ProviderType	Private Center																
GoldSeal	GoldSeal																
									Approved Provider Rei		Rate without	Approved Prov		sement Rate			
										ld Seal			ith Gold Seal			Total Paymer	
	Number of Providers			1	Private Pa	y Rates			(School	Readiness)			ool Readiness	5)		(School Read	iness)
												Weighted					
												Average					
											Percent of	Approved		Percent of			
		Number of						Weighted		Percent of	Weighted	Provider	Percent of	Weighted	Weighted	Percent of	
		Providers	Weighted	I		Weighted	Most	75th	Weighted Average	Weighted	75th	Reimbursemen	Weighted	75th	Average	Weighted	Percent of
		with Private	Average	Maximum	Minimum	Median	Frequent	Percentile	Approved Provider	Average	Percentile	t	Average	Percentile	Total	Average	Weighted 75th
						IVICUIUII	rrequent	reiteittie	Approved Frovider	Aveluge		-				,c. ugc	er c.gcu / Jt
		Pay Rates							Reimbursement Rate			Rate with			Payment	- 1	Percentile
Care Level	Number of Providers with Private Pay Rates	Pay Rates	Private Pay	Private Pay	Private Pay	Private Pay	Private	Private Pay	• • • • • • • • • • • • • • • • • • • •	Private Pay	Private Pay			Private Pay		- 1	•
Care Level	Number of Providers with Private Pay Rates	Pay Rates	Private Pay	Private Pay	Private Pay Rate	Private Pay	Private Pay Rate	Private Pay	Reimbursement Rate without Gold Seal	Private Pay	Private Pay	Rate with Gold Seal	Private Pay	Private Pay	Payment Rate	Private Pay	Percentile
		Pay Rates	Private Pay Rate \$ 52.40	Private Pay Rate \$ 81.60	Private Pay Rate	Private Pay Rate	Private Pay Rate	Private Pay Rate	Reimbursement Rate without Gold Seal \$ 44.59	Private Pay Rate	Private Pay Rate	Rate with Gold Seal \$ 53.44	Private Pay Rate	Private Pay Rate 89.07%	Payment Rate	Private Pay Rate	Percentile Private Pay Rate
Infant	1,195	Pay Rates Excluded	Private Pay Rate \$ 52.40 \$ 46.28	Private Pay Rate \$ 81.60 \$ 82.40	Private Pay Rate \$ 12.69	Private Pay Rate \$ 53.00	Private Pay Rate \$ 60.00 \$ 40.00	Private Pay Rate \$ 60.00	Reimbursement Rate without Gold Seal \$ 44.59 \$ 36.86	Private Pay Rate 85.10%	Private Pay Rate 74.32%	Rate with Gold Seal \$ 53.44	Private Pay Rate 101.98%	Private Pay Rate 89.07% 84.17%	Payment Rate \$ 55.02	Private Pay Rate 105.00%	Percentile Private Pay Rate 91.70%
Infant Toddler	1,195 1,390	Pay Rates Excluded 1	Private Pay Rate \$ 52.40 \$ 46.28 \$ 43.30	Private Pay Rate \$ 81.60 \$ 82.40	Private Pay Rate \$ 12.69 \$ 12.47	Private Pay Rate \$ 53.00 \$ 46.00	Private Pay Rate \$ 60.00 \$ 40.00	Private Pay Rate \$ 60.00 \$ 52.50	Reimbursement Rate without Gold Seal \$ 44.59 \$ 36.86	Private Pay Rate 85.10% 79.65%	Private Pay Rate 74.32% 70.21% 67.49%	Rate with Gold Seal \$ 53.44 \$ 44.19 \$ 39.81	Private Pay Rate 101.98% 95.48%	Private Pay Rate 89.07% 84.17% 80.93%	Payment Rate \$ 55.02 \$ 45.52	Private Pay Rate 105.00% 98.36%	Percentile Private Pay Rate 91.70% 86.70%
Infant Toddler 2 Year Old	1,195 1,390 1,460	Pay Rates Excluded 1 1 2	\$ 52.40 \$ 46.28 \$ 43.30 \$ 40.17	Private Pay Rate \$ 81.60 \$ 82.40 \$ 88.34	Private Pay Rate \$ 12.69 \$ 12.47 \$ 11.78	Private Pay Rate \$ 53.00 \$ 46.00 \$ 42.50	Private Pay Rate \$ 60.00 \$ 40.00 \$ 40.00	Private Pay Rate \$ 60.00 \$ 52.50 \$ 49.19	Reimbursement Rate without Gold Seal \$ 44.59 \$ 36.86 \$ 33.20 \$ 29.11	Private Pay Rate 85.10% 79.65% 76.67%	Private Pay Rate 74.32% 70.21% 67.49%	Rate with Gold Seal \$ 53.44 \$ 44.19 \$ 39.81 \$ 34.90	Private Pay Rate 101.98% 95.48% 91.94%	Private Pay Rate 89.07% 84.17% 80.93% 75.87%	Payment Rate \$ 55.02 \$ 45.52 \$ 41.09	Private Pay Rate 105.00% 98.36% 94.90%	Percentile Private Pay Rate 91.70% 86.70% 83.53%
Infant Toddler 2 Year Old Preschool 3	1,195 1,390 1,460 1,478	Pay Rates Excluded 1 1 2 2 2	\$ 52.40 \$ 46.28 \$ 43.30 \$ 40.17	Private Pay Rate \$ 81.60 \$ 82.40 \$ 88.34 \$ 88.87 \$ 89.62	Private Pay Rate \$ 12.69 \$ 12.47 \$ 11.78 \$ 11.09	Private Pay Rate \$ 53.00 \$ 46.00 \$ 42.50 \$ 39.80	Private Pay Rate \$ 60.00 \$ 40.00 \$ 40.00 \$ 40.00 \$ 40.00 \$ 40.00	Private Pay Rate \$ 60.00 \$ 52.50 \$ 49.19 \$ 46.00	Reimbursement Rate without Gold Seal \$ 44.59 \$ 36.86 \$ 33.20 \$ 29.11 \$ 27.79	Private Pay Rate 85.10% 79.65% 76.67% 72.47%	Private Pay Rate 74.32% 70.21% 67.49% 63.28%	Rate with Gold Seal \$ 53.44 \$ 44.19 \$ 39.81 \$ 34.90 \$ 33.31	Private Pay Rate 101.98% 95.48% 91.94% 86.88%	Private Pay Rate 89.07% 84.17% 80.93% 75.87%	Payment Rate \$ 55.02 \$ 45.52 \$ 41.09 \$ 35.97 \$ 34.30	Private Pay Rate 105.00% 98.36% 94.90% 89.54%	Percentile Private Pay Rate 91.70% 86.70% 83.53% 78.20%
Infant Toddler 2 Year Old Preschool 3 Preschool 4	1,195 1,390 1,460 1,473	Pay Rates Excluded 1 1 2 2 2	\$ 52.40 \$ 46.28 \$ 43.30 \$ 40.17 \$ 39.09 \$ 38.49	Private Pay Rate \$ 81.60 \$ 82.40 \$ 88.34 \$ 88.87 \$ 90.00	Private Pay Rate \$ 12.69 \$ 12.47 \$ 11.78 \$ 11.09 \$ 11.09 \$ 11.09	\$ 53.00 \$ 46.00 \$ 42.50 \$ 39.80 \$ 38.00	Private Pay Rate \$ 60.00 \$ 40.00 \$ 40.00 \$ 40.00 \$ 40.00 \$ 40.00	\$ 60.00 \$ 52.50 \$ 49.19 \$ 46.00 \$ 45.00	Reimbursement Rate without Gold Seal \$ 44.59 \$ 36.86 \$ 33.20 \$ 29.11 \$ 27.79	Private Pay Rate 85.10% 79.65% 76.67% 72.47% 71.09%	Private Pay Rate 74.32% 70.21% 67.49% 63.28% 61.76%	Rate with Gold Seal \$ 53.44 \$ 44.19 \$ 39.81 \$ 34.90 \$ 33.31 \$ 32.49	Private Pay Rate 101.98% 95.48% 91.94% 86.88% 85.21%	Private Pay Rate 89.07% 84.17% 80.93% 75.87% 74.02%	Payment Rate \$ 55.02 \$ 45.52 \$ 41.09 \$ 35.97 \$ 34.30	Private Pay Rate 105.00% 98.36% 94.90% 89.54% 87.75%	Percentile Private Pay Rate 91.70% 86.70% 83.53% 78.20% 76.22%

ProviderType	Private Center													
GoldSeal	Non GoldSeal													
									Approved Provider Rein	mbursement R	Rate without			
									Gol	d Seal		Tota	l Payment Rat	e
	Number of Providers				Private Pa	y Rates			(School	Readiness)		(Sch	ool Readiness)
											Percent of			Percent of
		Number of						Weighted		Percent of	Weighted		Percent of	Weighted
		Providers	Weighted			Weighted	Most	75th	Weighted Average	Weighted	75th		Weighted	75th
		with Private	Average	Maximum	Minimum	Median	Frequent	Percentile	Approved Provider	Average	Percentile	Weighted	Average	Percentile
		Pay Rates	Private Pay	Private Pay	Private Pay	Private Pay	Private	Private Pay	Reimbursement Rate	Private Pay	Private Pay	Average Total	Private Pay	Private Pay
Care Level	Number of Providers with Private Pay Rates	Excluded	Rate	Rate	Rate	Rate	Pay Rate	Rate	without Gold Seal	Rate	Rate	Payment Rate	Rate	Rate
Infant	2,724	4	\$ 45.10	\$ 90.00	\$ 11.40	\$ 44.00	\$ 40.00	\$ 50.00	\$ 40.59	90.00%	81.18%	\$ 42.00	93.13%	84.00%
Toddler	3,198	6	\$ 39.56	\$ 86.61	\$ 10.85	\$ 38.00	\$ 35.00	\$ 44.60	\$ 33.66	85.09%	75.47%	\$ 34.86	88.12%	78.16%
2 Year Old	3,409	7	\$ 36.97	\$ 89.10	\$ 13.25	\$ 35.00	\$ 32.00	\$ 41.00	\$ 30.49	82.47%	74.37%	\$ 31.63	85.56%	77.15%
Dunnah and 2												ć 37.0c	04 400/	71 (00/
Preschool 3	3,583	7	\$ 34.31	\$ 89.98	\$ 11.09	\$ 32.60	\$ 30.00	\$ 39.00	\$ 26.94	78.52%	69.08%	\$ 27.96	81.49%	71.69%
Preschool 4	3,583 3,710	7 11	\$ 34.31 \$ 32.26			\$ 32.60 \$ 30.40	\$ 30.00 \$ 28.00	\$ 39.00 \$ 37.00		78.52% 79.73%	69.08%	\$ 26.72	81.49% 82.83%	72.22%
		7 11 7		\$ 87.76	\$ 10.00	\$ 30.40			\$ 25.72			\$ 26.72		
Preschool 4	3,710	7 11 7 20	\$ 32.26 \$ 30.64	\$ 87.76 \$ 87.76	\$ 10.00 \$ 10.00	\$ 30.40	\$ 28.00	\$ 37.00	\$ 25.72 \$ 24.94	79.73%	69.51%	\$ 26.72 \$ 25.90	82.83%	72.22%

ProviderType Large Family Day Care Home GoldSeal Approved Provider Reimbursement Rate without | Approved Provider Reimbursement Rate **Gold Seal** with Gold Seal **Total Payment Rate** Number of Providers **Private Pay Rates** (School Readiness) (School Readiness) (School Readiness) Weighted Average Percent of Approved Percent of Number of Weighted Percent of Weighted Provider Percent of Weighted Weighted Percent of Weighted Providers Weighted Weighted Most 75th Weighted Average 75th Re Weighted 75th Average Weighted Percent of with Private Average Median Frequent Percentile **Approved Provider** Average Percentile Average Percentile Average Weighted 75th **Private Pay** Private Pay Private Pay Percentile Pay Rates Private Pay Private Private Pay Reimbursement Rate Private Pay Private Pay Rate with Private Pay Private Pay Payment **Private Pay** Care Level Number of Providers with Private Pay Rates Excluded Rate Rate Rate Rate Pay Rate Rate without Gold Seal Rate Rate **Gold Seal** Rate Rate Rate Rate **Private Pay Rate** Infant 46.42 90.00 26.00 \$ 45.00 \$ 50.00 52.00 \$ 86.51% 77.23% \$ 48.03 103.47% 92.37% \$ 50.23 108.21% 96 60% 1 | \$ 40.16 Toddler 80 42.01 90.00 24.00 \$ 40.00 \$ 50.00 50.00 32.96 78.46% 65.92% \$ 38.95 92.72% 77.90% \$ 40.82 97.17% 81.64% 2 Year Old 80 39.83 \$ 24.00 \$ 37.00 \$ 45.00 45.00 \$ 77 68% 37.03 82.29% \$ 38.82 86.27% 1 \$ 90.00 30.94 68.76% S 92.97% 97 46% Preschool 3 80 37.33 90.00 24.00 \$ 34.00 \$ 40.00 40.00 26.42 70.77% 66.05% \$ 83.69% 78.10% \$ 32.49 87.03% 81.23% 31.24 Preschool 4 80 1 \$ 18.00 \$ 33.00 \$ 30.00 \$ 37.00 \$ 68.51% 65.03% \$ 28.83 82.09% 77.92% \$ 30.24 86.10% 81.73% 35.12 \$ 76.00 24.06 Preschool 5 80 1 \$ 34.38 \$ 76.00 S 17.00 S 31.20 \$ 30.00 \$ 36.03 S 24.63 71.64% 68.36% S 29.30 85.22% 81.32% \$ 30.20 87.84% 83.82% School Age 79 1 \$ 31.47 \$ 75.00 \$ 14.00 \$ 28.00 \$ 30.00 \$ 35.00 \$ 18.84 59.87% 53.83% \$ 22.42 71.24% 64.06% \$ 23.57 74.90% 67.34% Special Needs 36 75.56 \$ 15.00 S 45.00 \$ 50.00 \$ 34.46 75.97% 63.81% \$ 91.16% 76.57% \$ 42.72 79.11% 2 \$ 45.36 \$ 54.00 \$ 41.35

ProviderType GoldSeal	Large Family Day Care Home Non GoldSeal													
									Approved Provider Rei	mbursement F	ate without			
									Go	d Seal		Tota	l Payment Rat	te
	Number of Providers				Private Pa	y Rates			(School	Readiness)		(Sch	ool Readiness)
											Percent of			Percent of
		Number of						Weighted		Percent of	Weighted		Percent of	Weighted
		Providers	Weighted			Weighted	Most	75th	Weighted Average	Weighted	75th		Weighted	75th
		with Private	Average	Maximum	Minimum	Median	Frequent	Percentile	Approved Provider	Average	Percentile	Weighted	Average	Percentile
		Pay Rates	Private Pay	Private Pay	Private Pay	Private Pay	Private	Private Pay	Reimbursement Rate	Private Pay	Private Pay	Average Total	Private Pay	Private Pay
Care Level	Number of Providers with Private Pay Rates	Excluded	Rate	Rate	Rate	Rate	Pay Rate	Rate	without Gold Seal	Rate	Rate	Payment Rate	Rate	Rate
Infant	289	1	\$ 38.10	\$ 68.00	\$ 10.16	\$ 37.00	\$ 40.00	\$ 43.00	\$ 37.53	98.50%	87.28%	\$ 39.41	103.44%	91.65%
Toddler	297	2	\$ 34.41	\$ 58.00	\$ 17.55	\$ 33.00	\$ 30.00	\$ 38.00	\$ 31.24	90.79%	82.21%	\$ 32.64	94.86%	85.89%
2 Year Old	297	3	\$ 32.59	\$ 55.00	\$ 20.00	\$ 32.00	\$ 32.00	\$ 36.00	\$ 28.55	87.60%	79.31%	\$ 29.74	91.25%	82.61%
Preschool 3	298	3	\$ 30.89	\$ 55.00	\$ 12.00	\$ 30.00	\$ 30.00	\$ 34.02	\$ 25.26	81.77%	74.25%	\$ 26.25	84.98%	77.16%
Preschool 4	294	3	\$ 30.08	\$ 78.52	\$ 12.00	\$ 30.00	\$ 30.00	\$ 34.00	\$ 23.99	79.75%	70.56%	\$ 24.89	82.75%	73.21%
Preschool 5	286	1	\$ 28.97	\$ 55.00	\$ 12.00	\$ 28.00	\$ 30.00	\$ 32.00	\$ 22.65	78.18%	70.78%	\$ 23.57	81.36%	73.66%
School Age	258	2	\$ 25.79	\$ 55.00	\$ 10.00	\$ 25.00	\$ 20.00	\$ 30.00	\$ 17.49	67.82%	58.30%	\$ 18.25	70.76%	60.83%
Special Needs	84	1	\$ 40.15	\$ 79.00	\$ 20.00	\$ 40.00	\$ 50.00	\$ 47.00	\$ 51.82	129.07%	110.26%	\$ 55.19	137.46%	117.43%

ProviderType	Family Child Care Home																
GoldSeal	GoldSeal																
									Approved Provider Rei	mbursement R	ate without	Approved Prov	ider Reimbur	sement Rate			
									Gol	d Seal		w	ith Gold Seal			Total Paymen	t Rate
	Number of Providers				Private Pa	y Rates			(School	Readiness)		(Sch	nool Readiness	s)		(School Readi	iness)
												Weighted Average					
											Percent of	Approved		Percent of			
		Number of						Weighted		Percent of	Weighted	Provider	Percent of	Weighted	Weighted	Percent of	
		Providers	Weighted			Weighted	Most	75th	Weighted Average	Weighted	75th	Reimbursemen	Weighted	75th	Average	Weighted	Percent of
		with Private	Average	Maximum	Minimum	Median	Frequent	Percentile	Approved Provider	Average	Percentile	t	Average	Percentile	Total	Average	Weighted 75th
		Pay Rates	Private Pay	Private Pay	Private Pay	Private Pay	Private	Private Pay	Reimbursement Rate	Private Pay	Private Pay	Rate with	Private Pay	Private Pay	Payment	Private Pay	Percentile
Care Level	Number of Providers with Private Pay Rates	Excluded	Rate	Rate	Rate	Rate	Pay Rate	Rate	without Gold Seal	Rate	Rate	Gold Seal	Rate	Rate	Rate	Rate	Private Pay Rate
Infant	72	6	\$ 47.91	\$ 80.00	\$ 26.00	\$ 48.00	\$ 50.00	\$ 55.00	\$ 40.23	83.97%	73.15%	\$ 48.27	100.75%	87.76%	\$ 50.50	105.41%	91.82%
Toddler	73	5	\$ 44.54	\$ 80.00	\$ 22.00	\$ 40.80	\$ 50.00	\$ 50.00	\$ 33.11	74.34%	66.22%	\$ 39.73	89.20%	79.46%	\$ 41.56	93.31%	83.12%
2 Year Old	73	5	\$ 42.19	\$ 80.00	\$ 20.00	\$ 40.80	\$ 36.00	\$ 48.00	\$ 30.66	72.67%	63.88%	\$ 36.80	87.22%	76.67%	\$ 38.44	91.11%	80.08%
Preschool 3	73	5	\$ 39.46	\$ 80.00	\$ 18.00	\$ 35.00	\$ 34.00	\$ 45.00	\$ 25.24	63.96%	56.09%	\$ 30.29	76.76%	67.31%	\$ 31.87	80.77%	70.82%
Preschool 4	73	5	\$ 37.05	\$ 80.00	\$ 17.00	\$ 35.00	\$ 40.00	\$ 42.00	\$ 23.71	63.99%	56.45%	\$ 28.44	76.76%	67.71%	\$ 29.75	80.30%	70.83%
Preschool 5	68	5	\$ 35.86	\$ 80.00	\$ 17.00	\$ 33.00	\$ 32.00	\$ 40.00	\$ 23.80	66.37%	59.50%	\$ 28.56	79.64%	71.40%	\$ 29.88	83.32%	74.70%
School Age	67	4	\$ 32.95	\$ 85.00	\$ 12.40	\$ 30.00	\$ 30.00	\$ 34.00	\$ 17.43	52.90%	51.26%	\$ 20.57	62.43%	60.50%	\$ 21.63	65.64%	63.62%
Special Needs	19	5	\$ 56.78	\$ 80.00	\$ 32.00	\$ 55.00	\$ 71.00	\$ 70.80	\$ 47.29	83.29%	66.79%	\$ 56.75	99.95%	80.16%	\$ 59.72	105.18%	84.35%

ProviderType	Family Child Care Home													
GoldSeal	Non GoldSeal													
									Approved Provider Rei	mbursement R	ate without			
									Gol	d Seal		Tota	al Payment Rat	te
	Number of Providers				Private Pa	y Rates			(School	Readiness)		(Sch	nool Readiness	.)
											Percent of			Percent of
		Number of						Weighted		Percent of	Weighted		Percent of	Weighted
		Providers	Weighted			Weighted	Most	75th	Weighted Average	Weighted	75th		Weighted	75th
		with Private	Average	Maximun	Minimum	Median	Frequent	Percentile	Approved Provider	Average	Percentile	Weighted	Average	Percentile
		Pay Rates	Private Pay	Private Pa	Private Pay	Private Pay	Private	Private Pay	Reimbursement Rate	Private Pay	Private Pay	Average Total	Private Pay	Private Pay
Care Level	Number of Providers with Private Pay Rates	Excluded	Rate	Rat	Rate	Rate	Pay Rate	Rate	without Gold Seal	Rate	Rate	Payment Rate	Rate	Rate
Infant	1,727	33	\$ 36.54	\$ 83.14	\$ 13.86	\$ 36.00	\$ 40.00	\$ 40.00	\$ 38.30	104.82%	95.75%	\$ 39.81	108.95%	99.53%
Toddler	1,756	31	\$ 33.27	\$ 80.00	\$ 10.39	\$ 32.00	\$ 30.00	\$ 37.00	\$ 31.52	94.74%	85.19%	\$ 32.83	98.68%	88.73%
2 Year Old	1,749	35	\$ 31.91	\$ 83.14	\$ 10.39	\$ 30.00	\$ 30.00	\$ 36.00	\$ 28.62	89.69%	79.50%	\$ 29.85	93.54%	82.92%
Preschool 3	1,718	36	\$ 30.31	\$ 80.00	\$ 10.39	\$ 30.00	\$ 30.00	\$ 34.00	\$ 25.09	82.78%	73.79%	\$ 26.10	86.11%	76.76%
Preschool 4	1,634	30	\$ 29.45	\$ 80.00	\$ 10.00	\$ 29.00	\$ 30.00	\$ 34.00	\$ 23.27	79.02%	68.44%	\$ 24.26	82.38%	71.35%
Preschool 5	1,467	28	\$ 28.34	\$ 75.80	\$ 11.32	\$ 27.71	\$ 30.00	\$ 32.00	\$ 22.66	79.96%	70.81%	\$ 23.77	83.87%	74.28%
School Age	1,254	35	\$ 24.65	\$ 75.80	\$ 10.00	\$ 24.00	\$ 20.00	\$ 30.00	\$ 17.78	72.13%	59.27%	\$ 18.55	75.25%	61.83%
Special Needs	374	7	\$ 37.26	\$ 87.48	\$ 10.00	\$ 35.00	\$ 30.00	\$ 44.00	\$ 39.17	105.13%	89.02%	\$ 41.12	110.36%	93.45%

ProviderType Public School GoldSeal Approved Provider Reimbursement Rate without Approved Provider Reimbursement Rate **Total Payment Rate Gold Seal** with Gold Seal (School Readiness) **Number of Providers Private Pay Rates** (School Readiness) (School Readiness) Weighted Average Percent of Approved Percent of Percent of Weighted Weighted Number of Weighted Weighted Provider Percent of Percent of Providers Weighted Weighted Most 75th Weighted Average Weighted 75th Reimbursemen Weighted 75th Average Weighted Percent of Approved Provider with Private Maximu Minimum Median Percentile Percentile Percentile Total Weighted 75th Average Frequent Average Average Average Pay Rates Private Pay Private Pay Private Pay Private Pay Private Private Pay Reimbursement Rate Private Pay Private Pay Private Pay Private Pay Payment **Private Pay** Percentile Number of Providers with Private Pay Rates without Gold Seal Gold Seal Private Pay Rate Care Level Excluded Rate Rate Rate Rate Pay Rate Rate Rate Rate Rate Rate Rate Rate Infant Toddler 2 Year Old 107.00% Preschool 3 19 0 \$ 27.79 \$ 28.00 \$ 19.00 \$ 28.00 \$ 28.00 \$ 28.00 \$ 28.00 100.76% 100.00% \$ 28.00 100.76% 100.00% \$ 29.96 107.81% Preschool 4 38 28.18 38.50 Ś 19.00 S 28.00 \$ 28.00 28.00 S 27.77 98.55% 99.18% \$ 27.87 98.90% 99.54% \$ 28.59 101.45% 102.11% 0 \$ Preschool 5 45 0 \$ 31.64 46.00 19.00 \$ 28.00 28.00 38.50 \$ 26.80 84.70% 69.61% \$ 26.90 85.02% 69.87% \$ 27.66 87.42% 71.84% 94 38.50 \$ 38.50 \$ 51.71% 61.90% \$ 24.52 63.69% School Age 0 \$ 38.41 \$ 38.50 \$ 19.00 \$ 38.50 \$ 19.86 51.58% \$ 23.83 62.04% 63.84% Special Needs

ProviderType	Public School													
GoldSeal	Non GoldSeal													
									Approved Provider Rei	mbursement F	Rate without			
									Go	ld Seal		Tota	al Payment Ra	te
	Number of Providers				Private Pa	y Rates			(School	Readiness)		(Sch	nool Readiness	s)
											Percent of			Percent of
		Number of						Weighted		Percent of	Weighted		Percent of	Weighted
		Providers	Weighted			Weighted	Most	75th	Weighted Average	Weighted	75th		Weighted	75th
		with Private	Average	Maximum	Minimum	Median	Frequent	Percentile	Approved Provider	Average	Percentile	Weighted	Average	Percentile
		Pay Rates	Private Pay	Private Pay	Private Pay	Private Pay	Private	Private Pay	Reimbursement Rate	Private Pay	Private Pay	Average Total	Private Pay	Private Pay
Care Level	Number of Providers with Private Pay Rates	Excluded	Rate	Rate	Rate	Rate	Pay Rate	Rate	without Gold Seal	Rate	Rate	Payment Rate	Rate	Rate
Infant	13	0	\$ 26.67	\$ 30.00	\$ 23.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	101.24%	100.00%	*	*	*
Toddler	13	0	\$ 23.58	\$ 30.00	\$ 17.00	\$ 22.00	\$ 22.00	\$ 25.00	\$ 21.11	89.53%	84.44%	\$ 21.88	92.79%	87.52%
2 Year Old	13	0	\$ 22.08	\$ 27.02	\$ 15.00	\$ 20.00	\$ 19.00	\$ 26.00	\$ 19.05	86.28%	73.27%	\$ 19.33	87.55%	74.35%
Preschool 3	112	0	\$ 17.36	\$ 27.02	\$ 12.40	\$ 12.40	\$ 12.40	\$ 23.61	\$ 18.11	104.32%	76.70%	\$ 18.25	105.13%	77.30%
Preschool 4	190	1	\$ 18.80	\$ 35.00	\$ 10.00	\$ 20.00	\$ 12.40	\$ 23.61	\$ 18.15	96.54%	76.87%	\$ 18.42	97.98%	78.02%
Preschool 5	205	1	\$ 18.99	\$ 40.00	\$ 10.00	\$ 20.00	\$ 12.40	\$ 23.61	\$ 25.06	131.96%	106.14%	\$ 25.06	131.96%	106.14%
School Age	444	2	\$ 17.71	\$ 70.00	\$ 12.40	\$ 18.00	\$ 20.00	\$ 20.00	\$ 19.53	110.28%	97.65%	\$ 19.53	110.28%	97.65%
Special Needs	29	1	\$ 19.13	\$ 32.67	\$ 12.40	\$ 20.00	\$ 12.40	\$ 25.00	\$ 17.00	88.87%	68.00%	\$ 17.00	88.87%	68.00%

ProviderType Non-Public School GoldSeal Approved Provider Reimbursement Rate without Approved Provider Reimbursement Rate with Gold Seal **Total Payment Rate** Gold Seal **Number of Providers** (School Readiness) **Private Pay Rates** (School Readiness) (School Readiness) Weighted Average Percent of Approved Percent of Number of Weighted Percent of Weighted Provider Percent of Weighted Weighted Percent of Providers Weighted Weighted Most 75th Weighted Average Weighted 75th Reimbursemen Weighted 75th Average Weighted Percent of Weighted 75th with Private Average Maximun Minimum Median Frequent Percentile Approved Provider Average Percentile Average Percentile Total Average Pay Rates **Private Pay** Private Pay Private Pay Private Pay Private Private Pay Reimbursement Rate **Private Pay** Private Pay Rate with Private Pay Private Pay Payment **Private Pay** Percentile Number of Providers with Private Pay Rates Private Pay Rate Care Level Excluded Rate Rate Rate Rate Pav Rate Rate without Gold Seal Rate Rate Gold Seal Rate Rate Rate Rate Infant 0 \$ 55.45 73.86 34.41 \$ 58.00 \$ 48.00 58.50 \$ 42.03 75.80% 71.85% \$ 50.44 90.96% 86.22% \$ 51.70 93.24% 88.38% Toddler 31 49.53 \$ 48.75 \$ 42.00 \$ 79.41% \$ 45.27 80.84% 0 \$ 61.40 S 29.79 \$ 56.00 S 37.28 75.27% 66.57% S 44.47 89.78% 91.40% 2 Year Old 37 0 \$ 47.41 \$ 60.18 \$ 29.79 \$ 46.75 \$ 40.00 \$ 53.00 \$ 34.39 72.54% 64.89% \$ 41.26 87.03% 77.85% \$ 42.41 89.45% 80.02% 31.60 73.95% \$ 38.39 75.65% Preschool 3 38 0 \$ 45.01 59.51 \$ 25.17 \$ 46.00 \$ 39.00 50.75 \$ 70.21% 62.27% \$ 37.53 83.38% 85.29% Preschool 4 38 0 \$ 44.76 59.51 19.86 \$ 46.00 40.00 50.76 29.52 65.95% 58.16% \$ 35.26 78.78% 69.46% \$ 36.09 80.63% 71.10% 38 19.86 \$ 58.12% \$ 71.30% Preschool 5 0 \$ 44.26 59.51 \$ 42.50 \$ 40.00 50.00 \$ 29.06 65.66% 34.58 78.13% 69.16% \$ 35.65 80.55% School Age 36 0 \$ 38.80 \$ 75.97 \$ 15.00 \$ 38.00 \$ 40.00 \$ 48.33 \$ 20.33 52.40% 42.06% \$ 24.24 62.47% 50.16% \$ 24.97 51.67% Special Needs 48.91 \$ 60.00 \$ 30.00 \$ 50.00 \$ 53.00 \$ 51.00 * 8 1 | \$

ProviderType	Non-Public School													
GoldSeal	Non GoldSeal													
									Approved Provider Rei	mbursement F	Rate without			
									Go	ld Seal		Tota	al Payment Rat	te
	Number of Providers				Private Pa	y Rates			(School	Readiness)		(Sch	nool Readiness)
											Percent of			Percent of
		Number of						Weighted		Percent of	Weighted		Percent of	Weighted
		Providers	Weighted			Weighted	Most	75th	Weighted Average	Weighted	75th		Weighted	75th
		with Private	Average	Maximum	Minimum	Median	Frequent	Percentile	Approved Provider	Average	Percentile	Weighted	Average	Percentile
		Pay Rates	Private Pay	Private Pay	Private Pay	Private Pay	Private	Private Pay	Reimbursement Rate	Private Pay	Private Pay	Average Total	Private Pay	Private Pay
Care Level	Number of Providers with Private Pay Rates	Excluded	Rate	Rate	Rate	Rate	Pay Rate	Rate	without Gold Seal	Rate	Rate	Payment Rate	Rate	Rate
Care Level Infant	Number of Providers with Private Pay Rates 59	Excluded 0	Rate \$ 45.73	\$ 78.00	\$ 24.25		_	\$ 55.00		Rate 86.70%	72.09%		Rate 89.96%	74.80%
		0			\$ 24.25	\$ 44.11	\$ 30.00		\$ 39.65			\$ 41.14		
Infant	59	0	\$ 45.73	\$ 78.00	\$ 24.25 \$ 23.00	\$ 44.11 \$ 44.00	\$ 30.00 \$ 55.00	\$ 55.00 \$ 53.12	\$ 39.65 \$ 33.80	86.70%	72.09%	\$ 41.14 \$ 34.83	89.96%	74.80%
Infant Toddler	59 76	0	\$ 45.73 \$ 44.27	\$ 78.00 \$ 84.06	\$ 24.25 \$ 23.00 \$ 19.86	\$ 44.11 \$ 44.00 \$ 41.52	\$ 30.00 \$ 55.00	\$ 55.00 \$ 53.12 \$ 50.00	\$ 39.65 \$ 33.80 \$ 31.73	86.70% 76.35%	72.09% 63.63%	\$ 41.14 \$ 34.83 \$ 32.71	89.96% 78.68%	74.80% 65.57%
Infant Toddler 2 Year Old	59 76 83	0	\$ 45.73 \$ 44.27 \$ 41.79	\$ 78.00 \$ 84.06 \$ 71.13	\$ 24.25 \$ 23.00 \$ 19.86 \$ 19.60	\$ 44.11 \$ 44.00 \$ 41.52 \$ 38.80	\$ 30.00 \$ 55.00 \$ 32.00 \$ 40.00	\$ 55.00 \$ 53.12 \$ 50.00 \$ 47.00	\$ 39.65 \$ 33.80 \$ 31.73 \$ 29.87	86.70% 76.35% 75.93%	72.09% 63.63% 63.46%	\$ 41.14 \$ 34.83 \$ 32.71 \$ 30.73	89.96% 78.68% 78.27%	74.80% 65.57% 65.42%
Infant Toddler 2 Year Old Preschool 3	59 76 83 101	0	\$ 45.73 \$ 44.27 \$ 41.79 \$ 38.88	\$ 78.00 \$ 84.06 \$ 71.13 \$ 67.44	\$ 24.25 \$ 23.00 \$ 19.86 \$ 19.60 \$ 10.00	\$ 44.11 \$ 44.00 \$ 41.52 \$ 38.80 \$ 35.00	\$ 30.00 \$ 55.00 \$ 32.00 \$ 40.00 \$ 28.00	\$ 55.00 \$ 53.12 \$ 50.00 \$ 47.00	\$ 39.65 \$ 33.80 \$ 31.73 \$ 29.87 \$ 28.39	86.70% 76.35% 75.93% 76.83%	72.09% 63.63% 63.46% 63.55%	\$ 41.14 \$ 34.83 \$ 32.71 \$ 30.73 \$ 29.44	89.96% 78.68% 78.27% 79.04%	74.80% 65.57% 65.42% 65.38%
Infant Toddler 2 Year Old Preschool 3 Preschool 4	59 76 83 101 99	0	\$ 45.73 \$ 44.27 \$ 41.79 \$ 38.88 \$ 37.67	\$ 78.00 \$ 84.06 \$ 71.13 \$ 67.44 \$ 67.44	\$ 24.25 \$ 23.00 \$ 19.86 \$ 19.60 \$ 10.00	\$ 44.11 \$ 44.00 \$ 41.52 \$ 38.80 \$ 35.00	\$ 30.00 \$ 55.00 \$ 32.00 \$ 40.00 \$ 28.00	\$ 55.00 \$ 53.12 \$ 50.00 \$ 47.00 \$ 46.19	\$ 39.65 \$ 33.80 \$ 31.73 \$ 29.87 \$ 28.39 \$ 26.13	86.70% 76.35% 75.93% 76.83% 75.37%	72.09% 63.63% 63.46% 63.55% 61.46%	\$ 41.14 \$ 34.83 \$ 32.71 \$ 30.73 \$ 29.44 \$ 27.12	89.96% 78.68% 78.27% 79.04% 78.15%	74.80% 65.57% 65.42% 65.38% 63.74%
Infant Toddler 2 Year Old Preschool 3 Preschool 4 Preschool 5	59 76 83 101 99	0	\$ 45.73 \$ 44.27 \$ 41.79 \$ 38.88 \$ 37.67 \$ 38.36	\$ 78.00 \$ 84.06 \$ 71.13 \$ 67.44 \$ 67.44 \$ 86.26	\$ 24.25 \$ 23.00 \$ 19.86 \$ 19.60 \$ 10.00 \$ 10.00	\$ 44.11 \$ 44.00 \$ 41.52 \$ 38.80 \$ 35.00 \$ 36.00 \$ 33.00	\$ 30.00 \$ 55.00 \$ 32.00 \$ 40.00 \$ 28.00 \$ 40.00	\$ 55.00 \$ 53.12 \$ 50.00 \$ 47.00 \$ 46.19 \$ 46.00 \$ 45.00	\$ 39.65 \$ 33.80 \$ 31.73 \$ 29.87 \$ 28.39 \$ 26.13 \$ 18.01	86.70% 76.35% 75.93% 76.83% 75.37% 68.12%	72.09% 63.63% 63.46% 63.55% 61.46% 56.80%	\$ 41.14 \$ 34.83 \$ 32.71 \$ 30.73 \$ 29.44 \$ 27.12	89.96% 78.68% 78.27% 79.04% 78.15% 70.70%	74.80% 65.57% 65.42% 65.38% 63.74% 58.96%

ProviderType	Faith-Based Exempt																
GoldSeal	GoldSeal																
									Approved Provider Rei	mbursement R	ate without	Approved Prov	ider Reimbur	sement Rate			
									Gol	d Seal		w	ith Gold Seal			Total Paymer	t Rate
	Number of Providers				Private Pa	y Rates			(School	Readiness)		(Sch	ool Readiness	5)		(School Read	iness)
												Weighted					
												Average					
											Percent of	Approved		Percent of			
		Number of						Weighted		Percent of	Weighted	Provider	Percent of	Weighted	Weighted	Percent of	
		Providers	Weighted			Weighted	Most	75th	Weighted Average	Weighted	75th	Reimbursemen	Weighted	75th	Average	Weighted	Percent of
		with Private	Average	Maximum	Minimum	Median	Frequent	Percentile	Approved Provider	Average	Percentile	t	Average	Percentile	Total	Average	Weighted 75th
		Pay Rates		n		Private Pav				Private Pay	Dutinata Dani	Datetale	Dulimata Dani				B
		Pay nates	Private Pay	Private Pay	Private Pay	Private Pay	Private	Private Pay	Reimbursement Rate	Private Pay	Private Pay	Rate with	Private Pay	Private Pay	Payment	Private Pay	Percentile
Care Level	Number of Providers with Private Pay Rates		Rate	Rate	Rate	- 1	Private Pay Rate	,		Rate	Rate	Gold Seal		,	Payment Rate	Rate	Private Pay Rate
Care Level Infant	Number of Providers with Private Pay Rates					Rate	Pay Rate	,	without Gold Seal		- 1	Gold Seal		,			
			Rate	Rate \$ 66.24	Rate	Rate \$ 44.00	Pay Rate	Rate \$ 53.00	without Gold Seal \$ 47.39	Rate	Rate	Gold Seal \$ 56.86	Rate	Rate	Rate \$ 57.91	Rate	Private Pay Rate
Infant	16		\$ 48.00 \$ 42.05	Rate \$ 66.24	Rate \$ 37.00	\$ 44.00 \$ 39.72	Pay Rate \$ 44.00	\$ 53.00 \$ 46.19	without Gold Seal\$ 47.39\$ 35.04	Rate 98.73%	Rate 89.42%	\$ 56.86 \$ 42.05	Rate 118.46%	Rate 107.28%	\$ 57.91 \$ 42.99	Rate 120.65%	Private Pay Rate 109.26%
Infant Toddler	16 16	Excluded 0 0	\$ 48.00 \$ 42.05 \$ 39.81	\$ 66.24 \$ 56.00	\$ 37.00 \$ 34.00	\$ 44.00 \$ 39.72 \$ 36.00	Pay Rate \$ 44.00 \$ 42.84	\$ 53.00 \$ 46.19	without Gold Seal \$ 47.39 \$ 35.04 \$ 32.71	98.73% 83.33%	Rate 89.42% 75.86%	\$ 56.86 \$ 42.05 \$ 39.26	Rate 118.46% 100.00%	Rate 107.28% 91.04%	\$ 57.91 \$ 42.99 \$ 40.19	Rate 120.65% 102.24%	Private Pay Rate 109.26% 93.07%
Infant Toddler 2 Year Old	16 16 16	0 0 0	Rate \$ 48.00 \$ 42.05 \$ 39.81 \$ 36.43	\$ 66.24 \$ 56.00 \$ 55.00	\$ 37.00 \$ 34.00 \$ 32.00	Rate \$ 44.00 \$ 39.72 \$ 36.00 \$ 34.00	Pay Rate \$ 44.00 \$ 42.84 \$ 38.76	\$ 53.00 \$ 46.19 \$ 43.80	without Gold Seal \$ 47.39 \$ 35.04 \$ 27.71	Rate 98.73% 83.33% 82.17%	Rate 89.42% 75.86% 74.68%	\$ 56.86 \$ 42.05 \$ 39.26 \$ 33.28	Rate 118.46% 100.00% 98.62%	Rate 107.28% 91.04% 89.63%	Rate \$ 57.91 \$ 42.99 \$ 40.19 \$ 34.10	120.65% 102.24% 100.95%	Private Pay Rate 109.26% 93.07% 91.76%
Infant Toddler 2 Year Old Preschool 3	16 16 16 16 17	0 0 0 0	Rate \$ 48.00 \$ 42.05 \$ 39.81 \$ 36.43 \$ 34.23	\$ 66.24 \$ 56.00 \$ 55.00 \$ 54.00	\$ 37.00 \$ 34.00 \$ 32.00 \$ 29.56	Rate \$ 44.00 \$ 39.72 \$ 36.00 \$ 34.00 \$ 33.00	Pay Rate \$ 44.00 \$ 42.84 \$ 38.76 \$ 37.00	Rate \$ 53.00 \$ 46.19 \$ 43.80 \$ 37.00	without Gold Seal \$ 47.39 \$ 35.04 \$ 27.71 \$ 27.73 \$ 26.34	Rate 98.73% 83.33% 82.17% 76.12%	Rate 89.42% 75.86% 74.68% 74.95%	\$ 56.86 \$ 42.05 \$ 39.26 \$ 33.28 \$ 31.60	Rate 118.46% 100.00% 98.62% 91.35%	Rate 107.28% 91.04% 89.63% 89.95%	Rate \$ 57.91 \$ 42.99 \$ 40.19 \$ 34.10 \$ 32.87	Rate 120.65% 102.24% 100.95% 93.60%	Private Pay Rate 109.26% 93.07% 91.76% 92.16%
Infant Toddler 2 Year Old Preschool 3 Preschool 4	16 16 16 17 17	0 0 0 0 0 0	Rate \$ 48.00 \$ 42.05 \$ 39.81 \$ 36.43 \$ 34.23	\$ 66.24 \$ 56.00 \$ 55.00 \$ 54.00 \$ 54.00	\$ 37.00 \$ 34.00 \$ 32.00 \$ 29.56 \$ 24.75	\$ 44.00 \$ 39.72 \$ 36.00 \$ 34.00 \$ 33.00 \$ 31.20	Pay Rate \$ 44.00 \$ 42.84 \$ 38.76 \$ 37.00 \$ 37.00	Rate \$ 53.00 \$ 46.19 \$ 43.80 \$ 37.00 \$ 35.10	without Gold Seal \$ 47.39 \$ 35.04 \$ 27.73 \$ 26.34 \$ 25.59	98.73% 83.33% 82.17% 76.12% 76.95%	89.42% 75.86% 74.68% 74.95% 75.04%	\$ 56.86 \$ 42.05 \$ 39.26 \$ 33.28 \$ 31.60 \$ 30.71	Rate 118.46% 100.00% 98.62% 91.35% 92.32%	Rate 107.28% 91.04% 89.63% 89.95% 90.03%	Rate \$ 57.91 \$ 42.99 \$ 40.19 \$ 34.10 \$ 32.87	Rate 120.65% 102.24% 100.95% 93.60% 96.03%	93.07% 91.76% 92.16% 93.65%

ProviderType	Faith-Based Exempt													
GoldSeal	Non GoldSeal													
									Approved Provider Rein	nbursement R	Rate without			
									Gold	d Seal		Tota	l Payment Rat	e
	Number of Providers				Private Pa	y Rates			(School	Readiness)		(Sch	ool Readiness)
											Percent of			Percent of
		Number of						Weighted		Percent of	Weighted		Percent of	Weighted
		Providers	Weighted			Weighted	Most	75th	Weighted Average	Weighted	75th		Weighted	75th
		with Private	Average	Maximum	Minimum	Median	Frequent	Percentile	Approved Provider	Average	Percentile	Weighted	Average	Percentile
		Pay Rates	Private Pay	Private Pay	Private Pay	Private Pay	Private	Private Pay	Reimbursement Rate	Private Pay	Private Pay	Average Total	Private Pay	Private Pay
Care Level	Number of Providers with Private Pay Rates	Excluded	Rate	Rate	Rate	Rate	Pay Rate	Rate	without Gold Seal	Rate	Rate	Payment Rate	Rate	Rate
Infant	144	3	\$ 40.57	\$ 59.10	\$ 18.20	\$ 40.00	\$ 44.00	\$ 45.00	\$ 36.40	89.72%	80.89%	\$ 37.97	93.59%	84.38%
				y 33.10	γ 10.20	Ş 40.00	Ş 44.00	\$ 45.00	30.40	03.7270	80.8378	ر ۱۲.۶۱	33.3370	01.5070
Toddler	164	2				-				86.12%	77.38%		89.76%	80.65%
Toddler 2 Year Old	164 175	2	\$ 35.94	\$ 56.50	\$ 17.00	\$ 34.64		\$ 40.00	\$ 30.95			\$ 32.26		
			\$ 35.94	\$ 56.50 \$ 55.50	\$ 17.00 \$ 17.00	\$ 34.64 \$ 32.80	\$ 32.00	\$ 40.00 \$ 38.00	\$ 30.95 \$ 28.77	86.12%	77.38%	\$ 32.26 \$ 30.05	89.76%	80.65%
2 Year Old	175		\$ 35.94 \$ 34.15 \$ 32.36	\$ 56.50 \$ 55.50 \$ 54.50	\$ 17.00 \$ 17.00 \$ 17.00	\$ 34.64 \$ 32.80 \$ 30.02	\$ 32.00 \$ 30.00	\$ 40.00 \$ 38.00	\$ 30.95 \$ 28.77 \$ 25.88	86.12% 84.25%	77.38% 75.71%	\$ 32.26 \$ 30.05 \$ 27.02	89.76% 87.99%	80.65% 79.08%
2 Year Old Preschool 3	175 190	2	\$ 35.94 \$ 34.15 \$ 32.36 \$ 31.02	\$ 56.50 \$ 55.50 \$ 54.50 \$ 55.66	\$ 17.00 \$ 17.00 \$ 17.00	\$ 34.64 \$ 32.80 \$ 30.02 \$ 29.00	\$ 32.00 \$ 30.00 \$ 29.00	\$ 40.00 \$ 38.00 \$ 37.00	\$ 30.95 \$ 28.77 \$ 25.88 \$ 24.59	86.12% 84.25% 79.98%	77.38% 75.71% 69.95%	\$ 32.26 \$ 30.05 \$ 27.02 \$ 25.65	89.76% 87.99% 83.50%	80.65% 79.08% 73.03%
2 Year Old Preschool 3 Preschool 4	175 190 189	2 1 2	\$ 35.94 \$ 34.15 \$ 32.36 \$ 31.02 \$ 29.96	\$ 56.50 \$ 55.50 \$ 54.50 \$ 55.66 \$ 60.05	\$ 17.00 \$ 17.00 \$ 17.00 \$ 17.00 \$ 12.61	\$ 34.64 \$ 32.80 \$ 30.02 \$ 29.00 \$ 29.00	\$ 32.00 \$ 30.00 \$ 29.00 \$ 27.00	\$ 40.00 \$ 38.00 \$ 37.00 \$ 34.20	\$ 30.95 \$ 28.77 \$ 25.88 \$ 24.59 \$ 23.32	86.12% 84.25% 79.98% 79.27%	77.38% 75.71% 69.95% 71.90%	\$ 32.26 \$ 30.05 \$ 27.02 \$ 25.65 \$ 24.35	89.76% 87.99% 83.50% 82.69%	80.65% 79.08% 73.03% 75.00%

Data source is the EFS Modernization database on 8/20/2022.

For quality assurance purposes, the following rates have been excluded: full time daily rates above \$90 and part time daily rates above \$50 and full time daily rates less than \$10.00, and part time daily rates less than \$6.00.

The '*' is displayed when the number of Private Rates Included is less than 4.

Blanks are displayed when there is no data for the category.

75th Percentile is weighted using the provider's capacity and rate.

School Readiness rates selected were chosen from the latest month the provider was reimbursed during FY2021-2022.

Contract Approved rates are the base school readiness reimbursement rate with no added differentials.

Contract Approved plus Gold Seal rates are the base school readiness reimbursement rate with the Gold Seal differential.

Reimbursement rates are the base school readiness reimbursement rate with the Gold Seal differential and all other Quality Performance Incentive differentials.