



Membership Development Report – January 2014

Europe, Middle East, Africa (Region 8)



This membership development report is issued on behalf of your IEEE Region, and the IEEE Member & Geographic Activities Board.



Greetings!

Welcome to the first MD report of 2014. When you read this report, we will be very close to the end of the grace period for members. Members who do not renew by Feb. 22nd will be deactivated. Among other things, this means they will no longer be able to use GoogleApps@IEEE, which could be an inconvenience for them. We need to remind them to renew as soon as possible. After Feb. 22nd, our main task will evolve into recovering members who finally didn't renew (we call them in "arrears"). Bringing them back can be done by carefully reminding them why IEEE is important in their careers.

–Antonio Luque, Membership Development Chair, Region 8

Regional Snapshot	Total this Month	'14 vs. '13	% Change	Aug 2014 405,000 Member Goal – R8		2014 New Members (JAN)
Total Membership	80,039	688	0.9%	66.0%	Total	7130
• Higher-Grade	55,851	- 189	- 0.3%	64.6%	Higher Grade	1642
• Students	24,188	877	3.7%	70.1%	Students	5488
IEEE Worldwide - Total	438,705	459	0.1%	405,000		36,153

2014 Retention Dashboard / Benchmark	Cumulative – Through This Month			
	Professionals	Graduate Students	Undergraduate Students	Total
Region – Total Members	61.3%	47.1%	21.7%	59.9%
Region – 1 st -Year Members	26.8%	33.7%	15.3%	26.6%
IEEE – Total Members	67.1%	40.7%	14.2%	57.0%
IEEE – 1 st Year Members	26.9%	26.4%	10.1%	18.9%

First-Year Member Engagement	2013-2014 Membership Cycle	
Recruitment	Member-Get-a-Member program: www.ieee.org/mgm , e-Membership option, visit web at www.ieee.org/emember	Showcase new membership programs including MentorCentre, Resume Lab, GoogleApps@IEEE
MGA Operations	First Year Member page available: http://www.ieee.org/start , register for the new member orientation.	Renewal opportunity to reach out to new members, those joined last year
Section / Chapter Operations	Invite first year members to activities and events. Renewal is underway!	Use the Correspondence templates located on www.ieee.org/md
SAMIEEE Analyses	Outreach to those who have not yet renewed	(MD) All Members Joining since Beginning of Membership Year (MD) First Year Active Members (MD) Members Joining in Past 30 Days (MD) New Member Interest Information for Active IEEE Members
Volunteer Resources	Visit the MD Archive Guide for 2014 for MD Webcast recordings	



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Best Section Total Retention	73.2% - Slovenia Section	67.9% - Norway Section
	72.3% - Switzerland Section	66.7% - Germany Section
	68.7% - Spain Section	65.8% - Estonia Section

Top Section Recruitment Year over Year	Numeric Growth	
	234 – Iran Section	68 – Jordan Section
	110 – United Arab Emirates Section	55 – Germany Section
	79 - Kuwait Section	51 - Qatar Section

Upcoming MD Opportunities	Monitor the renewal rate in your Section. Have updated lists of members who haven't renewed yet and understand why.	Click here to download from SAMIEEE an updated list of active members who have not renewed yet.
	Take special care of 1st-year members. Their satisfaction and retention is very important.	Click here to download from SAMIEEE a list of 1st-year members who have not renewed yet

MD Resource Links	IEEE Region 8	www.ieee.org/r8
	Benefits of Membership	www.ieee.org/benefits
	First Year Member Experience	www.ieee.org/start
	Online Supply Form	www.ieee.org/md
	IEEE Contact Center & Support	www.ieee.org/about/contact_center/index.html
	Membership Statistics myIEEE	www.ieee.org/md www.ieee.org/membership_services/membership/my_ieee.html
	MD Manual, Membership Presentations	www.ieee.org/md
	Member-get-a-Member	www.ieee.org/mgm
	MD Webcast Archive Guide for 2014 to 2009	www.ieee.org/md

Visit the [MGA News web page](#) for the latest news articles, including:

- * 2013 annual reporting and rebate requirements: due 31 March
- * IEEE Graduates of the Last Decade (GOLD) transformation to IEEE Young Professionals
- * Last call for nominations: IEEE Student Awards: deadline 1 February
- * New IEEE vTools features and enhancements
- * Applauding 50 years of IEEE Fellows
- * New IEEE Fellows online directory
- * Member group insurance program update for U.S., Canada, and Puerto Rico
- * Engineers wanted: help organizations create apps to further their missions

Additional IEEE news can be found at links on the right side of the page.

Visit MGA News at http://www.ieee.org/societies_communities/geo_activities/mga_news.html



IEEE Membership

GOLD Status Indicator

The table below shows the current month with GOLD membership data. We now can show the comparison of year-over-year.

Geographic IEEE Young Professionals (GOLD) Membership - January 2014									
Region	Higher Grade w/o GSM			GSM			Total		
	2014	2013	% Change	2014	2013	%Change	2014	2013	% Change
1	3,621	3,587	0.9%	549	635	-13.5%	4,170	4,222	-1.2%
2	3,094	3,236	-4.4%	554	663	-16.4%	3,648	3,899	-6.4%
3	3,560	3,605	-1.2%	664	770	-13.8%	4,224	4,375	-3.5%
4	2,825	2,824	0.0%	524	623	-15.9%	3,349	3,447	-2.8%
5	3,600	3,577	0.6%	502	595	-15.6%	4,102	4,172	-1.7%
6	6,500	6,351	2.3%	908	1,048	-13.4%	7,408	7,399	0.1%
R 1-6	23,200	23,180	0.1%	3,701	4,334	-14.6%	26,901	27,514	-2.2%
7	2,823	2,728	3.5%	659	725	-9.1%	3,482	3,453	0.8%
8	13,469	13,576	-0.8%	2,412	2,614	-7.7%	15,881	16,190	-1.9%
9	3,091	2,936	5.3%	322	381	-15.5%	3,413	3,317	2.9%
10	14,167	13,555	4.5%	1,442	1,445	-0.2%	15,609	15,000	4.1%
R 7-10	33,550	32,795	2.3%	4,835	5,165	-6.4%	38,385	37,960	1.1%
TOTAL	56,750	55,975	1.4%	8,535	9,499	-10.1%	65,286	65,474	-0.3%

IEEE MD Webcast scheduled for Friday, 21 February 2014

Save the Date!

Join us for the MD Webcast scheduled for Friday, 21 February 2014 offered at 10:00am Eastern (New York) or 15:00:00 UTC for one hour. The focus of this session will be the upcoming Service Deactivation that occurs on 22 February 2014 and the post-deactivation activities for those who will then become in arrears. The session will be recorded.

If you missed any of the webcasts from 2014, the 2014 Webcast Archive page is found at http://www.ieee.org/about/volunteers/membership_development/md2014archiveguide.html . If you missed any of the 2013 MD Webcasts, they are posted to the 2013 Webcast Archive page at http://www.ieee.org/about/volunteers/membership_development/md2013archiveguide.html.

Please test your computer by going to www.readytalk.com and clicking the "Test Your Computer" link in the "Join a Meeting" login box. This link will also appear on the confirmation and reminder emails that will be sent to you after we open the registration for this session.



IEEE Membership

IEEE GOLD is changing its name to IEEE Young Professionals

Please make changes when referencing in print and on websites. For information, visit the GOLD/Young Professional website,
http://www.ieee.org/membership_services/membership/gold/index.html



Membership Deactivation Process Taking Place in February 2014

We are about 2 weeks from the membership deactivation date of February 22nd. To capitalize on this opportunity here are some points to consider.

Membership Deactivation- 22 February 2014

- We are planning to run our Individual Section Arrears Email Campaigns in March as we did last year. Some Sections are already planning for this activity. Please begin to think about 3 reasons why a non-renewing member should re-join your section. We'll be contacting you with requests for bullet points shortly for use in the section letter template.
- Be sure to identify any members who have not renewed using the two pre-defined SAMIEEE queries:
 - (MD) 2013 Last Renewal Year for Active Members (Pre-arrears)
 - (MD) First Year Members Not Renewed
- Send a short message via e-notices or even a personal email
- Have extra time? Give that member a call – Nothing works better than personal contact
- Have no time? Find volunteers that do!



Year-over-Year – Renewal: 2014 Membership Year – January 2014

REGION 8	HIGHER GRADE MEMBERS w/o GSM			GRADUATE STUDENT MEMBERS			UNDERGRADUATE STUDENT MEMBERS			TOTAL MEMBERS		
	Opportunity	# Renewal	% Renewal	Opportunity	# Renewal	% Renewal	Opportunity	# Renewal	% Renewal	Opportunity	# Renewal	% Renewal
Slovenia Section	261	200	76.6%	27	15	55.6%	7	1	14.3%	295	216	73.2%
Switzerland Section	2511	1905	75.9%	422	233	55.2%	67	32	47.8%	3,000	2170	72.3%
Spain Section	2848	2071	72.7%	440	260	59.1%	324	152	46.9%	3,612	2483	68.7%
Norway Section	866	615	71.0%	107	52	48.6%	14	3	21.4%	987	670	67.9%
Germany Section	5862	4181	71.3%	1514	793	52.4%	250	115	46.0%	7,626	5089	66.7%
Estonia Section	89	64	71.9%	18	13	72.2%	13	2	15.4%	120	79	65.8%
Croatia Section	504	347	68.8%	183	121	66.1%	114	58	50.9%	801	526	65.7%
Benelux Section	2810	1973	70.2%	651	327	50.2%	139	35	25.2%	3,600	2335	64.9%
Austria Section	955	648	67.9%	249	147	59.0%	87	42	48.3%	1,291	837	64.8%
Poland Section	859	587	68.3%	80	46	57.5%	74	23	31.1%	1,013	656	64.8%
Denmark Section	724	491	67.8%	129	70	54.3%	34	11	32.4%	887	572	64.5%
Sweden Section	1737	1173	67.5%	439	224	51.0%	33	13	39.4%	2,209	1410	63.8%
Italy Section	3685	2459	66.7%	537	263	49.0%	152	55	36.2%	4,374	2777	63.5%
Romania Section	835	534	64.0%	74	35	47.3%	33	19	57.6%	942	588	62.4%
Israel Section	1001	655	65.4%	107	42	39.3%	26	6	23.1%	1,134	703	62.0%
Czechoslovakia Section	464	313	67.5%	66	28	42.4%	24	2	8.3%	554	343	61.9%
Latvia Section	95	59	62.1%	21	14	66.7%	12	6	50.0%	128	79	61.7%
Finland Section	845	542	64.1%	209	120	57.4%	52	19	36.5%	1,106	681	61.6%
Russia Section	592	368	62.2%	66	31	47.0%	40	12	30.0%	698	411	58.9%
Lithuanian Section	94	62	66.0%	15	7	46.7%	10	1	10.0%	119	70	58.8%
U.K.& Rep Of Ireland Section	8246	5171	62.7%	1505	595	39.5%	356	87	24.4%	10,107	5853	57.9%



Year-over-Year – Renewal: 2014 Membership Year – January 2014

REGION 8	HIGHER GRADE MEMBERS w/o GSM			GRADUATE STUDENT MEMBERS			UNDERGRADUATE STUDENT MEMBERS			TOTAL MEMBERS		
	Opportunity	# Renewal	% Renewal	Opportunity	# Renewal	% Renewal	Opportunity	# Renewal	% Renewal	Opportunity	# Renewal	% Renewal
Portugal Section	811	514	63.4%	275	141	51.3%	233	79	33.9%	1,319	734	55.6%
Region 8 - Apo/Fpo	98	57	58.2%	7	2	28.6%	8	3	37.5%	113	62	54.9%
Malta Section	127	70	55.1%	30	20	66.7%	24	9	37.5%	181	99	54.7%
Russia (Siberia) Section	211	122	57.8%	29	9	31.0%	13	6	46.2%	253	137	54.2%
France Section	3292	1896	57.6%	353	120	34.0%	223	63	28.3%	3,868	2079	53.7%
Cyprus Section	216	121	56.0%	53	34	64.2%	57	15	26.3%	326	170	52.1%
Greece Section	1240	736	59.4%	235	126	53.6%	546	187	34.2%	2,021	1049	51.9%
Republic Of Macedonia Section	126	72	57.1%	37	18	48.6%	18	3	16.7%	181	93	51.4%
Hungary Section	354	187	52.8%	43	18	41.9%	41	5	12.2%	438	210	47.9%
Iceland Section	59	33	55.9%	7	7	100.0%	38	9	23.7%	104	49	47.1%
South Africa Section	1016	518	51.0%	129	49	38.0%	97	13	13.4%	1,242	580	46.7%
Zambia Section	119	56	47.1%	0	0	#DIV/0!	2	0	0.0%	121	56	46.3%
Belarus Section	35	17	48.6%	11	4	36.4%	2	1	50.0%	48	22	45.8%
Saudi Arabia Section	642	321	50.0%	56	22	39.3%	90	11	12.2%	788	354	44.9%
Russia (Northwest) Section	187	94	50.3%	21	8	38.1%	65	13	20.0%	273	115	42.1%
Qatar Section	184	83	45.1%	13	5	38.5%	27	6	22.2%	224	94	42.0%
Kuwait Section	144	79	54.9%	8	1	12.5%	46	2	4.3%	198	82	41.4%
Serbia And Montenegro Section	541	238	44.0%	143	49	34.3%	44	11	25.0%	728	298	40.9%
Western Saudi Arabia Section	243	102	42.0%	29	14	48.3%	46	10	21.7%	318	126	39.6%
Kenya Section	114	49	43.0%	16	7	43.8%	16	1	6.3%	146	57	39.0%
Ukraine Section	369	149	40.4%	68	21	30.9%	51	15	29.4%	488	185	37.9%



Year-over-Year – Renewal: 2014 Membership Year – January 2014

REGION 8	HIGHER GRADE MEMBERS w/o GSM			GRADUATE STUDENT MEMBERS			UNDERGRADUATE STUDENT MEMBERS			TOTAL MEMBERS		
	Opportunity	# Renewal	% Renewal	Opportunity	# Renewal	% Renewal	Opportunity	# Renewal	% Renewal	Opportunity	# Renewal	% Renewal
Lebanon Section	315	148	47.0%	46	24	52.2%	427	126	29.5%	788	298	37.8%
Egypt Section	855	397	46.4%	232	138	59.5%	720	126	17.5%	1,807	661	36.6%
Bosnia And Herzegovina Section	126	57	45.2%	62	24	38.7%	55	6	10.9%	243	87	35.8%
Iraq Section	120	50	41.7%	19	6	31.6%	22	0	0.0%	161	56	34.8%
Bahrain Section	103	37	35.9%	5	2	40.0%	5	0	0.0%	113	39	34.5%
Iran Section	675	215	31.9%	330	131	39.7%	177	41	23.2%	1,182	387	32.7%
Reg 8-Countries Outside Sections	834	343	41.1%	91	30	33.0%	300	21	7.0%	1,225	394	32.2%
Oman Section	105	54	51.4%	5	2	40.0%	70	0	0.0%	180	56	31.1%
Turkey Section	1161	526	45.3%	379	165	43.5%	1094	128	11.7%	2,634	819	31.1%
United Arab Emirates Section	829	334	40.3%	90	32	35.6%	441	30	6.8%	1,360	396	29.1%
Morocco Section	125	44	35.2%	31	9	29.0%	64	10	15.6%	220	63	28.6%
Nigeria Section	1073	291	27.1%	141	32	22.7%	148	20	13.5%	1,362	343	25.2%
Bulgaria Section	228	60	26.3%	22	4	18.2%	25	1	4.0%	275	65	23.6%
Jordan Section	229	97	42.4%	19	7	36.8%	263	15	5.7%	511	119	23.3%
Ghana Section	156	40	25.6%	15	2	13.3%	27	1	3.7%	198	43	21.7%
Tunisia Section	361	71	19.7%	268	73	27.2%	495	32	6.5%	1,124	176	15.7%



Year-over-Year – Recruitment: 2014 Membership Year

Section Name	Higher Grade w/o GSMs				Graduate Students				Undergraduate Students				Total			
	2014	2013	# Change	% Change	2014	2013	# Change	% Change	2014	2013	# Change	% Change	2014	2013	# Change	% Change
Iran Section	15	7	8	114.29%	143	39	104	266.67%	162	40	122	305.00%	320	86	234	272.09%
Qatar Section	26	18	8	44.44%	5	4	1	25.00%	55	13	42	323.08%	86	35	51	145.71%
Republic Of Macedonia Section	0	1	-1	-100.00 %	3	8	-5	-62.50%	25	3	22	733.33%	28	12	16	133.33%
Kuwait Section	9	12	-3	-25.00%	128	8	120	1500.00%	7	45	-38	-84.44%	144	65	79	121.54%
Serbia And Montenegro Section	17	8	9	112.50%	22	14	8	57.14%	23	7	16	228.57%	62	29	33	113.79%
Kenya Section	11	2	9	450.00%	9	3	6	200.00%	10	11	-1	-9.09%	30	16	14	87.50%
Romania Section	37	29	8	27.59%	26	9	17	188.89%	19	11	8	72.73%	82	49	33	67.35%
Western Saudi Arabia Section	21	13	8	61.54%	8	6	2	33.33%	66	39	27	69.23%	95	58	37	63.79%
Saudi Arabia Section	55	35	20	57.14%	39	17	22	129.41%	63	47	16	34.04%	157	99	58	58.59%
United Arab Emirates Section	57	38	19	50.00%	33	27	6	22.22%	222	137	85	62.04%	312	202	110	54.46%
Jordan Section	11	7	4	57.14%	6	4	2	50.00%	196	134	62	46.27%	213	145	68	46.90%
Ghana section	11	14	-3	-21.43%	3	2	1	50.00%	11	3	8	266.67%	25	19	6	31.58%
Bosnia And Herzegovina Section	6	3	3	100.00%	4	6	-2	-33.33%	9	6	3	50.00%	19	15	4	26.67%
Zambia Section	6	3	3	100.00%	0	0	0	#DIV/0!	1	3	-2	-66.67%	7	6	1	16.67%
Germany Section	140	93	47	50.54%	213	224	-11	-4.91%	90	71	19	26.76%	443	388	55	14.18%
Austria Section	16	19	-3	-15.79%	31	36	-5	-13.89%	51	34	17	50.00%	98	89	9	10.11%
Hungary Section	11	13	-2	-15.38%	4	3	1	33.33%	4	2	2	100.00%	19	18	1	5.56%



Year-over-Year – Recruitment: 2014 Membership Year

Section Name	Higher Grade w/o GSMs				Graduate Students				Undergraduate Students				Total			
	2014	2013	# Change	% Change	2014	2013	# Change	% Change	2014	2013	# Change	% Change	2014	2013	# Change	% Change
Russia (Northwest) Section	9	9	0	0.00%	6	9	-3	-33.33%	20	16	4	25.00%	35	34	1	2.94%
Nigeria Section	124	105	19	18.10%	39	46	-7	-15.22%	52	61	-9	-14.75%	215	212	3	1.42%
Italy Section	69	74	-5	-6.76%	104	88	16	18.18%	46	54	-8	-14.81%	219	216	3	1.39%
U.K.& Rep Of Ireland Section	213	195	18	9.23%	392	407	-15	-3.69%	226	219	7	3.20%	831	821	10	1.22%
Portugal Section	15	17	-2	-11.76%	41	60	-19	-31.67%	125	103	22	21.36%	181	180	1	0.56%
Russia (Siberia) Section	11	13	-2	-15.38%	4	10	-6	-60.00%	8	0	8	#DIV/0!	23	23	0	0.00%
Switzerland Section	43	45	-2	-4.44%	49	65	-16	-24.62%	42	27	15	55.56%	134	137	-3	-2.19%
Czechoslovakia Section	16	19	-3	-15.79%	15	17	-2	-11.76%	7	3	4	133.33%	38	39	-1	-2.56%
Spain Section	33	45	-12	-26.67%	53	61	-8	-13.11%	110	96	14	14.58%	196	202	-6	-2.97%
Sweden Section	38	32	6	18.75%	52	65	-13	-20.00%	19	16	3	18.75%	109	113	-4	-3.54%
Estonia Section	2	2	0	0.00%	7	4	3	75.00%	15	19	-4	-21.05%	24	25	-1	-4.00%
Lebanon Section	6	16	-10	-62.50%	10	13	-3	-23.08%	279	279	0	0.00%	295	308	-13	-4.22%
Poland Section	39	43	-4	-9.30%	21	14	7	50.00%	16	23	-7	-30.43%	76	80	-4	-5.00%
France Section	108	129	-21	-16.28%	91	110	-19	-17.27%	93	73	20	27.40%	292	312	-20	-6.41%
Iraq Section	10	13	-3	-23.08%	3	2	1	50.00%	1	0	1	#DIV/0!	14	15	-1	-6.67%
Finland Section	23	17	6	35.29%	29	29	0	0.00%	9	20	-11	-55.00%	61	66	-5	-7.58%
Benelux Section	59	81	-22	-27.16%	141	127	14	11.02%	36	49	-13	-26.53%	236	257	-21	-8.17%
Greece Section	25	16	9	56.25%	38	38	0	0.00%	196	230	-34	-14.78%	259	284	-25	-8.80%



Year-over-Year – Recruitment: 2014 Membership Year

Section Name	Higher Grade w/o GSMs				Graduate Students				Undergraduate Students				Total			
	2014	2013	# Change	% Change	2014	2013	# Change	% Change	2014	2013	# Change	% Change	2014	2013	# Change	% Change
Ukraine Section	27	13	14	107.69%	10	22	-12	-54.55%	7	14	-7	-50.00%	44	49	-5	-10.20%
Croatia Section	15	8	7	87.50%	12	32	-20	-62.50%	34	28	6	21.43%	61	68	-7	-10.29%
Lithuanian Section	2	7	-5	-71.43%	10	6	4	66.67%	4	5	-1	-20.00%	16	18	-2	-11.11%
Oman Section	6	8	-2	-25.00%	5	3	2	66.67%	16	21	-5	-23.81%	27	32	-5	-15.63%
Egypt Section	28	25	3	12.00%	65	35	30	85.71%	346	462	-116	-25.11%	439	522	-83	-15.90%
Russia Section	40	48	-8	-16.67%	13	25	-12	-48.00%	17	15	2	13.33%	70	88	-18	-20.45%
Slovenia Section	2	5	-3	-60.00%	5	8	-3	-37.50%	5	3	2	66.67%	12	16	-4	-25.00%
Turkey Section	35	43	-8	-18.60%	54	70	-16	-22.86%	264	358	-94	-26.26%	353	471	-118	-25.05%
South Africa Section	33	46	-13	-28.26%	18	23	-5	-21.74%	11	14	-3	-21.43%	62	83	-21	-25.30%
Cyprus Section	4	4	0	0.00%	5	9	-4	-44.44%	34	50	-16	-32.00%	43	63	-20	-31.75%
Denmark Section	14	22	-8	-36.36%	23	34	-11	-32.35%	6	8	-2	-25.00%	43	64	-21	-32.81%
Norway Section	18	27	-9	-33.33%	14	26	-12	-46.15%	3	4	-1	-25.00%	35	57	-22	-38.60%
Tunisia Section	16	35	-19	-54.29%	32	74	-42	-56.76%	142	206	-64	-31.07%	190	315	-125	-39.68%
Latvia Section	2	0	2	#DIV/0!	2	6	-4	-66.67%	0	1	-1	-100.00%	4	7	-3	-42.86%
Israel Section	18	27	-9	-33.33%	13	40	-27	-67.50%	20	26	-6	-23.08%	51	93	-42	-45.16%



Year-over-Year – Recruitment: 2014 Membership Year

Section Name	Higher Grade w/o GSMs				Graduate Students				Undergraduate Students				Total			
	2014	2013	# Change	% Change	2014	2013	# Change	% Change	2014	2013	# Change	% Change	2014	2013	# Change	% Change
Morocco Section	6	7	-1	-14.29%	11	6	5	83.33%	7	40	-33	-82.50%	24	53	-29	-54.72%
Iceland Section	3	2	1	50.00%	1	1	0	0.00%	11	34	-23	-67.65%	15	37	-22	-59.46%
Belarus Section	2	1	1	100.00%	0	4	-4	-100.00%	0	0	0	#DIV/0!	2	5	-3	-60.00%
Bulgaria Section	8	9	-1	-11.11%	1	7	-6	-85.71%	3	18	-15	-83.33%	12	34	-22	-64.71%
Malta Section	2	2	0	0.00%	0	6	-6	-100.00%	9	24	-15	-62.50%	11	32	-21	-65.63%
Bahrain Section	6	23	-17	-73.91%	0	1	-1	-100.00%	3	10	-7	-70.00%	9	34	-25	-73.53%
Region 8-Countries Outside Sections	60	93	-33	-35.48%	31	36	-5	-13.89%	131	120	11	9.17%	222	249	-27	-10.84%
Region 8 - Apo/Fpo	3	5	-2	-40.00%	1	1	0	0.00%	3	4	-1	-25.00%	7	10	-3	-30.00%

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