$250. List the full name and address of any third party making payments totaling more than \$250 on a loan. Interest paid by the committee should not be reported on this Schedule but in the Summary of Expenditures and if more than \$250, on Schedule D, Section 1. Campaign purchases made by the candidate and others who will be reimbursed are not loans and should be listed on Schedule D Section 2.

Name and Street Address of Lender and any Guarantors and Co-Signers	Date	Unpaid Balance From Prior Period A +	Amount Received This Period B -	Amount Repaid This Period C -	Amount Forgiven This Period D -	Amount Paid by Third Party This Period E =	Unpaid Balance F
TOTALS							\$0.00

SCHEDULE C - Section 2: Miscellaneous Transactions

List all transactions not otherwise reported or described on another schedule. Include the date the transaction occurred, the total amount of the receipt or expenditure and an explanation of the transaction. Be sure to include names in the description, e.g. contributor, committee, payee, etc. Include all transactions from Page 2 line 4 of the Summary of Receipts and line 25 of the Cash Balance Summary.

Date	Amount	Nature	Description
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*NOTE: Anonymous contributions are those contributions from donors of unknown identity. Contributions of \$50 or less received as a result of fundraising events or from the sale of political merchandise are not considered anonymous contributions.

No committee, or other person, shall accept or expend an anonymous contribution. If an anonymous contribution is received, it shall not knowingly be deposited but shall be given to a tax exempt charitable organization. The charitable organization receiving the contribution shall provide the person with a receipt. (Attach receipt.)

SCHEDULE C - Section 3: Schedule of Unpaid Pledges Receivable

Pledges initially reported on Schedule A or Schedule B must be listed here until paid, rescinded or forgiven. List the full name and address of each contributor from Schedule A or Schedule B who was reported as making a pledge to the committee. Report cash received in payment of the pledge and amounts rescinded or forgiven.

Name and Street Address of Pledge Contributor	Date	Unpaid Balance From Prior Period A +	Amount of Pledge Received this Period B -	Cash Received in Payment of Pledge this Period C -	Amount Forgiven or Rescinded this Period D =	Unpaid Balance E
Totals Schedule C Section 3						\$0.00

SCHEDULE D - Section 1: Expenditures of Over \$250 this Period*

List all payees who were paid more than \$250 during this reporting period. If multiple payments to the same payee totaled more than \$250 throughout this reporting period, those expenditures must be listed. *Reporting period refers to your entry on Page 1 under Item 4. Expenditures to the same payee over separate reporting periods should not be accumulated.* Expenditures to the same payee must be listed under the same name.

If the committee reimburses the candidate or pays an agent (e.g. an advertising agency) of the committee for expenses they incurred on behalf of the committee, list the payments the committee made to the candidate or agent on this schedule and list the payees who received payment from the candidate or agent on Schedule D – Section 3.

Name, Street Address, City and State of Each Payee to Whom Expenditures of more than \$250 Were Made During the Reporting Period	Purpose of Each Expenditure (Include a Brief Description)	Date of Each Expenditure This Reporting Period	Amount of Expenditures This Reporting Period A +	Amount of In-Kind Expenditures This Reporting Period B =	Total Cash and In-Kind Expenditures This Reporting Period C
-REFERENCE CANDIDATE COMMITTEE TREASURER'S GUIDE FOR EXAMPLES-					
ACLU NEBRASKA FOUNDATION, INC. 134 S. 13TH STREET, SUITE 1010, LINCOLN, NE 68508	PRINTING	7/17/2023		\$56.31	\$2,420.65
	STAFF TIME	7/26/2023		\$2,364.34	
EQUAL PUBLIC BENEFIT CORP 2021 FILLMORE ST #9138, SAN FRANCISCO, CA 94115	DATA SERVICES	7/25/2023	\$25,000.00		\$25,000.00
GOLDENROD PRINTING (GOLDENROD PRINTING & MAIL LLC, DBA) 2801 CORNHUSKER HIGHWAY, LINCOLN, NE 68504	PRINTING	7/24/2023	\$805.38		\$805.38
HEARTLAND WORKERS CENTER 4923 S 24TH #3A, OMAHA, NE 68107	STAFF TIME	7/26/2023		\$366.87	\$366.87
LANDSLIDE POLITICAL 650 S 500 W #221, SALT LAKE CITY, UT 84101	SIGNATURE COLLECTION	7/5/2023	\$360,000.00		\$360,000.00
NEBRASKA APPLESEED ACTION FUND 941 O STREET, SUITE 920, LINCOLN, NE 68508	FILING FEE	6/20/2023		\$100.00	\$21,567.74
	DOMAIN NAME	6/29/2023		\$210.48	
	DOMAIN NAME	7/7/2023		\$29.88	
	EMAIL SERVER	7/11/2023		\$1.00	
	STAFF REIMBURSEMENT	7/15/2023		\$72.05	
	STAFF REIMBURSEMENT	7/17/2023		\$156.50	
	PRINTING	7/21/2023		\$345.48	

	STAFF TIME	7/26/2023		\$4,718.72	
	STAFF TIME	7/26/2023		\$15,933.63	
SIXTEEN THIRTY FUND 1828 L STREET NW, SUITE 300-B, WASHINGTON, DC 20036	LEGAL FEES - DANIEL GUTMAN	7/5/2023		\$6,075.00	\$6,075.00
THE FAIRNESS PROJECT 2300 18TH STREET NW, UNIT 21337, WASHINGTON, DC 20009	WEBSITE	7/15/2023		\$500.00	\$500.00
VOICES FOR CHILDREN IN NEBRASKA 7521 MAIN STREET, SUITE 103, OMAHA, NE 68127	STAFF TIME	7/26/2023		\$262.50	\$262.50
WOMEN'S FUND OF OMAHA 1111 NORTH 13TH STREET, SUITE 106, OMAHA, NE 68102	STAFF TIME	7/26/2023		\$4,235.29	\$4,235.29
Totals Schedule D Section 1			\$385,805.38	\$35,428.05	\$421,233.43

SCHEDULE D - Section 2: Unpaid Bills and Other Accrued Expenses

List all unpaid bills, accounts payable and other payments owed by the committee, i.e., accrued expenses for goods, materials, services or facilities received, for which payment has not been made as of the closing date of this statement. Include any amounts owed to the candidate if the candidate intends to seek reimbursement from the committee. If the exact amount of an unpaid bill is unknown, report a reasonable estimate of the amount owed. Loans are not to be reported in this Schedule. Loans are reportable in Section 1 of Schedule C.

PROVIDE THE ITEMIZED INFORMATION BELOW FOR AMOUNTS KNOWN OR ESTIMATED TO BE MORE THAN \$250.

NOTE: Goods and services for which the committee has obligated itself to pay are reportable unpaid bills or accrued expenses even if payment is not yet due and the specific amount to be paid is not yet known.

Date of Billing or Account Incurred	Name and Street Address of Creditor	Description of Goods, Services or Facilities Received	Amount Unpaid
Total of Itemized Unpaid Bills and Other Accrued Expenses			\$0.00
Total of Unpaid Bills and Other Accrued Expenses of \$250 Or Less			\$0.00
Total of All Unpaid Bills and Other Accrued Expenses			\$0.00

SCHEDULE D - Section 3: Agent and Independent Contractor Payees (aka 3rd Party Payees)

If the committee reimburses the candidate or pays an agent (e.g. an advertising agency) for expenses they incurred on behalf of the committee, the committee must list those vendors who received payment(s) from the candidate or agent of the committee. For example, the Candidate Committee has directly paid Person A \$1,000 to provide goods or services and Person A (acting as an agent) has paid Person B (a third party) \$500 to provide some of those goods or services, Person B (the third party) must be listed on this schedule since they received that payment from Person A. Third party payees of unpaid Agents (those listed on Schedule D Section 2) also require disclosure on this schedule.

Alternatively, this information may be reported by the agent on an *Agent's Expenditure Report* (NADC Form B-10). The committee should have agreements with its agents and independent contractors as to who will be responsible for reporting this information. If the agent will be responsible for disclosing that information please indicate that those payees will be reported by the agent on Form B-10.

List the (3rd party) payees who received payment(s) from an "agent" currently or previously listed on Schedule D – Section 1 and Schedule D – Section 2. Reference the agent from Schedule D – Section 1 and Schedule D – Section 2 in the "Purpose" box along with the description of the transaction.

Name, Street Address, City and State of the Payee	Purpose of Each Expenditure (Include a Brief Description and the Agents' Name)	Date of Each Expenditure	Amount of Each Expenditure	Total
BCOM SOLUTIONS LLC 747 O STREET, SUITE 150, LINCOLN, NE 68508	Description: WEBSITE Agent: THE FAIRNESS PROJECT	7/15/2023	\$500.00	\$500.00
DANIEL GUTMAN LLC 300 S 19TH ST SUITE 312, LINCOLN, NE 68102	Description: LEGAL FEES- DANIEL GUTMAN Agent: SIXTEEN THIRTY FUND	7/5/2023	\$6,075.00	\$6,075.00
GOLDENROD PRINTING (GOLDENROD PRINTING & MAIL LLC, DBA) 2801 CORNHUSKER HIGHWAY, LINCOLN, NE 68504	Description: PRINTING Agent: ACLU NEBRASKA FOUNDATION, INC.	7/17/2023	\$56.31	\$56.31
THE PRINTER 5609 S 49TH ST, LINCOLN, NE 68516	Description: PRINTING Agent: NEBRASKA APPLESEED ACTION FUND	7/21/2023	\$345.48	\$345.48

VERIFICATIONS

TREASURER'S VERIFICATION

I, _____ Entered by NADC Admin User _____, state that I have used all reasonable diligence in the preparation of this
(NAME OF TREASURER)

Campaign Statement, and to my knowledge it is true, correct and complete.

8/16/2023

(DATE)

Entered by NADC Admin User

(SIGNATURE OF TREASURER)

CANDIDATE'S VERIFICATION (For Candidate Committees Only)

I, _____, state that i have used all reasonable diligence in the preparation of this
(NAME OF CANDIDATE)

Campaign Statement, and to my knowledge it is true, correct and complete.

8/16/2023

(DATE)

(SIGNATURE OF CANDIDATE)