1986 report of the AICPA. Minority Recruitment and Equal Opportunity Committee

American Institute of Certified Public Accountants. Minority Recruitment and Equal Opportunity Committee

Sharon L. Donahue

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AMERICAN INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS

Minority Recruitment And Equal Opportunity Committee

1986 Report

Prepared By

Sharon L. Donahue, CPA
Contents

Introduction

Section I
Spring 1986 Surveys of Minority Employment:
  Major Accounting Firms (1976; 1983-1986) 2-4
  Minority Accounting Firms (1978; 1983-1986) 5-6

Section II
Placement of Accounting Graduates From the Traditionally Black and Minority Colleges and Universities:
  Summary 1973 - 1985 (Includes minority and majority) 7
  Summary (Minority Groups) 1985 8
  Placement by School, Academic Years 1983-84 and 1984-85 9-25

Section III
Scholarship Awards:
  July, 1986:
    Summary 26
    Schedule 1 Scholarship Awards by Individual 27-40
    Schedule 2 Scholarship Awards by School 41-45
  December, 1986:
    Summary 46
    Schedule 1 Scholarship Awards by Individual 47-50
    Schedule 2 Scholarship Awards by School 51-53
INTRODUCTION

In response to the need for better information on the supply of minority accounting graduates, the employment of those graduates and the employment of minorities in major and minority public accounting firms, the American Institute of Certified Public Accountants publishes this annual study.

The information for minority employment and placement of minority graduates is taken from responses to questionnaires, which were in the same form as the tables presented in this report. Requests were mailed to those firms having more than 25 AICPA members, 165 this year, and to 225 minority firms. Requests were also mailed to 68 traditionally Black and minority colleges and universities.

The third section of the report presents details of the AICPA scholarship awards in July and December, 1986 of $348,375 to 510 students.

While this report indicates that some progress has been made, it is apparent that additional and greater efforts are required to accomplish the goal, as stated by the AICPA Council of "integrating the accounting profession in fact as well as ideal."
### Minority Employment in Major Accounting Firms

**American Indians (2) | Asians (2)**

<table>
<thead>
<tr>
<th>Year</th>
<th>American Indians</th>
<th>Asians</th>
</tr>
</thead>
<tbody>
<tr>
<td>1986</td>
<td>44</td>
<td>2,219</td>
</tr>
<tr>
<td>1985</td>
<td>62</td>
<td>1,966</td>
</tr>
<tr>
<td>1984</td>
<td>42</td>
<td>1,567</td>
</tr>
<tr>
<td>1983</td>
<td>50</td>
<td>1,346</td>
</tr>
<tr>
<td>1976</td>
<td>26</td>
<td>641</td>
</tr>
</tbody>
</table>

#### A. Number of professionals employed

<table>
<thead>
<tr>
<th>Year</th>
<th>American Indians</th>
<th>Asians</th>
</tr>
</thead>
<tbody>
<tr>
<td>1986</td>
<td></td>
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<tr>
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<tr>
<td>1983</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1976</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### B. Number of professionals in (A) above who are:

<table>
<thead>
<tr>
<th>Role</th>
<th>American Indians</th>
<th>Asians</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partner</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other management</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CPAs</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### C. Number of professionals who were hired during year

<table>
<thead>
<tr>
<th>Year</th>
<th>American Indians</th>
<th>Asians</th>
</tr>
</thead>
<tbody>
<tr>
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<td></td>
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<tr>
<td>1985</td>
<td></td>
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<td>1983</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1976</td>
<td></td>
<td></td>
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</table>

#### D. Number of professionals who terminated during year

<table>
<thead>
<tr>
<th>Year</th>
<th>American Indians</th>
<th>Asians</th>
</tr>
</thead>
<tbody>
<tr>
<td>1986</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1985</td>
<td></td>
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</tr>
<tr>
<td>1984</td>
<td></td>
<td></td>
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<tr>
<td>1983</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1976</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total professionals employed, including partners (majority and minority) 1986 1985 1984 1983 1976

<table>
<thead>
<tr>
<th>Year</th>
<th>American Indians</th>
<th>Asians</th>
</tr>
</thead>
<tbody>
<tr>
<td>1986</td>
<td>92,150</td>
<td></td>
</tr>
<tr>
<td>1985</td>
<td>86,846</td>
<td></td>
</tr>
<tr>
<td>1984</td>
<td>83,610</td>
<td></td>
</tr>
<tr>
<td>1983</td>
<td>79,896</td>
<td></td>
</tr>
<tr>
<td>1976</td>
<td>56,336</td>
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</tr>
</tbody>
</table>

Total entry level (direct from college) individuals hired during year (majority and minority) Not available

<table>
<thead>
<tr>
<th>Year</th>
<th>American Indians</th>
<th>Asians</th>
</tr>
</thead>
<tbody>
<tr>
<td>1986</td>
<td>15,263</td>
<td></td>
</tr>
<tr>
<td>1985</td>
<td>15,575</td>
<td></td>
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<tr>
<td>1984</td>
<td>14,430</td>
<td></td>
</tr>
<tr>
<td>1983</td>
<td>14,293</td>
<td></td>
</tr>
</tbody>
</table>

Total professionals who terminated during year (majority and minority) Not available

<table>
<thead>
<tr>
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<th>American Indians</th>
<th>Asians</th>
</tr>
</thead>
<tbody>
<tr>
<td>1986</td>
<td>19,361</td>
<td></td>
</tr>
<tr>
<td>1985</td>
<td>17,370</td>
<td></td>
</tr>
<tr>
<td>1984</td>
<td>16,189</td>
<td></td>
</tr>
<tr>
<td>1983</td>
<td>14,233</td>
<td></td>
</tr>
</tbody>
</table>

Requests mailed 165 162 151 138 71

Responses received 91 100 96 85 56
### AMERICAN INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS

**Spring 1986 Survey (1) (4)**

Minority Employment in Major Accounting Firms

Page 2 of 3

<table>
<thead>
<tr>
<th>Year</th>
<th>Blacks (2)</th>
<th>Hispanics (2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>------</td>
<td>------</td>
<td>------</td>
</tr>
<tr>
<td>A. Number of professionals employed</td>
<td>1,247</td>
<td>1,171</td>
</tr>
<tr>
<td>B. Number of professionals in (A) above who are:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Partners</td>
<td>26</td>
<td>24</td>
</tr>
<tr>
<td>Other management personnel</td>
<td>220</td>
<td>185</td>
</tr>
<tr>
<td>CPAs</td>
<td>262</td>
<td>244</td>
</tr>
<tr>
<td>C. Number of professionals who were hired during year</td>
<td>434</td>
<td>393</td>
</tr>
<tr>
<td>D. Number of professionals who terminated during year</td>
<td>323</td>
<td>339</td>
</tr>
</tbody>
</table>

(1) To coincide with the requirements for EEO-1, pay periods from January through March were used
(2) Includes male and female
(3) Includes majority and minority
(4) Does not include those who joined firms on a temporary basis as interns or cooperative education participants
### A. Number of professionals employed

<table>
<thead>
<tr>
<th>Year</th>
<th>Total</th>
<th>Partners</th>
<th>Other management personnel</th>
<th>CPAs</th>
<th>Professionals who were hired during the year</th>
<th>Professionals who terminated during the year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1976</td>
<td>5,783</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1983</td>
<td>20,850</td>
<td>115</td>
<td>1,080</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1984</td>
<td>22,818</td>
<td>146</td>
<td>6,432</td>
<td></td>
<td>5,510</td>
<td>1,080</td>
</tr>
<tr>
<td>1985</td>
<td>25,024</td>
<td>187</td>
<td>6,239</td>
<td></td>
<td>10,142</td>
<td>814</td>
</tr>
<tr>
<td>1986</td>
<td>27,611</td>
<td>230</td>
<td>4,531</td>
<td></td>
<td>5,925</td>
<td>3,294</td>
</tr>
</tbody>
</table>

### B. Number of professionals in (A) above who are:

- Partners
- Other management personnel
- CPAs

### C. Number of professionals who were hired during the year

### D. Number of professionals who terminated during the year
### AMERICAN INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS

**Spring 1986 Survey (1) (4)**

**Minority Employment in Minority Accounting Firms**

Page 1 of 2

<table>
<thead>
<tr>
<th></th>
<th>American Indians (2)</th>
<th>Asians (2)</th>
<th>Blacks (2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Number of professionals employed</td>
<td>7</td>
<td>2</td>
<td>7</td>
</tr>
<tr>
<td>B. Number of professionals in (A) above who are:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Partners</td>
<td>2</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Other management personnel</td>
<td>3</td>
<td>-0-</td>
<td>2</td>
</tr>
<tr>
<td>CPAs</td>
<td>8</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>C. Number of professionals who were hired during year</td>
<td>5</td>
<td>-0-</td>
<td>1</td>
</tr>
<tr>
<td>D. Number of professionals who terminated during year</td>
<td>4</td>
<td>-0-</td>
<td>1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total professionals employed, including partners (majority and minority)</td>
<td>930</td>
<td>1,226</td>
<td>1,068</td>
<td>1,281</td>
<td>668</td>
</tr>
<tr>
<td>Total entry level (direct from college) individuals hired during year (majority and minority)</td>
<td>100</td>
<td>131</td>
<td>141</td>
<td>187</td>
<td>107</td>
</tr>
<tr>
<td>Total professionals who terminated during year (majority and minority)</td>
<td>167</td>
<td>198</td>
<td>174</td>
<td>195</td>
<td>106</td>
</tr>
<tr>
<td>Requests mailed</td>
<td>225</td>
<td>246</td>
<td>255</td>
<td>272</td>
<td>142</td>
</tr>
<tr>
<td>Responses received</td>
<td>101</td>
<td>127</td>
<td>122</td>
<td>141</td>
<td>84</td>
</tr>
</tbody>
</table>
### Minority Employment in Minority Accounting Firms

#### Page 2 of 2

<table>
<thead>
<tr>
<th></th>
<th>Hispanics (2)</th>
<th></th>
<th>All Women (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Number of professionals employed</td>
<td>100</td>
<td>151</td>
<td>180</td>
</tr>
<tr>
<td>B. Number of professionals in (A) above who are:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Partners</td>
<td>47</td>
<td>65</td>
<td>74</td>
</tr>
<tr>
<td>Other management personnel</td>
<td>11</td>
<td>30</td>
<td>27</td>
</tr>
<tr>
<td>CPAs</td>
<td>65</td>
<td>88</td>
<td>93</td>
</tr>
<tr>
<td>C. Number of professionals who were hired during year</td>
<td>22</td>
<td>26</td>
<td>45</td>
</tr>
<tr>
<td>D. Number of professionals who terminated during year</td>
<td>11</td>
<td>22</td>
<td>26</td>
</tr>
</tbody>
</table>

(1) To coincide with the requirements for EEO-1, pay periods from January through March were used
(2) Includes male and female
(3) Includes majority and minority
(4) Does not include those who joined firms on temporary basis as interns or cooperative education participants.
### Placement of Accounting Graduates
**From the Traditionally Black and Minority Colleges and Universities**

**Summary**

1973-1985

(Includes minority and majority)

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of schools</th>
<th>Accounting Majors</th>
<th>Graduates</th>
<th>Public Accounting</th>
<th>Industry</th>
<th>Government</th>
<th>Not for Profit Organization</th>
<th>Graduate School</th>
<th>Other</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>1973</td>
<td>4,003</td>
<td>837</td>
<td>126</td>
<td>244</td>
<td>136</td>
<td>19</td>
<td>51</td>
<td>38</td>
<td>223</td>
<td></td>
</tr>
<tr>
<td>1974</td>
<td>5,121</td>
<td>947</td>
<td>142</td>
<td>271</td>
<td>160</td>
<td>22</td>
<td>65</td>
<td>28</td>
<td>259</td>
<td></td>
</tr>
<tr>
<td>1975</td>
<td>5,936</td>
<td>1,034</td>
<td>170</td>
<td>306</td>
<td>158</td>
<td>26</td>
<td>94</td>
<td>34</td>
<td>246</td>
<td></td>
</tr>
<tr>
<td>1976</td>
<td>6,840</td>
<td>1,242</td>
<td>204</td>
<td>401</td>
<td>172</td>
<td>21</td>
<td>112</td>
<td>34</td>
<td>298</td>
<td></td>
</tr>
<tr>
<td>1977</td>
<td>7,303</td>
<td>1,061</td>
<td>147</td>
<td>396</td>
<td>163</td>
<td>32</td>
<td>111</td>
<td>31</td>
<td>181</td>
<td></td>
</tr>
<tr>
<td>1978</td>
<td>10,450</td>
<td>1,522</td>
<td>173</td>
<td>562</td>
<td>199</td>
<td>38</td>
<td>131</td>
<td>78</td>
<td>341</td>
<td></td>
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<tr>
<td>1979</td>
<td>67</td>
<td>11,914</td>
<td>1,775</td>
<td>201</td>
<td>543</td>
<td>297</td>
<td>60</td>
<td>139</td>
<td>39</td>
<td>496</td>
</tr>
<tr>
<td>1980</td>
<td>65</td>
<td>10,851</td>
<td>1,761</td>
<td>180</td>
<td>544</td>
<td>252</td>
<td>64</td>
<td>118</td>
<td>58</td>
<td>545</td>
</tr>
<tr>
<td>1981</td>
<td>65</td>
<td>10,380</td>
<td>1,555</td>
<td>208</td>
<td>488</td>
<td>217</td>
<td>38</td>
<td>120</td>
<td>66</td>
<td>418</td>
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<tr>
<td>1982</td>
<td>59</td>
<td>10,138</td>
<td>1,506</td>
<td>154</td>
<td>422</td>
<td>167</td>
<td>48</td>
<td>116</td>
<td>40</td>
<td>559</td>
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<td>1983</td>
<td>51</td>
<td>8,757</td>
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<td>147</td>
<td>370</td>
<td>219</td>
<td>46</td>
<td>125</td>
<td>37</td>
<td>313</td>
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<td>1984</td>
<td>64</td>
<td>11,350</td>
<td>1,658</td>
<td>201</td>
<td>386</td>
<td>256</td>
<td>56</td>
<td>179</td>
<td>45</td>
<td>535</td>
</tr>
<tr>
<td>1985</td>
<td>59</td>
<td>10,148</td>
<td>1,409</td>
<td>163</td>
<td>380</td>
<td>194</td>
<td>41</td>
<td>133</td>
<td>60</td>
<td>438</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>17,564</strong></td>
<td><strong>2,216</strong></td>
<td><strong>5,313</strong></td>
<td><strong>2,590</strong></td>
<td><strong>511</strong></td>
<td><strong>1,494</strong></td>
<td><strong>588</strong></td>
<td><strong>4,852</strong></td>
<td></td>
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</table>
### Placement of Accounting Graduates
From the Traditionally Black and Minority Colleges and Universities
Summary (Minority Groups)
1985

<table>
<thead>
<tr>
<th>Placement</th>
<th>Accounting Majors</th>
<th>Accounting Graduates</th>
<th>Public Accounting</th>
<th>Industry</th>
<th>Government</th>
<th>Not for Profit Organization</th>
<th>Graduate School</th>
<th>Other</th>
<th>Unknown</th>
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</thead>
<tbody>
<tr>
<td>Total</td>
<td>10,148</td>
<td>1,409</td>
<td>163</td>
<td>380</td>
<td>194</td>
<td>41</td>
<td>133</td>
<td>60</td>
<td>438</td>
</tr>
<tr>
<td>Minority:</td>
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<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>American Indians</td>
<td>7</td>
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<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asians</td>
<td>243</td>
<td>46</td>
<td>4</td>
<td>10</td>
<td>3</td>
<td>1</td>
<td>8</td>
<td>3</td>
<td>17</td>
</tr>
<tr>
<td>Blacks</td>
<td>8,122</td>
<td>1,127</td>
<td>109</td>
<td>321</td>
<td>172</td>
<td>37</td>
<td>112</td>
<td>55</td>
<td>321</td>
</tr>
<tr>
<td>Hispanics</td>
<td>545</td>
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<td>6</td>
<td>20</td>
<td>5</td>
<td>1</td>
<td>6</td>
<td></td>
<td>21</td>
</tr>
<tr>
<td>Total Minority</td>
<td>8,917</td>
<td>1,233</td>
<td>120</td>
<td>351</td>
<td>180</td>
<td>39</td>
<td>126</td>
<td>58</td>
<td>359</td>
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</tbody>
</table>
Placement of Accounting Graduates
From the Traditionally Black and
Minority Colleges and Universities
Academic Years
1983-84 and 1984-85

<table>
<thead>
<tr>
<th>Description</th>
<th>Accounting Majors</th>
<th>Accounting Graduates</th>
<th>Public Accounting</th>
<th>Industry</th>
<th>Government</th>
<th>Not for Profit Organization</th>
<th>Graduate School</th>
<th>Other</th>
<th>Unknown</th>
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</thead>
<tbody>
<tr>
<td>Alabama A&amp;M University</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Normal, AL</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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(1) Arthur Andersen-AICPA scholarship (17; $13,000)
(2) RCA-AICPA scholarship (8; $5,500)
(3) Previously awarded undergraduate scholarship
(4) Co-op student, not awarded fall semester
(5) Not enrolled spring semester
(6) Attending Tennessee State University
(7) Co-op student, not awarded spring semester
(8) Name changed to Michelle Brown Smith
(9) Attending Tuskegee University
(10) Changed major, not awarded spring semester
(11) Graduated December, 1986
(12) Attending Loyola University, spring semester
(13) Not enrolled
(14) Part time, not awarded
(15) Attending California State University, Los Angeles
(16) Part time, not awarded spring semester
(17) Part time, not awarded fall semester
Scholarship Awards by School  
July, 1986  
(Academic year 1986-87)

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December, 1986

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Total applications considered:
- 3 American Indians
- 35 Asians
- 232 Blacks
- 37 Hispanics
- 307

Tota l applications considered: 307

Amounts:
- Undergraduate: $5,750, $32,375
- Graduate: $2,000

Number of renewals: 1
Number of new awards: 88
AMERICAN INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS
Minority Recruitment and Equal Opportunity Committee

Scholarship Awards by Individual

December, 1986
(Second half of 1986-87 academic year)

<table>
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<th>School</th>
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**Total undergraduate new** $32,375

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**Total graduate new** $2,000

**Total awards** $40,125

(1) Arthur Andersen-AICPA scholarship (11; $4,500)
(2) General Mills-AICPA scholarship (13; $5,000)
(3) RCA-AICPA scholarship (6; $2,375)
(4) Previously awarded undergraduate scholarship
(5) Co-op student, not awarded
## American Institute of Certified Public Accountants

Minority Recruitment and Equal Opportunity Committee

### Scholarship Awards by School

December, 1986  
(Second half of 1986-87 academic year)

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Totals 105 scholarships
$40,125
68 schools
For additional information, please contact:

Quiester Craig, Chairman
Minority Recruitment and
Equal Opportunity Committee
North Carolina A&T State University
School of Business & Economics
Greensboro, North Carolina 27411
919-334-7632

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212-575-7641