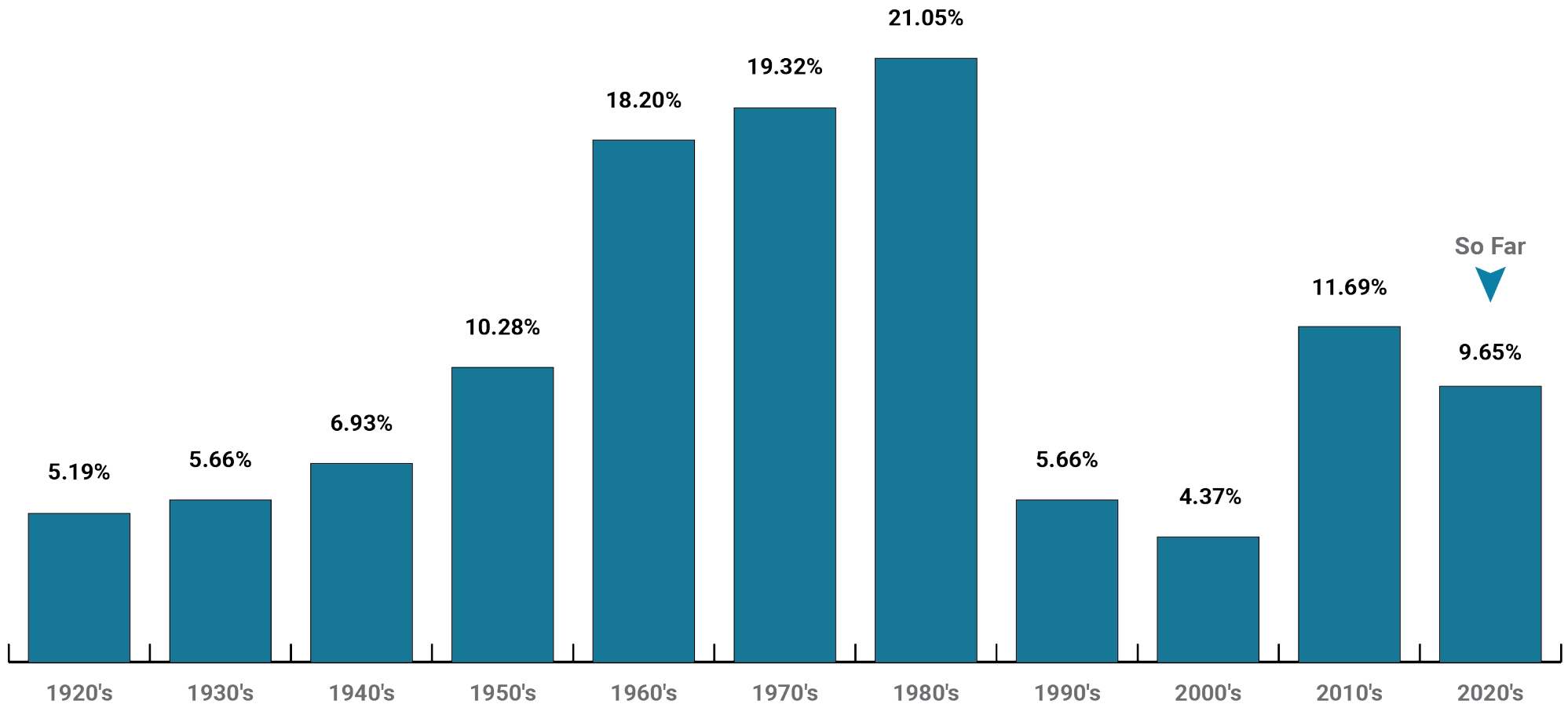




AVERAGE EMPLOYER CONTRIBUTION RATE (ECR) BY DECADE



AVERAGE OVER ALL YEARS: 10.89%

As of 6.30.23