

NOTICE OF ANNUAL GENERAL MEETING AUSTRALIAN UNITY LIMITED

ABN 23 087 648 888

Notice is hereby given that the Annual General Meeting ("AGM") of Australian Unity Limited ("Company") will be held at The Pavilion, The Arts Centre, Level 8, 100 St Kilda Road, Melbourne, Victoria, 3004 on Wednesday 1 November 2017 at 2:00 pm Australian Eastern Daylight Savings Time ("AEDST") to conduct the following business:

- 1. **Financial statements and reports**—to consider and note the Financial Report, Directors' Report and Auditor's Report for the financial year ended 30 June 2017.
 - NOTE: Further information about this resolution appears in Item 1 of the Explanatory Notes to this Notice of Meeting.
- 2. Remuneration Report to consider and, if thought fit, pass the following resolution as an ordinary resolution: "That the Remuneration Report for the financial year ended 30 June 2017 be adopted."
 - NOTE: Further information about this resolution appears in Item 2 of the Explanatory Notes to this Notice of Meeting.

In accordance with the *Corporations Act* 2001 (Cth) ("Corporations Act"), the vote on this resolution will be advisory only and will not bind the directors or the Company.

- 3. Election of directors—to elect two directors of the Company in accordance with the Company's constitution:
 - (a) Ms Melinda Cilento will retire as a director and, being eligible, offers herself for re-election.
 - (b) Ms Lisa Chung will retire as a director and, being eligible, offers herself for re-election.

In accordance with the Company's constitution, the re-election of Ms Cilento and Ms Chung will require a majority of members voting on the resolution to vote in favour of their re-election.

NOTE: Further information about this resolution appears in Item 3 of the Explanatory Notes to this Notice of Meeting.

- **4. Non-executive director remuneration cap**—to consider and, if thought fit, pass the following resolution as an ordinary resolution:
 - "That, with effect from 1 January 2018, the aggregate amount of remuneration payable by the Company to the non-executive directors in any financial year for their service as non-executive directors shall total no more than \$1,485,000 per financial year (inclusive of any superannuation contributions payable by the Company on behalf of non-executive directors), divided between the non-executive directors in such appropriate manner as determined by the directors."
 - NOTE: Further information about this resolution appears in Item 4 of the Explanatory Notes to this Notice of Meeting.
- **5. Amendment of the Company's constitution**—to consider and, if thought fit, pass the following resolution as a special resolution:
 - "That, with effect from the conclusion of the 2017 AGM of the Company, the constitution of the Company is amended in the manner outlined in the Explanatory Notes to this Notice of Meeting and set out in the amended constitution tabled by the Chair of the meeting and signed for the purposes of identification."

NOTE: Further information about this resolution appears in Item 5 of the Explanatory Notes to this Notice of Meeting.

By order of the Board.

Munico

Melinda Jane Honig Company Secretary

21 September 2017

Information for Members:

- 1. **Registration**—Registration for the meeting will commence from 1:00 pm AEDST. Please note that proof of identity may be required in order to establish current membership.
- 2. Voting Rights—Each member of the Company is entitled to one vote provided they are "financial" as at the close of business on 27 September 2017. Members are "financial" only if they have paid in full all contributions owing on or before 27 September 2017, if any are payable.
- 3. Proxies—A member has a right to appoint a proxy, who does not need to be a member of the Company. A member cannot appoint more than one proxy. If a member appoints the Chair or Company Secretary as proxy and does not specify how the proxy is to vote on an item of business, he or she will vote (if permitted under the proxy form), as a proxy in favour of the resolutions. A proxy form accompanies this notice, together with a reply-paid envelope. To be valid, the form must be received together with, if

- applicable, any power of attorney or other authority under which the form is signed, or a notarially certified copy of that power or authority, at least 48 hours before the time for holding the meeting, namely no later than 2:00 pm AEDST on 30 October 2017. Alternatively, proxy forms (accompanied by any applicable power or authority) may be:
- (a) delivered in person to the Australian Unity Limited Registry:c/-Link Market Services Limited, Level 12, 680 George Street, Sydney NSW 2000; or
- (b) sent by facsimile to (02) 9287 0309; or
- (c) sent by mail to C/- Link Market Services Limited, Locked Bag A14, Sydney South NSW 1235; or
- (d) lodged online in accordance with the notes on the proxy form, before 2:00 pm AEDST on 30 October 2017.
- 4. Documents—The Annual Report of the Company, including the Financial Report, Directors' Report and the Auditor's Report for the year ended 30 June 2017 will be available at the AGM and at the registered office of the Company. Copies will be forwarded to members by post or electronically upon request.

Venue details

The Pavilion is located on Level 8 of the Theatres Building of the Art Centre at 100 St Kilda Rd, Melbourne. The Pavilion is wheelchair accessible. Attendees may park in the Arts Centre Car Park, located on the corner of Sturt and Kavanagh Streets. Entry to the Theatres Building from the Car Park is through undercover walkways. The Car Park is wheelchair accessible. The nearest train station is Flinders Street Station and the nearest Tram Stop is Stop 14 on St Kilda Road, both of which are wheelchair accessible.



Item 2—Remuneration Report

The Remuneration Report for the financial year ended 30 June 2017 is set out in the Directors' Report in the 2017 Annual Report which is available on the Company's website, https://www.australianunity.com.au/about-us/annual-reports

The Remuneration Report includes:

- (a) an explanation of the Company's policy for determining the remuneration of directors and executives;
- (b) a discussion of the relationship between that policy and the Company's performance; and
- (c) details of the performance conditions associated with the remuneration of directors and executives.

As provided for by the Corporations Act, the vote on the proposed resolution in this Item 2 is advisory and will not

Explanatory Notes:

Item 1—Financial statements and reports

As required by section 317 of the Corporations Act, the Financial Report, Directors' Report and Auditor's Report of the Company for the financial year ended 30 June 2017 will be laid before the meeting.

These reports are approved by the Board, and accordingly there is no requirement for members to approve these reports.

However, members are invited to consider and note the reports, and will be given a reasonable opportunity to ask questions and make comments on the reports at the meeting.

bind the directors or the Company. However, members will be given a reasonable opportunity to ask questions and make comments on the report at the meeting, and the Board will take the outcome of the vote into consideration when reviewing remuneration practices and policies.

Directors' Recommendation

The directors unanimously recommend that members vote in favour of the resolution on Item 2.

Item 3—Election of directors

Rule 4.3(a) of the Company's constitution provides that directors are elected for a term of three years. Ms Cilento, having served as a director for the past three years without re-election, will retire at the end of the meeting.

Being eligible, Ms Cilento offers herself for re-election. Her profile is set out on a latter page.

Ms Chung was appointed to the Board of the Company with effect from 30 June 2017 after a considered search. Ms Chung's appointment reflects the Board's plans to sustain and broaden the mix of skills and business experience of the Board, and its board and committee succession planning program. Ms Chung's appointment was also considered necessary to fill a vacancy on the Board, as Stephen Maitland is due to retire at the conclusion of the 2017 AGM.

Rule 4.5(b) of the Company's constitution provides that any director appointed in addition to the existing directors shall only hold office until the next AGM.

In accordance with the Company's constitution, Ms Chung will retire at the end of the meeting. Being eligible, Ms Chung offers herself for re-election. Ms Chung's profile is set out on a latter page.

This resolution involves two separate votes:

- (a) the first vote, to re-elect Ms Cilento as a director; and
- (b) the second vote, to re-elect Ms Chung as a director.

Each vote will be recorded as a separate item in the minutes.

Directors' Recommendation

The directors, other than the directors who are the subject of this item, support the election of each of the directors and recommend that the members vote in favour of re-electing Ms Cilento and Ms Chung.

Item 4 - Non-executive director remuneration cap

At the 2014 AGM of the Company, the Company's members approved a resolution setting an aggregate limit of non-executive director remuneration at \$1,300,000 per financial year, regardless of the number of directors, with the Board to decide how that aggregate remuneration is apportioned between non-executive directors.

Since the approval of the resolution at the 2014 AGM of

the Company, the total annual remuneration paid to non-executive directors has remained within the \$1,300,000 aggregate limit.

In the three years since the 2014 resolution, the Australian Unity Group has grown significantly (ie as evidenced, in part, by the acquisition of Home Care New South Wales and being selected as the preferred tenderer for the Herston Quarter development in Queensland). Such growth has resulted in increased legislative and regulatory demands being imposed on the Australian Unity Group which has, as a consequence, increased the time commitment of directors. The Board is also mindful of the current market, and the need to have the ability to attract and retain suitably qualified directors.

The Human Resources, Remuneration and Nominations Committee has recently engaged an external remuneration expert to comment on the Company's remuneration practices with respect to non-executive directors and received a report that those practices are conservative in all of the circumstances. The Board therefore wishes to seek approval of members to a modest increase in the aggregate limit.

Under Rule 4.15(a) of the Company's constitution, this aggregate limit may only be raised with approval of members at a general meeting.

Note: This resolution must be passed as an "ordinary resolution" to be successful, requiring at least 50% of votes cast on the resolution being in favour of the resolution.

Directors' Recommendation

The directors unanimously recommend that members vote in favour of the resolution on Item 4.

Item 5—Amendment of the Company's constitution

The Board has reviewed the Company's constitution to consider whether any amendments are necessary given the expansive growth of the Australian Unity Group and the change in the regulatory landscape since the Company's constitution was adopted in 2009.

A number of amendments to the Company's constitution are proposed to ensure that the constitution reflects current corporate governance standards and is consistent with requirements in the Corporations Act and the Listing Rules of the Australian Securities Exchange ("ASX"). The proposed amendments are summarised in the table below.

A copy of the Company's existing constitution and the version of the constitution with the proposed amendments marked up are available on Australian Unity's website (https://www.australianunity.com.au/about-us/membershipgovernance/board-policies-charter) and at reception at the registered office of the Company at 114 Albert Road, South Melbourne VIC 3205 during normal business hours. Copies of the proposed amended constitution will also be available at the 2017 AGM.

Rule	Amendment		inconsistent with the Corporations Act,	
1.2	A new definition of "Exchange" is proposed. The new definition is required as a consequence of the proposed amendment to Rule 5.2(b) (Time and Place) (see below).		which requires shareholder approval for any proposal by directors to set the maximum number of directors on the Board.	
1.4	It is proposed to delete Rule 1.4 (Scope of Rules) in its entirety as this Rule is largely replicated in section 140 of the Corporations Act.		The proposed reduction of the maximum number of directors to nine reflects the Board's view that the optimum size for the Board of the Company is not more than nine	
3.2(a)	It is proposed to delete paragraphs (3), (4) and (5) of Rule 3.2(a) (Cessation of Membership), which provide for cessation of membership in circumstances where a person ceases to be a member of a benefit fund, becomes unfinancial for the purposes of a benefit fund, or ceases to be a member in accordance with the rules of a health benefit fund. These amendments are proposed: • because the references to 'benefit fund' and 'health benefit fund' are outdated in light of the Company's diversified business; and • to give the Board more flexibility to determine membership eligibility.	4.2(e)	directors, due to the greater complexity and administrative costs involved with having a larger Board. The proposed reduction in the maximum number of directors is consistent with current market practice, which has seen a decrease in the board size of large listed companies in Australia. It is also proposed to delete Rule 1.7(b) (Transitional Provisions) in its entirety as a consequential amendment. It is proposed to insert a new Rule 4.2(e) (Eligibility) to clarify that a person is not eligible to be elected as a director of the Company if they are a partner, employer or employee of an auditor of the Company. This amendment will assist to ensure the independence of the	
3.3	It is proposed to delete Rule 3.3 (Settlement of Disputes) in its entirety, as inclusion of such a rule is inconsistent with market practice. The Board has taken the view that this rule should be removed to reflect current corporate governance standards and avoid any inconsistency with corporate governance mechanisms available to members in the event of a dispute, both at law (eg, the right to requisition a meeting under section 249D of the Corporations Act) and in the constitu-	4.6(b)(7) and 5.6(c)	Company's auditors. It is proposed to delete Rule 4.6(b)(7) in its entirety. This rule permits the Board to prescribe Standing Orders for the conduct of general meetings. The use of Standing Orders is out of step with current market practice, which is to give the Chair the power to determine the conduct of general meetings. It is also proposed to delete Rule 5.6(c) which refers to Standing Orders, as a consequential amendment.	
3.4	tion (eg, putting and voting on resolutions at general meetings). It is proposed to delete Rule 3.4 (Demutualisations) in its entirety. This rule ceased to apply after the end of the 2007 AGM of the Company and has only been retained in the Company's constitution for historical purposes.	4.7(da)	It is proposed to insert a new Rule 4.7(da) (Notices of meetings of the Board) into the constitution. This new rule would provide greater clarity on who is entitled to receive a notice of meeting, what the notice of meeting should cover and how it should be distributed. The inclusion of such a rule is consistent with market practice.	
3.5	Consequential amendments to Rule 3.5 (Demutualisations) are proposed to take into account the deletion of Rule 3.4 (Demutualisations).	4.11	It is proposed to amend Rule 4.11 (Alternate Directors) to restrict the ability to appoint an alternate director to the Managing Director and other executive directors of the Company (and not all directors). This proposed	
4.1 and 1.7(b)	It is proposed to amend Rule 4.1 (Board of Directors) to: • reduce the maximum number of directors sitting on the Board from twelve to		pany (and not all directors). This proposed amendment reflects that it is now increasingly unusual for large companies to have alternate directors.	
	 nine; and remove the existing wording that the directors may determine the number of directors comprising the Board, as this is 	4.13	It is proposed to delete existing Rule 4.13 (Indemnity of Officers) and replace it with a new rule dealing with the same subject matter. The reason for the proposed replacement is to better reflect the Corporations Act	

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4.14	provisions dealing with officer indemnities and to align the indemnity provisions in the constitution with those of other large companies. While the new rule is mainly clarifying in nature and aimed at simplifying the existing Rule 4.13, a significant difference is that the new rule provides for officers to be indemnified to the extent permitted by law (rather than specifying the circumstances in which officers will be indemnified, which is the approach in the existing rule). It is proposed to delete Rule 4.14 (Insurance)
	in its entirety as it requires (rather than allows) the Company to take out certain types of insurances. The Company has a comprehensive risk and insurance program and does not consider it necessary, or appropriate, for details on insurance to be contained in the Company's constitution.
5.2(b)	It is proposed to insert a new Rule 5.2(b) (Time and Place) to give the Board more flexibility to change the details of, or postpone, a general meeting (with appropriate notice to the ASX). The new rule makes it clear that if a general meeting has been requisitioned by members or is otherwise not called by a Board resolution, the Board must first obtain the consent of the persons that requisitioned or called the meeting before the meeting can be postponed or changed.
5.4(a)	 It is proposed to amend Rule 5.4(a) (Notice of General Meeting) so that: at least 28 days' notice of a general meeting (instead of 21 days as the constitution currently provides) must be given to members; and each director and the auditor of the Company will also receive a notice of meeting. The amendments are proposed because: the Company is now required to give 28 days' notice of a members' meeting under section 249HA of the Corporations Act as, being debt-listed on the ASX, it is a listed company for the purposes of the Corporations Act; and it is market practice to reflect in a constitution the requirement under the Corporations Act to give the auditor and each director the notice of meeting in the same way that a member is entitled to receive notice.
5.6(b)	It is proposed to amend Rule 5.6(b) (Proceedings at General Meetings) to provide for an adjourned meeting to be dissolved if a

	quorum is not present 30 minutes after the time appointed for the meeting – a change from the current position where the meeting is deemed quorate after that time. The rationale for the proposed amendment is to reflect standard practice in relation to quorum requirements at adjourned meetings, which is for the adjourned meeting to be dissolved where a quorum is not achieved.
6.2(b)	It is proposed to amend Rule 6.2(b) (Nominations) to clarify that director nominations need to be received at least 56 days before the date of each AGM. The existing wording of the rule refers to a deadline of 28 days before the last date on which notice of the AGM must be given to members. The proposed amendment simplifies this wording to refer to 56 days before the AGM, which is 28 days plus the 28 days' notice required for the AGM.
7A	It is proposed to insert a new Rule 7A into the Company's constitution conferring the right on the Company to enter into deeds of access with directors of the Company (both past and present) to allow such directors to have access to materials such as the Company's board papers, books and records for a certain period of time. The inclusion of this rule is consistent with current market practice.

If Item 5 is passed by members, the amendments to the constitution summarised above and set out in the amended constitution tabled by the Chair of the meeting will take effect from the conclusion of the 2017 AGM.

Note: This resolution is proposed as a "special resolution". In accordance with the Corporations Act, this resolution will only be passed if at least 75% of votes cast on the resolution are in favour of the resolution.

Directors' Recommendation

The directors unanimously recommend that members vote in favour of the resolution on Item 5.

Directors' Profiles



Melinda Cilento BA, BEc (Hons), MEc

Melinda was appointed to the board of Australian Unity Limited on 1 May 2014. She is a director of a number of Australian Unity Limited subsidiaries, Chair of the Investment Committee and a member of the Human Resources, Remuneration and Nominations Committee and the Risk Committee. She is also a director of Woodside Petroleum and Co-Chair of Reconciliation Australia. In addition to her directorships, Melinda is the Chief Executive Officer of the Committee for Economic Development of Australia, CoChair of NAB's Advisory Council on Corporate Responsibility and a member of Chief Executive Women. Melinda has previously been a Commissioner with the Productivity Commission, worked for eight years with Australia's leading CEOs at the Business Council of Australia, including four years as Deputy Chief Executive. Prior to joining the Business Council she was Head of Economics at Invesco Australia. Melinda has also worked with the Federal Treasury and International Monetary Fund in Washington D.C. Melinda was a director of Wesfarmers General Insurance until June 2014. Melinda has not held any directorships of listed entities in addition to those set out above during the last three years.



Lisa Chung
LLB, FAIM, FAICD

Lisa was appointed to the board of Australian Unity Limited on 30 June 2017. She is a director of a number of Australian Unity Limited subsidiaries, a member of the Audit and Compliance Committee, Investment Committee and Risk Committee. Lisa is currently Chair of Urbis Pty Limited and The Benevolent Society, a director of APN Outdoor Group Limited and Artspace, Deputy President of Trustees of the Museum of Applied Arts and Sciences (Powerhouse Museum) and an Advisory Committee Member for the University of Wollongong Early Start.

Prior to this, Lisa was a partner specialising in commercial property and infrastructure at Maddocks
Lawyers and at Blake Dawson (now Ashurst) where she also held various senior management roles and was an elected member of the firm's board. Lisa completed the Advanced Management Program at INSEAD in France in 2004.
Lisa has not held any directorships of listed entities in addition to those set out above during the last three years.



ABN 23 087 648 888

LODGE YOUR VOTE

ONLINE

www.linkmarketservices.com.au



BY MAIL

Australian Unity Limited C/- Link Market Services Limited Locked Bag A14 Sydney South NSW 1235 Australia



BY FAX

+61 2 9287 0309



BY HAND

Link Market Services Limited Level 12, 680 George Street, Sydney NSW 2000



ALL ENQUIRIES TO

Telephone: 13 29 39



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PROXY FORM

I/We being a member(s) of Australian Unity Limited and entitled to attend and vote hereby appoint:

APPOINT A PROXY

the Chair of the Meeting (mark box) **OR** if you are **NOT** appointing the Chair of the Meeting as your proxy, please write the name of the person or body corporate you are appointing as your proxy

or failing the person or body corporate named, or if no person or body corporate is named, the Chair of the Meeting, as my/our proxy to act on my/our behalf (including to vote in accordance with the following directions or, if no directions have been given and to the extent permitted by the law, as the proxy sees fit) at the Annual General Meeting of the Company to be held at 2:00pm (AEDST) on Wednesday, 1 November 2017 at The Pavilion, The Arts Centre, Level 8, 100 St Kilda Rd, Melbourne, Victoria, 3004 (the Meeting) and at any postponement or adjournment of the Meeting.

Important for Resolutions 2 & 4: If the Chair of the Meeting is your proxy, either by appointment or by default, and you have not indicated your voting intention below, you expressly authorise the Chair of the Meeting to exercise the proxy in respect of Resolutions 2 & 4, even though the Resolution is connected directly or indirectly with the remuneration of a member of the Company's Key Management Personnel (KMP) or non-executive directors.

The Chair of the Meeting intends to vote undirected proxies in favour of each item of business.

VOTING DIRECTIONS

Resolutions

Proxies will only be valid and accepted by the Company if they are signed and received no later than 48 hours before the Meeting. Please read the voting instructions overleaf before marking any boxes with an \boxtimes

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STEP

Noting of the Company's financial statements and reports

2	Adoption of Remuneration Report (non-binding resolution)

3(a)	Re-election of Ms Melinda Cilento as
	director

3(b)	Re-election of Ms Lisa Chung director	as

For	Agair	ıst Ab	stain*	

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	4	Non-executive director remuneration cap

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* If you mark the Abstain box for a particular Item, you are directing your proxy not to vote on your behalf on a show of hands or on a poll and your votes will not be counted in computing the required majority on a poll.

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SIGNATURE OF MEMBERS – THIS MUST BE COMPLETED

Member 1 (Individual)

Joint Member 2 (Individual)

Joint Member 3 (Individual)

Sole Director and Sole Company Secretary

Director/Company Secretary (Delete one)

Director

This form should be signed by the member. If a joint membership, either member may sign. If signed by the member's attorney, the power of attorney must have been previously noted by the registry or a certified copy attached to this form. If executed by a company, the form must be executed in accordance with the company's constitution and the *Corporations Act 2001* (Cth).



HOW TO COMPLETE THIS MEMBER VOTING FORM

YOUR NAME AND ADDRESS

You may direct your proxy how to vote by placing a mark in one of the boxes opposite each item of business. If you do not mark any of the boxes on the items of business, your proxy may vote as he or she chooses. If you mark more than one box on an item your vote on that item will be invalid.

APPOINTMENT OF PROXY

If you wish to appoint the Chair of the Meeting as your proxy, mark the box in Step 1. If you wish to appoint someone other than the Chair of the Meeting as your proxy, please write the name of that individual or body corporate in Step 1. A proxy need not be a member of the Company.

DEFAULT TO CHAIR OF THE MEETING

Any directed proxies that are not voted on a poll at the Meeting will default to the Chair of the Meeting, who is required to vote those proxies as directed. Any undirected proxies that default to the Chair of the Meeting will be voted according to the instructions set out in this Proxy Form, including where the Resolution is connected directly or indirectly with the remuneration of KMP or non-executive directors.

VOTES ON ITEMS OF BUSINESS – PROXY APPOINTMENT

You may direct your proxy how to vote by placing a mark in one of the boxes opposite each item of business. If you do not mark any of the boxes on the items of business, your proxy may vote as he or she chooses. If you mark more than one box on an item your vote on that item will be invalid.

SIGNING INSTRUCTIONS

You must sign this form as follows in the spaces provided:

Individual: where the membership is in one name, the member must sign.

Joint Membership: where the membership is in more than one name, either member may sign.

Power of Attorney: to sign under Power of Attorney, you must lodge the Power of Attorney with the registry. If you have not previously lodged this document for notation, please attach a certified photocopy of the Power of Attorney to this form when you return it.

Companies: where the company has a Sole Director who is also the Sole Company Secretary, this form must be signed by that person. If the company (pursuant to section 204A of the *Corporations Act 2001*) does not have a Company Secretary, a Sole Director can also sign alone. Otherwise this form must be signed by a Director jointly with either another Director or a Company Secretary. Please indicate the office held by signing in the appropriate place.

CORPORATE REPRESENTATIVES

If a representative of the corporation is to attend the Meeting the appropriate "Certificate of Appointment of Corporate Representative" should be produced prior to admission in accordance with the Notice of Meeting. A form of the certificate may be obtained from the Company's member registry or online at www.linkmarketservices.com.au

LODGEMENT OF A VOTING FORM

This Voting Form (and any Power of Attorney under which it is signed) must be received at an address given below by **2:00pm** (AEDST) on Monday, 30 October 2017, being not later than 48 hours before the commencement of the Meeting. Any Voting Form received after that time will not be valid for the scheduled Meeting.

Voting Forms may be lodged using the reply paid envelope or:



ONLINE

www.linkmarketservices.com.au

Login to the Link website using the holding details as shown on the Voting Form. At 'Issuer Name' enter 'AULU' or 'Australian Unity Limited – Members'. Select 'Voting' and follow the prompts to lodge your vote. To use the online lodgement facility, members will need their "Holder Identifier" (Member Reference Number as shown on the front of the Voting Form).



BY MAIL

Australian Unity Limited C/- Link Market Services Limited Locked Bag A14 Sydney South NSW 1235 Australia



BY FAX

+61 2 9287 0309



BY HAND

Level 12 680 George Street Sydney NSW 2000

* During business hours (Monday to Friday, 9:00am-5:00pm)