

**Board of Trustees Regular Meeting
In-Person/Webinar/Recorded
October 24, 2024
Minutes**

Convene Meeting

Welcome

The meeting of the North Carolina State Health Plan for Teachers and State Employees (Plan) Board of Trustees was called to order by Chair Dale R. Folwell, CPA, at 1:30 p.m. on Thursday, October 24, 2024.

Introduction of New Board Member

Chair Folwell introduced Kimberly Jones, who currently teaches English and Humanities for Chapel Hill Carrboro City Schools. He noted that Ms. Jones received the 2023 North Carolina Teacher of the Year award. The oath of office was administered following the introduction.

Chair Folwell re-introduced Wayne Fish as his appointee to the Board.

Roll Call for Attendance

Present: Dale R. Folwell, Melanie Bush, Peter Robie, M.D., Mike Stevenson (Virtual), Cyrus Vernon, Kerry Willis, M.D., Mike Arnold, representing Kristin Walker. Chair Folwell indicated that a quorum was present.

Absent: Russell "Rusty" Duke

Conflict of Interest

No conflicts of interest were noted. During a Board meeting, members should notify the Board chair if a conflict arises.

Reading of SEI Statements into Minutes Pursuant to the Ethics Act § 138A-15(c)

Statements of Economic Interest (SEI) for Kimberly S. Jones and J. Wayne Fish, were read into the minutes. **(Attachment 1)**

Consent Agenda (Requires Vote)

Minutes – July 25, 2024

Board Vote: Motion by Dr. Robie; second by Dr. Willis; roll call vote was taken; unanimous vote by Board to approve the minutes from the meeting of July 24, 2024.

Public Comments

Karen Smith addressed issues associated with prior authorization practices.

A State Health Plan member requested the Board to reconsider coverage for GLP-1 weight loss drugs.

Greg Griggs discussed the impact of prior authorizations.

Jessi Stout discussed matters related to Pharmacy Benefit Managers (PBMs).

Elizabeth Locklear spoke about independent pharmacies.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations.

2. The second part of the document outlines the various methods and tools used to collect and analyze data. It highlights the need for consistent and reliable data collection processes to support effective decision-making.

3. The third part of the document focuses on the role of technology in data management and analysis. It discusses how modern software solutions can streamline data collection, storage, and reporting, thereby improving efficiency and accuracy.

4. The fourth part of the document addresses the challenges associated with data management, such as data quality, security, and privacy. It provides strategies to mitigate these risks and ensure that data is used responsibly and ethically.

5. The fifth part of the document concludes by summarizing the key findings and recommendations. It stresses the importance of ongoing monitoring and evaluation to ensure that data management practices remain effective and aligned with the organization's goals.

6. The sixth part of the document provides a detailed overview of the data collection process, including the identification of data sources, the design of data collection instruments, and the implementation of data collection procedures.

7. The seventh part of the document discusses the various methods used for data analysis, such as descriptive statistics, inferential statistics, and regression analysis. It explains how these methods can be used to identify patterns and trends in the data.

8. The eighth part of the document focuses on the interpretation of data results. It discusses how to effectively communicate the findings of the analysis to stakeholders and how to use the results to inform strategic decision-making.

9. The ninth part of the document addresses the ethical considerations surrounding data management and analysis. It discusses the importance of obtaining informed consent, protecting personal information, and ensuring that data is used for legitimate purposes.

10. The tenth part of the document provides a final summary and concludes the report. It reiterates the key findings and emphasizes the need for continued attention to data management and analysis to ensure the organization's long-term success.

11. The eleventh part of the document discusses the importance of data security and the measures that should be taken to protect sensitive information from unauthorized access and disclosure.

12. The twelfth part of the document addresses the issue of data privacy and the rights of individuals whose data is being collected and analyzed. It discusses the importance of transparency and the need to provide individuals with control over their data.

13. The thirteenth part of the document discusses the role of data in driving innovation and growth. It highlights how data can be used to identify new opportunities, develop new products, and improve existing services.

14. The fourteenth part of the document provides a final summary and concludes the report. It reiterates the key findings and emphasizes the need for continued attention to data management and analysis to ensure the organization's long-term success.

15. The fifteenth part of the document discusses the importance of data literacy and the need for employees to have the skills and knowledge to effectively use data in their work.

16. The sixteenth part of the document addresses the issue of data governance and the need for clear policies and procedures to govern the use of data within the organization.

17. The seventeenth part of the document discusses the role of data in supporting compliance with various regulations and standards. It highlights the importance of accurate and reliable data for meeting these requirements.

18. The eighteenth part of the document provides a final summary and concludes the report. It reiterates the key findings and emphasizes the need for continued attention to data management and analysis to ensure the organization's long-term success.

19. The nineteenth part of the document discusses the importance of data quality and the need for regular monitoring and maintenance of data to ensure its accuracy and reliability.

20. The twentieth part of the document addresses the issue of data integration and the need for effective systems to combine data from different sources to provide a comprehensive view of the organization's operations.

21. The twenty-first part of the document discusses the role of data in supporting strategic planning and the need for data-driven insights to inform the organization's long-term vision and goals.

22. The twenty-second part of the document provides a final summary and concludes the report. It reiterates the key findings and emphasizes the need for continued attention to data management and analysis to ensure the organization's long-term success.

23. The twenty-third part of the document discusses the importance of data security and the measures that should be taken to protect sensitive information from unauthorized access and disclosure.

24. The twenty-fourth part of the document addresses the issue of data privacy and the rights of individuals whose data is being collected and analyzed. It discusses the importance of transparency and the need to provide individuals with control over their data.

25. The twenty-fifth part of the document discusses the role of data in driving innovation and growth. It highlights how data can be used to identify new opportunities, develop new products, and improve existing services.

26. The twenty-sixth part of the document provides a final summary and concludes the report. It reiterates the key findings and emphasizes the need for continued attention to data management and analysis to ensure the organization's long-term success.

27. The twenty-seventh part of the document discusses the importance of data literacy and the need for employees to have the skills and knowledge to effectively use data in their work.

28. The twenty-eighth part of the document addresses the issue of data governance and the need for clear policies and procedures to govern the use of data within the organization.

29. The twenty-ninth part of the document discusses the importance of data quality and the need for regular monitoring and maintenance of data to ensure its accuracy and reliability.

30. The thirtieth part of the document addresses the issue of data integration and the need for effective systems to combine data from different sources to provide a comprehensive view of the organization's operations.

31. The thirty-first part of the document discusses the role of data in supporting compliance with various regulations and standards. It highlights the importance of accurate and reliable data for meeting these requirements.

32. The thirty-second part of the document provides a final summary and concludes the report. It reiterates the key findings and emphasizes the need for continued attention to data management and analysis to ensure the organization's long-term success.

Bobby Rawls spoke about independent pharmacies.

Ritesh Patel spoke about In-Clinic Rx.

Sheila Mikhail and Mary Wills Bode spoke about breast cancer screening coverage.

Christopher McGowan and Brian Coan spoke about Endoscopic Sleeve Gastroplasty (ESG).

Pharmacy Benefit Administration

Cindy Averette, the Plan's attorney, provided an overview of the role of PBMs and presented findings on six questions that were posed at a previous meeting of the Board.

Pharmacy Benefit Manager Audit

Joe Schauer, MS, RPh, Senior Manager, Myers and Stauffer provided the results of the annual PBM audit.

Chair Folwell respectfully stated that the auditors weren't aggressive enough. He added that he would prefer eliminating rebates rather than paying ten times more for the drug.

Sam Watts, Executive Administrator, stated that during the second year of the contract, the Plan will ask the auditor for a deep dive into whether the PBM is performing per the contract.

GLP-1 Request for Information (RFI) Update

In mid-2024, the Plan issued a Request for Information to the marketplace regarding weight loss therapies for the purpose of finding potential solutions to reinstate benefit coverage for GLP-1s in a financially sustainable way. Jenny Vogel, Sr. Clinical Pharmacist stated that ten organizations who responded to the RFI were invited to make in-person presentations to Plan staff. Six of the organizations promoted dietary and lifestyle programs, three were compounding pharmacies and one was a combination of compounding GLP-1s and lifestyle/dietary programs.

In preparation for the in-person presentations, the Plan provided a list of topics and questions to each organization. Dr. Vogel and Charles Sceiford, the Plan's Health and Benefits Actuary, presented the benefits, disadvantages and cost estimate of the conventional programs and compounding pharmacies. With administrative and/or implementation fees associated with the conventional programs, and none that included coverage for GLP-1 medications, potential costs for the Plan would be higher. Plan staff also found several issues with compounding pharmacies, including lack of cost savings.

Next steps: At a minimum, the Plan would need at least \$100 million from the General Assembly or elsewhere in order to provide coverage for GLP-1 drugs. Plan staff could then reconsider the options presented by compounding pharmacies or conventional programs and issue an RFP.

Prior Authorization/Utilization Management

Ken Vieira, Segal Consulting, presented a high-level summary of the history of prior authorizations (PAs), the impact on Plan costs and the impact of member care.

A review of the Plan's medical and pharmacy data in 2023 demonstrated that approximately 94% of the medical PAs are approved, while approximately 71% of the pharmacy PAs receive approval. The cost savings on the medical side is approximately \$42 million and \$124 million on the pharmacy side. The combined savings is approximately 3.5% of the Plan's overall costs. It was noted that specialty drugs weren't included in the analysis. Including them would increase the savings.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This ensures that the financial statements are reliable and can be audited without issue. The text also mentions that proper record-keeping is essential for tax compliance and for identifying areas where costs can be reduced.

In addition, the document highlights the need for regular reconciliation of bank statements and credit card bills. This practice helps to catch any errors or discrepancies early on, preventing them from becoming larger problems. It also serves as a good check on the company's cash flow and overall financial health. The author suggests that a monthly review of these statements is a good habit for any business owner.

Another key point is the importance of separating business and personal finances. This means having a dedicated business bank account and credit card. Mixing the two can make it difficult to track business expenses and may have legal implications. The document advises that all business-related transactions should be recorded in a separate ledger or accounting software to keep everything organized and easy to access.

Finally, the document stresses the value of seeking professional advice from an accountant or tax advisor. These experts can provide valuable insights into the most effective ways to manage the company's finances and minimize its tax liability. They can also help to identify potential risks and opportunities that the business owner might not be aware of. Regular consultations with a professional can ensure that the company remains on top of its financial obligations and is well-positioned for long-term success.

Population Risk Report

A summary of the population risk report was presented. The Plan's population, excluding Medicare retirees, was grouped into eight risk categories, ranging from non-utilizers to catastrophic. The health care trend for medical and pharmacy data for Plan members was compared to the public sector book of business. During the last five years, the Plan paid higher than expected on both the medical and pharmacy side. While many health plans across the county experienced a reduction in medical expenses in 2020, the State Health Plan didn't have the same experience.

Overall, what's driving the cost within the Plan is not unique. The number of members in the catastrophic category increased each year, while the number of healthy members has decreased. The number of members with chronic conditions has increased significantly over the 5-year period, with about half of the Plan members has one or more chronic conditions.

Financial Report

Financial Update

Emma Turner, Chief Economist, reviewed the Plan's reserve adequacy and projection updates through CY 2027. The ending cash balance is projected to sharply decrease in 2025, and continue trending downward through CY 2027. The cash balance is expected to fall below the Target Stabilization Reserve (TSR) in 2026 and without any action, come to a point where the Plan may be unable to pay bills in mid-2026. Options to close the gap and balance the budget were presented.

The Plan will make several budget requests and review options for the Plan to receive federal subsidies. Staff may also review vendor contracts for cost-saving opportunities and consider other cost-saving measures with its vendors and providers. In addition, the Plan may have to increase member premiums and review potential benefit design changes.

Budget Update and Requests

Rodney Bizzell, Financial Analyst, provided an update on the Plan's budget, stating that the assumptions included no premium or benefit changes, other than what the Board approved, and that the employer contribution rate was the maximum allowed in the State budget. With reserves decreasing, budget adjustments and monitoring have become more important in recent years.

The Calendar Year (CY) Projection vs. Budget report was adjusted to reflect the exclusion of GLP-1 drugs for weight loss and to correct the interest rate. Overall, the 2024 budget is more positive than expected, with the ending cash balance \$29 million higher than expected. However, the positive experience, especially with pharmacy claims, is not expected to continue. The same report for CY 2025 trends higher for both medical and pharmacy claims. In addition, the budget includes a three month overlap when the Plan will be paying medical claims to both Blue Cross NC and Aetna.

Other Post Employment Benefits (OPEB) Report

Mr. Sceiford provided an overview of Other Post-Employment Benefits (OPEB). The OPEB liability is a calculation of the present value of current and future retiree health care costs. This applies to current retirees and their dependents, active employees hired prior to 1/1/2021, and terminated employees with vesting after five years of service.

Mr. Sceiford provided information about how the Retiree Health Benefit Trust Fund (RHBTFF) is funded, reminding Board members that they approve retiree premiums to be paid to the Public Employee Health Benefits Fund (PEHBF), guided by appropriation legislation.

...the ... of ...
...the ... of ...
...the ... of ...

...the ... of ...
...the ... of ...
...the ... of ...

...the ... of ...
...the ... of ...
...the ... of ...

...the ... of ...
...the ... of ...
...the ... of ...

...the ... of ...
...the ... of ...
...the ... of ...

...the ... of ...
...the ... of ...
...the ... of ...

...the ... of ...
...the ... of ...
...the ... of ...

...the ... of ...
...the ... of ...
...the ... of ...

...the ... of ...
...the ... of ...
...the ... of ...

...the ... of ...
...the ... of ...
...the ... of ...

...the ... of ...
...the ... of ...
...the ... of ...

...the ... of ...
...the ... of ...
...the ... of ...

...the ... of ...
...the ... of ...
...the ... of ...

...the ... of ...
...the ... of ...
...the ... of ...

Executive Administrator Report

Open Enrollment Progress

Mr. Watts reported that current enrollment numbers are up from where they were at this time a year ago. For members who contacted the enrollment call center, the average wait time was sixteen seconds. The Open Enrollment period was extended for employees affected by Hurricane Helene in the western part of North Carolina.

Strategic Planning Work Session

The next meeting for the Board will be November 15 at the Department of Insurance.

Contract Reviews

The Plan will continue to review vendor contracts with the Board, noting that Caremark was the focus in 2024.

Medicare Advantage Status

Mr. Watts announced that the Plan had decided not to pursue bids for the Medicare Advantage contract in 2024.

Final Remarks

Chair Folwell made several closing remarks and called for a motion to adjourn in honor of one state employee known to have lost their life during the hurricane.

Board Vote: Motion by Mr. Fish; second by Mr. Stevenson; roll call vote was taken; unanimous vote by Board to adjourn the meeting.

Adjournment

The meeting was adjourned at 6:03 p.m.

Minutes submitted by Joel Heimbach, Secretary

Approved by:  _____

Bradford B. Briner
Chairman of Board of Trustees
North Carolina State Health Plan

Faint, illegible text covering the upper and middle portions of the page, possibly representing a letter or official communication.

[Handwritten signature]

Faint text below the signature, likely a name or title.

Attachment 1

**State Health Plan Board of Trustees
October 24, 2024 Meeting**

MISCELLANEOUS NON-ACTION AGENDA ITEM

Statement of Economic Interest evaluations of members pursuant to the Ethics Act § 138A-15(c).

The following packet contains a Statement of Economic Interest (SEI) evaluation issued by the State Ethics Commission. This is being provided for Commission members' review and for recording in the meeting minutes pursuant to the requirements of the State Government Ethics Act. Members are encouraged to review the updated evaluations to inform and remind them of the identified actual or potential conflicts of interest.

The SEI Evaluation for the following is being provided for review:

- Kimberly S. Jones
- J. Wayne Fish

STATE ETHICS COMMISSION

POST OFFICE BOX 27685
RALEIGH, NC 27611
PHONE: 919-814-3600

Via Email

September 27, 2024

The Honorable Roy A. Cooper
III Governor of North Carolina
20301 Mail Service Center
Raleigh, North Carolina 27699-0301

Re: Evaluation of Statement of Economic Interest Filed by Ms. Kimberly S. Jones Prospective Appointee to the State Health Plan Board of Trustees

Dear Governor Cooper:

Our office has received **Ms. Kimberly S. Jones's** 2024 Statement of Economic Interest as a prospective appointee to the **State Health Plan Board of Trustees (the "Board")**. We have reviewed it for actual and potential conflicts of interest pursuant to Chapter 138A of the North Carolina General Statutes ("N.C.G.S."), also known as the State Government Ethics Act (the "Act").

Compliance with the Act and avoidance of conflicts of interest in the performance of public duties are the responsibilities of every covered person, regardless of this letter's contents. This letter, meanwhile, is not meant to impugn the integrity of the covered person in any way. This letter is required by N.C.G.S. § 138A-28(a) and is designed to educate the covered person as to potential issues that could merit particular attention. Advice on compliance with the Act is available to certain public servants and legislative employees under N.C.G.S. § 138A-13.

We did not find an actual conflict of interest but found the potential for a conflict of interest. The potential conflict identified does not prohibit service on this entity.

THE UNIVERSITY OF CHICAGO
DEPARTMENT OF CHEMISTRY

RESEARCH REPORT
NO. 1000

BY
J. H. GOLDSTEIN

AND
M. L. HUGGINS

DEPARTMENT OF CHEMISTRY
UNIVERSITY OF CHICAGO
CHICAGO, ILLINOIS

RECEIVED
MAY 15 1954

RESEARCH REPORT
NO. 1000

BY
J. H. GOLDSTEIN

AND
M. L. HUGGINS

DEPARTMENT OF CHEMISTRY
UNIVERSITY OF CHICAGO
CHICAGO, ILLINOIS

The State Health Plan insures more than 663,000 state employees, teachers, retirees, current and former lawmakers, state university and community college personnel, state hospital staff and their dependents. The State Health Plan Board of Trustees (“the Board”) is statutorily charged with approving the benefits programs, premium rates, co-pays, deductibles, coinsurance maximums, and large contracts for the Plan. The Board also oversees administrative reviews and appeals and is charged with developing and maintaining a strategic plan.

The Act establishes ethical standards for certain public servants and prohibits public servants from: (1) using their positions for their financial benefit or for the benefit of their extended family or business, N.C.G.S. § 138A-31; and (2) participating in official actions from which they or certain associated persons might receive a reasonably foreseeable financial benefit, N.C.G.S. § 138A-36(a). The Act also requires public servants to take appropriate steps to remove themselves from proceedings in which their impartiality might reasonably be questioned due to a familial, personal, or financial relationship with a participant in those proceedings. N.C.G.S. § 138A-36(c).

Ms. Jones would fill the role of an at-large member on the board. She is an English and Humanities teacher with the Chapel Hill Carrboro City School System and insured by the State Health Plan. Therefore, she has the potential for a conflict of interest and should exercise appropriate caution in the performance of her public duties should issues involving her benefits come before the Board for official action.

In addition to the conflicts standards noted above, the Act prohibits public servants from accepting gifts from (1) a lobbyist or lobbyist principal, (2) a person or entity that is seeking to do business with the public servant’s agency, is regulated or controlled by that agency, or has financial interests that might be affected by their official actions, or (3) anyone in return for being influenced in the discharge of their official responsibilities. N.C.G.S. § 138A-32. Exceptions to the gifts restrictions are set out in N.C.G.S. § 138A-32(e).

When this letter cites an actual or potential conflict of interest under N.C.G.S. § 138A-24(e), the conflict must be recorded in the minutes of the applicable board and brought to the membership’s attention by the board’s chair as often as necessary to remind all members of the conflict and to help ensure compliance with the Act. N.C.G.S. § 138A-15(c).

Finally, the Act mandates that all public servants attend an ethics and lobbying education presentation. N.C.G.S. § 138A-14. Please review the attached document for additional information concerning this requirement.

Please contact our office if you have any questions concerning our evaluation or the ethical standards governing public servants under the Act.

Sincerely,

Jane Steffens, SEI Unit
State Ethics Commission

cc: Kimberly S. Jones
Attachment: Ethics Education Guide

...the ... of ...

...the ... of ...

...the ... of ...

...the ... of ...

...the ... of ...

...the ... of ...

...the ... of ...

...the ... of ...

...the ... of ...

...the ... of ...

Via Email

STATE ETHICS COMMISSION
POST OFFICE BOX 27685 RALEIGH, NC 27611
PHONE: 919-814-3600

October 22, 2024

The Honorable Dale R. Folwell
North Carolina Department of State Treasurer
3200 Atlantic Avenue
Raleigh, North Carolina 27604

**Re: Evaluation of Statement of Economic Interest Filed by Mr. James Wayne Fish
Member of the State Health Plan Board of Trustees**

Dear Treasurer Folwell:

Our office is in receipt of **Mr. James Wayne Fish's** 2024 Statement of Economic Interest as an appointee to the **State Health Plan Board of Trustees ("the Board")**. We have reviewed it for actual and potential conflicts of interest pursuant to Chapter 138A of the North Carolina General Statutes ("N.C.G.S."), also known as the State Government Ethics Act ("the Act").

Compliance with the Act and avoidance of conflicts of interest in the performance of public duties are the responsibilities of every covered person, regardless of this letter's contents. This letter is required by N.C.G.S. § 138A-28(a) and is designed to educate the covered person as to potential issues that could merit particular attention. The letter is not meant to impugn the integrity of the covered person in any way. Advice on compliance with the Act is available to certain public servants and legislative employees under N.C.G.S. § 138A-13.

We did not find an actual conflict of interest but found the potential for a conflict of interest. The potential conflict identified does not prohibit service on this entity.

The State Health Plan insures more than 663,000 state employees, teachers, retirees, current and former lawmakers, state university and community college personnel, state hospital staff and their dependents. The State Health Plan Board of Trustees ("the Board") is statutorily charged with approving the benefits programs, premium rates, co-pays, deductibles, coinsurance maximums, and large contracts for the Plan. The Board also oversees administrative reviews and appeals and is charged with developing and maintaining a strategic plan.

The Act establishes ethical standards for certain public servants and prohibits public servants from: (1) using their positions for their financial benefit or for the benefit of their extended family or business, N.C.G.S. § 138A-31; and (2) participating in official actions from which they or certain associated persons might receive a reasonably foreseeable financial benefit, N.C.G.S. § 138A-36(a). The Act also requires public servants to take appropriate steps to remove themselves from proceedings in which their

Very faint, illegible text at the top of the page, possibly a header or title.

Second block of very faint, illegible text.

Third block of very faint, illegible text.

Fourth block of very faint, illegible text.

Fifth block of very faint, illegible text.

Sixth block of very faint, illegible text.

Seventh block of very faint, illegible text.

impartiality might reasonably be questioned due to a familial, personal, or financial relationship with a participant in those proceedings. N.C.G.S. § 138A-36(c).

Mr. Fish fills the role of an at-large member on the Board. He is employed by the North Carolina Department of Adult Correction and insured by the State Health Plan. Therefore, he has the potential for a conflict of interest and should exercise appropriate caution in the performance of his public duties should issues involving his benefits come before the Board for official action.

In addition to the conflicts standards noted above, the Act prohibits public servants from accepting gifts, directly or indirectly (1) from anyone in return for being influenced in the discharge of their official responsibilities, (2) from a lobbyist or lobbyist principal, or (3) from a person or entity which is doing or seeking to do business with the public servant's agency, is regulated or controlled by the public servant's agency, or has particular financial interests that may be affected by the public servant's official actions. Exceptions to the gifts restrictions are set out in N.C.G.S. §138A-32(e).

When this letter cites an actual or potential conflict of interest under N.C.G.S. 138A-24(e), the conflict shall be recorded in the minutes of the applicable board and duly brought to the attention of the membership by the board's chair as often as necessary to remind all members of the conflict and to help ensure compliance with the Act. (N.C.G.S. §138A-15 (c)).

Finally, the Act mandates that all public servants attend an ethics and lobbying education presentation (N.C.G.S. § 138A-14). Please review the attached document for additional information concerning this requirement.

Please contact our office if you have any questions concerning our evaluation or the ethical standards governing public servants under the Act.

Sincerely,
Jane Steffens, SEI Unit
State Ethics
Commission

cc: James Wayne Fish
Elizabeth Hawley, Ethics Liaison
Attachment: Ethics Education Guide

Date	Description	Amount
1890
1891
1892
1893
1894
1895
1896
1897
1898
1899
1900
1901
1902
1903
1904
1905
1906
1907
1908
1909
1910
1911
1912
1913
1914
1915
1916
1917
1918
1919
1920
1921
1922
1923
1924
1925
1926
1927
1928
1929
1930
1931
1932
1933
1934
1935
1936
1937
1938
1939
1940
1941
1942
1943
1944
1945
1946
1947
1948
1949
1950
1951
1952
1953
1954
1955
1956
1957
1958
1959
1960
1961
1962
1963
1964
1965
1966
1967
1968
1969
1970
1971
1972
1973
1974
1975
1976
1977
1978
1979
1980
1981
1982
1983
1984
1985
1986
1987
1988
1989
1990
1991
1992
1993
1994
1995
1996
1997
1998
1999
2000
2001
2002
2003
2004
2005
2006
2007
2008
2009
2010
2011
2012
2013
2014
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024
2025
2026
2027
2028
2029
2030
2031
2032
2033
2034
2035
2036
2037
2038
2039
2040
2041
2042
2043
2044
2045
2046
2047
2048
2049
2050
2051
2052
2053
2054
2055
2056
2057
2058
2059
2060
2061
2062
2063
2064
2065
2066
2067
2068
2069
2070
2071
2072
2073
2074
2075
2076
2077
2078
2079
2080
2081
2082
2083
2084
2085
2086
2087
2088
2089
2090
2091
2092
2093
2094
2095
2096
2097
2098
2099
2100