SEIU
National Industry Pension Fund

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To: **Participating Employers and Union Representatives**

From: **SEIU NIPF Board of Trustees** **Date:** **November 25, 2009**

Re: **SEIU National Industry Pension Fund**
Implementation of the Rehabilitation Plan's Default and Preferred Schedules

We are sending this notice to you to inform you of the Rehabilitation Plan adopted by the SEIU National Industry Pension Fund (NIPF) to comply with the requirements of the Pension Protection Act of 2006 (PPA). This follows up communications to you and to participants earlier this year indicating that investment losses in 2008 triggered the Fund entering what PPA calls "critical status" (generally referred to as the "Red Zone"). That notice also indicated the kinds of changes that a plan must consider in establishing a Rehabilitation Plan.

The Rehabilitation Plan changes benefits for participants who retire and commence a pension on or after January 1, 2010 and changes future accruals earned on or after January 1, 2010.

The pensions of participants and beneficiaries whose pension effective date is before January 1, 2010, are not affected.

Also, additional employer contributions are required in order for the plan to exit the Red Zone as required by the end of 2023. The Trustees are providing two schedules of contribution increases for the bargaining parties to consider – a Preferred Schedule and a Default Schedule. There is also a Transition Schedule specifically available to groups whose contracts expire on or before January 1, 2010 but who have not yet renewed. The schedules are designed so that the plan will exit the Red Zone by the end of 2023. Each collective bargaining agreement must select one of the available schedules.

The following documents are enclosed for your background and use to understand the Rehabilitation Plan and the choices available to the bargaining parties:

- Appendix A contains the benefit and contribution changes in the Rehabilitation Plan, including the schedules.
- Appendix B contains additional information specific to implementing the contribution increases required in the schedules. Note that these are designated as supplemental contributions, and are not used to calculate benefits.
- The official notice of benefit reductions being distributed to all plan participants in the coming days is also included in this package.

The Trustees are required to monitor the progress of the Fund under the Rehabilitation Plan and to make adjustments if necessary in order to meet the target of recovery from critical status by the deadline.

Please review the attached information. Contact the Fund Office with any questions. Ask for Betsy Blount for questions relating to benefit changes or Miriam Gibbs for questions relating to contribution rate changes.

Appendix A –
Rehabilitation Plan Details and Schedules

This Appendix includes the Schedules currently offered by the Trustees for adoption by the bargaining parties, and additional information about Trustee-directed benefit changes that are occurring outside the Schedules.

BACKGROUND ON REHABILITATION PLAN

There are certain changes that the Trustees have the authority to implement regardless of the zone status of the Plan. These include reductions in benefit accruals to be earned in the future, and the features of new accruals, including early retirement subsidies, payment guarantees and options. The generally allowable changes also include elimination of ancillary benefits of the plan, including lump sum death benefits (and disability benefits, which the Trustees are not eliminating except in the Default Plan – see below). Ancillary benefits are not protected benefits even if they relate to service or benefits already earned. The Trustees are making these changes effective January 1, 2010.

The Pension Protection Act (PPA) allows plans in the Red Zone to also change certain features of benefits already earned, which are protected from cutbacks in all other situations. These are called "adjustable benefits" and include features such as early retirement subsidies, lump sum benefit options, benefit guarantees and certain supplemental payments. PPA provides that the Trustees can reduce or eliminate adjustable benefits in two ways:

- The Trustees can remove or reduce adjustable benefits as part of a Schedule offered to the bargaining parties for adoption.

- As part of a Rehabilitation Plan, the Trustees can cut adjustable benefits for participants who are no longer covered by a collective bargaining agreement and whose pension effective date is after the date the original zone notice was distributed to participants. This group includes terminated participants and those who in the future leave service (including retirement) before their bargaining group has adopted a Schedule.

The Trustees have chosen to treat all participants whose pension Effective Dates will be on or after January 1, 2010 as uniformly as possible, as follows:

- The January 1, 2010 benefit changes described below plus the changes described in the Preferred Schedule – together, these changes are the Preferred Plan of benefits – shall apply to:

    - Participants who terminated or will terminate covered employment, including those who retire on and after January 1, 2010 before they have service under a collective bargaining agreement that adopts terms consistent with a Schedule;

    - Participants who earn at least 1 hour of service under a collective bargaining agreement that adopts the Preferred Schedule;

    - Participants who earn at least 1 hour of service under a collective bargaining agreement that adopts the Transition Schedule.

- The January 1, 2010 benefit changes described below plus the changes described in the Default Schedule – together, these changes are the Default Plan of benefits – shall apply to Participants who earn at least 1 hour of service under a collective bargaining agreement that adopts the Default Schedule.

In addition to these benefit reductions, additional employer contributions are also required to bring the plan out of the Red Zone by the 2023 deadline. The contributions required in the Preferred Schedule are sufficient to support the Preferred Plan of benefits and get the plan out of the Red Zone. PPA requires that the Default Schedule reduce benefits to the maximum extent allowed before additional employer contributions can be required. Therefore, the Default Schedule makes all of the reductions in the Preferred Schedule plus two additional reductions: 1) reduces the future accrual rate to 1% of contributions, and 2) eliminates the subsidized disability benefit, (participants could still be eligible for a disability benefit, but on a non-subsidized basis that is actuarially equivalent to the accrued benefit payable at normal retirement age). The contributions required in the Default Schedule are sufficient to support the Default Plan of benefits.

Details of the Rehabilitation Plan and Schedules are below.

BENEFIT CHANGES EFFECTIVE JANUARY 1, 2010

The following changes are effective for all benefits accrued on and after January 1, 2010:

- For all accruals on and after January 1, 2010, except for accruals subject to the lower accrual rate of the Default Schedule as described below, the benefit accrual rate becomes 1.75% of contributions required to be made with respect to the participant's service. "Contributions" for this purpose exclude any employer contribution surcharges imposed by PPA and any supplemental contributions required by the Preferred Schedule or Default Schedule.

- For all accruals on and after January 1, 2010, the 60-month guarantee is eliminated. Participants will have the option of electing an unsubsidized 60-month guarantee on the single life annuity benefit.

- For all accruals on and after January 1, 2010, early retirement subsidies are eliminated. This includes:

    - Special reduction factors for the Rule of 80 Pension are replaced by the factors described below.

    - The Plan's 6% annual reduction factor for retirements before age 65 that do not meet the Rule of 80 is replaced by the factors described below.

    - All new early retirement benefits will be the actuarial equivalent of the normal retirement benefit payable at age 65; actuarial equivalence will be based on the RP-2000 Combined Healthy Mortality Table (weighted 2/3% male, 1/3% female) with 7.50% interest and are attached as Exhibit A. The basis for actuarial equivalence shall be reviewed periodically and, if appropriate, updated.

- The voluntary lump sum benefit ($5,000 to $10,000) is eliminated for all new participants whose first employer contributions are for work on or after January 1, 2010.

In addition, the following ancillary benefits are eliminated:

- The pre-retirement lump sum death benefit of 50% return of contributions is eliminated for deaths occurring on and after January 1, 2010.

- The Michigan Race Tracks ($2,500) death benefits are eliminated for participants not in pay status as of January 1, 2010.

PREFERRED SCHEDULE

Benefit Changes

- These changes are in addition to the January 1, 2010 changes to prospective accruals and ancillary benefits.

- All of the benefit changes listed below are effective as of the date specified in the benefit-reduction notice furnished by the plan.

- The benefit accrual rate remains 1.75% of contributions required to be made with respect to the participant's covered service. "Contributions" for this purpose exclude any supplemental contribution increases specifically required by this Schedule and any employer contribution surcharges imposed by PPA.

- The pop-up subsidy on pre-2005 accruals is eliminated. The reductions for the pop-up optional form will be the same as those currently used for post-2005 accruals.

- The 60-month guarantee on pre-2010 accruals is eliminated with respect to benefits not in pay status. Participants will have the option of electing an unsubsidized 60-month guarantee on the single life annuity.

- The lump sum option, which is available if the present value of the accrued benefit is between $5,000 and $10,000 or if the monthly pension is less than $50, is eliminated. (The NIPF will still pay any benefit as a lump sum that has a lump sum value of $5,000 or less.)

- Early retirement subsidies on pre-2010 accruals for retirement (including Rule of 80) and pre-retirement death benefits are eliminated. Instead, early retirement benefits and pre-retirement benefits on pre-2010 accruals will be based on actuarially equivalent reductions from age 65. The new early retirement factors are based on the RP-2000 Combined Healthy Mortality Table (weighted 2/3% male, 1/3% female) with 7.50% interest and are attached as Exhibit A. The basis for actuarial equivalence shall be reviewed periodically and, if appropriate, updated.

- The BSEPP Medicare Part B Supplement is eliminated for all participants who are not yet in pay status.

Supplemental Contributions

Surcharges shall cease and employer contribution levels shall increase as follows under this Schedule, beginning with contributions due the first of the month coincident with or next following the effective date of the Collective Bargaining Agreement (CBA):

	Required Percent Increase in Contributions	
Year of CBA Signing	*Year 1**	*Each year thereafter through 2022*
2010	10.0%	7.75%
2011	18.5%	7.75%
2012	27.7%	7.75%
2013	37.6%	7.75%
2014	48.3%	7.75%
2015	59.8%	7.75%

* Based on negotiated contributions prior to all surcharges.

See table in Appendix B for full year-by-year schedule of contributions.

Future Revisions

As the Trustees are required by ERISA and the Internal Revenue Code to review the progress of their Rehabilitation Plan each year and to update the Rehabilitation Plan and schedules if necessary, benefit reductions and contribution levels specified in this schedule as applicable in future years are subject to change, except with respect to a collective bargaining agreement negotiated in reliance on this schedule – provided that, if the term exceeds three years, the agreement has a pension re-opener after three years.

DEFAULT SCHEDULE

Benefit Changes

- These changes are in addition to the January 1, 2010 changes to prospective accruals and ancillary benefits.

- All of the benefit changes listed below are effective as of the date specified in the benefit-reduction notice furnished by the plan.

- The benefit accrual rate becomes 1.00% of contributions required to be made with respect to the participant’s covered service. “Contributions” for this purpose exclude any supplemental contribution increases specifically required by this Schedule and any employer contribution surcharges imposed by PPA.

- The disability benefit subsidy is eliminated for any participant whose effective date is on or after the date the Default Schedule is adopted. The amount of the disability benefit will be the actuarial equivalent of the normal retirement benefit payable at age 65; actuarial equivalence will be based on the RP-2000 Combined Healthy Mortality Table (weighted 2/3 male and 1/3 female) with 7.50% interest. Factors are attached as Exhibit B. The basis for actuarial equivalence shall be reviewed periodically and, if appropriate, updated.

- The pop-up subsidy on pre-2005 accruals is eliminated. The reductions for the pop-up optional form will be the same as those currently used for post-2005 accruals.

- The 60-month guarantee on pre-2010 accruals is eliminated with respect to benefits not in pay status. Participants will have the option of electing an unsubsidized 60-month guarantee on the single life annuity.

- The lump sum option, which is available if the present value of the accrued benefit is between $5,000 and $10,000 or if the monthly pension is less than $50, is eliminated. (The NIPF will still pay any benefit as a lump sum that has a lump sum value of $5,000 or less.)

- Early retirement subsidies on pre-2010 accruals for retirement (including Rule of 80) and pre-retirement death benefits are eliminated. Instead, early retirement benefits and pre-retirement benefits on pre-2010 accruals will be based on actuarially equivalent reductions from age 65. The new early retirement factors are based on the RP-2000 Combined Healthy Mortality Table (weighted 2/3% male, 1/3% female) with 7.50% interest and are attached as Exhibit A. The basis for actuarial equivalence shall be reviewed periodically and, if appropriate, updated.

- The BSEPP Medicare Part B Supplement is eliminated for all participants who are not yet in pay status.

<u>Supplemental Contributions</u>

Surcharges shall cease and employer contribution levels shall increase as follows under this Schedule, beginning with contributions due the first of the month coincident with or next following the effective date of the Collective Bargaining Agreement (CBA):

	Required Percent Increase in Contributions	
Year of CBA Signing	*Year 1**	*Each year thereafter through 2013*
2010	21.3%	10.25%
2011	33.7%	10.25%
2012	47.4%	10.25%
2013	62.5%	------

* Based on negotiated contributions prior to all surcharges.

See table in Appendix B for full year-by-year schedule of contributions.

Future Revisions

As the Trustees are required by ERISA and the Internal Revenue Code to review the progress of their Rehabilitation Plan each year and to update the Rehabilitation Plan and schedules if necessary, benefit reductions and contribution levels specified in this schedule as applicable in future years are subject to change, except with respect to a collective bargaining agreement negotiated in reliance on this schedule – provided that, if the term exceeds three years, the agreement has a pension re-opener after three years.

TRANSITION SCHEDULE

Note that this schedule is available ONLY to collective bargaining agreements (CBAs) which expired on or before January 1, 2010 and have not been renewed by the date the Preferred and Default Schedules are provided.

Under this transition schedule, groups with CBAs as described above may elect to defer adoption of the Preferred or Default schedules of supplemental contributions to the earlier of their next CBA renewal or re-opener, provided that:

1. The renewal CBA has a term not to exceed three years from the expiration of the prior contract or has a mandatory re-opener on pension within three years from the expiration of the prior contract and

2. The Fund Office receives a copy of the renewal CBA within six months of the expiration date of the CBA it replaces.

The 10% surcharge will be payable as a supplemental contribution by groups following this Transition Schedule until the Preferred Schedule or Default Schedule is effective.

Benefits under the Transition Schedule will be the same benefits as under the Preferred Schedule.

Future Revisions

As the Trustees are required by ERISA and the Internal Revenue Code to review the progress of their Rehabilitation Plan each year and to update the Plan and schedules if necessary, benefit reductions and contribution rates specified in this schedule as applicable in future years are subject to change, except with respect to a collective bargaining agreement negotiated in reliance on this schedule – provided that, if the term exceeds three years, the agreement has a pension re-opener after three years..

SPECIAL RULES FOR APPLICATION OF SCHEDULES

1. For non-collectively bargained active participants who have had contributions made to the plan under a participation agreement, their benefit will be determined in the same way as for collectively bargained participants who work for the same employer. The Schedule adopted for collectively-bargained participants will also apply to the non-collectively-bargained participants for the same employer.

2. If a participant changes employers and, as a result, becomes covered under a different schedule, benefits shall be determined as follows:

    - If a participant who was covered by a particular Schedule subsequently becomes covered by another Schedule, benefits accrued under the plan, up to the date of change, will be determined and have associated rights and features as described under the first Schedule, and benefits accruing for work performed under a different schedule will be determined and have associated rights and features as described under the second Schedule.

    - If a participant works simultaneously for more than one employer at the time that each employer initially adopts a schedule, then the benefits earned under each employer will be calculated in accordance with the schedule adopted by that employer. For purposes of determining disability benefits, the first schedule under which the participant works will determine whether the benefits earned before the participant worked under any schedule are subsidized.

3. If a pensioner returns to work, the schedule under which he or she works will determine the benefit amounts and features of new benefit accruals but will not affect the features of the prior benefit already commenced.

4. If a terminated vested participant who has never worked under a schedule returns to work, the schedule under which he or she works will determine the benefit amounts and features of new benefit accruals.

5. Benefits of a beneficiary or alternate payee with respect to a participant or retiree shall be determined on the same basis as benefits of the participant or retiree to whom they relate.

6. The trustees may amend this Rehabilitation Plan at any time, to prescribe rules for determining when benefits with respect to a participant or retiree cease to be governed by a Schedule, including the circumstances under which they become subject to a different Schedule.

ANNUAL UPDATING OF REHABILITATION PLAN

Each year the Fund's actuary will review and certify the status of the Fund under PPA funding rules and, starting with the beginning of the rehabilitation period, whether the Fund is making the scheduled progress in meeting the requirements of the Rehabilitation Plan. If the Trustees determine that it is necessary in light of updated information, they will revise the Rehabilitation Plan and present updated schedules to the bargaining parties, which may prescribe additional benefit reductions or higher contribution rates.

Notwithstanding subsequent changes in benefit and contribution schedules, a schedule provided by the Trustees and relied upon by the bargaining parties in negotiating a collective bargaining agreement shall remain in effect for the duration of that collective bargaining agreement. However, a collective bargaining agreement that is renewed or extended will need to include terms consistent with one of the schedules in effect at the time of the renewal or extension.

Benefit changes will become effective pursuant to the terms of this Rehabilitation Plan as soon as legally permissible after the Rehabilitation Plan is adopted.

EXHIBIT A – ACTUARIAL EQUIVALENT EARLY RETIREMENT REDUCTION

Age	Actuarially Equivalent Early Retirement Reduction
55	61.87%
56	58.30%
57	54.35%
58	49.95%
59	45.04%
60	39.56%
61	33.42%
62	26.52%
63	18.75%
64	9.96%

EXHIBIT B – ACTUARIAL EQUIVALENT DISABILITY REDUCTION

Age	Actuarially Equivalent Disability Reduction
30	94.86%
31	94.46%
32	94.02%
33	93.55%
34	93.04%
35	92.48%
36	91.88%
37	91.24%
38	90.53%
39	89.77%
40	88.94%
41	88.03%
42	87.05%
43	85.99%
44	84.82%
45	83.56%
46	82.17%
47	80.66%
48	79.01%
49	77.20%
50	75.21%
51	73.03%
52	70.64%
53	68.00%
54	65.09%
55	61.87%
56	58.30%
57	54.35%
58	49.95%
59	45.04%
60	39.56%
61	33.42%
62	26.52%
63	18.75%
64	9.96%

Appendix B – Additional Information on Implementing Contribution Adjustments

Regular employer contributions: These are the contributions negotiated in each agreement that are credited to the participant on whose behalf they were made to determine that participant's benefits under the NIPF plan formula. These contribution rates may not be reduced. They may be negotiated upward in a renewal agreement, but note that this will cause the supplemental contributions owed by the employer to increase as well, since they are derived from the regular contribution rate. Any future contribution increases that have been negotiated in agreements currently in effect, will be treated as regular employer contributions when the increases go into effect unless the parties specifically agree before the increase becomes effective that they shall be treated as supplemental contributions

Employer surcharges and supplemental contributions: Since June 1 of this year, as required by the PPA, employers have been paying a surcharge equal to 5% of the contributions that have been negotiated in collective bargaining agreements. As of January 1, 2010, this surcharge becomes 10% of contributions, and remains so until each collective bargaining agreement is renewed or the Default Schedule is imposed. The higher ,increases called for in the Default Schedule or the Preferred Schedule must be negotiated into the renewal agreement. The surcharge is replaced by the supplemental contributions. Surcharges and supplemental contributions do not cause higher benefits to be paid.

Default Schedule imposed if no schedule is selected: If your bargaining group does not adopt a schedule and provide your agreement to the Fund Office within 180 days of the termination of the last agreement, the NIPF Trustees will impose the Default Schedule on the employers and members. If your collective bargaining agreement has expired prior to the date of this notice, but not yet renewed, the 180 days starts counting from the date of this notice.

Contracts currently in negotiations: Groups whose contracts expire on or before January 1, 2010 have a special option (the Transition Schedule) to renew their agreement without electing the Preferred or Default Schedule, provided that the agreement is no longer than three years or that it has pension re-opener within at least three years, and provided that the contract is renewed within 180 days of its expiration and provided to the Fund Office. The 10% surcharge in place as of January 1, 2010 will remain in place as a supplemental contribution until the Preferred or Default Schedule is adopted.

Limitations on Collective Bargaining Agreements: The Trustees will not accept CBAs that have the following provisions:

- Terms of agreement longer than three years unless the CBA has pension re-opener within at least three years
- Renewal or amended CBAs that reduce the negotiated contribution rate for any participant.
- Renewal or amended CBAs that suspend contributions for any periods of service that were not in the previous agreement, provided the previous agreement conformed to then-current NIPF rules.

- Renewal or amended CBAs that exclude directly or indirectly younger or newly hired employees from plan participation in ways that were not present in the previous agreement, provided the previous agreement conformed to then-current NIPF policy.

- New CBAs likewise may not have provisions that reduce a negotiated contribution rate once established, suspend contributions for any period of service, or that exclude directly or indirectly younger or newly hired employees from plan participation.

<u>New Groups</u>. For groups entering the plan on or after the date the schedules are distributed, : if it is a group with a new CBA, then benefits and contributions will be determined under the Preferred Schedule. If it is a newly-organized or accreted unit into an existing master contract, benefits and contributions will be determined under the schedule applicable to the master contract.

<u>Designating the supplemental contributions in the collective bargaining agreement (CBA):</u> The employer supplemental contribution schedules shown below reflect the specific percentage adjustments required each year on the regular contribution, based on the year in which the Preferred Schedule or the Default Schedule are adopted. They are paid on a group basis and not credited on any participant's behalf toward the benefit formula. The surcharges in effect before your group adopts a Schedule are required under law and will be assessed regardless of whether they appear in your CBA.

When you adopt a Schedule, the supplemental contribution is compounded each year. Each subsequent year's supplemental contribution increase is compounded on the increase of the prior year. The amount in the tables below is the amount to be included in your CBA for each year. Your CBA should also indicate which Schedule you have adopted.

<u>Effective date of supplemental contribution adjustments</u>: The supplemental contributions must start as of the Effective Date of the renewal agreement, or, if earlier, 180 days from expiration of the old agreement, but not earlier than January 1, 2010. Supplemental contributions must commence for all contributions due under the new agreement. Surcharges are required for all contributions due prior to the date that the supplemental contributions take effect.

Each scheduled subsequent increase in the supplemental contribution is to take effect no later than the anniversary of the date of the initial increase, even if a subsequent bargaining agreement renews on a different cycle.

The collective bargaining agreement needs to contain only those increases specified during the term of its agreement. Subsequent agreements must continue the contribution increase pattern called for by the chosen schedule unless the Trustees have replaced this table with an updated table or adopted a different rule. Any updated contribution rate table would only apply to collective bargaining agreements as they are opened or renewed.

<u>Effective date of benefit changes in the Default Schedule</u>: If the Default Schedule is adopted, the reduction in benefits will not be applied retroactively. It will occur on the date the renewal agreement is signed if it is the first of a month. Otherwise benefits are adjusted at the beginning of the first full month that follows.

Table of Scheduled Contribution Increases

The year at the top of each column represents the year in which the bargaining parties first adopt the schedule. The shaded percentages are the surcharges payable for periods until a schedule is effective. Within each column, the unshaded percentages are the supplemental contributions due on all regular contributions, effective on the effective date of the contract adopting the schedule (or 180 days after expiration of the prior contract, if earlier), and on each anniversary thereafter.

Note: The Trustees are required by ERISA and the Internal Revenue Code to review the progress of their Rehabilitation Plan each year and to update the Rehabilitation Plan and schedules. Benefit reductions and contribution rates specified in the schedules as applicable in future years are subject to change, except with respect to a collective bargaining agreement negotiated in reliance on this schedule. Accordingly, while the contribution rate increases listed here for years 2011 and later represent the amounts expected to be required if all of the underlying assumptions are borne out, they may be changed if the Trustees decide that is advisable in light of the Fund's actual future experience.

Preferred Schedule Supplemental Contributions by Year of Adoption:

	2010	2011	2012	2013	2014	2015
2009	**5.0%**	**5.0%**	**5.0%**	**5.00%**	**5.00%**	**5.00%**
2010	10.0%	**10.0%**	**10.0%**	**10.00%**	**10.00%**	**10.00%**
2011	18.5%	18.5%	**10.0%**	**10.00%**	**10.00%**	**10.00%**
2012	27.7%	27.7%	27.7%	**10.00%**	**10.00%**	**10.00%**
2013	37.6%	37.6%	37.6%	37.6%	**10.00%**	**10.00%**
2014	48.3%	48.3%	48.3%	48.3%	48.3%	**10.00%**
2015	59.8%	59.8%	59.8%	59.8%	59.8%	59.8%
2016	72.1%	72.1%	72.1%	72.1%	72.1%	72.1%
2017	85.5%	85.5%	85.5%	85.5%	85.5%	85.5%
2018	99.9%	99.9%	99.9%	99.9%	99.9%	99.9%
2019	115.4%	115.4%	115.4%	115.4%	115.4%	115.4%
2020	132.0%	132.0%	132.0%	132.0%	132.0%	132.0%
2021	150.0%	150.0%	150.0%	150.0%	150.0%	150.0%
2022	169.4%	169.4%	169.4%	169.4%	169.4%	169.4%
2023	169.4%	169.4%	169.4%	169.4%	169.4%	169.4%

Default Schedule Supplemental Contributions by Year of Adoption:

	2010	2011	2012	2013
2009	**5.0%**	**5.0%**	**5.0%**	**5.0%**
2010	21.3%	**10.0%**	**10.0%**	**10.0%**
2011	33.7%	33.7%	**10.0%**	**10.0%**
2012	47.4%	47.4%	47.4%	**10.0%**
2013	62.5%	62.5%	62.5%	62.5%
2014	62.5%	62.5%	62.5%	62.5%
2015	62.5%	62.5%	62.5%	62.5%
2016	62.5%	62.5%	62.5%	62.5%
2017	62.5%	62.5%	62.5%	62.5%
2018	62.5%	62.5%	62.5%	62.5%
2019	62.5%	62.5%	62.5%	62.5%
2020	62.5%	62.5%	62.5%	62.5%
2021	62.5%	62.5%	62.5%	62.5%
2022	62.5%	62.5%	62.5%	62.5%
2023	62.5%	62.5%	62.5%	62.5%