



2025 proforma cost estimates for International UN Volunteers

MLA rates based on July 2025 PAM

All values in USD

Well-being differential is not included

Specialist and Expert include one dependent for family allowance and insurance

Donor proforma assumes a GMS rate of 10%

Does not include UNDP security charge of 3% or 5% of MLA

\$78.38 monthly ICT license fee per volunteer applies (Volunteers serving with UNV and UNDP only), is not included in proforma table

Global charges last confirmed January 2025

Proforma cost components and their definition and [c here](#)

For more information on how to engage UN Volunteers in implementation of UNDP pr <https://toolkit.unv.org/>

	Expert (40% expertise differential)			Specialist			Youth			University		
	AFP	Mission	Donor (10% GMS)	AFP	Mission	Donor	AFP	Mission	Donor	AFP	Mission	Donor (10%
	12 months			12 months			12 months			6 months		
Average	77754	72002	87394	62120	56707	70197	55306	50040	62701	24202	21297	27565
Afghanistan	75050	69357	84419	60178	54807	68060	53732	48501	60970	23600	20708	26902
Albania	75062	69368	84432	60151	54780	68030	53710	48479	60946	23592	20700	26893
Algeria	78235	72473	87923	62417	56998	70524	55524	50253	62941	24272	21365	27641
Angola	80950	75129	90909	64356	58895	72656	57075	51771	64647	24854	21934	28281
Anguilla	80262	74456	90152	63865	58414	72116	56682	51386	64214	24706	21790	28119
Antigua and Barbuda	80262	74456	90152	63865	58414	72116	56682	51386	64214	24706	21790	28119
Argentina	75291	69593	84685	60314	54940	68210	53842	48607	61090	23641	20748	26947
Armenia	74374	68695	83675	59659	54299	67489	53317	48094	60513	23444	20556	26731
Aruba	83817	77934	94064	66405	60898	74909	58714	53374	66450	25468	22535	28957
Australia	73953	68284	83213	59359	54005	67159	53077	47859	60249	23354	20467	26632
Austria	82479	76625	92592	65449	59963	73858	57949	52626	65608	25181	22255	28642
Azerbaijan	74106	68433	83381	59468	54112	67279	53164	47945	60345	23387	20499	26668
Bahamas	86494	80553	97008	68316	62769	77012	60243	54870	68132	26042	23097	29588
Bahrain	74182	68508	83465	59522	54165	67339	53208	47988	60393	23403	20516	26686
Bangladesh	78885	73109	88638	62882	57452	71034	55895	50617	63349	24411	21501	27795
Barbados	91780	85724	102822	74072	68400	83344	66234	60731	74721	29154	26142	33012
Belarus	77623	71875	87250	61980	56570	70043	55174	49911	62556	24141	21237	27497
Belgium	80491	74680	90405	64029	58574	72296	56813	51514	64359	24755	21838	28173
Belize	78503	72735	88218	62608	57185	70734	55677	50403	63109	24329	21421	27704
Benin	74794	69106	84138	59959	54593	67820	53558	48330	60778	23535	20644	26830
Bermuda	91732	85677	102769	72058	66429	81128	63236	57799	71424	27164	24195	30823
Bhutan	76094	70378	85568	60888	55501	68841	54300	49056	61595	23813	20916	27137
Bolivia	72003	66376	81068	57966	52642	65627	51963	46769	59023	22936	20059	26172
Bonaire	80262	74456	90152	63865	58414	72116	56682	51386	64214	24706	21790	28119
Bosnia and Herzegovina	73418	67760	82624	58976	53631	66738	52771	47560	59913	23240	20355	26506
Botswana	70588	64992	79512	56955	51654	64515	51154	45978	58134	22633	19762	25839
Brazil	72615	66974	81741	58403	53070	66108	52312	47111	59408	23068	20187	26317
British Virgin Islands	78732	72959	88470	62772	57345	70914	55808	50531	63253	24378	21469	27758
Bulgaria	76515	70790	86031	61188	55795	69172	54541	49291	61859	23903	21004	27236
Burkina Faso	72844	67199	81993	58567	53230	66288	52443	47239	59552	23117	20235	26371
Burundi	77929	72174	87587	62199	56784	70283	55349	50082	62748	24206	21301	27569
Cabo Verde	76859	71126	86409	61434	56036	69442	54737	49484	62076	23977	21077	27317
Cambodia	71927	66301	80984	57911	52589	65567	51919	46726	58975	22920	20043	26154
Cameroon	77700	71949	87334	62035	56623	70103	55218	49954	62604	24157	21253	27515
Canada, Toronto	82326	76475	92423	65339	59856	73738	57862	52540	65512	25149	22223	28606
Canada, Montreal	76056	70341	85526	60861	55475	68811	54279	49035	61571	23805	20908	27128
Canada, Ottawa	79688	73894	89521	63455	58013	71665	56354	51066	63854	24583	21670	27984
Cayman Islands	78656	72884	88386	62718	57291	70854	55764	50488	63205	24362	21453	27740
Central African Republic	79535	73745	89353	63346	57906	71545	56267	50980	63758	24550	21638	27948
Chad	78426	72660	88133	62554	57131	70674	55633	50360	63061	24313	21405	27686
Chile	69633	64057	78460	56273	50986	63764	50608	45444	57533	22428	19562	25614
China, Beijing	80912	75091	90867	64329	58868	72626	57053	51750	64623	24845	21926	28272
China, Hong Kong (SAR)	98499	92298	110214	76892	71158	86445	67103	61582	75678	28614	25613	32418
China, Macao (SAR)	79879	74081	89732	63592	58146	71815	56463	51172	63974	24624	21710	28029
Colombia	76591	70865	86115	61243	55849	69232	54584	49334	61907	23920	21021	27254
Comoros	76362	70640	85862	61079	55688	69052	54453	49206	61763	23870	20972	27200
Congo	78770	72997	88512	62800	57372	70944	55830	50553	63277	24387	21477	27768
Congo, Dem. Rep.	81064	75241	91035	64438	58975	72747	57141	51835	64719	24878	21958	28308
Cook Islands	77165	71426	86746	61653	56249	69682	54912	49655	62268	24042	21141	27389
Costa Rica	73800	68134	83045	59249	53898	67039	52990	47774	60153	23322	20435	26596
Côte d'Ivoire	86761	80815	97302	68507	62956	77223	60396	55020	68300	26099	23153	29651
Croatia	78197	72436	87881	62390	56971	70493	55502	50232	62917	24264	21357	27632
Cuba	82709	76850	92844	65613	60124	74038	58080	52754	65753	25230	22303	28696
Cyprus	75100	69406	84474	60178	54807	68060	53732	48501	60970	23600	20708	26902
Czech Republic	81562	75727	91582	64793	59322	73137	57425	52113	65032	24985	22063	28425
Denmark	91617	85565	102643	71976	66349	81038	63171	57735	71352	27139	24171	30796
Djibouti	82556	76700	92676	67087	61567	75661	60369	54993	68270	26782	23821	30402
Dominica	80262	74456	90152	63865	58414	72116	56682	51386	64214	24706	21790	28119
Dominican Republic	72615	66974	81741	58403	53070	66108	52312	47111	59408	23068	20187	26317
Ecuador	70512	64917	79428	56901	51600	64455	51111	45936	58086	22617	19746	25821

	Expert (40% expertise differential)			Specialist			Youth			University		
	AFP	Mission	Donor (10% GMS)	AFP	Mission	Donor	AFP	Mission	Donor	AFP	Mission	Donor (10%
	12 months			12 months			12 months			6 months		
Egypt	70703	65104	79638	57037	51734	64605	51220	46042	58206	22658	19786	25866
El Salvador	72462	66825	81573	58293	52963	65987	52225	47026	59312	23035	20155	26280
Equatorial Guinea	76668	70939	86199	61298	55902	69292	54628	49377	61955	23936	21037	27272
Eritrea	76515	70790	86031	61188	55795	69172	54541	49291	61859	23903	21004	27236
Estonia	79267	73483	89059	63155	57719	71335	56114	50830	63590	24493	21582	27885
Eswatini	68065	62523	76736	55153	49890	62533	49712	44568	56548	22093	19233	25244
Ethiopia	78923	73146	88680	62909	57478	71064	55917	50638	63373	24419	21509	27804
Fiji	75865	70154	85316	60724	55341	68661	54169	48928	61451	23764	20868	27083
Finland	79688	73894	89521	63455	58013	71665	56354	51066	63854	24583	21670	27984
France, Lyon and Elsewhere	82211	76363	92297	65258	59776	73648	57796	52476	65440	25124	22199	28579
France, Paris	83626	77747	93853	66268	60765	74759	58604	53267	66329	25427	22495	28912
French Guiana	77012	71276	86577	61543	56143	69562	54825	49569	62172	24010	21109	27353
Gabon	78273	72510	87965	62445	57024	70554	55546	50275	62965	24280	21373	27650
Gambia	74641	68957	83970	59850	54486	67700	53470	48244	60682	23502	20612	26794
Georgia	70741	65141	79680	57065	51761	64636	51242	46064	58230	22666	19794	25875
Germany, Berlin	79459	73670	89269	63291	57853	71485	56223	50937	63710	24534	21622	27930
Germany, Bonn	76591	70865	86115	61243	55849	69232	54584	49334	61907	23920	21021	27254
Germany, Dresden	76515	70790	86031	61188	55795	69172	54541	49291	61859	23903	21004	27236
Germany, Hamburg	82632	76775	92760	65558	60070	73978	58036	52711	65705	25214	22287	28678
Germany, Munich	84926	79019	95283	67197	61673	75781	59347	53994	67146	25706	22768	29218
Germany, Frankfurt	80109	74306	89984	63755	58307	71996	56594	51301	64118	24673	21758	28083
Ghana	81600	75765	91624	64821	59349	73167	57446	52134	65056	24993	22071	28434
Gibraltar	91770	85715	102811	72085	66456	81158	63258	57820	71448	27172	24203	30832
Greece	75788	70079	85232	60669	55288	68601	54126	48885	61403	23748	20852	27065
Grenada	80262	74456	90152	63865	58414	72116	56682	51386	64214	24706	21790	28119
Guatemala	73609	67947	82834	59113	53765	66889	52880	47667	60033	23281	20395	26551
Guinea	78809	73034	88554	62827	57398	70974	55852	50574	63301	24395	21485	27777
Guinea Bissau	80414	74605	90320	63974	58520	72236	56769	51472	64311	24739	21822	28155
Guyana	80649	74834	90578	64339	58878	72638	57200	51893	64785	24987	22065	28428
Haiti	80606	74792	90531	64110	58654	72386	56878	51579	64431	24780	21862	28200
Honduras	73112	67461	82288	58758	53417	66498	52596	47389	59720	23174	20291	26434
Hungary	80606	74792	90531	64110	58654	72386	56878	51579	64431	24780	21862	28200
Iceland	79420	73633	89227	63264	57826	71455	56201	50916	63686	24526	21614	27921
India	74488	68807	83802	59741	54379	67580	53383	48159	60586	23469	20580	26758
Indonesia	72844	67199	81993	58567	53230	66288	52443	47239	59552	23117	20235	26371
Iran	73188	67535	82372	58812	53471	66558	52640	47432	59768	23190	20307	26452
Iraq	71353	65740	80353	57502	52188	65116	51591	46406	58615	22797	19922	26019
Ireland	83282	77411	93475	66022	60524	74489	58408	53075	66113	25353	22423	28831
Israel, Tel Aviv	87335	81376	97933	68917	63357	77673	60724	55341	68661	26222	23273	29786
Italy, Brindisi	70130	64543	79007	56628	51333	64155	50892	45722	57846	22535	19666	25731
Italy, Rome	73188	67535	82372	58812	53471	66558	52640	47432	59768	23190	20307	26452
Jamaica	79970	74170	89832	64250	58791	72540	57406	52095	65011	25238	22310	28704
Japan, Hiroshima	75444	69742	84853	60424	55047	68331	53929	48693	61186	23674	20780	26983
Japan, Tokyo	82097	76251	92171	65176	59696	73558	57731	52412	65368	25099	22175	28552
Jordan	72653	67012	81783	58430	53097	66138	52334	47133	59432	23076	20195	26326
Kazakhstan	72653	67012	81783	58430	53097	66138	52334	47133	59432	23076	20195	26326
Kenya	76553	70827	86073	61216	55822	69202	54563	49313	61883	23911	21012	27245
Kiribati	77279	71538	86872	61735	56330	69772	54978	49719	62340	24067	21165	27416
Korea, Dem. Peo. Of	79267	73483	89059	63155	57719	71335	56114	50830	63590	24493	21582	27885
Korea, Republic of	79841	74044	89690	63564	58120	71785	56441	51151	63950	24616	21702	28020
Kosovo (as per UN Security C	75674	69967	85105	60588	55207	68511	54060	48821	61331	23723	20828	27038
Kuwait	80223	74418	90110	63837	58387	72086	56660	51365	64190	24698	21782	28110
Kyrgyzstan	72003	66376	81068	57966	52642	65627	51963	46769	59023	22936	20059	26172
Lao Peo. Dem. Rep.	72194	66563	81278	58102	52776	65777	52072	46876	59144	22977	20099	26217
Latvia	80032	74231	89900	63701	58253	71935	56551	51258	64070	24657	21742	28065
Lebanon	79497	73707	89311	63319	57879	71515	56245	50959	63734	24542	21630	27939
Lesotho	72156	66525	81236	58075	52749	65747	52050	46855	59120	22969	20091	26208
Liberia	79688	73894	89521	63455	58013	71665	56354	51066	63854	24583	21670	27984
Libya	73303	67648	82498	58894	53551	66648	52705	47496	59841	23215	20331	26479
Lithuania	74871	69181	84222	60014	54646	67880	53601	48372	60826	23551	20660	26848
Luxembourg	81676	75840	91708	64875	59402	73227	57490	52177	65104	25009	22087	28452
Madagascar	71888	66264	80942	57884	52562	65537	51897	46705	58951	22912	20035	26145
Malawi	74679	68994	84012	59877	54513	67730	53492	48265	60706	23510	20620	26803
Malaysia	79612	73820	89437	63400	57959	71605	56310	51023	63806	24567	21654	27966
Maldives	75597	69892	85021	60533	55154	68451	54016	48778	61282	23707	20812	27019
Mali	79000	73221	88764	62963	57532	71124	55961	50681	63421	24436	21525	27822
Malta	76247	70528	85736	60997	55608	68961	54388	49142	61691	23846	20948	27173
Marshall Islands	76706	70977	86241	61325	55929	69322	54650	49398	61979	23944	21045	27281
Mauritania	73532	67872	82750	59058	53711	66828	52837	47624	59985	23264	20379	26533
Mauritius	72577	66937	81699	58375	53043	66077	52290	47090	59384	23059	20179	26308
Mexico	80835	75017	90783	64274	58814	72566	57010	51707	64575	24829	21910	28254
Micronesia, Fed States of	83856	77972	94106	66432	60925	74940	58736	53395	66474	25476	22543	28966
Moldova	78732	72959	88470	62772	57345	70914	55808	50531	63253	24378	21469	27758
Monaco	83626	77747	93853	66268	60765	74759	58604	53267	66329	25427	22495	28912
Mongolia	73953	68284	83213	59359	54005	67159	53077	47859	60249	23354	20467	26632
Montenegro	74335	68658	83633	59632	54272	67459	53295	48073	60489	23436	20548	26722
Morocco	74068	68396	83339	59441	54085	67249	53142	47923	60321	23379	20491	26659
Mozambique	72500	66862	81615	58321	52990	66017	52247	47047	59336	23043	20163	26289
Myanmar	74450	68770	83760	59714	54352	67549	53361	48137	60562	23461	20572	26749

	Expert (40% expertise differential)			Specialist			Youth			University		
	AFP	Mission	Donor (10% GMS)	AFP	Mission	Donor	AFP	Mission	Donor	AFP	Mission	Donor (10%
	12 months			12 months			12 months			6 months		
Namibia	72882	67236	82035	58594	53257	66318	52465	47261	59576	23125	20243	26380
Nauru	77165	71426	86746	61653	56249	69682	54912	49655	62268	24042	21141	27389
Nepal	70550	64954	79470	56928	51627	64485	51132	45957	58110	22625	19754	25830
Netherlands	80529	74717	90447	64056	58601	72326	56835	51536	64383	24763	21846	28182
New Caledonia	76056	70341	85526	60861	55475	68811	54279	49035	61571	23805	20908	27128
New Zealand	74871	69181	84222	60014	54646	67880	53601	48372	60826	23551	20660	26848
Nicaragua	72538	66899	81657	58348	53016	66047	52269	47068	59360	23051	20171	26299
Niger	80606	74792	90531	64110	58654	72386	56878	51579	64431	24780	21862	28200
Nigeria	82364	76513	92465	65367	59883	73768	57883	52562	65536	25157	22231	28615
North Macedonia	71850	66226	80900	57857	52535	65507	51875	46684	58927	22904	20027	26136
Norway	78885	73109	88638	62882	57452	71034	55895	50617	63349	24411	21501	27795
Oman	72538	66899	81657	58348	53016	66047	52269	47068	59360	23051	20171	26299
Pakistan	74259	68583	83549	59577	54219	67399	53252	48030	60441	23420	20532	26704
Palau	77165	71426	86746	61653	56249	69682	54912	49655	62268	24042	21141	27389
State of Palestine	83894	78009	94148	66459	60952	74970	58757	53417	66498	25484	22551	28975
Panama	73800	68134	83045	59249	53898	67039	52990	47774	60153	23322	20435	26596
Papua New Guinea	77585	71837	87208	61953	56543	70013	55152	49890	62532	24133	21229	27488
Paraguay	70359	64767	79259	56791	51493	64335	51023	45850	57990	22584	19714	25785
Peru	74488	68807	83802	59741	54379	67580	53383	48159	60586	23469	20580	26758
Philippines	76323	70603	85820	61052	55662	69021	54431	49185	61739	23862	20964	27191
Poland	77700	71949	87334	62035	56623	70103	55218	49954	62604	24157	21253	27515
Portugal, Guimaraes	68600	63047	77325	55535	50264	62953	50018	44867	56885	22207	19345	25370
Portugal, Lisbon	75712	70004	85147	60615	55234	68541	54082	48843	61355	23731	20836	27047
Puerto Rico	72615	66974	81741	58403	53070	66108	52312	47111	59408	23068	20187	26317
Qatar	78923	73146	88680	62909	57478	71064	55917	50638	63373	24419	21509	27804
Romania	73685	68022	82918	59167	53818	66949	52924	47710	60081	23297	20411	26569
Russian Federation	84735	78832	95073	67060	61540	75630	59238	53887	67026	25665	22728	29173
Rwanda	72538	66899	81657	58348	53016	66047	52269	47068	59360	23051	20171	26299
Saint Helena	84085	78196	94358	66596	61085	75120	58867	53524	66618	25525	22592	29020
St. Lucia	78388	72623	88091	62527	57104	70644	55611	50339	63037	24305	21397	27677
Samoa	73647	67984	82876	59140	53791	66919	52902	47688	60057	23289	20403	26560
Sao Tome and Principe	86685	80740	97218	68453	62902	77163	60352	54977	68252	26083	23137	29633
Saudi Arabia	79306	73520	89101	63182	57746	71365	56136	50852	63614	24501	21590	27894
Senegal	79229	73446	89017	63127	57692	71305	56092	50809	63566	24485	21574	27876
Serbia	75674	69967	85105	60588	55207	68511	54060	48821	61331	23723	20828	27038
Seychelles	76782	71052	86325	61380	55982	69382	54694	49441	62028	23961	21061	27299
Sierra Leone	78732	72959	88470	62772	57345	70914	55808	50531	63253	24378	21469	27758
Singapore	87908	81937	98564	69327	63757	78124	61051	55661	69021	26345	23393	29921
Slovak Republic	77700	71949	87334	62035	56623	70103	55218	49954	62604	24157	21253	27515
Slovenia	79917	74119	89774	63619	58173	71845	56485	51194	63998	24632	21718	28038
Solomon Islands	79650	73857	89479	63428	57986	71635	56332	51044	63830	24575	21662	27975
Somalia	77738	71987	87376	62062	56650	70133	55240	49975	62628	24165	21261	27524
South Africa	70168	64580	79049	56655	51360	64185	50914	45743	57870	22543	19674	25740
South Sudan	77356	71613	86956	61789	56383	69833	55021	49762	62388	24083	21181	27434
Spain	74144	68471	83423	59495	54139	67309	53186	47966	60369	23395	20508	26677
Sri Lanka	73800	68134	83045	59249	53898	67039	52990	47774	60153	23322	20435	26596
St. Kitts and Nevis	80262	74456	90152	63865	58414	72116	56682	51386	64214	24706	21790	28119
St. Vincent and the Grenadines	80262	74456	90152	63865	58414	72116	56682	51386	64214	24706	21790	28119
Sudan	77356	71613	86956	61789	56383	69833	55021	49762	62388	24083	21181	27434
Suriname	73609	67947	82834	59113	53765	66889	52880	47667	60033	23281	20395	26551
Sweden	78465	72697	88176	62581	57158	70704	55655	50382	63085	24321	21413	27695
Switzerland	95785	89642	107227	74953	69261	84312	65552	60064	73972	28032	25044	31778
Syrian Arab Republic	66459	60952	74970	54006	48768	61271	48795	43670	55539	21748	18896	24866
Tajikistan	73609	67947	82834	59113	53765	66889	52880	47667	60033	23281	20395	26551
Tanzania, United Republic of	74412	68732	83717	59686	54326	67519	53339	48116	60537	23453	20564	26740
Thailand	75329	69630	84727	60342	54967	68240	53863	48629	61114	23649	20756	26956
Timor-Leste	75482	69780	84895	60451	55074	68361	53951	48714	61210	23682	20788	26992
Togo	78235	72473	87923	62417	56998	70524	55524	50253	62941	24272	21365	27641
Tonga	74909	69219	84264	60041	54673	67910	53623	48394	60850	23559	20668	26857
Trinidad and Tobago	82604	76747	92728	67518	61987	76134	60990	55601	68954	27188	24218	30849
Tunisia	70971	65366	79932	57228	51921	64816	51373	46192	58375	22715	19842	25929
Türkiye, Ankara	72538	66899	81657	58348	53016	66047	52269	47068	59360	23051	20171	26299
Türkiye, Gebze	75062	69368	84432	60151	54780	68030	53710	48479	60946	23592	20700	26893
Türkiye, Istanbul	75062	69368	84432	60151	54780	68030	53710	48479	60946	23592	20700	26893
Turkmenistan	90317	84293	101213	71047	65441	80016	62428	57008	70535	26861	23898	30489
Tuvalu	77165	71426	86746	61653	56249	69682	54912	49655	62268	24042	21141	27389
Uganda	73609	67947	82834	59113	53765	66889	52880	47667	60033	23281	20395	26551
Ukraine	71965	66338	81026	57938	52616	65597	51941	46748	58999	22928	20051	26163
United Arab Emirates	83435	77560	93643	66131	60631	74609	58495	53160	66209	25386	22455	28867
United Kingdom	91770	85715	102811	72085	66456	81158	63258	57820	71448	27172	24203	30832
USA, El Paso	79917	74119	89774	63619	58173	71845	56485	51194	63998	24632	21718	28038
USA, Miami	80414	74605	90320	63974	58520	72236	56769	51472	64311	24739	21822	28155
USA, New York	104352	98024	116651	85180	79268	95563	73734	68069	82972	31101	28046	35153
USA, San Diego	88558	82573	99279	69791	64212	78635	61423	56025	69430	26484	23529	30075
USA, San Francisco	91541	85490	102559	71921	66296	80978	63127	57692	71304	27123	24155	30778
USA, Seattle	81064	75241	91035	64438	58975	72747	57141	51835	64719	24878	21958	28308
USA, Washington D.C.	82441	76588	92549	65421	59937	73828	57927	52605	65584	25173	22247	28633
Uruguay	77165	71426	86746	61653	56249	69682	54912	49655	62268	24042	21141	27389
Uzbekistan	73991	68321	83255	59386	54032	67189	53099	47881	60273	23362	20475	26641

Vanuatu
Venezuela
Vietnam
Western Sahara
Yemen
Zambia
Zimbabwe

Expert (40% expertise differential)			Specialist			Youth			University		
AFP	Mission	Donor (10% GMS)	AFP	Mission	Donor	AFP	Mission	Donor	AFP	Mission	Donor (10%
12 months			12 months			12 months			6 months		
79420	73633	89227	63264	57826	71455	56201	50916	63686	24526	21614	27921
78312	72548	88007	62472	57051	70584	55568	50296	62989	24288	21381	27659
70053	64468	78923	56573	51280	64095	50848	45679	57798	22519	19650	25713
74068	68396	83339	59441	54085	67249	53143	47924	60321	23379	20491	26659
70168	64580	79049	56655	51360	64185	50914	45743	57870	22543	19674	25740
73609	67947	82834	59113	53765	66889	52880	47667	60033	23281	20395	26551
71085	65478	80058	57310	52001	64906	51438	46256	58447	22740	19866	25956