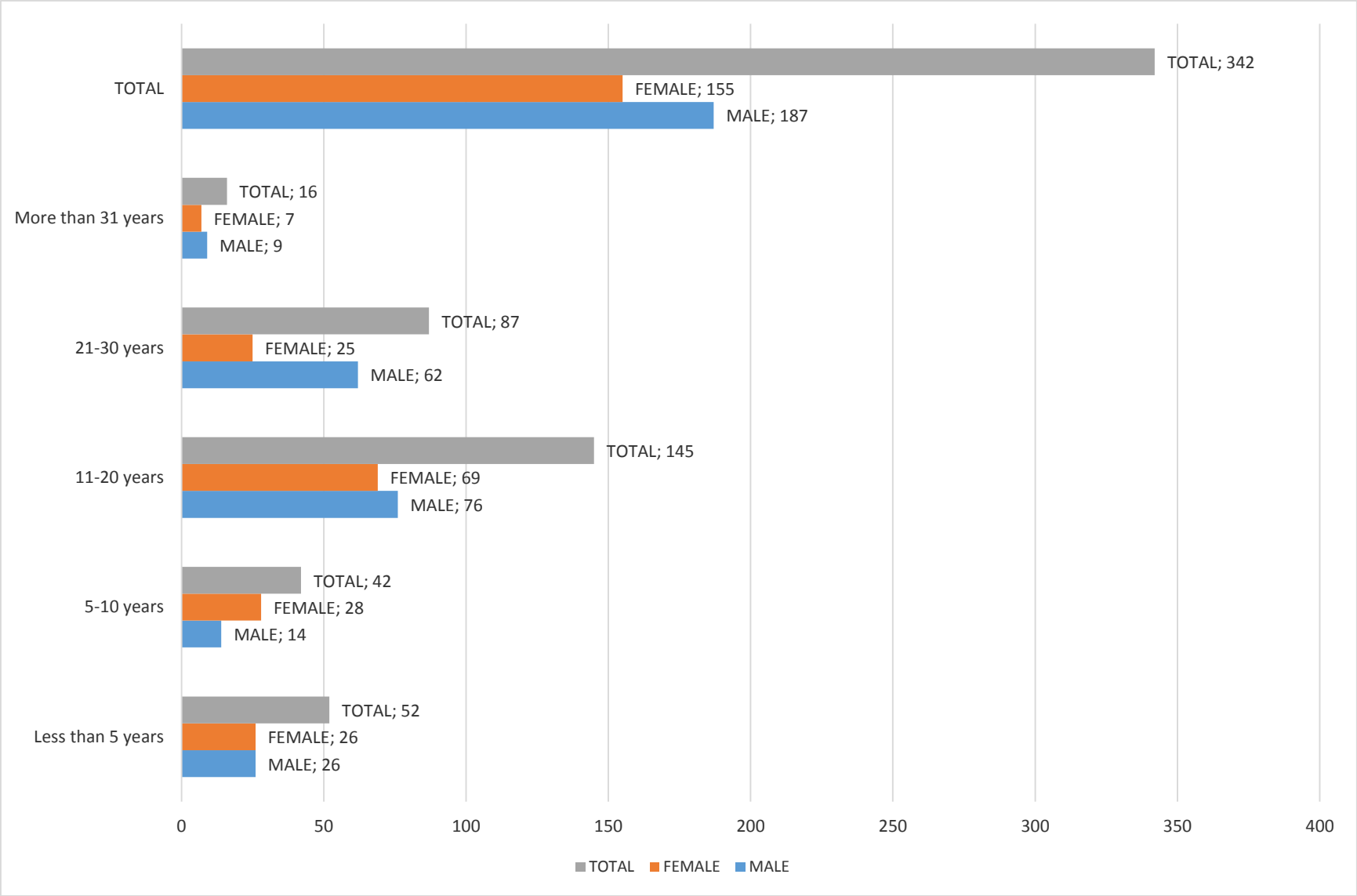DISTRIBUTION ACCORDING TO DURATION OF SERVICE AS OF 31.12.2017