



MD Monthly—FEBRUARY 2017

Membership Development Report

This report is issued monthly on behalf of the IEEE Member & Geographic Activities Board. Source data is IEEE membership statistics.

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MD Summary & Updates	Pages 1-2	Member Recruitment	Pages 8-9
Membership Year Goals & Progress	Pages 3-4	Active Membership	Page 10
Retention & Recovery	Page 5-7	Society & Special Interest Memberships	Pages 11-13

Monthly Snapshot	YoY Variance		Feb '17	Feb'16	Jan '17	Feb '17 vs. Jan '17	
IEEE Membership		-2,152	-0.7%	294,323	296,475	431,398	-31.8%
Honorary		-2	-6.3%	30	32	30	0.0%
Fellow		130	1.8%	7,254	7,124	7,670	-5.4%
Senior Member		1,672	4.7%	37,427	35,755	40,344	-7.2%
Member		-3,208	-1.7%	180,731	183,939	252,599	-28.5%
Associate Member		-556	-11.1%	4,450	5,006	7,470	-40.4%
Graduate Student		-75	-0.3%	27,081	27,156	45,448	-40.4%
Undergraduate Student		-113	-0.3%	37,350	37,463	77,837	-52.0%
Society Membership		-2,156	-0.9%	242,025	244,181	314,227	-23.0%
13 Societies up > 1%		3,037					
4 Societies +/- 1%		-6					
22 Societies down > 1%		-5,187					

Societies Note: Sum of respective gains and losses, with all counts **excluding** Affiliates. **Including Affiliates, total Society memberships are down year-over-year by -2,915 or -1.2%.**

➔ The annual service deactivation occurred in February resulting in the overall decline in membership from last month. This is a normal and expected trend at this point in the membership year. Read more, page 2.

MD Channel	February—Membership Year to Date								
	'17	'16	'15	'14		'17	'16	'15	'14
Retention	61.7% 238,011	63.5% 242,176	64.2% 252,554	64.5% 253,191	Recruitment	44,916	45,387	43,548	44,297
Higher-Grade	72.7% 214,994	73.8% 217,654	74.8% 223,336	73.3% 221,694	Reinstatement	10,771	10,794	10,428	9,992
STU/GSM	25.7% 23,017	28.4% 24,522	30.8% 26,662	34.8% 31,497	Recovery (subset of Retention)	<i>Reported March through July.</i>			

MD Calendar	Recruitment Activities	Retention Activities
April	<p>Continue focus on arrears recovery activities. ➔</p> <p>Half-Year Dues Cycle – New members receive 50% off membership dues. Individuals who join IEEE in April receive 9 months of membership for the price of 6.</p>	<p> Tools: Located in the MD folder of SAMIEEE, use pre-defined queries to identify members who have not renewed (are in arrears). Communications templates are available (see page 5).</p>
May	<p>Half-Year Dues Cycle – New members receive 50% off membership dues. Individuals who join IEEE in May receive 8 months of membership for the price of 6.</p> <p>Promote the Gift off Membership, especially for graduating students.</p>	<p> Tools: Located in the MD folder of SAMIEEE, use pre-defined queries to identify members who have not renewed. Communications templates are available (see page 5).</p>



Links to all Membership Development resources are on the MD Portal at www.ieee.org/md



February MD Highlights

IEEE Membership

Each February we see the effects of the annual service deactivation that reduce membership totals by about one third. Then membership grows steadily again as recruitment and arrears recovery activity continues. The cycle repeats each year. Although overall membership is now behind last year by -0.7% , in the longer term trend we see that the rate of decline has been steadily shrinking the last four years. For instance, at this time last year overall membership was down -1.9% ; the year before was -1.7% .

Recruitment

Looking at the February historical recruitment performance, we saw typical levels of recruitment during this month. However overall recruitment is behind by one percent, following -0.5% last month. While some nice gains in the student categories and improvement in US higher grade are bright spots, the year-over-year losses in Region 10 continue to hamper positive recruitment growth. Both undergraduate and graduate student recruitment are on the rise.

➔ We will see a recruitment spike in March as the half year dues period begins. Leverage this in recruiting new members in your Section—they receive additional months of membership for the price of six.

See more detail on recruitment, page 8.

Links to all MD resources plus communications templates can be found at www.ieee.org/md.

Retention

We began the membership year with a larger member base to renew, and therefore we would expect more renewal activity to occur. However this year the activity occurred earlier than in recent years. The retention gains we have been seeing all year have been erased, as renewal activity in the month of February was far less than the same month in prior years, by about 10,000 members. Renewal activity has begun to level off and the real work of arrears recovery begins.

The annual service deactivation occurred on 25 February and not surprisingly we once again placed a larger number of members in arrears. (See page 6 for more detail.) We have seen this trend before in a year following record recruitment, as engagement for new members is typically less than a more tenured member. This is why it is critical to have first year member engagement or communication plan in place.

We will need to recover at least 22% of the members in arrears to match last year's retention rate, which will then mean a larger number of members at year end. In order to only match last year's raw count of renewals, we will need arrears recovery in 19% range. Last year we recovered 17.4%.

➔ Reach out to your members in arrears who have not yet renewed for 2017. In SAMIEEE utilize the query named "(MD) 2016 Last Renewal Year" to identify them. There is also a tab in the Section Vitality Dashboard for members in arrears.

See more detail on retention, page 5.

Society Membership

Overall Society memberships are also down year-over-year, in line with the trend in IEEE membership and the service deactivation. The Society membership cycle experiences two dips in membership each year—the first in January when the numbers reflect IEEE members who renewed but did not renew their Society, then again in February due to those IEEE members who did not renew either membership.

The top Societies in terms of percentage growth thus far in the 2017 membership year are Intelligent Transportation Systems ($+11.3\%$), Geoscience and Remote Sensing ($+6.1\%$), and Power & Energy ($+5.9\%$).

Society membership details are on page 11.



Membership Development Goals



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2017 MRRC Chair

Membership Development goals are created for each individual Section for both recruitment and retention. On the next page are the Section goals rolled up to the Region level for each channel. In this report, we will track progress to goal on the Region-level. You will find the Section level goals and progress in your monthly Region MD report.



**Outstanding Section Membership
Recruitment and Retention Performance**

For 2017 goals, we reviewed five years of history. Each Section has a unique goal based on different dynamics - whether the Section has had growth or decline, as well as the overall size and location of the Section. Note that reinstatement goals are assigned on the Region level only.

Detail on the Section goals and progress are included in the Region level MD reports. These reports are sent via e-mail once monthly. If you are not receiving your region MD report, please contact your Region MD Chair.

For the complete listing of Section goals, visit the MD goals page on the MD portal, www.ieee.org/md.

Section Recognition Awards

Each Section that meets their goal receives a special recognition in the form of an electronic banner that can be placed on Section websites, in newsletters, and even in e-mail signatures. Banners are distributed to the Section's Membership Development Chair, and/or Section Chair.

These Sections will also be recognized in the MD Monthly report, region level MD reports and on the MD portal, www.ieee.org/md.

Banners include the membership year and Section name in the graphic. A **silver award** will be given in either the recruitment or retention category once met. A **gold medal of recognition** will be given once both goals are met.

At the end of the year, a special gift and certificate of recognition will be mailed to those who earned the gold award. Certificates of recognition will also be mailed to those who earned either silver award.





2017 Membership Goals Progress

Below is a summary by Region showing the goal and progress to goal, as of the current month. Half way into the membership year, the percent to goal benchmark (last column in charts below) is 50% or more.

Retention	2017 % Retention Goal	2017 Retention Growth	2017 YTD Feb	% to Goal
R1	81.8%	0.7%	75.4%	92.2%
R2	83.5%	1.2%	76.3%	91.4%
R3	79.1%	1.0%	72.4%	91.5%
R4	79.8%	1.1%	73.8%	92.5%
R5	78.7%	1.4%	72.5%	92.2%
R6	81.0%	1.7%	74.3%	91.8%
R7	75.7%	1.6%	68.9%	91.1%
R8	71.0%	1.8%	60.9%	85.7%
R9	52.4%	1.7%	42.3%	80.7%
R10	57.2%	1.9%	44.0%	77.0%
Total	71.6%	1.6%	61.7%	86.2%

Since most retention activity occurs in the first half of the membership year, the higher percentages to goal are expected. This should not be viewed as a sign that retention is tracking far ahead.

The goals for retention growth are reflective of the last five years history, and are rather aggressive. In order to meet the retention goal by year-end we will need 38,000 renewals between March and August.

18 Sections worldwide have already met or exceeded their retention goal!

Recruitment	2017 Recruitment Goal	2017 Recruitment Growth	2017 YTD Feb	% to Goal
R1	3,816	5.1%	1,866	48.9%
R2	2,998	5.3%	1,380	46.0%
R3	4,217	6.8%	2,059	48.8%
R4	3,086	7.2%	1,373	44.5%
R5	3,898	8.1%	1,909	49.0%
R6	6,218	6.6%	3,443	55.4%
R7	2,876	9.7%	1,329	46.2%
R8	17,240	0.5%	8,450	49.0%
R9	6,535	7.0%	2,754	42.1%
R10	45,545	-9.2%	20,353	44.7%
Total	96,429	-2.4%	44,916	46.6%

Worldwide, 40% of all Sections are at or above benchmark, and eight Sections have already met or exceeded their recruitment goal!

Region	# of Sections On Target	% of Sections
1	8	36.4%
2	6	30.0%
3	20	48.8%
4	8	34.8%
5	16	61.5%
6	18	51.4%
7	8	40.0%
8	23	39.7%
9	11	31.4%
10	15	25.4%
Total	133	39.2%

Reinstatement	2017 Reinstatement Goal	2017 Reinstatement Growth	2017 YTD Feb	% to Goal
R1	1,302	5.0%	687	52.8%
R2	1,159	5.0%	565	48.7%
R3	1,334	5.0%	711	53.3%
R4	914	5.0%	488	53.4%
R5	1,256	5.0%	725	57.7%
R6	2,570	5.0%	1,411	54.9%
R7	694	5.0%	438	63.1%
R8	4,296	5.0%	2,192	51.0%
R9	1,149	5.0%	667	58.1%
R10	5,329	5.0%	2,887	54.2%
Total	20,001	5.0%	10,771	53.9%

Former members are a ripe pool of candidates to outreach to. Following the service deactivation, all members that were in an arrears status from last year move to an inactive status, so each year that pool grows.

Focus on sustaining reinstatement growth by regularly outreaching to them and/or inviting them to events.

All but one Region is tracking above the goal benchmark. The goal is to grow reinstatement by 5%, which is the 4-year average historical growth rate.



Membership Retention Update

We began the membership year with a larger member base to renew, and therefore we would expect more renewal activity to occur. However this year the activity occurred earlier than in recent years. The retention gains we have been seeing all year have disappeared, as renewal activity in the month of February was far less than prior years, by about 10,000 members. Renewal activity has begun to level off and the real work of arrears recovery begins.

The annual service deactivation occurred on 25 February and not surprisingly we once again placed a larger number of members in arrears. (See next page for detail.) We have seen this trend before in a year following record recruitment, as engagement for new members is typically less than a more tenured member. This is why it is critical to have first year member engagement or communication plan in place.

We will need to recover at least 22% of the members in arrears to match last year's retention rate, which will then mean a larger number of members at year end. In order to only match last year's raw count of renewals, we will need arrears recovery in 19% range. Last year we recovered 17.4%.

Make every effort to communicate with your members in arrears. Every Section should be reaching out to this group. They can renew any time before 15 August to remain a member for 2017. Need help or ideas? See page 8, contact elyn.perez@ieee.org, or use the templates available on the MD portal, www.ieee.org/md.

In addition to a series of e-mail outreaches to all unrenewed members, an additional print renewal notice will mail on 1 April to higher grade members who have not renewed.

IEEE Membership Renewal / Retention - February 2017

REGION	HIGHER GRADE w/o GSM				GRADUATE STUDENTS				UNDERGRADUATE STUDENTS				TOTAL MEMBERS			
	Oppor-tunity	Renewal			Oppor-tunity	Renewal			Oppor-tunity	Renewal			Oppor-tunity	Renewal		
		#	%, '17	%, '16		#	%, '17	%, '16		#	%, '17	%, '16		#	%, '17	%, '16
1	26,633	21,438	80.5%	80.5%	1,511	622	41.2%	43.1%	1,563	351	22.5%	24.5%	29,707	22,411	75.4%	75.8%
2	23,244	18,835	81.0%	80.6%	1,422	626	44.0%	44.9%	1,241	316	25.5%	35.4%	25,907	19,777	76.3%	76.8%
3	22,744	17,877	78.6%	78.6%	1,860	861	46.3%	50.5%	1,957	490	25.0%	26.6%	26,561	19,228	72.4%	72.5%
4	16,672	13,321	79.9%	78.6%	1,574	739	47.0%	49.2%	1,231	316	25.7%	27.4%	19,477	14,376	73.8%	72.9%
5	22,041	17,115	77.7%	77.2%	1,478	679	45.9%	47.0%	1,550	392	25.3%	24.6%	25,069	18,186	72.5%	71.6%
6	44,351	34,876	78.6%	78.7%	2,248	987	43.9%	43.4%	2,527	658	26.0%	26.2%	49,126	36,521	74.3%	73.9%
R 1-6	155,685	123,462	79.3%	79.1%	10,093	4,514	44.7%	46.2%	10,069	2,523	25.1%	26.9%	175,847	130,499	74.2%	74.0%
7	12,425	9,305	74.9%	74.8%	1,593	765	48.0%	50.7%	1,058	323	30.5%	30.1%	15,076	10,393	68.9%	68.7%
8	52,244	36,156	69.2%	70.2%	9,347	4,384	46.9%	48.2%	7,908	1,765	22.3%	22.9%	69,499	42,305	60.9%	62.0%
9	8,988	5,127	57.0%	55.3%	1,156	508	43.9%	47.2%	5,367	921	17.2%	18.2%	15,511	6,556	42.3%	42.4%
10	66,583	40,944	61.5%	65.7%	13,371	4,106	30.7%	34.4%	29,657	3,208	10.8%	12.6%	109,611	48,258	44.0%	47.8%
R 7-10	140,240	91,532	65.3%	67.6%	25,467	9,763	38.3%	41.5%	43,990	6,217	14.1%	15.8%	209,697	107,512	51.3%	54.0%
TOTAL	295,925	214,994	72.7%	73.8%	35,560	14,277	40.1%	42.9%	54,059	8,740	16.2%	18.2%	385,544	238,011	61.7%	63.5%

➔ You can help improve higher grade retention in your Section by promoting Senior Member elevation, or by providing events and content that match your member's needs and interests. Get to know your members – there are pre-defined queries in SAMIEE that can help you do this.

First-Year Member Renewal / Retention - February 2017

REGION	HIGHER GRADE w/o GSM				GRADUATE STUDENTS				UNDERGRADUATE STUDENTS				TOTAL MEMBERS			
	Oppor-tunity	Renewal			Oppor-tunity	Renewal			Oppor-tunity	Renewal			Oppor-tunity	Renewal		
		#	%, '17	%, '16		#	%, '17	%, '16		#	%, '17	%, '16		#	%, '17	%, '16
1	1,750	493	28.2%	31.2%	652	181	27.8%	26.7%	1,217	219	18.0%	17.7%	3,619	893	24.7%	26.0%
2	1,437	428	29.8%	31.6%	576	163	28.3%	29.5%	902	163	18.1%	25.6%	2,915	754	25.9%	29.6%
3	1,756	533	30.4%	27.7%	758	233	30.7%	32.3%	1,485	292	19.7%	18.0%	3,999	1,058	26.5%	24.8%
4	1,291	372	28.8%	29.5%	685	211	30.8%	30.7%	929	198	21.3%	20.7%	2,905	781	26.9%	26.7%
5	1,820	537	29.5%	31.8%	591	175	29.6%	29.3%	1,191	235	19.7%	17.0%	3,602	947	26.3%	25.9%
6	3,050	959	31.4%	31.8%	905	251	27.7%	25.4%	1,895	414	21.8%	20.0%	5,850	1,624	27.8%	26.7%
R 1-6	11,104	3,322	29.9%	30.8%	4,167	1,214	29.1%	28.7%	7,619	1,521	20.0%	19.4%	22,890	6,057	26.5%	26.5%
7	1,286	382	29.7%	31.2%	630	200	31.7%	33.4%	718	150	20.9%	19.7%	2,634	732	27.8%	28.3%
8	6,435	1,523	23.7%	25.9%	4,417	1,421	32.2%	31.9%	6,063	966	15.9%	15.8%	16,915	3,910	23.1%	24.0%
9	1,600	292	18.3%	18.8%	508	124	24.4%	26.8%	4,052	433	10.7%	12.1%	6,160	849	13.8%	15.0%
10	16,576	4,191	25.3%	23.7%	8,514	1,702	20.0%	21.8%	25,101	2,226	8.9%	10.4%	50,191	8,119	16.2%	16.0%
R 7-10	25,897	6,388	24.7%	24.4%	14,069	3,447	24.5%	26.1%	35,934	3,775	10.5%	11.8%	75,900	13,610	17.9%	18.5%
TOTAL	37,001	9,710	26.2%	26.7%	18,236	4,661	25.6%	26.7%	43,553	5,296	12.2%	13.3%	98,790	19,667	19.9%	20.6%



Annual Service Deactivation

This year's service deactivation took place on 25 February, and impacted 146,170 members who had not renewed their IEEE membership for 2017. As of that date, any member who hadn't renewed lost access to their membership benefits and services, including myIEEE, memberNet, discount programs and GoogleApps@IEEE (which includes the ieee.org e-mail alias).

We typically recover 15-20% of these lapsed members from March through the end of the membership year. A series of e-mail and print outreaches are scheduled. **In addition, it is highly encouraged that all Sections identify their un-renewed members.** Utilize the SAMIEEE query "(MD) Members in Arrears" or on the Section Vitality Dashboard, locate the tab named "Members in Arrears/Inactive", and schedule an outreach – whether by phone or e-mail, or both – to encourage your members to renew. Templates and sample letters can be found on the MD portal at www.ieee.org/md.

The chart below shows, by region and grade, the number of members placed in arrears. To interpret the YoY change columns, **a red negative number indicates a higher number of members placed into arrears this year compared to last year.** A black number indicates a lower number of members placed into arrears as compared to last year.

Deactivation 2017																
REGION	HIGHER GRADE w/o GSMs				GRADUATE STUDENTS				UNDERGRADUATE STUDENTS				TOTAL MEMBERS			
	2017		2016		Change		2017		2016		Change		2017		2016	Change
	#		%		#		%		#		%		#		#	%
1	5,066	5,473	407	7.4%	886	955	69	7.2%	1,214	1,123	(91)	-8.1%	7,166	7,551	385	5.1%
2	4,267	4,694	427	9.1%	796	814	18	2.2%	922	745	(177)	-23.8%	5,985	6,253	268	4.3%
3	4,707	4,999	292	5.8%	997	971	(26)	-2.7%	1,463	1,598	135	8.4%	7,167	7,568	401	5.3%
4	3,258	3,673	415	11.3%	831	812	(19)	-2.3%	910	968	58	6.0%	4,999	5,453	454	8.3%
5	4,821	5,216	395	7.6%	793	835	42	5.0%	1,158	1,455	297	20.4%	6,772	7,506	734	9.8%
6	9,486	10,018	532	5.3%	1,276	1,479	203	13.7%	1,869	2,170	301	13.9%	12,631	13,667	1,036	7.6%
R 1-6	31,605	34,073	2,468	7.2%	5,579	5,866	287	4.9%	7,536	8,059	523	6.5%	44,720	47,998	3,278	6.8%
7	3,061	3,338	277	8.3%	833	878	45	5.1%	736	874	138	15.8%	4,630	5,090	460	9.0%
8	15,873	16,047	174	1.1%	4,965	5,199	234	4.5%	6,132	5,847	(285)	-4.9%	26,970	27,093	123	0.5%
9	3,839	4,481	642	14.3%	648	626	(22)	-3.5%	4,448	4,519	71	1.6%	8,935	9,626	691	7.2%
10	25,282	20,702	(4,580)	-22.1%	9,270	8,177	(1,093)	-13.4%	26,363	22,616	(3,747)	-16.6%	60,916	51,495	(9,421)	-18.3%
R 7-10	48,055	44,568	(3,487)	-7.8%	15,716	14,880	(836)	-5.6%	37,679	33,856	(3,823)	-11.3%	101,451	93,304	(8,147)	-8.7%
TOTAL	79,660	78,641	(1,019)	-1.3%	21,295	20,746	(549)	-2.6%	45,215	41,915	(3,300)	-7.9%	146,170	141,302	(4,868)	-3.4%

Overall we placed 4,868 more members in arrears this year as compared to last year, due to higher numbers of non-renewals in Region 10. However, we began the membership year with over 3,600 more members. This helped to offset a potentially larger decline.

It is worth noting that first-year member retention has traditionally been a driving factor in declining retention. This is the first time that we are seeing first-year member retention faring better than the aggregate, thanks to an enhanced commu-

5-Year Historical Deactivation as a % of Opportunity

	2017	2016	2015	2014	2013	2012
Opportunity	385,091	381,435	388,513	393,321	392,775	383,956
HG Oppty	296,969	296,219	299,343	298,476	302,306	297,488
STU Oppty	88,122	85,216	89,170	94,845	90,469	86,468
Deactivated	146,170	141,302	140,424	141,043	138,458	124,218
HG Deactivated	79,660	78,641	77,189	75,255	79,458	70,622
STU Deactivated	66,510	62,661	63,235	65,788	59,000	53,596
% Deactivated	38.0%	37.0%	36.1%	35.9%	35.3%	32.4%
% HG Deactivated	26.8%	26.5%	25.8%	25.2%	26.3%	23.7%
% STU Deactivated	75.5%	73.5%	70.9%	69.4%	65.2%	62.0%
# Recovered		24,605	28,919	24,942	26,596	21,999
HG Recovered		15,323	19,343	16,507	19,194	15,305
STU Recovered		9,282	9,576	8,435	7,402	6,694
% Recovered		17.4%	20.6%	17.7%	19.2%	17.7%
% HG Recovered		19.5%	25.1%	21.9%	24.2%	21.7%
% STU Recovered		14.8%	15.1%	12.8%	12.5%	12.5%

nication strategy put in place in mid-2016, and more Regions and Sections putting a concerted effort toward welcoming and engaging their new members. (See previous page for detail on retention.)

Arrears recovery activity will become critical in order to maintain membership growth. We will need to achieve a percentage recovered of 22% just to match last year's retention. Last year we only recovered 17.4% of members in arrears, and the highest percentage achieved in the last 5 years has been 20.6%.

Additional MGA-led campaigns are being implemented this year to further bolster efforts.



MD Volunteer Tools for Arrears Recovery

MD Volunteers have access to SAMIEEE, which provides a list of members who have not renewed their membership—updated daily. Additionally, Volunteers are free to use the letter template (right), or develop their own unique message to encourage continued membership.

PRE-DEFINED SAMIEEE QUERIES

SAMIEEE provides pre-defined queries to identify your members in arrears. You can download the list for use in an e-mail outreach.

MD folder:

(MD) “2016 Last Renewal Year for Active Members”

(MD) “First Year Members Not Renewed”

MGA-Initiated Campaigns



'Last Issue' Cover Wrap

As is customary with many magazines, a cover wrapper informs readers their last issue has arrived, and they need to take action to renew. The March issue of IEEE Spectrum will carry a full page cover wrap for all members who have not renewed their membership.

E-Mail Reminders

Beginning in March through June, the MD staff sends several messages to members in arrears asking them to renew their membership. Special emphasis is being placed on the career-related resources IEEE offers to its members.

Final Print Notice Mailing

A final arrears invoice will mail in early April to all unrenewed HG members worldwide.

Courtesy Calls

The IEEE Contact Center outreaches to HG members in arrears, March through June, to augment the recovery effort.

SAMPLE LETTER FOR ARREARS RECOVERY

Dear < member > ,

As an IEEE member in 2016, you have helped the IEEE < Section > serve your local community, and I want to thank you for your support. We take seriously our mission and obligation to raise awareness about the role that engineering and technology can play in making our world a better place. In that spirit, the IEEE < Section / Chapter > sponsored several worthwhile activities in 2016, including:

< Section / Chapter activity >

< Section / Chapter activity >

< Section / Chapter activity >

During a recent review of our membership, I noticed your name missing from our list of current members. With the busy pace of everyday life, perhaps this was a simple oversight.

Because you make a difference, I am seeking your membership renewal and support again in 2017 – the good deeds we deliver to our community depend on it. You can renew your IEEE membership at www.ieee.org/renew.

Thank you for your time, and continued consideration to support the activities of the IEEE < Section / Chapter >. If you have already renewed, we thank you for your support.

Let me know how I can be of any assistance.

Sincerely,

< Name >

Chair, IEEE < Section / Chapter >

< e-mail address >

P.S. Your renewal consideration during tough economic times is greatly appreciated. If you have become unemployed, IEEE will help by discounting your annual membership dues 50%.



Membership Recruitment Update

Looking at the February historical recruitment performance, we saw typical levels of recruitment during this month. However overall recruitment is behind by one percent, following -0.5% last month. While some nice gains in the student categories and improvement in US higher grade are bright spots, the year-over-year losses in Region 10 continue to hamper positive recruitment growth. Here is how each of the three categories impacted the overall result in February:

- **Undergraduate recruitment** is up +0.7% , giving up some of the +2.0% gain seen last month
 - Region 6 and Region 9 continue to show double digit percentage gains.
 - Last year at this time: undergraduate recruitment was +2.5%
- **Graduate student recruitment** grew its YoY gain, now ahead +2.4% from +0.7% last month
 - Region 10 gains are the main driver, though Regions 1-6 continue to improve their deficit.
 - Last year at this time: graduate student recruitment was +1.5%
- **Higher Grade recruitment** is behind -9.9%, down slightly from -9.5% last month
 - Record recruitment in Region 10 last year has made positive gains this year a challenge, while Regions 1-6 continue to show improvement, reducing their deficit little by little.

Cumulative Recruitment - February 2017																
RE-GION	HIGHER GRADE w/o GSMs				GRADUATE STUDENTS				UNDERGRADUATE STUDENTS				TOTAL MEMBERS			
	2017	2016	Change		2017	2016	Change		2017	2016	Change		2017	2016	Change	
			#	%			#	%			#	%			#	%
1	455	447	8	1.8%	422	417	5	1.2%	989	1,176	(187)	-15.9%	1,866	2,040	(174)	-8.5%
2	325	391	(66)	-16.9%	381	368	13	3.5%	674	722	(48)	-6.6%	1,380	1,481	(101)	-6.8%
3	385	451	(66)	-14.6%	483	440	43	9.8%	1,191	1,287	(96)	-7.5%	2,059	2,178	(119)	-5.5%
4	287	318	(31)	-9.7%	366	403	(37)	-9.2%	720	790	(70)	-8.9%	1,373	1,511	(138)	-9.1%
5	472	475	(3)	-0.6%	407	391	16	4.1%	1,030	1,127	(97)	-8.6%	1,909	1,993	(84)	-4.2%
6	936	913	23	2.5%	623	680	(57)	-8.4%	1,884	1,604	280	17.5%	3,443	3,197	246	7.7%
R 1-6	2,860	2,995	(135)	-4.5%	2,682	2,699	(17)	-0.6%	6,488	6,706	(218)	-3.3%	12,030	12,400	(370)	-3.0%
7	321	348	(27)	-7.8%	374	389	(15)	-3.9%	634	642	(8)	-1.2%	1,329	1,379	(50)	-3.6%
8	1,617	1,584	33	2.1%	2,253	2,650	(397)	-15.0%	4,580	4,529	51	1.1%	8,450	8,763	(313)	-3.6%
9	412	406	6	1.5%	303	280	23	8.2%	2,039	1,701	338	19.9%	2,754	2,387	367	15.4%
10	2,871	3,636	(765)	-21.0%	4,647	4,001	646	16.1%	12,835	12,821	14	0.1%	20,353	20,458	(105)	-0.5%
R 7-10	5,221	5,974	(753)	-12.6%	7,577	7,320	257	3.5%	20,088	19,693	395	2.0%	32,886	32,987	(101)	-0.3%
TOTAL	8,081	8,969	(888)	-9.9%	10,259	10,019	240	2.4%	26,576	26,399	177	0.7%	44,916	45,387	(471)	-1.0%



IEEE-USA Recruitment Incentive

In an effort to increase US higher-grade membership, IEEE-USA and MGA have partnered on a campaign that builds on the existing Member-Get-a-Member program.



Higher-grade members in the US are eligible to submit referrals through a special online form. An automated email invites the referral to join and offers a US\$25 discount on their first year (16 August - 28 February), or to join at the special half year dues rate (1 March – 15 August). For each successful new recruit, the referring member can select an IEEE-USA branded merchandise item including a hat, cooler, backpack, golf balls, pen sets, portable charger, tablet case, umbrella and more.

MGA promotes the program in the monthly Benefits Bulletin, and **US Sections and Regions should promote the program on their own website**. For more information on how to do this, contact Elyn Perez, elyn.perez@ieee.org.

Membership Year	2017 To Date	2016 Total	2015 Total	2014 Total	Program To Date
Referrals Submitted	283	1,094	941	1,240	3,558
Referrals Joined	155	475	224	397	1,251
% of Referrals Joined	54.7%	43.4%	23.8%	32.0%	35.2%
# New US HG Members	93	377	168	295	933

→ Sections are encouraged to **promote the Member-Get-a-Member referral program** to existing members, especially within the student branches in your Section. Need help or ideas? E-mail d.maestri@ieee.org



Recruiters of the Month – Member-Get-a-Member (MGM) Program

We are pleased to recognize this month’s top program participants. The IEEE Member-Get-a-Member (MGM) program is popular with student members and therefore the program results often ebb and flow with the academic school year.

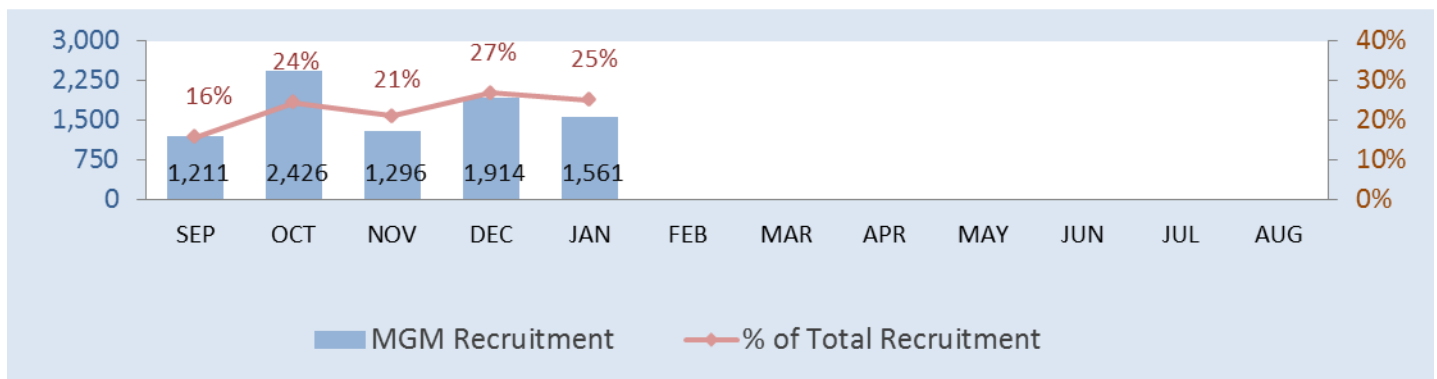
Sriram M	R10, Bangalore Section	43 new members	Rajiv M N	R10, Bangalore Section	14 new members
Aathira M M	R10, Kerala Section	30 new members	Prince Verma	R10, Bangalore Section	14 new members
Dominic Mathew	R10, Madras Section	26 new members	Prajna YM	R10, Bangalore Section	14 new members
Pavan Krishna G	R10, Hyderabad Section	24 new members	Aiswarya S	R10, Kerala Section	13 new members
Akshay Krishnan	R10, Bangalore Section	22 new members	Anusha I S	R10, Bangalore Section	13 new members
Vivek Keshava	R10, Bangalore Section	22 new members	Gedela Vivek	R10, Kerala Section	13 new members
Sudhanva Acharya B	R10, Hyderabad Section	20 new members	Anoop Gowda	R10, Bangalore Section	13 new members
Pamitha P	R10, Madras Section	20 new members	Chowdhury Hossain	R10, Bangladesh Section	12 new members
Diana Briceno Rodriguez	R9, Colombia Section	19 new members	Shivani Nayak	R10, Bangalore Section	12 new members
Krishnadev I L	R10, Kerala Section	19 new members	Komal Kumari	R10, Kolkata Section	11 new members
Balakrishna Vagvala	R10, Hyderabad Section	19 new members	Rudramma D Chulki	R10, Bangalore Section	11 new members
Romy Byju	R10, Kerala Section	18 new members	Frey Paul Chambi Vilcapaza	R9, Peru Section	11 new members
Aishwarya Madankollan	R10, Hyderabad Section	18 new members	Fatimah Abd Rahman	R10, Malaysia Section	10 new members
Sushma Guntupalli	R10, Hyderabad Section	18 new members	Rahul Anand Nayanegali	R10, Bangalore Section	10 new members
Abhiram Thumpudi	R10, Hyderabad Section	18 new members	Aishwarya Joisa	R10, Bangalore Section	10 new members
Venkatesh Gudivada	R10, Hyderabad Section	17 new members	Rakshantha Reddy	R10, Hyderabad Section	10 new members
Yeshwanth K T	R10, Bangalore Section	15 new members	Shivam Mundada	R10, Hyderabad Section	10 new members
Manisha Vincy	R10, Kerala Section	14 new members	Nived V	R10, Kerala Section	10 new members

2017 MGM Recruits YTD: 8,408 new members*

Same period last year: 8,230*

Year-over-year: +2.1%

**Eligible referrals under the program rules.*



Sections can earn awards for top recruiting activity. To learn more, go to www.ieee.org/mgm or contact Denise Maestri, d.maestri@ieee.org.



Overall IEEE Membership by Region and Grade Category

Green shading = year-over-year growth >1.0%; Yellow shading = +/- 0.99%; Red shading > (1.0%)

Total IEEE Membership - February 2017																
REGION	Higher-Grade w/o GSM				Graduate Students				Undergraduate Students				TOTAL MEMBERS			
	2017	2016	Change		2017	2016	Change		2017	2016	Change		2017	2016		
			#	%			#	%			#	%			#	%
1	22,327	22,899	(572)	-2.5%	1,200	1,252	(52)	-4.2%	1,455	1,675	(220)	-13.1%	24,982	25,826	(844)	-3.3%
2	19,484	20,108	(624)	-3.1%	1,136	1,167	(31)	-2.7%	1,064	1,267	(203)	-16.0%	21,684	22,542	(858)	-3.8%
3	18,782	19,036	(254)	-1.3%	1,539	1,552	(13)	-0.8%	1,838	2,024	(186)	-9.2%	22,159	22,612	(453)	-2.0%
4	13,852	13,959	(107)	-0.8%	1,246	1,298	(52)	-4.0%	1,103	1,282	(179)	-14.0%	16,201	16,539	(338)	-2.0%
5	18,067	18,412	(345)	-1.9%	1,230	1,237	(7)	-0.6%	1,569	1,753	(184)	-10.5%	20,866	21,402	(536)	-2.5%
6	37,074	37,741	(667)	-1.8%	1,910	1,983	(73)	-3.7%	2,745	2,593	152	5.9%	41,729	42,317	(588)	-1.4%
R 1-6	129,586	132,155	(2,569)	-1.9%	8,261	8,489	(228)	-2.7%	9,774	10,594	(820)	-7.7%	147,621	151,238	(3,617)	-2.4%
7	9,859	10,139	(280)	-2.8%	1,268	1,412	(144)	-10.2%	1,027	1,044	(17)	-1.6%	12,154	12,595	(441)	-3.5%
8	39,075	39,602	(527)	-1.3%	7,184	7,644	(460)	-6.0%	6,693	6,463	230	3.6%	52,952	53,709	(757)	-1.4%
9	5,866	5,932	(66)	-1.1%	889	855	34	4.0%	3,226	2,886	340	11.8%	9,981	9,673	308	3.2%
10	45,506	44,028	1,478	3.4%	9,479	8,756	723	8.3%	16,630	16,476	154	0.9%	71,615	69,260	2,355	3.4%
R 7-10	100,306	99,701	605	0.6%	18,820	18,667	153	0.8%	27,576	26,869	707	2.6%	146,702	145,237	1,465	1.0%
TOTAL	229,892	231,856	(1,964)	-0.8%	27,081	27,156	(75)	-0.3%	37,350	37,463	(113)	-0.3%	294,323	296,475	(2,152)	-0.7%

- Overall membership fell behind -0.7% YoY
 - Was +0.8% last month
 - Main drivers: Larger number of members placed into arrears; trailing recruitment
 - Last year this time was -1.9%
 - Long term trend shows declines are improving, in all channels/grades
- Higher-grade membership behind by -0.8%, from -0.1% last month
 - Takeaways: Region 10 offsets further decline, but their gains are shrinking; US higher grade trend is improving
 - Last year overall HG was -1.6%
- GSM grade is down -0.3%, was +0.9% last month
 - Main driver: Lagging renewal activity; recruitment is positive
 - Last year this time was -5.3%
- STU membership is also behind -0.3% YoY, following +4.7% last month
 - Main driver: Same as GSM trend—renewal declines, though positive recruitment
 - Last year this time was -1.2%



Society Memberships

IEEE Society Membership Totals as of February 2017																				
SOCIETY / DIVISION	IEEE Higher Grade Members				IEEE Student Members				Society Affiliates				Society Totals (with affiliates)				Society Totals (without affiliates)			
	2017	2016	#	%	2017	2016	#	%	2017	2016	#	%	2017	2016	#	%	2017	2016	#	%
IEEE Societies																				
DIVISION I																				
Circuits & Systems	7,666	7,869	-203	-2.6%	267	323	-56	-17.3%	33	37	-4	-10.8%	7,966	8,229	-263	-3.2%	7,933	8,192	-259	-3.2%
Electron Devices	8,041	7,988	53	0.7%	317	225	92	40.9%	40	33	7	21.2%	8,398	8,246	152	1.8%	8,358	8,213	145	1.8%
Solid-State Circuits	8,179	8,256	-77	-0.9%	125	167	-42	-25.1%	82	73	9	12.3%	8,386	8,496	-110	-1.3%	8,304	8,423	-119	-1.4%
Div I Subtotal	23,886	24,113	-227	-0.9%	709	715	-6	-0.8%	155	143	12	8.4%	24,750	24,971	-221	-0.9%	24,595	24,828	-233	-0.9%
DIVISION II																				
Components, Packaging & Mfg Tech	1,857	1,960	-103	-5.3%	25	26	-1	-3.8%	21	19	2	10.5%	1,903	2,005	-102	-5.1%	1,882	1,986	-104	-5.2%
Dielectrics & Electrical Insulation	1,697	1,758	-61	-3.5%	9	13	-4	-30.8%	23	19	4	21.1%	1,729	1,790	-61	-3.4%	1,706	1,771	-65	-3.7%
Industry Applications	8,904	8,794	110	1.3%	1,250	978	272	27.8%	43	36	7	19.4%	10,197	9,808	389	4.0%	10,154	9,772	382	3.9%
Instrumentation & Measurements	3,065	3,131	-66	-2.1%	57	60	-3	-5.0%	16	12	4	33.3%	3,138	3,203	-65	-2.0%	3,122	3,191	-69	-2.2%
Power Electronics	6,272	6,200	72	1.2%	162	422	-260	-61.6%	16	16	0	0.0%	6,450	6,638	-188	-2.8%	6,434	6,622	-188	-2.8%
Ultrasonics, Ferroelectrics, Freq Ctrl	1,691	1,704	-13	-0.8%	18	31	-13	-41.9%	32	24	8	33.3%	1,741	1,759	-18	-1.0%	1,709	1,735	-26	-1.5%
Div II Subtotal	23,486	23,547	-61	-0.3%	1,521	1,530	-9	-0.6%	151	126	25	19.8%	25,158	25,203	-45	-0.2%	25,007	25,077	-70	-0.3%
DIVISION III																				
Communications	21,992	23,034	-1,042	-4.5%	438	441	-3	-0.7%	283	301	-18	-6.0%	22,713	23,776	-1,063	-4.5%	22,430	23,475	-1,045	-4.5%
DIVISION IV																				
Antennas & Propagation	6,956	7,011	-55	-0.8%	130	154	-24	-15.6%	43	48	-5	-10.4%	7,129	7,213	-84	-1.2%	7,086	7,165	-79	-1.1%
Broadcast Technology	1,356	1,344	12	0.9%	28	29	-1	-3.4%	23	16	7	43.8%	1,407	1,389	18	1.3%	1,384	1,373	11	0.8%
Consumer Electronics	2,279	2,354	-75	-3.2%	73	73	0	0.0%	10	12	-2	-16.7%	2,362	2,439	-77	-3.2%	2,352	2,427	-75	-3.1%
Electromagnetic Compatibility	3,058	3,181	-123	-3.9%	33	26	7	26.9%	35	29	6	20.7%	3,126	3,236	-110	-3.4%	3,091	3,207	-116	-3.6%
Magnetics	2,290	2,398	-108	-4.5%	32	51	-19	-37.3%	56	57	-1	-1.8%	2,378	2,506	-128	-5.1%	2,322	2,449	-127	-5.2%
Microwave Theory & Techniques	9,034	9,163	-129	-1.4%	164	182	-18	-9.9%	22	24	-2	-8.3%	9,220	9,369	-149	-1.6%	9,198	9,345	-147	-1.6%
Nuclear & Plasma Sciences	2,339	2,332	7	0.3%	72	51	21	41.2%	34	34	0	0.0%	2,445	2,417	28	1.2%	2,411	2,383	28	1.2%
Div IV Subtotal	27,312	27,783	-471	-1.7%	532	566	-34	-6.0%	223	220	3	1.4%	28,067	28,569	-502	-1.8%	27,844	28,349	-505	-1.8%
DIVISION V/VIII																				
Computer	33,329	34,504	-1,175	-3.4%	1,966	2,152	-186	-8.6%	5,589	6,038	-449	-7.4%	40,884	42,694	-1,810	-4.2%	35,295	36,656	-1,361	-3.7%
DIVISION VI																				
Education	2,661	2,678	-17	-0.6%	39	55	-16	-29.1%	30	31	-1	-3.2%	2,730	2,764	-34	-1.2%	2,700	2,733	-33	-1.2%
Industrial Electronics	5,309	5,124	185	3.6%	134	146	-12	-8.2%	20	21	-1	-4.8%	5,463	5,291	172	3.3%	5,443	5,270	173	3.3%
Product Safety Engineering	666	645	21	3.3%	8	3	5	166.7%	9	9	0	0.0%	683	657	26	4.0%	674	648	26	4.0%
Professional Communication	521	537	-16	-3.0%	14	8	6	75.0%	36	38	-2	-5.3%	571	583	-12	-2.1%	535	545	-10	-1.8%
Reliability	1,297	1,396	-99	-7.1%	13	15	-2	-13.3%	17	16	1	6.3%	1,327	1,427	-100	-7.0%	1,310	1,411	-101	-7.2%
Social Implications of Technology	1,185	1,172	13	1.1%	45	22	23	104.5%	20	13	7	53.8%	1,250	1,207	43	3.6%	1,230	1,194	36	3.0%
Technology and Engineering Mgmt	2,297	2,371	-74	-3.1%	57	49	8	16.3%	31	25	6	24.0%	2,385	2,445	-60	-2.5%	2,354	2,420	-66	-2.7%
Div VI Subtotal	13,936	13,923	13	0.1%	310	298	12	4.0%	163	153	10	6.5%	14,409	14,374	35	0.2%	14,246	14,221	25	0.2%
DIVISION VII																				
Power & Energy	24,407	23,818	589	2.5%	3,138	2,203	935	42.4%	314	264	50	18.9%	27,859	26,285	1,574	6.0%	27,545	26,021	1,524	5.9%
DIVISION IX																				
Aerospace & Electronic Systems	3,681	3,678	3	0.1%	139	141	-2	-1.4%	14	18	-4	-22.2%	3,834	3,837	-3	-0.1%	3,820	3,819	1	0.0%
Geoscience & Remote Sensing	2,676	2,551	125	4.9%	106	71	35	49.3%	117	130	-13	-10.0%	2,899	2,752	147	5.3%	2,782	2,622	160	6.1%
Information Theory	2,459	2,566	-107	-4.2%	44	42	2	4.8%	19	23	-4	-17.4%	2,522	2,631	-109	-4.1%	2,503	2,608	-105	-4.0%
Intelligent Transportation Systems	1,274	1,147	127	11.1%	31	25	6	24.0%	17	15	2	13.3%	1,322	1,187	135	11.4%	1,305	1,172	133	11.3%
Oceanic Engineering	1,374	1,377	-3	-0.2%	42	37	5	13.5%	26	18	8	44.4%	1,442	1,432	10	0.7%	1,416	1,414	2	0.1%
Signal Processing	12,698	13,051	-353	-2.7%	375	666	-291	-43.7%	132	108	24	22.2%	13,205	13,825	-620	-4.5%	13,073	13,717	-644	-4.7%
Vehicular Technology	3,531	3,409	122	3.6%	84	64	20	31.3%	14	11	3	27.3%	3,629	3,484	145	4.2%	3,615	3,473	142	4.1%
Div IX Subtotal	27,693	27,779	-86	-0.3%	821	1,046	-225	-21.5%	339	323	16	5.0%	28,853	29,148	-295	-1.0%	28,514	28,825	-311	-1.1%
DIVISION X																				
Computational Intelligence	4,919	4,771	148	3.1%	185	183	2	1.1%	67	63	4	6.3%	5,171	5,017	154	3.1%	5,104	4,954	150	3.0%
Control Systems	6,822	6,901	-79	-1.1%	165	171	-6	-3.5%	55	53	2	3.8%	7,042	7,125	-83	-1.2%	6,987	7,072	-85	-1.2%
Engineering in Medicine & Biology	6,307	6,362	-55	-0.9%	610	918	-308	-33.6%	172	592	-420	-70.9%	7,089	7,872	-783	-9.9%	6,917	7,280	-363	-5.0%
Photonics	4,611	4,570	41	0.9%	74	52	22	42.3%	110	107	3	2.8%	4,795	4,729	66	1.4%	4,685	4,622	63	1.4%
Robotics & Automation	8,174	7,994	180	2.3%	1,071	1,271	-200	-15.7%	100	101	-1	-1.0%	9,345	9,366	-21	-0.2%	9,245	9,265	-20	-0.2%
Systems, Man & Cybernetics	3,508	3,429	79	2.3%	103	107	-4	-3.7%	29	25	4	16.0%	3,640	3,561	79	2.2%	3,611	3,536	75	2.1%
Div X Subtotal	34,341	34,027	314	0.9%	2,208	2,702	-494	-18.3%	533	941	-408	-43.4%	37,082	37,670	-588	-1.6%	36,549	36,729	-180	-0.5%
TOTAL	230,382	232,528	-2,146	-0.9%	11,643	11,653	-10	-0.1%	7,750	8,509	-759	-8.9%	249,775	252,690	-2,915	-1.2%	242,025	244,181	-2,156	-0.9%



Special Interest Memberships



IEEE Women in Engineering (WIE) membership is only available to IEEE members. WIE membership is free for students, graduate students and life members. Professional members pay a WIE membership fee.

Grade	This Month '17	This Month '16	YoY # Chg	YoY % Chg
Fellow	107	98	9	+9.2%
Senior Member	678	612	66	+10.8%
Member	2,192	2,019	173	+8.6%
Associate Member	35	32	3	+9.4%
Graduate Student	1,696	1,583	113	+7.1%
Student	7,541	6,287	1,254	+19.9%
Total	12,249	10,631	1,618	+15.2%

Region	This Month '17	This Month '16	YoY # Chg	YoY % Chg
U.S.	2,482	2,322	160	+6.9%
Canada	285	273	12	+4.4%
Europe, Middle East, Africa	2,137	1,815	322	+17.7%
Latin America	1,187	1,080	107	+9.9%
Asia Pacific	6,155	5,141	1,014	+19.7%
Total	12,249	10,631	1,618	+15.2%

IEEE STANDARDS ASSOCIATION

Grade	This Month '17	This Month '16	YoY # Chg	YoY % Chg
Student	30	33	-3	-9.1%
Higher Grade	5,696	5,572	124	+2.2%
Affiliate	50	58	-8	-13.8%
SA Only Members	431	400	31	+7.8%
Total	6,207	6,026	181	3.0%

IEEE Standards Association members may also be IEEE members or Society Affiliates. However IEEE or Society membership is not a requirement to join. These individuals join the Standards Association for the benefit of being able to ballot on standards projects and assume leadership roles within a working group.



Special Interest Memberships



Membership in IEEE Young Professionals is automatically given to Graduate Students and higher grade members within 15 years of receiving their first professional degree, and higher grade members beyond 15 years who wish to opt in, at no additional cost.

Geographic IEEE Young Professionals - February 2017									
	Higher Grade w/o GSM			Students			Total		
	2017	2016		2017	2016		2017	2016	
Region	#	#	% Change	#	#	% Change	#	#	% Change
1	2,031	2,167	-6.3%	1,129	1,183	-4.6%	3,160	3,350	-5.7%
2	1,761	1,928	-8.7%	1,073	1,108	-3.2%	2,834	3,036	-6.7%
3	1,815	2,032	-10.7%	1,465	1,445	1.4%	3,280	3,477	-5.7%
4	1,699	1,774	-4.2%	1,164	1,228	-5.2%	2,863	3,002	-4.6%
5	2,011	2,253	-10.7%	1,162	1,153	0.8%	3,173	3,406	-6.8%
6	4,016	4,419	-9.1%	1,821	1,875	-2.9%	5,837	6,294	-7.3%
R 1-6	13,333	14,573	-8.5%	7,814	7,992	-2.2%	21,147	22,565	-6.3%
7	1,582	1,780	-11.1%	1,213	1,338	-9.3%	2,795	3,118	-10.4%
8	7,887	8,661	-8.9%	7,037	7,280	-3.3%	14,924	15,941	-6.4%
9	1,399	1,540	-9.2%	943	819	15.1%	2,342	2,359	-0.7%
10	8,864	9,173	-3.4%	9,337	8,372	11.5%	18,201	17,545	3.7%
R 7-10	19,732	21,154	-6.7%	18,530	17,809	4.0%	38,262	38,963	-1.8%
TOTAL	33,065	35,727	-7.5%	26,344	25,801	2.1%	59,409	61,528	-3.4%



ETA KAPPA NU
Electrical and Computer Engineering Honor Society

Active IEEE Members that belong to Eta Kappa Nu

Geographic IEEE HKN Membership - February 2017									
	Higher Grade w/o GSM			Students			Total		
	2017	2016		2017	2016		2017	2016	
Region	#	#	% Change	#	#	% Change	#	#	% Change
1	890	892	-0.2%	391	369	6.0%	1,281	1,261	1.6%
2	886	848	4.5%	297	338	-12.1%	1,183	1,186	-0.3%
3	853	783	8.9%	375	504	-25.6%	1,228	1,287	-4.6%
4	659	626	5.3%	262	430	-39.1%	921	1,056	-12.8%
5	894	849	5.3%	354	478	-25.9%	1,248	1,327	-6.0%
6	1,161	1,107	4.9%	615	550	11.8%	1,776	1,657	7.2%
R 1-6	5,343	5,105	4.7%	2,294	2,669	-14.1%	7,637	7,774	-1.8%
7	28	18	55.6%	4	19	-78.9%	32	37	-13.5%
8	65	52	25.0%	21	18	16.7%	86	70	22.9%
9	31	23	34.8%	19	89	-78.7%	50	112	-55.4%
10	68	52	30.8%	59	59	0.0%	127	111	14.4%
R 7-10	192	145	32.4%	103	185	-44.3%	295	330	-10.6%
TOTAL	5,535	5,250	5.4%	2,398	2,854	-16.0%	7,933	8,104	-2.1%