

Fiscal Year	F/T OPE	P/T OPE
2021	65.0%	37.0%
2020	64.0%	38.0%
2019	65.0%	39.0%
2018	65.0%	39.0%
2017	64.0%	38.0%
2016	64.0%	38.0%
2015	64.0%	38.0%
2014	65.0%	37.0%
2013	63.0%	36.0%
2012	59.0%	35.0%
2011	55.5%	31.2%
2010	55.5%	31.2%
2009	50.4%	30.3%
2008	55.8%	34.5%
2007	51.5%	31.1%
2006	53.8%	40.2%
2005	53.0%	39.6%
2004	49.9%	32.3%
2003	46.7%	27.0%
2002	45.0%	21.0%
2001	45.0%	21.0%
2000	45.0%	21.0%
1999	45.0%	21.0%
1998	45.0%	21.0%
1997	45.0%	21.0%
1996	47.0%	21.0%
1995	43.5%	20.0%

****NEW RATES MAY BE SET IN FEB/MAR 2020**