

Carpenters Training Institute

Jerry Alander Campus (JA) 218-729-9003

February 2026

Skill Enhancement Schedule

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
	Scaffold 40hr M-F 7a-3:30p					
	MSHA Refresher Tu-W 4:00-8:00pm LOCATION: Virginia 606					
8	9	10	11	12	13	14
	OSHA 30 M-Th 4-8:30p					
15	16	17	18	19	20	21
	OSHA 30 (cont.) M-Th 4-8:30p					
	Blueprint Reading - Advanced M-F 7a-3:30p					
22	23	24	25	26	27	28
		Scaffold Refresher Tu-W 4:00-8:00pm LOCATION: Jerry Alander Campus			ARC First Aid 8hr 7a-3:30p LOCATION: Virginia #606	
						Firestop 7a-3:30p

**Requirements: Union Card, Hard Hat, safety glasses, and work boots.

**All classes are taught in English unless noted otherwise.

**Classes will be cancelled if the minimum attendance requirement is not met.

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<h1>March 2026</h1>							Skill Enhancement Schedule
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	
1	2	3	4	5	6	7	
		EPIC Tu-W 4-9:00p					
	Blueprint Reading - Advanced M-F 7a-3:30p						
8	9	10	11	12	13	14	
	Open Welding M-Th 4-8:30p						
15	16	17	18	19	20	21	
		ICRA Refresher Tu-W 4-8:00p					
22	23	24	25	26	27	28	
				PITO Refresher - Industrial 4-8:00p			
29	30	31	1	2	3	4	
<small>**Requirements: Union Card, Hard Hat, safety glasses, and work boots.</small> <small>**All classes are taught in English unless noted otherwise.</small> <small>**Classes will be cancelled if the minimum attendance requirement is not met.</small>							

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April 2026							Skill Enhancement Schedule	
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY		
29	30	31	1	2	3	4		
			Millwright 16 W-Th 7a-3:30p					
			Scaffold Refresher Tu-W 4:00-8:00pm LOCATION: Jerry Alander Campus		PITO Refresher - Rough Terrain 4-8:00p			
			PITO Refresher 7-8:00a					
5	6	7	8	9	10	11		
		MSHA Refresher Tu-W 4:00-8:00pm LOCATION: Jerry Alander Campus						
		Total Station M-F 7:00a-3:30p						
12	13	14	15	16	17	18		
					ARC First Aid/CPR 8hr 7a-3:30p			
19	20	21	22	23	24	25		
	Human Performance M-Tu 4-8:00p		Hytorc/Atlas W-Th 4-8:00p			ARC First Aid/CPR 8hr 7a-3:30p		
26	27	28	29	30	1	2		
	Scaffold 40hr M-F 7a-3:30p							
	Rigging Refresher M-Th 4-8:00p							
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May 2026							Skill Enhancement Schedule
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	
26	27	28	29	30	1	2	
3	4	5	6	7	8	9	
	Open Welding M-Th 4-8:30p					PITO Refresher 7-8:00a	
	ARC First Aid/CPR 8hr 7a-3:30p	Scaffold Refresher 7a-3:30p	ICRA Refresher 7a-3:30p				
10	11	12	13	14	15	16	
	Rigging 40hr M-F 7a-3:30p						
			MEWPS W-Th 4-8:00p				
17	18	19	20	21	22	23	
	ALL STAFF TRAINING						
24	25	26	27	28	29	30	
	MEMORIAL DAY		MSHA New Miner 24hr W-F 7:00am-3:30pm				
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June 2026							Skill Enhancement Schedule
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	
31	1	2	3	4	5	6	
		MSHA Refresher Tu-W 4:00-8:00pm LOCATION: Virginia 606		PITO Refresher (Rough Terrain) 4-8:00p	PITO Refresher 7-8:00a		
7	8	9	10				
		ICRA 24hr M-W 7a-3:30p			PITO Industrial 7a-3:30p	PITO Rough Terrain 7a-3:30p	
14	15	16	17	18	19	20	
		Scaffold Refresher Tu-W 4:00-8:00pm LOCATION: Jerry Alander Campus			Firestop 7a-3:30p		
	Blueprint Reading - Advanced M-F 7a-3:30p						
21	22	23	24	25	26	27	
	Rigging 40hr M-F 7a-3:30p						
	Rigging Refresher M-Th 4-8:00p						
28	29	30	1	2	3	4	
<small>**Requirements: Union Card, Hard Hat, safety glasses, and work boots.</small>							
<small>**All classes are taught in English unless noted otherwise.</small>							
<small>**Classes will be cancelled if the minimum attendance requirement is not met.</small>							

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July 2026							Skill Enhancement Schedule
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	
28	29	30	1	2	3	4	
					INDEPENDENCE DAY OBSERVED	INDEPENDENCE DAY	
5	6	7	8	9	10	11	
	Open Welding M-Th 4-8:30p						
	OSHA 30 M-F 7:00a-3:30p						
12	13	14	15	16	17	18	
				PITO Refresher - Industrial 4-8:00p			
19	20	21	22	23	24	25	
26	27	28	29	30	31	1	
	Rigging 40hr M-F 7a-3:30p						
<small>**Requirements: Union Card, Hard Hat, safety glasses, and work boots.</small> <small>**All classes are taught in English unless noted otherwise.</small> <small>**Classes will be cancelled if the minimum attendance requirement is not met.</small>							

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August 2026

Skill Enhancement Schedule

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY		
26	27	28	29	30	31	1		
2	3	4	5	6	7	8		
		MSHA Refresher Tu-W 4:00-8:00pm LOCATION: Jerry Alander Campus						
9	10	11	12	13	14	15		
16	17	18	19	20	21	22		
	Scaffold 40hr M-F 7a-3:30p							
					ARC First Aid/CPR 8hr 7a-3:30p			
23	24	25	26	27	28	29		
	ARC First Aid/CPR 8hr 7a-3:30p		Scaffold Refresher 7a-3:30p	ICRA Refresher 7a-3:30p	PITO Refresher (RT) 4-8:00p			
	Rigging 40hr M-F 7a-3:30p							
<small>**Requirements: Union Card, Hard Hat, safety glasses, and work boots.</small> <small>**All classes are taught in English unless noted otherwise.</small> <small>**Classes will be cancelled if the minimum attendance requirement is not met.</small>								

September 2026

Skill Enhancement Schedule

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	
30	31	1	2	3	4	5	
		EPIC Tu-W 4-9:00p		PITO Refresher (RT) 4-8:00p	PITO Refresher 7-8:00a		
		ICRA 24hr M-W 7a-3:30p		PITO Industrial 7a-3:30p	PITO Rough Terrain 7a-3:30p		
6	7	8	9	10	11	12	
	LABOR DAY		MSHA New Miner 24hr W-F 7:00am-3:30pm				
			ARC First Aid/CPR 4-9p				
13	14	15	16	17	18	19	
	MIDWEST TTT						
20	21	22	23	24	25	26	
	Open Welding M-Th 4-8:30p						
			Millwright 16 W-Th 7a-3:30p				
			MEWPS Tu-W 4-8:00p				
27	28	29	30	1	2	3	
	Rigging 40hr M-F 7a-3:30p						
	Rigging Refresher M-Th 4-8:00p						
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October 2026

Skill Enhancement Schedule

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
27	28	29	30	1	2	3
					PITO Refresher 7-8:00a	
4	5	6	7	8	9	10
		MSHA Refresher Tu-W 4:00-8:00pm LOCATION: Virginia 606				
		Blueprint Reading - Advanced M-F 7a-3:30p				
11	12	13	14	15	16	17
	Human Performance M-Tu 4-8:00p		Hytorc/Atlas W-Th 4-8:00p			
			ICRA Refresher W-Th 4-8:00p			
18	19	20	21	22	23	24
25	26	27	28	29	30	31
		Scaffold Refresher Tu-W 4:00-8:00pm LOCATION: Jerry Alander Campus				
<small>**Requirements: Union Card, Hard Hat, safety glasses, and work boots.</small> <small>**All classes are taught in English unless noted otherwise.</small> <small>**Classes will be cancelled if the minimum attendance requirement is not met.</small>						

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November 2026							Skill Enhancement Schedule
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	
1	2	3	4	5	6	7	
ICRA 24hr M-W 7a-3:30p					PITO Industrial 7a-3:30p	PITO Rough Terrain 7a-3:30p	
	Open Welding M-Th 4-8:30p				PITO Refresher 7-8:00a		
8	9	10	11	12	13	14	
Blueprint Reading - Advanced M-F 7a-3:30p						ARC First Aid/CPR 8hr 7a-3:30p	
15	16	17	18	19	20	21	
				Human Performance 7a-3:30p	Hytorc/Atlas 7a-3:30p		
22	23	24	25	26	27	28	
				THANKSGIVING			
29	30	1	2	3	4	5	

**Requirements: Union Card, Hard Hat, safety glasses, and work boots.
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December 2026

Skill Enhancement Schedule

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY		
29	30	1	2	3	4	5		
		MSHA Refresher Tu-W 4:00-8:00pm LOCATION: Jerry Alander Campus		ICRA Refresher 7a-3:30p	PITO Refresher 7-8:00a			
		EPIC Tu-W 4-9:00p	ARC First Aid/CPR 8hr 7a-3:30p					
6	7	8	9	10	11	12		
					PITO Refresher 7-8:00a LOCATION: Virginia #606			
13	14	15	16	17	18	19		
	OSHA 30 M-F 7:00a-3:30p							
20	21	22	23	24	25	26		
				CHRISTMAS EVE/DAY				
27	28	29	30	31	1	2		
				NEW YEAR'S EVE/DAY				
<small>**Requirements: Union Card, Hard Hat, safety glasses, and work boots.</small>								
<small>**All classes are taught in English unless noted otherwise.</small>								
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Carpenters Training Institute
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[Hermantown](#) Skill Enhancement Classes

Advanced Metal Stud Framing:

24-hour course. This class covers radius, sloped, light cover and more intricate framing techniques. Also includes an introduction to track bender.

Prerequisite: Minimum 3-year apprentice

Course offered: upon request

Architectural Sheet Metal:

8-hour course.

Course offered: upon request

Armstrong Wall and Ceiling System:

12-hour course. This class works with quick stick, soffit gigs, radius domes, drywall grid and suspended light cove framing.

Prerequisite: None

Course offered: upon request

Cleanroom:

Computer component manufacturers and companies involved in space age technologies need clean rooms. This workshop is designed to help you work through the theory and build of a Cleanroom mock-up.

Expiration: 4 years

Course offered: upon request

American Red Cross CPR/First Aid/AED:

8-hour course. This class provides a First Aid/CPR/AED qualification.

Prerequisite: None

Expiration: 2 years

Course offered days: **1/23, 2/27 (Virginia), 4/17, 4/24, 5/5, 8/21, 8/25, 11/13, 12/1**

5 hr. Refresher Course offered evenings:

1/7, 5/6, 9/9

Blueprint Reading-Basic:

8-hour course. This class covers general procedures, basic skills, and the necessary tools and materials needed to lay out a building. The architectural lines and symbols shown on site plan prints which are necessary to facilitate layout are also discussed.

Prerequisite: None

Expiration: None

Course offered: upon request

Blueprint Reading-Advanced:

8-hour course. A more in-depth look at prints, how to do advanced layout, possible intro to electronic print reading, and how to transfer information to shop floor.

Prerequisite: Some experience with blueprints

Expiration: None

Course offered days: **2/16-2/20, 3/2-3/6, 6/15-6/19, 10/5-10/9, 11/9-11/13**

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Hermantown Skill Enhancement Classes

Confined Space:

16-hour course. This class deals with the characteristics of confined space and requirements for a permit-required confined space program. Atmospheric hazards are described along with the methods of and time requirements for ventilation, and procedures for monitoring air quality.

Expiration: None

Course offered: upon request

Construction Fall Protection:

8-hour course. This Construction Fall Protection class addresses safety requirements when working from an elevated area and covers how to recognize and properly address hazards in our industry.

Prerequisite: None

Expiration: None

Course offered: upon request

Construction Math/Radius:

8-hour course. This class covers radius math, how to layout radius without a center point. Also covers elliptical and octagon layout.

Prerequisite: Math for the Trades

Expiration: None

Course offered: upon request

Door Hardware I:

24-hour course. The classroom will cover the order of installation, different types of hardware, as well NFPA and ANSI codes. On the floor you will layout, prep, and install cylinder and mortise locks. You will also install a rim exit device, trim, and closer.

Course offered: upon request

Confined Space Refresher:

8-hour course. This class refreshes Confined Space

Prerequisite: Confined Space

Expiration: None

Course offered: upon request

Construction Master Pro:

8-hour class. The Construction Master Pro teaches the use of the calculator to solve practically any problem involving measurements and can be used to save time and prevent errors. During the class you will perform common building projects such as estimating concrete volume, squaring-up foundations, framing roofs, ordering lumber, and many other projects. Calculator and workbook are available for purchase.

Course offered: upon request

Controlling Contaminates:

24-hour course. This local class will cover best practices when working in the Food, Beverage, Pharmaceutical production facilities. The focus being the control techniques & protocols to be used where customer production continues with construction happening onsite.

Course offered: upon request

Door Hardware II:

This is a 40-hour course focusing on the instruction of installation and adjustment of doors, frames, vertical latching devices, and control devices. Additionally, participants will learn about door inspections, code compliance [NFPA 80 | 101, ADA, and the IBC], evaluation, and troubleshooting deficient assemblies. Course will be taught through classroom and hands-on exercises.

Expiration: 4 years

Course offered days: **1/5-1/9**

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[Hermantown](#) Skill Enhancement Classes

EPIC (formerly Pro 10):

10-hour course. Professionalism, communication, diversity, Union history, safety, and "Big Picture".

Course offered: **3/3-3/4, 6/2-6/3, 9/1-9/2, 12/1-12/2**

Firestop Qualification:

8-hour course. This class explains firestop systems and how they are used to control and contain a fire. The class also discusses building codes and how they relate to firestop installation.

Course offered days: **2/27, 6/19**

Hazard Communication and Chemical Safety:

8-hour course. This class is a revision of the OSHA manual, Material Safety Data Sheets. The focus in this revision is broader: chemical hazards and safety precautions are thoroughly discussed along with hazard recognition and chemical hazard protection.

Prerequisite: None

Expiration: None

Course offered: *upon request*

Human Performance:

8-hour course. The goal of Human Performance training is to build the skills to use HP practices and tools to safely navigate through an error-likely situation, without causing harm to yourself, others, and the equipment that you are working on. Using Human Performance practices and techniques maintenance work can be managed more effectively, and errors don't have to lead to losses in safety, quality, and

Prerequisite: None

Expiration: None

Course offered days: **1/22, 11/19**

Evenings: **4/20-4/21, 10/12-10/13**

Hytorc/Atlas Copco:

8-hour course. Coursework & practical applications for torquing & tensioning in an industrial setting. It will cover torque conversions, flange patterns on diss/re-assembly, gasketing, etc.

Course offered days: **1/23, 11/20**

Evenings: **4/22-4/23, 10/14-10/15**

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ICRA Best Practice in Health Care

Construction:

24-hour course. This class promotes the importance of infection control and outlines protection methods and safe work practices for those who perform construction work in these facilities.

Prerequisite: None

Expiration: 4 years

Course offered days: **6/8-6/10, 8/31-9/2, 11/2-11/4**

Intro to Multimeter:

4-hour course. Introduces members to the basic functions and use of a multimeter. Included also in this class will be electrical safety and general knowledge information on measuring for volts, amps, continuity, etc

Course offered: upon request

Intro to Welding:

8-hour course. Safety, terminology, and welding process introduction for members with little or no welding experience.

Course offered: upon request

Laser Alignment:

8-hour course. Practical applications of using fixture lasers in shaft & machinery alignment. Coursework includes v-belt & conveyor pulley alignment.

Prerequisite: None

Expiration: None

Course offered: upon request

ICRA Best Practice in Health Care

Construction Refresher:

8-hour course. This class refreshes/ reviews the 24-hour ICRA course.

Prerequisite: ICRA Best Practice in Health Care Construction

Expiration: 4 years

Course offered days: **5/7, 8/27, 12/3**

Evenings: **1/20-1/21, 3/17-3/18, 10/14-10/15**

Intro to Reciprocating Compressor:

16-hour course. This class will describe the basic considerations when installing, maintaining, or servicing reciprocating compressors. Included is safety, disassembly/assembly, as found/as left measurement readings, and maintenance.

Course offered: upon request

i-Pad Basics and Intro to Bluebeam:

8-hour course. This class introduces you to the i-Pad and its basic functions. The second night will give you a basic overview of the Bluebeam application, screen design, basic tools, and markup features.

Course offered: upon request

Mass Timber:

This 3-day workshop will cover Heavy and Mass Timber Construction materials, job planning, tools, and installation best practices used. Using the structural and shop drawings provided, participants will perform layout, rigging, and installation of a full-scale cross-laminated timber (CLT) and Glulam mass timber structure.

Course offered: upon request

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Hermantown Skill Enhancement Classes

Math for the Trades:

8-hour course. This class is a basic treatment of trade math beginning with general math, fractions, and decimals.

Prerequisite: None

Expiration: None

Course offered: upon request

Millwright 16:

16-hour course. This course includes OSHA-10 (1926) with 6 additional hours of safety topics focusing on the hazards encountered while conducting Millwright & Machinery Erector work.

Prerequisite: None

Expiration: None

Course offered days: **4/1-4/2, 9/23-9/24**

MSHA 24hr-New Miner:

24-hour course. This course covers Mining & Safety training requirements to work at mining facilities. This course satisfies Part 46 & 48 training requirements of CFR 30.

Prerequisite: None

Expiration: 1 year, then refresh annually

Course offered:

1/26-1/28 (JA)
5/27-5/29 (JA)
9/9-9/11 (JA)

MEWP's:

8-hour course. Formally known as aerial lift, covers safety issues and guidelines for mobile elevating work platforms that can be driven in an extended position and moves both inside and outside tipping lines. Class includes classroom theory, 50 question exam, and the required practical for Group A, Type 3 and Group B, Type 3. This class is the ANSI approved training for Mobile Elevated Work Platform operation.

Course offered days: **1/6**

Evenings: **1/14-1/15, 5/13-5/14, 9/22-9/23**

MSHA Refresher:

8-hour course. This course refreshes the initial 24hr New Miner.

Prerequisite: Current MSHA 24 Trng

Expiration: refresh annually

Course offered evenings:

2/3-2/4 (Virginia 606)
4/7-4/8 (JA)
6/2-6/3 (Virginia 606)
8/4-8/5 (JA)
10/6-10/7 (Virginia 606)
12/1-12/2 (JA)

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Open Welding:

16-hour course. These sessions allow members of varying skills, or none at all, to become proficient welders. During these classes you will have the ability to test and become certified in the following processes: SMAW, GMAW, GTAW(Plate & Pipe, CS & SS), Stud, L2L, and L2H metal stud.

Course offered evenings: 1/5-1/8, 3/9-3/12, 5/4-5/7, 7/6-7/9, 9/21-9/24, 11/2-11/5

OSHA 10:

10-hour course. This course covers a basic OSHA overview, rights and responsibilities of employer and employee- 29CFR1926

Prerequisite: None

Course offered: upon request

PITO Industrial:

8-hour course. This class introduces many kinds of lift trucks—their components and applications. The text focuses on industrial lift trucks.

Course offered days: **1/7, 6/11, 9/3, 11/5**

PITO Rough Terrain:

8-hour course. This class introduces many kinds of lift trucks—their components and applications. The text focuses on rough terrain lift trucks.

Course offered days: **1/8, 6/12, 9/4, 11/6**

OSHA 30:

30-hour course. This course covers a more in-depth examination of OSHA standards, rights and responsibilities of employer and employee- 29CFR1926

Prerequisite: None

Course offered days: **1/12-1/16, 7/6-7/10, 12/14-12/18**

Evenings: **2/9-2/19**

PITO Refresher (Industrial):

Minimum 1 hour per student. Members must be observed by a qualified instructor inspecting the work area, inspecting a forklift, and driving a forklift prior to expiring. This class refreshes the Industrial.

Prerequisite: Current 8hr Industrial qualification

Course offered evenings: **3/26, 7/16**

PITO Refresher (Rough Terrain):

Minimum 1 hour per student. Members must be observed by a qualified instructor inspecting the work area, inspecting a forklift, and driving a forklift prior to expiring. This class refreshes the Rough Terrain.

Prerequisite: Current 8hr Rough Terrain qualification

Course offered evenings: **4/2, 8/27, 9/3**

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PITO Refresher (Industrial & Rough Terrain):

Minimum 1 hour per student. Members must be observed by a qualified instructor inspecting the work area, inspecting a forklift, and driving a forklift prior to expiring. This class refreshes the Industrial and/or Rough Terrain.

Prerequisite: Current 8hr Industrial and/or 8hr Rough Terrain qualification

Course offered days: **4/3, 5/8, 6/5, 8/28, 9/4, 10/2, 11/6, 12/4, 12/11 (Virginia); Evenings: 5/7, 6/4**

Rigging:

40-hour course. This class introduces and supports the hands-on portion of the Rigging and Signaling course. An introductory chapter on the history of rigging is followed by chapters on safety, wire rope, chain construction, slings, hardware, and knot-tying techniques.

Prerequisite: None

Expiration: 4 years

Course offered days: **5/11-5/15, 6/22-6/26, 7/27-7/31, 8/24-8/28, 9/28-10/2**

Scaffold 40:

40-hour course. This class provides clarification of the roles of a competent person and a qualified person and presents training requirements for erectors, dismantlers, and users. Information and guidance are given for calculating capacity and contributory leg loads.

Prerequisite: None

Expiration: 4 years

Course offered days: **2/2-2/6, 4/27-5/1, 8/17, 8/21**

Precision Optics:

8-hour course. Use of precision optic tooling to field calibrate(2 peg test), install sole plates, precision equipment, paper machines, mills, etc.

Prerequisite: None

Expiration: None

Course offered: upon request

Rigging Refresher:

16-hour course. This class refreshes 40 hour Rigging Course

Prerequisite: Rigging 40 hr.

Expiration: 4 years

Course offered evenings: **4/27-4/30, 6/22-6/25, 9/28-10/1**

Scaffold 40 Refresher:

8-hour course. This class refreshes/reviews scaffold 40-hour class

Prerequisite: Scaffold 40

Expiration: 4 years

Course offered days: **Evenings:**

5/6 (JA)	2/24-2/25 (JA)
8/26 (JA)	3/31-4/1 (JA)
12/2 (JA)	6/16-6/17 (JA)
	10/27-10/28 (JA)

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Silica Awareness:

2-hour course. This class covers understanding the hazards of silica, with an overview of OSHA Construction silica final rule.

Course offered: upon request

Solid Surface:

16-hour course. The Solid Surfaces class provides in-depth instruction in the technical aspects of working with solid surface material. The course covers epoxy, joining solid surfaces and proper surface finishing.

Prerequisite: Minimum 3rd year apprentice

Expiration: 4 years

Course offered: upon request

Spectra Precision QML-800:

8-hour course. Digital blueprint reading and layout procedures.

Course offered: upon request

Stepping Up to Foreman:

8-hour course. This class allows participants to learn about the responsibilities of UBC Foreman. The skills required of foremen, such as communication, job planning, scheduling, completing reports, and managing a crew are all discussed.

Prerequisite: None

Expiration: None

Course offered: upon request

Total Station I and II/XR-10:

8-hour course. Covers a combination of Total Station I and II. It will begin with a review of the fundamental workings of the total station and how building quadrants are established. The second day will cover the capabilities and functions of the total station layout equipment.

Course offered days: **4/6-4/10**