



2026 proforma cost estimates for National UN Volunteers - 1 April 2026

MLA and foreign exchange rates accurate as of January 2026

All values in USD

Danger and Hardship Differential is not included

Global charges confirmed as of January 2026

Specialist, Expert and Associate categories include one dependent for insurance

Donor proforma assumes a GMS rate of 10%

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

\$83.86 monthly ICT license fee per volunteer applies (Volunteers serving with UNV and UNDP only), is not included in proforma table

Proforma cost components and their definition and costing methodology can be found

[here](#)

For more information on how to engage UN Volunteers in implementation of UNDP programmes and projects, go to:

<https://toolkit.unv.org>

|     |                          | Expert full time |         |                 | Expert part time |         |                 | Specialist full time |         |                 | Specialist part time |         |                 | Associate full time |         |                 | Associate part time |         |                 | Community full time |         |                 | Community part time |         |                 |
|-----|--------------------------|------------------|---------|-----------------|------------------|---------|-----------------|----------------------|---------|-----------------|----------------------|---------|-----------------|---------------------|---------|-----------------|---------------------|---------|-----------------|---------------------|---------|-----------------|---------------------|---------|-----------------|
|     |                          | AFF              | Mission | Donor (10% GMS) | AFF              | Mission | Donor (10% GMS) | AFF                  | Mission | Donor (10% GMS) | AFF                  | Mission | Donor (10% GMS) | AFF                 | Mission | Donor (10% GMS) | AFF                 | Mission | Donor (10% GMS) | AFF                 | Mission | Donor (10% GMS) | AFF                 | Mission | Donor (10% GMS) |
|     |                          | 12 months        |         |                 | 12 months        |         |                 | 12 months            |         |                 | 12 months            |         |                 | 12 months           |         |                 | 12 months           |         |                 | 12 months           |         |                 | 12 months           |         |                 |
|     | Average                  | 37315            | 34922   | 41046           | 20301            | 18278   | 22332           | 28798                | 26591   | 32112           | 16035                | 15474   | 17866           | 23581               | 21487   | 26289           | 13770               | 11888   | 15338           | 11183               | 10329   | 12471           | 4759                | 4044    | 5301            |
| AFG | Afghanistan              | 27092            | 24922   | 29801           | 15182            | 13270   | 16700           | 21471                | 19422   | 23934           | 12371                | 10520   | 13776           | 17418               | 15457   | 19410           | 10966               | 9145    | 12208           | 8265                | 7475    | 9214            | 4049                | 3350    | 4509            |
| ALB | Albania                  | 38478            | 36061   | 42326           | 20875            | 18839   | 22962           | 29604                | 27379   | 33011           | 16438                | 15908   | 18315           | 23924               | 21822   | 26672           | 14219               | 12328   | 15839           | 11518               | 10657   | 12846           | 4863                | 4146    | 5416            |
| DZA | Algeria                  | 28969            | 26758   | 31865           | 16120            | 14187   | 17732           | 22811                | 20734   | 25430           | 13041                | 12301   | 14524           | 18490               | 16506   | 20606           | 11502               | 9669    | 12806           | 8801                | 7999    | 9813            | 4183                | 3481    | 4658            |
| AGO | Angola                   | 51113            | 48422   | 56224           | 27192            | 25020   | 29912           | 38629                | 36208   | 43085           | 20950                | 20701   | 23352           | 31144               | 28886   | 34731           | 17829               | 15859   | 19869           | 15128               | 14189   | 16875           | 5765                | 5029    | 6424            |
| AIA | Anguilla                 | 43423            | 40899   | 47765           | 23347            | 21258   | 25682           | 33136                | 30834   | 36954           | 18204                | 17784   | 20287           | 26750               | 24587   | 29826           | 15632               | 13710   | 17416           | 12931               | 12039   | 14422           | 5216                | 4491    | 5811            |
| ATG | Antigua & Barbuda        | 43423            | 40899   | 47765           | 23347            | 21258   | 25682           | 33136                | 30834   | 36954           | 18204                | 17784   | 20287           | 26750               | 24587   | 29826           | 15632               | 13710   | 17416           | 12931               | 12039   | 14422           | 5216                | 4491    | 5811            |
| ARG | Argentina                | 34226            | 31901   | 37648           | 18749            | 16759   | 20623           | 26566                | 24407   | 29621           | 14919                | 14295   | 16620           | 21494               | 19445   | 23960           | 13004               | 11139   | 14483           | 10303               | 9469    | 11489           | 4559                | 3849    | 5077            |
| ARM | Armenia                  | 28214            | 26019   | 31035           | 15743            | 13818   | 17317           | 22272                | 20206   | 24828           | 12772                | 12014   | 14224           | 18059               | 16084   | 20125           | 11286               | 9459    | 12566           | 8586                | 7788    | 9572            | 4129                | 3429    | 4598            |
| AUT | Austria                  | 91211            | 87651   | 100332          | 47241            | 44634   | 51966           | 67270                | 64229   | 75055           | 35271                | 35911   | 39337           | 54058               | 51303   | 60307           | 29286               | 27068   | 32657           | 26585               | 25398   | 29663           | 8629                | 7831    | 9620            |
| AZE | Azerbaijan               | 35749            | 33391   | 39324           | 19510            | 17504   | 21461           | 27654                | 25472   | 30836           | 15463                | 14873   | 17227           | 22364               | 20296   | 24931           | 13439               | 11565   | 14968           | 10738               | 9894    | 11975           | 4668                | 3955    | 5199            |
| BHS | Bahamas                  | 50495            | 47817   | 55544           | 26883            | 24717   | 29571           | 38187                | 35776   | 42592           | 20729                | 20466   | 23106           | 30791               | 28540   | 34336           | 17652               | 15686   | 19671           | 14952               | 14016   | 16678           | 5721                | 4986    | 6374            |
| BHR | Bahrain                  | 54631            | 51864   | 60094           | 28951            | 26740   | 31846           | 41141                | 38666   | 45890           | 22206                | 22035   | 24755           | 33154               | 30852   | 36974           | 18834               | 16843   | 20990           | 16133               | 15172   | 17997           | 6016                | 5275    | 6704            |
| BGD | Bangladesh               | 18764            | 16775   | 20641           | 11018            | 9196    | 12120           | 15523                | 13603   | 17294           | 9397                 | 8430    | 10457           | 12659               | 10802   | 14098           | 8587                | 6817    | 9552            | 5886                | 5147    | 6559            | 3455                | 2768    | 3845            |
| BRB | Barbados                 | 56690            | 53878   | 62359           | 29981            | 27748   | 32979           | 42612                | 40105   | 47531           | 22942                | 22816   | 25575           | 34331               | 32004   | 38288           | 19422               | 17418   | 21647           | 16722               | 15748   | 18654           | 6163                | 5418    | 6868            |
| BLR | Belarus                  | 27263            | 25089   | 29990           | 15267            | 13353   | 16794           | 21593                | 19542   | 24070           | 12432                | 11654   | 13845           | 17516               | 15553   | 19519           | 11015               | 9193    | 12262           | 8314                | 7523    | 9269            | 4062                | 3362    | 4522            |
| BEL | Belgium                  | 106851           | 102952  | 117536          | 55061            | 52285   | 60567           | 78441                | 75158   | 87524           | 40856                | 41844   | 45572           | 62994               | 60046   | 70282           | 33754               | 31439   | 37644           | 31053               | 29769   | 34651           | 9746                | 8924    | 10868           |
| BLZ | Belize                   | 39838            | 37392   | 43822           | 21555            | 19505   | 23710           | 30575                | 28329   | 34096           | 16923                | 16424   | 18858           | 24701               | 22583   | 27540           | 14608               | 12708   | 16273           | 11907               | 11038   | 13279           | 4960                | 4241    | 5525            |
| BEN | Benin                    | 25788            | 23646   | 28367           | 14530            | 12632   | 15983           | 20540                | 18511   | 22894           | 11906                | 11094   | 13257           | 16673               | 14728   | 18578           | 10593               | 8781    | 11792           | 7893                | 7110    | 8799            | 3956                | 3259    | 4405            |
| BTN | Bhutan                   | 20597            | 18567   | 22657           | 11934            | 10092   | 13128           | 16832                | 14884   | 18755           | 10052                | 9125    | 11187           | 13706               | 11826   | 15267           | 9110                | 7329    | 10136           | 6410                | 5659    | 7143            | 3585                | 2896    | 3991            |
| BOL | Bolivia                  | 33578            | 31267   | 36936           | 18425            | 16442   | 20267           | 26104                | 23955   | 29105           | 14688                | 14049   | 16362           | 21124               | 19083   | 23547           | 12819               | 10958   | 14276           | 10118               | 9288    | 11283           | 4513                | 3803    | 5026            |
| BIH | Bosnia and Herzegovina   | 32426            | 30140   | 35669           | 17849            | 15879   | 19634           | 25281                | 23150   | 28186           | 14276                | 13612   | 15903           | 20466               | 18439   | 22812           | 12490               | 10636   | 13909           | 9789                | 8966    | 10916           | 4430                | 3723    | 4934            |
| BWA | Botswana                 | 25063            | 22937   | 27570           | 14168            | 12277   | 15584           | 20022                | 18005   | 22316           | 11647                | 10819   | 12968           | 16259               | 14323   | 18116           | 10386               | 8578    | 11561           | 7686                | 6908    | 8568            | 3904                | 3208    | 4347            |
| BRA | Brazil                   | 39445            | 37007   | 43390           | 21359            | 19312   | 23494           | 30295                | 28055   | 33783           | 16783                | 16275   | 18701           | 24477               | 22363   | 27289           | 14495               | 12598   | 16147           | 11795               | 10928   | 13154           | 4932                | 4213    | 5493            |
| VGB | British Virgin Islands   | 41806            | 39317   | 45987           | 22539            | 20467   | 24793           | 31981                | 29705   | 35665           | 17626                | 17170   | 19642           | 25826               | 23683   | 28795           | 15170               | 13258   | 16900           | 12469               | 11588   | 13907           | 5100                | 4378    | 5682            |
| BGR | Bulgaria                 | 25471            | 23336   | 28018           | 14371            | 12477   | 15809           | 20313                | 18290   | 22641           | 11792                | 10974   | 13130           | 16492               | 14551   | 18376           | 10503               | 8692    | 11691           | 7802                | 7022    | 8698            | 3933                | 3237    | 4379            |
| BFA | Burkina Faso             | 27793            | 25608   | 30573           | 15532            | 13613   | 17086           | 21972                | 19912   | 24493           | 12622                | 11855   | 14056           | 17819               | 15849   | 19857           | 11166               | 9341    | 12431           | 8466                | 7671    | 9438            | 4099                | 3399    | 4564            |
| BDI | Burundi                  | 28796            | 26589   | 31676           | 16034            | 14103   | 17637           | 22688                | 20613   | 25292           | 12890                | 12235   | 14456           | 18392               | 16410   | 20496           | 11453               | 9621    | 12751           | 8752                | 7951    | 9758            | 4171                | 3469    | 4644            |
| KHM | Cambodia                 | 22631            | 20557   | 24894           | 12951            | 11087   | 14246           | 18284                | 16305   | 20377           | 10778                | 9897    | 11998           | 14869               | 12964   | 16565           | 9692                | 7898    | 10785           | 6991                | 6228    | 7792            | 3730                | 3038    | 4153            |
| CMR | Cameroon                 | 28944            | 26733   | 31838           | 16108            | 14175   | 17718           | 22793                | 20716   | 25410           | 13032                | 12291   | 14515           | 18476               | 16492   | 20591           | 11495               | 9663    | 12798           | 8794                | 7992    | 9805            | 4182                | 3480    | 4656            |
| CPV | Cape Verde               | 25695            | 23555   | 28265           | 14483            | 12586   | 15932           | 20473                | 18446   | 22820           | 11872                | 11059   | 13220           | 16620               | 14676   | 18518           | 10567               | 8754    | 11762           | 7866                | 7084    | 8769            | 3950                | 3253    | 4397            |
| CAF | Central African Republic | 27756            | 25571   | 30532           | 15514            | 13594   | 17065           | 21945                | 19886   | 24463           | 12608                | 11841   | 14041           | 17797               | 15828   | 19833           | 11156               | 9331    | 12420           | 8455                | 7660    | 9426            | 4097                | 3397    | 4562            |
| TCD | Chad                     | 29489            | 27267   | 32438           | 16380            | 14442   | 18018           | 23183                | 21097   | 25845           | 13227                | 12498   | 14732           | 18788               | 16797   | 20938           | 11651               | 9815    | 12972           | 8950                | 8145    | 9979            | 4221                | 3518    | 4700            |
| CHL | Chile                    | 46356            | 43768   | 50992           | 24814            | 22693   | 27295           | 35231                | 32884   | 39293           | 19251                | 18896   | 21456           | 28426               | 26227</ |                 |                     |         |                 |                     |         |                 |                     |         |                 |

STP Sao Tome and Principe  
SAU Saudi Arabia  
SEN Senegal  
SRB Serbia  
SYC Seychelles  
SLE Sierra Leone  
SVK Slovakia  
SVN Slovenia  
SLB Solomon Islands  
SOM Somalia  
ZAF South Africa  
SSD South Sudan  
LKA Sri Lanka  
KNA St Kitts and Nevis  
LCA St Lucia  
MAF Saint Martin  
VCT St. Vincent and the Grenadines  
SDN Sudan  
SUR Suriname  
SWE Sweden  
CHE Switzerland  
SYR Syria  
TJK Tajikistan  
TZA Tanzania, United Rep. of  
THA Thailand  
TLS Timor-Leste  
TGO Togo  
TKL Tokelau  
TON Tonga  
TTO Trinidad and Tobago  
TUN Tunisia  
TUR Türkiye  
TKM Turkmenistan  
TCA Turks and Caicos Islands  
TUV Tuvalu  
UGA Uganda  
UKR Ukraine  
ARE United Arab Emirates  
GBR United Kingdom  
USA United States of America  
URY Uruguay  
UZB Uzbekistan  
VUT Vanuatu  
VEN Venezuela  
VNM Viet Nam  
YEM Yemen  
ZMB Zambia  
ZWE Zimbabwe

| Expert full time |         |                 | Expert part time |         |                 | Specialist full time |         |                 | Specialist part time |         |                 | Associate full time |         |                 | Associate part time |         |                 | Community full time |         |                 | Community part time |         |                 |
|------------------|---------|-----------------|------------------|---------|-----------------|----------------------|---------|-----------------|----------------------|---------|-----------------|---------------------|---------|-----------------|---------------------|---------|-----------------|---------------------|---------|-----------------|---------------------|---------|-----------------|
| AFP              | Mission | Donor (10% GMS) | AFP              | Mission | Donor (10% GMS) | AFP                  | Mission | Donor (10% GMS) | AFP                  | Mission | Donor (10% GMS) | AFP                 | Mission | Donor (10% GMS) | AFP                 | Mission | Donor (10% GMS) | AFP                 | Mission | Donor (10% GMS) | AFP                 | Mission | Donor (10% GMS) |
| 12 months        |         |                 | 12 months        |         |                 | 12 months            |         |                 | 12 months            |         |                 | 12 months           |         |                 | 12 months           |         |                 | 12 months           |         |                 | 12 months           |         |                 |
| 22859            | 20780   | 25145           | 13065            | 11199   | 14372           | 18447                | 16464   | 20558           | 10859                | 9983    | 12089           | 16241               | 14306   | 18096           | 9756                | 7962    | 10858           | 7056                | 6291    | 7864            | 3747                | 3054    | 4171            |
| 80363            | 77038   | 88399           | 41817            | 39328   | 45999           | 59521                | 56648   | 66406           | 31396                | 31796   | 35012           | 49100               | 46453   | 54774           | 26186               | 24035   | 29197           | 23485               | 22365   | 26203           | 7854                | 7073    | 8756            |
| 35824            | 33465   | 39407           | 19548            | 17541   | 21503           | 27708                | 25524   | 30896           | 15490                | 14901   | 17257           | 23650               | 21554   | 26366           | 13461               | 11586   | 14993           | 10760               | 9916    | 11999           | 4673                | 3960    | 5205            |
| 38836            | 36411   | 42719           | 21054            | 19014   | 23159           | 29859                | 27629   | 33297           | 16565                | 16044   | 18458           | 25371               | 23238   | 28286           | 14321               | 12427   | 15953           | 11621               | 10758   | 12960           | 4888                | 4171    | 5445            |
| 35394            | 33044   | 38934           | 19333            | 17331   | 21266           | 27401                | 25224   | 30553           | 15336                | 14738   | 17086           | 23404               | 21314   | 26092           | 13338               | 11466   | 14856           | 10637               | 9795    | 11862           | 4642                | 3930    | 5170            |
| 16621            | 14678   | 18283           | 9946             | 8147    | 10941           | 13991                | 12105   | 15585           | 8632                 | 7617    | 9602            | 12767               | 10818   | 14117           | 7974                | 6218    | 8868            | 5273                | 4548    | 5875            | 3302                | 2619    | 3674            |
| 41538            | 39054   | 45692           | 22405            | 20336   | 24646           | 39420                | 36982   | 43968           | 21346                | 21121   | 23794           | 26914               | 24748   | 30009           | 15093               | 13183   | 16814           | 12394               | 11513   | 13823           | 5081                | 4360    | 5660            |
| 52223            | 49506   | 57445           | 27748            | 25562   | 30523           | 31789                | 29517   | 35450           | 17530                | 17068   | 19535           | 33019               | 30720   | 36824           | 18145               | 16169   | 20222           | 15447               | 14499   | 17231           | 5844                | 5106    | 6512            |
| 25988            | 23841   | 28587           | 14630            | 12729   | 16093           | 20682                | 18651   | 23053           | 11977                | 11170   | 13336           | 18029               | 16055   | 20092           | 10650               | 8836    | 11856           | 7950                | 7166    | 8862            | 3970                | 3273    | 4421            |
| 23339            | 21249   | 25672           | 13305            | 11433   | 14636           | 18790                | 16799   | 20941           | 11031                | 10165   | 12280           | 16516               | 14575   | 18403           | 9894                | 8096    | 11011           | 7193                | 6426    | 8018            | 3781                | 3088    | 4209            |
| 35513            | 33160   | 39064           | 19392            | 17389   | 21331           | 27486                | 25307   | 30647           | 15379                | 14783   | 17133           | 23472               | 21380   | 26167           | 13372               | 11499   | 14893           | 10671               | 9828    | 11900           | 4651                | 3939    | 5180            |
| 32416            | 30130   | 35657           | 17844            | 15874   | 19628           | 25273                | 23143   | 28178           | 14273                | 13608   | 15899           | 21702               | 19649   | 24192           | 12487               | 10633   | 13906           | 9786                | 8963    | 10912           | 4430                | 3722    | 4933            |
| 17854            | 15884   | 19639           | 10563            | 8751    | 11619           | 14872                | 12967   | 16568           | 9072                 | 8085    | 10094           | 13381               | 11508   | 14904           | 8326                | 6563    | 9262            | 5626                | 4892    | 6268            | 3389                | 2705    | 3772            |
| 43423            | 40899   | 47765           | 23347            | 21258   | 25682           | 33136                | 30834   | 36954           | 18204                | 17784   | 20287           | 27992               | 25802   | 31213           | 15632               | 13710   | 17416           | 12931               | 12039   | 14422           | 5216                | 4491    | 5811            |
| 43423            | 40899   | 47765           | 23347            | 21258   | 25682           | 33136                | 30834   | 36954           | 18204                | 17784   | 20287           | 27992               | 25802   | 31213           | 15632               | 13710   | 17416           | 12931               | 12039   | 14422           | 5216                | 4491    | 5811            |
| 26045            | 23896   | 28649           | 14659            | 12757   | 16125           | 20722                | 18690   | 23098           | 11997                | 11191   | 13359           | 18064               | 16089   | 20131           | 10668               | 8853    | 11875           | 7966                | 7182    | 8880            | 3974                | 3277    | 4425            |
| 43423            | 40899   | 47765           | 23347            | 21258   | 25682           | 33136                | 30834   | 36954           | 18204                | 17784   | 20287           | 27992               | 25802   | 31213           | 15632               | 13710   | 17416           | 12931               | 12039   | 14422           | 5216                | 4491    | 5811            |
| 38376            | 35961   | 42213           | 20824            | 18789   | 22906           | 29531                | 27307   | 32930           | 16401                | 15869   | 18275           | 25108               | 22981   | 27993           | 14190               | 12299   | 15806           | 11489               | 10629   | 12813           | 4855                | 4139    | 5408            |
| 26695            | 24533   | 29364           | 14983            | 13075   | 16482           | 21187                | 19145   | 23617           | 12229                | 11438   | 13618           | 18433               | 16450   | 20542           | 10852               | 9034    | 12081           | 8152                | 7363    | 9087            | 4021                | 3323    | 4477            |
| 60447            | 57553   | 66492           | 31860            | 29585   | 35046           | 45295                | 42730   | 50526           | 24283                | 24241   | 27073           | 37720               | 35319   | 42070           | 20496               | 18468   | 22845           | 17796               | 16798   | 19853           | 6432                | 5681    | 7168            |
| 151365           | 146501  | 166501          | 77318            | 74059   | 85050           | 110237               | 106265  | 123015          | 56754                | 58729   | 63317           | 89673               | 86146   | 100061          | 46472               | 43882   | 51840           | 43772               | 42212   | 48848           | 12926               | 12035   | 14417           |
| 25238            | 23108   | 27762           | 14255            | 12363   | 15680           | 20146                | 18127   | 22455           | 11709                | 10886   | 13037           | 17601               | 15636   | 19614           | 10436               | 8627    | 11616           | 7736                | 6956    | 8623            | 3917                | 3221    | 4361            |
| 18633            | 16646   | 20497           | 10953            | 9132    | 12048           | 15429                | 13511   | 17190           | 9350                 | 8380    | 10404           | 13827               | 11944   | 15401           | 8549                | 6781    | 9510            | 5849                | 5110    | 6517            | 3445                | 2759    | 3834            |
| 29068            | 26855   | 31975           | 16170            | 14236   | 17787           | 22882                | 20803   | 25509           | 13077                | 12338   | 14564           | 19789               | 17777   | 22056           | 11530               | 9697    | 12838           | 8830                | 8027    | 9845            | 4190                | 3488    | 4666            |
| 41219            | 38742   | 45341           | 22245            | 20180   | 24470           | 31561                | 29294   | 35197           | 17417                | 16948   | 19408           | 26733               | 24570   | 29807           | 15002               | 13094   | 16713           | 12302               | 11424   | 13720           | 5058                | 4337    | 5635            |
| 25227            | 23097   | 27749           | 14249            | 12357   | 15674           | 20138                | 18119   | 22446           | 11705                | 10881   | 13033           | 17595               | 15630   | 19607           | 10433               | 8624    | 11613           | 7732                | 6953    | 8619            | 3916                | 3220    | 4360            |
| 25521            | 23385   | 28074           | 14397            | 12501   | 15836           | 20349                | 18325   | 22681           | 11810                | 10993   | 13150           | 17763               | 15795   | 19794           | 10517               | 8706    | 11707           | 7817                | 7036    | 8714            | 3937                | 3240    | 4383            |
| 15745            | 13821   | 17319           | 9508             | 7719    | 10459           | 13366                | 11493   | 14887           | 8319                 | 7285    | 9253            | 12173               | 10326   | 13555           | 7722                | 5972    | 8587            | 5023                | 4303    | 5595            | 3239                | 2557    | 3604            |
| 33777            | 31462   | 37155           | 18524            | 16540   | 20377           | 26246                | 24094   | 29264           | 14759                | 14125   | 16441           | 13869               | 11985   | 15448           | 8570                | 6801    | 9534            | 10175               | 9343    | 11347           | 4527                | 3817    | 5042            |
| 56795            | 53981   | 62475           | 30033            | 27799   | 33037           | 42687                | 40179   | 47615           | 22979                | 22856   | 25617           | 35633               | 33278   | 39742           | 19452               | 17448   | 21681           | 16752               | 15777   | 18687           | 6171                | 5426    | 6877            |
| 23214            | 21128   | 25536           | 13243            | 11373   | 14567           | 18701                | 16712   | 20842           | 10986                | 10118   | 12231           | 16444               | 14505   | 18323           | 9858                | 8061    | 10971           | 7157                | 6391    | 7978            | 3772                | 3079    | 4199            |
| 38715            | 36293   | 42587           | 20993            | 18955   | 23093           | 29773                | 27544   | 33200           | 16522                | 15998   | 18410           | 25302               | 23170   | 28209           | 14287               | 12394   | 15914           | 11587               | 10724   | 12922           | 4880                | 4162    | 5435            |
| 25522            | 23386   | 28074           | 14397            | 12502   | 15837           | 20350                | 18325   | 22682           | 11811                | 10993   | 13151           | 17763               | 15795   | 19795           | 10517               | 8706    | 11707           | 7816                | 7035    | 8713            | 3937                | 3240    | 4383            |
| 26955            | 24788   | 29650           | 15113            | 13202   | 16625           | 21373                | 19326   | 23824           | 12322                | 11537   | 13722           | 18576               | 16590   | 20703           | 10924               | 9104    | 12161           | 8226                | 7436    | 9170            | 4040                | 3341    | 4498            |
| 16719            | 14774   | 18391           | 9995             | 8196    | 10995           | 14062                | 12174   | 15663           | 8667                 | 7654    | 9641            | 12733               | 10874   | 14180           | 8002                | 6246    | 8900            | 5302                | 4575    | 5906            | 3308                | 2625    | 3682            |
| 28347            | 26149   | 31181           | 15809            | 13883   | 17390           | 22367                | 20299   | 24934           | 12819                | 12065   | 14277           | 19377               | 17374   | 21597           | 11324               | 9496    | 12608           | 8624                | 7825    | 9615            | 4139                | 3438    | 4609            |
| 33031            | 30732   | 36334           | 18151            | 16175   | 19967           | 25713                | 23573   | 28669           | 14492                | 13842   | 16144           | 22054               | 19993   | 24584           | 12663               | 10805   | 14102           | 9962                | 9135    | 11109           | 4474                | 3765    | 4982            |
| 100228           | 96473   | 110251          | 51750            | 49045   | 56925           | 73711                | 70530   | 82244           | 38491                | 39332   | 42932           | 60451               | 57557   | 67443           | 31861               | 29587   | 35531           | 29161               | 27918   | 32539           | 9273                | 8461    | 10340           |
| 74450            | 71253   | 81895           | 38861            | 36435   | 42747           | 55298                | 52516   | 61691           | 29285                | 29553   | 32655           | 45721               | 43147   | 51002           | 24496               | 22382   | 27310           | 21796               | 20713   | 24318           | 7432                | 6659    | 8284            |
| 85663            | 82222   | 94229           | 44468            | 41920   | 48915           | 63306                | 60351   | 70631           | 33289                | 33806   | 37125           | 52129               | 49416   | 58155           | 27700               | 25517   | 30887           | 24999               | 23846   | 27893           | 8233                | 7443    | 9179            |
| 63628            | 60664   | 69991           | 33451            | 31141   | 36796           | 47566                | 44955   | 53062           | 25419                | 25447   | 28340           | 39537               | 37097   | 44099           | 21404               | 19357   | 23859           | 18703               | 17687   | 20866           | 6659                | 5903    | 7421            |
| 26785            | 24618   | 29464           | 15030            | 13118   | 16533           | 21249                | 19206   | 23686           | 12260                | 11471   | 13653           | 18483               | 16499   | 20599           | 10877               | 9058    | 12109           | 8176                | 7388    | 9115            | 4027                | 3328    | 4484            |
| 30487            | 28239   | 33536           | 16882            | 14928   | 18570           | 23893                | 21792   | 26637           | 13582                | 12875   | 15128           | 20598               | 18568   | 22959           | 11935               | 10093   | 13289           | 9234                | 8423    | 10296           | 4292                | 3587    | 4779            |
| 32612            | 30317   | 35873           | 17944            | 15967   | 19739           | 25410                | 23276   | 28330           | 14341                | 13681   | 15975           | 21811               | 19755   | 24314           | 12541               | 10686   | 13966           | 9841                | 9016    | 10973           | 4443                | 3735    | 4948            |
| 24669            | 22545   | 27136           | 13974            | 12081   | 15371           | 19736                | 17725   | 21997           | 11504                | 10667   | 12808           | 17272               | 15315   | 19247           | 10272               | 8466    | 11433           | 7571                | 6796    | 8440            | 3876                | 3180    | 4315            |
| 34287            | 31954   | 37716           | 18783            | 16786   | 20661           | 26605                | 24445   | 29664           | 14938                | 14315   | 16642           | 22768               | 20691   | 25381           | 13020               | 11154   | 14500           | 10319               | 9484    | 11507           | 4563                | 3852    | 5082            |
| 40217            | 37755   |                 |                  |         |                 |                      |         |                 |                      |         |                 |                     |         |                 |                     |         |                 |                     |         |                 |                     |         |                 |