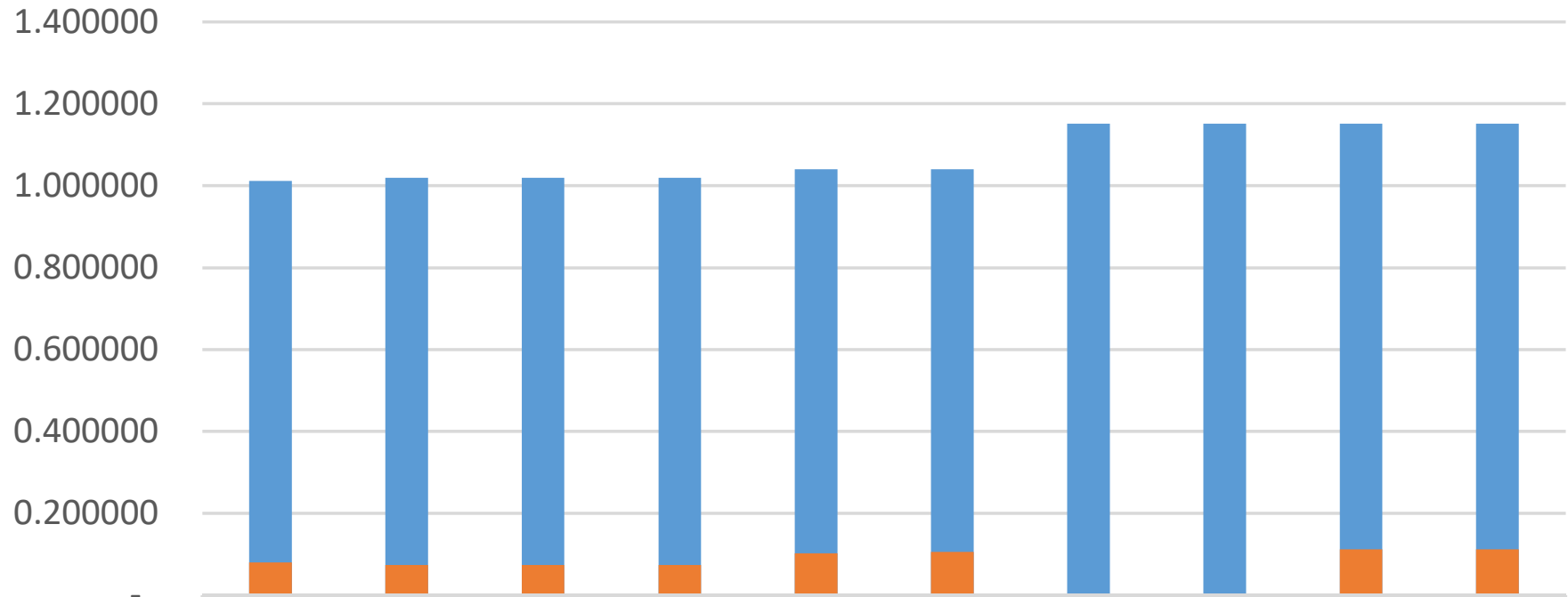


TAX RATE



M & O	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
I & S	1.0122	1.0191	1.0191	1.0191	1.0400	1.0400	1.1525	1.1525	1.1525	1.1525
	0.0800	0.0732	0.0732	0.0732	0.1021	0.1056	-	-	0.1125	0.1125

■ M & O ■ I & S