CUTA REPORT IN THE MATTER OF TEAM TRIALS VS POINT SYSTEM



May 2019

Mr. Steve McNally President USA Taekwondo One Olympic Way Colorado Springs, CO

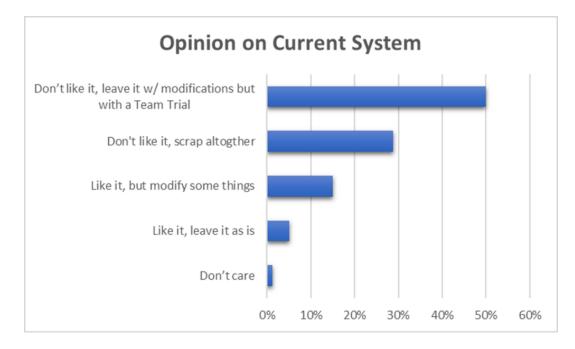
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CUTA INVOLVEMENT

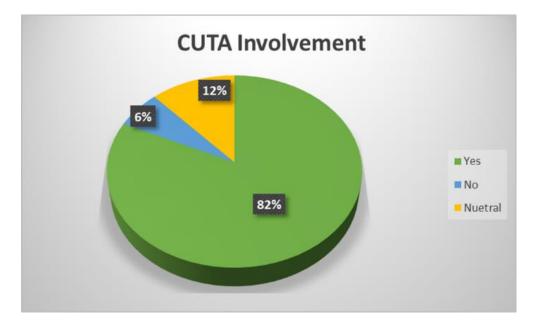
This is a formal letter by the California Unified Taekwondo Association ("CUTA") to the USA Taekwondo ("USAT") regarding the newly implemented national team selection criteria based entirely on points.

CUTA is filing this letter on behalf of our constituents on which our recent polling shows an overwhelmingly unfavorable view of this new system. Poll was conducted from April 24 -30, 2019.

50% of the respondents don't like the current system (points) but are open to leave it with modifications but to also go with a team trial, whereas close to 30% would prefer to scrap it altogether and go with a team trial format only. Taken together that is close to 80% of the respondents favoring a team trial format.

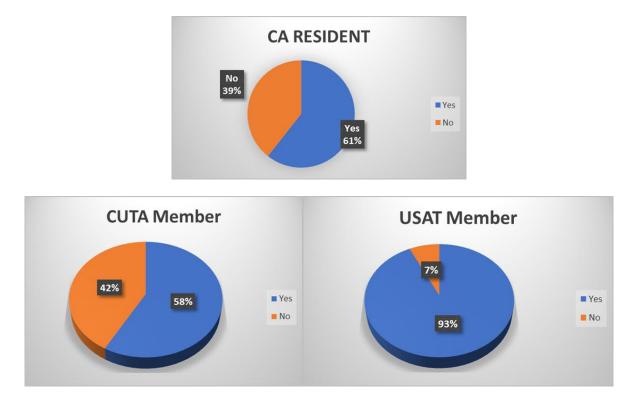


This poll confirms the initial reports coming from the field and during our State championships. During this event, CUTA has heard from several coaches, parents and athletes about the current system.



82% of the respondents asked CUTA to be involved in this discussion with USAT:

Polling data shows the following demographics of people who answered our survey: 61% California Residents; 58% CUTA Members and 93% identified themselves as USAT Members.



42% of the respondents also identified themselves as parents, followed by 35% as coaches with the remaining 23% as athletes. Parents is a key demographic since they are the "purse" string holders, especially for Cadet and Junior divisions.



WHY CHANGE?

Prior to the national team selection for the 2019 Pan Am and World Championships, USA Taekwondo team selection was based on the results of either a team trial or national championship. As a matter of fact, as late as September 2018, team selection was still based on the result of a team trial with the top 16 ranked athletes in points qualify to go for a team trial.

Then less than four months of that publication, on December 7, 2018, a new selection procedure based entirely on points was announced for the 2019 National team. It included an interesting condition for the Senior National Team:

1. Only points accumulated starting September 2018 will count towards the overall standings.

Which opens more questions unrelated to this current topic but worth noting nonetheless:

- 1. What is the significance of the cutoff of September 2018? Why not include the points of the 2018 US Nationals?
- It is interesting that at the same time, a newly formed group of USA athletes were training and competing in and around September to December 2018 time period. Accumulating points whereas other seniors were back stateside without any knowledge of the changes to come until the Dec 7 announcement.
- 3. Were there any published selection criteria as who was invited to be part of this newly formed group?

4. Was there any advanced announcement that the points accumulated prior to September 2018 will not count towards team selection whereas, the newly formed group was busy accumulating much needed points?

But back to the subject matter at hand. Based on your letter to CUTA president Master Choi, the reason for the change mainly involves the poor performance of USA in the world stage.

You stated that USA has now slid outside the top 20 countries worldwide under the old *"proven to fail system"*.

You further stated that it seems prior team trials was designed to be easy and considers other sports to be much more difficult to be placed on the National Team as compared to Taekwondo.

"It seems that for years it has been a system designed to make is easy as possible to make the National Team (or at least to make it to trials, to give EVERYONE hope), rather than a system designed to be actually successful."

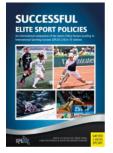
Other proponents of NOT having a Team Trials also state the following reasons:

- a. Strongest player at the team trials:
 - a. Has a bad day and loses in the early rounds
 - b. Is injured in the early rounds and loses in the succeeding rounds
- b. Winner of the team trials:
 - a. Consistently does not perform in international competition
 - b. Can only win at team trials but nothing else
 - c. Does not have the "body type" to compete Internationally
 - d. Does not possess the skills necessary to win Internationally, but can win at team trials
 - e. Will not give up home coach for national coach
 - f. Not willing to move to another weight category for maximum advantage in International competition
- c. Increase cost in holding a Team Trials

And if the selection is entirely based on points it's better due to:

- a. A longer window of time to evaluate a player performance
- b. Chasing points equals more competitions which equates to more experience
- c. Does not have to risk "one and done" finality during a team trial in case of a bad day or an injury sustained in the earlier rounds.

MEASURING OUTPUT



Since performance was the reason for the change of our national team selection, we will attempt to quantify sports performance. We feel it's important to come up with an established and proven method to measure output so we can compare across sports disciplines and time.

A recent sports research paper published in 2016 did exactly that. In the SPLISS 2.0 report titled "Successful Elite Sports Policies" made a comparison of measuring performance. This report involved 15 nations, over 3,000 athletes

involving 37 sport disciplines, over 1,000 coaches and over 200 high performance directors.

Their findings state that there are a variety of methods that can be used to measure performance in elite sport and there largely but not exclusively medal based measures such as: medal's table ranking; number of gold medals' total number of medals, points score or <u>market</u> <u>share</u>, top 8 rankings. All measures were examined and are in fact strong proxies for each other"

	Gold medals	Total medals	Medal Points	Medal Market Share %	Top 8 Places	Top 8 Points	Top 8 Market Share %
Gold Medals							
Total Medals	0.98						
Medal Points	0.99	1.00					
Medals Market Share %	0.99	1.00	1.00				
Top 8 Places	0.94	0.98	0.98	0.98			
Top 8 Points	0.97	1.00	0.99	0.99	1.00		
Top 8 Market Share %	0.97	1.00	0.99	0.99	1.00	1.00	

Table of Performance Measurement:

Table 2: Correlation table of the relationship between performance measures in summer sports

Since any of the above criteria is a strong proxy for each other, for the purposes of this letter we will choose the method called "Medal Market Share %" (MMS).

Medal market share is computed by simply assigning a point value for the type of medal won. For example: Gold = 3pts, Silver = 2pts and Bronze = 1pt.

Add up the total number of Golds, Silver and Bronze medal handed out for the event. For example, World Championships in Taekwondo has 16 Golds (48 pts); 16 Silver (32 pts) and 32 Bronzes (64 pts) for a total aggregate point total of 112 points.

If country A wins 1 Gold (3) and 4 Bronzes (4), the total points earned by country A = 7 and the computed MMS = 6.25% [(7 divide by 112) x 100]

When comparing the past 3 World Championships and 2 Olympic cycles we can come up with a determination that countries whose MMS fall within the following (see table below) can be classified as follows:

MMS Share	Classifed As	Color Classification
No Medal	Particpant	
< 1%	Podium	
>= 1% and <3%	Contenders	
>=3% and < 5%	Finalist	
>=5% and < 7%	Elite	
>= 7%	Powerhouse	

Using the established method and classication against the results of the 2017 Taekwondo World Championships we can see its relative relevance.

2017 World Championship and MMS table

Rank	Nation	Gold	Silver	Bronze	Total	Pts	MMS	Color
1	South Korea	5	1	4	10	21	18.75%	
4	Russia	1	4	2	7	13	11.61%	
2	Turkey	2	1	0	3	8	7.14%	
5	Great Britain	1	1	3	5	8	7.14%	
11	Iran	0	3	1	4	7	6.25%	
3	Serbia	2	0	0	2	6	5.36%	
6	China	1	0	3	4	6	5.36%	
7	Azerbaijan	1	0	1	2	4	3.57%	
12	United States	0	2	0	2	4	3.57%	
13	Thailand	0	1	2	3	4	3.57%	
8	Germany	1	0	0	1	3	2.68%	
8	Ivory Coast	1	0	0	1	3	2.68%	
8	Niger	1	0	0	1	3	2.68%	
14	Uzbekistan	0	1	1	2	3	2.68%	
15	Chinese Taipei	0	1	0	1	2	1.79%	
15	Vietnam	0	1	0	1	2	1.79%	
17	Mexico	0	0	2	2	2	1.79%	
18	Bulgaria	0	0	1	1	1	0.89%	
18	Colombia	0	0	1	1	1	0.89%	
18	Croatia	0	0	1	1	1	0.89%	
18	Gabon	0	0	1	1	1	0.89%	
18	Italy	0	0	1	1	1	0.89%	
18	Jordan	0	0	1	1	1	0.89%	
18	Kazakhstan	0	0	1	1	1	0.89%	
18	Latvia	0	0	1	1	1	0.89%	
18	Moldova	0	0	1	1	1	0.89%	
18	Netherlands	0	0	1	1	1	0.89%	
18	Slovenia	0	0	1	1	1	0.89%	
18	Spain	0	0	1	1	1	0.89%	
18	Sweden	0	0	1	1	1	0.89%	
	Total	16	16	32	64	112	100.00%	

Table confirms our perception of the strongest nations in Taekwondo and how their respective MMS rankings. In summary, using MMS method is valid in quantifying performance output.

TEAM SELECTION IN OTHER SPORTS

As previously noted in your letter, a comment was made that prior system of national team selection which was team trials is a "proven to fail system".

We have embarked to look at 3 other Olympic sport disciplines closest to Taekwondo. These sport disciplines include the following elements like Taekwondo:

Weight Divisions Number of Rounds and Time limit One on One combatants Junior and Youth Divisions World and Continental Championships

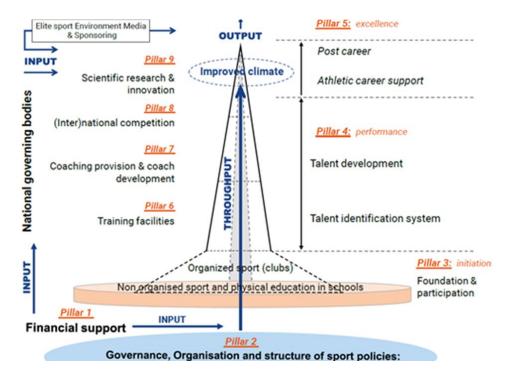
What we have found out after reviewing and talking to a couple of their high-performance directors only Judo does their team selection based on points. This was prior to USAT changing their system. For the junior national team selection USA Judo, Boxing and Wrestling is based on results of the US Nationals.

When comparing the MMS score in international competition, the disciplines that uses a team trial format: USA Wrestling and USA Boxing, scored the highest.

		MMS	CLASS	
SPORT/NGB	SELECTION	OLYMPIC	WORLDS	COMMENT
	Team Trials			2019 Selection Criteria changed to Point based system
	Team Trials-Multi Step			Double elimination format
Xusa Mjudo	IJF Points			Olympic selection is a combination of IJF point criteria first, followed by a Team Trials if warranted based on IJF point ranking.
USA BOXING	Selection Trials to Camp Evaluation			Results on certain tournaments determines inclusion to Nationals. Nationals placement determines invitation to camp and further evaluation

THE 9 PILLARS FOR SPORTS PERFORMANCE

SPLISS in their report identified 9 pillars of elite sport performers:



Of the 9 pillars they found out the top 4 Pillars that produce high performance are: Funding, Facilities, Coaching and Inter(national) competitions:



FUNDING (PILLAR 1)

Of the 4 Pillars, their studies show that funding is the most important. Look at GB Taekwondo own chart of the relationship in increase in funding vs medal count:



And tracking the MMS record of GB Taekwondo, China (state funded) and USA we can compare the results from the 2013 – 2017 World Championships:

Nation	2013	2015	2017
GBR	0.00%	5.36%	7.14%
CHN	2.68%	4.46%	5.36%
USA	0.00%	1.79%	3.57%
Nation	2013	2015	2017
GBR			
CHN			
USA			

Based on results and against better funded teams, USA is holding its own, and important to note that our team selection was based on a team trial format for these years.

SPLISS report finds that countries that do more with less are strong in organization, structure and governance (Pillar 2). That a strong coordination of activities with clear decision-making structure is important and a strong involvement of athletes and coaches in the policy making process help mitigate funding disparity. It further report that: "...a high level of service oriented

policy towards their NGB, federations, and sports organizations but with accountability principles and long term policy planning" is necessary for countries with funding constraints.

FACILITIES (PILLAR 6)

CUTA welcomes and applauds the effort of USAT in the foundation of a new elite training center. This is a welcome addition to be able to hold training camps for our national team prior to competition and other talent development camps.

COACHING (PILLAR 7)

CUTA has always left the choices of the national team coaches to USAT. We believe that USAT is doing its best to acquire and maintain talented coaches on staff. In this respect, we only ask USAT to not overlook some of our local coaching talent that have proven to be effective in developing athletes irrespective on any personal biases.

INTERNATIONAL COMPETITION (PILLAR 8)

This is one area we feel that our national team needs more exposure to. Which probably also mean that the team needs to be selected far in advance to allow them to have camps together and possibly compete as a team to at least two international opens prior to competing at a continental, worlds or Olympic event.

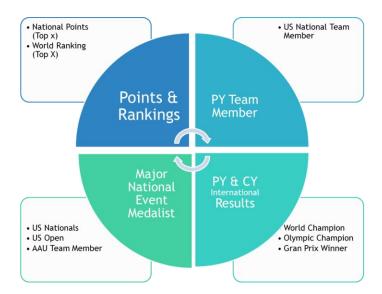
ADOPTION OF THE SPLISS FINDINGS

Our conclusion and based on these data is that changing our national team selection via team trials will not produce the desired results if the 4 pillars: Funding, Facilities, Coaching and exposure to International competitions are not addressed. Therefore, we strongly feel to keep the team trials and adapt the strategies outlined in the SPLISS report.

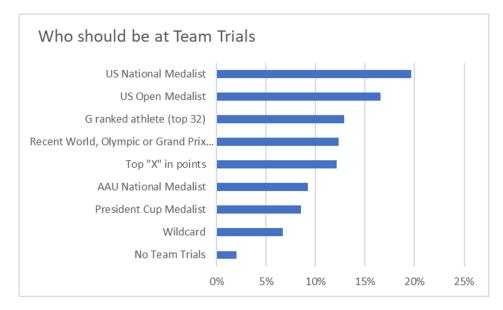
This is not to say we can't amend our current point system as a pathway to team trials and help identify talent, at the same time review and modify how team trials was done before.

TEAM TRIALS

CUTA does not make any recommendations as to how to conduct a team trial. There are many proposals out there by various athletes and coaches alike. What we can report here is the type of individuals who in the judgement of coaches, athletes and survey respondents feel deserve a shot for a team trial:

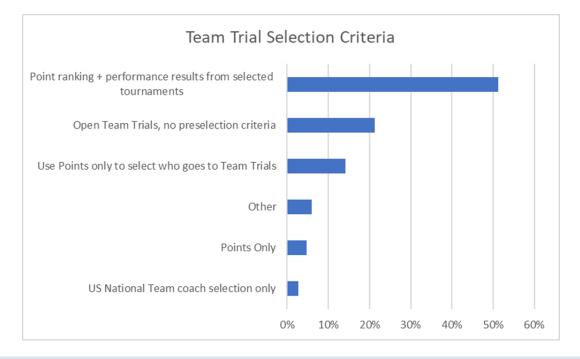


The above diagram is reflected on the survey results, when asked to select 5 criteria as to who is deserving to be included at team trials:



Interesting to note that "Top x in points" made it in the top 5 selection criteria. It shows that while its use as the sole criteria for selecting national team is hotly debated topic, respondents still find the point ranking as a good measuring tool for performance.

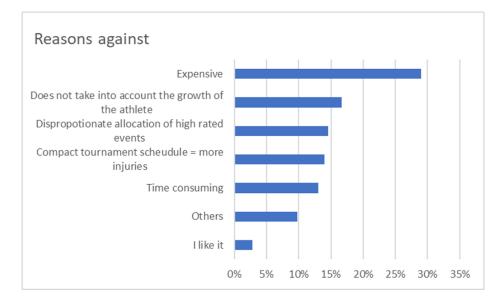
Our survey results show incorporating point rankings as part of team trial selection is most popular.



POINT SYSTEM MODIFICATION

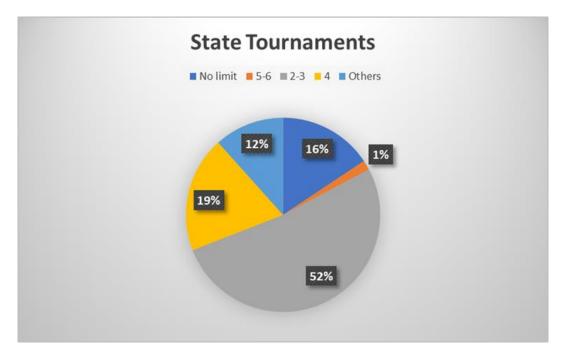
If point ranking system is to remain, CUTA would like to propose some changes to the current system.

Based on our survey the top reasons against our current point system are as follows:



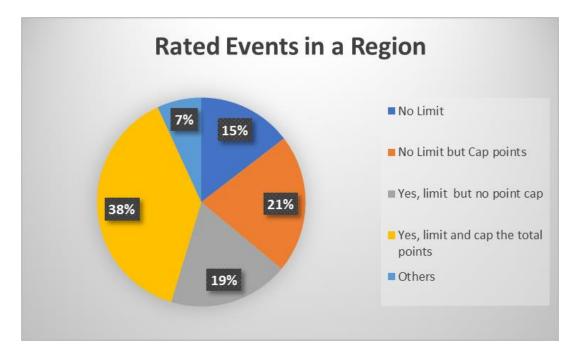
EXPENSE

Expense is a number one complaint; this is a function of chasing points. One can be discouraged in chasing points when certain caps and limits are in place.



Survey shows 52% in favor of cutting down State tournaments to 2-3 from 4.

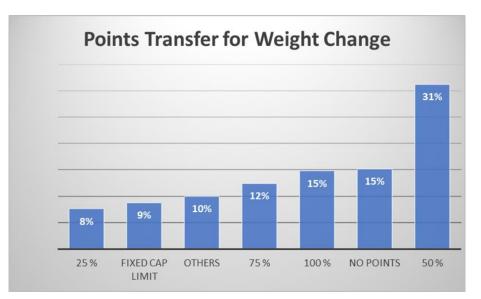
Survey also shows majority (38%) would favor a cap in total points and a limit to number of events one can attend. This is followed by no limit in events but cap points at 21%.

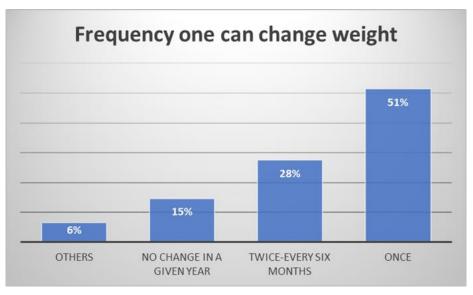


WEIGHT TRANSFER PENALTY

The second highest complaint about the current point system is that it penalized the growth of the younger athletes by penalizing them with zero-point transfer.

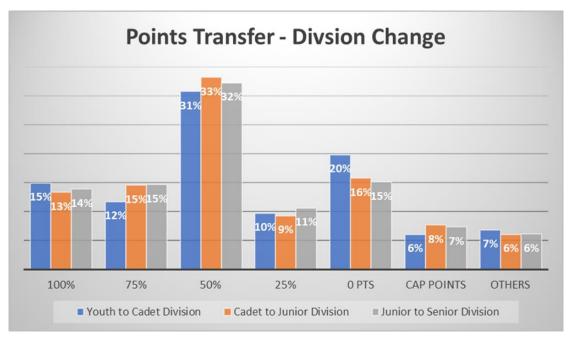
50%-point transfer is the most popular when one is to change weight with a limit of only one transfer per year.





CUTA does not have any recommendation as to the timing one can declare a weight change. Recommend a 50%-point transfer be allowed.

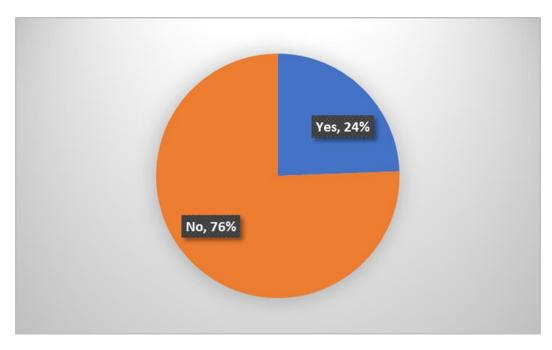
DIVISION CHANGE



Based on the survey the 50%-point transfer is most popular and in line with the current system.

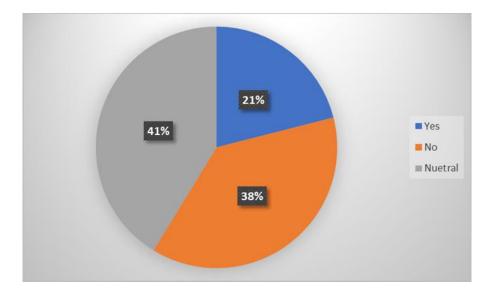
COLOR BELT POINTS

An overwhelmingly 76% favor to drop points tracking for colored belts. A possible exception is to probably track red belts in preparation for these athletes to have some points transfer when they start competing in Black Belt division.



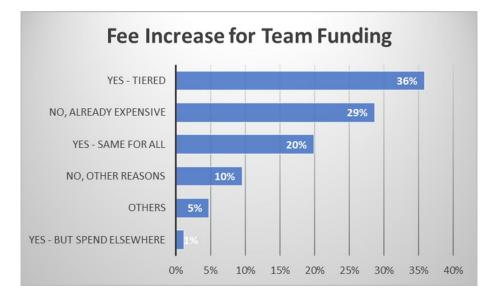
POINTS AND MEMBERSHIP

If the reason for tracking points for colored belts is to encourage membership, survey results bear a different story. Only 21% say that point ranking encourages them to remain USAT members and 41% are neutral. While an alarming 38% are strongly considering dropping their membership due to the point system.



COACH PELHAMS'S TIERED MEMBERSHIP PROPOSAL

We have been briefed with Coach Pelham's proposal. In his proposal he touched on a tiered membership fee structure in order to generate additional funds. We find his recommendation to be sound and there is merit to what he is proposing. However, we caution to look into this subject matter carefully. 36% are in favor of a tiered membership fee, but a relatively close 29% are not in favor of any fee increase at all.



SUMMARY AND RECOMMENDATIONS

CUTA feels that the reason for under performance in international competitions is NOT due to our team trials in the previous years, data shows that other sports disciplines that utilizes a team trial format do well in international and Olympic tournaments.

We strongly encourage USAT to go back to a team trial format and investigate the other pillars of sports performance to strengthen especially in the areas of Funding where an increase in funding will allow for more International competition. We do applaud the start of the National training facility as it addresses one of the 4 pillars that directly contribute to performance output.

Encourage USAT to take point rankings as part of the selection criteria as to who can go to a team trial but also take into consideration other performance factors like US National and US Open results.

Encourage USAT to look into Coach Pelham's complete proposal and his tiered membership fee structure to increase funding.

We would also recommend the following modification to the current point system:

- a. Do not track points for blue belts and below. This lowers the number of athletes to track which in turn speeds up the points update process.
- b. Invest in a database for points tracking and not an excel spreadsheet. Have a seamless data upload of results into this new database instead of line by line manual data entry. Too time consuming and prone to errors.
- c. Limit the number of State tournaments from 4 to 3.
- d. Stricter guidelines as what to expect from a 2.0, 4.0, 6.0 and up events. The higher the event grade the higher expectation of attendance, types of equipment, minimum number of certified referees, minimum rounds and time duration of world class divisions.
- e. Cap the points earned or limit the total number of events one can attend. This is to discourage outspending your competition.
- f. Allow for point transfer between weight categories but limit the change to once a year and 50% credit.
- g. If transferring points, one must take into consideration the fairness issue where the athlete transferring points can't leap into the top 3 spots without even competing in that weight class. There must be some built in caps to prevent this from occurring.

h. Use point rankings as one criterion for team trial selection but not the sole criteria.

Thank you for your time and attention in this matter. We hope that USAT understand our position as a state organization that we are tasked to represent our constituents to your office for any concerns and possible grievances. This is one of our mandates.

We hope that you find in us a willing partner in creating a robust pipeline to the USA National Team, and a shared vision to bring USA Taekwondo back into international prominence.

Respectfully,

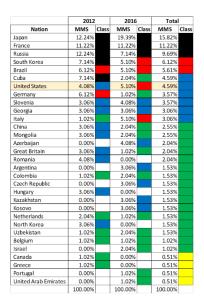
CUTA Board of Directors and Coaches

ADDITIONAL TABLES AND REFERENCES



Points Based Selection

USA Judo Olympics



USA Judo World Championships

	2015	i	2017		Total		
Nation	MMS	Class	MMS	Class	MMS	Class	
Japan (JPN)	33.04%		31.43%		32.26%		
France (FRA)	10.71%		7.62%		9.22%		
South Korea (KOR)	9.82%		3.81%		6.91%		
Mongolia (MGL)	3.57%		8.57%		5.99%		
Brazil (BRA)	1.79%		8.57%		5.07%		
Russia (RUS)	4.46%		4.76%		4.61%		
Germany (GER)	4.46%		2.86%		3.69%		
Georgia (GEO)	2.68%		3.81%		3.23%		
Azerbaijan (AZE)	0.00%		5.71%		2.76%		
China (CHN)	2.68%		2.86%		2.76%		
Kazakhstan (KAZ)	4.46%		0.95%		2.76%		
Slovenia (SLO)	4.46%		0.00%		2.30%		
Romania (ROU)	3.57%		0.00%		1.84%		
Slovenia (SVN)	0.00%		3.81%		1.84%		
Argentina (ARG)	2.68%		0.00%		1.38%		
Poland (POL)	1.79%		0.95%		1.38%		
Serbia (SRB)	0.00%		2.86%		1.38%		
Spain (ESP)	1.79%		0.95%		1.38%		
Colombia (COL)	0.89%		0.95%		0.92%		
Cuba (CUB)	0.89%		0.95%		0.92%		
Great Britain (GBR)	0.00%		1.90%		0.92%		
Israel (ISR)	0.89%		0.95%		0.92%		
Italy (ITA)	0.00%		1.90%		0.92%		
Puerto Rico (PUR)	0.00%		1.90%		0.92%		
Uzbekistan (UZB)	0.89%		0.95%		0.92%		
Belarus (BLR)	0.89%		0.00%		0.46%		
Belgium (BEL)	0.89%		0.00%		0.46%		
Canada (CAN)	0.89%		0.00%		0.46%		
Iran (IRI)	0.00%		0.95%		0.46%		
Netherlands (NED)	0.89%		0.00%		0.46%		
Ukraine (UKR)	0.89%		0.00%		0.46%		
United States (USA)	0.00%		0.00%		0.00%		
	100.00%		100.00%		100.00%		



Team Trials and Training Camp

USA Boxing Olympics

	2012		2016		Total		
Nation	MMS	Class	MMS	Class	MMS	Class	
Cuba	8.79%		13.33%		11.05%		
Great Britain	13.19%		6.67%		9.94%		
Kazakhstan	7.69%		10.00%		8.84%		
Russia	10.99%		6.67%		8.84%		
Uzbekistan	1.10%		16.67%		8.84%		
France	0.00%		13.33%		6.63%		
China	6.59%		5.56%		6.08%		
Ukraine	10.99%		0.00%		5.52%		
United States	4.40%		6.67%		5.52%		
Brazil	4.40%		3.33%		3.87%		
Ireland	7.69%		0.00%		3.87%		
Azerbaijan	2.20%		3.33%		2.76%		
Italy	5.49%		0.00%		2.76%		
Japan	4.40%		0.00%		2.21%		
Mongolia	3.30%		1.11%		2.21%		
Colombia	0.00%		3.33%		1.66%		
Netherlands	0.00%		2.22%		1.10%		
South Korea	2.20%		0.00%		1.10%		
Thailand	2.20%		0.00%		1.10%		
Venezuela	0.00%		2.22%		1.10%		
Bulgaria	1.10%		0.00%		0.55%		
Croatia	0.00%		1.11%		0.55%		
Finland	0.00%		1.11%		0.55%		
Germany	0.00%		1.11%		0.55%		
India	1.10%		0.00%		0.55%		
Lithuania	1.10%		0.00%		0.55%		
Mexico	0.00%		1.11%		0.55%		
Morocco	0.00%		1.11%		0.55%		
Tajikistan	1.10%		0.00%		0.55%		
	100.00%		100.00%		100.00%		

USA Boxing World Championships

	2014-2015		2016-20	017	Total		
Nation	MMS	Class	MMS	Class	MMS	Class	
Cuba (CUB)	12.14%		13.57%		12.86%		
Kazakhstan (KAZ)	6.43%		17.14%		11.79%		
Russia (RUS)	15.00%		3.57%		9.29%		
China (CHN)	6.43%		8.57%		7.50%		
Uzbekistan (UZB)	6.43%		7.86%		7.14%		
United States (USA)	5.00%		8.57%		6.79%		
Azerbaijan (AZE)	7.14%		2.86%		5.00%		
Ireland (IRL)	6.43%		3.57%		5.00%		
France (FRA)	3.57%		5.00%		4.29%		
Great Britain (GBR)	3.57%		3.57%		3.57%		
India (IND)	3.57%		2.14%		2.86%		
Italy (ITA)	2.86%		2.14%		2.50%		
Bulgaria (BUL)	2.14%		2.14%		2.14%		
Ukraine (UKR)	2.14%		2.14%		2.14%		
Thailand (THA)	2.14%		1.43%		1.79%		
Turkey (TUR)	2.14%		1.43%		1.79%		
Australia (AUS)	0.00%		2.86%		1.43%		
Morocco (MAR)	2.14%		0.00%		1.07%		
Netherlands (NED)	0.71%		1.43%		1.07%		
Panama (PAN)	2.14%		0.00%		1.07%		
Philippines (PHI)	2.14%		0.00%		1.07%		
Brazil (BRA)	1.43%		0.00%		0.71%		
Canada (CAN)	0.71%		0.71%		0.71%		
Finland (FIN)	0.00%		1.43%		0.71%		
Germany (GER)	0.00%		1.43%		0.71%		



	2012		2016		Total	
Nation	MMS	Class	MMS	Class	MMS	Class
Russia	16.94%		15.87%		16.40%	
Japan	11.29%		14.29%		12.80%	
Azerbaijan	10.48%		9.52%		10.00%	
Iran	10.48%		6.35%		8.40%	
United States	6.45%		5.56%		6.00%	
Cuba	3.23%		6.35%		4.80%	
Georgia	5.65%		3.97%		4.80%	
Turkey	0.81%		7.14%		4.00%	
Armenia	2.42%		3.97%		3.20%	
Kazakhstan	2.42%		3.17%		2.80%	
Uzbekistan	2.42%		2.38%		2.40%	
Canada	2.42%		2.38%		2.40%	
South Korea	2.42%		0.79%		1.60%	
Hungary	3.23%		0.00%		1.60%	
India	2.42%		0.79%		1.60%	
China	1.61%		1.59%		1.60%	
Ukraine	1.61%		1.59%		1.60%	
Sweden	1.61%		1.59%		1.60%	
Belarus	0.00%		3.17%		1.60%	
Bulgaria	1.61%		0.79%		1.20%	
Serbia	0.00%		2.38%		1.20%	

USA Wrestling Olympics

USA Wrestling World Championships

	2017		2018		Total		
Nation	MMS	Class	MMS	Class	MMS	Class	
Russia	7.74%		16.19%		12.43%		
Japan	13.10%		10.00%		11.38%		
United States	10.71%		10.95%		10.85%		
Turkey	8.93%		7.14%		7.94%		
Georgia	5.36%		4.29%		4.76%		
Belarus	5.36%		2.86%		3.97%		
Azerbaijan	2.98%		4.29%		3.70%		
Hungary	2.38%		3.81%		3.17%		
China	0.60%		4.76%		2.91%		
Germany	4.76%		1.43%		2.91%		
Ukraine	1.79%		3.81%		2.91%		
Armenia	4.76%		0.95%		2.65%		
Cuba	1.79%		3.33%		2.65%		
Iran	3.57%		1.90%		2.65%		
Canada	1.19%		3.33%		2.38%		
Kazakhstan	2.98%		1.90%		2.38%		
Bulgaria	0.00%		3.81%		2.12%		
Mongolia	2.38%		1.90%		2.12%		
Serbia	1.79%		1.90%		1.85%		
Poland	2.98%		0.48%		1.59%		
South Korea	2.38%		0.95%		1.59%		
Italy	1.79%		0.48%		1.06%		
Finland	0.00%		1.43%		0.79%		
France	0.60%		0.95%		0.79%		
India	0.00%		1.43%		0.79%		