

HULCOTT PARISH COUNCIL

REGISTER OF MEMBERS' INTERESTS

GENERAL NOTICE OF REGISTRABLE INTERESTS

I, (full name) (Please print)

PETER FENTON-O'CREEVY

a Member of (authority)

Hulcott Parish Council

PART 1 – Disclosable Pecuniary Interests

1. Employment, office, trade, profession or vocation	
Any employment, office, trade, profession or vocation carried on for profit or gain. State the name of your employer/company and job title	Member Folk Research Ltd Founding Director
	Spouse/partner Folk Research Ltd Consultant Lesley Fenton Properties Ltd Managing Director
2. Sponsorship	
Any payment or provision of any other financial benefit (other than from the Council) made or provided within the last 12 months in respect of any expenses incurred in carrying out your duties as a member or towards your election expenses State the name the body making the payment Note: This includes any payment or financial benefit from a Trade Union	Member None
	Spouse/partner None

3. Contracts	
<p>Any contract (which has not been fully discharged) for the provisions of goods, services or the execution of works made between the Council and you or a firm in which you are a partner, a company of which you are a remunerated director or a company in whose securities you have a beneficial interest.</p> <p>Give a description of the contract</p>	<p>Member</p> <p>None</p>
	<p>Spouse/partner</p> <p>None</p>
4. Land	
<p>Any land in the Council's area in which you have a beneficial interest.</p> <p>This will include your place of residence if you own or rent it and it is within the Council's area.</p> <p>It also includes any property from which you receive rent, or of which you are the mortgagee.</p> <p>Give the address/description of the land</p>	<p>Member</p> <p>The Granary, Hildett and 2.5 acres of land adjacent</p>
	<p>Spouse/partner</p> <p>The Granary, Hildett and 2.5 acres of land adjacent</p>
5. Licences	
<p>Any land in the Council's area for which you have a licence (alone or jointly with others) to occupy for a month or longer.</p> <p>This will include any allotments that you use.</p> <p>Give the address/description of the land</p>	<p>Member</p> <p>None</p>
	<p>Spouse/partner</p> <p>None</p>

6. Corporate Tenancies

Any tenancy where to your knowledge the landlord is the Council and the tenant is a body in which you are a partner, a company of which you are a remunerated director or a company in whose securities you have a beneficial interest.

Give a description of the tenancy

Member

None

Spouse/partner

None

7. Securities

A body who to your knowledge **has a place of business or land in the Council's area**, and in whom you have a beneficial interest in a class of securities that exceeds the nominal value of £25,000 or one hundredth of the total issued share capital of that body or if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you have a beneficial interest exceeds one hundredth of the total issued share capital of that class.

List the names of any companies, industrial and provident societies or other bodies corporate that (to your knowledge) are active in the Council's area.

You do not need to state the extent of your interest.

Member

Folk Research Ltd
Ledley Fenton Properties Ltd

Spouse/partner

Folk Research Ltd
Ledley Fenton Properties Ltd.

PART 2 – Other Personal Interests

You are only required to disclose your own personal interests under the headings listed below.
Please state “none” where appropriate

8. Membership of other bodies	
<p>8.1 Any body of which you are a member or in a position of general control or management and to which you are appointed or nominated by the Council. Note: These will be need to be added after Annual Council</p> <p>Give the names of the body/ies</p>	None
<p>8.2 Any body exercising functions of a public nature of which you are a member or in a position of general control or management. This will include other local authorities of which you are a member. It also includes government agencies, public health bodies, council-owned companies and school governorships</p> <p>Give the names of the body/ies</p>	None
<p>8.3 Any body directed to charitable purposes of which you are a member or in a position of general control or management. This will include membership of any registered charities such as Rotary or Lions. Membership of masonic organisations which are registered charities with the Charities Commission will also fall within this category.</p> <p>Give the names of the body/ies</p>	None
<p>8.4 Any body one of whose principal purposes includes the influence of public opinion or policy (including any political party or trade union), of which you are a member or in a position of general control or management. This will include any lobby group, local pressure group or resident’s association.</p> <p>Give the names of the body/ies</p>	None

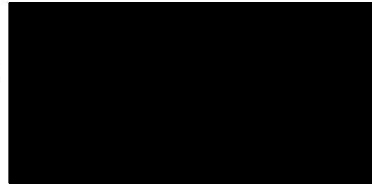
9. Disclosure of Gifts and Hospitality

Any person from whom you have received a gift or hospitality worth more than an estimated value of £50 which you have received by virtue of your office – including brief details of the gift/hospitality received.

Date of receipt of Gift/ Hospitality	Name of Donor	Reason and Nature of Gift/Hospitality
None		

Dated: 17th May 2021

Signed:



HULCOTT PARISH COUNCIL

REGISTER OF MEMBERS' INTERESTS

GENERAL NOTICE OF REGISTRABLE INTERESTS

I, (full name) (Please print)

HEATHER GREEN

a Member of (authority)

Hulcott Parish Council

PART 1 – Disclosable Pecuniary Interests

1. Employment, office, trade, profession or vocation	
Any employment, office, trade, profession or vocation carried on for profit or gain. State the name of your employer/company and job title	Member DIRECTOR, HULCOTT ESTATES LIMITED
	Spouse/partner DIRECTOR, HULCOTT ESTATES LIMITED, DIRECTOR - OAKFLOWER LIMITED TECHGRAND LIMITED RAVENMILL LIMITED
2. Sponsorship	
Any payment or provision of any other financial benefit (other than from the Council) made or provided within the last 12 months in respect of any expenses incurred in carrying out your duties as a member or towards your election expenses State the name the body making the payment Note: This includes any payment or financial benefit from a Trade Union	Member NONE
	Spouse/partner NONE

3. Contracts	
<p>Any contract (which has not been fully discharged) for the provisions of goods, services or the execution of works made between the Council and you or a firm in which you are a partner, a company of which you are a remunerated director or a company in whose securities you have a beneficial interest.</p> <p>Give a description of the contract</p>	<p>Member</p> <p>NONE</p>
	<p>Spouse/partner</p> <p>NONE</p>
4. Land	
<p>Any land in the Council's area in which you have a beneficial interest. This will include your place of residence if you own or rent it and it is within the Council's area. It also includes any property from which you receive rent, or of which you are the mortgagee.</p> <p>Give the address/description of the land</p>	<p>Member</p> <p>CHURCH FARM HOUSE AND ADJOINING LAND</p>
	<p>Spouse/partner</p> <p>CHURCH FARM HOUSE AND ADJOINING LAND</p>
5. Licences	
<p>Any land in the Council's area for which you have a licence (alone or jointly with others) to occupy for a month or longer. This will include any allotments that you use.</p> <p>Give the address/description of the land</p>	<p>Member</p> <p>NONE</p>
	<p>Spouse/partner</p> <p>NONE</p>

6. Corporate Tenancies

Any tenancy where to your knowledge the landlord is the Council and the tenant is a body in which you are a partner, a company of which you are a remunerated director or a company in whose securities you have a beneficial interest.

Give a description of the tenancy

Member

NONE

Spouse/partner

NONE

7. Securities

A body who to your knowledge **has a place of business or land in the Council's area**, and in whom you have a beneficial interest in a class of securities that exceeds the nominal value of £25,000 or one hundredth of the total issued share capital of that body or if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you have a beneficial interest exceeds one hundredth of the total issued share capital of that class.

List the names of any companies, industrial and provident societies or other bodies corporate that (to your knowledge) are active in the Council's area.

You do not need to state the extent of your interest.

Member

NONE

Spouse/partner

NONE

PART 2 – Other Personal Interests

You are only required to disclose your own personal interests under the headings listed below.
Please state “none” where appropriate

8. Membership of other bodies	
<p>8.1 Any body of which you are a member or in a position of general control or management and to which you are appointed or nominated by the Council. Note: These will be need to be added after Annual Council</p> <p>Give the names of the body/ies</p>	<p><i>NONE</i></p>
<p>8.2 Any body exercising functions of a public nature of which you are a member or in a position of general control or management. This will include other local authorities of which you are a member. It also includes government agencies, public health bodies, council-owned companies and school governorships</p> <p>Give the names of the body/ies</p>	<p><i>NONE</i></p>
<p>8.3 Any body directed to charitable purposes of which you are a member or in a position of general control or management. This will include membership of any registered charities such as Rotary or Lions. Membership of masonic organisations which are registered charities with the Charities Commission will also fall within this category.</p> <p>Give the names of the body/ies</p>	<p><i>NONE</i></p>
<p>8.4 Any body one of whose principal purposes includes the influence of public opinion or policy (including any political party or trade union), of which you are a member or in a position of general control or management. This will include any lobby group, local pressure group or resident’s association,</p> <p>Give the names of the body/ies</p>	<p><i>NONE</i></p>

9. Disclosure of Gifts and Hospitality

Any person from whom you have received a gift or hospitality worth more than an estimated value of £50 which you have received by virtue of your office – including brief details of the gift/hospitality received.

Date of receipt of Gift/ Hospitality	Name of Donor	Reason and Nature of Gift/Hospitality
	NONE	

Dated: 18/5/21

Signed:



HULCOTTPARISH COUNCIL

REGISTER OF MEMBERS' INTERESTS

GENERAL NOTICE OF REGISTRABLE INTERESTS

I, (full name) (Please print)

Andrew Frederick Harper

a Member of (authority)

Hulcott Parish Council

PART 1 – Disclosable Pecuniary Interests

1. Employment, office, trade, profession or vocation	
Any employment, office, trade, profession or vocation carried on for profit or gain. State the name of your employer/company and job title	Member Managing Director, Gartec Limited Director, Ability Lifts Limited Director, Invalifts Limited Director, Steeco Lifts Limited
	Spouse/partner Not applicable
2. Sponsorship	
Any payment or provision of any other financial benefit (other than from the Council) made or provided within the last 12 months in respect of any expenses incurred in carrying out your duties as a member or towards your election expenses State the name the body making the payment Note: This includes any payment or financial benefit from a Trade Union	Member None
	Spouse/partner None

3. Contracts	
<p>Any contract (which has not been fully discharged) for the provisions of goods, services or the execution of works made between the Council and you or a firm in which you are a partner, a company of which you are a remunerated director or a company in whose securities you have a beneficial interest.</p> <p>Give a description of the contract</p>	<p>Member None</p>
	<p>Spouse/partner None</p>
4. Land	
<p>Any land in the Council's area in which you have a beneficial interest. This will include your place of residence if you own or rent it and it is within the Council's area. It also includes any property from which you receive rent, or of which you are the mortgagee.</p> <p>Give the address/description of the land</p>	<p>Member Curtilage relating to Ivy Cottage, Hulcott, HP22 5AX</p>
	<p>Spouse/partner Curtilage relating to Ivy Cottage, Hulcott, HP22 5AX</p>
5. Licences	
<p>Any land in the Council's area for which you have a licence (alone or jointly with others) to occupy for a month or longer. This will include any allotments that you use.</p> <p>Give the address/description of the land</p>	<p>Member None</p>
	<p>Spouse/partner None</p>

6. Corporate Tenancies

Any tenancy where to your knowledge the landlord is the Council and the tenant is a body in which you are a partner, a company of which you are a remunerated director or a company in whose securities you have a beneficial interest.

Give a description of the tenancy

Member

None

Spouse/partner

None

7. Securities

A body who to your knowledge **has a place of business or land in the Council's area**, and in whom you have a beneficial interest in a class of securities that exceeds the nominal value of £25,000 or one hundredth of the total issued share capital of that body or if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you have a beneficial interest exceeds one hundredth of the total issued share capital of that class.

List the names of any companies, industrial and provident societies or other bodies corporate that (to your knowledge) are active in the Council's area.

You do not need to state the extent of your interest.

Member

None

Spouse/partner

None

PART 2 – Other Personal Interests

You are only required to disclose your own personal interests under the headings listed below. Please state “none” where appropriate

8. Membership of other bodies	
<p>8.1 Any body of which you are a member or in a position of general control or management and to which you are appointed or nominated by the Council. Note: These will need to be added after Annual Council</p> <p>Give the names of the body/ies</p>	No membership of other bodies
<p>8.2 Any body exercising functions of a public nature of which you are a member or in a position of general control or management. This will include other local authorities of which you are a member. It also includes government agencies, public health bodies, council-owned companies and school governorships</p> <p>Give the names of the body/ies</p>	No membership of other bodies
<p>8.3 Any body directed to charitable purposes of which you are a member or in a position of general control or management. This will include membership of any registered charities such as Rotary or Lions. Membership of masonic organisations which are registered charities with the Charities Commission will also fall within this category.</p> <p>Give the names of the body/ies</p>	No membership of other bodies
<p>8.4 Any body one of whose principal purposes includes the influence of public opinion or policy (including any political party or trade union), of which you are a member or in a position of general control or management. This will include any lobby group, local pressure group or resident's association,</p> <p>Give the names of the body/ies</p>	No membership of other bodies

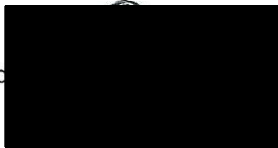
9. Disclosure of Gifts and Hospitality

Any person from whom you have received a gift or hospitality worth more than an estimated value of £50 which you have received by virtue of your office – including brief details of the gift/hospitality received.

Date of receipt of Gift/ Hospitality	Name of Donor	Reason and Nature of Gift/Hospitality
No gifts or hospitality given or received		

Dated: 17 May 2021

Signed



HULCOTTPARISH COUNCIL

REGISTER OF MEMBERS' INTERESTS

GENERAL NOTICE OF REGISTRABLE INTERESTS

I, (full name) (Please print)

IAN DAVID PLEETH

a Member of (authority)

Hulcott Parish Council

PART 1 – Disclosable Pecuniary Interests

1. Employment, office, trade, profession or vocation

Any employment, office, trade, profession or vocation carried on for profit or gain.
State the name of your employer/company and job title

Member *N/A*

Spouse/partner *N/A*

2. Sponsorship

Any payment or provision of any other financial benefit (other than from the Council) made or provided within the last 12 months in respect of any expenses incurred in carrying out your duties as a member or towards your election expenses
State the name the body making the payment
Note: This includes any payment or financial benefit from a Trade Union

Member *NONE*

Spouse/partner

NONE

3. Contracts

Any contract (which has not been fully discharged) for the provisions of goods, services or the execution of works made between the Council and you or a firm in which you are a partner, a company of which you are a remunerated director or a company in whose securities you have a beneficial interest.

Give a description of the contract

Member *NONE*

Spouse/partner
NONE

4. Land

Any land in the Council's area in which you have a beneficial interest.
This will include your place of residence if you own or rent it and it is within the Council's area.
It also includes any property from which you receive rent, or of which you are the mortgagee.

Give the address/description of the land

*THE MANOR HOUSE
HULLCOTT HP22 5AX
PLACE OF RESIDENCE*

Member
*50% SHARE, PLACE OF RESIDENCE
25% SHARE OF LAND REGISTRY
#3972 AND 3274
50% SHARE OF FIELD DUE SOUTH
OF 'THE FIELD HOUSE' HULLCOTT*

Spouse/partner
*50% SHARE PLACE OF RESIDENCE
25% SHARE OF LAND REGISTRY
#3972 AND 3274
50% SHARE OF FIELD DUE SOUTH OF
'THE FIELD HOUSE' HULLCOTT*

5. Licences

Any land in the Council's area for which you have a licence (alone or jointly with others) to occupy for a month or longer.
This will include any allotments that you use.

Give the address/description of the land

Member
NONE

Spouse/partner
NONE

18-05-21

HULCOTTPARISH COUNCIL

REGISTER OF MEMBERS' INTERESTS

GENERAL NOTICE OF REGISTRABLE INTERESTS

I, (full name) (Please print)

Deborah Jane Roberts

a Member of (authority)

Hulcott Parish Council

PART 1 – Disclosable Pecuniary Interests

1. Employment, office, trade, profession or vocation	
Any employment, office, trade, profession or vocation carried on for profit or gain. State the name of your employer/company and job title	Member Deputy Superintendent Registrar Registration Service Buckinghamshire Council
	Spouse/partner
2. Sponsorship	
Any payment or provision of any other financial benefit (other than from the Council) made or provided within the last 12 months in respect of any expenses incurred in carrying out your duties as a member or towards your election expenses State the name the body making the payment Note: This includes any payment or financial benefit from a Trade Union	Member NIL
	Spouse/partner

3. Contracts	
<p>Any contract (which has not been fully discharged) for the provisions of goods, services or the execution of works made between the Council and you or a firm in which you are a partner, a company of which you are a remunerated director or a company in whose securities you have a beneficial interest.</p> <p>Give a description of the contract</p>	Member NIL
	Spouse/partner
4. Land	
<p>Any land in the Council's area in which you have a beneficial interest.</p> <p>This will include your place of residence if you own or rent it and it is within the Council's area.</p> <p>It also includes any property from which you receive rent, or of which you are the mortgagee.</p> <p>Give the address/description of the land</p>	Member- Joint Ownership(with Husband) The Fieldhouse, Hulcott and adjoining paddocks to the rear of property
	Spouse/partner
5. Licences	
<p>Any land in the Council's area for which you have a licence (alone or jointly with others) to occupy for a month or longer.</p> <p>This will include any allotments that you use.</p> <p>Give the address/description of the land</p>	Member NIL
	Spouse/partner

6. Corporate Tenancies

Any tenancy where to your knowledge the landlord is the Council and the tenant is a body in which you are a partner, a company of which you are a remunerated director or a company in whose securities you have a beneficial interest.

Give a description of the tenancy

Member NIL

Spouse/partner

7. Securities

A body who to your knowledge **has a place of business or land in the Council's area**, and in whom you have a beneficial interest in a class of securities that exceeds the nominal value of £25,000 or one hundredth of the total issued share capital of that body or if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you have a beneficial interest exceeds one hundredth of the total issued share capital of that class.

List the names of any companies, industrial and provident societies or other bodies corporate that (to your knowledge) are active in the Council's area.

You do not need to state the extent of your interest.

Member NIL

Spouse/partner

PART 2 – Other Personal Interests

You are only required to disclose your own personal interests under the headings listed below.
Please state “none” where appropriate

8. Membership of other bodies	
<p>8.1 Any body of which you are a member or in a position of general control or management and to which you are appointed or nominated by the Council. Note: These will be need to be added after Annual Council</p> <p>Give the names of the body/ies</p>	NIL
<p>8.2 Any body exercising functions of a public nature of which you are a member or in a position of general control or management. This will include other local authorities of which you are a member. It also includes government agencies, public health bodies, council-owned companies and school governorships</p> <p>Give the names of the body/ies</p>	
<p>8.3 Any body directed to charitable purposes of which you are a member or in a position of general control or management. This will include membership of any registered charities such as Rotary or Lions. Membership of masonic organisations which are registered charities with the Charities Commission will also fall within this category.</p> <p>Give the names of the body/ies</p>	
<p>8.4 Any body one of whose principal purposes includes the influence of public opinion or policy (including any political party or trade union), of which you are a member or in a position of general control or management. This will include any lobby group, local pressure group or resident’s association,</p> <p>Give the names of the body/ies</p>	

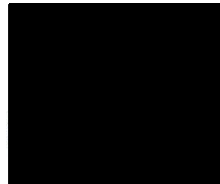
9. Disclosure of Gifts and Hospitality

Any person from whom you have received a gift or hospitality worth more than an estimated value of £50 which you have received by virtue of your office – including brief details of the gift/hospitality received.

Date of receipt of Gift/ Hospitality	Name of Donor	Reason and Nature of Gift/Hospitality

Dated: 18th May 2021

Signed:



Hulcott Parish Council

**HULCOTT PARISH COUNCIL
REGISTER OF MEMBERS' INTERESTS
GENERAL NOTICE OF REGISTRABLE INTERESTS**

I, (full name) (Please print)

BRENDAN DOLAN

a Member of (authority)

HULCOTT PARISH COUNCIL

PART 1 – Disclosable Pecuniary Interests

1. Employment, office, trade, profession or vocation	
Any employment, office, trade, profession or vocation carried on for profit or gain. State the name of your employer/company and job title	Member
N/A	Spouse/partner
2. Sponsorship	
Any payment or provision of any other financial benefit (other than from the Council) made or provided within the last 12 months in respect of any expenses incurred in carrying out your duties as a member or towards your election expenses State the name the body making the payment Note: This includes any payment or financial benefit from a Trade Union	Member
N/A	Spouse/partner

3. Contracts	
Any contract (which has not been fully discharged) for the provisions of goods, services or the execution of works made between the Council and you or a firm in which you are a partner, a company of which you are a remunerated director or a company in whose securities you have a beneficial interest. Give a description of the contract	Member
	Spouse/partner

N/A	
4. Land	
<p>Any land in the Council's area in which you have a beneficial interest. This will include your place of residence if you own or rent it and it is within the Council's area. It also includes any property from which you receive rent, or of which you are the mortgagee.</p> <p>Give the address/description of the land</p>	Member
<p>RECTORY HOUSE HULCOTT</p> <p>MANOR FARM BUNGALOW HULCOTT</p>	<p>Spouse/partner BRENDAN DOLAN & NICOLA DOLAN</p>
5. Licences	
<p>Any land in the Council's area for which you have a licence (alone or jointly with others) to occupy for a month or longer. This will include any allotments that you use.</p> <p>Give the address/description of the land</p>	Member
N/A	Spouse/partner

6. Corporate Tenancies	
<p>Any tenancy where to your knowledge the landlord is the Council, and the tenant is a body in which you are a partner, a company of which you are a remunerated director or a company in whose securities you have a beneficial interest.</p> <p>Give a description of the tenancy</p>	Member
N/A	Spouse/partner
7. Securities	
<p>A body who to your knowledge has a place of business or land in the Council's area, and in whom you have a beneficial interest in a class of securities that exceeds the nominal value of £25,000 or one hundredth of the total issued share capital of that body or if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you have a beneficial interest exceeds one hundredth of the total issued share capital of that class.</p> <p>List the names of any companies, industrial and</p>	Member

<p>provident societies or other bodies corporate that (to your knowledge) are active in the Council's area.</p> <p>You do not need to state the extent of your interest.</p>	
N/A	Spouse/partner

PART 2 – Other Personal Interests

You are only required to disclose your own personal interests under the headings listed below. Please state “none” where appropriate

<p>8. Membership of other bodies</p>	
<p>8.1 Any body of which you are a member or in a position of general control or management and to which you are appointed or nominated by the Council. Note: These will need to be added after Annual Council</p> <p>Give the names of the body/ies</p> <p>N/A</p>	
<p>8.2 Any body exercising functions of a public nature of which you are a member or in a position of general control or management. This will include other local authorities of which you are a member. It also includes government agencies, public health bodies, council-owned companies and school governorships</p> <p>Give the names of the body/ies</p> <p>N/A</p>	
<p>8.3 Any body directed to charitable purposes of which you are a member or in a position of general control or management. This will include membership of any registered charities such as Rotary or Lions. Membership of masonic organisations which are registered charities with the Charities Commission will also fall within this category.</p> <p>Give the names of the body/ies</p> <p>N/A</p>	
<p>8.4 Any body one of whose principal purposes includes the influence of public opinion or policy (including any political party or trade union), of which you are a member or in a position of general control or management. This will include any lobby group, local pressure group or resident's association,</p> <p>Give the names of the body/ies</p> <p>N/A</p>	

Any person from whom you have received a gift or hospitality worth more than an estimated value of £50 which you have received by virtue of your office – including brief details of the gift/hospitality received.

Date of receipt of Gift/Hospitality	Name of Donor	Reason and Nature of Gift/Hospitality
N/A		

11/1/22
Dated: Signed:

9. Disclosure of Gifts and Hospitality

Glossary of Words and Definitions

“beneficial interest” is one where the owner of the interest is entitled to benefit from the asset concerned. Such an interest can arise directly through the legal ownership of an asset or indirectly where you are the beneficiary of a trust. It excludes those who hold assets under a trust **but are not beneficiaries** of that trust.

“body in which the relevant person has a beneficial interest” means a firm in which the relevant person is a partner or a body corporate of which the relevant person is a director, or in the securities of which the relevant person has a beneficial interest;

“director” includes a member of the committee of management of an industrial and provident society;

‘Disclosable Pecuniary Interest’ as a pecuniary interest of a description which is specified in regulations made by the Secretary of State and which is either an interest of the Member’s or an interest of Member’s spouse or civil partner, a person with whom the Member is living as husband and wife or a person with whom the Member is living as if they were civil partners, and the Member is aware that the other person has the interest.

“land” excludes an easement, servitude, interest or right in or over land which does not carry with it a right for the relevant person (alone or jointly with another) to occupy the land or to receive income;

“member” includes a co-opted member;

“securities” means shares, debentures, debenture stock, loan stock, bonds, units of a collective investment scheme within the meaning of the Financial Services and Markets Act 2000 and other securities of any description, other than money deposited with a building society.

the “nominal value” of shares is usually the face value on the share certificate when issued (in contrast to the “market value” which can often be considerably more but may be less)