

Remarks before Alderman Russ Stamper's public hearing
by Ruth Zubrensky, 3404 N. Summit Ave., Milwaukee City
May 26, 2016

I have been a volunteer for the local branch of the NAACP for 15 years and a member of its Labor/Industry Committee. Before that I was a member of the Mayor's Equal Rights Commission, and before that I was a researcher, along with Freida Webb, for the Milwaukee Metropolitan Sewerage District's 1990 "Study to Identify Discriminatory Practices in the Milwaukee Construction Marketplace". Since 2003 the NAACP Labor/Industry committee, of which Freida Webb is the current chair, has undertaken the job of updating this MMSD study. We have written a lengthy manuscript which documents how it came to pass that there has been so few African Americans apprentices — around 200 in 2007 the highest year — and the completion rate was only 4 journeymen in a current four year period.

We hope the situation is turning around now that there is a building boom and a greater consciousness of the injustices that have existed in the past but it is useful to review this history in order to avoid these pitfalls in the future.

Number one, we point our fingers at a tax supported agency, the Bureau of Apprenticeship Standards, housed in the WI Department of Workforce Development, Madison with an adjunct office in Milwaukee, that we believe has

been derelict in its supervision of the state's apprenticeship program and the various joint apprenticeship committees (jac's) under its jurisdiction composed of half union/half contractors in each of the building trades. The bottom line is that this agency did not sufficiently monitor or help jac's gain more minority participation in the apprenticeship program.

This agency has overseen an African American participation rate in the apprenticeship program in Milwaukee between 5% to 9% counting all the years and all the trades, across good times and bad times and in spite of a larger and larger pool of African American job seekers and in spite of the obvious need for conscientious outreach to minorities and women. The Residents Preference Program could become an important source for recruiting.

Here are other concerns:

- the ability of union leadership and many contractors to hire relatives, friends, neighbors and out-of-state or up-state journeymen for jobs together with conscious or unconscious bias, retarded the process of natural integration of contractors' workforces.

- pre apprenticeship training which has been going on since the 1990' did not yield the expected results. The bottom line is that these program did help numbers of people get jobs but did not substantially increase the number of apprentices or the equally important number of

construction contractor's who were willing to hire and train graduates from these programs.

— African American apprentices along with others have a high drop out rate in their first year — statistics show at some point it was twice the rate of whites. For a couple of years, after meeting with the NAACP, the Bureau of Apprenticeship Standards allocated a small sum of money to put into effect a retention program; this proved to be helpful and stem the drop out rate but the program was not renewed.

— the application for an apprenticeship is a little known process and almost all the training headquarters are outside the city limits

— once hired, there may be an unwelcoming culture towards working with African Americans; hazing or worse contribute to a hostile work environment.

— there is an inadequate grievance procedure where work-related problems are not resolved.

In closing, we are heartened by the Public Policy study of the Residents Preference Program and support the concept of an independent coordinating body which can help mediate individual problems being aware of the barriers and hurdles that under represented individuals have had to overcome. *The NAACP needs to be on this committee.*

Calendar Year (CY)	Total # Active Contracts in CY	Average (at registration)		# (Count) and % (Percent of Total Active Apprentices in Column B)															
				Service		Sex				Race/Ethnicity (Ind'l's may belong to multiple categories)									
				Veteran		F		M		White		Total Minority		Black		Hispanic		Other	
				Age	Educ.	#	%	#	%	#	%	#	%	#	%	#	%	#	%
A	B	C	D.	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

Marshfield Area Plumbing JAC

2003	22	27.2	12.1	0	0%	0	0%	22	100%	22	100%	0	0%	0	0%	0	0%	0	0%
2004	25	27.3	12.3	0	0%	0	0%	25	100%	25	100%	0	0%	0	0%	0	0%	0	0%
2005	29	26.4	12.3	0	0%	0	0%	29	100%	29	100%	0	0%	0	0%	0	0%	0	0%
2006	28	26.6	12.4	0	0%	0	0%	28	100%	28	100%	0	0%	0	0%	0	0%	0	0%
2007	27	26.5	12.4	0	0%	0	0%	27	100%	27	100%	0	0%	0	0%	0	0%	0	0%
2008	25	26.3	12.4	0	0%	0	0%	25	100%	25	100%	0	0%	0	0%	0	0%	0	0%
2009	23	24.7	12.4	0	0%	0	0%	23	100%	23	100%	0	0%	0	0%	0	0%	0	0%
2010	18	23.0	12.5	1	6%	0	0%	18	100%	18	100%	0	0%	0	0%	0	0%	0	0%
2011	12	21.3	12.3	1	8%	0	0%	12	100%	12	100%	0	0%	0	0%	0	0%	0	0%
2012	10	21.7	12.1	1	10%	0	0%	10	100%	10	100%	0	0%	0	0%	0	0%	0	0%
2013	8	22.1	12.1	1	13%	0	0%	8	100%	8	100%	0	0%	0	0%	0	0%	0	0%
2014	10	22.2	12.5	1	10%	0	0%	10	100%	10	100%	0	0%	0	0%	0	0%	0	0%
2015	11	22.1	12.5	1	9%	0	0%	11	100%	11	100%	0	0%	0	0%	0	0%	0	0%
*2016	9	22.4	12.7	1	11%	0	0%	9	100%	9	100%	0	0%	0	0%	0	0%	0	0%

Milwaukee Area Bricklaying JAC

2003	53	25.5	12.2	2	4%	0	0%	53	100%	47	89%	9	17%	5	9%	3	6%	1	2%
2004	50	25.8	12.2	1	2%	0	0%	50	100%	42	84%	10	20%	8	16%	2	4%	0	0%
2005	49	27.1	12.2	0	0%	0	0%	49	100%	38	78%	12	24%	11	22%	1	2%	0	0%
2006	58	26.9	12.2	0	0%	1	2%	57	98%	43	74%	17	29%	15	26%	2	3%	0	0%
2007	56	27.3	12.4	1	2%	1	2%	55	98%	40	71%	17	30%	16	29%	1	2%	0	0%
2008	50	27.6	12.4	1	2%	1	2%	49	98%	32	64%	21	42%	18	36%	3	6%	0	0%
2009	33	25.5	12.4	1	3%	1	3%	32	97%	23	70%	13	39%	10	30%	3	9%	0	0%
2010	22	25.2	12.4	1	5%	0	0%	22	100%	15	68%	9	41%	7	32%	2	9%	0	0%
2011	19	25.2	12.2	1	5%	0	0%	19	100%	12	63%	9	47%	7	37%	2	11%	0	0%
2012	11	25.3	12.3	1	9%	0	0%	11	100%	7	64%	6	55%	4	36%	2	18%	0	0%
2013	13	25.8	12.1	1	8%	0	0%	13	100%	10	77%	5	38%	3	23%	2	15%	0	0%
2014	18	28.2	12.3	1	6%	0	0%	18	100%	15	83%	5	28%	3	17%	2	11%	0	0%
2015	26	28.1	12.7	1	4%	0	0%	26	100%	21	81%	7	27%	5	19%	2	8%	0	0%
*2016	21	28.5	12.8	1	5%	0	0%	21	100%	17	81%	6	29%	4	19%	2	10%	0	0%

Calendar Year (CY)	Total # Active Contracts in CY	Average (at registration)		# (Count) and % (Percent of Total Active Apprentices in Column B)															
				Service		Sex				Race/Ethnicity (Ind'ls may belong to multiple categories)									
				Veteran		F		M		White		Total Minority		Black		Hispanic		Other	
				Age	Educ.	#	%	#	%	#	%	#	%	#	%	#	%	#	%
A	B	C	D.	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

Milwaukee Area Cement Masonry JAC

2003	36	26.0	12.0	1	3%	2	6%	34	94%	27	75%	12	33%	8	22%	3	8%	1	3%
2004	24	27.1	12.0	1	4%	1	4%	23	96%	18	75%	9	38%	5	21%	3	13%	1	4%
2005	29	27.9	12.0	1	3%	1	3%	28	97%	20	69%	15	52%	8	28%	6	21%	1	3%
2006	42	28.7	12.0	2	5%	0	0%	42	100%	33	79%	16	38%	8	19%	7	17%	1	2%
2007	44	29.8	12.0	2	5%	3	7%	41	93%	34	77%	18	41%	10	23%	8	18%	0	0%
2008	36	29.6	12.0	1	3%	2	6%	34	94%	30	83%	12	33%	5	14%	6	17%	1	3%
2009	20	30.8	12.0	1	5%	2	10%	18	90%	17	85%	5	25%	2	10%	2	10%	1	5%
2010	13	31.4	12.0	0	0%	1	8%	12	92%	10	77%	3	23%	2	15%	0	0%	1	8%
2011	12	32.9	12.0	1	8%	0	0%	12	100%	9	75%	4	33%	2	17%	1	8%	1	8%
2012	11	34.8	12.0	1	9%	1	9%	10	91%	8	73%	4	36%	3	27%	1	9%	0	0%
2013	10	29.9	12.1	1	10%	1	10%	9	90%	8	80%	3	30%	2	20%	1	10%	0	0%
2014	15	29.7	12.1	1	7%	2	13%	13	87%	12	80%	4	27%	3	20%	2	13%	0	0%
2015	23	32.3	12.2	0	0%	3	13%	20	87%	19	83%	8	35%	4	17%	5	22%	0	0%
*2016	17	33.4	12.2	0	0%	3	18%	14	82%	15	88%	5	29%	2	12%	3	18%	0	0%

Milwaukee Area Electrical JAC

2003	331	24.4	12.0	6	2%	9	3%	322	97%	320	97%	19	6%	10	3%	8	2%	1	0%
2004	316	24.3	12.0	6	2%	9	3%	307	97%	304	96%	22	7%	11	3%	10	3%	1	0%
2005	272	24.3	12.0	6	2%	10	4%	262	96%	259	95%	21	8%	12	4%	8	3%	1	0%
2006	251	24.6	12.0	8	3%	15	6%	236	94%	237	94%	23	9%	11	4%	9	4%	3	1%
2007	239	24.9	12.0	9	4%	16	7%	223	93%	221	92%	24	10%	16	7%	6	3%	2	1%
2008	251	24.9	12.0	11	4%	16	6%	235	94%	232	92%	26	10%	14	6%	7	3%	5	2%
2009	220	25.4	12.0	12	5%	13	6%	207	94%	200	91%	27	12%	15	7%	7	3%	5	2%
2010	178	25.7	12.0	12	7%	13	7%	165	93%	161	90%	23	13%	13	7%	6	3%	4	2%
2011	171	25.6	12.0	11	6%	11	6%	160	94%	151	88%	26	15%	14	8%	6	4%	6	4%
2012	146	26.0	12.0	8	5%	4	3%	142	97%	125	86%	28	19%	16	11%	7	5%	5	3%
2013	142	26.0	12.1	6	4%	4	3%	138	97%	119	84%	31	22%	17	12%	8	6%	6	4%
2014	139	26.2	12.1	5	4%	5	4%	134	96%	116	83%	30	22%	18	13%	7	5%	5	4%
2015	171	26.1	12.0	5	3%	7	4%	164	96%	152	89%	27	16%	14	8%	7	4%	6	4%
*2016	174	26.5	12.0	4	2%	8	5%	166	95%	157	90%	24	14%	12	7%	6	3%	6	3%

Calen-dar Year (CY)	Total # Active Contracts in CY	Average (at registration)		# (Count) and % (Percent of Total Active Apprentices in Column B)															
				Service		Sex				Race/Ethnicity (Ind'l's may belong to multiple categories)									
				Veteran		F		M		White		Total Minority		Black		Hispanic		Other	
		Age	Educ.	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
A	B	C	D.	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

Milwaukee Area Ironworking JAC

2003	123	29.5	12.0	10	8%	3	2%	120	98%	117	95%	13	11%	3	2%	7	6%	3	2%
2004	126	29.5	12.0	5	4%	2	2%	124	98%	115	91%	17	13%	6	5%	6	5%	5	4%
2005	125	29.5	12.1	4	3%	2	2%	123	98%	114	91%	17	14%	6	5%	6	5%	5	4%
2006	184	29.2	12.1	8	4%	3	2%	181	98%	166	90%	28	15%	11	6%	10	5%	7	4%
2007	253	29.1	12.1	14	6%	6	2%	247	98%	229	91%	41	16%	17	7%	17	7%	7	3%
2008	235	29.1	12.1	12	5%	5	2%	230	98%	212	90%	39	17%	16	7%	16	7%	7	3%
2009	162	28.1	12.1	10	6%	3	2%	159	98%	149	92%	26	16%	9	6%	13	8%	4	2%
2010	123	27.9	12.1	7	6%	4	3%	119	97%	113	92%	22	18%	8	7%	12	10%	2	2%
2011	108	28.5	12.1	4	4%	3	3%	105	97%	101	94%	17	16%	5	5%	10	9%	2	2%
2012	90	27.8	12.0	4	4%	4	4%	86	96%	85	94%	14	16%	4	4%	8	9%	2	2%
2013	86	27.7	12.0	7	8%	4	5%	82	95%	78	91%	16	19%	3	3%	8	9%	6	7%
2014	139	28.1	12.0	8	6%	6	4%	133	96%	119	86%	29	21%	11	8%	9	6%	10	7%
2015	191	28.5	12.2	16	8%	9	5%	182	95%	168	88%	36	19%	17	9%	12	6%	8	4%
*2016	149	27.8	12.3	15	10%	5	3%	144	97%	131	88%	31	21%	13	9%	12	8%	7	5%

Milwaukee Area Painting & Decorating JAC

2003	102	28.5	12.0	3	3%	15	15%	87	85%	90	88%	25	25%	10	10%	13	13%	2	2%
2004	86	27.7	12.1	3	3%	9	10%	77	90%	76	88%	20	23%	8	9%	10	12%	2	2%
2005	70	27.7	12.1	2	3%	7	10%	63	90%	61	87%	15	21%	7	10%	6	9%	2	3%
2006	83	27.4	12.1	3	4%	8	10%	75	90%	73	88%	16	19%	9	11%	6	7%	1	1%
2007	96	27.4	12.1	3	3%	11	11%	85	89%	83	86%	24	25%	12	13%	11	11%	1	1%
2008	79	27.2	12.1	2	3%	8	10%	71	90%	67	85%	22	28%	12	15%	10	13%	0	0%
2009	61	27.0	12.1	2	3%	5	8%	56	92%	52	85%	13	21%	9	15%	4	7%	0	0%
2010	48	28.9	12.1	1	2%	5	10%	43	90%	42	88%	9	19%	6	13%	3	6%	0	0%
2011	43	29.1	12.0	0	0%	4	9%	39	91%	39	91%	8	19%	4	9%	4	9%	0	0%
2012	35	28.9	12.0	0	0%	3	9%	32	91%	32	91%	7	20%	3	9%	4	11%	0	0%
2013	30	28.9	12.0	0	0%	2	7%	28	93%	26	87%	7	23%	4	13%	3	10%	0	0%
2014	39	28.4	12.0	0	0%	1	3%	38	97%	34	87%	10	26%	3	8%	5	13%	2	5%
2015	44	28.5	12.0	0	0%	1	2%	43	98%	40	91%	10	23%	2	5%	6	14%	2	5%
*2016	39	28.8	12.0	0	0%	1	3%	38	97%	36	92%	9	23%	2	5%	6	15%	1	3%

Calendar Year (CY)	Total # Active Contracts in CY	Average (at registration)		# (Count) and % (Percent of Total Active Apprentices in Column B)															
				Service		Sex				Race/Ethnicity (Ind'ls may belong to multiple categories)									
				Veteran		F		M		White		Total Minority		Black		Hispanic		Other	
		Age	Educ.	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
A	B	C	D.	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

Milwaukee Area Plumbing JAC

2003	262	25.6	12.2	3	1%	4	2%	258	98%	241	92%	34	13%	18	7%	13	5%	3	1%
2004	254	25.6	12.1	2	1%	4	2%	250	98%	235	93%	32	13%	16	6%	13	5%	3	1%
2005	254	25.6	12.0	2	1%	3	1%	251	99%	241	95%	23	9%	11	4%	11	4%	2	1%
2006	230	25.4	12.0	3	1%	3	1%	227	99%	219	95%	20	9%	10	4%	10	4%	1	0%
2007	231	25.5	12.0	5	2%	1	0%	230	100%	213	92%	28	12%	16	7%	10	4%	2	1%
2008	204	25.6	12.0	6	3%	1	0%	203	100%	189	93%	25	12%	14	7%	10	5%	1	0%
2009	156	25.5	12.0	6	4%	0	0%	156	100%	142	91%	21	13%	12	8%	8	5%	2	1%
2010	131	25.6	12.0	6	5%	1	1%	130	99%	119	91%	18	14%	11	8%	6	5%	1	1%
2011	106	25.5	12.0	6	6%	2	2%	104	98%	93	88%	22	21%	11	10%	9	8%	2	2%
2012	94	25.4	12.0	3	3%	3	3%	91	97%	78	83%	24	26%	14	15%	8	9%	2	2%
2013	75	27.5	12.0	3	4%	3	4%	72	96%	61	81%	24	32%	11	15%	11	15%	3	4%
2014	91	28.8	12.0	5	5%	2	2%	89	98%	75	82%	28	31%	11	12%	14	15%	5	5%
2015	107	28.3	12.0	4	4%	3	3%	104	97%	86	80%	31	29%	15	14%	12	11%	6	6%
*2016	100	27.7	12.0	4	4%	3	3%	97	97%	81	81%	29	29%	13	13%	12	12%	6	6%

Milwaukee Area Sheet Metal JAC

2003	188	25.9	12.0	4	2%	1	1%	187	99%	180	96%	16	9%	7	4%	8	4%	1	1%
2004	174	26.1	12.1	3	2%	2	1%	172	99%	168	97%	15	9%	5	3%	9	5%	1	1%
2005	179	25.8	12.0	2	1%	2	1%	177	99%	170	95%	16	9%	8	4%	7	4%	1	1%
2006	174	26.2	12.0	2	1%	2	1%	172	99%	165	95%	15	9%	9	5%	5	3%	2	1%
2007	192	27.2	12.0	1	1%	3	2%	189	98%	181	94%	19	10%	11	6%	7	4%	2	1%
2008	201	27.3	12.0	0	0%	3	1%	198	99%	187	93%	23	11%	14	7%	7	3%	3	1%
2009	167	27.1	12.0	0	0%	3	2%	164	98%	154	92%	21	13%	13	8%	6	4%	3	2%
2010	176	26.6	12.1	1	1%	3	2%	173	98%	163	93%	21	12%	14	8%	6	3%	2	1%
2011	169	27.3	12.0	1	1%	3	2%	166	98%	156	92%	20	12%	14	8%	5	3%	2	1%
2012	150	27.3	12.0	2	1%	2	1%	148	99%	140	93%	17	11%	11	7%	5	3%	2	1%
2013	147	27.1	12.0	2	1%	2	1%	145	99%	138	94%	15	10%	9	6%	5	3%	2	1%
2014	156	27.2	12.1	2	1%	1	1%	155	99%	148	95%	17	11%	7	4%	9	6%	1	1%
2015	163	27.5	12.2	3	2%	1	1%	162	99%	154	94%	21	13%	7	4%	12	7%	2	1%
*2016	130	27.3	12.2	3	2%	1	1%	129	99%	122	94%	18	14%	6	5%	10	8%	2	2%

Calen-dar Year (CY)	Total # Active Contracts in CY	Average (at registration)		# (Count) and % (Percent of Total Active Apprentices in Column B)															
				Service		Sex				Race/Ethnicity (Ind'ls may belong to multiple categories)									
				Veteran		F		M		White		Total Minority		Black		Hispanic		Other	
		Age	Educ.	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

Milwaukee Area Sprinkler Fitter JAC

2003	95	25.9	12.2	8	8%	0	0%	95	100%	91	96%	8	8%	2	2%	3	3%	3	3%
2004	88	25.8	12.2	6	7%	0	0%	88	100%	84	95%	8	9%	1	1%	3	3%	4	5%
2005	86	26.1	12.1	8	9%	0	0%	86	100%	80	93%	11	13%	3	3%	3	3%	5	6%
2006	91	26.4	12.0	7	8%	1	1%	90	99%	86	95%	12	13%	4	4%	4	4%	4	4%
2007	90	26.5	12.0	6	7%	0	0%	90	100%	85	94%	11	12%	4	4%	4	4%	3	3%
2008	78	26.2	12.0	5	6%	0	0%	78	100%	73	94%	10	13%	4	5%	3	4%	3	4%
2009	56	26.3	12.0	4	7%	0	0%	56	100%	53	95%	6	11%	2	4%	2	4%	2	4%
2010	51	26.5	12.0	4	8%	0	0%	51	100%	49	96%	5	10%	2	4%	2	4%	1	2%
2011	41	26.3	12.0	3	7%	0	0%	41	100%	41	100%	2	5%	0	0%	1	2%	1	2%
2012	40	26.3	12.1	4	10%	0	0%	40	100%	39	98%	3	8%	1	3%	1	3%	1	3%
2013	37	26.2	12.1	2	5%	0	0%	37	100%	36	97%	1	3%	1	3%	0	0%	0	0%
2014	37	26.0	12.3	2	5%	0	0%	37	100%	36	97%	1	3%	1	3%	0	0%	0	0%
2015	41	26.3	12.3	5	12%	0	0%	41	100%	40	98%	1	2%	1	2%	0	0%	0	0%
*2016	34	26.4	12.4	5	15%	0	0%	34	100%	33	97%	1	3%	1	3%	0	0%	0	0%

Milwaukee Area Steam & Refrig JAC

2003	9	24.4	12.0	0	0%	0	0%	9	100%	9	100%	0	0%	0	0%	0	0%	0	0%
------	---	------	------	---	----	---	----	---	------	---	------	---	----	---	----	---	----	---	----

Milwaukee Area Tile Setters JAC

2003	15	31.0	12.6	1	7%	1	7%	14	93%	14	93%	1	7%	1	7%	0	0%	0	0%
2004	15	31.0	12.6	1	7%	1	7%	14	93%	14	93%	1	7%	1	7%	0	0%	0	0%
2005	8	31.1	12.0	0	0%	0	0%	8	100%	8	100%	0	0%	0	0%	0	0%	0	0%
2006	12	28.2	12.0	0	0%	0	0%	12	100%	12	100%	0	0%	0	0%	0	0%	0	0%
2007	12	27.3	12.0	0	0%	0	0%	12	100%	12	100%	0	0%	0	0%	0	0%	0	0%
2008	9	26.1	12.1	0	0%	0	0%	9	100%	9	100%	0	0%	0	0%	0	0%	0	0%
2009	6	30.0	12.2	0	0%	0	0%	6	100%	6	100%	0	0%	0	0%	0	0%	0	0%
2010	8	29.6	12.1	0	0%	0	0%	8	100%	8	100%	0	0%	0	0%	0	0%	0	0%
2011	7	28.1	12.1	0	0%	0	0%	7	100%	7	100%	0	0%	0	0%	0	0%	0	0%
2012	5	26.4	12.0	0	0%	0	0%	5	100%	5	100%	0	0%	0	0%	0	0%	0	0%
2013	5	27.0	12.4	0	0%	0	0%	5	100%	5	100%	0	0%	0	0%	0	0%	0	0%
2014	7	26.4	12.3	0	0%	0	0%	7	100%	7	100%	0	0%	0	0%	0	0%	0	0%
2015	9	25.0	12.0	0	0%	0	0%	9	100%	8	89%	1	11%	1	11%	0	0%	0	0%
*2016	9	25.0	12.0	0	0%	0	0%	9	100%	8	89%	1	11%	1	11%	0	0%	0	0%

No Committee Name

2003	35	26.7	12.5	1	3%	0	0%	35	100%	35	100%	0	0%	0	0%	0	0%	0	0%
2004	30	25.8	12.6	0	0%	0	0%	30	100%	30	100%	0	0%	0	0%	0	0%	0	0%
2005	30	27.3	12.6	1	3%	0	0%	30	100%	30	100%	0	0%	0	0%	0	0%	0	0%
2006	21	27.2	12.6	1	5%	0	0%	21	100%	21	100%	0	0%	0	0%	0	0%	0	0%
2007	17	27.5	12.6	0	0%	0	0%	17	100%	17	100%	0	0%	0	0%	0	0%	0	0%
2008	9	29.1	12.8	0	0%	0	0%	9	100%	9	100%	0	0%	0	0%	0	0%	0	0%
2009	4	32.0	13.3	0	0%	0	0%	4	100%	4	100%	0	0%	0	0%	0	0%	0	0%
2010	2	30.0	12.5	0	0%	0	0%	2	100%	2	100%	0	0%	0	0%	0	0%	0	0%