

**Rural Carrier Evaluated Schedule**  
**Full-Time Annual Basic Rates**  
**Effective November 21, 2009 (PP 25-2009)**

Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	12,136	13,181	13,551	14,330	14,452	14,564	14,683	14,799	14,920	15,035	15,150	15,269	15,385	15,504	15,620
13	13,148	14,287	14,687	15,529	15,658	15,783	15,908	16,035	16,160	16,286	16,418	16,544	16,670	16,794	16,919
14	14,159	15,381	15,818	16,722	16,861	16,995	17,129	17,265	17,407	17,541	17,679	17,816	17,952	18,087	18,228
15	15,175	16,479	16,949	17,917	18,063	18,212	18,356	18,505	18,648	18,795	18,937	19,085	19,235	19,379	19,528
16	16,180	17,576	18,074	19,105	19,265	19,424	19,577	19,735	19,891	20,045	20,205	20,362	20,514	20,670	20,825
17	17,194	18,676	19,204	20,304	20,471	20,639	20,801	20,970	21,134	21,295	21,461	21,628	21,798	21,963	22,128
18	18,208	19,777	20,337	21,500	21,677	21,852	22,029	22,203	22,379	22,554	22,730	22,909	23,083	23,264	23,436
19	19,217	20,874	21,464	22,692	22,883	23,065	23,249	23,435	23,620	23,805	23,991	24,178	24,362	24,546	24,731
20	20,235	21,978	22,600	23,896	24,093	24,290	24,480	24,676	24,874	25,066	25,263	25,459	25,651	25,846	26,049
21	21,239	23,068	23,722	25,083	25,285	25,493	25,695	25,902	26,106	26,309	26,514	26,714	26,926	27,129	27,332
22	22,247	24,166	24,852	26,280	26,490	26,707	26,914	27,131	27,347	27,560	27,774	27,983	28,199	28,411	28,628
23	23,262	25,267	25,982	27,471	27,697	27,918	28,142	28,366	28,591	28,819	29,043	29,264	29,489	29,712	29,936
24	24,274	26,361	27,109	28,667	28,900	29,131	29,362	29,595	29,832	30,062	30,293	30,528	30,764	31,001	31,234
25	25,284	27,468	28,241	29,860	30,108	30,352	30,592	30,836	31,081	31,322	31,569	31,811	32,056	32,300	32,541
26	26,296	28,562	29,370	31,058	31,307	31,565	31,814	32,069	32,320	32,572	32,825	33,075	33,331	33,586	33,836
27	27,308	29,656	30,497	32,246	32,510	32,775	33,035	33,301	33,565	33,828	34,086	34,348	34,617	34,881	35,143
28	28,319	30,758	31,630	33,443	33,714	33,991	34,259	34,532	34,806	35,073	35,349	35,621	35,895	36,167	36,441
29	29,330	31,856	32,754	34,633	34,921	35,204	35,482	35,765	36,048	36,332	36,618	36,895	37,180	37,460	37,742
30	30,345	32,961	33,894	35,838	36,129	36,425	36,709	37,001	37,298	37,585	37,880	38,172	38,462	38,760	39,048
31	31,352	34,054	35,019	37,026	37,331	37,632	37,932	38,233	38,536	38,836	39,143	39,446	39,749	40,055	40,352
32	32,363	35,152	36,144	38,220	38,533	38,845	39,152	39,466	39,776	40,084	40,398	40,708	41,019	41,336	41,647
33	33,374	36,252	37,280	39,412	39,735	40,058	40,377	40,700	41,024	41,342	41,667	41,987	42,311	42,634	42,957
34	34,386	37,348	38,406	40,608	40,941	41,270	41,597	41,927	42,262	42,594	42,924	43,251	43,585	43,916	44,249
35	35,400	38,450	39,540	41,802	42,149	42,490	42,828	43,171	43,512	43,853	44,195	44,534	44,880	45,221	45,558
36	36,408	39,541	40,668	42,995	43,344	43,702	44,045	44,395	44,752	45,094	45,448	45,800	46,149	46,502	46,852
37	37,420	40,643	41,794	44,189	44,557	44,913	45,274	45,634	45,996	46,356	46,716	47,078	47,443	47,805	48,160
38	38,433	41,741	42,924	45,387	45,759	46,128	46,495	46,866	47,237	47,607	47,976	48,342	48,717	49,091	49,456
39	39,444	42,844	44,059	46,579	46,965	47,345	47,723	48,105	48,487	48,865	49,245	49,626	50,008	50,386	50,768
<b>40</b>	<b>40,454</b>	<b>43,936</b>	<b>45,182</b>	<b>47,772</b>	<b>48,165</b>	<b>48,555</b>	<b>48,939</b>	<b>49,331</b>	<b>49,722</b>	<b>50,107</b>	<b>50,500</b>	<b>50,888</b>	<b>51,278</b>	<b>51,671</b>	<b>52,061</b>
41	41,966	45,585	46,873	49,563	49,971	50,376	50,777	51,179	51,584	51,986	52,397	52,799	53,203	53,607	54,011
42	43,491	47,236	48,573	51,358	51,775	52,201	52,609	53,032	53,452	53,864	54,286	54,701	55,123	55,541	55,963
43	45,003	48,879	50,261	53,148	53,583	54,020	54,446	54,880	55,316	55,744	56,183	56,611	57,047	57,484	57,914
44	46,524	50,532	51,965	54,943	55,391	55,844	56,286	56,736	57,186	57,627	58,078	58,528	58,975	59,430	59,876
45	48,037	52,176	53,655	56,731	57,198	57,660	58,119	58,584	59,048	59,506	59,973	60,436	60,901	61,367	61,822
46	49,558	53,825	55,348	58,520	59,000	59,481	59,950	60,432	60,912	61,384	61,860	62,334	62,817	63,292	63,770
47	51,076	55,469	57,046	60,316	60,807	61,304	61,789	62,280	62,778	63,265	63,761	64,249	64,742	65,237	65,727
48	52,590	57,118	58,733	62,102	62,617	63,120	63,622	64,129	64,643	65,142	65,650	66,159	66,664	67,174	67,679

**Part-Time Flexible Employees - Hourly Basic Rates**

Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
1	20.23	21.97	22.59	23.89	24.08	24.28	24.47	24.67	24.86	25.05	25.25	25.44	25.64	25.84	26.03

**Step Increase Waiting Periods**

Steps (From-To)	A-B	B-C	C-1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	8-9	9-10	10-11	11-12
Grade 1	96	96	44	44	44	44	44	44	44	34	34	26	26	24

**NOTE: This schedule reflects a 1.5% general increase effective November 21, 2009 (PP 25-2009).**

**Rural Carrier Evaluated Schedule**  
**Daily Rates "K" Routes**  
**Effective November 21, 2009 (PP 25-2009)**

Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	46.68	50.70	52.12	55.12	55.58	56.02	56.47	56.92	57.38	57.83	58.27	58.73	59.17	59.63	60.08
13	50.57	54.95	56.49	59.73	60.22	60.70	61.18	61.67	62.15	62.64	63.15	63.63	64.12	64.59	65.07
14	54.46	59.16	60.84	64.32	64.85	65.37	65.88	66.40	66.95	67.47	68.00	68.52	69.05	69.57	70.11
15	58.37	63.38	65.19	68.91	69.47	70.05	70.60	71.17	71.72	72.29	72.83	73.40	73.98	74.53	75.11
16	62.23	67.60	69.52	73.48	74.10	74.71	75.30	75.90	76.50	77.10	77.71	78.32	78.90	79.50	80.10
17	66.13	71.83	73.86	78.09	78.73	79.38	80.00	80.65	81.28	81.90	82.54	83.18	83.84	84.47	85.11
18	70.03	76.07	78.22	82.69	83.37	84.05	84.73	85.40	86.07	86.75	87.42	88.11	88.78	89.48	90.14
19	73.91	80.28	82.55	87.28	88.01	88.71	89.42	90.13	90.85	91.56	92.27	92.99	93.70	94.41	95.12
20	77.83	84.53	86.92	91.91	92.67	93.42	94.15	94.91	95.67	96.41	97.17	97.92	98.66	99.41	100.19
21	81.69	88.72	91.24	96.47	97.25	98.05	98.83	99.62	100.41	101.19	101.98	102.75	103.56	104.34	105.12
22	85.57	92.95	95.58	101.08	101.88	102.72	103.52	104.35	105.18	106.00	106.82	107.63	108.46	109.27	110.11
23	89.47	97.18	99.93	105.66	106.53	107.38	108.24	109.10	109.97	110.84	111.70	112.55	113.42	114.28	115.14
24	93.36	101.39	104.27	110.26	111.15	112.04	112.93	113.83	114.74	115.62	116.51	117.42	118.32	119.23	120.13
25	97.25	105.65	108.62	114.85	115.80	116.74	117.66	118.60	119.54	120.47	121.42	122.35	123.29	124.23	125.16
26	101.14	109.85	112.96	119.45	120.41	121.40	122.36	123.34	124.31	125.28	126.25	127.21	128.20	129.18	130.14
27	105.03	114.06	117.30	124.02	125.04	126.06	127.06	128.08	129.10	130.11	131.10	132.11	133.14	134.16	135.17
28	108.92	118.30	121.65	128.63	129.67	130.73	131.77	132.82	133.87	134.90	135.96	137.00	138.06	139.10	140.16
29	112.81	122.52	125.98	133.20	134.31	135.40	136.47	137.56	138.65	139.74	140.84	141.90	143.00	144.08	145.16
30	116.71	126.77	130.36	137.84	138.96	140.10	141.19	142.31	143.45	144.56	145.69	146.82	147.93	149.08	150.18
31	120.58	130.98	134.69	142.41	143.58	144.74	145.89	147.05	148.22	149.37	150.55	151.72	152.88	154.06	155.20
32	124.47	135.20	139.02	147.00	148.20	149.40	150.58	151.79	152.98	154.17	155.38	156.57	157.77	158.98	160.18
33	128.36	139.43	143.38	151.58	152.83	154.07	155.30	156.54	157.78	159.01	160.26	161.49	162.73	163.98	165.22
34	132.25	143.65	147.72	156.18	157.47	158.73	159.99	161.26	162.55	163.82	165.09	166.35	167.63	168.91	170.19
35	136.15	147.88	152.08	160.78	162.11	163.42	164.72	166.04	167.35	168.67	169.98	171.28	172.62	173.93	175.22
36	140.03	152.08	156.42	165.37	166.71	168.08	169.40	170.75	172.12	173.44	174.80	176.15	177.50	178.85	180.20
37	143.92	156.32	160.75	169.96	171.37	172.74	174.13	175.52	176.91	178.29	179.68	181.07	182.47	183.87	185.23
38	147.82	160.54	165.09	174.57	176.00	177.42	178.83	180.25	181.68	183.10	184.52	185.93	187.37	188.81	190.22
39	151.71	164.78	169.46	179.15	180.63	182.10	183.55	185.02	186.49	187.94	189.40	190.87	192.34	193.79	195.26
<b>40</b>	<b>155.59</b>	<b>168.98</b>	<b>173.78</b>	<b>183.74</b>	<b>185.25</b>	<b>186.75</b>	<b>188.23</b>	<b>189.73</b>	<b>191.24</b>	<b>192.72</b>	<b>194.23</b>	<b>195.72</b>	<b>197.22</b>	<b>198.73</b>	<b>200.23</b>
41	161.41	175.33	180.28	190.63	192.20	193.75	195.30	196.84	198.40	199.95	201.53	203.07	204.63	206.18	207.73
42	167.27	181.68	186.82	197.53	199.13	200.77	202.34	203.97	205.58	207.17	208.79	210.39	212.01	213.62	215.24
43	173.09	188.00	193.31	204.42	206.09	207.77	209.41	211.08	212.75	214.40	216.09	217.73	219.41	221.09	222.75
44	178.94	194.35	199.87	211.32	213.04	214.78	216.48	218.22	219.95	221.64	223.38	225.11	226.83	228.58	230.29
45	184.76	200.68	206.37	218.20	219.99	221.77	223.53	225.32	227.11	228.87	230.67	232.45	234.23	236.03	237.78
46	190.61	207.02	212.88	225.08	226.92	228.77	230.58	232.43	234.28	236.09	237.92	239.75	241.60	243.43	245.27
47	196.45	213.34	219.41	231.98	233.87	235.78	237.65	239.54	241.45	243.33	245.23	247.11	249.01	250.91	252.80
48	202.27	219.68	225.90	238.85	240.83	242.77	244.70	246.65	248.63	250.55	252.50	254.46	256.40	258.36	260.30

**NOTE: This schedule reflects a 1.5% general increase effective November 21, 2009 (PP 25-2009).**

**Rural Carrier Evaluated Schedule**  
**Daily Rates "J" Routes**  
**Effective November 21, 2009 (PP 25-2009)**

Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	42.43	46.09	47.38	50.10	50.53	50.92	51.34	51.74	52.17	52.57	52.97	53.39	53.79	54.21	54.62
13	45.97	49.95	51.35	54.30	54.75	55.19	55.62	56.07	56.50	56.94	57.41	57.85	58.29	58.72	59.16
14	49.51	53.78	55.31	58.47	58.95	59.42	59.89	60.37	60.86	61.33	61.81	62.29	62.77	63.24	63.73
15	53.06	57.62	59.26	62.65	63.16	63.68	64.18	64.70	65.20	65.72	66.21	66.73	67.26	67.76	68.28
16	56.57	61.45	63.20	66.80	67.36	67.92	68.45	69.00	69.55	70.09	70.65	71.20	71.73	72.27	72.81
17	60.12	65.30	67.15	70.99	71.58	72.16	72.73	73.32	73.90	74.46	75.04	75.62	76.22	76.79	77.37
18	63.66	69.15	71.11	75.17	75.79	76.41	77.02	77.63	78.25	78.86	79.48	80.10	80.71	81.34	81.94
19	67.19	72.99	75.05	79.34	80.01	80.65	81.29	81.94	82.59	83.23	83.88	84.54	85.18	85.83	86.47
20	70.75	76.85	79.02	83.55	84.24	84.93	85.59	86.28	86.97	87.64	88.33	89.02	89.69	90.37	91.08
21	74.26	80.66	82.94	87.70	88.41	89.14	89.84	90.57	91.28	91.99	92.71	93.41	94.15	94.86	95.57
22	77.79	84.50	86.90	91.89	92.62	93.38	94.10	94.86	95.62	96.36	97.11	97.84	98.60	99.34	100.10
23	81.34	88.35	90.85	96.05	96.84	97.62	98.40	99.18	99.97	100.77	101.55	102.32	103.11	103.89	104.67
24	84.87	92.17	94.79	100.23	101.05	101.86	102.66	103.48	104.31	105.11	105.92	106.74	107.57	108.40	109.21
25	88.41	96.04	98.74	104.41	105.27	106.13	106.97	107.82	108.67	109.52	110.38	111.23	112.08	112.94	113.78
26	91.94	99.87	102.69	108.59	109.47	110.37	111.24	112.13	113.01	113.89	114.77	115.65	116.54	117.43	118.31
27	95.48	103.69	106.63	112.75	113.67	114.60	115.51	116.44	117.36	118.28	119.18	120.10	121.04	121.96	122.88
28	99.02	107.55	110.59	116.93	117.88	118.85	119.79	120.74	121.70	122.63	123.60	124.55	125.51	126.46	127.42
29	102.55	111.38	114.52	121.09	122.10	123.09	124.06	125.05	126.04	127.03	128.03	129.00	130.00	130.98	131.97
30	106.10	115.25	118.51	125.31	126.33	127.36	128.35	129.37	130.41	131.42	132.45	133.47	134.48	135.52	136.53
31	109.62	119.07	122.44	129.46	130.53	131.58	132.63	133.68	134.74	135.79	136.86	137.92	138.98	140.05	141.09
32	113.16	122.91	126.38	133.64	134.73	135.82	136.90	137.99	139.08	140.15	141.25	142.34	143.42	144.53	145.62
33	116.69	126.76	130.35	137.80	138.93	140.06	141.18	142.31	143.44	144.55	145.69	146.81	147.94	149.07	150.20
34	120.23	130.59	134.29	141.99	143.15	144.30	145.44	146.60	147.77	148.93	150.08	151.23	152.40	153.55	154.72
35	123.78	134.44	138.25	146.16	147.37	148.57	149.75	150.95	152.14	153.33	154.53	155.71	156.92	158.12	159.29
36	127.30	138.26	142.20	150.33	151.55	152.80	154.00	155.23	156.48	157.67	158.91	160.14	161.36	162.59	163.82
37	130.84	142.11	146.13	154.51	155.79	157.04	158.30	159.56	160.83	162.08	163.34	164.61	165.88	167.15	168.39
38	134.38	145.95	150.08	158.70	160.00	161.29	162.57	163.87	165.16	166.46	167.75	169.03	170.34	171.65	172.92
39	137.92	149.80	154.05	162.86	164.21	165.54	166.86	168.20	169.53	170.86	172.19	173.52	174.85	176.17	177.51
40	141.45	153.62	157.98	167.03	168.41	169.77	171.12	172.49	173.85	175.20	176.57	177.93	179.29	180.67	182.03
41	146.73	159.39	163.89	173.30	174.72	176.14	177.54	178.95	180.36	181.77	183.21	184.61	186.02	187.44	188.85
42	152.07	165.16	169.84	179.57	181.03	182.52	183.95	185.43	186.90	188.34	189.81	191.26	192.74	194.20	195.67
43	157.35	170.91	175.74	185.83	187.35	188.88	190.37	191.89	193.41	194.91	196.44	197.94	199.47	200.99	202.50
44	162.67	176.69	181.70	192.11	193.67	195.26	196.80	198.38	199.95	201.49	203.07	204.64	206.21	207.80	209.36
45	167.96	182.43	187.60	198.36	199.99	201.61	203.21	204.84	206.46	208.06	209.70	211.31	212.94	214.57	216.16
46	173.28	188.20	193.52	204.62	206.29	207.98	209.62	211.30	212.98	214.63	216.29	217.95	219.64	221.30	222.97
47	178.59	193.95	199.46	210.90	212.61	214.35	216.05	217.76	219.50	221.21	222.94	224.65	226.37	228.10	229.81
48	183.88	199.71	205.36	217.14	218.94	220.70	222.45	224.23	226.02	227.77	229.55	231.33	233.09	234.87	236.64

**NOTE: This schedule reflects a 1.5% general increase effective November 21, 2009 (PP 25-2009).**

**Rural Carrier Evaluated Schedule**  
**Daily Rates "H" Routes**  
**Effective November 21, 2009 (PP 25-2009)**

Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	38.90	42.25	43.43	45.93	46.32	46.68	47.06	47.43	47.82	48.19	48.56	48.94	49.31	49.69	50.06
13	42.14	45.79	47.07	49.77	50.19	50.59	50.99	51.39	51.79	52.20	52.62	53.03	53.43	53.83	54.23
14	45.38	49.30	50.70	53.60	54.04	54.47	54.90	55.34	55.79	56.22	56.66	57.10	57.54	57.97	58.42
15	48.64	52.82	54.32	57.43	57.89	58.37	58.83	59.31	59.77	60.24	60.70	61.17	61.65	62.11	62.59
16	51.86	56.33	57.93	61.23	61.75	62.26	62.75	63.25	63.75	64.25	64.76	65.26	65.75	66.25	66.75
17	55.11	59.86	61.55	65.08	65.61	66.15	66.67	67.21	67.74	68.25	68.79	69.32	69.87	70.39	70.92
18	58.36	63.39	65.18	68.91	69.48	70.04	70.61	71.16	71.73	72.29	72.85	73.43	73.98	74.56	75.12
19	61.59	66.90	68.79	72.73	73.34	73.93	74.52	75.11	75.71	76.30	76.89	77.49	78.08	78.67	79.27
20	64.86	70.44	72.44	76.59	77.22	77.85	78.46	79.09	79.72	80.34	80.97	81.60	82.21	82.84	83.49
21	68.07	73.94	76.03	80.39	81.04	81.71	82.36	83.02	83.67	84.32	84.98	85.62	86.30	86.95	87.60
22	71.30	77.46	79.65	84.23	84.90	85.60	86.26	86.96	87.65	88.33	89.02	89.69	90.38	91.06	91.76
23	74.56	80.98	83.28	88.05	88.77	89.48	90.20	90.92	91.64	92.37	93.09	93.79	94.52	95.23	95.95
24	77.80	84.49	86.89	91.88	92.63	93.37	94.11	94.86	95.62	96.35	97.09	97.85	98.60	99.36	100.11
25	81.04	88.04	90.52	95.71	96.50	97.28	98.05	98.83	99.62	100.39	101.18	101.96	102.74	103.53	104.30
26	84.28	91.54	94.13	99.54	100.34	101.17	101.97	102.79	103.59	104.40	105.21	106.01	106.83	107.65	108.45
27	87.53	95.05	97.75	103.35	104.20	105.05	105.88	106.73	107.58	108.42	109.25	110.09	110.95	111.80	112.64
28	90.77	98.58	101.38	107.19	108.06	108.95	109.80	110.68	111.56	112.41	113.30	114.17	115.05	115.92	116.80
29	94.01	102.10	104.98	111.00	111.93	112.83	113.72	114.63	115.54	116.45	117.37	118.25	119.17	120.06	120.97
30	97.26	105.64	108.63	114.87	115.80	116.75	117.66	118.59	119.54	120.46	121.41	122.35	123.28	124.23	125.15
31	100.49	109.15	112.24	118.67	119.65	120.62	121.58	122.54	123.51	124.47	125.46	126.43	127.40	128.38	129.33
32	103.73	112.67	115.85	122.50	123.50	124.50	125.49	126.49	127.49	128.47	129.48	130.47	131.47	132.49	133.48
33	106.97	116.19	119.49	126.32	127.36	128.39	129.41	130.45	131.49	132.51	133.55	134.57	135.61	136.65	137.68
34	110.21	119.71	123.10	130.15	131.22	132.28	133.32	134.38	135.46	136.52	137.58	138.63	139.70	140.76	141.82
35	113.46	123.24	126.73	133.98	135.09	136.19	137.27	138.37	139.46	140.55	141.65	142.74	143.85	144.94	146.02
36	116.69	126.73	130.35	137.80	138.92	140.07	141.17	142.29	143.44	144.53	145.67	146.79	147.91	149.04	150.17
37	119.94	130.27	133.96	141.63	142.81	143.95	145.11	146.26	147.42	148.58	149.73	150.89	152.06	153.22	154.36
38	123.18	133.79	137.58	145.47	146.66	147.85	149.02	150.21	151.40	152.59	153.77	154.94	156.14	157.34	158.51
39	126.42	137.32	141.21	149.29	150.53	151.75	152.96	154.18	155.41	156.62	157.84	159.06	160.28	161.49	162.72
<b>40</b>	<b>129.66</b>	<b>140.82</b>	<b>144.81</b>	<b>153.12</b>	<b>154.38</b>	<b>155.63</b>	<b>156.86</b>	<b>158.11</b>	<b>159.37</b>	<b>160.60</b>	<b>161.86</b>	<b>163.10</b>	<b>164.35</b>	<b>165.61</b>	<b>166.86</b>
41	134.51	146.11	150.23	158.86	160.16	161.46	162.75	164.04	165.33	166.62	167.94	169.23	170.52	171.82	173.11
42	139.39	151.40	155.68	164.61	165.95	167.31	168.62	169.97	171.32	172.64	173.99	175.32	176.68	178.02	179.37
43	144.24	156.66	161.09	170.35	171.74	173.14	174.51	175.90	177.29	178.67	180.07	181.45	182.84	184.24	185.62
44	149.12	161.96	166.55	176.10	177.54	178.99	180.40	181.85	183.29	184.70	186.15	187.59	189.02	190.48	191.91
45	153.96	167.23	171.97	181.83	183.33	184.81	186.28	187.77	189.26	190.72	192.22	193.71	195.20	196.69	198.15
46	158.84	172.52	177.40	187.56	189.10	190.64	192.15	193.69	195.23	196.74	198.27	199.79	201.34	202.86	204.39
47	163.71	177.79	182.84	193.32	194.89	196.49	198.04	199.62	201.21	202.77	204.36	205.93	207.51	209.09	210.66
48	168.56	183.07	188.25	199.04	200.70	202.31	203.92	205.54	207.19	208.79	210.42	212.05	213.67	215.30	216.92

**NOTE: This schedule reflects a 1.5% general increase effective November 21, 2009 (PP 25-2009).**