

Chairman Berg and Other Members of the Industry, Business and Labor Committee:

My name is Don Offerdahl. I am the Executive Director of the North Dakota State Electrical Board. I am here today to bring you information about the electrical industry in the State of North Dakota as compared to other states. I have provided, along with my testimony, a copy of the comparison chart prepared by the Multi-State Reciprocal Licensing Group. The members of this group meet each year to compare our electrical requirements. If you look at the highlighted area under "Journeyman", each State in the Group requires a minimum of four years or 8,000 hours of experience. North Dakota is a member of this Group.

The N.D. State Electrical Board in House Bill 1218 changed their requirement from four years to 8,000 hours, which cannot be obtained in less than three years. This is a lesser requirement than we had before for those apprentice electricians that work more than 40 hours a week. They now have an opportunity to take their electrical exam earlier than what they were allowed to in the past.

It is the responsibility of the N.D. State Electrical Board under N.D.C.C. 43-09-09 to examine an applicant to assure that he or she has the knowledge and experience to be a licensed electrician. N.D.C.C. 43-09-25 authorizes the Board to enter into reciprocal agreements with other states that have similar rules as the State of North Dakota. North Dakota has had a reciprocal agreement with other states as long I have been involved with the Board. It has expanded in the last 10 years with the Multi-State Reciprocal Licensing Group. There have been two states that have dropped out of this Group, Idaho and Oregon, because of their requirements to have related training as part of the minimum standards. As you can see on the comparison chart, there are six other states that also have this requirement.

North Dakota licensed electricians have always been known to be good, knowledgeable electricians. When the Board heard that other states were dropping out of the Multi-State Reciprocal Licensing Group, they went back out to the electrical contractors, electricians and engineers and asked them their opinion if the Board should require additional related training. The Board has done this through newsletters, conventions and continuing education classes for the last year and a half prior to submitting a bill. The responses we received from the comment cards resulted in 79 percent in favor of adding related training. Eight thousand hours is an industry standard nationwide. Reducing those requirements would make North Dakota an island of itself. If we required less hours, other states would not reciprocate their licenses to our licensees when work was slow in North Dakota.

To be a licensed electrician today, one needs to keep up on the ever-changing technology that is happening in the industry. I will try to answer any questions that you may have at this time.

**RECIPROCAL AGREEMENT / LETTER OF INTENT
REGARDING JOURNEYMAN ELECTRICIAN QUALIFICATIONS**

COPY

PARTIES TO THE AGREEMENT

This Reciprocal Agreement / Letter of Intent, hereafter called Agreement, is made and entered into by and among the states which have executed it.

PURPOSE

It is the purpose of this agreement to mutually recognize unlimited or general journeyman electrician qualifications between states with equivalent standards, and allow electricians from those states to become certified/licensed without examination in another state which has signed this Agreement.

IN CONSIDERATION OF THE TERMS AND CONDITIONS CONTAINED HEREIN,
THE PARTIES AGREE AS FOLLOWS:

CONDITIONS FOR CERTIFICATION

A state which is party to this Agreement shall issue reciprocal journeyman electrician certificates/licenses in accordance with the conditions set out in this clause.

1. All parties to this Agreement shall at a minimum maintain the requirements for a journeyman electrician certificate/license as follows:

Journeyman Electrician. A journeyman electrician is a person who has qualified for a journeyman electrician certificate of competency/license (certification) by passing a mandatory examination after completion of either a four-year apprenticeship program; or four years (8000 hours) of equivalent experience as determined by the licensing state.

2. Applicants must hold, from a state which is party to this Agreement, a journeyman electrician license/certificate or higher classification that is current, active and in good standing.
3. Applicants may be required, by the state where the certification is requested, to have held the license/certificate for a minimum of one year prior to requesting certification in that state.
4. Applicants may be required to supply specific documentation and / or comply with additional conditions or requirements of the state in which the certification is requested.

For example, pursuant to Section 37-68-307 MCA, "The examination passing grade is 75%, the State of Montana, before issuing a license/certificate to a person from a state signatory to the Agreement, shall require written verification from the licensing state or testing agency that the person passed the exam in the licensing state with a score equal to or greater than 75%."

5. A state will issue a certificate/license without written examinations when an applicant has met that state's requirements for certification/license and paid the state's appropriate fees.
6. Each state shall maintain such permanent records of license/certification applicants which will document the applicant's qualifications, experience, education, tests and scores for a period corresponding to that state's record retention schedule.

PERIOD OF PERFORMANCE

Subject to its other provisions, the period of performance of this Agreement shall begin for each state on the date it executes this Agreement, except that it shall not begin until execution by at least two states. Therefore, for the first two states executing this Agreement, the period of performance shall begin upon execution by the second state. This Agreement shall continue until superceded or otherwise terminated in writing. An individual state may terminate its participation as set out in the *Termination* clause.

TERMINATION

A state may terminate its participation in this Agreement by providing written notification to each of the other states which are party to this Agreement at the time of termination. The notification of termination shall:

1. Be given at least 30 days prior to the proposed termination date; and
2. Include the reason for withdrawal from participation and any possible alternate solutions.

TERMINATION OF PREVIOUS AGREEMENTS

This Agreement shall automatically terminate and supersede all previous agreements covering the same *Purpose* as this Agreement which may exist among the parties. This automatic termination of a previous agreement shall be effective only upon execution of this Agreement by all the parties of the agreement so terminated.

AGREEMENT ALTERATION AND AMENDMENTS

This Agreement may be amended by mutual agreement of the parties. Such amendments shall not be binding unless they are in writing and signed by personnel authorized to bind each of the parties.

ADDITION OF PARTIES TO THIS AGREEMENT

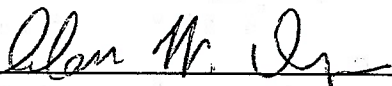
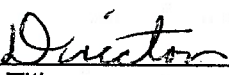

This Agreement may be amended to include additional states by written agreement of each of the states which are party to this agreement at the time of amendment. Such an amendment must include at least the following:

1. Statement that the effective date of the amendment is upon execution of the amendment by all existing parties and the state being added to the Agreement.
2. Affirmation that the state to be added agrees to the terms of this agreement which is dated September 9, 1999, in the footer.
3. Statement that the parties have executed the amendment in consideration of the terms and conditions contained therein.

ALL WRITINGS CONTAINED HEREIN

This Agreement contains all the terms and conditions agreed upon by the parties. No other understanding, oral or otherwise, regarding the subject matter of this Agreement shall be deemed to exist or to bind any of the parties hereto.

IN WITNESS WHEREOF, the parties have executed this Agreement.

| | | |
|---|---|---|
|  |  |  |
| Signature | Title | Date |
| State of Alaska | | |

Brian Murray Chairman 2-4-00
Signature Title Date
State of Colorado

Paul Murray Administrator Nov 26 1999
Signature Title Date
State of Idaho

Chris Schultz Executive Secretary December 29, 1999
Signature Title Date
State of Minnesota

Don K. L. H. CHAIRMAN 03/01/00
Signature Title Date
State of Montana

Leah L. Olson Executive Director January 14, 2000
Signature Title Date
State of Nebraska

Joseph A. Brewer Admin. Feb. 17, 2000
Signature Title Date
State of Oregon

Paul D. Mayhew EXECUTIVE DIRECTOR 3-7-2000
Signature Title Date
State of South Dakota

A. Gary Bowen Director 4/26/2000
Signature Title Date
State of Utah

Patrick Woods Asst. Director 12/1/99
Signature Title Date
State of Washington

David J. Leonard Chairman 4-6-00
Signature Title Date
State of Wyoming

RECIPROCAL AGREEMENT / LETTER OF INTENT
REGARDING JOURNEYMAN ELECTRICIAN QUALIFICATIONS

AMENDMENT

ADDITION OF NORTH DAKOTA TO AGREEMENT

By agreement of all existing parties to the Multi-State Electrician Reciprocal Agreement dated November 9, 1999, the State of North Dakota will be added as a participating party. The effective date of this amendment is upon execution by all existing parties and the State of North Dakota.

AFFIRMATION OF AGREEMENT OF TERMS

The State of North Dakota agrees to the terms and conditions of the Multi-State Reciprocal Agreement dated November 9, 1999.



David R. Hoffert EXECUTIVE DIRECTOR 10-20-00
Signature Title Date
State of North Dakota

David Boardman PRESIDENT 10-20-00
Signature Title Date
State of North Dakota

EXECUTION OF AMENDMENT

By execution of this Amendment, all signatory parties agree to participate with the State of North Dakota in the Multi-State Reciprocal Agreement dated November 9, 1999, and all the terms and conditions contained therein.

IN WITNESS WHEREOF, the parties have executed this Amendment.

Richard A. Masterson Director 1-4-01
Signature Title Date
State of Alaska

Tony Fugate Program Administrator 12/11/00
Signature Title Date
State of Colorado

Keith Munn Administrator 10/24/00
Signature Title Date
State of Idaho

Robert Schultz Executive Secretary 11-20-00
Signature Title Date
State of Minnesota

Becky Salminen Board Administrator 11/17/2001
Signature Title Date
State of Montana

Leo R. Lane Executive Director 11-30-00
Signature Title Date
State of Nebraska

Joseph A. Brewster Administrator 12/19/00
Signature Title Date
State of Oregon

Donald K. Mays EXECUTIVE DIRECTOR 10-30-00
Signature Title Date
State of South Dakota

G. Gary Bowen Director 2-20-2001
Signature Title Date
State of Utah

R. Fark Chief Elec Insp 3-8-01
Signature Title Date
State of Washington

David D. Diamond Chairman 3-29-01
Signature Title Date
State of Wyoming

RECIPROCAL AGREEMENT / LETTER OF INTENT
REGARDING JOURNEYMAN ELECTRICIAN QUALIFICATIONS

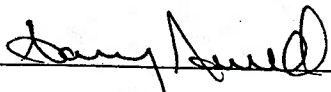
AMENDMENT


ADDITION OF ARKANSAS TO AGREEMENT

By agreement of all current participating parties to the Multi-State Electrician Reciprocal Agreement dated November 9, 1999, the State of Arkansas will be added as a participating party. The effective date of this amendment is upon execution by all current participating parties and the State of Arkansas.

AFFIRMATION OF AGREEMENT OF TERMS

The State of Arkansas agrees to the terms and conditions of the Multi-State Reciprocal Agreement dated November 9, 1999.


| | | |
|---|--------------|---------|
|  | Chairman E/E | 3-16-04 |
| Signature | Title | Date |
| State of Arkansas | | |

| | | |
|--|----------|---------|
|  | DIRECTOR | 3-16-04 |
| Signature | Title | Date |
| State of Arkansas | | |

EXECUTION OF AMENDMENT

By execution of this amendment, all signatory parties agree to participate with the State of Arkansas in the Multi-State Electrician Reciprocal Agreement dated November 9, 1999, and all the terms and conditions contained therein.

IN WITNESS WHEREOF, the parties have executed this Amendment.

| | | |
|---|----------|--------|
|  | DIRECTOR | 7/2/04 |
| Signature | Title | Date |
| State of Alaska | | |

| | | |
|-----------------|-------|------|
| Signature | Title | Date |
| State of Alaska | | |

Signature
State of Colorado

Title

Date

Sam Fugate

Program Director

4/26/04

Signature
State of Colorado

Title

Date

Signature
State of Idaho

Title

Date

Phil Munroe

Administrator

April 5, 2004

Signature
State of Idaho

Title

Date

Frank Schmidt

Executive Secretary

August 10, 2004

Signature
State of Minnesota

Title

Date

Signature
State of Minnesota

Title

Date

George Edwards

Administrative Specialist

7-19-04

Signature
State of Montana

Title

Date

Joe Woychik


Board Member

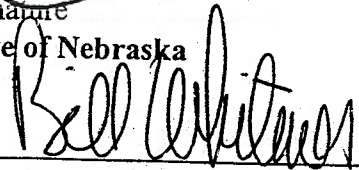
7-19-04


Signature
State of Montana

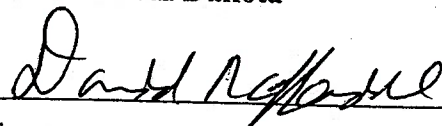
Title

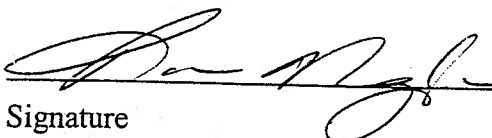
Date


 EX. DIR. 5-25-04
Signature Title Date
State of Nebraska


 Board Member 5/26/04
Signature Title Date
State of Nebraska

 Chairman May 12, 04
Signature Title Date
State of North Dakota

 EXECUTIVE DIRECTOR MAY 12, 2004
Signature Title Date
State of North Dakota

 EXE DIR. 8-2-04
Signature Title Date
State of South Dakota

 CC "
Signature Title Date
State of South Dakota

 CHAIRMAN APRIL 19, 2004
Signature Title Date
State of Utah

Signature Title Date
State of Utah

Chris W. [Signature] Asst. Director 6/8/04
Signature Title Date
State of Washington

Signature Title Date
State of Washington

Lath. Reynolds Business Manager 8/3/04
Signature Title Date
State of Wyoming

Signature Title Date
State of Wyoming

RECIPROCAL ELECTRICAL APPRENTICE & JOURNEYMAN REQUIREMENT COMPARISON

| 07/11/07 | ALASKA | ARKANSAS | COLORADO | MINNESOTA | MONTANA | NEBRASKA | NEW HAMPSHIRE | NEW MEXICO | NORTH DAKOTA | OKLAHOMA | SOUTH DAKOTA | UTAH | WASHINGTON | WYOMING | IDAHO | TEXAS |
|---|-----------------------------------|----------------------------|--------------------------------|-----------------------------|---|-----------------------------------|---------------------------------------|---|---|--|-------------------------------------|--|--|---|---------------------------------------|----------------|
| APPRENTICE | | | | | | | | | | | | | | | | |
| Apprentice registration/license required | YES | YES | YES | YES | YES | YES | YES | NO (OPTIONAL) | YES | YES | YES | YES | YES | YES | YES | YES |
| Apprentice registration/license fee | \$50 / APP.; \$200 / 2 YEARS | \$10.00 | \$10.00 | \$15 / YR | NONE | \$20.00 / 2 YEARS | \$15.00 / YEAR | NONE | \$10 | \$30.00 | \$20.00 / 2 YEARS | \$110.00 / 2 YEARS | ORIG. \$35 / 2 YRS RENEW \$43 / 2 YRS | \$20 | \$10.00 | \$15.00 / YR |
| Apprentice age requirement | 16 | PER BAT | NONE | 16 | 18 | NONE | NONE | 16 YEARS | 16 | 16 | 16 | 18 W/O APPROVAL | 16 W/L & I MINOR PERMIT | 16 | 16 | 16 |
| Apprentice education requirement | PER BAT | HS or GED | NONE | NONE | H.S./GED | NONE | HS / GED | NO (OPTIONAL) | NONE | NONE | NONE | NONE | NONE | NONE | NONE | NONE |
| OTJ training of apprentice requirement | 8,000 HOURS | 8,000 HOURS | MIN . 4 YEARS / 8,000 HOURS | 8,000 HRS | 8,000 HOURS | MIN. 4 YEARS / 8,000 HOURS | 8,000 HOURS | NO (OPTIONAL) | 8,000 HOURS MAX. / 2,000 / YEAR | 8,000 HOURS | 8,000 HOURS MAX. / 2,000 / YEAR | 8,000 HOURS W/ SCHOOL OR 16,000 HOURS W/O | 8,000 HOURS | 8,000 HOURS | 8,000 HOURS | 8,000 HRS |
| Journeyman supervision of apprentice requirement | CONSTANT OTJ SUPERVISION | YES | CONSTANT OTJ SUPERVISION | CONSTANT OTJ SUPERVISION | CONSTANT OTJ SUPERVISION | CONSTANT OTJ SUPERVISION | YES | DIRECT OTJ SUPERVISION | CONSTANT OTJ SUPERVISION | YES | CONSTANT OTJ SUPERVISION | CONSTANT OTJ SUPERVISION | 75% | 1 & 2 - 100% 3 - 50% 4 - 25% | CONSTANT OTJ SUPERVISION | YES |
| Apprentice Vocational Education required | PER BAT | YES | NONE | NO | 144 HOURS / YEAR (576 TOTAL) | NONE | 144 HOURS / YEAR (576 TOTAL) | NONE | 2 YRS OR 576 HOURS CLASSROOM | NONE | NONE | 144 HOURS / YEAR (576 TOTAL) | 8 CLASSROOM HOURS/ YEAR | 144 HOURS / YEAR (576 TOTAL) | 144 HOURS / YEAR 576 TOTAL | NONE |
| Experience mix requirement (Commercial/Industrial/Residential) | MAX. 2,000 HOURS RESIDENTIAL | 4,000 HRS COMM - INDUST | NONE | NONE | NO MORE THAN 4,000 RES. | NONE | N/A | YES | NONE | MIN. 4,000 HOURS COMMERCIAL / INDUSTRIAL | NONE | NONE | MIN. 4,000 COMMERCIAL | NOT MORE THAN 75% IN ANY ONE CATEGORY | NO MORE THAN 75% PER AREA | NONE |
| Apprentice to Journeyman Ratio | 1 JW / 2 APP. | 1 JW / 1 APP. | 1 JW / 3 APP. | 1 JYM / 2 UNLIC | 1 JW / 1 (1ST APP) 3 JW / 1 APP AFTER 1 | 1 JW / 3 APP. | 1:1 (SITE RATIO) | 1 JW / 3 APP. OR 1 JW / 1 APP PROGRAM | 1 JW / 3 APP. | 1 JW / 2 APP. | COMMERCIAL, ON- SITE SUPERVISION | NON-RES 1 JW / 1 APP; RES. 1 JW / 3 APP. | COMM. - 1 JW / 1 APP; RES. 1 JW / 2 APP. | 1 JW / 2 APP. | 1 JW / 2 APP | NONE |
| JOURNEYMAN | | | | | | | | | | | | | | | | |
| OTJ hours, years or combination to sit for Journeyman Exam | 4 YEARS / 8,000 HOURS | 4 YEARS / 8,000 HOURS | 4 YEARS / 8,000 HOURS | 48 MONTHS | 4 YEARS / 8,000 HOURS | 4 YEARS / 8,000 HOURS | 8,000 HOURS | 4 YEARS | 8,000 HOURS | 4 YEARS / 8,000 HOURS | 4 YEARS / 8,000 HOURS | 8000 HRS + 576 HRS SCHOOL OR 18,000 HRS | 8,000 HOURS | 4 YEARS / 8,000 HOURS | 4 YEARS / 8,000 HRS | 8,000 HRS |
| Experience mix requirement (Commercial/Industrial/Residential) | NO MORE THAN 2,000 RESIDENTIAL | YES | MIN. 2 YEARS / COMM./IND. | BASED ON ELECTRICAL WORK | NO MORE THAN 4,000 RES. | NONE | N/A | YES | NONE | NONE | 1 YEAR COMM. | MUST BE IN CLASSIFICATION APPLYING FOR | MIN. 4,000 COMMERCIAL | NOT MORE THAN 75% | CANNOT EXCEED 75% IN 1 CATEGORY | NONE |
| Vocational education requirement for in-state Journeyman to test | PER BAT | NONE | NONE | CASE BY CASE | NONE | NONE | 576 | NONE | 2 YRS OR 576 HOURS CLASSROOM | NONE | NONE | OPTIONAL | NONE | 576 | 576 | NONE |
| Vocational education requirement for out-of-state Journeyman to test | NONE | CASE BY CASE | NONE | NO | NONE | NONE | CASE BY CASE | NONE | NONE | NONE | NONE | OPTIONAL | CASE BY CASE | MIN. FOR THAT STATE | 576 OR 16,000 OTJ EXP | NONE |
| Is properly documented out-of-state experience accepted even if it did not comply with that state's requirements? | CASE BY CASE BASIS | NO | YES | DEPENDS ON REQUIREMENT | LEGALLY OBTAINED | CASE BY CASE | CASE BY CASE | NO | CASE BY CASE | CASE BY CASE | CASE BY CASE | NO | NO | NO | NO | NO |
| Temporary work permit available? | NO | YES | YES | NO | YES | NONE | NONE | YES | LTD. EMERGENCY BASIS | NONE | YES | NO | YES | YES | NO | NO |
| Is a written exam required? | YES | YES | YES | YES | YES | YES | YES | YES | YES | YES | YES | YES | YES | YES | YES | YES |
| Number of questions? | 100 | 60 | 95 | 80 | 60 | 50 | 100 (2 PARTS) | 100 | 70 | 100 | 85 | 75 | 60 +17 | 80 | 80 | 80 |
| Time limit? | 4 HOURS | 3 HOURS | 4½ HOURS | 5½ HOURS | 3 HOURS | 3 HOURS | 4 HOURS (JW); AND 5 HOURS (MASTER) | 3.5 HOURS | 4½ HRS | 4 HOURS | 5 HOURS | 6 HOURS | 4 HOURS | 4 HOURS | 4 HOURS | 4 HOURS |
| Passing score | 70% | 70% | 70% | 70% | 75% | 75% | 70% | 75% | 70% | 70% | 70% | 75% | 70% | 70% | 70% | 70% |
| Is the exam part or all open book? | ALL | ALL | ALL | ALL | ALL | ALL | ALL | PART | PART | ALL | PART | PART | ALL | ALL | ALL | ALL |
| Who develops and/or administers the written exam? | DEPARTMENT STAFF | THOMSON | PROMISOR | DEPT. STAFF | LASER GRADE | EXEC DIRECTOR, CHIEF INSPECTOR | STATE'S INSPECTORS / BOARD | PSI | EX. DIRECTOR / ELEC. BOARD | PSI | COMMISSION APPOINTEES | THOMPSON PROMETRIC | LASER GRADE | ICC | ICC | ICC |
| Is a practical exam required? | NO | NO | NONE | NO | NO | NONE | YES | YES | NO | NONE | NONE | YES | NO | NO | NO | NO |
| Upon failure of the exam once, what are the time restrictions before retake? | 30 DAYS | NONE | NONE | 6 MONTHS | NONE | NONE | N/A | NONE | 50 - 69 (3 MONTHS) 0 - 49 (6 MONTHS) | 30 DAYS EST. BY LEGISLATIVE RULES | 30 DAYS | 30 DAYS | 60-69 (1 DAY) <60 (2 WEEKS) | 10 DAYS | 30 DAYS | 10 DAYS |
| Upon failing the exam twice, what are the time restrictions before retake? | 30 DAYS | NONE | N/A | 6 MONTHS | 6 MONTHS, 8 HOUR CE & 20 HOURS STUDY | NONE | N/A | 30 DAYS | DOUBLE PREVIOUS WAITING PERIOD | 90 DAYS EST. BY RULES | 90 DAYS | 1 PART = 1 SEM. SCHOOL; 2-3 PARTS = 1 YEAR SCHOOL | 60-69 (1 DAY) <60 (2 WEEKS) | 10 DAYS | 30 DAYS | 10 DAYS |
| Upon failing the exam three times, what are the time restrictions before retake? | 30 DAYS | NONE | N/A | 6 MONTHS | 1 YEAR, 16 HOUR CE & 40 HOURS STUDY | NONE | N/A | 30 DAYS | DBL. LAST W/P - MAX. 12 MONTHS | 90 DAYS EST. BY RULES | 90 DAYS | N/A | 90 DAYS AFTER 3 FAILED ATTEMPTS | 10 DAYS | 1 YEAR | 10 DAYS |
| How often are exams given? | WEEKLY - IN ANCHORAGE | MONTHLY | TUESDAY - SATURDAY | WEEKLY | DAILY | MONTHLY | 4 TIMES / YEAR | DAILY | MONTHLY | DAILY IN SOME | MONTHLY | DAILY | DAILY | DAILY IN SOME | DAILY | DAILY |
| Is continuing education required? | YES | YES | RENEWAL EXAM | YES | YES | YES | YES | YES | YES | YES | YES | YES | YES | YES | YES | YES |
| How many hours are required? | 16 HOURS / 2 YEARS | 8 HRS-3 YRS | N/A | 16 HOURS / 2 YEARS | 16 HRS / 2 YEARS | 12 HOURS / 2 YEARS | 15 HOURS ON CODE CHANGE | 16 HOURS - 8 CODE | 6 HOURS / 1 YEAR | 6 HRS / CODE CYCLE | 16 HOURS / 2 YEARS | 16 HOURS / 2 YEARS | 24 HOURS / 3 YEARS | 16 HOURS / 3 YEARS | 24 HOURS / 3 YEARS | 4 HRS / YR |
| The duration of a Journeyman license | 2 YEARS | 1 - 3 YEARS | 2 YEARS | 2 YEARS | 2 YEARS | 2 YEARS | 1 YEAR (RENEWED ON BIRTH MONTH) | 3 YEARS | 1 YEAR | 1 YEAR | 2 YEARS | 2 YEARS | 3 YEARS | 3 YEARS | 3 YEARS | 1 YEAR |
| Revival period without re-testing | 2 YEARS | 1 YEAR | NEXT RENEWAL | 2 YEARS | 1 YEAR | 90 DAYS | 1 YEAR | 6 MONTHS | 3 YEARS | N/A | 1 YEAR COMM. | CASE BY CASE | 90 DAYS | 45 DAYS | 1 YEAR | 1 YEAR |
| Cost of a Journeyman license (renewal) | \$200 / 2 YEARS | \$25.00 | \$28 / 2 YEARS | \$30.00 / 2 YEARS | \$70.00 / 2 YEARS | \$25/YR, \$50/2 YRS | \$30.00 / YEAR | \$75.00 / 3 YEARS | \$25.00 / YEAR | \$50.00 | \$40.00 / 2 YEARS | \$63 / 2 YEARS | \$67 / 3 YEARS | \$50.00 / 3 YEARS | \$45.00 / 3 YEARS | \$40.00 / YEAR |