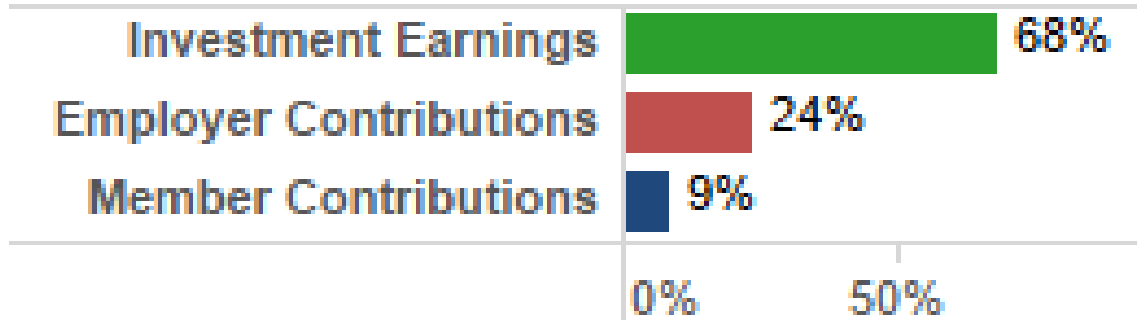


Sources of Revenue



Percentage of Payroll

	2021	2022
Member Contributions	8%	9%
Employer Contributions	23%	24%
All Contributions	32%	32%