

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	UNISON		
Year ended:	31st December 2024		
List no:	736/T		
Head or Main Office address:	130 Euston Road		
	London		
Postcode	NW1 2AY		
Website address (if available)	www.unison.org.uk		
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Christina McAnea		
Telephone Number:	0800 0 857 857		
Contact name for queries regarding the completion of this return	Simon Hart		
Telephone Number:	0207 121 5465		
E-mail:	s.hart@unison.co.uk		

Please follow the guidance notes in the completion of this return

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602

You should send the annual return to the following email address stating the name of the union in subject:

returns@certoffice.org

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Return of Members

(see notes 10 and 11)

Number of members at the end of the year					
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
	1,384,540	53,592	n/a	n/a	1,438,132
Total	1,384,540	53,592			A 1,438,132

Number of members at end of year contributing to the General Fund

1,269,500

Number of members included in totals box 'A' above for whom no home or authorised address is held:

43,813

Change of Officers

Please complete the following to record any changes of officers during the twelve months covered by this return

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
Members of the executive	See Attachment 1	Pages 2 a, b and c	

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

NEC MEMBERSHIP

DECEMBER 2024

Elected in June 2023

1. ANTHONY, James
2. ASHLEY, April
3. BERRY, Jacqui
4. BIRCH, Rob
5. BOUSKILL, Jayne
6. BRAND, Eddie
7. BROOKMAN, Becky
8. BUCKLY, Mandy
9. CARRINGTON, Glenn
10. COLLINS, Christine
11. CORRAN, Kevin
12. DOOLAN, Jane
13. EGAN, Andrea
14. ENGLAND, Michelle
15. EVANS, Sara
16. FIRMAN, Helen
17. FISHER, Mark
18. FORGAN, Julie
19. GRAY, John
20. GREEN, Janet
21. HAMILTON, Angie
22. HEMRAJ, Samantha
23. HOLDSWORTH, Abigail

24. **HOLMES, Greta**
25. **HOOD, Lorna**
26. **HOWARD, Sonya**
27. **JOHNSON, Caroline**
28. **JONES, David**
29. **JONES, Elaine**
30. **JONES, John**
31. **KUMARI, Manjula**
32. **KUSORO, Abiola**
33. **LE MARINEL, Maureen**
34. **LONG, Alastair**
35. **McKEE Margaret**
36. **McKENNA, Catherine**
37. **MINTO, James**
38. **MORAN, Nicola**
39. **MWALUKE, Julia**
40. **NOLAN, Libby**
41. **NORTH, Steven**
42. **O'HARA, Lyn Marie**
43. **OWEN, Kath**
44. **RAMOS-TRACEY, Micaela**
45. **RANKIN, Davena**
46. **RIVERA, Jordan**
47. **ROWDEN, Debbie**
48. **SARTIN, Dan**
49. **SILVERSTONE, Ash**
50. **SMELLIE, Stephen**
51. **SMITH, Cameron**
52. **SOLERA, Antoinette**

- 53. TAPPER, Jo**
- 54. THOMAS, Denise**
- 55. THOMSON, Lorraine**
- 56. VERRECCHIA, Andrew**
- 57. VIPOND, Danielle**
- 58. WAINWRIGHT, Tracey**
- 59. WALKER, Wendy**
- 60. WAREHAM, Mark**
- 61. WHEATLEY, Liz**
- 62. WHITBY, Ed**
- 63. WILLIAMS, Paul**
- 64. WILSON, Tony**
- 65. WRIGHT, Tony**

LEAVER JULY 2024

MURRAY, Katrina

LEAVER DECEMBER 2024

BIRKETT, Nathalie

General Fund

(see notes 13 to 18)

	£000	£000
Income		
From Members: Contributions and Subscriptions		183,989
From Members: Other income from members (specify)		
Local Levy		178
Total other income from members		178
Total of all income from members		184,167
Investment income (as at page 12)		2,953
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	51,046	
Total of other income (as at page 4)		51,046
Total income		238,166
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		8,509
Administrative expenses (as at page 10)		118,955
Federation and other bodies (specify)		
Affiliations		5,122
Other Expenditure (as per Attachment 2 page 3a)		61,566
Total expenditure Federation and other bodies		66,688
Taxation		
Total expenditure		194,152
Interfund Transfers OUT		
Surplus (deficit) for year		44,014
Amount of general fund at beginning of year		185,410
Amount of general fund at end of year		229,424

GENERAL EXPENDITURE - OTHER EXPENDITURE

	£000
MPU/EQUALITIES	416
GENERAL PUBLICITY	160
MEMBERSHIP SERVICES	2,092
INFORMATION TECHNOLOGY	9,350
INTERNATIONAL RELATIONS	60
MISCELLANEOUS EXPENDITURE	999
REGIONAL LAY EXPENDITURE	6,814
BRANCH ORGANISATION	32,006
RMS	357
PENSION PROTECTION LEVY	330
INTERNATIONAL FUND	7
BALLOTS AND ELECTIONS	830
ADDITIONAL PENSION COSTS	4,690
UNISON CALL CENTRE	3,226
APPRENTICESHIP LEVY	229
TOTAL	<u>61,566</u>

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£000
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Distribution from joint ventures	26
Non-membership income	10,968
Change in fair value of investments	5,295
Surplus on pension scheme	32,311
Internal Recharges	2,446
Total other sources	51,046
Total of all other income	51,046

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

	£000		£000
Representation – Employment Related Issues		brought forward	7,529
Legal Services	4,512	Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
		Learning and organising services	444
Communications			
Communications	3,017	Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
		Death, accident and other benefits	396
		Gift aid to Unsiion Welfare	140
carried forward	7,529	Total (should agree with figure in General Fund)	8,509

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Industrial Action Fund	£000	£000
Income			
	From members		1,430
	Investment income (as at page 12)		550
	Other income (specify)		
	Donations by branch members		62
	Non membership income		64
	Total other income as specified		126
	Total Income		2,106
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		3,384
	Total Expenditure		3,384
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-1,278
	Amount of fund at beginning of year		26,370
	Amount of fund at the end of year (as Balance Sheet)		25,092
	Number of members contributing at end of year		n/a

Fund 3		Fund Account	
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

(See notes 21 and 23)

Fund 6		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

Fund 7		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

(See notes 21 and 23)

Fund 8		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

Fund 9		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

Political fund account

(see notes 24 to 33)

£000

£000

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income	Members contributions and levies	6,563
		Investment income (as at page 12)	470
	Other income (specify)		
		Total other income as specified	
		Total income	7,033
Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period			
	Expenditure A (as at page i)		2,917
	Expenditure B (as at page ii)		
	Expenditure C (as at page iii)		
	Expenditure D (as at page iv)		
	Expenditure E (as at page v)		355
	Expenditure F (as at page vi)		
	Non-political expenditure (as at page vii)		5,677
		Total expenditure	8,949
		Surplus (deficit) for year	-1,916
		Amount of political fund at beginning of year	20,254
		Amount of political fund at the end of year (as <u>Balance Sheet</u>)	18,338
		Number of members at end of year contributing to the political fund	1,212,373
		Number of members at end of the year not contributing to the political fund	225,759
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	4,877
Political fund account 2		To be completed by trade unions which act as components of a central trade union	
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political	
		Amount held on behalf of central political fund at end of year	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	

Expenditure from the political fund not falling within section 72 (1) of the trade union & labour relations (consolidation) act 1992

For expenditure not falling within section 72 (1) the required information is-

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£000
Campaigning for better public services and decent jobs	248
General election campaign	561
Campaigning against racism and the far right	202
Community campaigning	291
Campaigning for a national care service	53
Total expenditure	1,355

(b) the name of each organisation to which money was paid (otherwise than for a particular cause of campaign), and the total amount paid to each one	£
Local Government Information Unit:	33
Connect Public Affairs	181
Civica Electoral Reform Services	1,583
Crowe LLC	5
Total expenditure	1,802

(c) the total amount of all other money expended	£
Adminstration	498
Donation to Unison	2,022
Total expenditure	2,520

Total of all expenditures **5,677**

Analysis of administrative expenses and other outgoings excluding amounts charged to political fund accounts

(see notes 34 and 35)

	£000
Administrative Expenses	
Remuneration and expenses of staff	84,105
Salaries and Wages included in above	67,097
Auditors' fees	164
Legal and Professional fees	5,068
Occupancy costs	12,438
Stationery, printing, postage, telephone, etc.	283
Expenses of Executive Committee (Head Office)	511
Expenses of conferences	4,289
Other administrative expenses (specify)	
Staff travel and other costs	4,100
Insurance	1,332
Other Outgoings	
Bank Charges	429
Depreciation	6,236
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
Total	118,955
Charged to:	
General Fund (Page 3)	118,955
Industrial Action Fund	3,384
Total	122,339

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies	470		3,503
Other investment income (specify)			
	470		3,503
		Total investment income	3,973
		Credited to:	
		General Fund (Page 3)	2,953
		Industrial Action Fund	550
		Political Fund	470
		Total Investment Funds	3,973

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £000	Motor Vehicles £000	Not used for union business £000	Total £000
	Freehold £000	Leasehold £000				
Cost or Valuation						
At start of year	113,838	2,602	13,716		10,143	140,299
Additions	4,248		1,397		239	5,884
Disposals	-158	-992	-754			-1,904
Revaluation/Transfers	1,979		981			2,960
At end of year	119,907	1,610	15,340		10,382	147,239
Accumulated Depreciation						
At start of year	34,685	2,593	11,277		5,019	53,574
Charges for year	3,068	9	1,466		328	4,871
Disposals	-158	-992	-754			-1,904
Revaluation/Transfers						
At end of year	37,595	1,610	11,989		5,347	56,541
Net book value at end of year	82,312		3,351		5,035	90,698
Net book value at end of previous year	81,193	9	3,464		5,124	89,790

Adjustment required to AR21-Password protected document so cannot insert non General fund assets as usual.
on AR21 Assets held at branches and regions are shown as revaluations/transfers

Therefore,

Tangible Fixed Assets-2024

General Fund	Freehold Properties £'000s	Leasehold Properties £'000s	Equipment £'000s	Non-Union Business £'000s	Total £'000s	Totals Per AR21 return Ref Total union below needs to be inserted
Cost:						
At 1 January 2024	113,838	2,602	13,716	10,143	140,299	
Disposal/ Impairment and Fully depreciated assets	(158)	(992)	(754)		(1,904)	
Additions	4,248		1,397	239	5,884	
At 31 December 2024	117,928	1,610	14,359	10,382	144,279	147,239
Depreciation						
At 1 January 2024	34,685	2,593	11,277	5,019	53,574	
Disposal, Impaired and Fully depreciated assets	(158)	(992)	(754)		(1,904)	
Charge for the year	3,068	9	1,466	328	4,871	
At 31 December 2024	37,595	1,610	11,989	5,347	56,541	56,541
National net book value at 31 December 2023	80,333	0	2,370	5,035	87,738	90,698
Total Union						
General Fund	80,333	0	2,370	5,035	87,738	
Held at Regions					0	
Held at Branches	1,979		981		2,960	
Total Union net book value at 31 December 2024	82,312	0	3,351	5,035	90,698	
Total Union net book value at 31 December 2023	81,193	9	3,464	5124	89,790	

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £000	Political Fund £000
Equities (e.g. Shares)		
Listed Investments	19	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	19	
Market Value of Quoted Investment	19	
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Unity Trust Bank	18,559	
Other unquoted investments (to be specified)		
Intangible Assets	7,975	
Total unquoted (as Balance Sheet)	26,534	
Market Value of Unquoted Investments	18,559	

Analysis of investment income (controlling interests)

(see notes 60 and 61)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?

Yes

No

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
Unison Call Centre Ltd	03400457

Are the shares which are controlled by the union registered in the names of the union's trustees?

Yes

No

If NO, state the names of the persons in whom the shares controlled by the union are registered.

Company name	Names of shareholders

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members	185,597	6,563	192,160
From Investments	3,503	470	3,973
Other Income (including increases by revaluation of assets)	51,172		51,172
Total Income	240,272	7,033	247,305
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	197,536	8,949	206,485
Funds at beginning of year (including reserves)	211,780	20,254	232,034
Funds at end of year (including reserves)	254,516	18,338	272,854
Assets			
Fixed Assets			90,698
Investment Assets			26,553
Other Assets			211,054
		Total Assets	328,305
Liabilities		Total Liabilities	55,451
Net Assets (Total Assets less Total Liabilities)			272,854

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members			
From Investments			
Other Income (including increases by revaluation of assets)			
Total Income			
Expenditure (including decreases by revaluation of assets)			
Total Expenditure			
Funds at beginning of year (including reserves)			
Funds at end of year (including reserves)			
Assets			
Fixed Assets			
Investment Assets			
Other Assets			
Total Assets			
Liabilities			
Total Liabilities			
Net Assets (Total Assets less Total Liabilities)			

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?	Yes
If Yes How many ballots were held: <input style="width: 50px;" type="text" value="4216"/>	
For each ballot held please complete the information below:	
Ballot 1	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Ballot 2	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Ballot 3	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>

Ballots & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

30	2006	850	694	155	1	No	No	34.6%
31	25	23	23	0	0	Yes	No	92.0%
32	14	13	13	0	0	Yes	No	92.9%
33	307	214	205	9	0	Yes	No	66.8%
34	349	223	220	3	0	Yes	No	63.0%
35	68	32	25	7	0	No	No	36.8%
36	22	22	22	0	0	Yes	No	100.0%
37	22	22	22	0	0	Yes	No	100.0%
38	317	262	259	3	0	Yes	No	81.7%
39	789	593	589	2	2	Yes	No	74.7%
40	4	0	0	0	0	No	No	0.0%
41	5	1	1	0	0	No	No	20.0%
42	11	5	4	1	0	No	No	36.4%
43	25	8	7	1	0	No	No	28.0%
44	45	29	28	1	0	Yes	No	62.2%
45	46	26	26	0	0	Yes	No	56.5%
46	10	4	4	0	0	No	No	40.0%
47	3	2	2	0	0	Yes	No	66.7%
48	2	1	1	0	0	Yes	No	50.0%
49	1	0	0	0	0	No	No	0.0%
50	54	29	28	1	0	Yes	No	51.9%
51	30	14	14	0	0	No	No	46.7%
52	72	43	42	1	0	Yes	No	58.3%
53	52	35	34	1	0	Yes	No	65.4%
54	28	9	8	0	1	No	No	28.6%
55	2	1	1	0	0	Yes	No	50.0%
56	12	8	6	2	0	Yes	No	50.0%
57	34	16	15	1	0	No	No	44.1%
58	14	6	5	1	0	No	No	35.7%
59	76	52	51	1	0	Yes	No	67.1%
60	24	16	15	1	0	Yes	No	62.5%
61	26	10	8	2	0	No	No	30.8%
62	22	10	6	4	0	No	No	27.3%
63	3	1	0	1	0	No	No	0.0%
64	4	1	1	0	0	No	No	25.0%
65	60	31	29	2	0	Yes	No	48.3%
66	133	95	94	1	0	Yes	No	70.7%
67	6	4	4	0	0	Yes	No	66.7%
68	22	9	9	0	0	No	No	40.9%
69	10	8	8	0	0	Yes	No	80.0%
70	459	257	254	3	0	Yes	No	55.3%
71	62	26	23	3	0	No	No	37.1%
72	508	185	154	31	0	No	No	30.3%
73	1341	587	482	104	1	No	No	35.9%
74	809	454	417	36	1	Yes	No	51.5%
75	564	220	212	8	0	No	No	37.6%
76	493	204	191	13	0	No	No	38.7%
77	282	87	85	2	0	No	No	30.1%

78	1083	448	409	39	0	No	No	37.8%
79	946	438	424	14	0	No	No	44.8%
80	652	257	231	26	0	No	No	35.4%
81	935	333	310	22	1	No	No	33.2%
82	524	204	190	14	0	No	No	36.3%
83	961	483	456	26	1	Yes	No	47.5%
84	618	211	191	19	1	No	No	30.9%
85	3071	1399	1285	114	0	No	No	41.8%
86	5485	2341	2262	78	1	No	No	41.2%
87	1628	613	553	59	1	No	No	34.0%
88	806	333	321	10	2	No	No	39.8%
89	722	298	279	19	0	No	No	38.6%
90	682	277	240	37	0	No	No	35.2%
91	868	332	293	39	0	No	No	33.8%
92	2379	859	814	44	1	No	No	34.2%
93	236	118	108	10	0	Yes	No	45.8%
94	861	473	436	36	1	Yes	No	50.6%
95	1373	487	439	48	0	No	No	32.0%
96	441	211	179	32	0	No	No	40.6%
97	308	156	149	7	0	Yes	No	48.4%
98	697	339	317	22	0	No	No	45.5%
99	3387	1467	1353	112	2	No	No	39.9%
100	779	336	312	24	0	No	No	40.1%
101	43	8	8	0	0	No	No	18.6%
102	3035	1399	1331	68	0	No	No	43.9%
103	702	317	289	27	1	No	No	41.2%
104	884	327	298	29	0	No	No	33.7%
105	99	59	59	0	0	Yes	No	59.6%
106	36	21	21	0	0	Yes	No	58.3%
107	11	5	5	0	0	No	No	45.5%
108	11	5	5	0	0	No	No	45.5%
109	93	67	48	19	0	Yes	No	51.6%
110	5	2	1	1	0	No	No	20.0%
111	29	19	17	1	1	Yes	No	58.6%
112	29	19	19	0	0	Yes	No	65.5%
113	834	188	137	51	0	No	No	16.4%
114	104	32	25	7	0	No	No	24.0%
115	253	194	188	6	0	Yes	No	74.3%
116	835	474	469	5	0	Yes	No	56.2%
117	209	136	130	6	0	Yes	No	62.2%
118	353	177	177	59	1	Yes	No	33.1%
119	353	177	141	36	0	Yes	No	39.9%
120	181	92	54	37	1	Yes	No	29.8%
121	181	92	71	21	0	Yes	No	39.2%
122	286	230	182	48	0	Yes	No	63.6%
123	286	230	200	30	0	Yes	No	69.9%
124	380	289	285	4	0	Yes	No	75.0%
125	1	0	0	0	0	No	No	0.0%

126	32	4	4	0	0	No	No	12.5%
127	9	0	0	0	0	No	No	0.0%
128	21	7	7	0	0	No	No	33.3%
129	89	17	13	4	0	No	No	14.6%
130	11	1	1	0	0	No	No	9.1%
131	4	1	1	0	0	No	No	25.0%
132	1	0	0	0	0	No	No	0.0%
133	3	0	0	0	0	No	No	0.0%
134	10	0	0	0	0	No	No	0.0%
135	12	4	2	2	0	No	No	16.7%
136	6	2	2	0	0	No	No	33.3%
137	5	1	1	0	0	No	No	20.0%
138	41	5	5	0	0	No	No	12.2%
139	1	0	0	0	0	No	No	0.0%
140	40	9	6	3	0	No	No	15.0%
141	72	18	14	4	0	No	No	19.4%
142	11	0	0	0	0	No	No	0.0%
143	18	3	1	2	0	No	No	5.6%
144	2	0	0	0	0	No	No	0.0%
145	5	0	0	0	0	No	No	0.0%
146	26	3	3	0	0	No	No	11.5%
147	104	22	18	4	0	No	No	17.3%
148	10	1	1	0	0	No	No	10.0%
149	12	3	2	1	0	No	No	16.7%
150	14	5	5	0	0	No	No	35.7%
151	1	0	0	0	0	No	No	0.0%
152	60	30	20	10	0	Yes	No	33.3%
153	1	1	1	0	0	Yes	No	100.0%
154	329	95	65	30	0	No	No	19.8%
155	4	0	0	0	0	No	No	0.0%
156	36	7	3	4	0	No	No	8.3%
157	504	119	89	30	0	No	No	17.7%
158	43	8	6	2	0	No	No	14.0%
159	8	5	1	4	0	Yes	No	12.5%
160	57	11	10	1	0	No	No	17.5%
161	4	0	0	0	0	No	No	0.0%
162	76	17	15	2	0	No	No	19.7%
163	7	0	0	0	0	No	No	0.0%
164	2	1	0	1	0	Yes	No	0.0%
165	7	3	3	0	0	No	No	42.9%
166	1	0	0	0	0	No	No	0.0%
167	1	0	0	0	0	No	No	0.0%
168	61	25	13	12	0	No	No	21.3%
169	6	2	1	1	0	No	No	16.7%
170	8	1	0	1	0	No	No	0.0%
171	5	3	3	0	0	Yes	No	60.0%
172	212	98	96	2	0	No	No	45.3%
173	6	2	2	0	0	No	No	33.3%

174	1	1	0	1	0 Yes	No	0.0%
175	68	27	24	3	0 No	No	35.3%
176	21	11	7	4	0 Yes	No	33.3%
177	7	1	1	0	0 No	No	14.3%
178	2	0	0	0	0 No	No	0.0%
179	1	0	0	0	0 No	No	0.0%
180	1	0	0	0	0 No	No	0.0%
181	59	16	14	2	0 No	No	23.7%
182	161	77	59	18	0 No	No	36.6%
183	10	1	1	0	0 No	No	10.0%
184	1206	334	262	72	0 No	No	21.7%
185	6	0	0	0	0 No	No	0.0%
186	1	0	0	0	0 No	No	0.0%
187	32	9	6	3	0 No	No	18.8%
188	15	2	1	1	0 No	No	6.7%
189	796	192	149	43	0 No	No	18.7%
190	22	5	4	0	1 No	No	18.2%
191	14	2	1	1	0 No	No	7.1%
192	5	1	1	0	0 No	No	20.0%
193	7	1	0	1	0 No	No	0.0%
194	3	1	1	0	0 No	No	33.3%
195	108	15	14	1	0 No	No	13.0%
196	1	0	0	0	0 No	No	0.0%
197	4	1	0	1	0 No	No	0.0%
198	45	5	4	1	0 No	No	8.9%
199	2	0	0	0	0 No	No	0.0%
200	2	1	1	0	0 Yes	No	50.0%
201	47	14	13	1	0 No	No	27.7%
202	8	2	2	0	0 No	No	25.0%
203	4	0	0	0	0 No	No	0.0%
204	23	1	1	0	0 No	No	4.3%
205	4	1	0	1	0 No	No	0.0%
206	1	0	0	0	0 No	No	0.0%
207	6	1	0	1	0 No	No	0.0%
208	7	0	0	0	0 No	No	0.0%
209	4	3	3	0	0 Yes	No	75.0%
210	2	1	0	1	0 Yes	No	0.0%
211	38	9	9	0	0 No	No	23.7%
212	13	3	1	2	0 No	No	7.7%
213	2	1	0	1	0 Yes	No	0.0%
214	228	100	85	15	0 No	No	37.3%
215	7	1	1	0	0 No	No	14.3%
216	16	3	2	1	0 No	No	12.5%
217	5	1	1	0	0 No	No	20.0%
218	2	0	0	0	0 No	No	0.0%
219	88	19	12	7	0 No	No	13.6%
220	114	23	18	5	0 No	No	15.8%
221	179	40	35	5	0 No	No	19.6%

222	79	15	11	4	0	No	No	13.9%
223	37	5	4	1	0	No	No	10.8%
224	2	1	1	0	0	Yes	No	50.0%
225	1	0	0	0	0	No	No	0.0%
226	17	5	4	1	0	No	No	23.5%
227	80	18	16	2	0	No	No	20.0%
228	47	16	8	8	0	No	No	17.0%
229	13	1	1	0	0	No	No	7.7%
230	72	27	17	10	0	No	No	23.6%
231	2	1	1	0	0	Yes	No	50.0%
232	200	79	51	28	0	No	No	25.5%
233	157	96	88	8	0	Yes	No	56.1%
234	8	3	2	1	0	No	No	25.0%
235	47	8	6	2	0	No	No	12.8%
236	109	23	17	6	0	No	No	15.6%
237	31	0	0	0	0	No	No	0.0%
238	6	2	0	2	0	No	No	0.0%
239	82	25	21	4	0	No	No	25.6%
240	119	26	24	2	0	No	No	20.2%
241	1	0	0	0	0	No	No	0.0%
242	51	17	13	4	0	No	No	25.5%
243	12	4	4	0	0	No	No	33.3%
244	72	21	6	15	0	No	No	8.3%
245	9	2	1	1	0	No	No	11.1%
246	3	0	0	0	0	No	No	0.0%
247	6	2	0	2	0	No	No	0.0%
248	1	0	0	0	0	No	No	0.0%
249	4	0	0	0	0	No	No	0.0%
250	1	0	0	0	0	No	No	0.0%
251	49	14	9	5	0	No	No	18.4%
252	29	8	7	1	0	No	No	24.1%
253	1	0	0	0	0	No	No	0.0%
254	1	1	1	0	0	Yes	No	100.0%
255	38	7	7	0	0	No	No	18.4%
256	16	5	5	0	0	No	No	31.3%
257	6	0	0	0	0	No	No	0.0%
258	9	3	3	0	0	No	No	33.3%
259	6	3	2	1	0	Yes	No	33.3%
260	20	6	4	2	0	No	No	20.0%
261	15	6	6	0	0	No	No	40.0%
262	13	2	1	1	0	No	No	7.7%
263	1	1	0	1	0	Yes	No	0.0%
264	3	1	1	0	0	No	No	33.3%
265	3	1	0	1	0	No	No	0.0%
266	1	0	0	0	0	No	No	0.0%
267	135	59	47	12	0	No	No	34.8%
268	5	0	0	0	0	No	No	0.0%
269	5	0	0	0	0	No	No	0.0%

270	8	1	1	0	0 No	No
271	2	1	1	0	0 Yes	No
272	1	1	1	0	0 Yes	No
273	25	9	9	0	0 No	No
274	46	19	18	1	0 No	No
275	3	0	0	0	0 No	No
276	14	3	3	0	0 No	No
277	58	14	6	8	0 No	No
278	19	5	5	0	0 No	No
279	2	0	0	0	0 No	No
280	1	0	0	0	0 No	No
281	9	4	4	0	0 No	No
282	8	4	4	0	0 Yes	No
283	18	1	1	0	0 No	No
284	13	1	1	0	0 No	No
285	35	17	14	3	0 No	No
286	5	1	0	1	0 No	No
287	2875	778	612	166	0 No	No
288	1	0	0	0	0 No	No
289	17	8	5	3	0 No	No
290	20	6	4	2	0 No	No
291	1	0	0	0	0 No	No
292	12	0	0	0	0 No	No
293	3	0	0	0	0 No	No
294	6	1	0	1	0 No	No
295	65	6	5	1	0 No	No
296	1	1	1	0	0 Yes	No
297	1	0	0	0	0 No	No
298	2	0	0	0	0 No	No
299	11	4	4	0	0 No	No
300	1	0	0	0	0 No	No
301	1	1	1	0	0 Yes	No
302	1	1	1	0	0 Yes	No
303	4	0	0	0	0 No	No
304	21	1	0	1	0 No	No
305	46	12	9	3	0 No	No
306	1	0	0	0	0 No	No
307	1	0	0	0	0 No	No
308	165	46	41	5	0 No	No
309	8	5	2	3	0 Yes	No
310	282	116	55	61	0 No	No
311	6	2	1	1	0 No	No
312	2	0	0	0	0 No	No
313	96	48	48	0	0 Yes	No
314	2	0	0	0	0 No	No
315	2	1	1	0	0 Yes	No
316	2	1	0	1	0 Yes	No
317	23	5	2	3	0 No	No

12.5%
50.0%
100.0%
36.0%
39.1%
0.0%
21.4%
10.3%
26.3%
0.0%
0.0%
44.4%
50.0%
5.6%
7.7%
40.0%
0.0%
21.3%
0.0%
29.4%
20.0%
0.0%
0.0%
0.0%

318	6	3	3	0	0	Yes	No
319	17	5	5	0	0	No	No
320	2	1	1	0	0	Yes	No
321	8	4	4	0	0	Yes	No
322	17	3	3	0	0	No	No
323	3	1	1	0	0	No	No
324	17	1	1	0	0	No	No
325	81	12	11	1	0	No	No
326	28	6	6	0	0	No	No
327	2	0	0	0	0	No	No
328	8	2	2	0	0	No	No
329	29	10	9	1	0	No	No
330	10	1	1	0	0	No	No
331	2	0	0	0	0	No	No
332	1	0	0	0	0	No	No
333	1	0	0	0	0	No	No
334	2	0	0	0	0	No	No
335	4	1	0	1	0	No	No
336	5	1	1	0	0	No	No
337	1	1	1	0	0	Yes	No
338	2	1	1	0	0	Yes	No
339	779	169	140	29	0	No	No
340	30	10	6	4	0	No	No
341	13	3	3	0	0	No	No
342	2	0	0	0	0	No	No
343	31	4	4	0	0	No	No
344	22	3	2	1	0	No	No
345	11	2	2	0	0	No	No
346	64	18	10	8	0	No	No
347	2	1	1	0	0	Yes	No
348	26	10	8	2	0	No	No
349	1	1	0	1	0	Yes	No
350	16	4	4	0	0	No	No
351	6	4	2	2	0	Yes	No
352	35	2	2	0	0	No	No
353	3	1	1	0	0	No	No
354	2841	837	604	233	0	No	No
355	20	8	8	0	0	No	No
356	2	1	1	0	0	Yes	No
357	72	26	15	11	0	No	No
358	1	0	0	0	0	No	No
359	112	48	30	18	0	No	No
360	3	0	0	0	0	No	No
361	220	101	74	27	0	No	No
362	8	1	1	0	0	No	No
363	1	0	0	0	0	No	No
364	3	0	0	0	0	No	No
365	3	1	1	0	0	No	No

366	34	3	3	0	0	No	No
367	4	1	1	0	0	No	No
368	6	0	0	0	0	No	No
369	35	11	9	2	0	No	No
370	5	2	2	0	0	No	No
371	11	4	4	0	0	No	No
372	20	2	2	0	0	No	No
373	38	7	6	1	0	No	No
374	110	28	23	5	0	No	No
375	2	0	0	0	0	No	No
376	337	80	55	25	0	No	No
377	53	9	7	2	0	No	No
378	3	1	0	1	0	No	No
379	16	5	4	1	0	No	No
380	44	9	8	1	0	No	No
381	4	0	0	0	0	No	No
382	2	1	0	1	0	Yes	No
383	49	4	3	1	0	No	No
384	3	2	1	1	0	Yes	No
385	1	0	0	0	0	No	No
386	1	0	0	0	0	No	No
387	2	1	1	0	0	Yes	No
388	5	3	3	0	0	Yes	No
389	7	3	2	1	0	No	No
390	3	0	0	0	0	No	No
391	8	0	0	0	0	No	No
392	8	1	0	1	0	No	No
393	1	0	0	0	0	No	No
394	15	1	1	0	0	No	No
395	2	2	2	0	0	Yes	No
396	11	1	0	1	0	No	No
397	3	0	0	0	0	No	No
398	19	4	3	1	0	No	No
399	3	0	0	0	0	No	No
400	7	2	2	0	0	No	No
401	8	1	1	0	0	No	No
402	38	10	5	5	0	No	No
403	5	1	1	0	0	No	No
404	3	0	0	0	0	No	No
405	1	0	0	0	0	No	No
406	21	9	8	1	0	No	No
407	24	3	3	0	0	No	No
408	2	0	0	0	0	No	No
409	79	17	11	6	0	No	No
410	2	2	0	2	0	Yes	No
411	18	6	5	1	0	No	No
412	99	21	15	6	0	No	No
413	65	18	15	3	0	No	No

414	45	6	5	1	0	No	No
415	75	12	9	3	0	No	No
416	38	12	12	0	0	No	No
417	4	0	0	0	0	No	No
418	1	0	0	0	0	No	No
419	2	1	0	1	0	Yes	No
420	20	4	4	0	0	No	No
421	23	2	1	1	0	No	No
422	15	4	3	1	0	No	No
423	8	0	0	0	0	No	No
424	6	2	0	2	0	No	No
425	35	13	11	2	0	No	No
426	1	1	1	0	0	Yes	No
427	1	0	0	0	0	No	No
428	70	8	6	2	0	No	No
429	74	12	9	3	0	No	No
430	28	5	5	0	0	No	No
431	32	6	2	4	0	No	No
432	183	82	71	11	0	No	No
433	2	1	0	1	0	Yes	No
434	1	1	0	1	0	Yes	No
435	89	15	11	4	0	No	No
436	6	3	2	1	0	Yes	No
437	15	7	7	0	0	No	No
438	653	181	137	44	0	No	No
439	140	67	40	27	0	No	No
440	8	1	1	0	0	No	No
441	8	1	1	0	0	No	No
442	8	1	1	0	0	No	No
443	8	1	1	0	0	No	No
444	4	2	2	0	0	Yes	No
445	25	3	3	0	0	No	No
446	19	7	5	2	0	No	No
447	74	30	21	8	1	No	No
448	5	0	0	0	0	No	No
449	1	0	0	0	0	No	No
450	1	0	0	0	0	No	No
451	13	7	6	1	0	Yes	No
452	11	2	2	0	0	No	No
453	5	0	0	0	0	No	No
454	3	1	1	0	0	No	No
455	5	2	2	0	0	No	No
456	12	2	2	0	0	No	No
457	9	3	3	0	0	No	No
458	15	2	2	0	0	No	No
459	2	1	1	0	0	Yes	No
460	3	1	0	1	0	No	No
461	18	4	3	1	0	No	No

462	1	0	0	0	0	No	No
463	1	1	0	1	0	Yes	No
464	1	1	1	0	0	Yes	No
465	6	1	0	1	0	No	No
466	2	0	0	0	0	No	No
467	4	2	2	0	0	Yes	No
468	1	0	0	0	0	No	No
469	3	0	0	0	0	No	No
470	1	1	0	1	0	Yes	No
471	3	1	1	0	0	No	No
472	4	1	1	0	0	No	No
473	8	2	2	0	0	No	No
474	2	1	1	0	0	Yes	No
475	1	0	0	0	0	No	No
476	11	5	5	0	0	No	No
477	2	0	0	0	0	No	No
478	12	3	2	1	0	No	No
479	9	2	2	0	0	No	No
480	2	0	0	0	0	No	No
481	2	2	2	0	0	Yes	No
482	121	41	26	15	0	No	No
483	33	12	11	1	0	No	No
484	2	1	1	0	0	Yes	No
485	2	1	1	0	0	Yes	No
486	4	0	0	0	0	No	No
487	1528	426	302	121	3	No	No
488	2	0	0	0	0	No	No
489	10	3	3	0	0	No	No
490	79	21	14	7	0	No	No
491	13	4	3	1	0	No	No
492	3	0	0	0	0	No	No
493	10	0	0	0	0	No	No
494	100	37	24	13	0	No	No
495	28	6	6	0	0	No	No
496	5	2	2	0	0	No	No
497	1	0	0	0	0	No	No
498	4	0	0	0	0	No	No
499	3	1	1	0	0	No	No
500	242	42	32	10	0	No	No
501	34	3	3	0	0	No	No
502	11	2	0	2	0	No	No
503	37	6	4	2	0	No	No
504	4	1	1	0	0	No	No
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506	80	17	13	4	0	No	No
507	25	10	9	1	0	No	No
508	36	13	12	1	0	No	No
509	12	2	2	0	0	No	No

510	55	11	11	0	0	No	No
511	2	0	0	0	0	No	No
512	30	7	5	2	0	No	No
513	101	20	18	2	0	No	No
514	11	2	1	1	0	No	No
515	16	3	3	0	0	No	No
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517	14	0	0	0	0	No	No
518	17	0	0	0	0	No	No
519	15	2	1	1	0	No	No
520	7	2	0	2	0	No	No
521	18	2	1	1	0	No	No
522	52	13	10	3	0	No	No
523	33	12	8	4	0	No	No
524	7	3	0	3	0	No	No
525	41	7	2	5	0	No	No
526	301	76	63	13	0	No	No
527	11	1	1	0	0	No	No
528	3	0	0	0	0	No	No
529	67	16	16	0	0	No	No
530	5	0	0	0	0	No	No
531	65	11	9	2	0	No	No
532	5	0	0	0	0	No	No
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534	55	23	15	8	0	No	No
535	6	1	1	0	0	No	No
536	577	130	104	26	0	No	No
537	21	4	0	3	1	No	No
538	2	2	2	0	0	Yes	No
539	11	1	1	0	0	No	No
540	13	2	1	1	0	No	No
541	1	0	0	0	0	No	No
542	1	1	0	1	0	Yes	No
543	1	0	0	0	0	No	No
544	41	13	12	1	0	No	No
545	3	0	0	0	0	No	No
546	137	26	19	7	0	No	No
547	8	1	1	0	0	No	No
548	83	51	35	16	0	Yes	No
549	11	1	1	0	0	No	No
550	8	0	0	0	0	No	No
551	3	1	1	0	0	No	No
552	44	26	16	10	0	Yes	No
553	4	1	0	1	0	No	No
554	61	19	16	3	0	No	No
555	17	1	1	0	0	No	No
556	73	17	15	2	0	No	No
557	160	60	27	33	0	No	No

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560	14	1	1	0	0	No	No
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562	1	1	1	0	0	Yes	No
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571	21	3	3	0	0	No	No
572	2	0	0	0	0	No	No
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574	26	7	6	1	0	No	No
575	64	12	12	0	0	No	No
576	26	11	6	5	0	No	No
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581	5	1	0	1	0	No	No
582	9	1	0	1	0	No	No
583	65	13	10	3	0	No	No
584	12	3	2	1	0	No	No
585	23	5	3	2	0	No	No
586	2	0	0	0	0	No	No
587	1	0	0	0	0	No	No
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590	1	0	0	0	0	No	No
591	6	5	5	0	0	Yes	No
592	698	285	232	53	0	No	No
593	5	3	2	1	0	Yes	No
594	49	12	11	1	0	No	No
595	1	0	0	0	0	No	No
596	17	4	3	1	0	No	No
597	1	0	0	0	0	No	No
598	11	2	1	1	0	No	No
599	48	14	12	2	0	No	No
600	19	3	3	0	0	No	No
601	2	1	1	0	0	Yes	No
602	2	0	0	0	0	No	No
603	7	1	1	0	0	No	No
604	79	17	13	4	0	No	No
605	3	0	0	0	0	No	No

606	13	5	4	1	0	No	No
607	2	1	1	0	0	Yes	No
608	1	0	0	0	0	No	No
609	9	2	1	1	0	No	No
610	13	5	4	1	0	No	No
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612	1	0	0	0	0	No	No
613	4	1	1	0	0	No	No
614	1830	595	478	117	0	No	No
615	57	24	23	1	0	No	No
616	2	1	1	0	0	Yes	No
617	2	0	0	0	0	No	No
618	1	1	1	0	0	Yes	No
619	21	4	3	1	0	No	No
620	7	5	3	2	0	Yes	No
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622	4	1	1	0	0	No	No
623	8	4	3	1	0	Yes	No
624	340	122	96	25	1	No	No
625	2	1	1	0	0	Yes	No
626	12	2	1	1	0	No	No
627	25	4	2	2	0	No	No
628	12	3	2	1	0	No	No
629	3	2	1	1	0	Yes	No
630	2	1	0	1	0	Yes	No
631	1	1	0	1	0	Yes	No
632	11	0	0	0	0	No	No
633	1	0	0	0	0	No	No
634	36	13	7	6	0	No	No
635	42	11	8	3	0	No	No
636	3	0	0	0	0	No	No
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642	3	0	0	0	0	No	No
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644	4	2	2	0	0	Yes	No
645	5	3	3	0	0	Yes	No
646	1	0	0	0	0	No	No
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649	3	0	0	0	0	No	No
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651	6	1	1	0	0	No	No
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653	1	1	1	0	0	Yes	No

654	1228	359	233	126	0	No	No
655	1	0	0	0	0	No	No
656	21	10	9	1	0	No	No
657	9	5	5	0	0	Yes	No
658	30	3	3	0	0	No	No
659	1	0	0	0	0	No	No
660	3	0	0	0	0	No	No
661	2	1	1	0	0	Yes	No
662	1	0	0	0	0	No	No
663	3	0	0	0	0	No	No
664	2	0	0	0	0	No	No
665	25	5	2	3	0	No	No
666	5	1	1	0	0	No	No
667	3	2	2	0	0	Yes	No
668	2	1	0	1	0	Yes	No
669	35	14	12	2	0	No	No
670	2	2	2	0	0	Yes	No
671	44	14	9	5	0	No	No
672	1443	403	274	129	0	No	No
673	8	3	1	2	0	No	No
674	5	2	2	0	0	No	No
675	37	12	11	1	0	No	No
676	38	13	11	2	0	No	No
677	108	28	23	4	1	No	No
678	10	1	1	0	0	No	No
679	7	2	2	0	0	No	No
680	45	19	12	7	0	No	No
681	1500	552	391	160	1	No	No
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683	1	0	0	0	0	No	No
684	117	49	35	14	0	No	No
685	69	22	21	1	0	No	No
686	28	6	4	2	0	No	No
687	40	4	4	0	0	No	No
688	1	1	0	1	0	Yes	No
689	19	7	6	1	0	No	No
690	213	74	46	28	0	No	No
691	1	1	1	0	0	Yes	No
692	71	2	1	1	0	No	No
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698	95	22	20	2	0	No	No
699	2	1	0	1	0	Yes	No
700	6	1	1	0	0	No	No
701	4	4	3	1	0	Yes	No

702	153	34	31	3	0	No	No
703	1	1	0	1	0	Yes	No
704	1	0	0	0	0	No	No
705	5	3	3	0	0	Yes	No
706	68	30	17	13	0	No	No
707	962	258	166	91	1	No	No
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709	2	1	1	0	0	Yes	No
710	2	0	0	0	0	No	No
711	1	0	0	0	0	No	No
712	3	2	2	0	0	Yes	No
713	11	6	3	3	0	Yes	No
714	6	0	0	0	0	No	No
715	2	1	0	1	0	Yes	No
716	2	0	0	0	0	No	No
717	11	5	5	0	0	No	No
718	3	1	1	0	0	No	No
719	11	2	2	0	0	No	No
720	1	1	0	1	0	Yes	No
721	1	1	1	0	0	Yes	No
722	1	1	1	0	0	Yes	No
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724	1	0	0	0	0	No	No
725	1	0	0	0	0	No	No
726	106	28	23	5	0	No	No
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729	1	0	0	0	0	No	No
730	33	7	6	1	0	No	No
731	28	9	8	1	0	No	No
732	55	14	11	3	0	No	No
733	51	8	5	3	0	No	No
734	10	0	0	0	0	No	No
735	1	0	0	0	0	No	No
736	83	19	13	6	0	No	No
737	1	1	1	0	0	Yes	No
738	2	1	0	1	0	Yes	No
739	9	1	0	1	0	No	No
740	1	0	0	0	0	No	No
741	4	1	1	0	0	No	No
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744	9	2	1	1	0	No	No
745	37	8	7	1	0	No	No
746	8	2	1	1	0	No	No
747	1	1	1	0	0	Yes	No
748	1	1	1	0	0	Yes	No
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750	4	1	0	1	0	No	No
751	3	1	1	0	0	No	No
752	1	1	1	0	0	Yes	No
753	1	1	0	1	0	Yes	No
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756	4	1	1	0	0	No	No
757	130	58	40	18	0	No	No
758	214	44	32	12	0	No	No
759	47	14	14	0	0	No	No
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763	6	2	2	0	0	No	No
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765	2	0	0	0	0	No	No
766	32	13	12	1	0	No	No
767	1	1	0	1	0	Yes	No
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769	23	6	6	0	0	No	No
770	4	1	1	0	0	No	No
771	144	63	39	24	0	No	No
772	411	142	106	36	0	No	No
773	20	7	7	0	0	No	No
774	1	1	0	1	0	Yes	No
775	2	1	1	0	0	Yes	No
776	1	0	0	0	0	No	No
777	78	19	17	2	0	No	No
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779	6	1	1	0	0	No	No
780	2	1	1	0	0	Yes	No
781	5	3	1	2	0	Yes	No
782	76	23	22	1	0	No	No
783	3	1	1	0	0	No	No
784	9	5	5	0	0	Yes	No
785	19	7	7	0	0	No	No
786	3	0	0	0	0	No	No
787	2	1	1	0	0	Yes	No
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789	8	6	6	0	0	Yes	No
790	9	3	2	1	0	No	No
791	54	8	6	2	0	No	No
792	4	1	1	0	0	No	No
793	2	0	0	0	0	No	No
794	149	33	23	10	0	No	No
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796	22	4	2	2	0	No	No
797	10	6	5	1	0	Yes	No

798	1	1	1	0	0 Yes	No
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800	55	8	4	4	0 No	No
801	39	7	5	2	0 No	No
802	150	24	21	3	0 No	No
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805	30	10	9	1	0 No	No
806	3	2	2	0	0 Yes	No
807	26	5	5	0	0 No	No
808	14	3	3	0	0 No	No
809	5	3	3	0	0 Yes	No
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811	3	1	0	1	0 No	No
812	1	1	1	0	0 Yes	No
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818	8	2	2	0	0 No	No
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823	888	317	224	93	0 No	No
824	61	20	13	7	0 No	No
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828	17	6	3	3	0 No	No
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833	9	2	1	1	0 No	No
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835	3	0	0	0	0 No	No
836	2	0	0	0	0 No	No
837	2	0	0	0	0 No	No
838	10	3	3	0	0 No	No
839	4	2	2	0	0 Yes	No
840	2	1	1	0	0 Yes	No
841	67	21	15	6	0 No	No
842	6	0	0	0	0 No	No
843	7	3	2	1	0 No	No
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845	1	1	0	1	0 Yes	No

846	6	4	3	1	0	Yes	No
847	9	1	1	0	0	No	No
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850	2	1	0	1	0	Yes	No
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855	4	2	2	0	0	Yes	No
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876	1	0	0	0	0	No	No
877	4	0	0	0	0	No	No
878	4	1	1	0	0	No	No
879	8	2	1	1	0	No	No
880	13	7	7	0	0	Yes	No
881	10	7	5	2	0	Yes	No
882	3	0	0	0	0	No	No
883	9	1	1	0	0	No	No
884	3	2	2	0	0	Yes	No
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886	1	0	0	0	0	No	No
887	14	2	2	0	0	No	No
888	3	2	2	0	0	Yes	No
889	1	1	1	0	0	Yes	No
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894	2	0	0	0	0	No	No
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896	5	1	1	0	0	No	No
897	2	2	2	0	0	Yes	No
898	8	4	1	3	0	Yes	No
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906	9	1	1	0	0	No	No
907	10	4	3	1	0	No	No
908	49	9	8	1	0	No	No
909	15	0	0	0	0	No	No
910	167	31	25	6	0	No	No
911	108	44	29	15	0	No	No
912	21	12	9	3	0	Yes	No
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915	17	4	4	0	0	No	No
916	137	41	36	5	0	No	No
917	18	5	5	0	0	No	No
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919	15	5	5	0	0	No	No
920	6	1	1	0	0	No	No
921	4	1	1	0	0	No	No
922	74	23	20	3	0	No	No
923	6	1	1	0	0	No	No
924	34	15	11	4	0	No	No
925	9	1	1	0	0	No	No
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928	3	0	0	0	0	No	No
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930	96	32	25	7	0	No	No
931	23	3	2	1	0	No	No
932	53	16	15	1	0	No	No
933	105	28	25	3	0	No	No
934	4	4	4	0	0	Yes	No
935	59	12	10	2	0	No	No
936	18	1	1	0	0	No	No
937	2	1	1	0	0	Yes	No
938	50	16	15	1	0	No	No
939	1	0	0	0	0	No	No
940	2	0	0	0	0	No	No
941	35	9	6	3	0	No	No

942	215	65	48	17	0	No	No
943	1	1	0	1	0	Yes	No
944	69	25	8	17	0	No	No
945	44	6	5	1	0	No	No
946	9	0	0	0	0	No	No
947	1	0	0	0	0	No	No
948	14	2	1	1	0	No	No
949	138	24	16	8	0	No	No
950	17	4	2	2	0	No	No
951	9	1	0	1	0	No	No
952	2	0	0	0	0	No	No
953	47	7	4	3	0	No	No
954	10	1	1	0	0	No	No
955	84	11	8	3	0	No	No
956	18	6	2	4	0	No	No
957	129	26	21	5	0	No	No
958	1	0	0	0	0	No	No
959	6	3	1	2	0	Yes	No
960	3	1	1	0	0	No	No
961	33	3	2	1	0	No	No
962	56	22	16	6	0	No	No
963	1	1	1	0	0	Yes	No
964	80	20	16	4	0	No	No
965	165	77	67	10	0	No	No
966	37	21	10	11	0	Yes	No
967	4	1	1	0	0	No	No
968	4	2	1	1	0	Yes	No
969	1	0	0	0	0	No	No
970	182	52	47	5	0	No	No
971	13	4	4	0	0	No	No
972	10	1	1	0	0	No	No
973	13	0	0	0	0	No	No
974	3	0	0	0	0	No	No
975	10	2	1	1	0	No	No
976	10	3	3	0	0	No	No
977	3	0	0	0	0	No	No
978	8	1	1	0	0	No	No
979	990	275	204	71	0	No	No
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983	24	12	11	1	0	Yes	No
984	5	3	2	1	0	Yes	No
985	2	1	1	0	0	Yes	No
986	1	0	0	0	0	No	No
987	1	1	1	0	0	Yes	No
988	11	1	1	0	0	No	No
989	2	1	1	0	0	Yes	No

990	8	4	4	0	0 Yes	No
991	5	3	3	0	0 Yes	No
992	7	1	1	0	0 No	No
993	1	0	0	0	0 No	No
994	5	4	4	0	0 Yes	No
995	5	2	2	0	0 No	No
996	3	1	1	0	0 No	No
997	5	0	0	0	0 No	No
998	4	1	1	0	0 No	No
999	23	7	5	2	0 No	No
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1004	1652	560	507	52	1 No	No
1005	2	1	1	0	0 Yes	No
1006	3	0	0	0	0 No	No
1007	6	2	2	0	0 No	No
1008	3	1	1	0	0 No	No
1009	2491	913	761	152	0 No	No
1010	2467	706	585	119	2 No	No
1011	4	0	0	0	0 No	No
1012	6	0	0	0	0 No	No
1013	2345	638	543	95	0 No	No
1014	104	36	34	2	0 No	No
1015	1045	339	276	63	0 No	No
1016	9	0	0	0	0 No	No
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1019	23	4	4	0	0 No	No
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1021	2799	773	570	203	0 No	No
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1024	1	0	0	0	0 No	No
1025	16	7	6	1	0 No	No
1026	1238	337	282	55	0 No	No
1027	1155	277	206	71	0 No	No
1028	8	6	4	2	0 Yes	No
1029	10	4	2	2	0 No	No
1030	20	2	0	2	0 No	No
1031	1855	820	664	155	1 No	No
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1033	3	2	2	0	0 Yes	No
1034	4	3	3	0	0 Yes	No
1035	1	0	0	0	0 No	No
1036	4	0	0	0	0 No	No
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1040	1	1	1	0	0	Yes	No
1041	1	0	0	0	0	No	No
1042	11	3	3	0	0	No	No
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1046	1	0	0	0	0	No	No
1047	17	11	11	0	0	Yes	No
1048	1	1	1	0	0	Yes	No
1049	11	1	1	0	0	No	No
1050	4	1	1	0	0	No	No
1051	639	129	112	17	0	No	No
1052	82	27	18	9	0	No	No
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1054	857	218	153	65	0	No	No
1055	1	0	0	0	0	No	No
1056	2046	720	612	108	0	No	No
1057	5	1	1	0	0	No	No
1058	2	0	0	0	0	No	No
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1065	4	1	0	1	0	No	No
1066	32	8	4	4	0	No	No
1067	1785	486	407	79	0	No	No
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1069	5	0	0	0	0	No	No
1070	4	2	2	0	0	Yes	No
1071	3	2	2	0	0	Yes	No
1072	5	1	0	1	0	No	No
1073	986	221	176	45	0	No	No
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1075	5	2	2	0	0	No	No
1076	3157	810	683	127	0	No	No
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1083	2	1	0	1	0	Yes	No
1084	1	0	0	0	0	No	No
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1086	20	4	4	0	0	No	No
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1088	4	2	2	0	0	Yes	No
1089	1	1	1	0	0	Yes	No
1090	2	0	0	0	0	No	No
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1092	12	7	6	1	0	Yes	No
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1095	13	2	2	0	0	No	No
1096	6	2	1	1	0	No	No
1097	21	2	2	0	0	No	No
1098	1	0	0	0	0	No	No
1099	12	2	2	0	0	No	No
1100	14	3	3	0	0	No	No
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1113	4	2	2	0	0	Yes	No
1114	9	3	3	0	0	No	No
1115	2	2	2	0	0	Yes	No
1116	11	1	1	0	0	No	No
1117	10	4	4	0	0	No	No
1118	5	0	0	0	0	No	No
1119	9	4	4	0	0	No	No
1120	1	0	0	0	0	No	No
1121	7	4	4	0	0	Yes	No
1122	8	3	3	0	0	No	No
1123	8	3	3	0	0	No	No
1124	1	0	0	0	0	No	No
1125	9	2	2	0	0	No	No
1126	5	4	4	0	0	Yes	No
1127	7	3	3	0	0	No	No
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1130	10	5	5	0	0	Yes	No
1131	3	2	2	0	0	Yes	No
1132	5	1	1	0	0	No	No
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1134	3	0	0	0	0	No	No
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1136	9	6	6	0	0	Yes	No
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1146	3	1	1	0	0	No	No
1147	7	2	2	0	0	No	No
1148	3	1	1	0	0	No	No
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1150	19	8	5	3	0	No	No
1151	9	5	4	1	0	Yes	No
1152	1053	293	247	46	0	No	No
1153	2	0	0	0	0	No	No
1154	12	10	10	0	0	Yes	No
1155	5	2	2	0	0	No	No
1156	2	0	0	0	0	No	No
1157	1067	295	235	60	0	No	No
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1159	6	3	3	0	0	Yes	No
1160	1102	319	233	86	0	No	No
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1188	6	0	0	0	0 No	No
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1192	7	4	3	1	0 Yes	No
1193	665	124	95	29	0 No	No
1194	5191	1610	1327	281	2 No	No
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1197	6	1	1	0	0 No	No
1198	3	0	0	0	0 No	No
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1208	11	1	1	0	0 No	No
1209	4	1	1	0	0 No	No
1210	1	0	0	0	0 No	No
1211	13	3	3	0	0 No	No
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1237	70	14	9	5	0	No	No
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1280	63	14	10	4	0	No	No
1281	2	0	0	0	0	No	No
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1288	6	1	1	0	0	No	No
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1292	2	0	0	0	0	No	No
1293	22	2	2	0	0	No	No
1294	2	1	1	0	0	Yes	No
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1306	2	0	0	0	0	No	No
1307	7	4	4	0	0	Yes	No
1308	63	20	19	1	0	No	No
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1310	2	1	1	0	0	Yes	No
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1322	33	5	5	0	0	No	No
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1324	4	1	1	0	0	No	No
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1328	2	1	1	0	0 Yes	No
1329	3	1	0	1	0 No	No
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1343	1	0	0	0	0 No	No
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1346	4	2	2	0	0 Yes	No
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1348	4	1	0	1	0 No	No
1349	29	3	3	0	0 No	No
1350	60	30	19	11	0 Yes	No
1351	60	9	8	1	0 No	No
1352	1	1	1	0	0 Yes	No
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1360	6	1	1	0	0 No	No
1361	4	2	2	0	0 Yes	No
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1379	1	0	0	0	0	No	No
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1381	176	39	34	5	0	No	No
1382	106	15	15	0	0	No	No
1383	5	0	0	0	0	No	No
1384	3	1	1	0	0	No	No
1385	103	36	30	6	0	No	No
1386	5	0	0	0	0	No	No
1387	4	3	3	0	0	Yes	No
1388	3	0	0	0	0	No	No
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1390	3	0	0	0	0	No	No
1391	112	25	23	2	0	No	No
1392	1	0	0	0	0	No	No
1393	2	2	1	1	0	Yes	No
1394	63	13	10	3	0	No	No
1395	12	3	3	0	0	No	No
1396	92	21	10	11	0	No	No
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1398	26	9	8	1	0	No	No
1399	21	1	0	1	0	No	No
1400	7	1	1	0	0	No	No
1401	71	24	16	8	0	No	No
1402	11	1	0	1	0	No	No
1403	9	4	4	0	0	No	No
1404	301	112	96	15	1	No	No
1405	88	38	36	2	0	No	No
1406	2100	632	472	160	0	No	No
1407	2	0	0	0	0	No	No
1408	1	1	0	1	0	Yes	No
1409	31	7	6	1	0	No	No
1410	73	17	15	2	0	No	No
1411	69	17	10	7	0	No	No
1412	77	15	15	0	0	No	No
1413	1	0	0	0	0	No	No
1414	96	21	18	3	0	No	No
1415	42	9	9	0	0	No	No
1416	15	6	6	0	0	No	No
1417	22	8	5	3	0	No	No
1418	14	6	4	2	0	No	No
1419	23	6	2	4	0	No	No
1420	85	23	22	1	0	No	No
1421	3	0	0	0	0	No	No

1422	16	1	0	1	0	No	No
1423	6	0	0	0	0	No	No
1424	63	17	11	6	0	No	No
1425	793	186	131	55	0	No	No
1426	30	8	8	0	0	No	No
1427	6	1	1	0	0	No	No
1428	50	12	9	3	0	No	No
1429	2	0	0	0	0	No	No
1430	2	1	1	0	0	Yes	No
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1432	18	1	1	0	0	No	No
1433	8	0	0	0	0	No	No
1434	4	0	0	0	0	No	No
1435	74	11	10	1	0	No	No
1436	133	30	26	4	0	No	No
1437	2	0	0	0	0	No	No
1438	14	2	1	1	0	No	No
1439	8	3	3	0	0	No	No
1440	124	19	11	8	0	No	No
1441	3	0	0	0	0	No	No
1442	4	0	0	0	0	No	No
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1445	9	0	0	0	0	No	No
1446	3	0	0	0	0	No	No
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1455	3	0	0	0	0	No	No
1456	6	1	1	0	0	No	No
1457	3	0	0	0	0	No	No
1458	4	2	1	1	0	Yes	No
1459	47	10	9	1	0	No	No
1460	3	1	1	0	0	No	No
1461	20	5	5	0	0	No	No
1462	3	1	1	0	0	No	No
1463	6	0	0	0	0	No	No
1464	2	1	1	0	0	Yes	No
1465	10	3	3	0	0	No	No
1466	6	3	3	0	0	Yes	No
1467	9	0	0	0	0	No	No
1468	1	1	1	0	0	Yes	No
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1470	6	0	0	0	0	No	No
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1472	6	2	2	0	0	No	No
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1482	2	0	0	0	0	No	No
1483	7	1	1	0	0	No	No
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1485	10	3	3	0	0	No	No
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1502	12	1	1	0	0	No	No
1503	14	5	3	2	0	No	No
1504	1	1	1	0	0	Yes	No
1505	5	2	2	0	0	No	No
1506	2	0	0	0	0	No	No
1507	9	0	0	0	0	No	No
1508	7	0	0	0	0	No	No
1509	33	9	8	1	0	No	No
1510	2	0	0	0	0	No	No
1511	13	3	1	2	0	No	No
1512	5	2	2	0	0	No	No
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1516	2	1	1	0	0	Yes	No
1517	6	0	0	0	0	No	No

1518	1	0	0	0	0	No	No
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1520	5	0	0	0	0	No	No
1521	9	1	1	0	0	No	No
1522	6	0	0	0	0	No	No
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1524	74	28	9	19	0	No	No
1525	1	0	0	0	0	No	No
1526	7	3	2	1	0	No	No
1527	1697	428	301	127	0	No	No
1528	46	13	10	3	0	No	No
1529	50	31	15	16	0	Yes	No
1530	81	10	7	3	0	No	No
1531	2	0	0	0	0	No	No
1532	1	0	0	0	0	No	No
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1534	3	1	1	0	0	No	No
1535	1307	291	192	99	0	No	No
1536	131	27	22	5	0	No	No
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1539	12	2	2	0	0	No	No
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1541	19	3	2	1	0	No	No
1542	6	2	0	2	0	No	No
1543	1	0	0	0	0	No	No
1544	72	18	11	7	0	No	No
1545	1007	219	175	44	0	No	No
1546	4	1	0	1	0	No	No
1547	106	18	12	6	0	No	No
1548	169	35	30	5	0	No	No
1549	1	0	0	0	0	No	No
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1551	15	7	7	0	0	No	No
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1553	1	0	0	0	0	No	No
1554	2	1	1	0	0	Yes	No
1555	14	4	3	1	0	No	No
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1557	15	4	4	0	0	No	No
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1560	59	23	20	3	0	No	No
1561	119	16	15	1	0	No	No
1562	6	3	2	1	0	Yes	No
1563	2	0	0	0	0	No	No
1564	37	5	3	2	0	No	No
1565	39	13	12	1	0	No	No

1566	19	5	5	0	0	No	No
1567	10	1	1	0	0	No	No
1568	11	2	1	1	0	No	No
1569	56	15	11	4	0	No	No
1570	21	0	0	0	0	No	No
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1572	80	20	17	3	0	No	No
1573	33	9	7	2	0	No	No
1574	27	10	9	1	0	No	No
1575	15	0	0	0	0	No	No
1576	3	1	1	0	0	No	No
1577	145	27	22	5	0	No	No
1578	52	7	6	1	0	No	No
1579	35	7	7	0	0	No	No
1580	94	14	10	4	0	No	No
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1583	17	5	5	0	0	No	No
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1596	3	0	0	0	0	No	No
1597	31	9	8	1	0	No	No
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1599	64	10	7	3	0	No	No
1600	3	0	0	0	0	No	No
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1603	45	13	11	2	0	No	No
1604	2	0	0	0	0	No	No
1605	116	38	36	2	0	No	No
1606	9	1	1	0	0	No	No
1607	1	0	0	0	0	No	No
1608	1238	274	223	51	0	No	No
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1610	17	3	3	0	0	No	No
1611	189	60	34	26	0	No	No
1612	1602	425	340	84	1	No	No
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1616	160	56	29	27	0 No	No
1617	6	1	0	1	0 No	No
1618	5	1	1	0	0 No	No
1619	4	2	2	0	0 Yes	No
1620	8	3	3	0	0 No	No
1621	2	1	1	0	0 Yes	No
1622	2	0	0	0	0 No	No
1623	98	12	11	1	0 No	No
1624	3	0	0	0	0 No	No
1625	10	6	5	1	0 Yes	No
1626	145	30	15	15	0 No	No
1627	1	0	0	0	0 No	No
1628	16	1	1	0	0 No	No
1629	4	1	0	1	0 No	No
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1631	16	6	5	1	0 No	No
1632	25	2	2	0	0 No	No
1633	78	30	20	10	0 No	No
1634	213	49	39	10	0 No	No
1635	1302	330	257	73	0 No	No
1636	46	17	8	9	0 No	No
1637	29	9	6	3	0 No	No
1638	7	2	2	0	0 No	No
1639	55	7	4	3	0 No	No
1640	3	0	0	0	0 No	No
1641	10	5	5	0	0 Yes	No
1642	16	10	9	1	0 Yes	No
1643	3	1	0	1	0 No	No
1644	14	6	6	0	0 No	No
1645	10	1	1	0	0 No	No
1646	1	0	0	0	0 No	No
1647	74	22	19	3	0 No	No
1648	27	9	9	0	0 No	No
1649	3	0	0	0	0 No	No
1650	19	2	1	1	0 No	No
1651	10	4	4	0	0 No	No
1652	1353	406	306	100	0 No	No
1653	91	45	42	3	0 No	No
1654	3	2	2	0	0 Yes	No
1655	2	1	1	0	0 Yes	No
1656	3	0	0	0	0 No	No
1657	14	4	3	1	0 No	No
1658	117	40	30	10	0 No	No
1659	15	3	1	2	0 No	No
1660	1	0	0	0	0 No	No
1661	15	4	1	3	0 No	No

1662	174	51	45	6	0	No	No
1663	2	0	0	0	0	No	No
1664	152	36	33	3	0	No	No
1665	116	27	22	5	0	No	No
1666	1	0	0	0	0	No	No
1667	1	0	0	0	0	No	No
1668	429	91	76	15	0	No	No
1669	2444	589	446	142	1	No	No
1670	210	52	47	5	0	No	No
1671	2	0	0	0	0	No	No
1672	63	15	15	0	0	No	No
1673	56	12	10	2	0	No	No
1674	61	15	10	5	0	No	No
1675	4	0	0	0	0	No	No
1676	17	1	1	0	0	No	No
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1679	32	14	14	0	0	No	No
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1682	29	5	3	2	0	No	No
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1685	140	26	22	4	0	No	No
1686	70	18	18	0	0	No	No
1687	1	1	1	0	0	Yes	No
1688	3	1	1	0	0	No	No
1689	2	0	0	0	0	No	No
1690	1870	559	437	122	0	No	No
1691	824	269	184	85	0	No	No
1692	2	0	0	0	0	No	No
1693	2	1	0	1	0	Yes	No
1694	90	27	22	5	0	No	No
1695	4	1	1	0	0	No	No
1696	12	3	3	0	0	No	No
1697	3	0	0	0	0	No	No
1698	1	0	0	0	0	No	No
1699	3	3	2	1	0	Yes	No
1700	3	1	0	1	0	No	No
1701	9	1	1	0	0	No	No
1702	5	0	0	0	0	No	No
1703	1802	473	313	160	0	No	No
1704	169	31	29	2	0	No	No
1705	3	0	0	0	0	No	No
1706	11	0	0	0	0	No	No
1707	1	0	0	0	0	No	No
1708	57	12	10	2	0	No	No
1709	2	0	0	0	0	No	No

1710	60	20	18	2	0	No	No
1711	159	53	46	7	0	No	No
1712	11	1	1	0	0	No	No
1713	59	14	13	1	0	No	No
1714	137	36	29	7	0	No	No
1715	224	37	34	3	0	No	No
1716	78	19	17	2	0	No	No
1717	51	6	4	2	0	No	No
1718	1	1	0	1	0	Yes	No
1719	18	3	2	1	0	No	No
1720	24	2	2	0	0	No	No
1721	3	0	0	0	0	No	No
1722	17	5	4	1	0	No	No
1723	5	0	0	0	0	No	No
1724	5	2	1	1	0	No	No
1725	18	6	1	5	0	No	No
1726	3	2	2	0	0	Yes	No
1727	6	2	2	0	0	No	No
1728	4	1	0	1	0	No	No
1729	6	0	0	0	0	No	No
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1732	11	6	6	0	0	Yes	No
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1734	13	2	2	0	0	No	No
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1738	96	9	7	2	0	No	No
1739	137	43	33	10	0	No	No
1740	1	1	1	0	0	Yes	No
1741	1954	572	452	120	0	No	No
1742	154	29	26	3	0	No	No
1743	36	4	2	2	0	No	No
1744	324	68	61	7	0	No	No
1745	33	12	6	6	0	No	No
1746	1	0	0	0	0	No	No
1747	6	0	0	0	0	No	No
1748	3	1	1	0	0	No	No
1749	2	0	0	0	0	No	No
1750	102	16	14	2	0	No	No
1751	3	3	2	1	0	Yes	No
1752	2	1	1	0	0	Yes	No
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1755	18	1	1	0	0	No	No
1756	142	23	20	2	1	No	No
1757	4	0	0	0	0	No	No

1758	35	9	8	1	0	No	No
1759	16	1	1	0	0	No	No
1760	5	1	1	0	0	No	No
1761	2	0	0	0	0	No	No
1762	1	0	0	0	0	No	No
1763	4203	1250	967	282	1	No	No
1764	3	0	0	0	0	No	No
1765	2	2	2	0	0	Yes	No
1766	2	0	0	0	0	No	No
1767	1	0	0	0	0	No	No
1768	9	4	4	0	0	No	No
1769	75	19	16	3	0	No	No
1770	52	22	18	4	0	No	No
1771	4476	1148	843	305	0	No	No
1772	103	16	14	2	0	No	No
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1775	11	3	2	1	0	No	No
1776	8	2	2	0	0	No	No
1777	1	1	0	1	0	Yes	No
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1786	10	0	0	0	0	No	No
1787	3	0	0	0	0	No	No
1788	390	71	54	17	0	No	No
1789	2	1	1	0	0	Yes	No
1790	16	3	3	0	0	No	No
1791	943	211	144	67	0	No	No
1792	31	16	12	4	0	Yes	No
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1795	196	43	35	8	0	No	No
1796	16	0	0	0	0	No	No
1797	13	4	4	0	0	No	No
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1799	16	0	0	0	0	No	No
1800	8	1	0	1	0	No	No
1801	103	23	19	4	0	No	No
1802	44	15	8	7	0	No	No
1803	26	7	7	0	0	No	No
1804	3	2	2	0	0	Yes	No
1805	108	22	16	6	0	No	No

1806	34	9	6	3	0 No	No
1807	2	1	0	1	0 Yes	No
1808	1	0	0	0	0 No	No
1809	4	1	1	0	0 No	No
1810	1	0	0	0	0 No	No
1811	4	1	1	0	0 No	No
1812	1	0	0	0	0 No	No
1813	1	0	0	0	0 No	No
1814	81	13	10	3	0 No	No
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1818	5	2	0	2	0 No	No
1819	23	6	5	1	0 No	No
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1822	4	1	1	0	0 No	No
1823	2	2	1	1	0 Yes	No
1824	8	0	0	0	0 No	No
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1833	2	0	0	0	0 No	No
1834	93	42	38	4	0 No	No
1835	30	8	4	4	0 No	No
1836	8	4	4	0	0 Yes	No
1837	3	0	0	0	0 No	No
1838	24	7	6	1	0 No	No
1839	57	23	13	10	0 No	No
1840	76	51	36	15	0 Yes	No
1841	7	2	2	0	0 No	No
1842	18	6	4	2	0 No	No
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1844	148	39	37	2	0 No	No
1845	33	9	8	1	0 No	No
1846	1	0	0	0	0 No	No
1847	156	47	26	21	0 No	No
1848	2	1	1	0	0 Yes	No
1849	57	18	15	3	0 No	No
1850	8	2	2	0	0 No	No
1851	1	0	0	0	0 No	No
1852	1	0	0	0	0 No	No
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1854	3	0	0	0	0	No	No
1855	4	1	1	0	0	No	No
1856	2	0	0	0	0	No	No
1857	7	1	1	0	0	No	No
1858	7	5	5	0	0	Yes	No
1859	9	4	3	1	0	No	No
1860	5	1	1	0	0	No	No
1861	1	0	0	0	0	No	No
1862	4	0	0	0	0	No	No
1863	4	1	1	0	0	No	No
1864	7	2	2	0	0	No	No
1865	1	1	1	0	0	Yes	No
1866	7	1	1	0	0	No	No
1867	1	1	1	0	0	Yes	No
1868	2	1	0	1	0	Yes	No
1869	5	2	2	0	0	No	No
1870	6	0	0	0	0	No	No
1871	11	2	2	0	0	No	No
1872	4	0	0	0	0	No	No
1873	4	0	0	0	0	No	No
1874	1	0	0	0	0	No	No
1875	8	0	0	0	0	No	No
1876	7	0	0	0	0	No	No
1877	2	0	0	0	0	No	No
1878	12	3	2	1	0	No	No
1879	1	0	0	0	0	No	No
1880	117	18	15	3	0	No	No
1881	100	22	22	0	0	No	No
1882	31	13	12	1	0	No	No
1883	1	1	1	0	0	Yes	No
1884	63	22	21	1	0	No	No
1885	5	2	2	0	0	No	No
1886	142	39	29	10	0	No	No
1887	157	43	39	4	0	No	No
1888	1053	286	210	76	0	No	No
1889	10	2	2	0	0	No	No
1890	123	31	26	5	0	No	No
1891	106	36	31	5	0	No	No
1892	105	18	17	1	0	No	No
1893	89	18	13	5	0	No	No
1894	7	4	4	0	0	Yes	No
1895	25	4	2	2	0	No	No
1896	28	8	6	2	0	No	No
1897	13	0	0	0	0	No	No
1898	94	24	22	2	0	No	No
1899	120	38	36	2	0	No	No
1900	42	12	8	4	0	No	No
1901	3	0	0	0	0	No	No

1902	132	30	25	5	0	No	No
1903	8	2	1	1	0	No	No
1904	1	0	0	0	0	No	No
1905	4	0	0	0	0	No	No
1906	115	11	8	3	0	No	No
1907	1	0	0	0	0	No	No
1908	76	14	8	6	0	No	No
1909	154	26	20	6	0	No	No
1910	2811	872	656	215	1	No	No
1911	11	0	0	0	0	No	No
1912	10	0	0	0	0	No	No
1913	12	6	6	0	0	Yes	No
1914	1	1	1	0	0	Yes	No
1915	189	49	43	6	0	No	No
1916	1	1	1	0	0	Yes	No
1917	63	29	21	8	0	No	No
1918	14	5	4	1	0	No	No
1919	5	2	2	0	0	No	No
1920	5	2	2	0	0	No	No
1921	4	0	0	0	0	No	No
1922	6	2	2	0	0	No	No
1923	4	1	1	0	0	No	No
1924	98	21	20	1	0	No	No
1925	1	0	0	0	0	No	No
1926	3	1	1	0	0	No	No
1927	13	5	4	1	0	No	No
1928	45	2	1	1	0	No	No
1929	19	5	5	0	0	No	No
1930	16	4	4	0	0	No	No
1931	23	5	5	0	0	No	No
1932	37	15	10	5	0	No	No
1933	21	7	7	0	0	No	No
1934	276	123	80	43	0	No	No
1935	3	0	0	0	0	No	No
1936	9	3	3	0	0	No	No
1937	49	17	6	11	0	No	No
1938	1	1	1	0	0	Yes	No
1939	164	28	24	4	0	No	No
1940	2	0	0	0	0	No	No
1941	5	1	1	0	0	No	No
1942	1	1	1	0	0	Yes	No
1943	173	72	44	28	0	No	No
1944	34	4	3	1	0	No	No
1945	63	12	11	1	0	No	No
1946	3	1	1	0	0	No	No
1947	1	0	0	0	0	No	No
1948	192	90	47	43	0	No	No
1949	21	7	7	0	0	No	No

1950	1	0	0	0	0	No	No
1951	5	0	0	0	0	No	No
1952	10	1	0	1	0	No	No
1953	25	6	5	1	0	No	No
1954	2	1	1	0	0	Yes	No
1955	47	9	8	1	0	No	No
1956	1	1	1	0	0	Yes	No
1957	9	2	1	1	0	No	No
1958	47	16	7	9	0	No	No
1959	5	1	1	0	0	No	No
1960	128	43	29	14	0	No	No
1961	27	1	0	1	0	No	No
1962	1	0	0	0	0	No	No
1963	1	0	0	0	0	No	No
1964	3	1	0	1	0	No	No
1965	2	0	0	0	0	No	No
1966	160	59	46	13	0	No	No
1967	2	1	1	0	0	Yes	No
1968	6	1	1	0	0	No	No
1969	2	0	0	0	0	No	No
1970	17	8	8	0	0	No	No
1971	53	14	12	1	1	No	No
1972	4	0	0	0	0	No	No
1973	2	1	1	0	0	Yes	No
1974	152	71	39	32	0	No	No
1975	441	147	71	76	0	No	No
1976	4	1	1	0	0	No	No
1977	5	3	2	1	0	Yes	No
1978	3	2	1	1	0	Yes	No
1979	3	0	0	0	0	No	No
1980	166	72	49	23	0	No	No
1981	4	2	1	1	0	Yes	No
1982	2	0	0	0	0	No	No
1983	3	0	0	0	0	No	No
1984	16	2	1	1	0	No	No
1985	7	0	0	0	0	No	No
1986	1139	278	206	72	0	No	No
1987	223	48	40	8	0	No	No
1988	140	41	26	15	0	No	No
1989	3721	859	603	256	0	No	No
1990	32	11	7	4	0	No	No
1991	57	24	16	8	0	No	No
1992	4	1	1	0	0	No	No
1993	138	17	12	5	0	No	No
1994	250	74	64	8	2	No	No
1995	198	58	52	6	0	No	No
1996	4	0	0	0	0	No	No
1997	6	1	1	0	0	No	No

1998	66	18	14	4	0	No	No
1999	186	31	26	5	0	No	No
2000	119	23	16	7	0	No	No
2001	90	26	24	2	0	No	No
2002	33	4	3	1	0	No	No
2003	32	6	3	3	0	No	No
2004	3	0	0	0	0	No	No
2005	4	1	1	0	0	No	No
2006	224	53	47	6	0	No	No
2007	6	2	2	0	0	No	No
2008	6	1	1	0	0	No	No
2009	4	0	0	0	0	No	No
2010	26	9	8	1	0	No	No
2011	15	4	4	0	0	No	No
2012	82	25	12	13	0	No	No
2013	3	0	0	0	0	No	No
2014	2	0	0	0	0	No	No
2015	3	1	0	1	0	No	No
2016	35	7	2	5	0	No	No
2017	2	2	0	2	0	Yes	No
2018	19	9	8	1	0	No	No
2019	2	0	0	0	0	No	No
2020	58	16	10	6	0	No	No
2021	3	1	0	1	0	No	No
2022	126	35	16	19	0	No	No
2023	3	0	0	0	0	No	No
2024	3	0	0	0	0	No	No
2025	5	0	0	0	0	No	No
2026	91	31	16	15	0	No	No
2027	42	7	5	2	0	No	No
2028	2	0	0	0	0	No	No
2029	8	1	1	0	0	No	No
2030	8	2	2	0	0	No	No
2031	7	2	2	0	0	No	No
2032	1	0	0	0	0	No	No
2033	69	15	13	2	0	No	No
2034	99	24	20	4	0	No	No
2035	34	9	5	4	0	No	No
2036	190	48	39	9	0	No	No
2037	1775	424	294	130	0	No	No
2038	7	1	0	1	0	No	No
2039	187	42	36	6	0	No	No
2040	1	0	0	0	0	No	No
2041	5	2	1	1	0	No	No
2042	4	1	1	0	0	No	No
2043	1	0	0	0	0	No	No
2044	7	1	1	0	0	No	No
2045	99	34	21	12	1	No	No

2046	38	9	4	5	0	No	No
2047	44	11	8	3	0	No	No
2048	1	1	1	0	0	Yes	No
2049	1	0	0	0	0	No	No
2050	63	9	8	1	0	No	No
2051	14	5	4	1	0	No	No
2052	26	4	3	1	0	No	No
2053	3	1	1	0	0	No	No
2054	6	1	0	1	0	No	No
2055	3	1	1	0	0	No	No
2056	70	19	9	10	0	No	No
2057	6	2	2	0	0	No	No
2058	120	39	25	14	0	No	No
2059	3	2	1	1	0	Yes	No
2060	70	26	11	15	0	No	No
2061	902	233	166	67	0	No	No
2062	125	53	30	23	0	No	No
2063	2273	587	438	149	0	No	No
2064	3114	806	618	187	1	No	No
2065	37	12	8	4	0	No	No
2066	113	33	26	7	0	No	No
2067	15	6	5	1	0	No	No
2068	42	7	6	1	0	No	No
2069	70	15	14	1	0	No	No
2070	1	0	0	0	0	No	No
2071	71	16	13	3	0	No	No
2072	11	3	3	0	0	No	No
2073	3	0	0	0	0	No	No
2074	4	2	2	0	0	Yes	No
2075	53	6	4	2	0	No	No
2076	3	1	1	0	0	No	No
2077	3	0	0	0	0	No	No
2078	56	17	11	6	0	No	No
2079	3	0	0	0	0	No	No
2080	3	0	0	0	0	No	No
2081	2	1	1	0	0	Yes	No
2082	16	4	1	3	0	No	No
2083	1	0	0	0	0	No	No
2084	40	11	11	0	0	No	No
2085	2	0	0	0	0	No	No
2086	151	31	26	5	0	No	No
2087	7	2	0	2	0	No	No
2088	8	2	2	0	0	No	No
2089	85	15	13	2	0	No	No
2090	2	1	0	1	0	Yes	No
2091	1	0	0	0	0	No	No
2092	76	18	11	7	0	No	No
2093	31	12	4	8	0	No	No

2094	20	2	2	0	0 No	No
2095	1	1	1	0	0 Yes	No
2096	1	0	0	0	0 No	No
2097	4	1	1	0	0 No	No
2098	41	4	3	1	0 No	No
2099	6	0	0	0	0 No	No
2100	1	0	0	0	0 No	No
2101	3	1	0	1	0 No	No
2102	6	2	1	1	0 No	No
2103	84	25	15	10	0 No	No
2104	95	35	24	11	0 No	No
2105	22	5	5	0	0 No	No
2106	1	0	0	0	0 No	No
2107	10	6	6	0	0 Yes	No
2108	255	66	54	12	0 No	No
2109	7	0	0	0	0 No	No
2110	4	1	1	0	0 No	No
2111	1	1	1	0	0 Yes	No
2112	3	1	1	0	0 No	No
2113	6	2	2	0	0 No	No
2114	2	0	0	0	0 No	No
2115	5	0	0	0	0 No	No
2116	1	0	0	0	0 No	No
2117	6	2	0	2	0 No	No
2118	7	4	3	1	0 Yes	No
2119	13	1	1	0	0 No	No
2120	1	1	1	0	0 Yes	No
2121	2	0	0	0	0 No	No
2122	5	0	0	0	0 No	No
2123	3	1	1	0	0 No	No
2124	26	2	1	1	0 No	No
2125	2	0	0	0	0 No	No
2126	29	4	2	2	0 No	No
2127	2	1	0	1	0 Yes	No
2128	5	1	0	1	0 No	No
2129	12	3	3	0	0 No	No
2130	4	1	1	0	0 No	No
2131	13	5	3	2	0 No	No
2132	18	6	5	1	0 No	No
2133	2	0	0	0	0 No	No
2134	3	0	0	0	0 No	No
2135	7	1	0	1	0 No	No
2136	132	22	22	0	0 No	No
2137	10	0	0	0	0 No	No
2138	7	1	1	0	0 No	No
2139	32	4	3	1	0 No	No
2140	7	0	0	0	0 No	No
2141	3	1	0	1	0 No	No

2142	135	38	30	8	0	No	No
2143	336	56	46	9	1	No	No
2144	1	0	0	0	0	No	No
2145	158	44	33	11	0	No	No
2146	2	0	0	0	0	No	No
2147	6	2	1	1	0	No	No
2148	54	19	17	2	0	No	No
2149	1	0	0	0	0	No	No
2150	1	0	0	0	0	No	No
2151	3	1	1	0	0	No	No
2152	258	74	67	7	0	No	No
2153	14	3	1	2	0	No	No
2154	94	15	13	2	0	No	No
2155	22	10	9	1	0	No	No
2156	44	19	10	9	0	No	No
2157	12	5	5	0	0	No	No
2158	6	2	2	0	0	No	No
2159	2	0	0	0	0	No	No
2160	2	1	1	0	0	Yes	No
2161	9	4	3	1	0	No	No
2162	1	0	0	0	0	No	No
2163	52	20	19	1	0	No	No
2164	11	3	2	1	0	No	No
2165	1	0	0	0	0	No	No
2166	8	2	1	1	0	No	No
2167	2	0	0	0	0	No	No
2168	2	0	0	0	0	No	No
2169	3	0	0	0	0	No	No
2170	1	0	0	0	0	No	No
2171	4	3	3	0	0	Yes	No
2172	1	0	0	0	0	No	No
2173	2	1	1	0	0	Yes	No
2174	35	19	18	1	0	Yes	No
2175	3	0	0	0	0	No	No
2176	4	0	0	0	0	No	No
2177	7	2	1	1	0	No	No
2178	1	0	0	0	0	No	No
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2181	4	1	1	0	0	No	No
2182	2	0	0	0	0	No	No
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2185	3	0	0	0	0	No	No
2186	119	17	15	2	0	No	No
2187	5	2	2	0	0	No	No
2188	20	4	4	0	0	No	No
2189	33	10	10	0	0	No	No

2190	6	2	2	0	0	No	No
2191	1	0	0	0	0	No	No
2192	47	20	20	0	0	No	No
2193	8	1	1	0	0	No	No
2194	8	0	0	0	0	No	No
2195	24	4	4	0	0	No	No
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2197	7	1	1	0	0	No	No
2198	2	0	0	0	0	No	No
2199	4	0	0	0	0	No	No
2200	11	1	0	1	0	No	No
2201	27	14	14	0	0	Yes	No
2202	3	0	0	0	0	No	No
2203	10	5	5	0	0	Yes	No
2204	2	2	2	0	0	Yes	No
2205	3	1	1	0	0	No	No
2206	1	1	1	0	0	Yes	No
2207	2	2	2	0	0	Yes	No
2208	5	0	0	0	0	No	No
2209	8	1	1	0	0	No	No
2210	5	1	1	0	0	No	No
2211	5	3	3	0	0	Yes	No
2212	5	0	0	0	0	No	No
2213	761	219	154	64	1	No	No
2214	2	0	0	0	0	No	No
2215	21	3	3	0	0	No	No
2216	119	52	51	1	0	No	No
2217	1	0	0	0	0	No	No
2218	7	3	3	0	0	No	No
2219	83	45	44	1	0	Yes	No
2220	1	1	1	0	0	Yes	No
2221	3	0	0	0	0	No	No
2222	6	1	1	0	0	No	No
2223	2	1	1	0	0	Yes	No
2224	25	11	9	2	0	No	No
2225	30	9	7	2	0	No	No
2226	27	10	10	0	0	No	No
2227	8	0	0	0	0	No	No
2228	13	6	6	0	0	No	No
2229	4	2	2	0	0	Yes	No
2230	2	0	0	0	0	No	No
2231	80	30	21	9	0	No	No
2232	4	1	1	0	0	No	No
2233	1	0	0	0	0	No	No
2234	11	7	6	1	0	Yes	No
2235	8	3	3	0	0	No	No
2236	9	2	1	1	0	No	No
2237	7	2	1	1	0	No	No

2238	1	0	0	0	0	No	No
2239	2	0	0	0	0	No	No
2240	6	0	0	0	0	No	No
2241	5	0	0	0	0	No	No
2242	10	6	4	2	0	Yes	No
2243	16	6	6	0	0	No	No
2244	15	3	3	0	0	No	No
2245	23	7	7	0	0	No	No
2246	3	0	0	0	0	No	No
2247	7	1	1	0	0	No	No
2248	4	0	0	0	0	No	No
2249	33	18	17	1	0	Yes	No
2250	2	0	0	0	0	No	No
2251	7	1	0	1	0	No	No
2252	9	1	1	0	0	No	No
2253	28	12	11	1	0	No	No
2254	40	22	19	3	0	Yes	No
2255	5	2	2	0	0	No	No
2256	1	1	1	0	0	Yes	No
2257	2	1	1	0	0	Yes	No
2258	1	0	0	0	0	No	No
2259	1	0	0	0	0	No	No
2260	7	1	1	0	0	No	No
2261	2	0	0	0	0	No	No
2262	3	0	0	0	0	No	No
2263	5	0	0	0	0	No	No
2264	2	1	1	0	0	Yes	No
2265	3	1	1	0	0	No	No
2266	2	2	2	0	0	Yes	No
2267	6	1	1	0	0	No	No
2268	1	1	1	0	0	Yes	No
2269	5	0	0	0	0	No	No
2270	1	0	0	0	0	No	No
2271	2	0	0	0	0	No	No
2272	3	1	1	0	0	No	No
2273	3	0	0	0	0	No	No
2274	3	0	0	0	0	No	No
2275	35	8	7	1	0	No	No
2276	4	1	1	0	0	No	No
2277	3	1	1	0	0	No	No
2278	3	0	0	0	0	No	No
2279	18	12	10	2	0	Yes	No
2280	2	0	0	0	0	No	No
2281	3	3	3	0	0	Yes	No
2282	481	115	95	19	1	No	No
2283	1237	636	524	111	1	Yes	No
2284	266	67	44	23	0	No	No
2285	628	123	108	15	0	No	No

2286	2004	847	744	101	2	No	No
2287	799	171	139	32	0	No	No
2288	1324	467	396	69	2	No	No
2289	1697	598	518	79	1	No	No
2290	678	169	134	35	0	No	No
2291	2030	575	504	70	1	No	No
2292	909	239	191	48	0	No	No
2293	1067	326	261	65	0	No	No
2294	772	247	199	48	0	No	No
2295	849	345	277	68	0	No	No
2296	1257	344	294	50	0	No	No
2297	1290	602	539	63	0	No	No
2298	1091	275	232	43	0	No	No
2299	455	117	89	28	0	No	No
2300	908	243	220	23	0	No	No
2301	595	104	81	23	0	No	No
2302	216	70	59	11	0	No	No
2303	1554	545	470	73	2	No	No
2304	305	48	37	11	0	No	No
2305	2299	895	795	100	0	No	No
2306	1039	208	177	31	0	No	No
2307	392	107	87	20	0	No	No
2308	6	2	2	0	0	No	No
2309	11	4	3	1	0	No	No
2310	1	1	1	0	0	Yes	No
2311	11	3	3	0	0	No	No
2312	26	8	7	1	0	No	No
2313	39	6	5	1	0	No	No
2314	2	1	1	0	0	Yes	No
2315	80	46	37	9	0	Yes	No
2316	45	13	9	4	0	No	No
2317	3	0	0	0	0	No	No
2318	1	0	0	0	0	No	No
2319	3	0	0	0	0	No	No
2320	3	0	0	0	0	No	No
2321	3	2	1	1	0	Yes	No
2322	6	1	1	0	0	No	No
2323	2	0	0	0	0	No	No
2324	5	0	0	0	0	No	No
2325	1	0	0	0	0	No	No
2326	22	9	9	0	0	No	No
2327	23	8	8	0	0	No	No
2328	7	3	3	0	0	No	No
2329	1	0	0	0	0	No	No
2330	42	3	3	0	0	No	No
2331	9	1	0	1	0	No	No
2332	10	3	2	1	0	No	No
2333	112	22	20	2	0	No	No

2334	56	10	10	0	0 No	No
2335	3	1	1	0	0 No	No
2336	23	14	13	1	0 Yes	No
2337	25	11	10	1	0 No	No
2338	20	8	7	1	0 No	No
2339	7	2	2	0	0 No	No
2340	1	0	0	0	0 No	No
2341	3	1	0	1	0 No	No
2342	13	5	5	0	0 No	No
2343	4	1	1	0	0 No	No
2344	1	1	1	0	0 Yes	No
2345	2	1	0	1	0 Yes	No
2346	51	14	13	0	1 No	No
2347	10	4	4	0	0 No	No
2348	11	3	2	1	0 No	No
2349	3	0	0	0	0 No	No
2350	2	0	0	0	0 No	No
2351	2	1	1	0	0 Yes	No
2352	3	1	1	0	0 No	No
2353	4	0	0	0	0 No	No
2354	3	0	0	0	0 No	No
2355	40	10	10	0	0 No	No
2356	4	1	1	0	0 No	No
2357	1	1	1	0	0 Yes	No
2358	5	0	0	0	0 No	No
2359	1	0	0	0	0 No	No
2360	11	2	2	0	0 No	No
2361	9	1	0	1	0 No	No
2362	1123	348	307	41	0 No	No
2363	619	231	199	32	0 No	No
2364	269	71	56	15	0 No	No
2365	2	2	2	0	0 Yes	No
2366	14	3	3	0	0 No	No
2367	6	0	0	0	0 No	No
2368	12	4	3	1	0 No	No
2369	2	0	0	0	0 No	No
2370	10	5	5	0	0 Yes	No
2371	4	1	0	1	0 No	No
2372	7	1	1	0	0 No	No
2373	4	1	1	0	0 No	No
2374	14	2	1	1	0 No	No
2375	2	1	1	0	0 Yes	No
2376	33	9	8	1	0 No	No
2377	1	0	0	0	0 No	No
2378	4	3	3	0	0 Yes	No
2379	11	3	3	0	0 No	No
2380	6	0	0	0	0 No	No
2381	1	0	0	0	0 No	No

2382	10	0	0	0	0	No	No
2383	9	4	4	0	0	No	No
2384	8	0	0	0	0	No	No
2385	1	0	0	0	0	No	No
2386	4	0	0	0	0	No	No
2387	2	0	0	0	0	No	No
2388	1	1	1	0	0	Yes	No
2389	16	11	11	0	0	Yes	No
2390	2	1	1	0	0	Yes	No
2391	16	6	6	0	0	No	No
2392	1	0	0	0	0	No	No
2393	5	2	1	1	0	No	No
2394	7	1	1	0	0	No	No
2395	4	1	0	1	0	No	No
2396	12	3	1	2	0	No	No
2397	1	1	1	0	0	Yes	No
2398	15	2	1	1	0	No	No
2399	1	0	0	0	0	No	No
2400	18	2	1	1	0	No	No
2401	9	3	3	0	0	No	No
2402	3	0	0	0	0	No	No
2403	1	0	0	0	0	No	No
2404	19	2	2	0	0	No	No
2405	2	1	1	0	0	Yes	No
2406	17	3	3	0	0	No	No
2407	1	0	0	0	0	No	No
2408	1	0	0	0	0	No	No
2409	2	0	0	0	0	No	No
2410	3	0	0	0	0	No	No
2411	2	0	0	0	0	No	No
2412	1	0	0	0	0	No	No
2413	2	1	1	0	0	Yes	No
2414	4	2	2	0	0	Yes	No
2415	3	0	0	0	0	No	No
2416	1	0	0	0	0	No	No
2417	2	1	1	0	0	Yes	No
2418	7	0	0	0	0	No	No
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2422	6	2	2	0	0	No	No
2423	1	1	0	1	0	Yes	No
2424	1	1	1	0	0	Yes	No
2425	4	1	1	0	0	No	No
2426	12	1	1	0	0	No	No
2427	1	1	1	0	0	Yes	No
2428	1	0	0	0	0	No	No
2429	2	0	0	0	0	No	No

2430	3	2	2	0	0	Yes	No
2431	6	2	0	2	0	No	No
2432	5	0	0	0	0	No	No
2433	2	0	0	0	0	No	No
2434	3	0	0	0	0	No	No
2435	3	1	1	0	0	No	No
2436	17	2	2	0	0	No	No
2437	1	0	0	0	0	No	No
2438	2	0	0	0	0	No	No
2439	11	3	3	0	0	No	No
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2441	3	0	0	0	0	No	No
2442	1	0	0	0	0	No	No
2443	5	0	0	0	0	No	No
2444	5	0	0	0	0	No	No
2445	29	9	8	1	0	No	No
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2447	3	2	1	1	0	Yes	No
2448	9	4	4	0	0	No	No
2449	1	0	0	0	0	No	No
2450	3	2	2	0	0	Yes	No
2451	1	1	1	0	0	Yes	No
2452	2	1	1	0	0	Yes	No
2453	3	2	2	0	0	Yes	No
2454	10	4	4	0	0	No	No
2455	2	2	2	0	0	Yes	No
2456	5	2	2	0	0	No	No
2457	6	1	1	0	0	No	No
2458	5	2	2	0	0	No	No
2459	2	1	1	0	0	Yes	No
2460	7	2	0	2	0	No	No
2461	20	1	1	0	0	No	No
2462	3	0	0	0	0	No	No
2463	2	0	0	0	0	No	No
2464	4	1	0	1	0	No	No
2465	7	0	0	0	0	No	No
2466	8	1	0	1	0	No	No
2467	2	1	1	0	0	Yes	No
2468	6	2	1	0	1	No	No
2469	1	0	0	0	0	No	No
2470	6	2	2	0	0	No	No
2471	14	8	7	1	0	Yes	No
2472	2	0	0	0	0	No	No
2473	6	3	2	1	0	Yes	No
2474	10	3	2	1	0	No	No
2475	6	1	1	0	0	No	No
2476	6	5	5	0	0	Yes	No
2477	11	3	3	0	0	No	No

2478	2	0	0	0	0	No	No
2479	7	0	0	0	0	No	No
2480	5	1	1	0	0	No	No
2481	3	1	1	0	0	No	No
2482	6	0	0	0	0	No	No
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2486	5	2	2	0	0	No	No
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2488	1	0	0	0	0	No	No
2489	4	1	1	0	0	No	No
2490	1	1	1	0	0	Yes	No
2491	3	1	1	0	0	No	No
2492	2	0	0	0	0	No	No
2493	4	1	1	0	0	No	No
2494	1	0	0	0	0	No	No
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2499	5	0	0	0	0	No	No
2500	1	0	0	0	0	No	No
2501	3	1	1	0	0	No	No
2502	16	7	7	0	0	No	No
2503	4	4	4	0	0	Yes	No
2504	29	2	1	1	0	No	No
2505	2	0	0	0	0	No	No
2506	4	2	2	0	0	Yes	No
2507	12	1	1	0	0	No	No
2508	5	1	1	0	0	No	No
2509	2	0	0	0	0	No	No
2510	2	0	0	0	0	No	No
2511	1	0	0	0	0	No	No
2512	6	1	1	0	0	No	No
2513	3	0	0	0	0	No	No
2514	1	0	0	0	0	No	No
2515	5	1	1	0	0	No	No
2516	13	3	3	0	0	No	No
2517	3	0	0	0	0	No	No
2518	6	1	1	0	0	No	No
2519	3	1	1	0	0	No	No
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2522	11	5	5	0	0	No	No
2523	8	5	5	0	0	Yes	No
2524	5	3	3	0	0	Yes	No
2525	23	5	4	1	0	No	No

2526	4	1	1	0	0	No	No
2527	10	3	3	0	0	No	No
2528	2	0	0	0	0	No	No
2529	2	0	0	0	0	No	No
2530	9	2	2	0	0	No	No
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2534	5	0	0	0	0	No	No
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2543	3	0	0	0	0	No	No
2544	1	0	0	0	0	No	No
2545	2	1	1	0	0	Yes	No
2546	13	1	1	0	0	No	No
2547	4	0	0	0	0	No	No
2548	2	0	0	0	0	No	No
2549	2	0	0	0	0	No	No
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2551	10	0	0	0	0	No	No
2552	1	0	0	0	0	No	No
2553	2	0	0	0	0	No	No
2554	12	5	4	1	0	No	No
2555	75	11	10	1	0	No	No
2556	2	1	1	0	0	Yes	No
2557	13	3	3	0	0	No	No
2558	1	0	0	0	0	No	No
2559	2	0	0	0	0	No	No
2560	2	1	1	0	0	Yes	No
2561	12	1	1	0	0	No	No
2562	2	0	0	0	0	No	No
2563	1	0	0	0	0	No	No
2564	26	10	9	1	0	No	No
2565	2	1	1	0	0	Yes	No
2566	5	0	0	0	0	No	No
2567	34	14	13	1	0	No	No
2568	1	1	0	1	0	Yes	No
2569	1	1	1	0	0	Yes	No
2570	2	2	2	0	0	Yes	No
2571	5	2	2	0	0	No	No
2572	6	2	2	0	0	No	No
2573	1	0	0	0	0	No	No

2574	8	0	0	0	0	No	No
2575	1	0	0	0	0	No	No
2576	4	4	4	0	0	Yes	No
2577	56	16	16	0	0	No	No
2578	4	3	2	1	0	Yes	No
2579	73	43	39	4	0	Yes	No
2580	2	0	0	0	0	No	No
2581	262	90	75	15	0	No	No
2582	31	9	9	0	0	No	No
2583	5	1	0	1	0	No	No
2584	1	1	1	0	0	Yes	No
2585	8	1	1	0	0	No	No
2586	1	1	1	0	0	Yes	No
2587	7	2	2	0	0	No	No
2588	175	50	46	4	0	No	No
2589	26	11	10	1	0	No	No
2590	11	1	1	0	0	No	No
2591	6	1	1	0	0	No	No
2592	3	2	2	0	0	Yes	No
2593	24	5	2	3	0	No	No
2594	57	24	22	2	0	No	No
2595	2	2	2	0	0	Yes	No
2596	37	11	9	2	0	No	No
2597	4	1	1	0	0	No	No
2598	32	13	12	1	0	No	No
2599	8	2	2	0	0	No	No
2600	3	1	1	0	0	No	No
2601	7	1	1	0	0	No	No
2602	13	8	6	2	0	Yes	No
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2604	2	0	0	0	0	No	No
2605	17	12	12	0	0	Yes	No
2606	14	6	5	1	0	No	No
2607	25	11	9	2	0	No	No
2608	25	12	10	2	0	No	No
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2610	2	1	1	0	0	Yes	No
2611	317	128	119	9	0	No	No
2612	330	117	106	11	0	No	No
2613	283	82	74	8	0	No	No
2614	329	117	99	18	0	No	No
2615	2	1	0	1	0	Yes	No
2616	17	2	2	0	0	No	No
2617	14	7	7	0	0	Yes	No
2618	1	0	0	0	0	No	No
2619	24	8	7	1	0	No	No
2620	11	5	4	1	0	No	No
2621	5	0	0	0	0	No	No

2622	22	6	6	0	0	No	No
2623	13	4	3	1	0	No	No
2624	8	2	2	0	0	No	No
2625	87	26	19	7	0	No	No
2626	10	1	1	0	0	No	No
2627	2	1	0	1	0	Yes	No
2628	1	0	0	0	0	No	No
2629	2	1	1	0	0	Yes	No
2630	3	1	1	0	0	No	No
2631	8	4	4	0	0	Yes	No
2632	21	1	1	0	0	No	No
2633	2744	1033	765	268	0	No	No
2634	12	5	2	3	0	No	No
2635	2	1	1	0	0	Yes	No
2636	6	3	1	2	0	Yes	No
2637	1	0	0	0	0	No	No
2638	6	4	4	0	0	Yes	No
2639	27	4	3	1	0	No	No
2640	582	170	125	45	0	No	No
2641	12	6	5	1	0	Yes	No
2642	8	1	1	0	0	No	No
2643	112	31	28	3	0	No	No
2644	1	0	0	0	0	No	No
2645	3190	901	660	240	1	No	No
2646	1	0	0	0	0	No	No
2647	48	4	3	1	0	No	No
2648	109	29	17	12	0	No	No
2649	2	2	2	0	0	Yes	No
2650	4	1	1	0	0	No	No
2651	22	3	3	0	0	No	No
2652	19	6	5	1	0	No	No
2653	2	0	0	0	0	No	No
2654	24	5	1	4	0	No	No
2655	57	18	16	2	0	No	No
2656	14	2	2	0	0	No	No
2657	4	1	1	0	0	No	No
2658	5	1	0	1	0	No	No
2659	21	10	10	0	0	No	No
2660	7	6	6	0	0	Yes	No
2661	66	9	8	1	0	No	No
2662	2460	789	603	186	0	No	No
2663	34	7	7	0	0	No	No
2664	3	2	2	0	0	Yes	No
2665	9	5	5	0	0	Yes	No
2666	95	39	34	5	0	No	No
2667	2	1	0	1	0	Yes	No
2668	18	9	8	1	0	Yes	No
2669	2	0	0	0	0	No	No

2670	6	0	0	0	0	No	No
2671	2	1	1	0	0	Yes	No
2672	11	6	6	0	0	Yes	No
2673	1	0	0	0	0	No	No
2674	20	6	5	1	0	No	No
2675	66	36	36	0	0	Yes	No
2676	88	30	29	1	0	No	No
2677	789	270	188	82	0	No	No
2678	7	2	2	0	0	No	No
2679	11	7	7	0	0	Yes	No
2680	9	4	3	1	0	No	No
2681	2	0	0	0	0	No	No
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2688	11	3	3	0	0	No	No
2689	2	0	0	0	0	No	No
2690	20	4	2	2	0	No	No
2691	28	10	7	3	0	No	No
2692	33	11	11	0	0	No	No
2693	55	12	11	1	0	No	No
2694	3	1	1	0	0	No	No
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2696	15	4	3	1	0	No	No
2697	37	21	21	0	0	Yes	No
2698	5	3	2	1	0	Yes	No
2699	4	1	1	0	0	No	No
2700	14	9	9	0	0	Yes	No
2701	179	43	36	7	0	No	No
2702	8	5	5	0	0	Yes	No
2703	7	3	3	0	0	No	No
2704	4	4	3	1	0	Yes	No
2705	3	0	0	0	0	No	No
2706	11	2	2	0	0	No	No
2707	6	5	5	0	0	Yes	No
2708	24	13	12	1	0	Yes	No
2709	64	18	16	2	0	No	No
2710	940	227	183	44	0	No	No
2711	2	1	0	1	0	Yes	No
2712	3	2	1	1	0	Yes	No
2713	8	3	3	0	0	No	No
2714	7	4	2	2	0	Yes	No
2715	6	3	3	0	0	Yes	No
2716	7	2	1	1	0	No	No
2717	11	5	3	2	0	No	No

2718	4	3	3	0	0 Yes	No
2719	102	26	25	1	0 No	No
2720	56	9	7	2	0 No	No
2721	1	1	1	0	0 Yes	No
2722	9	5	5	0	0 Yes	No
2723	23	5	5	0	0 No	No
2724	37	13	9	4	0 No	No
2725	1	0	0	0	0 No	No
2726	128	19	15	4	0 No	No
2727	1366	566	424	141	1 No	No
2728	28	9	6	3	0 No	No
2729	94	18	18	0	0 No	No
2730	69	24	23	1	0 No	No
2731	1904	572	431	140	1 No	No
2732	9	2	1	1	0 No	No
2733	9	6	1	5	0 Yes	No
2734	22	4	3	1	0 No	No
2735	39	23	22	1	0 Yes	No
2736	44	19	18	1	0 No	No
2737	5	1	0	1	0 No	No
2738	20	4	3	1	0 No	No
2739	13	2	0	2	0 No	No
2740	5	0	0	0	0 No	No
2741	7	0	0	0	0 No	No
2742	32	7	6	1	0 No	No
2743	114	24	19	5	0 No	No
2744	22	11	7	4	0 Yes	No
2745	660	189	134	55	0 No	No
2746	8	1	1	0	0 No	No
2747	12	1	1	0	0 No	No
2748	6	2	1	1	0 No	No
2749	13	0	0	0	0 No	No
2750	5	0	0	0	0 No	No
2751	27	5	5	0	0 No	No
2752	10	7	7	0	0 Yes	No
2753	6	2	2	0	0 No	No
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2756	4	3	1	2	0 Yes	No
2757	19	1	1	0	0 No	No
2758	51	10	7	3	0 No	No
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2760	93	31	28	3	0 No	No
2761	5	1	1	0	0 No	No
2762	7	4	4	0	0 Yes	No
2763	1	0	0	0	0 No	No
2764	1681	536	399	137	0 No	No
2765	143	54	32	22	0 No	No

2766	18	10	10	0	0	Yes	No
2767	4	4	2	2	0	Yes	No
2768	3	1	1	0	0	No	No
2769	2	0	0	0	0	No	No
2770	2	1	1	0	0	Yes	No
2771	8	1	1	0	0	No	No
2772	1	1	1	0	0	Yes	No
2773	1	0	0	0	0	No	No
2774	1	0	0	0	0	No	No
2775	12	1	1	0	0	No	No
2776	1	0	0	0	0	No	No
2777	4	1	1	0	0	No	No
2778	8	2	2	0	0	No	No
2779	8	3	3	0	0	No	No
2780	58	14	14	0	0	No	No
2781	28	10	9	1	0	No	No
2782	1116	296	217	79	0	No	No
2783	555	205	186	19	0	No	No
2784	1048	314	208	106	0	No	No
2785	17	1	1	0	0	No	No
2786	9	3	2	1	0	No	No
2787	26	8	8	0	0	No	No
2788	129	45	40	5	0	No	No
2789	34	12	11	1	0	No	No
2790	95	20	17	3	0	No	No
2791	32	14	11	3	0	No	No
2792	118	32	28	4	0	No	No
2793	79	29	24	5	0	No	No
2794	401	111	91	20	0	No	No
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2796	15	5	3	2	0	No	No
2797	2	0	0	0	0	No	No
2798	45	6	6	0	0	No	No
2799	47	13	10	3	0	No	No
2800	44	17	12	5	0	No	No
2801	45	17	17	0	0	No	No
2802	18	6	4	2	0	No	No
2803	23	14	14	0	0	Yes	No
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2805	9	2	2	0	0	No	No
2806	4	0	0	0	0	No	No
2807	4	0	0	0	0	No	No
2808	13	7	7	0	0	Yes	No
2809	10	3	2	1	0	No	No
2810	10	6	6	0	0	Yes	No
2811	4	2	2	0	0	Yes	No
2812	17	5	3	2	0	No	No
2813	31	6	5	1	0	No	No

2814	18	7	6	1	0	No	No
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2816	14	4	4	0	0	No	No
2817	159	59	53	6	0	No	No
2818	18	5	5	0	0	No	No
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2822	14	0	0	0	0	No	No
2823	9	7	7	0	0	Yes	No
2824	80	13	13	0	0	No	No
2825	18	3	2	1	0	No	No
2826	27	2	2	0	0	No	No
2827	6	0	0	0	0	No	No
2828	4	2	2	0	0	Yes	No
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2839	235	113	90	23	0	No	No
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2842	17	11	11	0	0	Yes	No
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2849	5	0	0	0	0	No	No
2850	141	58	56	2	0	No	No
2851	7	2	2	0	0	No	No
2852	13	2	2	0	0	No	No
2853	15	3	3	0	0	No	No
2854	7	4	4	0	0	Yes	No
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2856	2	1	1	0	0	Yes	No
2857	23	6	6	0	0	No	No
2858	5	1	1	0	0	No	No
2859	74	19	14	5	0	No	No
2860	1	1	1	0	0	Yes	No
2861	1	0	0	0	0	No	No

2862	6	4	4	0	0	Yes	No
2863	15	9	9	0	0	Yes	No
2864	11	1	1	0	0	No	No
2865	2	0	0	0	0	No	No
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2867	8	0	0	0	0	No	No
2868	7	2	0	2	0	No	No
2869	27	12	11	1	0	No	No
2870	10	3	2	1	0	No	No
2871	13	3	3	0	0	No	No
2872	989	264	223	41	0	No	No
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2874	1068	304	242	62	0	No	No
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2876	23	3	3	0	0	No	No
2877	108	39	36	3	0	No	No
2878	43	14	13	1	0	No	No
2879	42	16	16	0	0	No	No
2880	15	2	1	1	0	No	No
2881	4	1	1	0	0	No	No
2882	1	1	1	0	0	Yes	No
2883	2311	752	636	115	1	No	No
2884	40	7	5	2	0	No	No
2885	5	1	1	0	0	No	No
2886	14	3	3	0	0	No	No
2887	5	1	1	0	0	No	No
2888	1	0	0	0	0	No	No
2889	7	2	2	0	0	No	No
2890	7	1	1	0	0	No	No
2891	8	3	3	0	0	No	No
2892	4	1	1	0	0	No	No
2893	1	1	1	0	0	Yes	No
2894	178	40	36	4	0	No	No
2895	4	0	0	0	0	No	No
2896	6	0	0	0	0	No	No
2897	7	1	1	0	0	No	No
2898	3	2	2	0	0	Yes	No
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2900	20	8	8	0	0	No	No
2901	1	1	1	0	0	Yes	No
2902	10	1	0	1	0	No	No
2903	91	36	21	15	0	No	No
2904	5	1	0	1	0	No	No
2905	13	2	1	1	0	No	No
2906	4	1	1	0	0	No	No
2907	13	1	1	0	0	No	No
2908	9	2	1	1	0	No	No
2909	3	0	0	0	0	No	No

2910	2	1	1	0	0 Yes	No
2911	13	6	5	0	1 No	No
2912	1	0	0	0	0 No	No
2913	27	9	8	1	0 No	No
2914	1362	450	359	91	0 No	No
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2916	14	6	5	1	0 No	No
2917	3	1	1	0	0 No	No
2918	18	9	7	2	0 Yes	No
2919	3	0	0	0	0 No	No
2920	3	1	1	0	0 No	No
2921	12	1	1	0	0 No	No
2922	8	3	2	1	0 No	No
2923	39	10	10	0	0 No	No
2924	12	8	7	1	0 Yes	No
2925	5	0	0	0	0 No	No
2926	4	2	2	0	0 Yes	No
2927	9	3	3	0	0 No	No
2928	11	3	3	0	0 No	No
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2931	26	6	6	0	0 No	No
2932	112	19	17	2	0 No	No
2933	45	6	5	1	0 No	No
2934	5	3	2	1	0 Yes	No
2935	12	7	6	1	0 Yes	No
2936	1215	349	236	113	0 No	No
2937	18	6	4	2	0 No	No
2938	1764	609	503	104	2 No	No
2939	19	6	6	0	0 No	No
2940	104	29	26	3	0 No	No
2941	55	20	20	0	0 No	No
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2944	134	76	60	16	0 Yes	No
2945	12	5	4	1	0 No	No
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2947	10	3	3	0	0 No	No
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2949	4	0	0	0	0 No	No
2950	3	0	0	0	0 No	No
2951	13	7	6	1	0 Yes	No
2952	5	1	1	0	0 No	No
2953	20	3	3	0	0 No	No
2954	24	15	12	3	0 Yes	No
2955	13	11	11	0	0 Yes	No
2956	11	4	4	0	0 No	No
2957	12	1	1	0	0 No	No

2958	1	1	0	1	0 Yes	No
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2960	4	4	4	0	0 Yes	No
2961	1	1	1	0	0 Yes	No
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2963	1	0	0	0	0 No	No
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2965	3	1	1	0	0 No	No
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2968	8	0	0	0	0 No	No
2969	4	4	1	3	0 Yes	No
2970	8	3	2	1	0 No	No
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2973	95	26	21	5	0 No	No
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2975	58	14	14	0	0 No	No
2976	60	23	23	0	0 No	No
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2980	3	0	0	0	0 No	No
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2990	2	1	0	1	0 Yes	No
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2993	1	0	0	0	0 No	No
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2995	8	2	2	0	0 No	No
2996	7	3	3	0	0 No	No
2997	4	2	2	0	0 Yes	No
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3006	21	9	5	4	0	No	No
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3008	14	0	0	0	0	No	No
3009	17	10	10	0	0	Yes	No
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3011	8	1	1	0	0	No	No
3012	81	23	20	3	0	No	No
3013	41	10	10	0	0	No	No
3014	6	5	5	0	0	Yes	No
3015	7	1	1	0	0	No	No
3016	49	18	13	5	0	No	No
3017	5	3	3	0	0	Yes	No
3018	1	0	0	0	0	No	No
3019	17	4	4	0	0	No	No
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3023	8	1	1	0	0	No	No
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3025	69	27	20	7	0	No	No
3026	155	41	37	4	0	No	No
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3031	1	1	1	0	0	Yes	No
3032	2	1	1	0	0	Yes	No
3033	19	10	10	0	0	Yes	No
3034	5	1	1	0	0	No	No
3035	228	83	67	16	0	No	No
3036	89	20	17	3	0	No	No
3037	4	0	0	0	0	No	No
3038	7	1	1	0	0	No	No
3039	41	14	14	0	0	No	No
3040	5	1	1	0	0	No	No
3041	2	1	0	1	0	Yes	No
3042	2	0	0	0	0	No	No
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3052	6	0	0	0	0	No	No
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3054	1	1	1	0	0	Yes	No
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3056	2	0	0	0	0	No	No
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3058	5	2	2	0	0	No	No
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3060	11	1	1	0	0	No	No
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3062	11	4	4	0	0	No	No
3063	1	0	0	0	0	No	No
3064	10	8	8	0	0	Yes	No
3065	16	13	13	0	0	Yes	No
3066	133	58	54	4	0	No	No
3067	4	2	1	1	0	Yes	No
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3069	7	0	0	0	0	No	No
3070	4	0	0	0	0	No	No
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3072	4	1	1	0	0	No	No
3073	12	1	1	0	0	No	No
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3075	1	1	1	0	0	Yes	No
3076	5	4	4	0	0	Yes	No
3077	4	0	0	0	0	No	No
3078	8	2	2	0	0	No	No
3079	6	1	1	0	0	No	No
3080	13	7	7	0	0	Yes	No
3081	5	3	3	0	0	Yes	No
3082	19	10	10	0	0	Yes	No
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3084	9	1	1	0	0	No	No
3085	8	3	3	0	0	No	No
3086	6	2	2	0	0	No	No
3087	5	3	3	0	0	Yes	No
3088	3	1	1	0	0	No	No
3089	14	0	0	0	0	No	No
3090	5	1	1	0	0	No	No
3091	5	2	2	0	0	No	No
3092	3	0	0	0	0	No	No
3093	16	9	8	1	0	Yes	No
3094	1	0	0	0	0	No	No
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3096	3	3	1	2	0	Yes	No
3097	13	5	4	1	0	No	No
3098	128	61	36	25	0	No	No
3099	9	2	0	2	0	No	No
3100	2	1	1	0	0	Yes	No
3101	7	1	1	0	0	No	No

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3103	1	0	0	0	0	No	No
3104	3	0	0	0	0	No	No
3105	1	0	0	0	0	No	No
3106	133	54	54	0	0	No	No
3107	38	15	15	0	0	No	No
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3109	47	12	11	1	0	No	No
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3111	6	5	5	0	0	Yes	No
3112	6	2	1	1	0	No	No
3113	10	3	3	0	0	No	No
3114	5	1	1	0	0	No	No
3115	5	0	0	0	0	No	No
3116	1681	947	855	92	0	Yes	No
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3118	4	3	3	0	0	Yes	No
3119	1	0	0	0	0	No	No
3120	6	1	1	0	0	No	No
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3123	47	15	10	5	0	No	No
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3130	3	0	0	0	0	No	No
3131	13	8	7	1	0	Yes	No
3132	19	10	10	0	0	Yes	No
3133	7	1	1	0	0	No	No
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3135	1	1	0	1	0	Yes	No
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3137	8	2	2	0	0	No	No
3138	54	12	7	5	0	No	No
3139	5	1	1	0	0	No	No
3140	26	10	10	0	0	No	No
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3142	153	73	70	3	0	No	No
3143	83	23	21	2	0	No	No
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3167	2	0	0	0	0	No	No
3168	8	1	1	0	0	No	No
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3171	1	1	1	0	0	Yes	No
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3182	6	3	3	0	0	Yes	No
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3186	11	4	4	0	0	No	No
3187	149	53	46	7	0	No	No
3188	164	97	93	4	0	Yes	No
3189	120	26	24	2	0	No	No
3190	1103	335	281	54	0	No	No
3191	83	30	28	2	0	No	No
3192	47	21	20	1	0	No	No
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3194	4	0	0	0	0	No	No
3195	4	2	2	0	0	Yes	No
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3211	4	3	3	0	0 Yes	No
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3215	21	3	3	0	0 No	No
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3217	4	1	1	0	0 No	No
3218	7	5	5	0	0 Yes	No
3219	1	0	0	0	0 No	No
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3221	3	1	0	1	0 No	No
3222	36	23	23	0	0 Yes	No
3223	6	5	5	0	0 Yes	No
3224	6	1	1	0	0 No	No
3225	2	0	0	0	0 No	No
3226	13	4	4	0	0 No	No
3227	2	0	0	0	0 No	No
3228	1	0	0	0	0 No	No
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3230	1	0	0	0	0 No	No
3231	11	1	0	1	0 No	No
3232	2	1	1	0	0 Yes	No
3233	79	34	19	15	0 No	No
3234	58	18	17	1	0 No	No
3235	17	8	8	0	0 No	No
3236	1	0	0	0	0 No	No
3237	1	0	0	0	0 No	No
3238	2	1	1	0	0 Yes	No
3239	3	2	2	0	0 Yes	No
3240	30	10	8	2	0 No	No
3241	11	4	3	1	0 No	No
3242	174	45	42	3	0 No	No
3243	6	0	0	0	0 No	No
3244	41	11	9	2	0 No	No
3245	9	2	2	0	0 No	No

3246	7	1	1	0	0 No	No
3247	1	0	0	0	0 No	No
3248	1	0	0	0	0 No	No
3249	13	6	6	0	0 No	No
3250	3	1	0	1	0 No	No
3251	92	32	28	4	0 No	No
3252	113	44	27	17	0 No	No
3253	22	14	14	0	0 Yes	No
3254	7	0	0	0	0 No	No
3255	161	44	39	5	0 No	No
3256	32	9	8	1	0 No	No
3257	77	43	42	1	0 Yes	No
3258	1	0	0	0	0 No	No
3259	157	76	53	23	0 No	No
3260	5	1	1	0	0 No	No
3261	27	10	10	0	0 No	No
3262	6	4	4	0	0 Yes	No
3263	4	0	0	0	0 No	No
3264	1732	493	424	69	0 No	No
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3272	9	3	3	0	0 No	No
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3296	4	2	1	1	0	Yes	No
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3315	3	2	2	0	0	Yes	No
3316	6	2	2	0	0	No	No
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3318	32	6	6	0	0	No	No
3319	202	78	52	26	0	No	No
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3321	25	10	8	2	0	No	No
3322	123	51	46	5	0	No	No
3323	7	1	0	1	0	No	No
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3325	10	5	5	0	0	Yes	No
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3332	15	9	9	0	0	Yes	No
3333	24	6	6	0	0	No	No
3334	11	9	9	0	0	Yes	No
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3336	6	4	3	1	0	Yes	No
3337	17	14	14	0	0	Yes	No
3338	8	4	4	0	0	Yes	No
3339	6	2	0	2	0	No	No
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3346	19	1	1	0	0 No	No
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3374	6	1	1	0	0 No	No
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3386	23	12	12	0	0 Yes	No
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3391	15	7	7	0	0	No	No
3392	12	8	7	1	0	Yes	No
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3394	10	4	4	0	0	No	No
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3405	16	11	11	0	0	Yes	No
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3407	9	3	1	2	0	No	No
3408	10	3	2	1	0	No	No
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3418	24	10	5	5	0	No	No
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3428	1	0	0	0	0	No	No
3429	22	17	17	0	0	Yes	No
3430	2	2	2	0	0	Yes	No
3431	8	0	0	0	0	No	No
3432	3	0	0	0	0	No	No
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3438	6	3	3	0	0 Yes	No
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3488	1	1	1	0	0	Yes	No
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3502	8	6	3	3	0	Yes	No
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3511	9	6	6	0	0	Yes	No
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3514	1	0	0	0	0	No	No
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3527	27	16	16	0	0	Yes	No
3528	9	2	2	0	0	No	No
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3544	2	0	0	0	0	No	No
3545	23	13	13	0	0	Yes	No
3546	17	7	6	1	0	No	No
3547	2	1	1	0	0	Yes	No
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3549	8	4	4	0	0	Yes	No
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3553	4	2	2	0	0	Yes	No
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3573	10	5	5	0	0	Yes	No
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3578	5	0	0	0	0	No	No
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3604	6	4	4	0	0	Yes	No
3605	13	3	3	0	0	No	No
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3607	14	7	7	0	0	Yes	No
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3618	14	10	10	0	0	Yes	No
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3623	15	13	12	1	0	Yes	No
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3644	4	0	0	0	0	No	No
3645	1	1	1	0	0	Yes	No
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3660	4	0	0	0	0	No	No
3661	4	0	0	0	0	No	No
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3664	1	0	0	0	0	No	No
3665	26	15	15	0	0	Yes	No
3666	5	0	0	0	0	No	No
3667	22	4	2	2	0	No	No
3668	10	5	5	0	0	Yes	No
3669	14	5	4	1	0	No	No
3670	3	1	1	0	0	No	No
3671	5	1	1	0	0	No	No
3672	7	3	3	0	0	No	No
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3674	5	0	0	0	0	No	No
3675	3	0	0	0	0	No	No
3676	5	1	1	0	0	No	No
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3679	9	5	3	2	0 Yes	No
3680	10	7	7	0	0 Yes	No
3681	2	0	0	0	0 No	No
3682	15	6	5	1	0 No	No
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3688	11	5	4	1	0 No	No
3689	32	21	19	2	0 Yes	No
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3691	5	0	0	0	0 No	No
3692	10	2	1	1	0 No	No
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3695	16	1	1	0	0 No	No
3696	9	1	1	0	0 No	No
3697	10	4	4	0	0 No	No
3698	5	1	1	0	0 No	No
3699	5	4	3	1	0 Yes	No
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3701	6	0	0	0	0 No	No
3702	10	6	6	0	0 Yes	No
3703	13	2	2	0	0 No	No
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3705	3	1	1	0	0 No	No
3706	4	0	0	0	0 No	No
3707	7	4	4	0	0 Yes	No
3708	6	5	5	0	0 Yes	No
3709	12	3	3	0	0 No	No
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3712	1	1	1	0	0 Yes	No
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3716	5	0	0	0	0 No	No
3717	4	1	1	0	0 No	No
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3719	4	1	1	0	0 No	No
3720	5	0	0	0	0 No	No
3721	9	4	4	0	0 No	No
3722	7	0	0	0	0 No	No
3723	9	1	0	1	0 No	No
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3726	4	3	2	1	0	Yes	No
3727	16	3	3	0	0	No	No
3728	17	3	3	0	0	No	No
3729	2	0	0	0	0	No	No
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3735	1	0	0	0	0	No	No
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3737	10	3	3	0	0	No	No
3738	13	1	1	0	0	No	No
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3740	10	4	4	0	0	No	No
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3742	7	1	1	0	0	No	No
3743	4	0	0	0	0	No	No
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3750	10	5	5	0	0	Yes	No
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3754	133	42	31	11	0	No	No
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3757	8	2	1	1	0	No	No
3758	6	0	0	0	0	No	No
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3760	1123	274	199	74	1	No	No
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3763	157	38	36	2	0	No	No
3764	34	9	7	2	0	No	No
3765	96	32	27	5	0	No	No
3766	10	2	2	0	0	No	No
3767	23	6	5	1	0	No	No
3768	20	6	5	1	0	No	No
3769	6	1	1	0	0	No	No
3770	22	4	4	0	0	No	No
3771	152	49	42	7	0	No	No
3772	189	56	53	3	0	No	No
3773	16	4	2	2	0	No	No

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3775	16	4	1	3	0 No	No
3776	90	28	27	1	0 No	No
3777	127	34	31	3	0 No	No
3778	17	4	3	1	0 No	No
3779	45	15	13	2	0 No	No
3780	41	16	14	2	0 No	No
3781	30	14	11	3	0 No	No
3782	5	4	3	1	0 Yes	No
3783	32	6	6	0	0 No	No
3784	93	49	43	6	0 Yes	No
3785	11	1	0	1	0 No	No
3786	13	8	7	1	0 Yes	No
3787	202	76	74	2	0 No	No
3788	80	32	29	3	0 No	No
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3794	5	0	0	0	0 No	No
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3807	50	17	16	1	0 No	No
3808	76	49	48	1	0 Yes	No
3809	4	0	0	0	0 No	No
3810	172	78	72	6	0 No	No
3811	7	1	0	1	0 No	No
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3815	4	0	0	0	0 No	No
3816	30	3	2	1	0 No	No
3817	14	1	1	0	0 No	No
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3819	14	1	1	0	0 No	No
3820	2	0	0	0	0 No	No
3821	175	66	52	14	0 No	No

3822	5	0	0	0	0	No	No
3823	1308	376	292	81	3	No	No
3824	6	3	3	0	0	Yes	No
3825	1	0	0	0	0	No	No
3826	1	0	0	0	0	No	No
3827	1	0	0	0	0	No	No
3828	1864	528	443	84	1	No	No
3829	1	0	0	0	0	No	No
3830	6	1	1	0	0	No	No
3831	2808	1450	1264	183	3	Yes	No
3832	5	1	1	0	0	No	No
3833	1	0	0	0	0	No	No
3834	37	9	7	2	0	No	No
3835	1	0	0	0	0	No	No
3836	5	0	0	0	0	No	No
3837	98	33	28	5	0	No	No
3838	67	17	12	5	0	No	No
3839	4	0	0	0	0	No	No
3840	2	1	0	1	0	Yes	No
3841	107	40	28	12	0	No	No
3842	15	2	1	1	0	No	No
3843	8	2	2	0	0	No	No
3844	9	4	4	0	0	No	No
3845	201	83	59	23	1	No	No
3846	6	3	3	0	0	Yes	No
3847	4	1	0	1	0	No	No
3848	6	0	0	0	0	No	No
3849	15	3	2	1	0	No	No
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3855	6	4	4	0	0	Yes	No
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3860	16	3	3	0	0	No	No
3861	22	6	5	1	0	No	No
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3866	10	4	4	0	0	No	No
3867	11	2	1	1	0	No	No
3868	35	8	8	0	0	No	No
3869	6	1	1	0	0	No	No

3870	2	1	0	1	0	Yes	No
3871	86	13	11	2	0	No	No
3872	7	1	0	1	0	No	No
3873	66	16	13	3	0	No	No
3874	303	68	54	14	0	No	No
3875	5	2	1	1	0	No	No
3876	1	1	1	0	0	Yes	No
3877	91	14	11	3	0	No	No
3878	2269	930	788	142	0	No	No
3879	10	2	2	0	0	No	No
3880	2	0	0	0	0	No	No
3881	4	1	1	0	0	No	No
3882	2	2	1	1	0	Yes	No
3883	10	2	2	0	0	No	No
3884	32	15	10	5	0	No	No
3885	4	0	0	0	0	No	No
3886	3	1	1	0	0	No	No
3887	1	0	0	0	0	No	No
3888	5	0	0	0	0	No	No
3889	81	41	24	17	0	Yes	No
3890	7	0	0	0	0	No	No
3891	9	3	3	0	0	No	No
3892	4	1	1	0	0	No	No
3893	1	0	0	0	0	No	No
3894	8	1	0	1	0	No	No
3895	5	1	0	1	0	No	No
3896	197	80	61	18	1	No	No
3897	12	5	5	0	0	No	No
3898	7	5	4	1	0	Yes	No
3899	18	5	3	2	0	No	No
3900	1	0	0	0	0	No	No
3901	1332	353	248	104	1	No	No
3902	12	6	3	3	0	Yes	No
3903	175	48	34	14	0	No	No
3904	102	39	23	16	0	No	No
3905	9	6	5	1	0	Yes	No
3906	3	1	1	0	0	No	No
3907	1	0	0	0	0	No	No
3908	139	41	23	18	0	No	No
3909	4	2	1	1	0	Yes	No
3910	8	4	4	0	0	Yes	No
3911	15	2	2	0	0	No	No
3912	4	0	0	0	0	No	No
3913	6	4	3	1	0	Yes	No
3914	90	30	15	15	0	No	No
3915	114	30	15	15	0	No	No
3916	12	7	7	0	0	Yes	No
3917	38	15	12	3	0	No	No

3918	3734	836	590	246	0 No	No
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3921	16	3	2	1	0 No	No
3922	88	32	21	11	0 No	No
3923	82	29	11	18	0 No	No
3924	2	0	0	0	0 No	No
3925	7	3	2	1	0 No	No
3926	1	0	0	0	0 No	No
3927	2	0	0	0	0 No	No
3928	3	0	0	0	0 No	No
3929	2	1	0	1	0 Yes	No
3930	108	44	29	15	0 No	No
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3932	4	1	0	1	0 No	No
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3954	4	0	0	0	0 No	No
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3970	28	6	3	3	0	No	No
3971	47	11	7	4	0	No	No
3972	1	1	1	0	0	Yes	No
3973	4	2	2	0	0	Yes	No
3974	2	1	1	0	0	Yes	No
3975	41	9	8	1	0	No	No
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3988	1007	302	224	78	0	No	No
3989	17	1	1	0	0	No	No
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4002	1	1	1	0	0	Yes	No
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4006	6	3	3	0	0	Yes	No
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4066	1	0	0	0	0	No	No
4067	2	2	0	2	0	Yes	No
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4071	5	0	0	0	0	No	No
4072	16	9	9	0	0	Yes	No
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4074	2	0	0	0	0	No	No
4075	4	1	0	1	0	No	No
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4118	78	14	10	4	0	No	No
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4120	655	171	150	20	1	No	No
4121	149	32	24	8	0	No	No
4122	263	64	61	3	0	No	No
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4132	28	4	3	1	0	No	No
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4145	222	59	51	8	0	No	No
4146	27	3	3	0	0	No	No
4147	30	4	2	2	0	No	No
4148	108	19	14	4	1	No	No
4149	162	44	37	7	0	No	No
4150	145	26	25	1	0	No	No
4151	2152	676	541	135	0	No	No
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4153	36	8	5	3	0	No	No
4154	205	43	35	8	0	No	No
4155	74	15	12	3	0	No	No
4156	137	49	32	17	0	No	No
4157	36	7	6	1	0	No	No

4158	207	43	36	7	0	No	No
4159	142	16	12	4	0	No	No
4160	34	11	7	4	0	No	No
4161	259	58	51	7	0	No	No
4162	47	13	12	1	0	No	No
4163	4217	1344	946	398	0	No	No
4164	453	130	113	17	0	No	No
4165	474	126	111	15	0	No	No
4166	25	6	6	0	0	No	No
4167	596	166	137	29	0	No	No
4168	67	18	16	2	0	No	No
4169	30	5	5	0	0	No	No
4170	371	102	85	16	1	No	No
4171	708	179	151	28	0	No	No
4172	65	10	10	0	0	No	No
4173	117	19	16	3	0	No	No
4174	123	18	17	1	0	No	No
4175	33	4	3	1	0	No	No
4176	429	87	79	8	0	No	No
4177	218	52	43	9	0	No	No
4178	142	35	31	4	0	No	No
4179	39	16	15	1	0	No	No
4180	1134	315	202	112	1	No	No
4181	135	19	16	3	0	No	No
4182	69	14	14	0	0	No	No
4183	320	99	89	10	0	No	No
4184	205	60	54	5	1	No	No
4185	347	68	57	11	0	No	No
4186	68	29	29	0	0	No	No
4187	70	8	7	1	0	No	No
4188	21	3	3	0	0	No	No
4189	531	136	123	13	0	No	No
4190	73	14	11	3	0	No	No
4191	108	23	20	3	0	No	No
4192	89	16	13	3	0	No	No
4193	70	27	21	6	0	No	No
4194	177	66	61	5	0	No	No
4195	179	49	42	7	0	No	No
4196	327	63	58	5	0	No	No
4197	99	17	14	3	0	No	No
4198	76	10	6	4	0	No	No
4199	190	46	40	6	0	No	No
4200	352	105	97	8	0	No	No
4201	9	0	0	0	0	No	No
4202	132	34	25	9	0	No	No
4203	181	34	26	8	0	No	No
4204	298	77	71	6	0	No	No
4205	38	16	15	1	0	No	No

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YES

Information on Industrial Action

Name of Organisation:		UNISON		Reporting Period	2024
Did Union members take industrial action during the return period in response to any inducement on the part of the union?			<u>Yes</u>	If YES, for each industrial action taken please complete the information below	
Industrial Action	Nature of the trade dispute for which action was taken	Dates of the industrial action taken	Number of days of industrial action	Nature of industrial action	Categories of nature of Trade Dispute
1	A	30/01/2024	1	Strike Action	<p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or groups of workers</p> <p>D: Matters of discipline</p> <p>E: A worker's membership or non-membership of a trade union</p> <p>F: Facilities for officials of trade unions</p> <p>G: Machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a</p>
2	A	23/01/2024-24/01/2024	2	Strike Action	
3	A	29/02/2024	1	Strike Action	
4	A	15/04/2024-14/06/2024	7	Strike Action	
5	A	29/02/2024-05/04/2024	13	Strike Action	
6	A	11/03/2024-19/06/2024	20	Strike Action	
7	A	16/02/2024-19/02/2024	2	Strike Action	
8	A	20/03/2024-26/06/2024	13	Strike Action	
9	A	11/03/2024-19/06/2024	19	Strike Action	
10	A	23/02/2024-28/03/2024	10	Strike Action	
11	A	11/03/2024-13/03/2024	3	Strike Action	

12	A	15/04/2024-14/06/2024	71	Strike Action
13	A	16/05/2024-17/08/2024	32	Strike Action
14	A	01/04/2024-02/06/2024	63	Action Short of a Strike
15	A	26/07/2024-17/10/2024	23	Strike Action
16	A	04/06/2024-17/08/2024	27	Strike Action
17	A	04/06/2024-17/08/2024	26	Strike Action
18	A	21/05/2024-22/05/2024	2	Strike Action
19	A	17/06/2024-19/07/2024	5	Strike Action
20	A	09/07/2024-08/08/2024	8	Strike Action
21	A	21/10/2024-01/11/2024	12	Strike Action
22	A	27/08/2024-04/11/2024	23	Strike Action
23	A	19/08/2024-13/12/2024	47	Strike Action
24	A	11/09/2024-18/10/2024	6	Strike Action
25	A	04/09/2024-27/09/2024	7	Strike Action

trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballots and Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see note 81)

***Categories of Nature of Trade Dispute**

- A: terms and conditions of employment, or the physical conditions in which any workers require to work;
- B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;
- C: allocation of work or the duties of employment between workers or groups of workers;
- D: matters of discipline;
- E: a worker's membership or non-membership of a trade union;
- F: facilities for officials of trade unions;
- G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO

If **YES**, for each industrial action taken please complete the information below:

Industrial Action 1

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

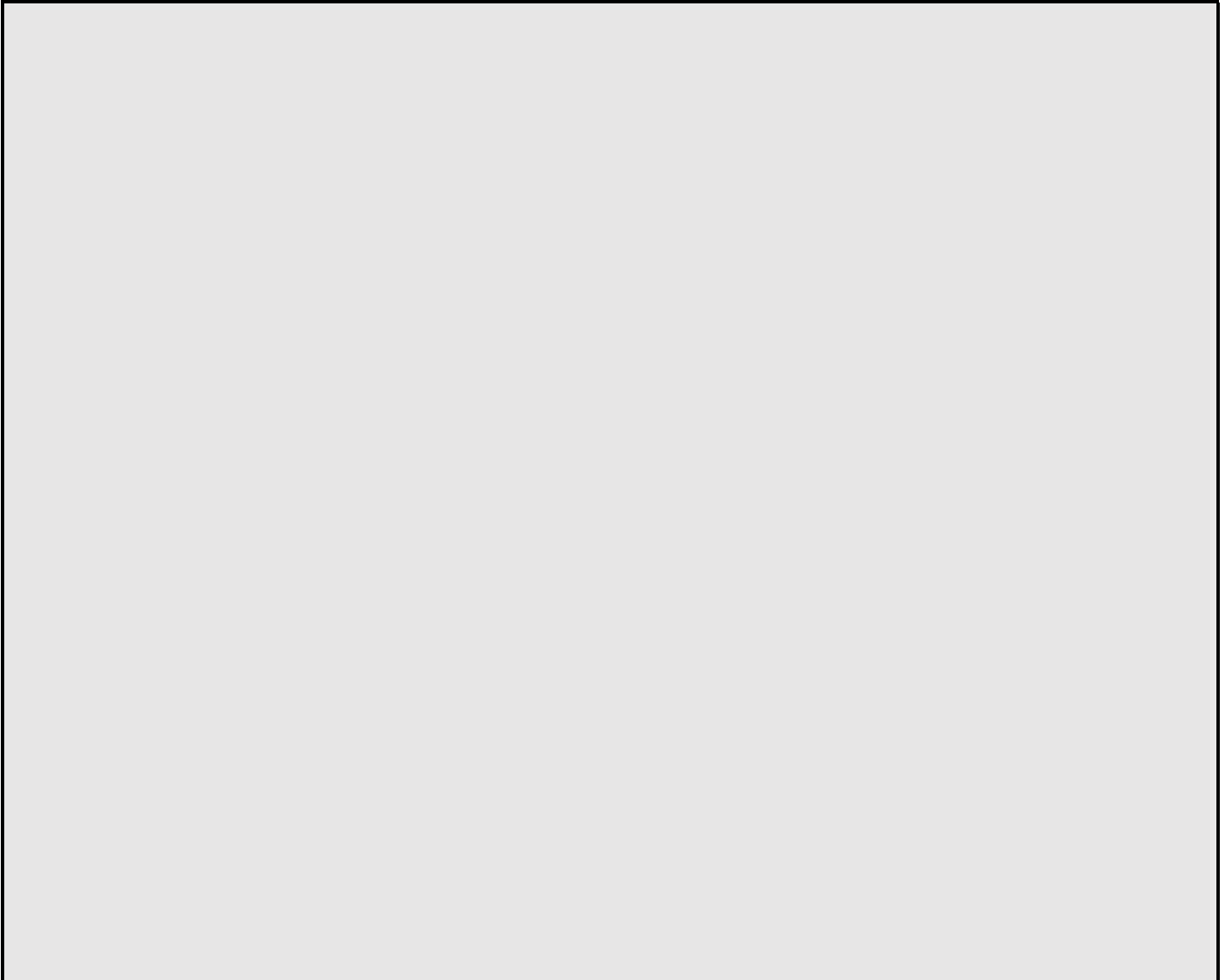
4. Nature of industrial action.

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Notes to the accounts

(see notes 82 and 83)

All notes to the accounts must be entered on or attached to this part of the return.



UNISON

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2024

1 General Accounting Conventions and Policies

1.1 Basis of Financial Statements

The financial statements have been prepared in accordance with 'Financial Reporting Standard 102 applicable in the United Kingdom and Republic of Ireland' (FRS102) and the Trade Union and Labour Relations Act 1992.

1.2 Accounting Convention

UNISON prepares its accounts using the historical cost convention as modified by:

- Investment in shares is stated at market value
- Pension scheme is based on actuarial assumptions

1.3 Going Concern

We have reviewed UNISON's financial performance and reserves position. We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure. We have a reasonable expectation that we have adequate resources to continue in operational existence for the foreseeable future. We believe that there are no material uncertainties that call into doubt UNISON's ability to continue. The accounts have therefore been prepared on the basis that UNISON is a going concern.

1.4 Preparation of Accounts

i UNISON includes the results of the different parts of the union in the financial statements on a line by line basis. The total Union figures include:

- All the income, expenditure and net assets of National Office, Branches and Regions (General Fund)
- All the income, expenditure and net assets of the Industrial Action Fund.
- All adjustments required in connection with the inclusion of pension scheme income, expenditure, assets and liabilities as required by Section 28 of FRS 102.
- UNISON's share of the net income, expenditure, assets and liabilities of the joint venture, which is currently 50% of Managers in Partnership.

ii Where audited year end returns have not yet been received from Branches, balances have been obtained from the bank as at year end and have been incorporated into the financial statements.

iii Expenditure is accounted for on an accruals basis. Any amounts of irrecoverable VAT are added to expenditure incurred.

iv International Development Fund. This fund is part of the General Fund and all income, expenditure, assets and liabilities of the International Development Fund are included in the national results in the General Fund.

1.5 Subscriptions

Members' subscriptions are brought into the Statement of Comprehensive Income on the basis of subscriptions due for the year ending 31 December 2024.

Amounts not received as at 31 December 2024 are included in Current Assets under the heading Debtors.

1.6 Interest on Investments and Loans

Interest on investments and loans comprises gross interest receivable for the year.

1.7 Tangible Assets

Fixed assets are recorded at historical cost upon initial recognition in the financial statements.

UNISON capitalises office refurbishments, computer equipment purchases and other equipment purchases for individual purchases over £1,000 or grouped purchases over £5,000.

1.8 Intangible Assets and Investments

UNISON capitalises new software, including any licences that cover the life of the software for individual purchases over £1,000 or grouped purchases over £5,000. Listed and unlisted investments are carried at market value. Mabledon Place is treated as an intangible asset and is carried at market value for the freehold interest in the property, subject to the long leasehold.

1.9 Depreciation, Amortisation and Impairment

UNISON provides for depreciation on all fixed assets and amortisation on intangible assets.

Freehold buildings are depreciated on a straight line basis at two per cent per annum of cost. The exception to this relates to chalets at Croyde Bay Holiday Resort which are depreciated on a straight line basis over a period of 20 years. Assets are depreciated from the year of purchase with the exception of Croyde Bay Holiday Resort which starts the following year.

Land is not depreciated.

There is no depreciation while assets are in the course of construction.

Leasehold property is depreciated over the life of each lease.

Furniture and Equipment is depreciated on a straight line basis at ten per cent per annum.

Equipment acquired on hire purchase terms are depreciated over their estimated useful lives.

Computer equipment is depreciated on a straight line basis at twenty five per cent per annum.

Intangible assets – Mabledon Place is treated as an intangible asset and amortised over its lease life of 150 years.

Other intangible assets (software) are amortised on a straight line basis at twenty five per cent per annum.

All fixed assets are regularly reviewed to assess if there has been an impairment of

value. Impairment under FRS102 Section 27 is where 'recoverable amount' falls below the carrying amount. 'Recoverable amount' is the higher of fair value less costs to sell, and value in use. When an impairment is identified then this is recognised as an additional charge to depreciation in the year.

1.10 Financial Instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprises cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access and term deposit bank accounts. Financial liabilities held at amortised cost comprises all creditors except social security and other taxes and provisions.

1.11 Operating Leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to revenue as incurred.

1.12 Taxation

For corporation tax purposes the activities of the General Fund, Industrial Action Fund, General Political Fund and Affiliated Political Fund are amalgamated.

1.13 Accounting Estimates

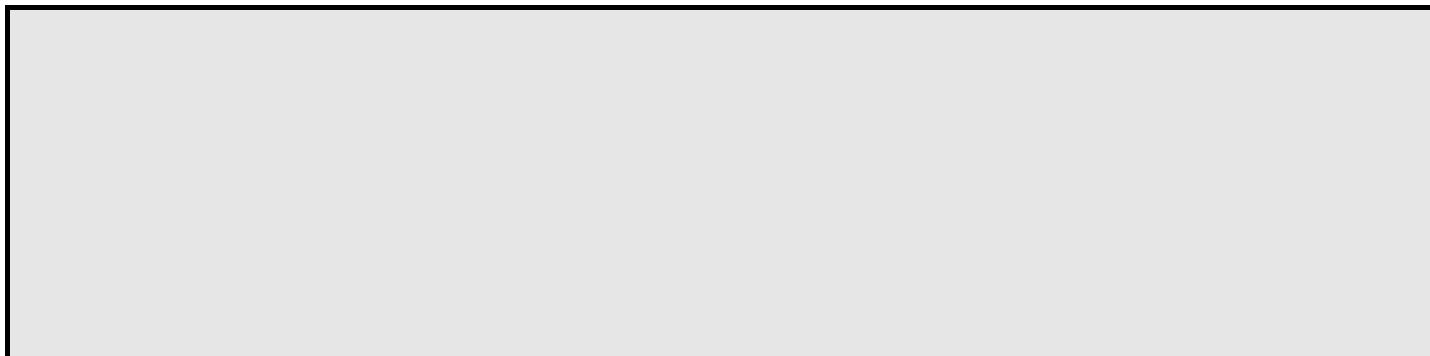
The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement that are reasonable and prudent when applying the selected Union's accounting policies and which may have a significant effect on the amounts included in the financial statements. The main areas involving a higher degree of judgement or complexity, or where assumptions and estimates are significant to the financial statements are disclosed below:

- Intangible assets – the basis of calculation and assumption used to perform revaluation and useful economic life of assets used in calculating amortisation.
- Investments – Quoted investments are disclosed at market values at the Statement of Financial Position date. Unquoted investments are disclosed at their original cost or, where available, at their estimated current value as estimated by an independent third party.
- The Union reviewed non-current assets each year for impairment using external and internal indicators, in line with accounting standards.
- Provision for liabilities – the inclusion of provisions for potential liabilities have been calculated using the best available knowledge at the time of preparing the financial statements, adjusted for information subsequently received.
- Pension Scheme – are determined using the actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases are used in calculating scheme assets and liabilities. Due to the complexity

of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. After taking appropriate professional advice, management determines the appropriate discount rate at the end of each reporting period. This is the interest rate that should be used to determine the

Accounting policies


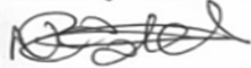
(see notes 84 and 85)



Signatures to the annual return

(see notes 86 & 87)

Including the accounts and balance sheet contained in the return. Please copy and paste your electronic signature here

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Christina McAnea - General Secretary	Name:	Nita Patel - Director of Finance
Date:	27 May 2025	Date:	27 May 2025

Checklist

(see notes 88 to 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	<input checked="" type="checkbox"/>	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	<input checked="" type="checkbox"/>	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	<input checked="" type="checkbox"/>	No	
A member statement is: (see Note 80)	Enclosed	<input checked="" type="checkbox"/>	To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	<input checked="" type="checkbox"/>	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	<input checked="" type="checkbox"/>	No	

Checklist for auditor's report

(see notes 90 and 96)

The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they related? (See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached.

2. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:

- a. kept proper accounting records with respect to its transactions and its assets and liabilities; and
- b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)

Please explain in your report overleaf or attached

3. Your auditors or auditor must include in their report the following wording:

In our opinion the financial statements:

- give a true and fair view of the matters to which they relate to.
- have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.

Auditor's report (continued)

See attachment.

Signature(s) of auditor or auditors:

Crowe U.K. LLP

Name(s):

Crowe U.K. LLP

Profession(s) or Calling(s):

Chartered Auditors and Registered Auditors

Address(es):

55 Ludgate Hill

London

Postcode

EC4M 7DW

Date

29-May-25

Contact name for inquiries and telephone number:

Vincent Marke

0207 842 5387

N.B. When notes to the account are referred to in the auditor's report a copy of those notes must accompany this return.

UNISON

Financial Statements

Year ended 31 December 2024

Contents

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Foreword to the 2024 Financial Statements

Dear member

I am very pleased to introduce UNISON's 2024 Financial Statements to you again. 2024 was another good year for the union organisationally and this has translated into a solid financial year, as you will read.

Membership and income growth

The Union's organising strategy and work, endorsed by our National Delegate Conferences in 2022, 2023 and 2024, is now starting to show results. 2024 saw record net membership growth. This was significant in that, exceptionally, it was our third consecutive year of net growth. Subscription income stood in 2024 at £192.0 million, £11.7 million better than in 2023.

2024 was also the first year where membership growth coincided with trained activist growth. The number of Employment Rights Act-accredited reps increased by 6% from 9,217 to 9,755, the first such growth in ten years. 4,550 new activists were also recruited, an 11 per cent increase on 2023, which was already a record-breaking year.

We must keep moving in this direction, to keep building the foundations of a financially stable and powerful union.

Branch Support & Organising Fund

The additional resource provided to support branches via the Branch Support & Organising Fund (BSOF), combined with 'One UNISON' Organising to Win projects, has had a demonstrably positive impact. That said, Organising to Win is still in its first phase, and needs refinement and adjustment so we can learn essential lessons and upscale the activity. The NEC is committed to this process and is monitoring projects accordingly.

BSOF is a fund to support branches. Make use of it and talk to your Regional Organiser or other branches about the kind of project or collaborative project you need to develop.

Pensions and pay

Growth in membership is helping the Union to face increasing cost pressures, but these are still real enough and we must of course to continue to meet our bills and commitments. The NEC was pleased to settle the January 1st 2025 UNISON staff pay award on time, due to intensive negotiations held during 2024. This pay award is something we can all be proud of as it heralded the implementation of £15 per hour as our Union's new starting wage.

The Union continued in its commitment to the final salary UNISON Staff Pension Scheme (USPS). During 2024, the cost of additional employer pension contributions agreed as part of the deficit recovery plan for the USPS was £5.0 million. As you will read in these Statements, the pension deficit has reduced in 2024 to £43.4 million. This is positive, though market conditions have deteriorated recently somewhat with President Trump's tariff announcements.

Organising our finances to win

There remains a need to organise our finances to win. UNISON continues to be in a strong financial position but there are underlying financial challenges within the union which we must address. There are still efficiencies and better ways of doing things to be found and to implement, and we must bring some aspects of our financial framework up to date if we are to continue to thrive and succeed.

At the beginning of 2024, the Union faced a deficit of £6.9 million in its NEC General Fund budget. However, by the end of the year, the situation improved significantly, resulting in a surplus of £9.1 million. This turnaround was driven by an increase in subscription income, which contributed to a net NEC income of £10.1 million, as well as a rise of £5.3 million in the valuation of UNISON's shares in Unity Trust Bank. Consequently, the consolidated surplus in the General Fund reached £11.7 million. This total surplus included an NEC surplus of £9.1 million, branch surpluses totalling £3.6 million, and a regional lay deficit of £1.0 million.

Strong membership growth, performance of Unity Bank shares, and improved bank interest, following active discussion by the NEC's Finance & Resource Management Committee (FRMC) in January 2024 on how to best manage the Union's cash reserves, has helped us meet the challenge of 2024's budget deficit. But the FRMC believes we should examine the financial framework that underpins what we do in these better financial periods and spent time in 2024 considering this.

The FRMC oversaw the inclusion of new finance-related questions for the Organising Framework during 2024. The NEC wants branches to be better prepared and organised financially, and we hope the amended Organising Framework will help achieve that.

Industrial action

In 2024, our Industrial Action Fund reserves decreased by £1.3m to £25.1 million, held between National £11.4m and Branches £13.7m. This was a substantially lower decrease than in 2023 but continues to be an area the FRMC is monitoring.

Conferences, accommodation and travel

At its November 2024 meeting, the FRMC received the welcome news that the ACC Liverpool conference centre had committed itself to an ethical policy in keeping with UNISON's aims and values. It is good news when UNISON can use its purchasing power and its own ethical policy positively in this way to shift the practices of external organisations.

2024 also saw the reletting of UNISON's major contracts for accommodation and travel into a single combined contract with one supplier. This is an area of considerable spend for the Union so one the FRMC has committed to monitor with regular reviews going forwards.

FRMC oversight in 2024

Two extra meetings of the FRMC were held in 2024 to deal with the volume of financial decisions we are required to make. These were online meetings to save costs. Alongside one of the four annual FRMC meetings also being online, FRMC held three physical meetings, which were hybrid for those that wished to avoid travel. Making use of technology, where quality of decision-making is not affected, is an important thing for our union to do wherever it can.

FRMC aspires to a culture of full and active oversight of our finances on behalf of members. To this end, FRMC needs visibility on all aspects of the union's spending, to satisfy itself that expenditure is effective and justified. The FRMC will consider any implications of a Certification Officer decision in December 2023 regarding an external legal case brought by a member against the Union – once two other legal cases have been resolved. The FRMC has not made progress on this work during 2024, so it remains an area the Committee and NEC must still address.

Support to treasurers

The FRMC understands just how important the branch treasurer role is to our union's stability and ability to deliver for our members. To this end, 2024 saw work undertaken to improve OLBA (Online Branch Accounting) to help treasurers to plan and budget. There was also headway made in delivering an online branch expenses system which will launch in July. Staff colleagues have additionally now commissioned an online portal to help branches that employ staff who are members of the UNISON pension scheme.

An expanded programme of training and roadshows took place around the Regions in 2024 for branch treasurers. The intention is to work with LAOS to make sure training events like these become annual opportunities for learning. And the Branch Finances Handbook was reviewed and refreshed by staff during 2024 and launched in January 2025. This important guidance will be subject to annual review and updating going forward and is an important part of the toolkit our branch treasurers need in an ever more complex financial world.

We know that delivering the finance role in our branches is challenging as we see it in the numbers of branches which do not meet the Rulebook deadline for submitting their Annual Financial Return. So, we are not resting on our laurels as an NEC and are committed to finding more ways to support branches in delivering their financial responsibilities. But 2024 has seen much work undertaken by staff and lay members of the FRMC and major and welcome advances have been made.

I wish to conclude by placing on record the FRMC's sincere thanks to all treasurers for their tremendous effort and diligence in 2024. I also wish similarly to acknowledge and thank all the staff, nationally, regionally and in branches, who have worked so hard to support our treasurers.

I hope you enjoy reading these Statements and that you have a great Conference here in Liverpool.

In solidarity

Dan Sartin
Chair, Finance & Resource Management Committee

Report on the 2024 Financial Statements

1 Introduction

The Financial Statements for UNISON are prepared in accordance with legislation on trade unions, internal rules and financial reporting standards.

They are a consolidation of the union activity at National, Regional and Branch level and include financial data on staff pension schemes in accordance with Financial Reporting Standard 102 (FRS102) within the Statement of Comprehensive Income and the Statement of Financial Position. In addition UNISON has included the activities of the joint venture Managers in Partnership (MiP) into the financial statements.

Details of the results for this year are contained on pages 10 to 29 of these Financial Statements. Please note pages 30 to 32 do not form part of the audited results and are included for information only.

2 UNISON General Fund

Subscription Income at £192.0 million is £11.7 million better than 2023, a major achievement considering the ongoing austerity measures coupled with political and economic uncertainty in the year. Political Fund contributions and the allocation to the Industrial Action Fund are provided for from members' subscriptions which total £8.1 million. Other non-membership and external income generated from operations is £19.4million. Operating expenditure was £191.7 million. This results in a surplus of £11.7 million.

The General Fund covers the National Executive Committee (NEC) activity, Regional Lay activity and Branch activity. The overall surplus of £11.7 million is attributable as follows – to NEC surplus of £9.1million, Branches Surplus of £3.6 million and Regional Lay Deficit of £1.0 million.

General Fund reserves are increased by the overall surplus of £11.7 million, taking reserves up to £272.8 million.

3 UNISON Industrial Action Fund

UNISON continues to support Members and Branches in dispute with their Employers. The 2003 Conference agreed that at least 1% of subscription income less branch funding should be allocated to the Industrial Action Fund.

The Industrial Action Fund (IAF) received income of £2.6 million in 2024 of which £3.8 million was spent on supporting industrial action (2023 £9.2 million). The IAF reserves stand at £25.1 million, a decrease of (£1.3) million from 2023.

4 UNISON Pension Schemes

The union operates two defined benefit schemes, the UNISON Staff Pension Scheme and the 1974 COHSE Pension and Assurance Scheme. Both schemes are independently valued by an Actuary every three years for the Trustees of these schemes. Contributions are paid into the schemes in accordance with the schedule of contributions drawn up and signed by the Employers and Trustees, to address any deficit arising from the valuation and on future accrual of benefits. Thus both schemes have a clear recovery plan in place to meet the deficits on the schemes.

UNISON is required to value its staff pension arrangements annually in accordance with Financial Reporting Standard 102 Section 28. This standard sets out the basis of such valuation and this may differ in terms of assumptions and technical provisions used by the Trustees of the schemes and the scheme Actuary. The valuation is undertaken in accordance with FRS102 and can be volatile year on year depending on financial and economic

circumstances prevailing at that point in time.

As at 31st December 2024 the valuation indicated a deficit of £43.4 million (2023: £75.7 million). The main reasons for the decrease in the deficit over 2024 are the increase in AA bond yields (leading to a increase in the FRS 102 discount rate), leading to an reduction in the FRS102 liability.

5 Reserves and Assets of UNISON

UNISON has reserves of £297.9 million against which the pension scheme deficit of £43.4 million is offset, giving net reserves of £254.5 million as represented by:

	2024		2023
	£m	£m	£m
Fixed Assets	90.7		91.3
Investment Assets	18.6		13.3
Intangible Assets	8.0		5.3
Short Term Deposits and Cash at Bank	174.7		172.2
Net Current Asset/Liabilities – excluding cash at bank and deposit	5.9		5.4
Liabilities due after one year	0.0		0.0
	<u>297.9</u>		<u>287.5</u>
Fair value of pension schemes assets	593.3	618.4	
Present value of pension scheme liabilities	(636.7)	(694.1)	
Less: Pension defined benefit obligations	(43.4)		(75.7)
Total Net Assets	<u>254.5</u>		<u>211.8</u>

It is important to note that all of the pensions accounting entries can be volatile, from year to year. This is particularly true of the Statement of Financial Position figure, a key reason for this volatility is that some of the scheme assets are linked to the performance of the equity market and other similar investments, whereas the value of the liabilities is linked to corporate bond markets. These markets are likely to move differently.

6 Funding for Branches and the Branch Support and Organising Fund (BSOF)

The funding formula agreed at the 2001 Conference came into operation on 1 January 2002. Under the formula, at least 23% of subscription income has to be available for direct funding of branches with a further 0.5% available for the direct funding of the regional pool. If the direct funding of branches is not utilised, any balance is credited to the Regional Pool. This formula was reviewed as part of the 2021 Branch Resources Review (BRR).

Branch funding arrangements agreed at the 2021 Special Delegate Conference came into operation in 2022. Under the formula the fixed proportion of total annual subscription income allocated to the branch funding formula each year will be 23.5% and a further 2% to the Branch Support Organising Fund (BSOF) which has replaced the Regional Pool, making a total of 25.5%.

Funding available in 2024 was £49.0 million being 25.5% of subscription income of £192.0 million. In the year £45.1m was credited to branches with the balance of £3.8 million being added to the Branch Support and Organising Fund.

UNISON
FINANCIAL STATEMENTS

Year ended 31 December 2024

7 Branch Funding for 2025

Branch funding arrangements agreed at the 2021 Special Delegate Conference (Motion 72) called for certain information to be reported to the preceding National Delegate Conference to assist branches in connection with their funding arrangements. Therefore the following data will be used to comply with that commitment, this information is also available to branches within their Online Branch Accounting Records (OLBA).

Each branch's funding percentage entitlement for the next 3 years (2022-2024) will be determined as the greater of

1. Your branch's funding percentage entitlement as calculated under the 2001 formula and scheme
2. Your branch's funding percentage entitlement as calculated under the 2021 formula and scheme

The annual funding calculation will be made for each branch under both of the methods above. The branch's funding entitlement under the 2001 funding scheme, if higher, will be protected for the next three years to 2024 under the provisions agreed by the Special Delegate Conference in June 2021. In summary, branches can expect to receive at least the same funding entitlement under the 2021 scheme over the next 3 years as it would have under the 2001 scheme unless that entitlement increases under the new funding arrangements within Motion 72.

In 2025, your branch's funding percentage entitlement will be calculated using the 2021 formula and scheme, as the 3-year protection period agreed in 2021 will have ended in 2024.

The information is as follows;

Subscription income for 2024 **£192.0m**

Membership as at 31 December 2024 **1,269,500**

Branch Funding for 2024 at: 23.5%

Branch average subscriptions per member **Additional entitlement**

Less than £136 and not less than £121	0.5%
Less than £121 and not less than £106	1.0%
Less than £106 and not less than £91	1.5%
Less than £91	2.0%

Per Capita General Fund Branch Reserves **Additional entitlement**

Less than £11.40 and not less than £10.80	0.5%
Less than £10.80 and not less than £9.60	1.0%
Less than £9.60 and not less than £8.40	2.0%
Less than £8.40 and not less than £7.20	3.0%
Less than £7.20 and not less than £6.00	4.0%
Less than £6.00 and not less than £4.80	5.0%
Less than £4.80 and not less than £3.60	6.0%
Less than £3.60	7.0%

For branches with more than 500 members **Percentage reduction in additional entitlements**

Branch General Fund reserves expressed as an average per member	
At £12 or below	0%
More than £12.00 and less than or equal to £13.20	20%
More than £13.20 and less than or equal to £14.40	40%
More than £14.40 and less than or equal to £15.60	60%
More than £15.60 and less than or equal to £16.80	80%
More than £16.80	100%

For branches with less than 501 members

Total Branch General Fund Reserves		Percentage reduction in additional entitlements
£6,000 or below		0%
More than £6,000 and less than or equal to £6,600		20%
More than £6,600 and less than or equal to £7,200		40%
More than £7,200 and less than or equal to £7,800		60%
More than £7,800 and less than or equal to £8,400		80%
More than £8,400		100%

High Branch General Fund Restriction

	Percentage reduction in entitlement for the years 2022-2024	Percentage reduction in entitlement from 1st Jan 2025
At £16.80 or below	0.0%	0.0%
More than £16.80 and less than or equal to £18.00	0.2%	0.2%
More than £18.00 and less than or equal to £19.20	0.4%	0.4%
More than £19.20 and less than or equal to £20.40	0.6%	0.6%
More than £20.40 and less than or equal to £21.60	0.8%	0.8%
More than £21.60	1.0%	1.0%
More than £24.00	-	2.0%

8 Statement of Officers' Responsibility

The Trade Union and Labour Relations (Consolidation) Act 1992 as amended by the Employment Relations Act 1999 requires the officers of the union to;

- keep proper records which give a true and fair view of the state of affairs of UNISON and explains its transactions;
- establish and maintain a satisfactory system of control of the accounting records, cash holdings, and all the receipts and remittances;
- prepare an annual return for the Certification Officer giving a true and fair view of the Statement of Comprehensive Income and Statement of Financial Position;
- provide members of UNISON with a statement of income and expenditure for the year.

UNISON Rules require the officers of the union to present audited accounts to the Finance and Resources Committee for approval and adoption by the National Delegate Conference.

The maintenance and integrity of the UNISON website is the responsibility of the officers of the union. The work carried out by the auditors does not involve the consideration of these matters and accordingly, the auditors accept no responsibility for any changes that may have occurred in the accounts since they were initially presented on the website.

Legislation in the United Kingdom governing the preparation and dissemination of the accounts and the other information included in annual reports may differ from legislation in other jurisdictions.



Christina McAnea
General Secretary
30th April 2025



Julia Mwaluke
Vice President
30th April 2025



Lyn Marie O'Hara
Vice President
30th April 2025

Independent Auditor's Report to the Members of UNISON for the year ended 31 December 2024

Opinion

We have audited the financial statements of UNISON for the year ended 31 December 2024 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of UNISON's affairs as at 31 December 2024 and of its transactions for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the officers' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the officers with respect to going concern are described in the relevant sections of this report.

Other information

The officers are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent

with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Trade Union and Labour Relations Act 1992 requires us to report to you if, in our opinion:

- proper accounting records have not been kept;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained; or
- the financial statements are not in agreement with the accounting records and returns.

Responsibilities of officers

As explained more fully in the statement of officers' responsibility set out on page 7, the officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

We have been appointed as auditor under section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with section 36 of that Act.

In preparing the financial statements, the officers are responsible for assessing the union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the officers either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the union operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Trade Union and Labour Relations Act 1992 together with the financial reporting standards. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the union's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the union for fraud. The laws and regulations we considered in this context for the UK operations were health and safety legislation, employment legislation and taxation legislation.

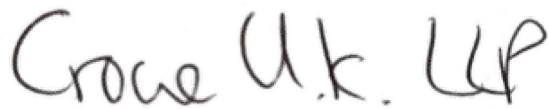
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the officers and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the National Executive Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to union's members as a body. Our work has been undertaken so that we might state to union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the union's members as a body, for our audit work, or for the opinion we have formed.



Crowe U.K. LLP
Statutory Auditor
London
29th May 2025

STATEMENT OF COMPREHENSIVE INCOME

Year ended 31 December 2024

	Notes	2024 General Funds (Note 2) £'000s	2024 Industrial Action Funds (Note 3) £'000s	2024 Pension Scheme £'000s	2024 Total Union £'000s
Membership Income					
Members' subscriptions		191,981	-	-	191,981
Local levy		178	-	-	178
Donations by Branch members	3	-	62	-	62
Allocations to Political Funds		(6,562)	-	-	(6,562)
Allocations to Industrial Action Fund		(1,430)	1,430	-	-
Available Operating Income		184,167	1,492	-	185,659
Non-Membership Income					
National Office income	5	6,576	-	-	6,576
Regional Office income	6	313	-	-	313
Lay Regional income	7	1,979	-	-	1,979
Branch income	8	2,100	-	-	2,100
Industrial Action income	3	-	64	-	64
Total Non-Membership Income		10,968	64	-	11,032
Total Income		195,135	1,556	-	196,691
Expenditure					
National Office expenditure	5	(71,820)	-	-	(71,820)
Regional Office expenditure	6	(53,725)	-	-	(53,725)
Lay Regional expenditure	7	(6,814)	-	-	(6,814)
Branch expenditure	8	(44,429)	-	-	(44,429)
Dispute pay, associated expenses and net transfers	3	-	(3,384)	-	(3,384)
Depreciation/Amortisation/Impairment	11	(6,236)	-	-	(6,236)
Pension cost	10	(5,020)	-	11,240	6,220
International Development Fund	17	(7)	-	-	(7)
UNISON Call Centre	12	(3,226)	-	-	(3,226)
Operating Expenditure		(191,277)	(3,384)	11,240	(183,421)
Net Income/(Expenditure) from Operations		3,858	(1,828)	11,240	13,270
Other Income/(Expenditure)					
Investment and other income		2,953	550	-	3,503
Interest paid		(429)	-	-	(429)
Distributions from Joint Venture	12	26	-	-	26
Change in Fair Value of Investments	12	5,295	-	-	5,295
Net Income/(Expenditure) for the year		11,703	(1,278)	11,240	21,665
Actuarial gain on pension scheme	10	-	-	21,071	21,071
Surplus/(Deficit) for the year		11,703	(1,278)	32,311	42,736
Reserves brought forward balance		261,105	26,370	(75,695)	211,780
Reserves as at 31 December 2024		272,808	25,092	(43,384)	254,516

The above Statement of Comprehensive Income contains all the gains and losses recognised in the current year.

UNISON
STATEMENT OF COMPREHENSIVE INCOME

Year ended 31 December 2023

	Notes	2023 General Funds (Note 2) £'000s	2023 Industrial Action Funds (Note 3) £'000s	2023 Pension Scheme £'000s	2023 Total Union £'000s
Membership Income					
Members' subscriptions		180,337	-	-	180,337
Local levy		180	-	-	180
Donations by Branch members	3	-	20	-	20
Allocations to Political Funds		(6,803)	-	-	(6,803)
Allocations to Industrial Action Fund		(1,344)	1,344	-	-
Available Operating Income		172,370	1,364	-	173,734
Non-Membership Income					
National Office income	5	6,172	-	-	6,172
Regional Office income	6	356	-	-	356
Lay Regional income	7	957	-	-	957
Branch income	8	2,868	-	-	2,868
Industrial Action income	3	-	116	-	116
Total Non-Membership Income		10,353	116	-	10,469
Total Income		182,723	1,480	-	184,203
Expenditure					
National Office expenditure	5	(67,454)	-	-	(67,454)
Regional Office expenditure	6	(50,937)	-	-	(50,937)
Lay Regional expenditure	7	(4,698)	-	-	(4,698)
Branch expenditure	8	(43,939)	-	-	(43,939)
Dispute pay, associated expenses and net transfers	3	-	(8,702)	-	(8,702)
Depreciation	11	(4,797)	-	-	(4,797)
Pension cost	10	(5,440)	-	12,618	7,178
International Development Fund	17	(145)	-	-	(145)
UNISON Call Centre cost recharges	12	(3,070)	-	-	(3,070)
Operating Expenditure		(180,480)	(8,702)	12,618	(176,564)
Net Income/(Expenditure) from Operations		2,243	(7,222)	12,618	7,639
Other Income/(Expenditure)					
Investment and other income		1,179	493	-	1,672
Interest paid		(369)	-	-	(369)
Distributions from Joint Venture	12	168	-	-	168
Change in Fair Value of Investments	12	1,557	-	-	1,557
Net Income/(Expenditure) for the year		4,778	(6,729)	12,618	10,667
Actuarial loss on pension scheme	10	-	-	(50,240)	(50,240)
Surplus/ (Deficit) for the year		4,778	(6,729)	(37,622)	(39,573)
Reserves brought forward balance		256,327	33,099	(38,073)	251,353
Reserves as at 31 December 2023		261,105	26,370	(75,695)	211,780

The above Statement of Comprehensive Income contains all the gains and losses recognised in the preceding year.

STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

	Notes	2024 General Funds £'000s	2024 Industrial Action Funds £'000s	2024 Pension Scheme £'000s	2024 Total Union £'000s
Fixed Assets					
Tangible Assets	11	90,698	-	-	90,698
Intangible Assets	11	7,975	-	-	7,975
Investments: Unlisted	12	18,559	-	-	18,559
Investments: Listed	12	19	-	-	19
		117,251	-	-	117,251
Current Assets					
Debtors	14	17,662	109	-	17,771
Other loans		94	-	-	94
Short Term Bank Deposits		66,294	-	-	66,294
National and Regional - cash at bank and in hand		17,126	12,206	-	29,332
Branches - cash at bank and in hand		65,327	13,730	-	79,057
		166,503	26,045	-	192,548
Current Liabilities					
Creditors payable within one year	15	(8,592)	(953)	-	(9,545)
Branch and Regions - other liabilities	15	(2,354)	-	-	(2,354)
		(10,946)	(953)	-	(11,899)
Net Current Assets					
		155,557	25,092	-	180,649
Total Assets less Current Liabilities					
		272,808	25,092	-	297,900
Creditors payable later than one year	15	-	-	-	-
Net Assets excluding Pension Scheme					
		272,808	25,092	-	297,900
Pension Fund deficit	10	-	-	(43,384)	(43,384)
Total Net Assets/(Liabilities)					
		272,808	25,092	(43,384)	254,516
Represented by:					
Reserves		272,808	25,092	-	297,900
Pension scheme liability	10	-	-	(43,384)	(43,384)
Total Reserves					
		272,808	25,092	(43,384)	254,516

The Financial Statements were approved by the Finance and Resource Management Committee on 30th April 2025 and are signed on its behalf by:



Christina McAnea
General Secretary
30th April 2025



Julia Mwaluke
Vice President
30th April 2025



Lyn Marie O'Hara
Vice President
30th April 2025

STATEMENT OF FINANCIAL POSITION

As at 31 December 2023

		2023	2023	2023	2023
	Notes	General Funds	Industrial Action Funds	Pension Scheme	Total Union
		£'000s	£'000s	£'000s	£'000s
Fixed Assets					
Tangible Assets	11	91,256	-	-	91,256
Intangible Assets	11	5,273	-	-	5,273
Investments: Unlisted	12	13,264	-	-	13,264
Investments: Listed	12	19	-	-	19
		109,812	-	-	109,812
Current Assets					
Debtors	14	17,705	89	-	17,794
Other loans		98	-	-	98
Short Term Bank Deposits		63,240	-	-	63,240
National and Regional – cash at bank and in hand		16,873	15,188	-	32,061
Branches – cash at bank and in hand		63,062	13,826	-	76,888
		160,978	29,103	-	190,081
Current Liabilities					
Creditors payable within one year	15	(7,115)	(2,733)	-	(9,848)
Branch and Regions – other liabilities	15	(2,570)	-	-	(2,570)
		(9,685)	(2,733)	-	(12,418)
Net Current Assets					
		151,293	26,370	-	177,663
Total Assets less Current Liabilities					
		261,105	26,370	-	287,475
Creditors payable later than one year	15	-	-	-	-
Net Assets excluding Pension Scheme					
		261,105	26,370	-	287,475
Pension Fund deficit	10	-	-	(75,695)	(75,695)
Total Net Assets/(Liabilities)					
		261,105	26,370	(75,695)	211,780
Represented by:					
Reserves		261,105	26,370	-	287,475
Pension scheme liability	10	-	-	(75,695)	(75,695)
Total Reserves					
		261,105	26,370	(75,695)	211,780

STATEMENT OF CASH FLOWS

Year ended 31 December 2024

	Notes	2024 £'000s	2023 £'000s
Cash flows from Operating Activities	<i>18a</i>	9,733	(4,413)
Cash flows from Investing Activities			
Purchase of Tangible Fixed Assets – National		(8,486)	(2,394)
Purchase of Tangible Fixed Assets – Branches and Regions			
Proceeds from Sale of Property (Branches)		1	653
Purchase of Investments		-	-
Proceeds from Investment		-	-
Interest received		1,675	1,286
Interest paid		(429)	(369)
Net cash provided by (used in) investing activities		(7,239)	(824)
Net increase in cash and cash equivalents		2,494	(5,237)
Cash and cash equivalents at the beginning of year		172,189	177,426
Cash and cash equivalents at end of year	<i>18b</i>	174,683	172,189

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NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2024

1 General Accounting Conventions and Policies

1.1 Basis of Financial Statements

The financial statements have been prepared in accordance with 'Financial Reporting Standard 102 applicable in the United Kingdom and Republic of Ireland' (FRS102) and the Trade Union and Labour Relations Act 1992.

1.2 Accounting Convention

UNISON prepares its accounts using the historical cost convention as modified by:

- Investment in shares is stated at market value
- Pension scheme is based on actuarial assumptions

1.3 Going Concern

We have reviewed UNISON's financial performance and reserves position. We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure. We have a reasonable expectation that we have adequate resources to continue in operational existence for the foreseeable future. We believe that there are no material uncertainties that call into doubt UNISON's ability to continue. The accounts have therefore been prepared on the basis that UNISON is a going concern.

1.4 Preparation of Accounts

i UNISON includes the results of the different parts of the union in the financial statements on a line by line basis. The total Union figures include:

- All the income, expenditure and net assets of National Office, Branches and Regions (General Fund)
 - All the income, expenditure and net assets of the Industrial Action Fund.
 - All adjustments required in connection with the inclusion of pension scheme income, expenditure, assets and liabilities as required by Section 28 of FRS 102.
 - UNISON's share of the net income, expenditure, assets and liabilities of the joint venture, which is currently 50% of Managers in Partnership.
- ii Where audited year end returns have not yet been received from Branches, balances have been obtained from the bank as at year end and have been incorporated into the financial statements.
- iii Expenditure is accounted for on an accruals basis. Any amounts of irrecoverable VAT are added to expenditure incurred.
- iv International Development Fund. This fund is part of the General Fund and all income, expenditure, assets and liabilities of the International Development Fund are included in the national results in the General Fund.

1.5 Subscriptions

Members' subscriptions are brought into the Statement of Comprehensive Income on the basis of subscriptions due for the year ending 31 December 2024.

Amounts not received as at 31 December 2024 are included in Current Assets under the heading Debtors.

1.6 Interest on Investments and Loans

Interest on investments and loans comprises gross interest receivable for the year.

1.7 Tangible Assets

Fixed assets are recorded at historical cost upon initial recognition in the financial statements.

UNISON capitalises office refurbishments, computer equipment purchases and other equipment purchases for individual purchases over £1,000 or grouped purchases over £5,000.

1.8 Intangible Assets and Investments

UNISON capitalises new software, including any licences that cover the life of the software for individual purchases over £1,000 or grouped purchases over £5,000. Listed and unlisted investments are carried at market value. Mabledon Place is treated as an intangible asset and is carried at market value for the freehold interest in the property, subject to the long leasehold.

1.9 Depreciation, Amortisation and Impairment

UNISON provides for depreciation on all fixed assets and amortisation on intangible assets.

Freehold buildings are depreciated on a straight line basis at two per cent per annum of cost. The exception to this relates to chalets at Croyde Bay Holiday Resort which are depreciated on a straight line basis over a period of 20 years. Assets are depreciated from the year of purchase with the exception of Croyde Bay Holiday Resort which starts the following year.

Land is not depreciated.

There is no depreciation while assets are in the course of construction.

Leasehold property is depreciated over the life of each lease.

Furniture and Equipment is depreciated on a straight line basis at ten per cent per annum.

Equipment acquired on hire purchase terms are depreciated over their estimated useful lives.

Computer equipment is depreciated on a straight line basis at twenty five per cent per annum.

Intangible assets – Mabledon Place is treated as an intangible asset and amortised over its lease life of 150 years.

Other intangible assets (software) are amortised on a straight line basis at twenty five per cent per annum.

All fixed assets are regularly reviewed to assess if there has been an impairment of

UNISON

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2024

value. Impairment under FRS102 Section 27 is where 'recoverable amount' falls below the carrying amount. 'Recoverable amount' is the higher of fair value less costs to sell, and value in use. When an impairment is identified then this is recognised as an additional charge to depreciation in the year.

1.10 Financial Instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprises cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access and term deposit bank accounts. Financial liabilities held at amortised cost comprises all creditors except social security and other taxes and provisions.

1.11 Operating Leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to revenue as incurred.

1.12 Taxation

For corporation tax purposes the activities of the General Fund, Industrial Action Fund, General Political Fund and Affiliated Political Fund are amalgamated.

1.13 Accounting Estimates

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement that are reasonable and prudent when applying the selected Union's accounting policies and which may have a significant effect on the amounts included in the financial statements. The main areas involving a higher degree of judgement or complexity, or where assumptions and estimates are significant to the financial statements are disclosed below:

- Intangible assets – the basis of calculation and assumption used to perform revaluation and useful economic life of assets used in calculating amortisation.
- Investments – Quoted investments are disclosed at market values at the Statement of Financial Position date. Unquoted investments are disclosed at their original cost or, where available, at their estimated current value as estimated by an independent third party.
- The Union reviewed non-current assets each year for impairment using external and internal indicators, in line with accounting standards.
- Provision for liabilities – the inclusion of provisions for potential liabilities have been calculated using the best available knowledge at the time of preparing the financial statements, adjusted for information subsequently received.
- Pension Scheme – are determined using the actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases are used in calculating scheme assets and liabilities. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. After taking appropriate professional advice, management determines the appropriate discount rate at the end of each reporting period. This is the interest rate that should be used to determine the

present value of estimated future cash outflows expected to be required to settle the pension obligations.

1.14 Pension Schemes

The Union operates two defined benefit pension schemes. The disclosures required to be made under Section 28 of FRS 102 are made in note 10. The current service costs, running costs, interest costs and the expected return on pension scheme assets are included in operating expenditure. Actuarial gains or losses are shown separately below net income/expenditure for the year.

Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method. Full actuarial valuations are obtained every three years and are updated at each balance sheet date. The resulting defined benefit scheme liability is shown separately on the face of the Statement of Financial Position.

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NOTES TO THE FINANCIAL STATEMENTS
Year ended 31 December 2024

2 General Fund Statement of Comprehensive Income Analysis

	Notes	2024 National £'000s	2024 Branches £'000s	2024 Regions £'000s	2024 Total £'000s	2023 National £'000s	2023 Branches £'000s	2023 Regions £'000s	2023 Total £'000s
Income									
Members' subscriptions		191,981	-	-	191,981	180,337	-	-	180,337
Branch funding		(48,955)	45,115	3,840	-	(45,986)	42,379	3,607	-
Local levy		-	178	-	178	-	180	-	180
Allocations to Regions		-	-	-	-	(2,164)	-	2,164	-
Allocations to Political Funds		(6,562)	-	-	(6,562)	(6,803)	-	-	(6,803)
Allocation to Other Funds		(1,430)	-	-	(1,430)	(1,344)	-	-	(1,344)
Available Operating Income		135,034	45,293	3,840	184,167	124,040	42,559	5,771	172,370
Non-Membership Income									
National Office income	5	6,576	-	-	6,576	6,172	-	-	6,172
Regional Office income	6	313	-	-	313	356	-	-	356
Lay Regional income	7	-	-	1,979	1,979	-	-	957	957
Branch income	8	-	2,100	-	2,100	-	2,868	-	2,868
Total Non-Membership Income		6,889	2,100	1,979	10,968	6,528	2,868	957	10,353
Total Income		141,923	47,393	5,819	195,135	130,568	45,427	6,728	182,723
Expenditure									
National Office expenditure	5	(71,820)	-	-	(71,820)	(67,454)	-	-	(67,454)
Regional Office expenditure	6	(53,725)	-	-	(53,725)	(50,937)	-	-	(50,937)
Branch Support and Organising expenditure	7	-	-	(6,814)	(6,814)	-	-	(4,698)	(4,698)
Branch expenditure	8	-	(44,429)	-	(44,429)	-	(43,939)	-	(43,939)
Depreciation/Amortisation	11	(6,236)	-	-	(6,236)	(4,797)	-	-	(4,797)
Pension cost	10	(5,020)	-	-	(5,020)	(5,440)	-	-	(5,440)
International Development Fund	17	(7)	-	-	(7)	(145)	-	-	(145)
UNISON Call Centre	12	(3,226)	-	-	(3,226)	(3,070)	-	-	(3,070)
Operating Expenditure		(140,034)	(44,429)	(6,814)	(191,277)	(131,843)	(43,939)	(4,698)	(180,480)
Net Income from Operations		1,889	2,964	(995)	3,858	(1,275)	1,488	2,030	2,243
Other Income/(Expenditure)									
Change in Fair Value of Investments	12	5,295	-	-	5,295	1,557	-	-	1,557
Investment and other income		2,359	594	-	2,953	714	465	-	1,179
Interest paid		(429)	-	-	(429)	(369)	-	-	(369)
Distributions from Joint Venture	12	26	-	-	26	168	-	-	168
Surplus/(Deficit) for the year		9,140	3,558	(995)	11,703	795	1,953	2,030	4,778
Reserves brought forward as reported		175,929	70,479	14,697	261,105	175,134	68,526	12,667	256,327
Reserves as at 31 December 2024		185,069	74,037	13,702	272,808	175,929	70,479	14,697	261,105

Included under regions is the allocation of £4.5m (2023: £3.6m) for the Branch Support and Organising Fund and £3.8m (2023: £2.3m) from expenditure.

UNISON
NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2024

3 Industrial Action Fund Statement of Comprehensive Income

	2024 National £'000s	2024 Branches £'000s	2024 Total £'000s	2023 National £'000s	2023 Branches £'000s	2023 Total £'000s
Income						
Donations	-	62	62	-	20	20
Other Income	-	64	64	-	116	116
Transfer from General Fund	-	450	450	-	541	541
Allocation from General Fund	1,430	-	1,430	1,344	-	1,344
Operating Income	1,430	576	2,006	1,344	677	2,021
Expenditure						
Administration	(205)	(138)	(343)	(879)	(85)	(964)
Transfer to General Fund	-	(188)	(188)	-	(179)	(179)
Dispute pay and associated expenses	(2,885)	(418)	(3,303)	(8,028)	(72)	(8,100)
Operating Expenditure	(3,090)	(744)	(3,834)	(8,907)	(336)	(9,243)
Net Income from Operations	(1,660)	(168)	(1,828)	(7,563)	341	(7,222)
Investment Income	478	72	550	419	74	493
(Deficit)/Surplus for the year	(1,182)	(96)	(1,278)	(7,144)	415	(6,729)
Reserves as at 1 January 2024	12,544	13,826	26,370	19,688	13,411	33,099
Reserves as at 31 December 2024	11,362	13,730	25,092	12,544	13,826	26,370

4 Analysis of General Fund Statement of Financial Position

	2024 National £'000s	2024 Branches £'000s	2024 Regions £'000s	2024 Total £'000s	2023 National £'000s	2023 Branches £'000s	2023 Regions £'000s	2023 Total £'000s
Tangible Fixed Assets	87,738	2,960	-	90,698	88,190	3,065	-	91,255
Investments	18,559	19	-	18,578	13,264	19	-	13,283
Intangible Asset	7,975	-	-	7,975	5,273	-	-	5,273
Creditors payable later than 1 year	-	-	-	-	-	-	-	-
Other Net Assets	70,797	71,058	13,702	155,557	69,202	67,395	14,697	151,294
	185,069	74,037	13,702	272,808	175,929	70,479	14,697	261,105

UNISON
NOTES TO THE FINANCIAL STATEMENTS
Year ended 31 December 2024

5 Total National Expenditure/Non-Membership Income

	2024	2024	2024	2023	2023	2023
	Expenditure	Non-Membership	Net	Expenditure	Non-Membership	Net
	£'000s	Income	Expenditure	£'000s	Income	Expenditure
		£'000s	£'000s		£'000s	£'000s
Learning and Organising Services	1,618	-	1,618	1,505	-	1,505
Recruitment and Organising	881	-	881	656	-	656
Organising & Recruitment	2,499	-	2,499	2,161	-	2,161
Local Government	1,234	-	1,234	1,329	-	1,329
Healthcare	1,314	-	1,314	1,273	-	1,273
Education & Children's Services	794	-	794	815	-	815
Business & Community	1,472	-	1,472	1,546	-	1,546
Police and Justice	25	-	25	33	-	33
Members' Pension Service	202	-	202	180	-	180
Members' Participation Unit	1,306	-	1,306	1,274	-	1,274
Development Fund	856	(2,022)	(1,166)	690	(2,148)	(1,458)
Negotiating and Promoting Equality - members	522	-	522	1,264	-	1,264
Bargaining, Negotiation & Equalities	7,725	(2,022)	5,703	8,404	(2,148)	6,256
Communications	4,644	(58)	4,586	3,877	(73)	3,804
Policy and Public Affairs	1,098	-	1,098	1,006	-	1,006
Trade Union Affiliations	5,122	-	5,122	4,942	-	4,942
Press Office	466	-	466	422	-	422
International	343	-	343	439	-	439
Communications, Campaigns & Policy	11,673	(58)	11,615	10,686	(73)	10,613
Finance	3,363	(129)	3,234	2,915	(246)	2,669
Rule Book Benefits	355	-	355	495	-	495
Legal Services	5,630	(300)	5,330	4,732	(7)	4,725
Membership Service (RMS)	2,441	-	2,441	2,519	-	2,519
Human Resources	1,967	-	1,967	2,020	-	2,020
Systems Management:						
Information Technology	9,339	-	9,339	8,763	-	8,763
Property Maintenance	8,502	(1,663)	6,839	7,762	(1,264)	6,498
Administration and Postage	440	-	440	248	-	248
Insurance	1,332	-	1,332	1,224	-	1,224
Developing an Efficient and Effective Union	900	-	900	558	-	558
Organisation and Resource Development	34,269	(2,092)	32,177	31,236	(1,517)	29,719
NEC Committees	511	-	511	352	-	352
Executive Office	1,529	-	1,529	1,161	-	1,161
General Secretary's Office	1,469	-	1,469	1,274	-	1,274
Conference Organisation	5,230	-	5,230	4,780	(35)	4,745
Membership Liaison	2,247	-	2,247	2,499	-	2,499
Executive Office (inc Gen Sec)	10,986	-	10,986	10,066	(35)	10,031
Professional Services Unit	1,490	-	1,490	1,887	-	1,887
Croyde Bay Holiday Resort	2,038	(2,088)	(50)	1,977	(2,067)	(90)
UNISON Living	99	(316)	(217)	134	(332)	(198)
Welfare	1,039	-	1,039	977	-	977
Dragon Court – print services	2	-	2	(74)	-	(74)
Governance	4,668	(2,404)	2,264	4,901	(2,399)	2,502
Total National Expenditure/Non-Membership Income	71,820	(6,576)	65,244	67,454	(6,172)	61,282

UNISON
NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2024

	2024	2024	2024	2023	2023	2023
	Expenditure	Non-Membership	Net	Expenditure	Non-Membership	Net
	£'000s	Income	Expenditure	£'000s	Income	Expenditure
		£'000s	£'000s		£'000s	£'000s
6 Regional Office Expenditure/ Non-Membership Income						
Eastern	3,545	-	3,545	3,274	-	3,274
East Midlands	4,343	-	4,343	4,059	-	4,059
Greater London	6,238	-	6,238	6,012	(37)	5,975
Northern	2,960	-	2,960	2,872	-	2,872
Northern Ireland	2,442	-	2,442	2,191	-	2,191
North West	5,810	-	5,810	5,633	-	5,633
Scotland	5,987	(126)	5,861	5,511	(123)	5,388
South East	4,090	-	4,090	4,334	-	4,334
South West	4,586	-	4,586	4,406	-	4,406
Wales	4,176	(187)	3,989	3,940	(196)	3,744
West Midlands	4,763	-	4,763	4,284	-	4,284
Yorkshire & Humberside	4,785	-	4,785	4,421	-	4,421
	53,725	(313)	53,412	50,937	(356)	50,581
7 Regional Office Expenditure/ Non-Membership Income						
Other Income	-	(1,294)	(1,294)	-	(378)	(378)
Local Expenditure	2,985	-	2,985	2,442	-	2,442
Regional Pool Expenditure	3,829	(685)	3,144	2,256	(579)	1,677
	6,814	(1,979)	4,835	4,698	(957)	3,741
8 Branch Expenditure/ Non-Membership Income						
Other Income	-	(2,100)	(2,100)	-	(2,868)	(2,868)
Administration expenses	25,134	-	25,134	24,381	-	24,381
Honoraria	1,183	-	1,183	1,170	-	1,170
Conferences	5,298	-	5,298	4,728	-	4,728
Other meetings	3,305	-	3,305	3,200	-	3,200
Publicity	3,445	-	3,445	3,996	-	3,996
Education	1,269	-	1,269	1,038	-	1,038
Local activities	1,524	-	1,524	1,821	-	1,821
Transfers to Industrial Action Fund	450	-	450	541	-	541
Donations	1,075	-	1,075	1,034	-	1,034
Affiliations	159	-	159	162	-	162
Miscellaneous	1,587	-	1,587	1,868	-	1,868
	44,429	(2,100)	42,329	43,939	(2,868)	41,071

Inter-company note

The income and expenditure of the union includes £0.0 million (2023: £0.0million) of transactions between the regions, branches and Industrial Action Fund which, for the purpose of the presentation, has not been eliminated on consolidation. This however has no impact on the net results as reported. The accounts have been prepared in this manner as in view of the NEC it presents the most appropriate view of the activities of the union.

UNISON
NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2024

9a Employees

	2024	2023
	£'000s	£'000s
Salaries	55,130	50,816
Social Security costs	5,351	4,826
Pension costs	19,601	18,879
Temporary/Agency	1,931	1,690
Temporary staff at CBHR	544	516
Branch Officials	16,564	15,805
Total staff costs	99,121	92,532

Average number of UNISON employees including part-time employees for the year was 1,093 (2023: 1,121; this excludes branch officials).

In the year expenditure totalling £500,774 (2023: £232,865) was recognised in respect of termination payments and no payments remain unpaid at year end.

9b Salary and on costs of President, General Secretary and Members of the National Executive Council

	2024	2023
	£	£
Basic salary	133,197	125,450
Salary sacrifice	(13,176)	(13,269)
London Weighting	6,652	6,273
Gross salary	126,673	118,454
Taxable Subsistence	3,366	3,173
Benefit in Kind	10,887	7,119
Total salary and benefits	140,926	128,746
Employer's national insurance costs	16,690	15,529
Employer's Pension Contribution	40,321	37,366
Total cost for the year ended 31 December 2024	197,937	181,641

UNISON operates a defined benefit pension scheme open to all staff, the General Secretary is a member of this scheme. Members of the scheme receive defined benefits under the Trust Deed and Rules.

UNISON has a salary sacrifice arrangement for all staff pensions.

No salary or other benefits are paid to the President or other Members of the National Executive Council.

Key management personnel comprise members of the Senior Leadership Team in the Union. Total costs for the year ended 31 December 2024 is £3,992,641 (2023: is £3,719,056).

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NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2024

10 Employers' Pension Costs

Defined Benefit Pension Schemes

The Union operates two defined benefit pension schemes in the UK, the UNISON Staff Pension Scheme and the COHSE 1974 Pension and Assurance Scheme.

The schemes are administered by trustees and are independent of the Union's finances. Contributions are paid to the schemes in accordance with the Schedule of Contributions agreed between the trustees and the employers. Of the two schemes, only the UNISON Staff Pension Scheme remains open to new entrants.

The actuarial valuations have been updated to 31 December 2024, by independent qualified actuaries in accordance with FRS 102. As required by FRS 102, the value of the defined benefit liabilities has been measured using the projected unit method

and that of the preliminary results for the formal 30 June 2023 actuarial valuation. The funding target is for the scheme to hold assets equal in value to the accrued benefits based on projected salaries. If there is a shortfall against this target, then the Union and trustees will agree on deficit contributions to meet this deficit over a period.

The key FRS 102 assumptions used for the schemes are set out below, along with the fair value of the assets, a breakdown of the assets into the main asset classes, the present value of the FRS 102 liabilities and the deficit of assets below the FRS 102 liabilities (the net pension liability).

The major assumptions used by the actuaries were:

	31 December 2024	31 December 2023
Retail price inflation assumption		
Pre-2030	3.2% pa	3.1% pa
Post-2030	3.1% pa	3.0% pa
Consumer price inflation assumption		
Pre-2030	2.3% pa	2.1% pa
Post-2030	2.9% pa	2.8% pa
Rate of increase of pensions in payment		
Non-GMP earned before 1 July 2016		
Pre-2030	3.2% pa	3.1% pa
Post-2030	3.1% pa	3.0% pa
Non-GMP earned between 1 July 2016 and 28 February 2022		
Pre-2030	2.1% pa	2.0% pa
Post-2030	2.5% pa	2.4% pa
Non-GMP earned after 28 February 2022		
Pre-2030	1.7% pa	1.7% pa
Post-2030	2.0% pa	2.0% pa
Post 1988 GMP		
Pre-2030	2.0% pa	1.8% pa
Post-2030	2.3% pa	2.2% pa
Discount rate	5.5% pa	4.5% pa

On the basis of the assumptions used for life expectancy, a male pensioner currently aged 60 would be expected to live for a further 25.1 years (2023: 25.1 years). A male pensioner aged 60 in 20 years' time would be expected to live for a further 26.7 years (2023: 26.6 years).

The current allocation of the schemes' assets are as follow:

	2024	2023
	Value	Value
	£'000s	£'000s
Equities	195,175	198,226
Bonds	51,567	51,998
Property	49,161	49,200
Cash	2,511	1,954
Insurance company asset	32,578	37,106
Diversified growth funds	67,719	68,111
LDI	194,637	211,846
	593,348	618,441

UNISON
NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2024

10 Employers' Pension Costs (continued)

	31 December 2024 £'000s	31 December 2023 £'000s	31 December 2022 £'000s	31 December 2021 £'000s	31 December 2020 £'000s
Fair value of schemes' assets	593,348	618,441	616,696	738,496	691,689
Present value of defined benefit obligations	(636,732)	(694,136)	(654,769)	(943,532)	(958,075)
Net Liability	(43,384)	(75,695)	(38,073)	(205,036)	(266,386)

Changes in the present value of the defined benefit obligation are as follows:	31 December 2024 £'000s	31 December 2023 £'000s
Opening defined benefit obligation	694,136	654,769
Employer's part of current service cost	11,989	11,286
(Gain) / loss on curtailment and changes	0	11
Interest on obligation	30,468	30,675
Contributions from plan members	133	150
Actuarial (Gain)/Loss	(65,509)	29,020
Benefits paid	(34,485)	(31,775)
Closing defined benefit obligation	636,732	694,136

Changes in the fair value of the plan assets are as follows:	31 December 2024 £'000s	31 December 2023 £'000s
Opening fair value of the assets	618,441	616,696
Interest on scheme assets	27,677	29,484
Actual return less interest on scheme assets	(44,438)	(21,220)
Running costs	(2,292)	(2,530)
Contributions by the employer	28,312	27,636
Contributions by scheme members	133	150
Benefits paid	(34,485)	(31,775)
Closing fair value of plans assets	593,348	618,441

The actual return on the schemes assets over the year was a gain of £16,761,000 (2023: gain of £8,264,000).

The amount recognised outside profit and loss for 2024 is a gain £21,071,000 (2023 loss of £50,240,000).

The accounting position can be volatile, and is subject to risk. A key reason for this volatility is that some of the scheme assets are linked to the performance of the equity market and other similar investments, whereas the value of the liabilities is linked to corporate bond markets. These markets are likely to move differently.

The amounts recognised in the Statement of Comprehensive Income are as follows:	31 December 2024 £'000s	31 December 2023 £'000s
Current service cost	11,989	11,286
(Gain) / loss on curtailment and changes	0	11
Running cost	2,292	2,530
Interest expense	2,791	1,191
Total expense included in the Statement of Comprehensive Income	17,072	15,018

UNISON
NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2024

10 Employers' Pension Costs (continued)

The following amounts have been included within operating profit under FRS102:	Year to 31 December 2024 £'000s	Year to 31 December 2023 £'000s
COHSE pension scheme additional contributions	5,020	5,440
Loss/(Gain) on curtailment and changes	-	11
Current service cost	11,989	11,286
Running cost	2,292	2,530
Interest expense	2,791	1,191
Contributions by the employer	(28,312)	(27,636)
Pension cost	(6,220)	(7,178)

The following amounts have been recognised outside the profit and loss:	Year to 31 December 2024 £'000s	Year to 31 December 2023 £'000s
COHSE	50	(158)
UNISON	21,021	(50,082)
Actuarial Gain/(Loss) recognised outside profit or loss	21,071	(50,240)

The FRS 102 Statement of Financial Position of the Schemes as at 31 December 2024 is as follows:	UNISON £'000s	COHSE £'000s
Defined Benefit Obligation	603,900	32,832
Fair Value of Assets	(560,723)	(32,625)
Pension Deficit/(Asset)	43,177	207

The FRS 102 Statement of Financial Position of the Schemes as at 31 December 2024 is as follows:	Year to 31 December 2024 £'000s	Year to 31 December 2023 £'000s
(Deficit) in schemes at 1 January 2024	(75,695)	(38,073)
Expense included in the profit or loss	(17,072)	(15,018)
Contributions by the employer	28,312	27,636
Actuarial Gain/(Loss)	21,071	(50,240)
Deficit in Schemes as at 31 December 2024	(43,384)	(75,695)

Over the year to 31 December 2024, contributions by the National Office of £25,597,748 (2023: £25,161,800) were made to the schemes.

Other significant contributions (excluding employee contributions) were £2,719,712 for Branch Officials (2023: £2,501,718) and £330,290 for Pension Protection levy (2023: £536,350).

It was agreed with the Trustees that contributions to the UNISON Scheme increase to 26.8% of members' salaries from 1st January 2019. Since 1st April 2010 additional contributions from the Employer to the Scheme continue. This amount represents the savings in their National Insurance contributions flowing from the "salary sacrifice arrangement. For the time being, this is calculated at approximately 0.9% of Pensionable Salaries overall.

UNISON
NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2024

11 Fixed assets

Tangible Fixed Assets

General Fund	Freehold Properties	Leasehold Properties	Equipment	Total
Cost:	£'000s	£'000s	£'000s	£'000s
At 1 January 2024	123,294	2,602	14,403	140,299
Disposal/ Impairment and Fully depreciated assets	(158)	(992)	(754)	(1,904)
Additions	4,367	-	1,517	5,884
At 31 December 2024	127,503	1,610	15,166	144,279
Aggregate Depreciation including Impairment				
At 1 January 2024	39,148	2,593	11,833	53,574
Disposal	(158)	(992)	(754)	(1,904)
Depreciation charge/Impairment	3,368	9	1,494	4,871
At 31 December 2024	42,358	1,610	12,573	56,541
National net book value at 31 December 2024	85,145	-	2,593	87,738
National net book value at 31 December 2023	84,146	9	2,570	86,725
Total Union				
General Fund	85,145	-	2,593	87,738
Regions	-	-	-	-
Branches	1,979	-	981	2,960
Total Union net book value at 31 December 2024	87,124	-	3,574	90,698
Total Union net book value at 31 December 2023	86,186	9	3,595	89,790

Intangible Fixed Assets

UNISON owns the freehold interest in 1 Mabledon Place. The last professional valuation was performed in February 2012 by Deloitte Drivers Jonas, who valued the freehold interest at £5.65 million. Under FRS102 UNISON adopted the approach to freeze the valuation as at 1 January 2014 and treat this as the deemed cost at that date. Amortisation is charged on a straight line basis over the length of the lease of 150 years.

General Fund	Leasehold Properties	Software	Total
Cost:	£'000s	£'000s	£'000s
Deemed cost as at 1 January 2024	5,650	2,865	8,515
Additions	-	2,602	2,602
Disposals	-	-	-
At 31 December 2024	5,650	5,467	11,117
Amortisation			
At 1 January 2024	(376)	(1,401)	(1,777)
Charge for the year	(38)	(1,327)	(1,365)
At 31 December 2024	(414)	(2,728)	(3,142)
National net book value at 31 December 2024	5,236	2,739	7,975
National net book value at 31 December 2023	5,273	1,465	6,738

UNISON
NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2024

12 Investments

	Year to 31 December 2024			Year to 31 December 2023		
	Listed investments £'000s	Unlisted investments £'000s	Total £'000s	Listed investments £'000s	Unlisted investments £'000s	Total £'000s
Cost:						
At 1 January 2024	19	13,264	13,283	24	11,702	11,726
Additions at cost	-	-	-	-	-	-
Disposals	-	-	-	(5)	-	(5)
Revaluation to market value	-	5,295	5,295	-	1,562	1,562
At 31 December 2024	19	18,559	18,578	19	13,264	13,283

	Year to 31 December 2024		Year to 31 December 2023	
	Market Value £'000s	Book Value £'000s	Market Value £'000s	Book Value £'000s
Unlisted investments				
Unity Trust Bank	18,559	18,559	13,264	13,264
Listed investments				
Others – National	-	-	-	-
Others – Branches	19	19	19	19
	18,578	18,578	13,283	13,283

Managers in Partnership – Joint Venture

On 1 June 2005, UNISON entered into a Joint Venture (JV) with the First Division Association (FDA), the JV is known as Managers in Partnership (MiP). The partnership provides support for senior manager members in the health service.

Control of the partnership is 50:50.

The management accounts of the partnership are as follows:	Total Partnership	UNISON Share
	2024 £'000s	2024 £'000s
Statement of Comprehensive Income		
Income	1,830	915
Expenditure	(1,778)	(889)
Distributions to partners	(52)	(26)
Closing reserves	-	-
	Total Partnership	UNISON Share
	2024 £'000s	2024 £'000s
Statement of Financial Position as at 31 December 2024		
Net current assets	-	-
Net current liabilities	-	-
Closing reserves	-	-

Subsidiary

In September 2022 UNISON acquired Unison Call Centre Ltd (UCC) as a wholly owned subsidiary. This has not been consolidated, as it is not considered material to the financial statements of UNISON.

UNISON
NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2024

13 Financial Instruments

Financial Assets and Liabilities	2024	2023
	£'000s	£'000s
Financial assets measured at fair value through profit or loss	18,578	13,283
Financial assets measured at amortised cost	187,972	186,413
Financial liabilities measured at amortised cost	(10,052)	(10,281)

The fair value of investments is taken from their quoted market values at the year end.

14 Debtors

	2024	2023
	£'000s	£'000s
Members' subscriptions	6,523	6,755
Thompson LLP	3,119	3,119
Other debtors	3,943	4,707
Prepayments and accrued income	4,186	3,213
	17,771	17,794

15 Creditors

	2024	2023
	£'000s	£'000s
Payable within one year		
Trade creditors and accruals	(10,051)	(10,644)
PAYE, NI and other taxes	(1,848)	(1,774)
	(11,899)	(12,418)
Creditors: payable later than one year	-	-
	(11,899)	(12,418)

16 Operating Lease Commitments

UNISON is committed to the following total commitments under non-cancellable operating leases as follows:

	2024		2023	
	Land and Buildings	Other	Land and Buildings	Other
	£'000s	£'000s	£'000s	£'000s
National				
Less than one year	1,564	150	2,150	154
Between two and five years	4,035	57	3,025	167
More than five years	3,673	-	1,406	-
Branches				
Less than one year	686	-	677	-
Between two and five years	776	-	935	-
Over five years	324	-	261	-

UNISON
NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2024

17 International Development Fund

The above fund was established in 2004 to support the union's international commitments through a range of projects with trade unions in the developing world. The International Fund is disclosed as part of the transactions and balances of the General Fund.

	2024	2023
	£'000s	£'000s
Income		
General Fund Donations	48	47
Interest	-	-
Expenditure		
Project donations	(7)	(145)
Surplus/(Deficit)	41	(98)
Reserves as at 1 January 2024	450	548
Reserves as at 31 December 2024	491	450

18 Notes to the Statement of Cash Flows

	2024	2023
	£'000s	£'000s
a Reconciliation of Surplus/(Deficit) to Net cash Inflow from Operating Activities		
Gain (Loss) for the year	42,736	(39,573)
Actuarial Loss /(gain) on pension scheme	(21,071)	50,240
Branch Asset amortisation	105	-
Interest Received	(1,675)	(1,286)
Interest and Bank Charges	429	369
Pension costs FRS102 provision	(11,240)	(12,618)
Depreciation/ Amortisation/ Impairment	6,236	4,797
Change in Fair Value of Investments	(5,295)	(1,557)
Decrease/ (Increase) in debtors	27	(1,628)
(Decrease)/ Increase in creditors	(519)	(3,157)
Net cash inflow from operating activities	9,733	(4,413)

b Analysis of Net Funds

	2024	Cash	2023
	£'000s	Flow	£'000s
		£'000s	
Short Term Bank Deposits	66,294	(3,054)	63,240
National and Regional – cash at bank	29,332	2,729	32,061
Branches – cash at bank	79,057	(2,169)	76,888
Net funds	174,683	(2,494)	172,189

19 Capital Commitments

There are no significant capital commitments as at 31st December 2024.

20 Related Party Disclosure

At year end UNISON held cash balances with Unity at Branch, Region and National totalling £174.7 million.

UCC supply and deliver the UNISON Direct service to members, UNISON reimbursed UCC costs of £3.2 million in 2024.

UNISON Welfare Board of Trustees are elected substantially from UNISON NEC and the regional and branch network.

Joint Venture in MIP summary is available under Note 12 - Investments.

In September 2022 UNISON acquired Unison Call Centre Ltd (UCC) as a wholly owned subsidiary. £3.2m of the intercompany recharges were paid to UCC Ltd in 2024 (2023: £3m) and there is £215K of intercompany loan balances as at 31st December 2024.

UNISON donated £1.0m to UNISON Welfare in 2024.

21 Financial and Operational Risk Management

UNISON is a resilient union entirely funded by its members' subscription fees. Over the years, it has encountered significant financial challenges, primarily due to austerity measures that directly impacted both public sector funding and workers' rights. These policies, which included cuts to public services and wage freezes, severely affected sectors where UNISON is most active, such as healthcare, education, and local government, creating significant challenges for public sector employees. Despite these tough circumstances, UNISON has remained steadfast in its mission to support its members.

By launching targeted recruitment and retention campaigns, the union has effectively grown its membership base, even during periods of economic hardship. Recognising the importance of maintaining a strong membership in challenging times, UNISON has made strategic investments in key areas such as resources, union organisers, activists, and training. These investments have helped offset some of the negative financial impacts of austerity, resulting in increased income, membership growth, and improved member engagement over the past six years.

UNISON's ability to adapt and thrive amidst these challenges demonstrates its resilience and unwavering commitment to its members. As the union continues to grow and strengthen, it remains well-positioned to support its members and confidently navigate future challenges.

The union is strategically placed to manage its operations effectively, with strong foundations in membership, income, cash flow, and reserves. Although UNISON acknowledges the potential impact of political, regulatory, and legislative changes on its financial standing and membership, the organisation remains confident in its ability to address these risks. Regular reviews of operations and member services ensure the union is well-prepared to meet challenges head-on.

With the rise of new technologies, UNISON has adapted by embracing advanced business intelligence and digital communication tools, improving interaction with members. The union continuously reviews its operations and services to improve efficiency, ensuring it is prepared for future challenges.

UNISON proactively manages its financial and operational risks by maintaining balanced budgets, minimising borrowing, and ensuring sufficient reserves. Staff training and professional development remain a top priority, continually seeking ways to optimise resources. This commitment ensures sound financial management and effective operations at all levels.

The union also conducts annual reviews of its going concern status and cash flow projections and develops budgets based on expected income and expenditures. These financial reviews are carefully reported to the Finance and Resource Committee for approval, endorsed by the National Executive Council, and made accessible to external auditors, ensuring a transparent and confident operational environment.

UNISON manages its finances prudently, maximising asset value and minimising external borrowing. In the event of a need for borrowing, the union can access substantial loans backed by its strong asset base. The most significant financial obligation facing the union is its staff pension scheme, which currently has a funding shortfall. However, a comprehensive recovery plan, developed with input from legal and actuarial experts, has been implemented to address this issue. This plan is reviewed every three years to align with economic conditions and funding requirements.

Although inflation generally decreased compared to previous years, 2024 saw unexpected cost increases in key sectors like healthcare and education, particularly around energy costs and staffing, placing additional financial strain on both the union

and its members. However, UNISON's income growth and financial reserves have helped mitigate the impact, ensuring continued stability and resilience.

Looking ahead to 2025, UNISON is confident in its ability to navigate the economic challenges that have disproportionately affected its members, particularly those in low-income sectors. The union has dedicated substantial resources to enhancing its bargaining, negotiating, and campaigning efforts through the Branch Support and Organising Fund, enabling more focused member recruitment and activist training.

UNISON is continuously reviewing its operations and resources to ensure cost-effectiveness while sustaining long-term membership growth. The union remains committed to delivering its core activities without significant reductions, consistently refining its 2025 budget to align with this focus.

Ongoing reviews of assets, resources, and staffing structures aim to optimise efficiency and effectiveness, emphasising sustainability and stability. Significant investments in infrastructure, IT systems, and communication tools demonstrate UNISON's confidence in future growth and its ability to tackle any challenges that may arise.

In conclusion, UNISON is a resilient and financially stable organisation committed to proactively managing risks and optimising resources to ensure long-term success. By addressing challenges such as pension deficits, membership growth, and financial sustainability, the union is well-positioned to continue supporting its members well into the future.

22 Taxation

Most of the Union's revenue comes from members' subscriptions or otherwise represents income such as commissions that derives directly as a consequence of transactions with or on behalf of members. Such revenue is regarded as 'mutual' income and is outside the scope of corporation tax.

To the extent that the Union has investment income including interest and rental income and/or capital gains, these sources, not being of a mutual nature, are subject to corporation tax. However, these sources are exempt from tax under sections 981-983 CTA 2010 to the extent that they have been applied in the provision of 'provident benefits'.

Statement of Comprehensive Income

	Notes	2024 £'000s	2024 £'000s	2023 £'000s	2023 £'000s
Income					
Contributions receivable			4,517		4,648
Interest on investments			337		287
Total Income			4,854		4,935
Expenditure					
Major campaigns		(2,450)		(1,175)	
Contributions and donations		(2,022)		(2,148)	
Contribution to General Fund expenses		(64)		(64)	
Total Expenditure			(4,536)		(3,387)
Surplus for the year			318		1,548

Statement of Financial Position

		2024 £'000s	2023 £'000s
Current Assets			
Debtors	2	44	55
Short Term Bank Deposits		13,100	13,000
Cash at bank		766	498
		13,910	13,553
Current Liabilities			
Creditors	3	(39)	-
Net assets		13,871	13,553
Represented by:			
Reserves at 1 January 2024		13,553	12,005
Surplus for the year		318	1,548
Balance 31 December 2024		13,871	13,553

Notes to the Financial Statements

1 Accounting Policies

- (a) The Financial Statements have been prepared on a historical cost basis and in accordance with applicable accounting standards
- (b) The operation of the Fund is governed by the union's Constitution and Rules
- (c) Interest on investments and loans comprises gross interest receivable for the period

	2024 £'000s	2023 £'000s
2 Debtors		
Sundry Debtors	-	-
General Fund	44	55
	44	55
3 Creditors		
Sundry creditors	(38)	-
General Fund	-	-
	(38)	-

4 Contribution to General Fund Expenses

The Financial Statements were approved by the Finance and Resource Management Committee on 30th April 2025 are endorsed by the National Executive Council and signed on its behalf by:



Christina McAnea
General Secretary
30th April 2025



Julia Mwaluke
Vice President
30th April 2025



Lyn Marie O'Hara
Vice President
30th April 2025

UNISON
LABOUR LINK FUND – FOR INFORMATION ONLY

Year ended 31 December 2024

Statement of Comprehensive Income

	Notes	2024 £'000s	2024 £'000s	2023 £'000s	2023 £'000s
Income					
Contributions receivable			2,046		2,155
Other Income			-		-
Bank interest			133		160
Total Income			2,179		2,315
Expenditure					
National Expenditure		(4,067)		(1,754)	
National Administration					
Contribution to General Fund expenses		(65)		(65)	
Regional Expenditure		(281)		(305)	
Total Expenditure			(4,413)		(2,124)
(Deficit)/ Surplus for the year			(2,234)		191

Statement of Financial Position

		2024 £'000s	2023 £'000s
Current Assets			
Debtors	2	16	
Short Term Bank Deposits		4,300	7,000
Cash at bank		280	313
		4,596	7,313
Current Liabilities			
Creditors	3	(129)	(612)
Net assets		4,467	6,701
Represented by:			
Reserves at 1 January 2024		6,701	6,510
(Deficit)/ Surplus for the year		(2,234)	191
Balance 31 December 2024		4,467	6,701

Notes to the Financial Statements

1 Accounting Policies

- (a) The Financial Statements have been prepared on a historical cost basis and in accordance with applicable accounting standards
- (b) The operation of the Fund is governed by the union's Constitution and Rules
- (c) Interest on investments and loans comprises gross interest receivable for the period

	2024 £'000s	2023 £'000s
2 Debtors		
Sundry debtors	16	-
Prepayment	-	-
General Fund	-	-
	16	-
3 Creditors		
General Fund	(116)	(592)
Sundry creditors	(13)	(20)
	(129)	(612)

4 Contribution to General Fund Expenses

The Financial Statements were approved by the Finance and Resource Management Committee on 30th April 2025 are endorsed by the National Executive Council and signed on its behalf by:



Christina McAnea
 General Secretary
 30th April 2025



Julia Mwaluke
 Vice President
 30th April 2025



Lyn Marie O'Hara
 Vice President
 30th April 2025

UNISON

TEN YEAR SUMMARY 2015 TO 2024 – FOR INFORMATION ONLY

Year ended 31 December 2024

(as disclosed in the Annual Financial Statements)

Statement of Comprehensive Income

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
Income										
Members' Subscriptions	165,787	163,794	162,381	162,437	165,343	170,754	174,855	172,365	180,337	191,981
Local levy	304	295	282	286	237	245	206	180	180	178
Donations by branch members	107	3	26	223	230	5	89	46	20	62
Allocations to Political Funds	(6,520)	(6,550)	(6,543)	(6,087)	(8,724)	(8,100)	(7,740)	(7,206)	(6,803)	(6,562)
Available Operating Income	159,678	157,542	156,146	156,859	157,086	162,904	167,410	165,385	173,734	185,659
Non-Membership Income	8,939	8,466	11,410	9,694	10,060	10,534	12,216	9,076	10,968	11,032
Total Income	168,617	166,008	167,556	166,553	167,146	173,438	179,626	174,461	184,702	196,691
Total Operating Expenditure	(160,737)	(161,587)	(168,051)	(171,155)	(162,550)	(154,462)	(165,668)	(181,496)	(174,035)	(175,026)
Net Income for the year	7,880	4,421	(495)	(4,602)	4,596	18,976	13,958	(7,035)	10,667	21,665
Actuarial (Losses)/Gains on pension scheme	33,804	(95,510)	58,792	8,562	(17,460)	(107,252)	71,117	169,796	(50,240)	21,071
Surplus/(Deficit) for the year	41,684	(91,089)	58,297	3,960	(12,864)	(88,276)	85,075	162,761	(39,573)	42,736

Statement of Financial Position

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
Tangible Assets	98,258	100,475	99,185	99,934	104,597	104,053	99,877	94,274	91,256	90,698
Investments	4,192	4,193	4,193	5,288	7,570	7,569	10,217	11,726	13,283	18,578
Intangible asset	5,575	5,537	5,500	5,462	5,424	5,386	5,349	5,311	5,273	7,975
Total Fixed Assets	108,025	110,205	108,878	110,684	117,591	117,008	115,443	111,311	109,812	117,251
Current Assets	141,404	141,434	145,830	145,630	146,054	167,229	189,008	193,690	190,081	192,548
Current Liabilities	(13,600)	(11,160)	(10,114)	(10,054)	(13,077)	(14,179)	(10,718)	(15,520)	(12,418)	(11,899)
Net Current Assets	127,804	130,274	135,716	135,576	132,977	153,050	178,290	178,170	177,663	180,649
Creditors due in more than one year	-	(355)	(305)	(255)	(205)	(155)	(105)	(55)	-	-
Net Assets excluding pension scheme	235,829	240,124	244,289	246,005	250,363	269,903	293,628	289,426	287,475	297,900
Pension fund deficit	(102,340)	(197,724)	(143,592)	(141,348)	(158,570)	(266,386)	(205,036)	(38,073)	(75,695)	(43,384)
Total Net Assets	133,489	42,400	100,697	104,657	91,793	3,517	88,592	251,353	211,780	254,516
Represented by:										
Reserves	235,829	240,124	244,289	246,005	250,363	269,903	293,628	289,426	287,475	297,900
Pension scheme liability	(102,340)	(197,724)	(143,592)	(141,348)	(158,570)	(266,386)	(205,036)	(38,073)	(75,695)	(43,384)
Accumulated Reserves	133,489	42,400	100,697	104,657	91,793	3,517	88,592	251,353	211,780	254,516
Average number of employees	1,226	1,241	1,220	1,194	1,167	1,152	1,123	1,104	1,121	1,093



UNISON
FINANCIAL STATEMENTS

Year ended 31 December 2024

Published by UNISON Communications, UNISON Centre, 130 Euston Road, London NW1 2AY
CU/April 2025/728/UNP17008/3,450



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF UNISON FOR THE YEAR ENDED 31 DECEMBER 2024

Opinion

We have audited the financial statements of UNISON for the year ended 31 December 2024 which comprise the income and expenditure, balance sheet and related notes included within the AR21 as set out on pages 3 to 23 of the AR21. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of UNISON's affairs as at 31 December 2024 and of its transactions for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Officers' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Officers with respect to going concern are described in the relevant sections of this report.

Other information

The Officers are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Trades Union and Labour Relations Act 1992 requires us to report to you if, in our opinion:

- proper accounting records have not been kept;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained;
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Officers

As explained more fully in the statement of Officers' responsibility, the Officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

We have been appointed as auditor under section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with section 36 of that Act.

In preparing the financial statements, the Officers are responsible for assessing the union's and group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Officers either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

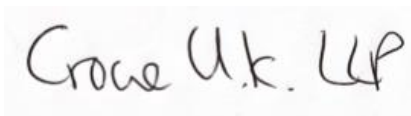
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the National Executive Council about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence and reading minutes of meetings of those charged with governance.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to union's members as a body. Our work has been undertaken so that we might state to union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the union's members as a body, for our audit work, or for the opinion we have formed.



Crowe U.K. LLP
Statutory Auditor
London, United Kingdom

29 May 2025

Membership audit certificate

made in accordance with section 24ZD of the Trade Union and Labour Relations (Consolidation) Act 1992

(See notes 97 to 103)

At the end of the reportign period proceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

Yes

If "YES" please complete SECTION ONE below or provide the equivalent information on a separate document to be submitted with the completed AR21

If "NO" please complete SECTION TWO below or provide the equivalent information on a separate document to be submitted with the completed AR21

Membership audit certificate

Section one

For a trade union with more than 10,000 members, required by section 24ZB of the 1992 Act to appoint an independent assurer

- 1 In the opinion of the assurer appointed by the trade union was the union's system for compiling and maintaining its register of the names and addresses of its members satisfactory to secure, so far as is reasonably practicable, that the entries in its register were accurate and up-to-date throughout the reporting period?

Yes

- 2 In the opinion of the assurer has he/she obtained the inforamation and explanations necessary for the performance of his/her functions?

Yes

If the answer to **either** questions 1 or 2 above is "NO" the assurer must:

- (a) set out below the assurer's reasons for stating that
- (b) provide a description of the information or explanation requested or required which has not been obtained
- (c) state whether the assurer required that information or those explanations from the union's officers, or officers of any of its branches or sections under section 24ZE of the 1992 Act
- (d) send a copy of this certificate to the Certification Officer as soon as is reasonably practicable after it is provided to the union.

Membership audit certificate (continued)

Signature of assurer	Crowe U.K. LLP
Name	Crowe U.K. LLP
Address	55 Ludgate Hill, London, EC4M 7JW, UK
Date	29-May-25
Contact name and telephone number	Vincent Marke 0207 842 5387

Membership audit certificate

Section two

For a trade union with no **more than 10,000 members** at the end of the reporting period preceding the one to which this audit relates.

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

Yes

If "No" Please explain below:

Signature	
Name	
Office held	
Date	

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