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FALAFEL

Playing the fastest growing sport in America has become the fastest growing hobby at Carolina Preserve! Did you know, there are dozens of pickleball slang terms like falafel, flapjack, volley llama and OPA?





HOA President's Comments

by Tom Crotty



The worst of the long, cold, gray days of winter are now behind us. The first signs of warm weather will appear in March along with the first early flowers (Phlox, Crocuses, etc.), followed by our beautiful daffodils and tulips. We are incredibly lucky we did not experience any of the bitter icy and snowy conditions most of the country experienced. The COVID-19 vaccine continues to roll out and become more easily available for our residents. . On February 24 Governor Cooper announced some COVID-19 changes for restaurants, bars, curfew, etc. but nothing new was announced that affects Bradford Hall. The Bradford Hall Tower project is scheduled to be completed by end of March. This was a huge project very professionally managed by Robert Hamilton and the Gurkin construction project managers.

I have learned since being on the board that landscape services are a no-win situation for the General Manager and Board. We can never make everyone happy all the time. Hansley Landscaping has done a lot of hard work on our perimeter and in some common areas this winter and has much more spring work planned. Bland Landscaping has a good plan and now an experienced staff starting the year. Steve Hendricks has made a huge difference as the Bland Resource Manager. The significant rainfall this year has not helped either landscaper and has slowed several plans. The Board and GM will continue to meet monthly with Bland to avoid last year's problems. Last year with the COVID-19 pandemic stresses the Board asked the GM and her Directors operating with reduced staff to cut residents some slack when it came to some violations. That grace period is over. The Board and GM are committed to improving our community looks and appeal by enforcing our HOA rules and regulations. The Board has already started by enforcing and fining repeat violators for street parking, not bringing in garbage and recycle timely and dogs off leash. Inspections are already starting for homes needing power-washing. In spring the focus will be on street trees and dead shrubs or lawns with little or no grass. There will also be a focus on inspections of properties not following ARC rules for number of items allowed in a mulch area (front and back). There also has been a discovery of some properties with junk stored between homes (wheelbarrows, broken things, dozens of flowerpots, tools, etc.). Violators will be issued violations and given a cure timeframe. We all want a great looking community but we all must do our part to make our community look beautiful.





Tower Project Update

By John Siciliano, HOA Board

Wow! So much has happened on our tower project since our last Newsletter Update.

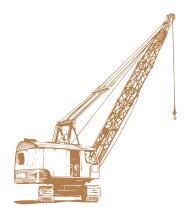
Here it is the end of February 2021 and the old tower materials have been removed (except for the steel structure underneath) and the new tower is well underway.

In the last week in January many of us watched as a crane lifted the super-structure for the new tower roof into place. Now the steel is covered in new sheathing and ready to receive the new metal roof.

As of this date we have made two payments to our contractor for work they have completed, and we are on track to meet our projected/budgeted costs for the new tower.

Also, we are on schedule to finish the tower by the end of March 2021. This timeframe meets the schedule our contractor established when we signed the contract with them late last year.

So, in summary, we have completed approximately fifty percent of the work planned for the new tower and we are on schedule and on budget.



When Will Bradford Hall Reopen

The Board received several questions requesting the opening of Bradford Hall. These questions were discussed at the February 16, 2021 HOA Board meeting. The context of that discussion is repeated here for residents that missed that meeting.

The following are a sampling of the questions and comments sent to the board in February referencing when will Bradford Hall be reopened.

Resident Questions -

a. Very soon, if not already, we will all have had been vaccinated, lets open Bradford Hall.

b. Can we restrict access to only those who have had the COVID-19 vaccine? That way we can resume all activities.

c. Can we move the Billiard tables outdoors?

Let us review where we currently stand.

Current NC Governor Cooper Executive orders set the following rules for gatherings:

- Must manage social distancing requirements.
- Must wear masks.
- Must take temperature upon entry.
- Must have easily accessible hand sanitizer.
- Must maintain strict CDC cleaning protocols with frequent cleanings.
- Indoor activities require:
 - Requires face coverings in all public indoor settings, including fitness facilities and restaurants, where non-household members are present.
 - Reduce capacity for all indoor usage such as fitness centers, indoor pool, meeting rooms, etc.
 - Indoor gatherings are limited to 25 people and social distancing enforcement is mandatory.
 - Outdoor gatherings are limited to 50 people, again with social distancing maintained and face masks are recommended.



- The Board has no knowledge of the number of CP residents vaccinated. We are aware of many residents still trying to get appointments.
- We are aware that about 15% of our residents are under the age of 65.
- None of our staff are yet eligible to receive the vaccine.
- Some residents will decide not to receive the vaccine. How do we handle this?
- No, the billiard tables cannot be moved outdoors.

Directions and Next Steps

The Board and GM have met multiple times to discuss reopening plans for Bradford Hall. However, we still have more questions than answers. Below are some examples of what we will need to deal with as we plan to reopen.

1. We have asked the question of our attorney if we can require proof of vaccination for entry to Bradford Hall. Their response is this is a legal gray area and there is no definitive answer yet. Therefore, the current attorney recommendation is no, until we get better information.

2. Social distancing will still be mandated. This means room capacity will be reduced (driven by Governor Cooper Executive orders for capacity).

3. Rooms must be cleaned after each use and left to dry. This must be done by our cleaning crews as special chemicals are used. Because of limited airflow capacity with our HVAC the room will then need to be idle for some period of time (60-90 minutes).

4. Any use of a square or round table to be used by two to six people will not meet social distancing requirements. This means cards, mahjong, dominoes, poker, etc. cannot be allowed. This is subject to change based on Governor Cooper and CDC recommendations.

5. When the time comes, strict limits will be put on use of the Billiards Room and Pottery Studio.

6. We have limited staff. So, how will these mask and social distancing rules be maintained and by whom? If we are strict about the rules residents will complain. If staff does not enforce these safety rules residents will complain and there is a possibility of liability exposure. Should there be a penalty for violators? If so, more potential resident complaints.

Summary

As you see this gets complicated. The Board and GM will keep all residents informed as we solidify plans based on attorney advice, Governor Cooper Executive orders, and science recommendations. The Board is also focusing how we can better utilize our outdoor areas. In the April newsletter as the weather starts to improve the Board and GM will announce further plans.



Dog Park Questions

The Board continues to receive questions from new residents about a dog park. The dog park issue has been raised many times by residents during our Strategic Planning sessions and always dies. Here is a recap of the Board's previous responses on this subject.

When Del Webb planned Carolina Preserve, they never allocated land for a dog park or got the necessary permits from Town of Cary, unlike at Carolina Arbors where it was part of the original site plan created and on file with Durham. A dog park needs to have a buffer between resident homes so sounds and smells do not annoy immediate neighbors. The Town of Cary also requires it must have fresh water, be fenced in, separate parks for different size dogs, insurance, verification each dog has proper vaccinations, etc. The requirements are onerous enough, but in short, there is no available property within Carolina Preserve suitable for dog parks. The open land areas that remain are all Cary-required buffer and drainage areas.

The Board has made residents aware that Town of Cary is building a new <u>20.8</u> <u>acre park</u> on the corner of Carpenter Fire Station Road and Highcroft Drive that will have dog parks for different size dogs. This park is due to open the Fall of 2022. This park would be about three miles from Carolina Preserve.



Newly Proposed Resolution on Flags and Signs to Carolina Preserve Documents

This Resolution makes modifications to the Use Restrictions which are part of the Declaration of Covenants, Conditions, and Restrictions for Carolina Preserve and the Design Guidelines of Carolina Preserve. **Please join us for a Board Meeting to be held virtually on Monday, March 8, 2021 at 6:30 pm.** The main purpose of the meeting is for the Board to consider adoption of revised use restrictions and design guidelines. The text of the Resolution and additional supporting information is provided using the links below. The full agenda for this meeting can be found within this newsletter.

The <u>Board has allowed 30 minutes at the March 8th meeting</u> for residents to speak and raise questions to the Board. The Board also requested our attorney produce a Q & A White Paper that addresses the changes made by this resolution to Flags and Signs. <u>Please read both documents for a clear</u> <u>understanding of these changes and how they relate to your First Amendment</u> <u>Rights.</u>

If this Resolution is passed by the Board the following is a sampling of flags and signs that have been on display within Carolina Preserve that will be in violation and require removal.





Board Community Meeting Monday, March 8th | 6:30 pm

This is the first of four scheduled 2021 HOA Board and General Manager community meetings. The Board plans the agendas for these community meetings to provide residents with background information and details on key projects and topics that impact our association. In March we will have a special guest speaker Hope Carmichael, from Jordan Price Law Firm. The agenda planned is as follows.

Agenda:

- Call to Order
- President's Comments
- General Manager Updates
- Financial Summary YTD
- Review of Resolution on Flags and Signs
- Resident questions about Resolution 30 minutes (2 min maximum each)
- Board Action on Resolution
- Adjournment

This is a virtual webinar meeting. Residents are reminded they need to register to attend and have the ability to ask questions. Questions can be sent to the Board ahead of time <u>HOA.Board@cpamberly.net</u> or questions can be asked during the webinar by using the CHAT feature. A registration email has been sent to all residents or you can use the link below.

Hope Carmichael is the meeting facilitator and at the end of the meeting she will group questions by topic, and we will answer them one by one. We will answer as many as possible within 30 minutes. All questions and answers will be documented and sent to all residents.

We hope to see a great turnout based on the agenda planned.

The HOA Board and General Manager



Open Working Board Meeting Tuesday, March 16th | 10:15 am



CP HOA Board Open Working meetings are for the Board and General Manager to address and conduct the business of Carolina Preserve. This includes operational items, staffing, finance and budget items, strategic plan items, legal issues, association documents, COVID-19 issues, etc. Residents are welcome to attend these sessions as observers but cannot speak during these sessions as this time is for the Board members and GM. However, if residents have questions about an agenda item, they can ask their question using the chat feature on their screen during the meeting, or email their question to the Board, preferably before the meeting. Please remember that questions must be limited to the agenda items. If residents have questions on non-agenda items, please email them to the Board at <u>HOA.Board@cpamberly.net</u> at any time, and they will be researched, and a response sent.

Please register for the:

HOA Open Working Board Meeting on March 16, 2021 10:15 AM EST at:



After registering, you will receive a confirmation email containing information about joining the webinar.



2021 Financials at A Glance

Operations (\$000)

		January		Full Year
	Actuals	Plan	B / (W) Plan	Plan
Income	\$334	\$329	\$5	\$4,035
Uses Reserves Expenses	\$78 \$256	\$78 \$247	\$O (\$9)	\$619 \$3,364
Net	\$O	\$4	(\$4)	\$52

Note B/(W) plan means: B is a positive number: higher income or lower expenses (W) is a negative number: lower income or higher expenses

Reserves (\$000)

	Replacement	Villa	IIF	Painting	Operating Contingency
12/31/2020	\$938	\$286	\$86	\$39	\$786
Contributions	\$41	\$2	\$35	\$ 0	\$ O
Interest	\$1	\$ 0	\$ 0	\$ 0	\$ 0
Expenses	\$26	\$ 0	\$ 0	\$ 0	\$ 0
BH Tower	\$98	\$0	\$0	\$O	\$O
1/31/2021	\$856	\$288	\$121	\$ 39	\$786

Bradford Hall Tower Project: To date expenses: \$241; Total project plan: \$640

By Chet Sadosky, HOA Treasurer



Treasurer's Comments

By Chet Sadosky, HOA Treasurer

January income from all sources (\$334,000) was equal to reserve contributions (\$78,000) and operating expenses (\$256,000). While the plan assumed that we would have a \$4000 surplus, the reasons for this shortfall are due to the calendarization of some expenses and income. The following are two examples:

- Villa termite warranty expense was \$7200 against a plan of \$1600. We know that the full year total will be \$19,200 (96 Villa groups at \$200 each). Therefore, the higher January expense is what I call calendarization, no impact on the full year total.
- Resale fees were \$8300 against a plan of \$3900. This resulted from a higher number of resales (6 actual vs 3 planned) and at a higher rate per sale. Until we have 4 months of data, we cannot assume greater full year income. This is another example of calendarization.

The BH Tower project expenses to date are \$241,000. The full project budget is \$640,00 which includes an approximate \$50,000 contingency.

We will begin developing the forecasted 2021 surplus once we have four months of actuals. This will allow us to see trends and identify costs and revenues that we had not anticipated when the 2021 plan was developed in September 2020.

Carolina Preserve HOA New Member Fees

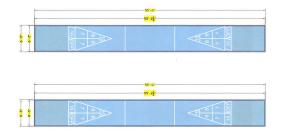
The HOA receives approximately 5% of its total income from sources other than monthly assessments. The major contributor of this non assessment income is the "New Member Fee" as defined in section 9.12 of our Covenants. The fee is 1/3 of one percent of the gross selling price of the house. The following chart shows the number, average value and total yearly income of New Member fees over the past three years.

New Member Fees							
	2018	2019	2020				
	Actuals	Actuals	Actuals				
Number of sales	72	80	76				
Average Fee	\$1,251	\$1,305	\$1,311				
Total (\$000)	\$90	\$104	\$100				

Task Force Updates

The Gathering Place at Arvada

We just received an update on our Forever Redwood Swings. They are being packed for shipping. We expect delivery in late March. Work will start in late March to install the Shuffleboard Courts and the Swings when they arrive.



Bradford Hall Backyard

<u>Pool</u>

Bad weather has delayed the timetable for landscaping changes. Hansley will try to make up this time lost due to very wet conditions in March. Everything else is on schedule.

Helipad or Concrete Pad

It is always a challenge submitting a request to Town of Cary (TOC) for permits. The town is requiring Carolina Preserve to submit an updated site plan. The site plan is what Pulte originally submitted and is composed of drawing of our entire community. The good news is an architect from Harris Engineering agreed to take on constructing the documents TOC requires. Therefore, plans are on hold until we get all approvals.

So, the town is requesting:

- A copy of original site plan.
- Information from Playworld on the Pergola structure, size and weight and all drawings
- Updated full site plan, which includes, drainage, electrical, load, lighting, elevations (all four sides) and landscape. This is 10 layers of drawings.
- Keep in mind that the TOC might still request core drilling and compaction tests around the site we plan to build on.
- Still requires a physical Inspection from TOC.
- Finally permitting for Structural and Electrical

All this must be submitted and then wait for TOC to approve all submittals.

Sidewalk Task Force

A big shout out to Jim Gile who is following up with the Town of Cary for the Sidewalks that have not been attended to by the Town of Cary! Any Sidewalk Task Force section leader who has noticed that their section sidewalks have not been done, please email Christine Hast with your list and she will get it to Jim.

If it ever stops raining and we see the sun again, we have plenty of pink paint left for Task Force members to pick-up at Bradford Hall to refresh the trip hazard marks from last year.

Or, If you happen to see a new trip hazard, you can always report it online to the Town of Cary Street Maintenance department by clicking the logo.



Beautification Task Force Forming

If you love flowers and don't mind a little fresh air and sunshine with fellow gardeners, a new Beautification Task Force is forming and looking for those who want to volunteer to plan what should be planted this Spring, pick up the materials and schedule the actual planting. If you have experience gardening, working with volunteers or are just interested in making your community a beautiful place to live, please sign up by clicking the flower.





2021 Lifestyle Activities Survey

By Jeff Diton, Genie Lazcano & Sharon Valvona Lifestyle Advisory Sub-Committee

Coming tomorrow is a great opportunity for you to provide input into the Lifestyle activities at Carolina Preserve. In the past 12 months, the Lifestyle Advisory Committee (LAC) provided an array of events aimed at keeping the community active and providing fun during very challenging times. These included community walks, a Community Field Day, scavenger hunts, and Where's Waldo games to name a few. In addition, we saw frequent visits from Food Trucks and other Service Trucks, such as knife sharpening and bicycle repair. Only by knowing your reactions to these past events, and your suggestions for future events, will the 2021 Lifestyle Advisory Committee be able to plan events that you enjoy. We acknowledge an increasing number of new residents, some who have never seen this community in "full action", as well as residents who continue to work, and residents who have been here for a while! We are looking for feedback and input from ALL residents. Our goal is to provide activities that maintain our vibrant community despite the challenges of the COVID-19 pandemic.

You will receive the 2021 LAC Survey that has been generated specifically to capture your input. Please help us out by answering this very short survey on what you liked or didn't like, and how we might improve your experiences in 2021. The survey will take less than 10 minutes to complete. Residents can access the survey from March 2nd through March 16th.

Thank you in advance for your input and we look forward to an exciting, active 2021!

If you are interested in helping out with any of the 2021 LAC activities, please send an email to Deborah Badger, Lifestyle Director at lifestyle@cpamberly.net.



ARC Makes it Easy For You

By Ken Merten, Architectural Review Committee

ARC reviews and modifies the Design Guidelines annually in an effort to clarify confusing issues, as well as making them less restrictive where appropriate. While we try to "make it easier for you", we also understand that for some in the community, they are still confusing and a bit overwhelming.

Nevertheless, ARC is frequently frustrated by the number of Modification Requests that are submitted that are missing essential information. Before ARC votes to approve MRs on the second and fourth Wednesdays of each month, we also meet on the preceding Fridays to identify MR shortcoming and assign ARC members to follow up with homeowners that have incomplete MRs. Actually, ARC receives the list of MRs from Robert Hamilton, Facilities Director, two days before the Friday meetings, so that each member of ARC can read through the MRs looking for problems. All this is quite time consuming. It is essential for the homeowners to take the time to read through the appropriate Guidelines that address their specific project, and then follow through with what is required (highlighted in RED) at the bottom of each Guideline.

We understand that some of the requirements may be difficult to achieve (photos and plot plans, etc.), but ARC would appreciate your best efforts. Occasionally, we make exceptions, but in some cases, there is no way to approve an MR without the required information.

ARC makes every effort to gather the missing information between our Friday and Wednesday meetings so that the homeowner does not have to wait another two weeks or more for the next review cycle. One option for ARC is to return the deficient MR to the homeowner and simply state that it is missing some of the requirements, and for the homeowner to resubmit the MR for the next review cycle, which will delay the project.



ARC appreciates your cooperation in this matter.

Architectural Submissions

Everything you need to know for Architectural Submissions

Robert Hamilton is your staff liaison to the ARC Committee and will be processing all architectural request submissions. He can be reached at <u>Roberth@kuester.com</u>

> A box labeled ARC Modification Request and Fast Tracks is beside the front entrance at Bradford Hall.



Note: All Modification Requests to be placed on the agenda for consideration, MUST be turned in at Bradford Hall by:

Wednesday 12 noon - Seven days before the scheduled meeting

(Meetings are held twice a month: 2nd & 4th Wednesday)

Please note the box is for architectural requests only – no other forms of communication will be accepted through this box.

If you email your request, it must be in PDF form and not by a picture from your phone or JPEG.

Continuing Reminder Assessment Account balances

By Christine Hast, General Manager

In reviewing the Assessment income for Carolina Preserve, there were quite a few accounts that still forgot to add the \$5.00 increase in your January and February payment.

The 2021 annual Assessments are:

• <u>Single Family Homes:</u> Billing/Assessment Statement. The 2021 annual assessment are: \$2,832.00 which is to be paid monthly in the amount of \$236.00 per month.

• Villa Homes:

Billing /Assessment Statement. The 2021 annual assessments are: \$3108.00 which is to be paid monthly in the amount of \$259.00 per month.

If you pay through your bank, please contact them to ensure they are sending the correct amount.

If you send a check to the lock box, please make sure to submit the correct amount due.

If you have Auto draft through Kuester - sit back and relax, Kuester has made the change for you.

To sign up for Kuester Auto draft please click on the Kuester logo and complete the form.



If you have any questions about your account, please email me at <u>Christine@kuester.com</u>. I can email you a copy of your current account ledger for your balance.

As a reminder, the auto draft option saves the HOA \$1.39 per month per owner to mail statements or monthly delinquency reminders.

Web-Site Registration

If you have not already done so, please take a few minutes to register your account on the Kuester website by visiting <u>www.kuester.com</u>. To register, simply click the "Homeowner Login" tab located in the upper right corner of the screen and then click the brown "register" button in the right top hand corner of the screen that opens. Once your information has been validated in our system you will be able to access your account information online 24/7. By registering you will also ensure that you receive important community e-mails that the Board and Kuester periodically send out to the community regarding community events and news.

Questions/Concerns

Email: <u>support@kuester.com</u> Phone: (888) 600-5044 Business Hours: 8:30 am to 5:00 pm Monday through Thursday, 8:30 am to 12:30 pm Friday



Wake County EMS

By Jeffrey Hammerstein, Wake County EMS

As you may have seen mentioned on WRAL, Wake County EMS will be consolidating all EMS service in the Wake County EMS system this spring. Our original discussions included last year's Wake County budget proposal that would discontinue contracts for EMS service with Cary EMS and Eastern Wake EMS. We've had several more months of review, discussion and assessment since our discussions last year. As a result, the decision was made that the most efficient and effective delivery of EMS would be to move all resources into one department as most counties across North Carolina have long done.

Wake County EMS Service to Carolina Preserve Continues

Our discussions last year hinged on two distinct topics. The first question was whether Wake County EMS would continue service to Carolina Preserve if the contract with Cary EMS ended. I want to reassure you that the answer to that question is yes. Cary EMS has been functioning as a part of the Wake County EMS System. The placement of EMS units, the medical and operational protocols used, and the EMS subscription program have all been a function of the Wake County Department of EMS, and service to the area will continue unchanged after April 4 when the EMS units transition to Wake County. We are working with Cary EMS staff now to transition the majority of them to Wake County. It will be the same people providing the same service to the same communities.

Assumption of EMS Service by Chatham County Not Imminent

The second topic we discussed last year was the eventual assumption of EMS service by First Health for the areas of Carolina Preserve within Chatham County, which remains an open-ended future plan. There was no defined timeline for the transition even before the coronavirus, and the development of a plan has been put on hold in the wake of the pandemic. A transition is not imminent in the coming months, and likely wouldn't even happen in the next fiscal year. There is just no way for us to put a timeline on the process beyond that. Again, we want to reassure you that Wake County EMS will continue to support the area until the time comes to transition to service from Chatham County.



\$60 Annual EMS Subscription Continues

The annual EMS subscription is a Wake County plan, and this spring's consolidation of EMS services has no impact on subscription coverage. It is important to understand that when Chatham County begins to assume EMS coverage of their portion of Carolina Preserve, the Wake County subscription plan will not cover service provided by First Health. I know many of you are interested in a subscription that would provide coverage with First Health, and those discussions would need to be held with Chatham County.

We know there are a lot of complex variables with this situation, and we are always willing to continue open communication with you to provide the accurate information that you need to make informed decisions. You and all of your neighbors are entirely welcome to email or call me anytime to ask more questions. Just use my contact information below. It is important to us that we're answering all of your questions and providing the information you need. Please let me know if there's anything else I can do to help communicate with the greater group.

Jeffrey Hammerstein Asst. Chief Paramedic/Community Outreach/PIO Wake County EMS jeffrey.hammerstein@wakegov.com 919-856-6579 office | 919-625-3260 mobile | 919-743-4899 fax 331 S. McDowell Street Raleigh, NC 27601 wakegov.com Facebook, Twitter, Instagram, You Tube: WakeCountyEMS







2021 Committees

Architectural Review Advisory Committee

Steve Botha | John Bongino | Elizabeth Diton | Csaba Dosa | Claire Hammitt | Ken Merten | MaryJane Slusser

Board Liaison: John Siciliano | Staff Liaison: Robert Hamilton

Club & Group Advisory Committee

Wanda Abel | Karen Baker | Vic Buenconsejo | Judith Dorezas | Joel Glassman | Cynthia Jackson | Linda Laurich | Marie Millazzo | Paulette Shekell

Board Liaison: Robert Griffith | Staff Liaison: Mary Gallagher, Deborah Badger

Finance Advisory Committee

Melva Brown | Kathy McCone Dunn |Steve Harrison | Dennis Hefner | Bill Lazcano | Paul Wolf

Board Liaison: Chet Sadosky | Staff Liaison: Christine Hast

Information Technology Advisory Committee

Jean Curtin | Dennis Curtin | Mel Kosmin | Amy Levine | John J Stolzenthaler | Robert Willenberg

Board Liaison: Margaret Horst | Staff Liaison: Mary Gallagher, Deborah Badger

Lifestyle Advisory Committee

Dennis Curtin | Jeff Diton | Cathy Gottesman | Glenn Hains | Genie Lazcano | Antonia Pinckney | Sharon Valvona | Lynnette Womble

Board Liaison: Jill Poston | Staff Liaison: Deborah Badger

2021 Board

Tom Crotty President

Carole Katz Vice President

Margaret Horst Secretary

Chet Sadosky Treasurer

Robert Griffith Member at Large

John Siciliano Member at Large

Jill Poston Member at Large

Mark Your Calendar

Community Board Meeting March 8 | 6:30pm

> HOA Open Working Board Meeting March 16 | 10:15am

HOA Board Meeting April 20 | 10:15am



Carolina Preserve 115 Allforth Place, Cary, North Carolina 27519 <u>carolinapreserve.com</u>