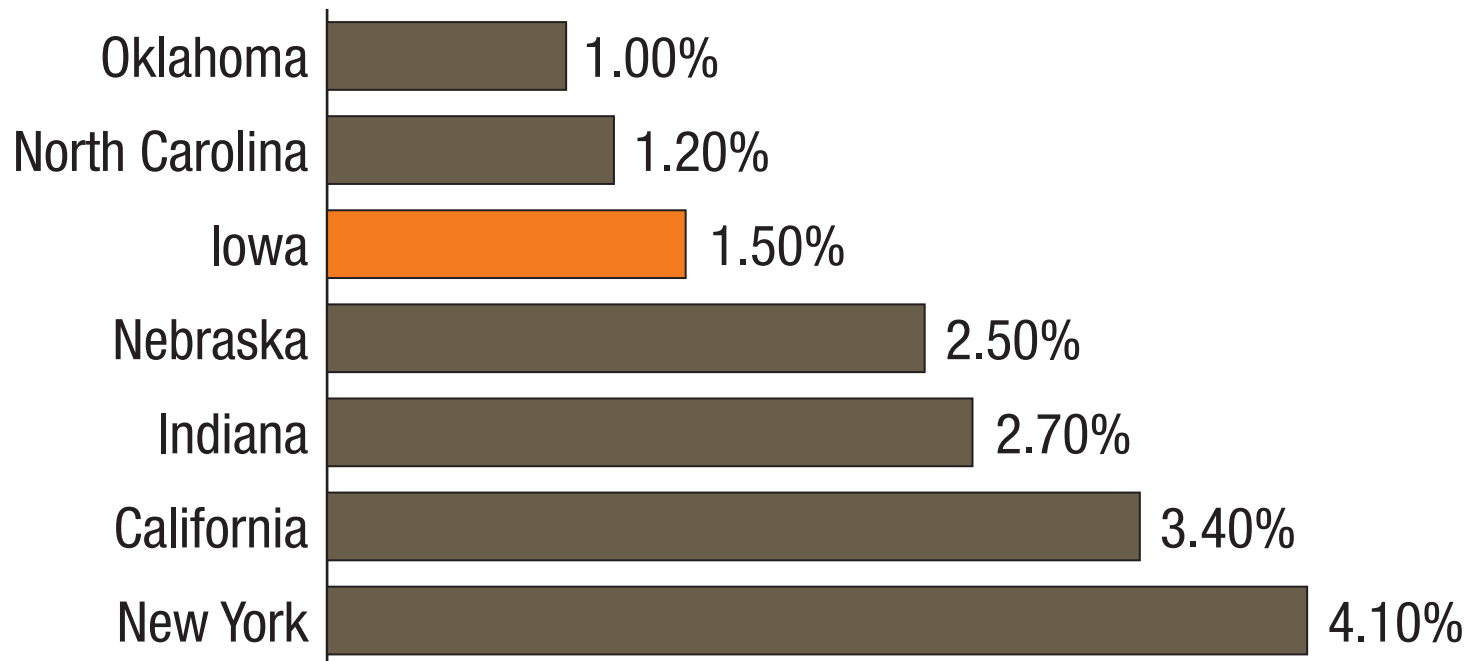


UNEMPLOYMENT INSURANCE RATE

New Employer Rate; Certain industries may have different rates

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Source: Various State Departments of Labor/Workforce 2010