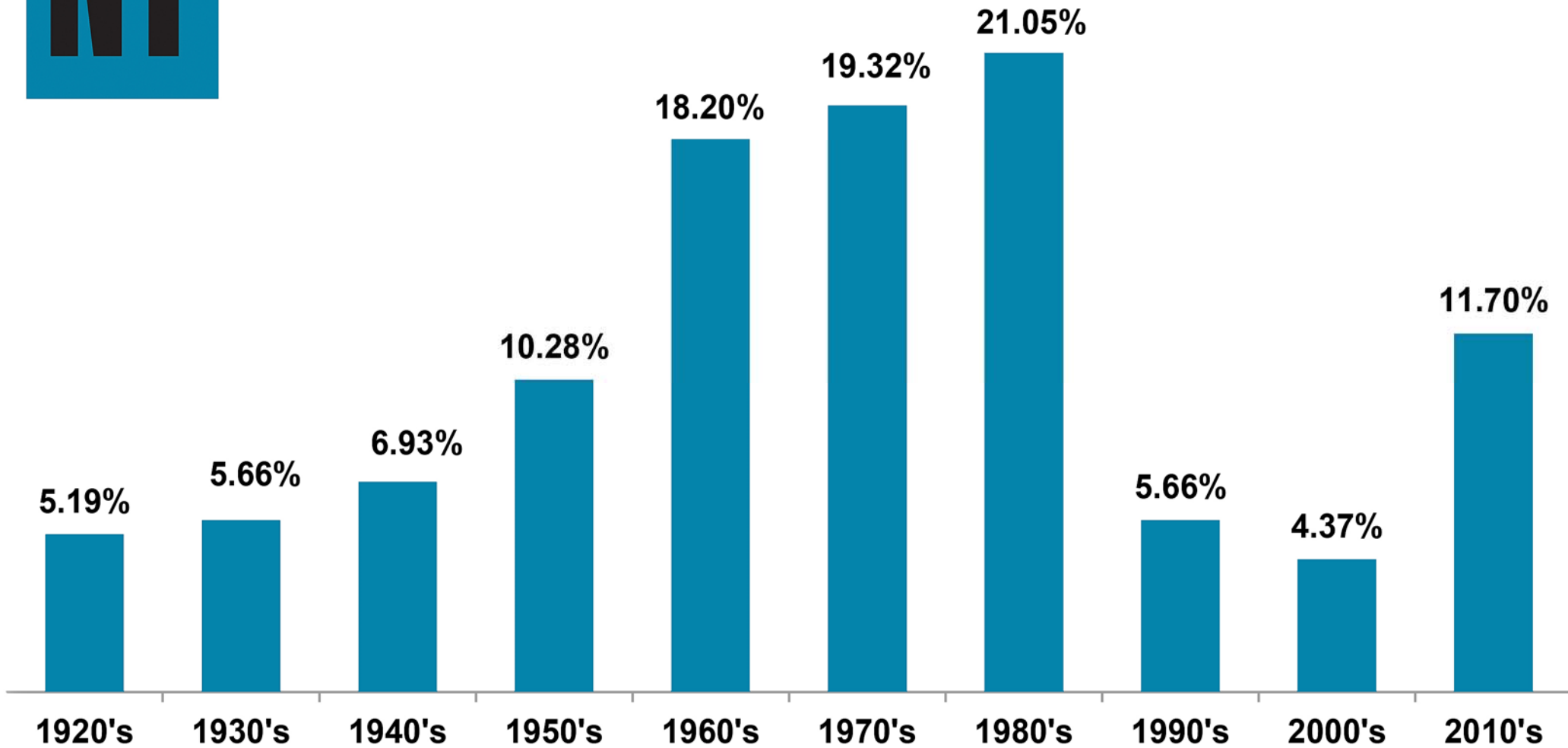




Average Employer Contribution Rate (ECRs) by Decade



Average over all years: 10.95%