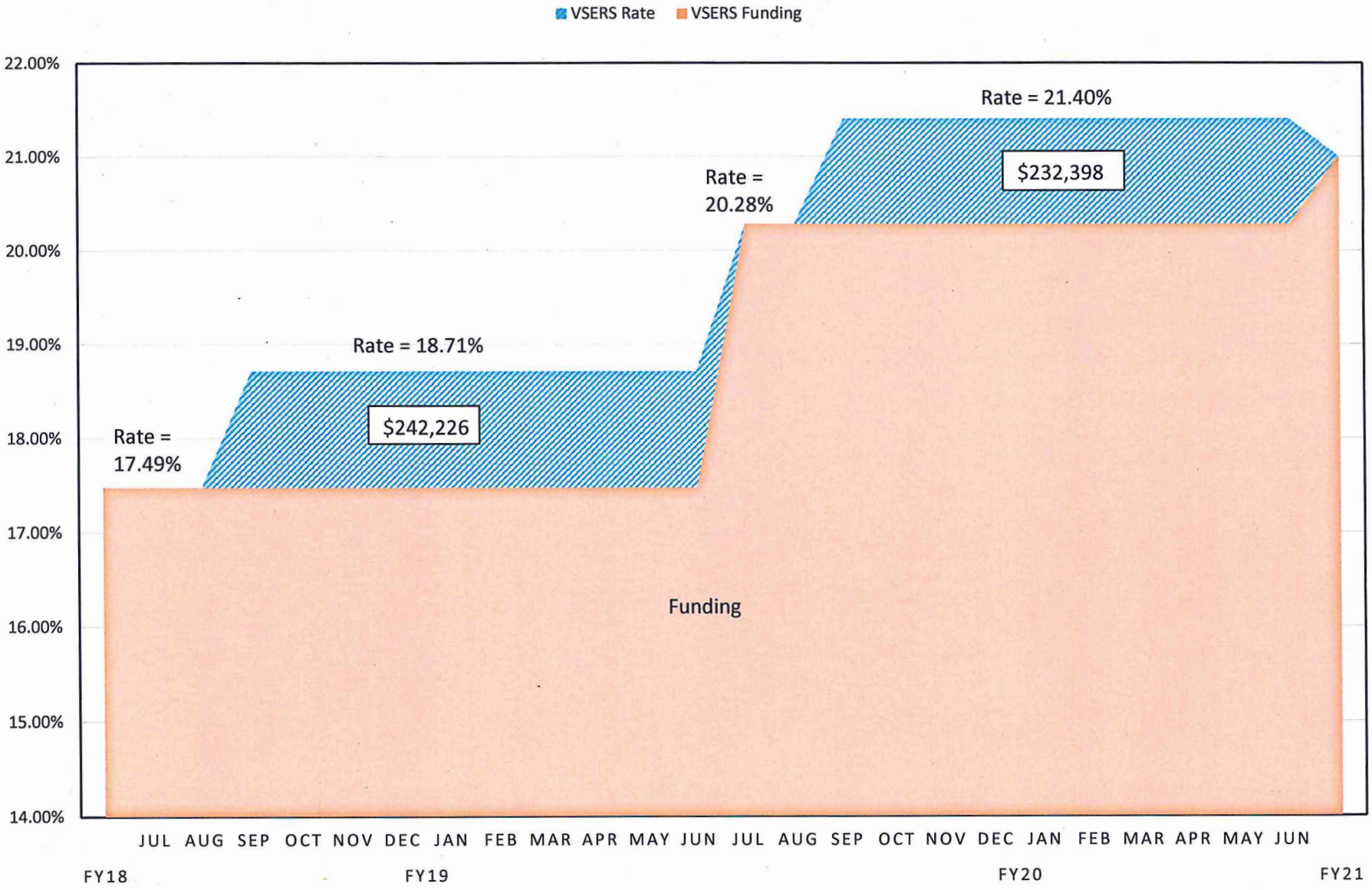VERMONT STATE EMPLOYEES RETIREMENT SYSTEM (VSERS) RATE CHANGES