Stricken language would be deleted from and underlined language would be added to present law. Act 196 of the Regular Session

1	State of Arkansas	As Engrossed: H2/22/23	
2	94th General Assembly	A Bill	
3	Regular Session, 2023		HOUSE BILL 1430
4			
5	By: Representatives Lu	ndstrum, Beaty Jr., Bentley, Bur	kes, C. Cooper,
6	Duffield, Haak, D. Hod	lges, Ladyman, Long, Maddox, McCo	llum, Pilkington, Ray,
7	R. Scott Richardson, R	ye, Underwood, Unger	
8	By: Senators K. Hammer	, M. McKee, D. Wallace	
9			
10			
11		For An Act To Be Entitled	
12	AN ACT TO A	AMEND THE DIVISION OF WORKFORCE	SERVICES
13	LAW; TO MO	DIFY THE DEFINITION OF "WAGES" I	N CERTAIN
14	CIRCUMSTAN	CES UNDER THE DIVISION OF WORKFO	RCE
15	SERVICES L	AW; TO REDUCE THE MAXIMUM POTENT	IAL
16	UNEMPLOYME	NT COMPENSATION BENEFITS; TO REG	ULATE
17	EMPLOYER C	ONTRIBUTIONS UNDER THE DIVISION	OF
18	WORKFORCE	SERVICES LAW; TO REVISE THE STAB	ILIZATION
19	TAX RATE;	TO AMEND THE LAW CONCERNING THE	
20	UNEMPLOYME	NT COMPENSATION FUND, THE DIVISI	ON OF
21	WORKFORCE	SERVICES TRAINING TRUST FUND, AND	D THE
22	UNEMPLOYME	NT INSURANCE ADMINISTRATION FUND	; TO
23	DECLARE AN	EMERGENCY; AND FOR OTHER PURPOS	ES.
24			
25			
26		Subtitle	
27	TO AM	MEND THE DIVISION OF WORKFORCE	
28	SERVI	ICES LAW; AND TO DECLARE AN	
29	EMERG	GENCY.	
30			
31			
32	BE IT ENACTED BY THE G	ENERAL ASSEMBLY OF THE STATE OF	ARKANSAS:
33			
34		nsas Code § 11-10-215(a)(2)(A)(i	-
35	-	and the taxable wage base under	
36	Workforce Services Law	, is amended to add additional s	ubdivisions to read as



HB1430

1	follows:
2	(f) For a calendar year beginning on or after
3	January 1, 2024, "wages" shall not include remuneration that exceeds the
4	lesser of:
5	(1) Seven thousand dollars (\$7,000) but
6	only if as of June 30 of the most recently completed state fiscal year the
7	balance of the unemployment insurance trust fund is in excess of six hundred
8	million dollars (\$600,000,000); or
9	(2) The amount calculated under
10	subdivisions (a)(2)(A)(i)(d)(l)-(3) of this section.
11	(g) For any calendar year beginning after
12	December 31, 2023, when calculating the amount to determine remuneration
13	constituting wages, then the amount that is included as wages shall not
14	exceed the sum of two thousand dollars (\$2,000) and the amount applicable to
15	the immediately preceding calendar year.
16	
17	SECTION 2. Arkansas Code § 11-10-504(a), concerning the maximum
18	potential benefits payable in a benefit year, is amended to read as follows:
19	(a) <u>(1)</u> For initial claims filed on or after January 1, 2018, the
20	maximum potential benefits of an insured worker in a benefit year shall be
21	the amount equal to the lesser of:
22	(1)(A) Sixteen (16) times his or her weekly benefit
23	amount; or
24	(2)(B) One-third (%) of his or her wages for insured work
25	in his or her base period.
26	(2) For initial claims filed on or after January 1, 2024, the
27	<u>maximum potential benefits of an insured worker in a benefit year shall be</u>
28	the amount equal to the lesser of:
29	(A) Twelve (12) times his or her weekly benefit amount; or
30	(B) One-third (1/3) of his or her wages for insured work
31	<u>in his or her base period.</u>
32	
33	SECTION 3. Arkansas Code § 11-10-704 is amended to read as follows:
34	11-10-704. Future rates — Experience rates generally.
35	(a) The Director of the Division of Workforce Services shall, for each
36	calendar year, classify employers in accordance with their actual experience

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HB1430

1 in the payment of contributions on their own behalf and with respect to 2 regular benefits charged against their accounts, with a view to fixing the 3 contribution rates as will reflect their experience. 4 (b)(1) The Except as provided in subsection (c) of this section, the 5 director shall determine the contribution rates of each employer in 6 accordance with the requirements of this section and § 11-10-705+. 7 (1)(2)(A) Each employer's rate shall be two and nine-tenths 8 percent (2.9%) except as otherwise provided in the other provisions of this 9 subchapter. 10 (A)(i)(B)(i)(a) No employer's rate shall be less than two 11 and nine-tenths percent (2.9%) unless and until there shall have been three 12 (3) years immediately preceding the computation date throughout which an 13 individual in the employer's employ could have received benefits if eligible. 14 (b) Provided, however, an employer who, at the 15 time of establishing an account, is in business in another state or states 16 and who is not currently doing business in Arkansas may elect to receive a 17 beginning contribution rate of two and nine-tenths percent (2.9%) or a 18 contribution rate based on the rate schedule at § 11-10-705(b)(1), whichever 19 is lower, but in no event less than one percent (1%), provided: 20 (a)(1) The employer has been in 21 operation in the other state or states for at least three (3) years 22 immediately preceding the date of becoming a liable employer in Arkansas, 23 throughout which an individual in the employer's employ could have received 24 benefits if eligible; 25 (b)(2) The employer must provide the authenticated account history from information accumulated from operations in 26 27 the other state or all the other states to compute a current Arkansas rate; 28 and (c)(3) The employer's business 29 30 operations established in Arkansas are of the same nature as conducted in the 31 other state or states, as defined by the North American Industry 32 Classification System. 33 (ii)(a) The election authorized in subdivision 34 (b)(1)(A)(i)(b)(1)(B)(i) of this section must be made in writing within 35 thirty (30) days after receiving notice of Arkansas liability. 36 (b) A two-and-nine-tenths-percent rate will be

3

HB1430

1 assigned unless a timely election has been made.

2 (iii) If the election is made timely, the employer's
3 account will receive the rate elected for the remainder of that rate year.
4 The rate assigned for the next and subsequent years will be determined by the
5 condition of the account on the computation date.

6 (B)(C) However, any employer having no covered employment
7 under this chapter for any calendar year shall have a rate equal to his or
8 her most recently determined contribution rate until the employer has one (1)
9 full year of benefit risk experience immediately preceding the computation
10 date.

11 (2)(A)(3)(A) Notwithstanding any other provisions of §§ 11-10-12 701 - 11-10-715, if the director determines that an employer has willfully 13 submitted false information which is material with respect to the employment 14 or separation from employment of any claimant, employee, or former employee, 15 for the purpose of preventing regular benefit charges to the employer's 16 account, the employer shall be assessed a penalty equivalent to twice the 17 amount of the claimant's maximum potential benefit amount.

(B) This charge penalty shall be charged against the
employer's account for experience rating purposes, regardless of whether or
not the employer is a base-period employer and irrespective of the identity
or number of base-period employers.

22 (3)(4) An employer who changes from reimbursement to the 23 contributory method of financing shall be considered a new or newly covered 24 employer and can be entitled to an experience rate only when the new or newly 25 covered employer has met the requirements of this subsection.

26 (4)(5) Each employer's rate beginning January 1 for each twelve27 month period shall be determined on the basis of the employer's record
28 through June 30 of the previous calendar year.

29 (c)(1) The director shall determine the contribution rates of each 30 employer according to the requirements of this section and § 11-10-705. 31 (2)(A) For any calendar year beginning on or after January 1, 32 2024, each employer's rate shall be one and nine-tenths percent (1.9%) except 33 as otherwise provided in this subchapter. 34 (B)(i)(a) An employer's rate shall not be less than one 35 and nine-tenths percent (1.9%) unless and until there have been three (3)

36 years immediately preceding the computation date throughout which an

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HB1430

1	individual in the employer's employ could have received benefits, if		
2	eligible.		
3	(b) Provided, however, an employer who, at the		
4	time of establishing an account, is in business in another state or states		
5	and who is not currently doing business in Arkansas may elect to receive a		
6	beginning contribution rate of one and nine-tenths percent (1.9%) or a		
7	contribution rate based on the rate schedule in § 11-10-705(b)(1), whichever		
8	is lower, but in no event less than one percent (1%), provided:		
9	(1) The employer has been in operation		
10	in the other state or states for at least three (3) years immediately		
11	preceding the date of becoming a liable employer in Arkansas, throughout		
12	which an individual in the employer's employ could have received benefits, if		
13	eligible;		
14	(2) The employer must provide the		
15	authenticated account history from information accumulated from operations in		
16	the other state or states to compute a current Arkansas rate; and		
17	(3) The employer's business operations		
18	established in Arkansas are of the same nature as conducted in the other		
19	state or states, as defined by the North American Industry Classification		
20	System.		
21	(ii)(a) The election authorized in subdivision		
22	(c)(2)(B)(i) of this section must be made in writing within thirty (30) days		
23	after receiving notice of Arkansas liability.		
24	(b) A one-and-nine-tenths-percent rate will be		
25	assigned unless a timely election has been made.		
26	(iii)(a) If the election is timely made, the		
27	employer's account will receive the rate elected for the remainder of that		
28	<u>rate year.</u>		
29	(b) The rate assigned for the next and		
30	subsequent years will be determined by the condition of the account on the		
31	computation date.		
32	(C)(1) However, any employer having no covered employment		
33	under this chapter for any calendar year shall have a rate equal to his or		
34	her most recently determined contribution rate until the employer has one (1)		
35	full year of benefit risk experience immediately preceding the computation		
36	date.		

5

1	(2)(A) Notwithstanding any other provisions of §§ 11-10-701 -		
2	11-10-715, if the director determines that an employer has willfully		
3	submitted false information that is material with respect to the employment		
4	or separation from employment of any claimant, employee, or former employee,		
5	for the purpose of preventing regular benefit charges to the employer's		
6	account, the employer shall be assessed a penalty equivalent to twice the		
7	amount of the claimant's maximum potential benefit amount.		
8	(B) This penalty shall be charged against the employer's		
9	account for experience rating purposes, regardless of whether or not the		
10	employer is a base-period employer and irrespective of the identity or number		
11	of base-period employer.		
12	(3) An employer who changes from reimbursement to the		
13	contributory method of financing shall be considered a new or newly covered		
14	employer and can be entitled to an experience rate only when the new or newly		
15	covered employer has met the requirements of this subsection.		
16	(4) Each employer's rate beginning January 1 for each twelve-		
17	month period shall be determined on the basis of the employer's record		
18	through June 30 of the previous calendar year.		
19			
20	SECTION 4. Arkansas Code § 11-10-705(a)(2), concerning the computation		
21	of employer contribution rates, is amended to read as follows:		
22	(2) The record of an employer shall include, for the purpose of		
23	computing an employer's contribution rate, any payment, except a payment that		
24	represents a stabilization tax an administration assessment payment or a		
25	payment that represents an extended benefit tax payment, made by the employer		
26	on or before July 31 on wages paid by the employer on or before June 30 of		
27	the calendar year.		
28			
29	SECTION 5. Arkansas Code § 11-10-705(b), concerning computation of		
30	employer contribution rates, is amended to add an additional subdivision to		
31	read as follows:		
32	(3)(A) Notwithstanding any other provision of this chapter, for		
33	any calendar year beginning on and after January 1, 2024, an employer that		
34	has been assigned a contribution rate of six percent (6%) under this chapter		
35	and that has had such a rate for the four (4) preceding calendar years will		
36	be assigned an additional contribution assessment of two percent (2%).		

6

HB1430

1	(B) After four (4) consecutive years of being assessed an		
2	additional contribution of two percent (2%) under subdivision (b)(3)(A) of		
3	this section, this additional contribution assessment shall increase to four		
4	percent (4%).		
5			
6	SECTION 6. Arkansas Code § 11-10-705(b)(2), concerning the computation		
7	of employer contribution rates, is repealed.		
8	(2)(A) Notwithstanding any other provision of this chapter, for		
9	any calendar year beginning on and after January 1, 2008, an employer that		
10	has been assigned a contribution rate of six percent (6%) under this chapter		
11	and that has had such a rate for the two (2) preceding calendar years will be		
12	assigned an additional contribution assessment of two percent (2%).		
13	(B) After two (2) consecutive years of being assessed an		
14	additional contribution of two percent (2%) under subdivision (b)(2)(A) of		
15	this section, this additional contribution assessment shall increase to four		
16	percent (4%).		
17	(C) For calendar years beginning January 1, 2014, and		
18	thereafter, after two (2) consecutive years of being assessed an additional		
19	contribution of four percent (4%) under subdivision (b)(2)(B) of this		
20	section, the additional contribution assessment shall increase to six percent		
21	(6%).		
22	(D) For calendar years beginning January 1, 2014, and		
23	thereafter, after two (2) consecutive years of being assessed an additional		
24	contribution of six percent (6%) under subdivision (b)(2)(C) of this section,		
25	the additional contribution assessment shall increase to eight percent (8%).		
26			
27	SECTION 7. Arkansas Code § 11-10-706 is amended to read as follows:		
28	11-10-706. Future rates — Stabilization tax <u>Administrative assessment</u> .		
29	(a)(1) Each Effective July 1, 2023, each employer shall be required to		
30	pay a stabilization tax an administrative assessment on wages paid by the		
31	employer with respect to employment.		
32	(2) This stabilization tax <u>administrative assessment</u> shall not		
33	be credited to the separate account of each employer.		
34	(b)(1) The stabilization tax For the period July 1, 2023, through June		
35	30, 2024, the administrative assessment shall be determined as follows:		
36	twelve and one-half hundredths of one percent (0.125%).		

7

1	(1)(2) If the assets of the Unemployment Compensation Fund on		
2	the computation date are equal to or greater than two percent (2%) but less		
3	than two and one-half percent (2.5%) of total payrolls for employment during		
4	the preceding calendar year, the stabilization tax For the period beginning		
5	on and after July 1, 2024, the administrative assessment shall be one-tenth		
6	of one percent (0.1%);.		
7	(2) If the assets of the Unemployment Compensation Fund on the		
8	computation date are greater than one and one-half percent (1.5%) but less		
9	than two percent (2%) of total payrolls for employment during the preceding		
10	calendar year, the stabilization tax shall be two-tenths of one percent		
11	(0.2%);		
12	(3) If the assets of the Unemployment Compensation Fund on the		
13	computation date are greater than one percent (1%) but less than one and one-		
14	half percent (1.5%) of total payrolls for employment during the preceding		
15	calendar year, the stabilization tax shall be three-tenths of one percent		
16	(0.3%);		
17	(4) If the assets of the Unemployment Compensation Fund on the		
18	computation date are greater than one-half of one percent (0.5%) but less		
19	than one percent (1%) of total payrolls for employment during the preceding		
20	calendar year, the stabilization tax shall be four-tenths of one percent		
21	(0.4%);		
22	(5) If the assets of the Unemployment Compensation Fund on the		
23	computation date are less than one-half of one percent (0.5%) of total		
24	payrolls for employment during the preceding calendar year, the stabilization		
25	tax shall be seven-tenths of one percent (0.7%);		
26	(6) If the assets of the Unemployment Compensation Fund on the		
27	computation date are less than four-tenths of one percent (0.4%) of total		
28	payrolls for employment during the preceding calendar year, the stabilization		
29	tax shall be one and one-tenth percent (1.1%) for the calendar year 1993,		
30	nine-tenths of one percent (0.9%) for the calendar year 1994, and eight-		
31	tenths of one percent (0.8%) for the calendar year 1995 and thereafter; and		
32	(7) For the rate year beginning January 1, 2022, and ending		
33	December 31, 2022, the stabilization tax shall be the lesser of:		
34	(A) The amount determined according to subdivisions		
35	(b)(1)-(6) of this section; or		
36	(B) Two-tenths of one percent (0.2%).		

8

1	(c) Each employer eligible for an experience rating under § 11-10-705		
2	shall have the employer's contribution rate reduced by one-tenth of one		
3	percent (0.1%) for any rate year when the assets of the Unemployment		
4	Compensation Fund on the computation date are greater than five percent (5%)		
5	of total payrolls for employment during the preceding calendar year.		
6	(d) Employers who have elected to reimburse the Unemployment		
7	Compensation Fund in lieu of contributions under § 11-10-404 or § 11-10-713		
8	shall be excluded from the provisions of §§ 11-10-703 — 11-10-708 or any		
9	experience rate computation.		
10	(e)(l) The provisions of this section shall not be effective for any		
11	rate year when the assets of the Unemployment Compensation Fund, excluding		
12	contributions not yet paid, on the computation date equal or exceed two and		
13	one-half percent (2.5%) but are less than five percent (5%) of total payrolls		
14	for employment during the preceding calendar year.		
15	(2) For the purposes of §§ 11-10-703 - 11-10-708, total payrolls		
16	shall exclude payrolls of employers who have elected to reimburse the		
17	Unemployment Compensation Fund in lieu of contributions under § 11-10-404 or		
18	§ 11-10-713.		
19	(3)(A) For the purposes of \$\$ 11-10-703 - 11-10-708, the assets		
20	of the Unemployment Compensation Fund as of the computation date shall		
21	include only contributions which were paid on or before June 30, the		
22	computation date.		
23	(B) Provided, however, for the purposes of this section,		
24	the computation date is defined as September 30 of the calendar year		
25	preceding the tax year.		
26	(C) It shall include any accounts receivable from the		
27	United States for its share of extended benefit payments which have been paid		
28	from the Unemployment Compensation Fund and any accounts receivable from		
29	employers who have elected to reimburse the Unemployment Compensation Fund		
30	for benefits paid under § 11-10-404 or § 11-10-713.		
31	(D) However, it shall exclude the assets of the		
32	Unemployment Compensation Fund Extended Benefits Account and shall be reduced		
33			
	by any outstanding advances owed to the United States Covernment.		
34	by any outstanding advances owed to the United States Covernment. (f)(l)(A)(c)(l) However, Each fiscal year, sixty percent (60%) of the		
34 35			

9

HB1430

1	period July 1, 2007, through June 30, 2023 administrative assessment, up to
2	six million dollars (\$6,000,000), shall be deposited and credited to the
3	Division of Workforce Services Training Trust Fund, there to be used for
4	worker training Unemployment Insurance Administration Fund, there to be used
5	for personal services and operating expenses of the unemployment insurance
6	program necessary for the proper administration of the Division of Workforce
7	Services Law, § 11-10-101 et seq., as determined by the Director of the
8	Division of Workforce Services.
9	(B) The total amount deposited into the Division of
10	Workforce Services Training Trust Fund in any one (1) fiscal year shall not
11	exceed two million five hundred thousand dollars (\$2,500,000).
12	(2)(A) However, the proceeds of the stabilization tax in the
13	amount of two and one-half hundredths of one percent (0.025%) of taxable
14	wages collected during the period July 1, 2007, through June 30, 2023, shall
15	be deposited and credited to the Division of Workforce Services Unemployment
16	Insurance Administration Fund, there to be used for personal services and
17	operating expenses of the unemployment insurance program necessary for the
18	proper administration of the Division of Workforce Services Law, § 11-10-101
19	et seq., as determined by the Director of the Division of Workforce Services
20	After collection of the proceeds of the administrative assessment specified
21	in subdivision (c)(1) of this section, only for the period from July 1, 2023,
22	through June 30, 2024, the remaining proceeds, if any, of the administrative
23	assessment shall be deposited and credited to the Division of Workforce
24	Services Unemployment Insurance Administration Fund, there to be used solely
25	for the purpose of modernizing information technology systems and hardware
26	utilized in the administration of the unemployment insurance program.
27	(B) (i) The total amount deposited into the Division of
28	Workforce Services Unemployment Insurance Administration Fund in any one (1)
29	fiscal year shall not exceed two million five hundred thousand dollars
30	(\$2,500,000) The maximum amount to be deposited and credited under this
31	subdivision (c)(2)(A) shall not exceed the difference between thirty-five
32	million dollars (\$35,000,000) and the amounts deposited and credited in
33	previous state fiscal years to the Division of Workforce Services
34	Unemployment Insurance Administration Fund for the purpose of modernizing
35	information technology systems and hardware utilized in the administration of
36	the unemployment insurance program.

10

HB1430

1	(ii) If the amount deposited into the Division of
2	Workforce Services Unemployment Insurance Administration Fund under
3	subdivision (f)(2)(B)(i) of this section is not sufficient to meet the
4	administrative needs under the Division of Workforce Services Law, § 11-10-
5	101 et seq., the Division of Workforce Services may deposit up to an
6	additional three million five hundred thousand dollars (\$3,500,000) in any
7	one (1) fiscal year to the Division of Workforce Services Unemployment
8	Insurance Administration Fund upon approval by the Chief Fiscal Officer of
9	the State.
10	(C)(i)(3) However, Each fiscal year, after collection of
11	the proceeds of the stabilization tax administrative assessment specified in
12	subdivisions (f)(2)(A) and (B) <u>(c)(l) and (2)</u> of this section, the <u>remaining</u>
13	proceeds, if any, of the stabilization tax administrative assessment in an
14	additional amount of fifteen-hundredths of one percent (0.15%) of taxable
15	wages collected during the period April 1, 2021, through December 31, 2023,
16	up to two million five hundred thousand dollars (\$2,500,000) shall be
17	deposited and credited to the Division of Workforce Services Unemployment
18	Insurance Administration Fund, there to be used solely for the purpose of
19	modernizing information technology systems and hardware utilized in the
20	administration of the unemployment insurance program Training Trust Fund,
21	there to be used for worker training.
22	(ii) The aggregate amount to be transferred into the
23	Division of Workforce Services Unemployment Insurance Administration Fund
24	under this subdivision (f)(2)(C) shall not exceed thirty-five million dollars
25	(\$35,000,000) and shall be reduced by the amount, if any, received from the
26	United States Covernment for the purpose of modernizing information
27	technology systems and hardware utilized in the administration of the
28	unemployment insurance program.
29	(4) Each fiscal year, after collection of the proceeds of the
30	administrative assessment specified under subdivisions (c)(1)-(c)(3) of this
31	section, the remaining proceeds, if any, of the administrative assessment
32	shall be deposited and credited to the Unemployment Compensation Fund.
33	(3)(5) The director shall report to the Legislative Council on a
34	quarterly basis as to any and all uses of the Division of Workforce Services
35	Training Trust Fund and the Division of Workforce Services Unemployment
36	Insurance Administration Fund.

11

1 2 SECTION 8. Arkansas Code § 11-10-801(b)(10), concerning the 3 Unemployment Compensation Fund, is amended to read as follows: 4 (10) All moneys received from the stabilization tax 5 administrative assessment under 11-10-706(c)(4), except the proceeds of § 6 11-10-706(f); and 7 8 SECTION 9. Arkansas Code § 19-5-1131(b)(1), concerning the Division of 9 Workforce Services Training Trust Fund, is amended to read as follows: 10 (b)(1) The fund shall consist of the proceeds of the stabilization tax 11 administrative assessment specified in $\frac{11-10-706(f)}{11-10-706(c)}$ \$ 11-10-706(c)(3), any 12 interest accruing on these revenues, and any other funds made available by 13 the General Assembly. 14 15 SECTION 10. Arkansas Code § 19-5-1232(b)(1), concerning the Division 16 of Workforce Services Unemployment Insurance Administration Fund, is amended 17 to read as follows: 18 (b)(1) The fund shall consist of the proceeds of the stabilization tax 19 administrative assessment as specified in $\frac{11-10-706(f)}{11-10-706(c)(3)}$ 20 any interest accruing on these revenues, and any other funds made available 21 by the General Assembly. 22 23 SECTION 11. EMERGENCY CLAUSE. It is found and determined by the 24 General Assembly that the Arkansas Unemployment Trust Fund is adequately 25 funded to satisfy the state's obligation to pay benefits to unemployed 26 Arkansans; that the current unemployment stabilization tax contributions paid 27 by Arkansas employers are in excess of the amounts needed to fund the state's unemployment insurance program and create an unnecessary expense for 28 29 employers that hinders the employment of Arkansans; and that this act is 30 immediately necessary to remove obstacles to the employment of Arkansans and promote economic opportunity within the state. Therefore, an emergency is 31 32 declared to exist, and this act being immediately necessary for the 33 preservation of the public peace, health, and safety shall become effective 34 on: 35 (1) The date of its approval by the Governor; 36 (2) If the bill is neither approved nor vetoed by the Governor,

12

1	the expiratio	on of the period of time during which the Governor may veto the
2	bill; or	
3	<u>(</u>	(3) If the bill is vetoed by the Governor and the veto is
4	overridden, t	the date the last house overrides the veto.
5		
6		/s/Lundstrum
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9		APPROVED: 3/6/23
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