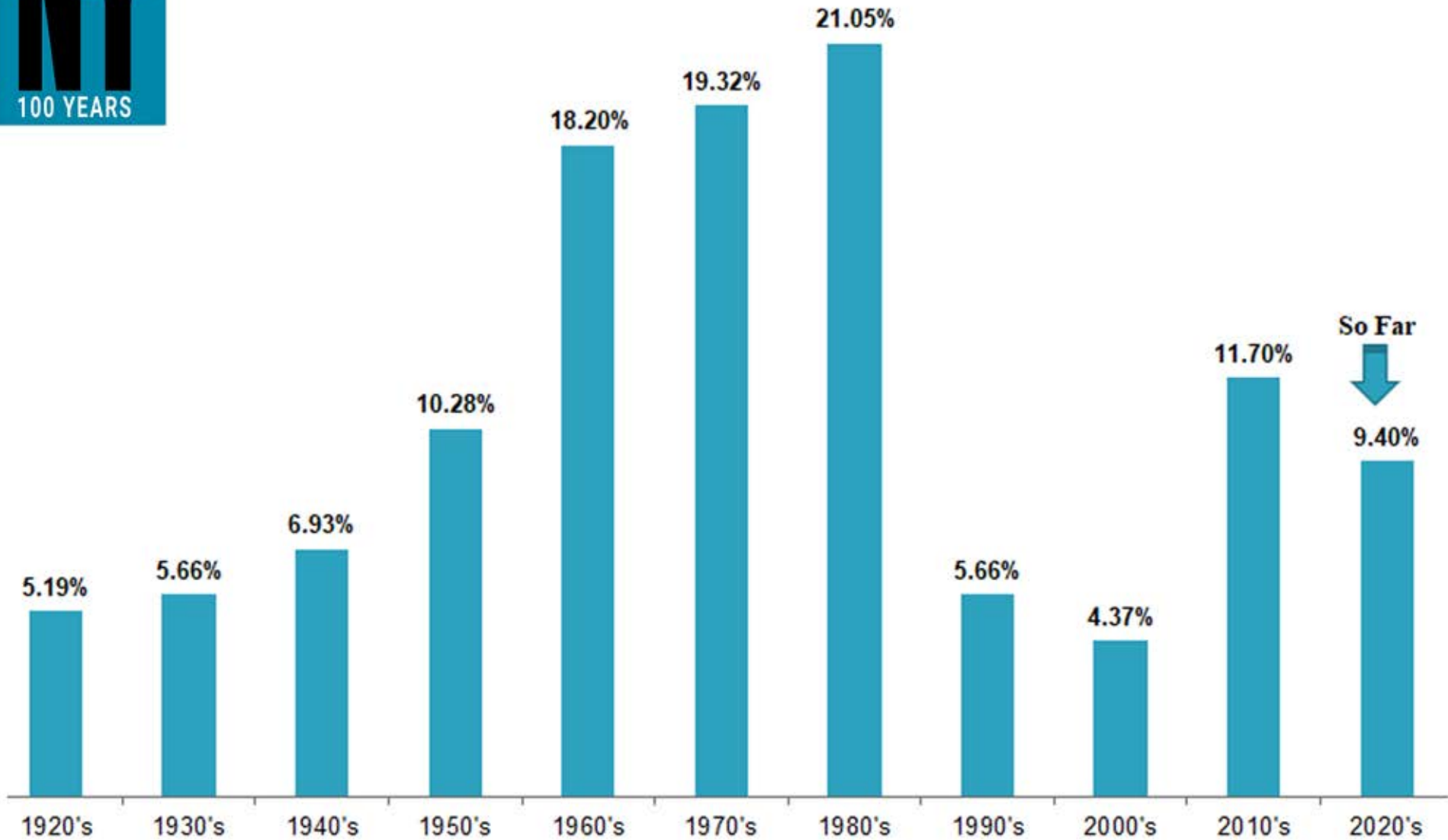




Average Employer Contribution Rate (ECR) by Decade



Average over all years: 10.90%