# EFFECT OF PORTFOLIO DIVERSIFICATION ON EQUITY RETURNS OF INDIVIDUAL INVESTORS LISTED AT NAIROBI SECURITIES EXCHANGE, KENYA

BY

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# A RESEARCH PROJECT REPORT SUBMITTED IN PARTIAL FULLFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF THE DEGREE OF MASTER OF BUSINESS ADMINSTRATION, SCHOOL OF BUSINESS, UNIVERSITY OF NAIROBI

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# **DECLARATION**

I hereby declare that this Research Project report is my original work and has been presented to any other University towards the award of any degree.

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# **DEDICATION**

I hereby dedicate this project to my late father Omar Ahmed who inspired me to reach this far. Let it serve as an encouragement as you scale the height in academic.

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# **ABBREVIATIONS & ACRONYMS**

**CDS**-Central Depository System

**CMA**-Capital Market Authority

**DPS**- Dividend Per Share

KASIB-Kenya Association of Stockbrokers and Investment Banks

MPS- Market Price per Share

MPT-Modern Portfolio Theory

NSE- Nairobi Securities Exchange

NPV- Normalised Portfolio Variance

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#### ABSTRACT

The aim of this research project was to establish the effect of portfolio diversification on equity returns of individual investors listed at the Nairobi Securities Exchange, Kenya. This study used descriptive survey research design. The study was analysed using multiple linear regression. Pearson's co-efficient of correlation was used to analyse the relationship between variables used in this study. Regression model was adopted to determine the effect of portfolio diversification on equity returns of individual investors. Normalized Portfolio Variance was used to measure portfolio diversification and four control variables were included, namely; gender, age, education and experience. The statistical significance of each independent variable was tested by performing a t-test at 5% level of significance. Significance of regression model was tested by performing an F-test at 5% significance level. The independent variables explanatory power was evaluated using the coefficient of determination,  $R^2$ . The variables portfolio diversification, gender, age, education and experience were found to have a negative linear relationship with equity returns of individual investors. The result showed a negative effect between portfolio diversification and equity returns of individual investors. Result of t-test indicated that the effect was statistically significant. It was also found that gender, education and experience had a negative effect on equity returns of individual investors but not statistically significant. Age was found to have a positive effect on equity returns of individual investors but was not statistically significant. The adjusted  $R^2$  was found to be 0.084. This depicts that the independent variables used jointly explained just 8.4% of variation in the equity returns of individual investors. The study concluded that holding a diversified portfolio is inappropriate to individual investors since diversification had a negative effect on equity returns. It also concluded that gender, education and experience had a negative effect on equity returns of individual investors while age had a positive effect on the equity returns of individual investors. The study recommends that, individual investors should hold concentrated portfolio rather than diversified portfolio because diversification results to negative equity returns. The study proposes that financial managers in the stock brokerage firms should give guidance to their customers on how to select concentrated stocks that are highly performing rather than trading in many stocks that will end up giving them negative returns. The limitation that arised from this study is that it focused only on the individual investors and the findings cannot be used by other institutional investors on decision making. Further the study suggests that other researchers should consider portfolio diversification and equity returns of institutional investors listed at the NSE.

#### **CHAPTER ONE: INTRODUCTION**

#### **1.1 Background of the Study**

Subrata (2003) defined portfolio diversification as the practice of distributing an investor's income in many different stocks. Diversification is a risk management skill which involves investing in different types of stocks. This is done to decrease the risk profile of the portfolio. This will mean that the negative performance of some stocks will be annulled by the positive performance of other stocks. Hence, this in turn will lead to reduction of unsystematic risk. According to Pula, Berisha and Ahmeti, (2012) diversification is an investment practice attained through creation of investment portfolio by buying non concentrated asset in an industry, state, or a company. Brentani (2004) defined investors as retail investors who have savings in their bank accounts.

The theories that anchor this study are Modern Portfolio theory (Markowitz, 1952) and Efficient Market Hypothesis (Fama, 1970). According to Markowitz (1952), investors can improve their performance as well as limit the volatility of their portfolio by spreading the risk among different securities which behave differently. This theory helps in quantifying the risk-return relationship and the hypothesis that investors will reimbursed for accepting the risk. According to Efficient Market Hypothesis stocks prices reflects all the relevant information hence it not possible to defeat such a market. Since all the information is included in the stock prices, the prices of today are self sufficient of the prices of tomorrow hence news and price changes are unpredictable. In regards to the theory no matter how much information the buyer gets from the market he cannot achieve above average returns. The Nairobi Securities Exchange (NSE) was formed informally in 1954 with the main aim of enabling the mobilization of funds as a way of providing sustainable capital for financing investments in the future (NSE, 2010). The Capital Markets Authority was established in 1989 as a regulatory body to create an environment which will favor the progress and as well as improve the capital market in Kenya (CMA, 2010). According to the CMA, (2017) the number of local individual investors was 1,188,037 and the listed companies are 65. Individual investors go through the stock brokers who advise them on how to trade in the securities market. There are only 24 licensed stock brokers in Kenya. All the financial information regarding the capital market operations, product available, associated risk and possible returns are provided by the NSE, CMA and KASIB in carrying out investor education programs. The findings of Aduda et al. (2012) show that individual investors in Kenya depict varying behaviours and financial performance when it comes to making investment decisions, with some investors exhibiting rational behavior.

#### **1.1.1 Portfolio Diversification**

Portfolio diversification is the act of distributing an investor's income among many different stocks (Subrata, 2003). Investor's goals of wealth maximisation are met easily with the correct combination of asset allocation (Campbell, 2002). Some assets do better than others but since the investors do not get the information on time they can diversify their portfolio and reduce the chance of having invested solely in the assets that are not performing well.

Investment theory has well established the benefits of portfolio diversification. One of the benefit is that diversification reduces unpriced idiosyncratic risks and improves future expected returns. Consequently, it improves the expectation of future riskadjusted returns. Statman (1987) stated that for a portfolio to be optimally diversified it must contain atleast 30 stocks. Goetzmann and Kumar (2001) found that a diversified portfolio contains 4 stocks and have a median of 3.

Goetzmann and Kumar (2008) measures portfolio diversification by using normalized portfolio variance method. The portfolio variance is measured in a normalized unit hence the different sizes of portfolio can be aggregated. This method sorts investors portfolio according to their diversification level. The Blume and Friend (1975) use two measures. The first one is the portfolio's number of stocks and the second measure of is the sum of squared deviations of portfolio weights from market weights, essentially a market-adjusted Herfindahl index.

#### **1.1.2 Portfolio Returns**

Nigel and David (2002) defined Portfolio return as the overall reward that an investor gets by investing in a certain pool of assets or securities within a given environment or market risk. The income gained from investing in a portfolio and is calculated by converting it to a percentage of the capital spent. Investors increase their expected returns by investing in portfolios which have suitable degree of portfolio risk (Modigliani & Pogue, 1974). An optimal portfolio results from high returns for any specified risk and lower returns for lower risk.

Portfolio returns can be measured through various methods such as the Jensen's Alpha, Sharpe's Ratio and Treynor's Ratio. Jensen (1968) observes that the portfolio performance is measured by computing the Jensen alpha or ratio. The ratio computes the risk adjusted performance of a portfolio that delivers returns above the average. As indicated by the Jensen's alpha, a positive alpha denotes positive portfolio returns while a negative alpha denotes negative portfolio returns. The second measure is the Sharpe ratio which tests the performance of a financial portfolio and adjusts for its risk. It examines the surplus portfolio return received per unit of standard deviation of returns. It was developed by Sharpe (1964). The Sharpe ratio is preferred as a measure of risk adjusted return since it is a simple measure and adjust for both systematic and idiosyncratic risks. It thus tells investors the return the portfolio has earned in respect to the entire portfolio risk. Treynor measures portfolio performance by computing the treynor's ratio. It is a risk adjusted ratio that adjusts excess portfolio return for market risk. The Treynor ratio is preferred because it attempts to measure the successful of an investment manager in providing investors' compensation for the risk inherent an investment portfolio.

#### **1.1.3 Portfolio Diversification and Returns**

Markowitz (1952) observes that by investing in several stocks, an investor can harvest the benefits of diversification as well as reduce the risk in a portfolio. When investing in diverse individual stocks the risk tend to be lower than investing in a single stock so long as the risks of various stocks are not related. Assets with higher expected returns are found to be more risky (Taleb, 2007).

The performance of investments made by concentrated household that hold one or two stocks is better than the performance of investors who are less concentrated that are holding more than three stocks (Irkovic, Sialm & Weisbenner, 2008). High degree of portfolio diversification earns higher risk adjusted returns whereas lower degree of portfolio diversification earns lower risk adjusted returns (Kumar & Goetzmann, 2008). Mitton and Vorlink (2007) established that investors who are under-diversified tend to have higher level of skewness in their returns and have a very high payoff probability.

#### **1.1.4 Individual Investors at the Nairobi Securities Exchange**

It is crucial to identify the economic and behavioral conditions that affect purchasing decision of individual investors who buy and sell different stocks in the stock market (Wairungi, 2011). There are 1,245,502 equity individual investors at the Nairobi Securities Exchange, CMA 2017. These comprises of 1,188,037 local individual investors, 41,110 local corporate investors, 8,708 foreign investors and 7,647 East African investors. The quantity of equity shares held as at 2017 were 11,216,752,687.

According to the CMA, 2017 there are 65 stocks from which the individual investors can form their portfolio. The 13 segments of the listed companies at the NSE will enable the investors to diversify their portfolio. These segments include; agricultural, banking, insurance, manufacturing and allied, commercial and services, investment services, automobiles & accessories, telecommunication & technology, construction & allied, investment, energy & petroleum, real estate investment trust & exchange traded funds.

#### **1.2 Research Problem**

Diversification of risk is a key concept in the investment industry and thus making portfolio diversification an important issue for investors to achieve so as to reduce risk and have better returns. Individual diversification decisions are likely to be affected by the approach towards risk. Mitton and Vorking (2007) noted that under-diversification increased the level of skewed returns by shifting to assets which have higher expected returns therefore sacrificing diversification. The number of stocks of the retail investors increases as their account balance increases, and that the level of risk and return increases and sharpe ratio decreases with concentrated portfolios than diversified portfolios, (Ivkovi'c, Sialm & Weisbenner, 2008). In another study conducted by Goetzmann and Kumar (2008) the diversification of household increases with increase in age and income, and that household with a retirement account are under diversified than household with extra non-retirement accounts. Holding diversified portfolio maximizes return and minimizes risk, (Soderblom, 2011).

Individual investors are diversified and hold shares in different sectors at the Nairobi Securities Exchange market (Mwangi, 2017). A large percentage of individual investors have bought stocks in the agricultural sector as well as in the other segments. The Kenya Electricity Generating Company (KenGen) IPO freed access for retail investors at the NSE in 2006 and the number surpassed one million mark, with Safaricom having 860,000 new accounts in 2008 (Irungu, 2011). Trading volumes have increased and level of service to stockholders enhanced due to the automation of trading system, Central depository System (CDS) and opening of the NSE to the foreign portfolio investment. Many companies that are headed for diversification are investing in the real estate properties because of the rise in the home prices and rental income which has led to investors earning high margins.

Most studies that have been carried out in the past have often focused on institutional investors and few studies have been carried out on small scale or retail investors. King and Leape (1987) suggest that portfolio diversification increases with age as older people have more experience and also enquire more about the market information. He also found that young investors are less diversified because of overconfidence. Wangui (2016) studied the relationship between portfolio diversification and financial performance of Centum Ltd and established that Centum portfolio diversification had a positive and significant relationship with performance in real estate and infrastructure and marketable securities portfolio but had no significant relationship with financial

services, fast moving consumer goods and unquoted equity portfolios. Wafula (2014) conducted a research on the influence of diversification on portfolio returns of Mutual funds in Kenya and establish that portfolio returns are positively influenced by diversification. The above studies focused on institutional and not individual investors which is the focus of the current study. In addition to the different result in the studies, majority of the documented empirical evidence regarding portfolio diversification was on financial markets, with much less discussion and insight on the influence of diversification on individual investors in the financial market. It is this knowledge gap that this study addressed hence the question; what is the effect of diversification on portfolio return of individual investors in Kenya?

#### **1.3 Research objective**

To establish the effect of portfolio diversification on equity returns of individual investors listed at the Nairobi Securities Exchange, Kenya.

#### **1.4 Value of the study**

The study will be of value to individual investors since they will understand the relationship between portfolio diversification and returns. This would probably help them know the extent to which they can diversify their portfolio across industries so as to reap maximum returns at any given level of risk and in the long-run achieve efficient portfolios in their investment decisions.

The study will be a source of reference to the financial analysts carrying out a study on related topics. Future researchers concerned about the relationship between portfolio diversification and investors' return can utilize these findings as a basis for further research on the subject matter so that they can compare and see whether the outcome of this study and the earlier studies correspond to the study that they will carry. Findings from the study will help them give sound information that will enable them to give informed decisions and offer appropriate advice to investors to make sound investment decisions.

The study will also be of significant interest to the Capital Market Authority and the Nairobi Securities Exchange. They will use the results from this study to offer informed advices to the relevant authorities and investors and come up with important policy and regulatory framework to guide the individual investors markets and create a level playing ground to all the sector players.

#### **CHAPTER TWO: LITERATURE REVIEW**

#### 2.1 Introduction

This chapter was arranged into four parts. It begins with the theories which link accounting variables and financial performance later followed by the determinants of equity return. Then empirical studies on the relationship between diversification and portfolio return will be reviewed. Lastly there will be the conceptual framework.

#### **2.2 Theoretical Review**

This section examined theoretical foundation where the following theories which the study anchors on have been discussed: Modern Portfolio Theory (Markowitz, 1952), and Efficient Market Hypothesis (Fama, 1970).

#### 2.2.1 Modern Portfolio Theory

Modern Portfolio Theory is a finance theory put forward by Markowitz (1952) which depends on the concept that investors who are risk averse can create portfolios to optimize the returns that the investors expect depending on a certain degree of market risk and therefore underlining that, for an investor to achieve higher reward then risk is an essential part of it. The MPT, an upgrade upon the old investing models, is a significant improvement on the investment models of finance. It supports diversification of assets so as to evade both the market risk and the unique risks that affect specific type of companies. The theory (MPT) is a complex investment model that helps in classifying, estimating, and controlling both the type and rate of expected returns and risks and thus known as Portfolio Management Theory. Portfolio theory aids in quantifying the risk-return relationship together with the hypothesis that investors will be reimbursed for accepting the risk.

Portfolio theory moved from the characteristic analysis of single investments to establishing the statistical correlation between the individual investments which make up the portfolio (Edwin and Martins 1997). It is one of the important and significant theories which deal with investment and finance (Kaplan & Schoar, 2005). It is a mathematical model for constructing a portfolio of investments in a way that the returns that are expected is optimized for a certain rate of risk, known as variance. The likelihood of this to happen can be brought by the differences in the types of assets which often differ in value in contradicting manner (Markowitz, 1959). MPT came up with portfolio assumptions that include; determination of asset allocation by investors is taken under a single period perspective, investors are rationale and risk averse, markets are efficient, assets return are normally distributed, probability distribution of expected returns over some holding period represents investment alternative to the investors.

Risk averse investors in a portfolio theory select the optimal portfolio (Weston & Copeland, 1998). A portfolio with highest possible return for any specified degree of risk or lower risk for any specified return is referred as an optimal portfolio. An optimal portfolio is a well –diversified portfolio (Markowitz, 1952). The modern portfolio theory is hinged to this study because by diversifying the investment, investors can optimize the portfolio return of the portfolio for a certain rate of risk, or subsequently reducing the risk for a certain rate of portfolio return, by carefully selecting the dimensions of a variety of assets.

#### 2.2.2 Efficient Market Hypothesis

Efficient market hypothesis is derived from the research work of Fama in the 1970. Luckily on an investment an investor can buy stocks that have huge short-term profits while in the long term he cannot earn higher returns than the market average. Efficient market is market which all information about security prices are reflected, (Malkiel 2003). Fama's theory carries the same implication for investors as the random walk theory. One critical assumption about the efficient market hypothesis is the belief that investors can get all the relevant information about the stocks prices readily available in the market. Hence, stocks are always trading at their current fair market value. According to this theory undervalued stocks are impossible to buy as well as overvalued stocks are impossible to sell at an extra profit.

Fama noted that market efficiency is of three forms: strong form, semi strong form and weak form. Weak form is where today's price reflects all the prices of the previous stocks, Semi strong efficiency is wehereby the share prices of today reflects all publicly available information and strong efficiency is where the share prices reflects all public, personal and confidential information. Empirical theory has attracted some controversies and critisms which has led to stock market anomalies. One of the critic is assuming that investors are rational and hence valuing investment rationally by computing net present value of future cash flows suitably discounted for risk. The stock market anomalies include; January effect, small size effect and the mean reversion (Banz, 1981). In accordance with the theory even though Investors get all information about the stock prices they cannot attain profit above the market average.

One of the problems that investors are faced with is the asymmetric information. This theory helps investors to use the available information to make appropriate investment decisions and hence will be able to diversify their portfolio using the same information in the market. Asymmetric information may impact the investors' decision making when choosing the stocks to buy.

#### 2.3 Determinants of Returns

This segment discusses determinants of equity portfolio returns which include; Diversification, Demographic factors.

#### **2.3.1 Diversification**

Diversification is an essential factor in formulating the returns of an equity portfolio. To gain diversification, the venture manager's strategy is to invest in diverse belongings that may generate best returns even as keeping risks at the lowest. In their study, Gregory and Whittaker (2007) reported that venture managers look for appropriate number of assets in an inefficient market where information obstacles on threats and return evaluation can offer essential problems to the management of the investment. In addition, within the property portfolio the switching of funing among resources is multifaceted via excessive transfer prices which need to be taken into consideration inside the putting of policy.

Gregory and whittaker, (2007) argues investing in different assets by one company, which are not perfectly correlated gives a standardized returns whereby when one asset is declining in performance returns, another asset in the portfolio in increasing in the returns for the same time period.

#### 2.3.2 Demographics

The level of diversification tends to be higher for the old investors than for the young ones. Older investors are more mature and risk averse than younger investors. In a study conducted by Kumar and Goetzmann (2002) the degree of diversification had a positive relation with the age of the investors. High degree of over-confidence makes young investors to be less diversified and hence the trading frequency decreases. Their study concluded that over-focused, active and young investors hold portfolios that are

concentrated and under-diversified. Persons with low education level were found to have higher undiversified portfolio. In a different study conducted by Clotfelter and Cook (1989) the ratio of risky investment was higher among investors with low level of education than those with high levels. 49% of the investors with lower education level gambled during the week and only 30% of college graduate gambled during the time of the survey.

Non professional investors are least diversified while retired investors are more diversified, (Kumar & Goetzmann, 2002). In their findings non-professional investors hold 4.56 stocks on average while the retired investors hold 6.89 stocks. Higher income household hold more diversified portfolios than those with low income (Kumar & Goetzmann, (2002). On average investors with low income hold 4.71 stocks while investors with high income hold 5.84 stocks. Ivkovi'c, Sialm, and Weisbenner (2008) concur with the preceding study and noted that the no. of stocks in a portfolio increase as the account balance increases. Low income investors are also more risky in their investment decisions than high income investors, (Clotfelter & Cook, 1989).

#### **2.4 Empirical Review**

Milton and Vorkink (2007) conducted a study on equilibrium under-diversification and the preference for skewness. They tested the implications on a large discount brokerage house with the portfolio holdings of 60,000 household over the period 1991-1996. Diversified and underdiversified investors are different in their level of skewness. Diversified investors exhibit very little skewness in their portfolios which implies that they have a probability of very low payoffs. Consequently underdiversified investors exhibit substantial skewness in their portfolio which implies that they have a greater probability of very high payoffs. Ivkovic, Sialm and Weisbenner (2008) studied the relation between portfolio concentration and performance of individual investors and noted that individuals who hold few stocks perform better than individuals with more stocks. The data captured the entire 78000 household with investments stock from January 1991 to December 1996. Investors hold small portfolio because of fixed transaction cost which makes holding many stocks very costly. Wealthy household hold concentrated portfolio because they have the skill to identify superior stock picks. Investors with concentrated portfolios have higher information ratios whereas investors with diversified portfolios have lower information ratios.

Kumar and Goetzmann (2008) evaluated the equity portfolio diversification of individual investors at the US brokerage firm. The data comprised of more than 60,000 individual investors from 1991 to 1996 which was analyzed using the normalized portfolio variance. They found that the individual household holds under-diversified portfolios. Younger, less educated, low-income earners & less sophisticated investors were found to be under-diversified. The study also revealed that trend following behavior, overconfidence & local bias influenced the investment choices of the household. Investors whose stocks are overweight with high skewness and volatility are also less diversified.

Ahuja (2011) evaluated portfolio diversification in the Karachi Stock Exchange using mean variance model. He used data on daily returns for 15 randomly selected securities over three year period 2007 to 2009. From the results he concluded that the theory is applicable in the Karachi Stock Exchange and a percentage risk drop of 52.25% of risk was realized. Investors at the Karachi Stock Exchange can decrease their portfolio risk by holding a diversified portfolio of 10 securities.

Nyaraji (2001) evaluated the risk reduction benefits of portfolio diversification at the NSE. The study used mean-variance analysis model and the period of study was 1996 to 2000. He used a census of 49 companies listed on the NSE. The study used weekly returns computed from secondary data on share prices and dividend distributions of the quoted securities. The study indicated a significant risk reduction at the NSE as the portfolio grew in size up to 13 securities after which risk reduction becomes insignificant. He concluded that 13 securities were the risk minimizing portfolio size at the NSE. The study applied correlation empirical model and was done over twelve years ago when few firms were listed and few investors participating. The current study will apply regression empirical model to determine the optimal portfolio size for investors in Kenyan stock market and to contribute in bridging the knowledge gap that exists.

Kamanda (2001) evaluated quoted equity portfolios held by Kenyan insurance companies and the extent of their diversification. He determined the relationship between different equity portfolios of respective insurance companies and the NSE-20 share index. To generate portfolio returns the author used both primary & secondary data. Regression analysis was used to derive the beta. Four models: Sharpe, Treynor, Jensen and coefficient of variation were used to determine the relative performance and the extent of diversification. From the study he concluded that quoted equity portfolios held by Kenyan insurance companies were poorly diversified and the insurance industry portfolio performed much worse than the market portfolio. If the optimal portfolio size at the NSE is determined, it will help insurance managers in their decision making and improve performance. Wangui (2016) assessed the relationship between portfolio diversification and financial performance of Centum Ltd. The study collected secondary data from the audited financial and published statements covering 2007 to 2016, a period of 10years from Centum Ltd. The study used multiple regression model which had one dependent variable (Yt)-financial performance/profitability (ROAt) of Centum and three independent variable including asset portfolios, inflation rate and Gross domestic product represented by  $X_1$ ,  $X_2$  and  $X_3$  respectively. The study established that Centum portfolio diversification had a positive and significant relationship with performance in real estate and infrastructure and marketable securities portfolio but had no significant relationship with financial services, fast moving consumer goods and unquoted equity portfolios. On the area of real estate and infrastructure, the company is focusing on being part of the rising opportunities from the high demand in the sector of housing sector in Kenya.

#### 2.5 Summary of Literature Review

From the above review both the theoretical and empirical, it's evident that there is need for further research to be done on diversification, risk and return on individual investors. This has been evident by the increased desire of both mutual fund holders and individual investors desire to grow their level of return at the same time managing the level of risk and hence a clear study needs to be conducted to give guidance on ways and means of improving their portfolio returns. One of this strategy is diversification.

There has been no study carried out on the effect of diversification on portfolio returns of individual investors. Thus a research gap exists which needs to be filled by doing a thorough study on this topic. In the financial markets investors are faced with the dilemma of how to strike a balance between risk and return and on choosing the most efficient investment vehicle they can put in place in order to realize their financial freedom. There has not been a conclusive study that has been carried out that advices investors on the ideal number of equity stocks they have to hold in a portfolio so as to reduce risk and earn the highest return and at the same time guiding them on the requisite level of risk they should assume for a given investment they venture into. This research will help address some of this pertinent concerns that have faced investors at the market place.

# 2.6 Conceptual Framework

The figure below shows the independent and dependent variables, where the portfolio diversification was measured by normalized portfolio variance (NV) formula, and the individual investor's returns measured using Sharpe's Ratio, Gender is the sex of the individual investors, Age is the age of the individual investors, Education represents the level of education and experience represents the level of experience.

# INDEPENDENT

VARIABLE

DEPENDENT VARIABLES



Figure 2.1: Conceptual model

Source: Author (2018)

#### **CHAPTER THREE: RESEARCH METHODOLOGY**

#### **3.1 Introduction**

This chapter explains the research design which was adopted in the study. The chapter provides an insight into research design, the study population, sample size and design, data collection methods, data analysis techniques & regression diagnostics test that were used during the study.

#### **3.2 Research Design**

The descriptive survey research design was used for this study. A descriptive research design is suitable where data collected is used to describe persons, firms, settings or phenomena (Creswell, 2013). It is used to depict specific behavior in an environment (Greener, 2008). A descriptive survey establishes the relationship between variables that describes a population with respect to important variables. This research design is suitable for this type of study because the main aim is to find out how portfolio diversification will affect the returns of the individuals.

#### **3.3 Population**

The study population entailed of all the local individual investors drawn from the Nairobi Securities Exchange which were 1,188,037 (CMA, 2017).

#### 3.4 Sample Design and Sample Size

The study adopted purposive and quota sampling designs. The study used purposive sampling design to select the Brokerage firms which were used by the individual investors for buying and selling of shares and that conform to the purpose of the study which are the 24 firms listed at the NSE during the study period 2017. The study also used quota sampling design to divide the individual investors according to the brokerage firms they trade in. The target population was classified into 24 quotas

which were the brokerage firms from which the 384 respondents were chosen proportionately, each quota having 16 respondents as per Bryman and Bell (2007).

The sample size of the study was found by using the formula adopted by Jones (2015). The formula is more often applied when the population of interest is 10,000 units or more and where the variability of the proportion is not clear. Shiundu (2012) and Lee et al. (2013) also used the same formula to compute sample size in their study.

$$\boldsymbol{n} = \boldsymbol{Z}^2 \ast \frac{\boldsymbol{p} \ast \boldsymbol{q}}{\boldsymbol{d}^2}$$

Where:

n = sample size

z = linked to 95% confidence interval (use 1.96)

p = expected prevalence (as fraction of 1)

q = 1 - p (expected non-prevalence)

d = relative desired precision (0.05)

$$n = \frac{1.96^2 * (0.5)(0.5)}{0.05^2} = 384$$

Therefore the sample size obtained was 384 individual investors.

#### **3.5 Data Collection**

The data used in this research was both primary and secondary data. The primary data was collected using a structured and closed-ended questionnaire. The items in the questionnaire represented the respondent gender, age, education level, experience, and information on stocks invested. The questionnaires were administered through a pick and drop method, which was followed by personal interviews. The methodology was suitable since it encouraged quick responses from the respondents. The questionnaire

was modeled into two sections. Section 1 sorts to derive the general data about the investor while Section II is concerned with the stocks that are invested at the NSE.

The study also used secondary data to measure the equity returns of the individual investors. Secondary data collected was the stock market prices per share from the stock market, dividend per share issued obtained from the CMA annual report during the period 2017 and their 364- day Treasury bill rate for the year 2017 obtained from the Central Bank of Kenya which was used to stand for the risk free rate.

#### **3.6 Diagnostic tests**

Diagnostic tests assist in verifying the nature of the data and aids in specifying the model applicable for the study to ensure that the regression results are unbiased, consistent and efficient (Yihua, 2010). The test was composed of linearity and multicollinearity. Multicolliniarity was used in this study to measure the relationship between independent variables. Size of the VIF obtained from the SPSS was used to analyse the magnitude of multicollinerity. According to Rouse (2010), linearity is defined as the circuit's behavior whereby the signal strength of output differs in direct proportion to the signal strength of input.

#### **3.7 Data Analysis**

The data obtained from the questionnaires and secondary sources were coded and inputted in the SPSS software for analysis. The study used tables and frequency charts to present the findings which helped in the discussion of the results and to draw conclusion on the individual diversification decision and equity returns. Data was analysed through multiple regression to analyse the effect of portfolio diversification on equity returns of individual investors. The relationship of the equation is a multiple linear where the equity return is the dependent variable and Normalized Portfolio Variance was used to measure the portfolio diversification which is the independent variable. Gender, age, education and experience were the control variables. The equation is as follows:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + \epsilon$$

Where;

Y= Equity Return

 $\beta_0 = \text{constant term}$ 

 $\beta_1 - \beta_4$  = Beta coefficients (Intercepts for independent variables);

- X<sub>1</sub>= Normalised Portfolio Variance
- $X_2 = Gender$

 $X_3 = Age$ 

- $X_4 = Education$
- $X_5 = \text{Experience}$

 $\varepsilon = \text{Error term.}$ 

The main measure of portfolio diversification is the normalized portfolio variance that is found by dividing the portfolio variance by the average variance of stocks in the portfolio:

$$D_1 = NV_{EWP} = \frac{\sigma_P^2}{\overline{\sigma}^2} = \frac{1}{N} + \left(\frac{N-1}{N}\right) \left(\frac{\overline{COV}}{\overline{\sigma}^2}\right) = \frac{1}{N} + \left(\frac{N-1}{N}\right) \overline{COTT}$$

#### Where:

N = No. of stocks in a portfolio

 $\overline{\text{corr}}$  = average correlation among stocks in the portfolio.

The equity returns of the individual investors were measured by the Sharpe ratio. A positive (+ve) and high Sharpe ratio denotes a positive return while a negative (-ve) and low Sharpe ratio denotes a negative return.

Sharpe Ratio =  $\frac{R_P + R_f}{\partial_{pi}}$ 

 $\mathbf{R}_{\mathbf{P}}$  = portfolio return,

 $\mathbf{R_f} = \text{risk}$  free rate,

 $\boldsymbol{\partial}_{pi}$  = standard deviation of the returns,

# **3.7.1 Operationalisation of Variables**

| Indicator       | Operational<br>Definition                            | Scale    | Empirical<br>Study<br>adapted from | Questionnaire    |
|-----------------|--|----------|------------------------------------|------------------|
| Returns         | The level of return                                  | Ratio    | Kamwaro<br>(2008)                  | PART B           |
| Diversification | The level of<br>normalized<br>portfolio<br>variance. | Ratio    | Ahuja (2011).                      | PART B           |
| Gender          | The gender of the investor                           | Nominal  | K. Mitra, 2003                     | PART A-Q1        |
| Age             | The age of the<br>Investor                           | Interval | K. Mitra, 2003.                    | P<br>art A-Q2    |
| Education       | Level of education                                   | Interval | Goetzmann<br>and Kumar,<br>2008.   | PART A-Q3        |
| Experience      | Level of experience                                  | Ratio    | Goetzmann<br>and Kumar,<br>2008    | PART A-Q4,<br>Q5 |

The dependent and independent variables used in this study are as follows:

## **Table 3.1: Operationalization of Variables**

## **3.7.2 Significance Test**

The statistical significance of each independent variable explaining portfolio return was tested using student t-test at 5% level of significance. F-test evaluates the general significance of the regression model. The coefficient of determination,  $R^2$  explained the variability of the overall regression model.

# CHAPTER FOUR: DATA ANALYSIS AND INTERPRETATION OF FINDINGS

### **4.1 Introduction**

This chapter focused on analyzing the data and interpreting the findings captured from the SPSS. This chapter will explain the response rate, data reliability descriptive statistics, correlation analysis, regression analysis and summary of the findings.

## 4.2 Response Rate

From the intended 384 respondents, 271 questionnaires were properly filled by the individual investors and returned. This totaling to a response rate of 70.57% which is above the accepted threshold in other studies. The below table summarises the report.

|                           | F   | Percent |
|---------------------------|-----|---------|
|                           |     |         |
| Questionnaires issued and | 271 | 70.57%  |
| returned                  |     |         |
|                           |     |         |
| Questionnaires issued but | 113 | 29.43%  |
| not returned              |     |         |
| Total                     | 384 | 100     |
|                           |     |         |

#### Table 4.1 Summary of response rate

Source: Author 2018

## 4.3 Descriptive statistics

This segment analyses the variables of the study. The individual investors were asked to state their gender, age, level of education, period of investment which stands for the experience and the stocks they have traded in.
# 4.3.1 Gender of the individual investors

The findings indicate that from the individual investors that were interviewed, majority of them were male that is 61.30% and 38.70% were female. The chart below summarizes the findings

|       | Gender of Respondents |           |         |               |            |  |  |  |  |
|-------|-----------------------|-----------|---------|---------------|------------|--|--|--|--|
|       |                       |           |         |               |            |  |  |  |  |
|       |                       |           |         |               | Cumulative |  |  |  |  |
|       |                       | Frequency | Percent | Valid Percent | Percent    |  |  |  |  |
| Valid | Male                  | 166       | 61.30%  | 61.30%        | 61.30%     |  |  |  |  |
|       | Female                | 105       | 38.70%  | 38.70%        | 100%       |  |  |  |  |
|       | Total                 | 271       | 100     | 100           |            |  |  |  |  |

 Table 4.3.1 Gender of the respondents

# **4.3.2** Age of the Respondents

According to the findings from the questionnaires on the age range, 38.70% of the respondents were aged between 25-35 years, followed by 37% who were aged between 35-45 years, 10.70% of the respondents were aged between 45-55 years while 7.00% were aged between 55-65 years and 3.30% were above 65 years. 3.00% of the respondents failed to indicate their age range.

|         | Age of the Respondents |           |         |               |            |  |  |  |  |  |
|---------|------------------------|-----------|---------|---------------|------------|--|--|--|--|--|
|         |                        |           |         |               | Cumulative |  |  |  |  |  |
|         |                        | Frequency | Percent | Valid Percent | Percent    |  |  |  |  |  |
| Valid   | 0                      | 8         | 3.00%   | 3.00%         | 3%         |  |  |  |  |  |
|         | 25-35yrs               | 105       | 38.70%  | 38.90%        | 42%        |  |  |  |  |  |
|         | 35-45yrs               | 100       | 36.90%  | 37.00%        | 79%        |  |  |  |  |  |
|         | 45-55yrs               | 29        | 10.70%  | 10.70%        | 90%        |  |  |  |  |  |
|         | 55-65yrs               | 19        | 7.00%   | 7.00%         | 97%        |  |  |  |  |  |
|         | 65 And Above           | 9         | 3.30%   | 3.30%         | 100%       |  |  |  |  |  |
|         | Total                  | 270       | 99.60%  | 100%          |            |  |  |  |  |  |
| Missing | System                 | 1         | 0.40%   |               |            |  |  |  |  |  |
| Total   |                        | 271       | 100%    |               |            |  |  |  |  |  |

 Table 4.3.2 Age of the respondents

# 4.3.3 Level of Education

According to the findings a big percentage of respondents that is 35.80% were found to have bachelor's degree level of education followed by 24% of respondents having diploma, 22.90% of respondents attaining master's degree, 15.10% of respondents reaching secondary level and 2.20% of respondents with other level of education.

|       |                   | Level O   | f Education |               |            |
|-------|-------------------|-----------|-------------|---------------|------------|
|       |                   |           |             |               | Cumulative |
|       |                   | Frequency | Percent     | Valid Percent | Percent    |
| Valid | Secondary         | 6         | 2.20%       | 2.20%         | 2.20%      |
|       | Diploma           | 65        | 24.00%      | 24%           | 26.20%     |
|       | Bachelor's Degree | 97        | 35.80%      | 35.80%        | 62%        |
|       | Master's Degree   | 62        | 22.90%      | 22.90%        | 84.90%     |
|       | Other             | 41        | 15.10%      | 15.10%        | 100%       |
|       | Total             | 271       | 100%        | 100%          |            |

 Table 4.3.3 Level of Education

# 4.3.4 Level of Experience

The level of experience was represented by how long the investor has traded at the NSE. The findings indicate that 36.20% of the respondents have an experience level of less 3 years, 34.70% of the respondents have 3-7years of experience, followed by 20.30% of the respondents with 8-12 years level of experience and 8.90% of the respondents have over 13years level of experience. The chart below summarizes the findings.

|       | EXPERIENCE        |           |         |               |                       |  |  |  |  |  |
|-------|-------------------|-----------|---------|---------------|-----------------------|--|--|--|--|--|
|       |                   | Frequency | Percent | Valid Percent | Cumulative<br>Percent |  |  |  |  |  |
| Valid | Less Than 3 Years | 98        | 36.20%  | 36.20%        | 36.20%                |  |  |  |  |  |
|       | 3-7years          | 94        | 34.70%  | 34.70%        | 70.80%                |  |  |  |  |  |
|       | 8-12years         | 55        | 20.30%  | 20.30%        | 91.10%                |  |  |  |  |  |
|       | Over 13years      | 24        | 8.90%   | 8.90%         | 100%                  |  |  |  |  |  |
|       | Total             | 271       | 100%    | 100%          |                       |  |  |  |  |  |

 Table 4.3.4 Level of Experience

# 4.3.5 Normalized Portfolio Variance

The normalized portfolio variance was used in this study to measure the portfolio diversification of the individual investors listed at the NSE. According to the findings the portfolio diversification had a mean of 0.4673 and a standard deviation of 0.3065.

#### **Table 4.3.5.1 Descriptive Statistics**

|                               |     |         |         |        | Std.      |
|-------------------------------|-----|---------|---------|--------|-----------|
|                               | Ν   | Minimum | Maximum | Mean   | Deviation |
| Normalized Portfolio Variance | 271 | 0.0705  | 1       | 0.4673 | 0.3065    |
| Valid N (listwise)            | 271 |         |         |        |           |

# 4.3.6 Equity Returns

The findings indicate that the respondents get a mean of 3.2564 equity returns and a standard deviation of 5.8390.

#### **Table 4.3.6.1 descriptive Statistics**

|                    |     |          |         |        | Std.      |
|--------------------|-----|----------|---------|--------|-----------|
|                    | Ν   | Minimum  | Maximum | Mean   | Deviation |
| Equity Returns     | 271 | -19.1913 | 42.4903 | 3.2564 | 5.8390    |
| Valid N (listwise) | 271 |          |         |        |           |

# **4.4 Regression Diagnostics**

The study adopted multiple linear regression model and therefore some diagnostics test had to be done to test some of its basic assumptions. Some of the diagnostics test used included the multicollinearity test and linearity test

# 4.4.1 Multicollinearity

Variance inflation Factor (VIF) was adopted for testing multicollinearity. The VIF for diversification, gender, age, education and experience were 1.163, 1.020, 1.666, 1.026,

1.821, meaning that the VIF obtained were between 1 and 10. It was concluded that no excessive multicollinearity was present amongst the biases (Joshi, 2012).

The Durbin Watson results were 1.991 showing the autocorrelation in the variables from a statistical regression analysis. Durbin Watson test measures autocorrelation and the statistic lies between 0 and 4. Hence the result of 1.991 shows that there was no autocorrelation in the sample.

#### Table 4.4.1 Coefficients

|       | C.                              | vermenen us             |       |  |  |  |
|-------|---------------------------------|-------------------------|-------|--|--|--|
|       |                                 | Collinearity Statistics |       |  |  |  |
| Model |                                 | Tolerance               | VIF   |  |  |  |
| 1     | (Constant)                      |                         |       |  |  |  |
|       | Normalized Portfolio Variance   | 0.860                   | 1.163 |  |  |  |
|       | Gender                          | 0.981                   | 1.020 |  |  |  |
|       | Age Range                       | 0.600                   | 1.666 |  |  |  |
|       | Level Of Education              | 0.974                   | 1.026 |  |  |  |
|       | Experience                      | 0.549                   | 1.821 |  |  |  |
|       | Demandant Variables FOUITV DETI | UDNO                    | •     |  |  |  |

**Coefficients**<sup>a</sup>

a. Dependent Variable: EQUITY RETURNS

# 4.4.2 Linearity Test

Table 4.4.2 below indicates that the value significance deviation from linearity is greater than 0.05 that is 0.285 which concludes that there is a linear relationship between equity returns and diversification.

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|-------------------------------|
|-------------------------------|

|                       | ANOVA Table       |                   |                   |       |                |        |       |  |
|-----------------------|-------------------|-------------------|-------------------|-------|----------------|--------|-------|--|
|                       |                   |                   | Sum of<br>Squares | df    | Mean<br>Square | F      | Sig.  |  |
| Equity<br>Returns *   | Between<br>Groups | (Combined)        | 1239.04           | 14    | 88.50          | 2.844  | 0.001 |  |
| Normalized            |                   | Linearity         | 756.834           | 1     | 756.83         | 24.321 | 0.000 |  |
| Portfolio<br>Variance |                   | Deviation<br>from |                   |       |                |        |       |  |
|                       |                   | Linearity         | 482.205           | 13    | 37.09          | 1.192  | 0.285 |  |
| Within Groups         |                   | 7966.31           | 256               | 31.12 |                |        |       |  |
|                       | Total             |                   | 9205.35           | 270   |                |        |       |  |

## 4.5 Regression Analysis

The regression analysis was done to understand how diversification, gender, age, education and experience affected equity returns. The study came up with a model summary on ANOVA and regression model. The adjusted coefficient of determination  $R^2$  was found to be 0.084. This depicts that the independent variables used jointly explained just 8.4% of variation in the equity returns. The model therefore explains only 8.4% of the variation while the other remaining variation is explained by other variables.

#### **Table 4.5.1 Model Summary**

|       |                   |        |          | Std.     |        | Change Statistics |     |     |        |        |
|-------|-------------------|--------|----------|----------|--------|-------------------|-----|-----|--------|--------|
|       |                   |        | Adjusted | Error of | R      |                   |     |     |        | Durbin |
|       |                   | R      | Ŕ        | the      | Square | F                 |     |     | Sig. F | -      |
| Model | R                 | Square | Square   | Estimate | Change | Change            | df1 | df2 | Change | Watson |
| 1     | .318 <sup>a</sup> | 0.101  | 0.084    | 5.5946   | 0.101  | 5.953             | 5   | 264 | 0.000  | 1.991  |

Model Summary<sup>b</sup>

a. Predictors: (Constant), Experience, Gender, Level Of Education, Normalized Portfolio Variance, Age Range

b. Dependent Variable: Equity Returns

## **4.5.1 ANOVA**

The ANOVA result confirms that the regression model was adequate. The F ratio was found to be 5.953 with a significance probability of P<0.05 that is 0.000. This shows that the effect of diversification, gender, age, education and experience on equity returns was statistically significant.

#### Table 4.5.2 ANOVA

**ANOVA**<sup>a</sup>

| М | odel       | Sum of<br>Squares | df  | Mean<br>Square | F     | Sig.              |
|---|------------|-------------------|-----|----------------|-------|-------------------|
| 1 | Regression | 931.578           | 5   | 186.316        | 5.953 | .000 <sup>b</sup> |
|   | Residual   | 8263.13           | 264 | 31.300         |       |                   |
|   | Total      | 9194.7            | 269 |                |       |                   |

a. Dependent Variable: Equity Returns

b. Predictors: (Constant), Experience, Gender, Level Of Education, Normalized Portfolio Variance, Age Range

#### **4.6 Correlation Analysis**

Correlation coefficient was applied to analyse the relationship between variables used in this study. This study applied pearson's co-efficient of correlation to measure the relationship between variables. The variable diversification had a slightly negative linear relationship of -0.287 with equity returns which explains that the more diversified an investor is the less the returns, gender had a low negative linear relationship of -0.078 with equity returns, age had a low negative linear relationship of -0.034 with equity returns , education had a low negative linear relationship of -0.030 with equity returns, and experience had a low negative linear relationship of -0.030 with equity returns, this shows that gender, age, education and experience do not affect the equity returns.

|                         |                        | Equity<br>Returns | Normalized<br>Portfolio<br>Variance | Gender | Age<br>Range | Level Of<br>Education | Experien<br>ce |
|-------------------------|------------------------|-------------------|-------------------------------------|--------|--------------|-----------------------|----------------|
|                         | Pearson<br>Correlation | 1                 |                                     |        |              |                       |                |
| Equity                  | Sig. (1-<br>tailed)    |                   |                                     |        |              |                       |                |
| Returns                 | Ν                      | 271               |                                     |        |              |                       |                |
|                         | Pearson<br>Correlation | 287**             | 1                                   |        |              |                       |                |
| Normalized<br>Portfolio | Sig. (1-<br>tailed)    | 0.000             |                                     |        |              |                       |                |
| Variance                | Ν                      | 271               | 271                                 |        |              |                       |                |
|                         | Pearson<br>Correlation | -0.078            | .117*                               | 1      |              |                       |                |
|                         | Sig. (1-<br>tailed)    | 0.100             | 0.027                               |        |              |                       |                |
| Gender                  | Ν                      | 271               | 271                                 | 271    |              |                       |                |
|                         | Pearson<br>Correlation | -0.034            | 172**                               | 0.059  | 1            |                       |                |
|                         | Sig. (1-<br>tailed)    | 0.291             | 0.002                               | 0.168  |              |                       |                |
| Age Range               | Ν                      | 270               | 270                                 | 270    | 270          |                       |                |
|                         | Pearson<br>Correlation | -0.030            | -0.023                              | 0.022  | .158**       | 1                     |                |
| Level Of                | Sig. (1-<br>tailed)    | 0.313             | 0.356                               | 0.360  | 0.005        |                       |                |
| Education               | Ν                      | 271               | 271                                 | 271    | 270          | 271                   |                |
|                         | Pearson<br>Correlation | -0.024            | 353**                               | -0.015 | .622**       | .117*                 | 1              |
|                         | Sig. (1-<br>tailed)    | 0.345             | 0.000                               | 0.401  | 0.000        | 0.028                 |                |
| Experience              | Ν                      | 271               | 271                                 | 271    | 270          | 271                   | 271            |

## Table 4.6.1 Correlation Matrix

# 4.6.1 Effect of Portfolio Diversification on Equity Returns of Individual Investors

To evaluate the effect of portfolio diversification on equity returns normalized portfolio variance was regressed against equity returns. Four control variables namely; gender, age range, level of education and experience were included.

|   |                         | Unstandardized | d Coefficients | Standardized<br>Coefficients |        |       |
|---|-------------------------|----------------|----------------|------------------------------|--------|-------|
| Μ | odel                    | В              | Std. Error     | Beta                         | t      | Sig.  |
| 1 | (Constant)              | 8.979          | 1.73           |                              | 5.191  | 0.000 |
|   | Normalized<br>Portfolio |                |                |                              |        |       |
|   | Variance                | -6.331         | 1.205          | -0.331                       | -5.256 | 0.000 |
|   | Gender                  | -0.498         | 0.706          | -0.042                       | -0.705 | 0.481 |
|   | Age Range               | 0.019          | 0.404          | 0.003                        | 0.046  | 0.963 |
|   | Level Of                |                |                |                              |        |       |
|   | Education               | -0.113         | 0.328          | -0.02                        | -0.343 | 0.732 |
|   | Experience              | -0.864         | 0.478          | -0.142                       | -1.806 | 0.072 |

#### Table 4.6.3 Regression

#### **Regression Coefficients**

#### Source: Author 2018

Table 4.6.3 above indicates the regression coefficients for the regression of equity returns on portfolio diversification, gender, age, education level and experience. The regression model had a constant of 8.979 while portfolio diversification, gender, age, education level and experience had coefficients of -6.331, -0.498, 0.019, -0.113 and -0.864 respectively. The resulting regression equation was:

#### $Y = 8.979 - 6.331X_1 - 0.498X_2 + 0.019X_3 - 0.113X_4 - 0.864X_5$

Portfolio diversification had a regression coefficient of -6.331. This indicates that, portfolio diversification had a negative effect on equity returns which implies that the more diversified an individual investor is the lesser the rate of equity returns. The coefficient of portfolio diversification had a significance probability of 0.00; since the p-value is less than 0.05 then the effect of portfolio diversification on equity returns was statistically significant.

Gender had a coefficient of -0.498 with a significance probability of 0.481. This result indicated that gender had a negative correlation with equity returns and its effect was

not statistically significant as p-value was more than 0.05. Age had a coefficient of 0.019. This indicates positive impact on equity returns. Age had a significance probability of 0.963 and thus showing that its effect on equity returns was not statistically significant.

Level of education had a coefficient of -0.013 with a significance probability of 0.732. Thus level of education had a negative effect on equity returns, It had a significance probability of 0.732, since the p-value is more than 0.05, then the effect of level of education on equity returns is not statistically significant. Experience had a coefficient of -0.864 with a significance probability of 0.072. Thus experience had a negative effect on equity returns of individual investors and its effect was not statistically significant given that the p-value was more than 0.05.

#### **4.7 Discussion of the Findings**

The study investigated the effect of portfolio diversification on equity returns of individual investors listed at the NSE. The result showed a negative correlation between portfolio diversification and equity returns of individual investors. This shows that the more diversified the individual is the less the equity returns. This also implies that buying more stocks is more costly and the returns are lower. These findings support the study of Mitton and vorkink (2007) who found that diversified investors exhibit very little skewness in their portfolios which implies that they have a probability of very low payoffs.

The results also indicate that the majority of individual investors are male, between 25-35 years, have a bachelor's degree and have an experience of less than 3 years. According to the results 124 investors hold 1 to 2 stocks while 147 respondents hold more than 2 stocks. This indicates that 147 respondents are diversified while 124 respondents are not diversified. The findings support the study of Irkovic, Sialm and Weisbenner (2008) who found that household with concentrated portfolio perform well than household with more diversified accounts. According to the scholars investors who hold only a few stocks (one or two) are referred as concentrated while investors who hold 3 or more stocks are referred as diversified.

# CHAPTER FIVE: SUMMARY, CONCLUSION AND RECOMMENDATIONS

#### **5.1 Introduction**

This chapter discusses the summary, conclusion, recommendations, limitation and suggestion for further study.

#### **5.2 Summary of Findings**

The study sought to determine the effect of portfolio diversification on equity returns of individual investors listed at the NSE. The equity returns as measured by the Sharpe ratio had an average of 3.2564 and a standard deviation of 5.8390. Portfolio Diversification as measured by normalized portfolio variance had a mean of 0.46723 and a standard deviation of 0.3065.

This study indicated that portfolio diversification had a negative effect on equity returns of individual investors and its effect is statistically significant. Gender had a negative effect on equity returns and its effect was not statistically significant. Age had a positive effect on equity returns and its effect was not statistically significant. Level of education had a negative effect on equity returns and its effect on equity returns and its effect was not statistically significant. Experience had a negative effect on equity returns and its effect was not statistically significant.

The adjusted coefficient of determination  $R^2$  was found to be 0.084. This depicts that diversification, gender, age, education and experience jointly explained just 8.4% of variation in the equity returns of individual investors while the other remaining variation is explained by other variables. The analysis of variance showed that F ratio was 5.953 with a significance probability of 0.000. This indicated that the effect of portfolio diversification, gender, age, education and experience on equity returns of individual investors was statistically significant. Hence the model was appropriate to explain the effect of portfolio diversification on equity returns of individual investors listed at the NSE, Kenya.

#### 5.3 Conclusion of the Study

This study sought to establish the effect of portfolio diversification on equity returns of individual investors listed at the NSE. The result of regression indicated that diversification of portfolio had a negative effect on equity returns of individual investors and thus the more the investor is diversified the lower the equity returns. Thus, the study concluded that portfolio diversification has a negative effect on the equity returns of individual investors listed at the NSE.

The study also established that most of the individual investors were male and attained a bachelor's degree level of education. Hence the study concludes that most individual investors who are diversified are of male gender and also highly educated. Hence education is a key principle in the stock investment sector. The study also sought to understand the aspect of age within the individual investors. It is clear from the findings that majority of the investors were aged between 25-35years. This imply that majority of the stockholders are youth and hence stock brokers should focus more on the youth to convince them to engage in the buying and selling of stock.

#### **5.4 Recommendations of the Study**

The study recommends that individual investors ought to hold concentrated portfolio rather than diversified portfolio because diversification affects returns negatively. The study also recommends that investors monitor the performance of the listed companies as highly performed companies tend to have better dividends compared to companies which perform poorly. The study also recommends the investors to monitor share price fluctuations so that they can know when is the right time to sell or to buy shares. Share prices movements are due to information and any changes will affect the value of the investment. The study proposes that financial managers in the stock brokerage firms should give guidance to their customers on how to select concentrated stocks that are highly performing rather than trading in many stocks that will end up giving them negative returns.

#### 5.5 Limitations of the study

The study was carried for 2017, One year' time period due to the cost of obtaining the data and analyzing data for a longer period proved a challenge. In analyzing the effect of portfolio diversification on equity returns of individual investors listed at the Nairobi Securities Exchange, an elongated duration would guarantee robustness of the results. The study was also carried on a single country due to time and resource limitations, therefore using broader sample would enable in getting wider understanding of the subject matter.

The limitation in this study is that it was carried out on the local individual investors only listed at the NSE. The data results may also not be applicable to other institutional investors as the focus in this study was on local individual investors and this because of the differences that are found between individual investors and other institutional investors. While it can offer important insights to other institutional investors, such conclusions should be approached with care given the variations in the way investors operate and the way other institutional investors operate. To eradicate this limitation, it may be significant to carry this study on other institutional investors.

# **5.6 Suggestions for Further Study**

Based on the findings, the study suggests that a study should be carried out on a larger scope of individual investors and also to increase the period of study to 5 years so as to enhance the results acquired. The study also suggest that similar study to be carried out by using other return measures such as Jensen's alpha and Treynor's ratio to enable comparison. Further research may assess the effect of portfolio diversification on the equity returns of institutional investors listed at the NSE to ascertain the effect of diversification on the returns.

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#### **APPENDIX I: Study Questionnaire**

#### **UNIVERSITY OF NAIROBI**

Dear respondent, I am conducting a study on EFFECT OF PORTFOLIO DIVERSIFICATION ON EQUITY RETURNS OF INDIVIDUAL INVESTORS LISTED AT THE NAIROBI STOCK EXCHNAGE, KENYA as part of my study at the University of Nairobi. As one of the good respondents, your undue cooperation will be of much important to this study. The provided information will only be used for academic purposes, and not for any other third party purposes.

#### **Part A: General Information**

Kindly give answers to the below questions. Read all the answers first and choose the appropriate one by ticking  $(\sqrt{})$  clearly or circling against the bracket for each question.

| 1. Kindly indicate your gender: | Male []  | Female       | []   |       |    |
|---------------------------------|----------|--------------|------|-------|----|
| 2. Please tick your age range:  | 25-35 [] | 35-45        | []   | 45-55 | [] |
|                                 | 55-65 [] | 65 and above | e [] |       |    |

3. The highest level of education achieved?

| Secondary         | [] | Diploma         | [] |
|-------------------|----|-----------------|----|
| Bachelor's Degree | [] | Master's Degree | [] |
| Other             | [] |                 |    |

4. How long have you invested at the Nairobi Securities Exchange?

| Less than 3 Years [] | 3-7 years [] | 8-12 years | [] | Over 13 years [ | ] |
|----------------------|--------------|------------|----|-----------------|---|
|----------------------|--------------|------------|----|-----------------|---|

5. What is the time span in the current brokerage firm invested?

Less than 3 Years [] 3-7 years [] 8-12 years [] Over 13 years []

#### PART B: Stocks at the Nairobi Securities Exchange

6. Kindly select the stocks you have invested in:

| 1.  | Eaagads Ltd                        | [] |
|-----|------------------------------------|----|
| 2.  | Kakuzi Ltd                         | [] |
| 3.  | Kapchorua Tea Co. Ltd              | [] |
| 4.  | The Limuru Tea Co. Ltd             | [] |
| 5.  | Sasini Ltd Ord                     | [] |
| 6.  | Williamson Tea Kenya Ltd           | [] |
| 7.  | Car & General (K) Ltd              | [] |
| 8.  | Marshalls (E.A) Ltd                | [] |
| 9.  | Sameer Africa Ltd                  | [] |
| 10. | Barclays Bank Of Kenya Ltd         | [] |
| 11. | Stanbic Holdings PLC               | [] |
| 12. | Diamond Trust Bank Kenya Ltd       | [] |
| 13. | Equity Bank Ltd Ord                | [] |
| 14. | Housing Finance Co. Kenya Ltd      | [] |
| 15. | I & M Holdings Ltd                 | [] |
| 16. | Kenya Commercial Bank Ltd          | [] |
| 17. | National Bank Of Kenya Ltd         | [] |
| 18. | Nic Bank Ltd                       | [] |
| 19. | Standard Chartered Bank Kenya Ltd  | [] |
| 20. | The Co-Operative Bank Of Kenya Ltd | [] |
| 21. | Express Kenya Ltd                  | [] |
| 22. | Kenya Airways Ltd                  | [] |
| 23. | Longhorn Kenya Ltd(aims)           | [] |
| 24. | Nation Media Group Ltd             | [] |
| 25. | Scangroup Ltd                      | [] |
| 26. | Standard Group Ltd                 | [] |
| 27. | TPS East Africa (Serena) Ltd       | [] |
| 28. | Uchumi Supermarket Ltd             | [] |
| 29. | Deacons (Aims)                     | [] |
| 30. | Athi River Mining                  | [] |
| 31. | Bamburi Cement Ltd                 | [] |
| 32. | Crown Berger Kenya Ltd             | [] |

| 33. E.A Cables Ltd                           | [] |
|--|----|
| 34. E.A Portland Cement Co. Ltd              | [] |
| 35. KenGen Co. Ltd                           | [] |
| 36. KenolKobil Ltd                           | [] |
| 37. Kenya Power & Lighting Co. Ltd           | [] |
| 38. Total Kenya Ltd                          | [] |
| 39. Umeme Ltd                                | [] |
| 40. Britam Holdings PLC                      | [] |
| 41. CIC Insurance Group Ltd                  | [] |
| 42. Jubilee Holdings Ltd                     | [] |
| 43. Kenya Re Insurance Corporation Ltd       | [] |
| 44. Liberty Holdings Ltd                     | [] |
| 45. Sanlam Kenya PLC                         | [] |
| 46. Centum Investment Co Ltd                 | [] |
| 47. Olympia Capital Holdings Ltd             | [] |
| 48. Trans-Century Ltd                        | [] |
| 49. B.O.C Kenya Ltd                          | [] |
| 50. British American Tobacco Kenya Ltd       | [] |
| 51. Carbacid Investments Ltd                 | [] |
| 52. East African Breweries Ltd               | [] |
| 53. Eveready East Africa Ltd                 | [] |
| 54. Kenya Orchards Ltd                       | [] |
| 55. Mumias Sugar Co. Ltd                     | [] |
| 56. Unga Group Ltd                           | [] |
| 57. Safaricom Ltd                            | [] |
| 58. Nairobi Securities Exchange              | [] |
| 59. Kenya Power & Lighting Ltd 4% Pref 20.00 | [] |
| 60. Atlas African Industries                 | [] |
| 61. Flame Tree Group Holdings Ltd 0.825      | [] |
| 62. Home Afrika Ltd                          | [] |
| 63. Kurwitu Ventures                         | [] |
| 64. Nairobi Business Ventures                | [] |
| 65. Stanlib Fahari I Reits                   | [] |

## **APPENDIX II: List of Trading Participants**

- 1. Dyer & Blair Investment Bank Ltd
- 2. Francis Drummond & Company Ltd
- 3. Ngenye Kariuki & Co. Ltd
- 4. Suntra Investement Bank Ltd
- 5. Old Mutual Securities Ltd
- 6. SBG Securities Ltd
- 7. Kingdom Securities Ltd
- 8. AIB Capital Ltd
- 9. ABC Capital Ltd
- 10. Sterling Capital Ltd
- 11. ApexAfrica Capital Ltd
- 12. Faida Investment Bank Ltd
- 13. NIC Securities Ltd
- 14. Standard Investment Bank Ltd
- 15. Kestrel Capital (E.A) Ltd
- 16. African Alliance Securities
- 17. Renaissance Capital (Kenya) Ltd
- 18. Genghis Capital Ltd
- 19. CBA Capital Ltd
- 20. Equity Investment Bank Ltd
- 21. KCB Capital
- 22. Barclays Financial Services Ltd
- 23. Securities Africa Kenya Ltd
- 24. EFG Hermes Kenya Ltd

| SNO | GEN    | AGE      | EDU             | PNSE      | NOS | EQRN    | NPV    |
|-----|--------|----------|-----------------|-----------|-----|---------|--------|
|     |        |          |                 | Less Than |     |         |        |
| 1   | Male   | 25-35yrs | Secondary       | 3 Years   | 1   | 1       | 1      |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 2   | Female | 25-35yrs | Degree          | 3 Years   | 1   | 0       | 1      |
|     |        |          | Bachelor's      | Over      |     |         |        |
| 3   | Male   | 35-45yrs | Degree          | 13years   | 4   | 7.5996  | 0.2619 |
|     |        |          |                 | Less Than |     |         |        |
| 4   | Male   | 25-35yrs | Diploma         | 3 Years   | 15  | 9.1003  | 0.0815 |
| 5   | Female | 35-45yrs | Diploma         | 3-7years  | 2   | 1.6225  | 0.5079 |
|     |        |          |                 | Less Than |     |         |        |
| 6   | Male   | 25-35yrs | Master's Degree | 3 Years   | 1   | 1.06    | 1      |
|     |        |          |                 | Less Than |     |         |        |
| 7   | Female | 35-45yrs | Diploma         | 3 Years   | 1   | 1.0124  | 1      |
| 8   | Male   | 45-55yrs | Master's Degree | 8-12years | 1   | -2.509  | 1      |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 9   | Male   | 35-45yrs | Degree          | 3 Years   | 1   | 0.4458  | 1      |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 10  | Female | 25-35yrs | Degree          | 3 Years   | 1   | 1.0713  | 1      |
|     |        |          |                 | Less Than |     |         |        |
| 11  | Female | 25-35yrs | Diploma         | 3 Years   | 2   | 5.2794  | 0.5079 |
|     |        |          | Bachelor's      |           |     |         |        |
| 12  | Female | 35-45yrs | Degree          | 3-7years  | 1   | 1.0713  | 1      |
|     |        |          | Bachelor's      |           |     |         |        |
| 13  | Male   | 45-55yrs | Degree          | 3-7years  | 3   | 5.2422  | 0.3439 |
|     |        |          | Bachelor's      |           |     |         |        |
| 14  | Female | 35-45yrs | Degree          | 3-7years  | 2   | 0.589   | 0.5079 |
| 15  | Male   | 35-45yrs | Master's Degree | 8-12years | 2   | 2.8386  | 0.5079 |
|     |        |          | Bachelor's      |           |     |         |        |
| 16  | Male   | 25-35yrs | Degree          | 3-7years  | 2   | 2.698   | 0.5079 |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 17  | Male   | 25-35yrs | Degree          | 3 Years   | 7   | 3.556   | 0.1565 |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 18  | Male   | 25-35yrs | Degree          | 3 Years   | 2   | 42.0047 | 0.5079 |
| 19  | Female | 35-45yrs | Master's Degree | 8-12years | 1   | 1.0713  | 1      |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 20  | Male   | 25-35yrs | Degree          | 3 Years   | 2   | 1.3134  | 0.5079 |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 21  | Female | 35-45yrs | Degree          | 3 Years   | 1   | 0.8687  | 1      |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 22  | Male   | 25-35yrs | Degree          | 3 Years   | 2   | 2.8386  | 0.5079 |
|     |        |          | Bachelor's      |           |     |         |        |
| 23  | Male   | 25-35yrs | Degree          | 3-7years  | 4   | 7.6797  | 0.2619 |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 24  | Male   | 25-35yrs | Degree          | 3 Years   | 1   | 0.589   | 1      |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 25  | Female | 25-35yrs | Degree          | 3 Years   | 8   | 8.6118  | 0.1389 |

# **APPENDIX III: Tabulation of Responses from Respondents**

| SNO | GEN    | AGE      | EDU             | PNSE      | NOS | EQRN    | NPV    |
|-----|--------|----------|-----------------|-----------|-----|---------|--------|
|     |        |          |                 | Less Than |     |         |        |
| 26  | Female | 35-45yrs | Master's Degree | 3 Years   | 1   | 1.0713  | 1      |
|     |        |          | Bachelor's      |           |     |         |        |
| 27  | Male   | 25-35yrs | Degree          | 3-7years  | 1   | -1.6875 | 1      |
|     |        |          |                 | Less Than |     |         |        |
| 28  | Male   | 25-35yrs | Master's Degree | 3 Years   | 1   | 1.0713  | 1      |
|     |        |          |                 | Over      |     |         |        |
| 29  | Male   | 45-55yrs | Master's Degree | 13years   | 5   | 3.2407  | 0.2127 |
|     |        |          | Bachelor's      |           |     |         |        |
| 30  | Female | 35-45yrs | Degree          | 8-12years | 5   | 4.9122  | 0.2127 |
| 31  | Male   | 35-45yrs | Master's Degree | 8-12years | 8   | 5.6915  | 0.1389 |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 32  | Female | 25-35yrs | Degree          | 3 Years   | 10  | 3.8503  | 0.1143 |
| 33  | Male   | 25-35yrs | Master's Degree | 3-7years  | 8   | 7.0963  | 0.1389 |
|     |        |          | Bachelor's      |           |     |         |        |
| 34  | Male   | 35-45yrs | Degree          | 8-12years | 6   | 3.2874  | 0.1799 |
|     |        | -        |                 | Less Than |     |         |        |
| 35  | Male   | 25-35yrs | Diploma         | 3 Years   | 8   | 8.3297  | 0.1389 |
| 36  | Female | 35-45yrs | Diploma         | 3-7years  | 9   | 15.8509 | 0.1252 |
| 37  | Male   | 35-45vrs | Diploma         | 8-12vears | 18  | 11.0959 | 0.0705 |
|     |        | <u>_</u> | Bachelor's      | J         |     |         |        |
| 38  | Male   | 35-45yrs | Degree          | 3-7years  | 8   | 3.3351  | 0.1389 |
| 39  | Female | 35-45yrs | Diploma         | 3-7years  | 4   | 4.308   | 0.2619 |
|     |        |          |                 | Less Than |     |         |        |
| 40  | Female | 25-35yrs | Master's Degree | 3 Years   | 2   | 1.3134  | 0.5079 |
| 41  | Male   | 25-35yrs | Diploma         | 3-7years  | 6   | 1.7445  | 0.1799 |
|     |        |          | 1               | Less Than |     |         |        |
| 42  | Female | 35-45yrs | Diploma         | 3 Years   | 12  | 10.0426 | 0.0979 |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 43  | Male   | 25-35yrs | Degree          | 3 Years   | 14  | 9.7804  | 0.0862 |
|     |        |          |                 | Over      |     |         |        |
| 44  | Male   | 55-65yrs | Other           | 13years   | 2   | 2.9913  | 0.5079 |
|     |        | 65 And   |                 | Over      |     |         |        |
| 45  | Male   | Above    | Other           | 13years   | 1   | -2.509  | 1      |
|     |        |          |                 | Less Than |     |         |        |
| 46  | Female | 0        | Other           | 3 Years   | 2   | 1.0884  | 0.5079 |
|     |        |          | Bachelor's      |           |     |         |        |
| 47  | Male   | 35-45yrs | Degree          | 8-12years | 3   | 6.5162  | 0.3439 |
| 48  | Male   | 35-45yrs | Master's Degree | 3-7years  | 3   | 5.0218  | 0.3439 |
|     |        |          |                 | Less Than |     |         |        |
| 49  | Female | 25-35yrs | Secondary       | 3 Years   | 1   | -2.7257 | 1      |
| 50  | Male   | 0        | Diploma         | 8-12years | 2   | 13.5076 | 0.5079 |
|     |        | 65 And   |                 | Over      |     |         |        |
| 51  | Male   | Above    | Diploma         | 13years   | 3   | 0.7792  | 0.3439 |
| 52  | Male   | 0        | Other           | 8-12years | 1   | 0.9959  | 1      |
|     |        |          |                 | Over      |     |         |        |
| 53  | Male   | 45-55yrs | Other           | 13years   | 5   | 5.9182  | 0.2127 |

| SNO | GEN    | AGE       | EDU                       | PNSE              | NOS | EQRN    | NPV     |
|-----|--------|-----------|---------------------------|-------------------|-----|---------|---------|
|     |        |           |                           | Over              |     |         |         |
| 54  | Female | 55-65yrs  | Diploma                   | 13years           | 4   | 3.7064  | 0.2619  |
|     |        | 25.45     |                           | Less Than         |     | 1 0510  |         |
| 55  | Male   | 35-45yrs  | Secondary                 | 3 Years           | 1   | 1.0713  | 1       |
| 56  | Mala   | 65 And    | Other                     | 9 1 <b>2</b> 1200 | 0   | 1 6607  | 0.1290  |
|     | Male   | Above     | Other                     | o-12years         | 0   | 1.0097  | 0.1389  |
| 57  | Female | 35-45vrs  | Master's Degree           | 3 Years           | 5   | 3 6516  | 0 2127  |
| 58  | Female | 35-45yrs  | Other                     | 3-7vears          | 8   | 7 2172  | 0.1389  |
| 59  | Male   | 55-65yrs  | Other                     | 3-7years          | 6   | 3 9202  | 0.1799  |
| 60  | Female | 35-45yrs  | Diploma                   | 8-12 years        | 2   | -0 3972 | 0.5079  |
| 61  | Male   | 45-55yrs  | Diploma                   | 3-7years          | 2   | 0.5561  | 0.5079  |
| 01  | iviale | 15 55 915 | Bachelor's                | 5 / years         | 2   | 0.5501  | 0.5077  |
| 62  | Female | 0         | Degree                    | 8-12vears         | 3   | 6.5162  | 0.3439  |
| 63  | Male   | 35-45vrs  | Other                     | 3-7vears          | 3   | 3.0651  | 0.3439  |
|     |        | <u>_</u>  |                           | Over              |     |         |         |
| 64  | Female | 55-65yrs  | Other                     | 13years           | 3   | -0.3561 | 0.3439  |
| 65  | Female | 25-35yrs  | Master's Degree           | 3-7years          | 3   | 4.2839  | 0.3439  |
|     |        |           | Bachelor's                |                   |     |         |         |
| 66  | Male   | 35-45yrs  | Degree                    | 8-12years         | 7   | 2.7604  | 0.1565  |
| 67  | Male   | 45-55yrs  | Diploma                   | 8-12years         | 9   | 7.3774  | 0.1252  |
| 68  | Male   | 35-45yrs  | Master's Degree           | 8-12years         | 3   | -0.4263 | 0.3439  |
|     |        |           |                           | Less Than         |     |         |         |
| 69  | Female | 45-55yrs  | Other                     | 3 Years           | 2   | 0.5213  | 0.5079  |
|     |        | 65 And    |                           | Over              |     |         |         |
| 70  | Male   | Above     | Diploma                   | 13years           | 9   | 5.4613  | 0.1252  |
| 71  | M-1-   | 25.25     | D'alama                   | Less Than         | 2   | 4 7707  | 0.2420  |
| /1  | Male   | 25-35yrs  | Dipioma<br>Mastarla Daama | 3 Years           | 10  | 4.//9/  | 0.3439  |
| 12  | Male   | 35-45yrs  | Master's Degree           | 3-/years          | 12  | 9.5422  | 0.0979  |
| 73  | Female | 55-65yrs  | Degree                    | 13vears           | 6   | 6 0023  | 0 1799  |
| 74  | Male   | 45-55yrs  | Master's Degree           | 8-12vears         | 7   | -1 1011 | 0.1755  |
| /+  | wiate  | 45-55y15  | Bachelor's                | 0-12years         | ,   | -1.1711 | 0.1303  |
| 75  | Male   | 45-55yrs  | Degree                    | 8-12 years        | 7   | 8.8365  | 0.1565  |
| 76  | Male   | 25-35yrs  | Diploma                   | 3-7years          | 3   | 4.176   | 0.3439  |
| 77  | Female | 25-35yrs  | Master's Degree           | 3-7years          | 2   | 7.7247  | 0.5079  |
| 78  | Male   | 25-35yrs  | Master's Degree           | 3-7years          | 3   | 25.6277 | 0.3439  |
| /0  | iviale | 25 55 915 | Muster 5 Degree           | Less Than         | 5   | 23.0211 | 0.5 157 |
| 79  | Female | 25-35yrs  | Master's Degree           | 3 Years           | 3   | 2.1756  | 0.3439  |
|     |        |           |                           | Less Than         |     |         |         |
| 80  | Male   | 25-35yrs  | Diploma                   | 3 Years           | 2   | 8.9362  | 0.5079  |
|     |        |           | Bachelor's                | Over              |     |         |         |
| 81  | Female | 55-65yrs  | Degree                    | 13years           | 3   | -0.8702 | 0.3439  |
| 82  | Male   | 45-55yrs  | Master's Degree           | 8-12years         | 6   | 2.4946  | 0.1799  |
| 83  | Male   | 25-35yrs  | Master's Degree           | 3-7years          | 3   | 1.9355  | 0.3439  |
|     |        |           |                           |                   |     |         |         |

| SNO | GEN    | AGE      | EDU             | PNSE      | NOS | EQRN    | NPV    |
|-----|--------|----------|-----------------|-----------|-----|---------|--------|
|     |        |          |                 | Less Than |     |         |        |
| 84  | Female | 25-35yrs | Master's Degree | 3 Years   | 2   | 9.661   | 0.5079 |
|     |        |          |                 | Less Than |     |         |        |
| 85  | Female | 25-35yrs | Master's Degree | 3 Years   | 2   | -0.562  | 0.5079 |
|     |        |          |                 | Less Than |     |         |        |
| 86  | Male   | 25-35yrs | Master's Degree | 3 Years   | 2   | 8.2358  | 0.5079 |
| 87  | Male   | 35-45yrs | Master's Degree | 3-7years  | 11  | 6.0998  | 0.1053 |
| 88  | Male   | 25-35yrs | Master's Degree | 3-7years  | 2   | 2.7035  | 0.5079 |
|     |        |          |                 | Over      |     |         |        |
| 89  | Female | 55-65yrs | Master's Degree | 13years   | 7   | -1.139  | 0.1565 |
|     |        | 2        |                 | Less Than |     |         |        |
| 90  | Male   | 25-35yrs | Master's Degree | 3 Years   | 3   | 1.4909  | 0.3439 |
|     |        |          |                 | Less Than |     |         |        |
| 91  | Male   | 25-35yrs | Diploma         | 3 Years   | 1   | 1.3338  | 1      |
| 92  | Female | 35-45yrs | Master's Degree | 3-7years  | 3   | 1.8399  | 0.3439 |
|     |        | , j      | 0               | Less Than |     |         |        |
| 93  | Female | 25-35yrs | Diploma         | 3 Years   | 1   | 0.589   | 1      |
|     |        |          |                 | Less Than |     |         |        |
| 94  | Male   | 25-35yrs | Diploma         | 3 Years   | 1   | 0.589   | 1      |
|     |        | -        |                 | Less Than |     |         |        |
| 95  | Male   | 25-35yrs | Master's Degree | 3 Years   | 1   | 1.0713  | 1      |
| 96  | Female | 35-45yrs | Master's Degree | 8-12years | 5   | -0.0654 | 0.2127 |
| 97  | Male   | 35-45yrs | Master's Degree | 3-7years  | 4   | -2.0115 | 0.2619 |
|     |        |          | 0               | Less Than |     |         |        |
| 98  | Male   | 25-35yrs | Master's Degree | 3 Years   | 2   | 2.1756  | 0.5079 |
| 99  | Female | 25-35yrs | Master's Degree | 3-7years  | 2   | 2.9913  | 0.5079 |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 100 | Male   | 25-35yrs | Degree          | 3 Years   | 2   | 1.2683  | 0.5079 |
|     |        |          | Bachelor's      | Over      |     |         |        |
| 101 | Female | 55-65yrs | Degree          | 13years   | 7   | 2.6616  | 0.1565 |
|     |        |          | Bachelor's      |           |     |         |        |
| 102 | Male   | 45-55yrs | Degree          | 8-12years | 11  | 3.2243  | 0.1053 |
| 103 | Female | 35-45yrs | Master's Degree | 3-7years  | 5   | -2.2321 | 0.2127 |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 104 | Female | 25-35yrs | Degree          | 3 Years   | 1   | 1.3338  | 1      |
|     |        |          |                 | Less Than |     |         |        |
| 105 | Male   | 25-35yrs | Diploma         | 3 Years   | 2   | 2.4339  | 0.5079 |
| 106 | Male   | 35-45yrs | Master's Degree | 3-7years  | 4   | 2.3651  | 0.2619 |
|     |        |          |                 | Less Than |     |         |        |
| 107 | Female | 25-35yrs | Diploma         | 3 Years   | 4   | -3.3491 | 0.2619 |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 108 | Male   | 25-35yrs | Degree          | 3 Years   | 4   | -1.9987 | 0.2619 |
|     |        |          |                 | Less Than |     |         |        |
| 109 | Male   | 25-35yrs | Diploma         | 3 Years   | 2   | 42.4903 | 0.5079 |
| 110 | Male   | 35-45yrs | Master's Degree | 3-7years  | 5   | 3.0521  | 0.2127 |
|     |        | · ·      |                 | Less Than |     |         |        |
| 111 | Male   | 25-35yrs | Diploma         | 3 Years   | 1   | 1.0713  | 1      |

| 66 5 And<br>112         Mater's Degree<br>Babelor's         Over<br>13years         9         7.8276         0.1252           113         Female         55-65yrs         Diploma         13years         7         2.9848         0.1565           114         Female         25-35yrs         Diploma         3 Years         2         2.8386         0.5079           115         Female         25-35yrs         Degree         8-12years         5         2.033         0.2127           116         Male         25-35yrs         Degree         3 Years         3         2.6312         0.3439           117         Male         25-35yrs         Degree         3 Years         1         1.0713         1           118         Female         35-45yrs         Master's Degree         3.7years         4         3.1769         0.2619           119         Male         55-55yrs         Degree         3.7years         10         8.949         0.1143           120         Male         45-55yrs         Diploma         8-12years         9         8.9177         0.1252           121         Female         45-55yrs         Diploma         8-12years         4         3.1718         0.2619     <   | SNO | GEN    | AGE                                     | EDU             | PNSE      | NOS | EQRN    | NPV    |
|---|-----|--------|---|-----------------|-----------|-----|---------|--------|
| 112         Male         Above         Master's Degree         13years         9         7.8276         0.1252           113         Female         55-65yrs         Diploma         13years         7         2.9848         0.1565           114         Female         25-35yrs         Diploma         3 Years         2         2.8386         0.5079           114         Female         45-55yrs         Degree         8-12years         5         2.033         0.2127           Bachelor's         Less Than         -         <   |     |        | 65 And                                  |                 | Over      |     |         |        |
| Over         Over         Over         13years         7         2.9848         0.1565           114         Female         25-35yrs         Diploma         3 Years         2         2.8386         0.5079           115         Female         25-35yrs         Digloma         3 Years         2         2.8386         0.5079           116         Male         25-35yrs         Degree         8-12years         5         2.033         0.2127           Bachelor's         Less Than         -         -         -         -         -           116         Male         25-35yrs         Degree         3 Years         3         2.6312         0.3439           Bachelor's         Less Than         -   | 112 | Male   | Above                                   | Master's Degree | 13years   | 9   | 7.8276  | 0.1252 |
| 113         Female         55-65yrs         Diploma         13years         7         2.9848         0.1565           114         Female         25-35yrs         Diploma         3 Years         2         2.8386         0.5079           115         Female         45-55yrs         Degree         8-12years         5         2.033         0.2127           116         Male         25-35yrs         Degree         3 Years         3         2.6312         0.3439           116         Male         25-35yrs         Degree         3 Years         3         2.6312         0.3439           117         Male         25-35yrs         Degree         3 Years         1         1.0713         1           118         Female         35-45yrs         Degree         3.7years         4         3.1769         0.2619           118         Female         45-55yrs         Diploma         8-12years         9         8.9177         0.1252           121         Female         45-45yrs         Maleer's Degree         3.7years         4         2.1224         0.2619           123         Male         25-35yrs         Degree         3.7years         4         3.7118         0   |     |        |   |                 | Over      |     |         |        |
| Internal         Less Than<br>Bachelor's         Less Than<br>Bachelor's         Less Than<br>Bachelor's         Less Than<br>Bachelor's           115         Female         45-55yrs         Degree         8-12years         5         2.033         0.2127           116         Male         25-35yrs         Degree         3 Years         3         2.6312         0.3439           117         Male         25-35yrs         Degree         3 Years         1         1.0713         1           118         Female         35-45yrs         Degree         3 Years         1         1.0713         1           117         Male         25-35yrs         Degree         3 Years         10         8.9549         0.2113           118         Female         35-45yrs         Master's Degree         1.2years         7         3.9827         0.1565           120         Male         45-55yrs         Diploma         8-12years         7         3.9827         0.1565           122         Female         35-45yrs         Degree         3.7years         4         2.1224         0.2619           123         Male         25-35yrs         Degree         3.7years         1         0         1 <t< td=""><td>113</td><td>Female</td><td>55-65yrs</td><td>Diploma</td><td>13years</td><td>7</td><td>2.9848</td><td>0.1565</td></t<>  | 113 | Female | 55-65yrs                                | Diploma         | 13years   | 7   | 2.9848  | 0.1565 |
| 114         Female         25-35yrs         Diploma         3 Years         2         2.8386         0.5079           115         Female         45-55yrs         Degree         8-12years         5         2.033         0.2127           116         Male         25-35yrs         Degree         3 Years         3         2.6312         0.3439           117         Male         25-35yrs         Degree         3 Years         1         1.0713         1           118         Female         35-45yrs         Master's Degree         3.Years         4         3.1769         0.2619           117         Male         25-55yrs         Master's Degree         3.Years         10         8.9549         0.1143           120         Male         45-55yrs         Master's Degree         3.7years         4         2.1224         0.2619           121         Female         45-55yrs         Diploma         8-12years         7         3.9827         0.1565           122         Female         25-35yrs         Degree         3.7years         1         2.1224         0.2619           123         Male         25-35yrs         Degree         3.7years         1         1.0713 <td></td> <td></td> <td></td> <td></td> <td>Less Than</td> <td></td> <td></td> <td></td>  |     |        |   |                 | Less Than |     |         |        |
| Bachelor's         Bachelor's         Begree         8-12years         5         2.033         0.2127           116         Male         25-35yrs         Degree         3 Years         3         2.6312         0.3439           116         Male         25-35yrs         Degree         3 Years         3         2.6312         0.3439           117         Male         25-35yrs         Degree         3 Years         1         1.0713         1           118         Female         35-45yrs         Master's Degree         3.7years         4         3.1769         0.2619           118         Female         45-55yrs         Degree         13years         10         8.9549         0.1143           120         Male         45-55yrs         Master's Degree         3.7years         4         2.1224         0.2619           121         Female         35-45yrs         Master's Degree         3.7years         4         2.1224         0.2619           122         Female         25-35yrs         Degree         3.7years         1         1.0713         1           123         Male         25-35yrs         Other         3.7years         1         1.0713         1   | 114 | Female | 25-35yrs                                | Diploma         | 3 Years   | 2   | 2.8386  | 0.5079 |
| 115       Female       45-55yrs       Degree       8-12years       5       2.033       0.2127         Bachelor's       Less Than       3       2.6312       0.3439         116       Male       25-35yrs       Degree       3 Years       1       1.0713       1         117       Male       25-35yrs       Degree       3 Years       1       1.0713       1         118       Female       35-45yrs       Master's Degree       3 Years       1       1.0713       1         118       Female       35-45yrs       Master's Degree       3 Years       1       8.9549       0.1143         120       Male       45-55yrs       Diploma       8-12years       9       8.9177       0.1252         121       Female       35-45yrs       Degree       3 Years       2       2.8386       0.5079         123       Male       25-35yrs       Degree       3 Years       1       1.0713       1         124       Male       35-45yrs       Degree       3 Years       1       1.0713       1         125       Female       35-45yrs       Degree       3-7years       1       0       1         126 <td></td> <td></td> <td></td> <td>Bachelor's</td> <td></td> <td></td> <td></td> <td></td>  |     |        |   | Bachelor's      |           |     |         |        |
| Bachelor's         Less Than         Jegree         3 Years         3         2.6312         0.3439           117         Male         25-35yrs         Degree         3 Years         1         1.0713         1           118         Female         35-45yrs         Master's Degree         3 Years         4         3.1769         0.2619           119         Male         55-65yrs         Degree         13years         10         8.9549         0.1143           120         Male         45-55yrs         Diploma         8-12years         9         8.9177         0.1252           121         Female         45-55yrs         Diploma         8-12years         4         2.1224         0.2619           122         Female         25-35yrs         Diploma         8-12years         7         3.9827         0.1565           122         Female         25-35yrs         Degree         3.7years         4         2.1224         0.2619           124         Male         35-45yrs         Degree         3.7years         1         1.0713         1           125         Female         25-35yrs         Other         3.7years         1         0         1 <tr< td=""><td>115</td><td>Female</td><td>45-55yrs</td><td>Degree</td><td>8-12years</td><td>5</td><td>2.033</td><td>0.2127</td></tr<>   | 115 | Female | 45-55yrs                                | Degree          | 8-12years | 5   | 2.033   | 0.2127 |
| 116         Male         25-35yrs         Degree         3 Years         3         2.6312         0.3399           117         Male         25-35yrs         Degree         3 Years         1         1.0713         1           118         Female         35-45yrs         Master's Degree         3.7years         4         3.1769         0.2619           119         Male         55-65yrs         Degree         13years         10         8.9549         0.1143           120         Male         45-55yrs         Master's Degree         8-12years         9         8.9177         0.1252           121         Female         45-55yrs         Diploma         8-12years         7         3.9827         0.1565           122         Female         35-45yrs         Degree         3.7years         4         2.1224         0.2619           123         Male         25-35yrs         Degree         3.7years         1         1.0713         1           122         Female         25-35yrs         Degree         3.7years         1         0         1           125         Female         25-35yrs         Other         3.7years         1         0         1 </td <td></td> <td></td> <td></td> <td>Bachelor's</td> <td>Less Than</td> <td></td> <td></td> <td></td>   |     |        |   | Bachelor's      | Less Than |     |         |        |
| Introductor         Bachelor's         Less Than         Image: Market is Degree         3 Years         1         1.0713         1           118         Female         35-45yrs         Master's Degree         3.7years         4         3.1769         0.2619           119         Male         55-65yrs         Degree         13years         10         8.9549         0.1143           120         Male         45-55yrs         Diploma         8-12years         9         8.9177         0.1252           121         Female         45-55yrs         Diploma         8-12years         7         3.9827         0.1565           122         Female         35-45yrs         Master's Degree         3-7years         4         2.1224         0.2619           123         Male         25-35yrs         Degree         3-7years         4         3.7118         0.2619           124         Male         35-45yrs         Degree         3-7years         1         10         1           125         Female         25-35yrs         Other         3-7years         1         0         1           126         Male         35-45yrs         Other         3-7years         2         0.215  | 116 | Male   | 25-35yrs                                | Degree          | 3 Years   | 3   | 2.6312  | 0.3439 |
| 117         Male         25-35yrs         Degree         3 Years         1         1.0713         1           118         Female         35-45yrs         Master's Degree         3-7years         4         3.1769         0.2619           119         Male         55-65yrs         Degree         13years         10         8.9549         0.1143           120         Male         45-55yrs         Degree         8-12years         9         8.9177         0.1252           121         Female         45-55yrs         Diploma         8-12years         7         3.9827         0.1565           122         Female         35-45yrs         Master's Degree         3.7years         4         2.1224         0.2619           123         Male         25-35yrs         Degree         3.7years         2         2.8386         0.5079           124         Male         35-45yrs         Degree         3.7years         4         3.7118         0.2619           125         Female         25-35yrs         Other         3.7years         1         0         1           124         Male         35-45yrs         Degree         3.7years         2         0.2151         0.50   |     |        |   | Bachelor's      | Less Than |     |         |        |
| 118       Female       35-45yrs       Master's Degree       3-7years       4       3.1769       0.2619         119       Male       55-65yrs       Degree       13years       10       8.9549       0.1143         120       Male       45-55yrs       Master's Degree       8-12years       9       8.9177       0.1252         121       Female       45-55yrs       Diploma       8-12years       7       3.9827       0.1655         122       Female       35-45yrs       Master's Degree       3-7years       4       2.1224       0.2619         123       Male       25-35yrs       Degree       3-7years       4       2.1224       0.2619         123       Male       25-35yrs       Degree       3-7years       4       3.1718       0.2619         124       Male       35-45yrs       Degree       3-7years       1       1.0713       1         125       Female       25-35yrs       Other       3 Years       1       1.0713       1         126       Male       35-45yrs       Degree       3-7years       2       0.2151       0.5079         128       Female       25-35yrs       Other       8-12years <td>117</td> <td>Male</td> <td>25-35yrs</td> <td>Degree</td> <td>3 Years</td> <td>1</td> <td>1.0713</td> <td>1</td>   | 117 | Male   | 25-35yrs                                | Degree          | 3 Years   | 1   | 1.0713  | 1      |
| Instruction         Bachelor's<br>Degree         Over<br>13years         IO         8.9549         0.1143           120         Male         45-55yrs         Master's Degree         8-12years         9         8.9177         0.1252           121         Female         45-55yrs         Diploma         8-12years         7         3.9827         0.1565           122         Female         35-45yrs         Master's Degree         3.7years         4         2.1224         0.2619           123         Male         25-35yrs         Degree         3.7years         2         2.8386         0.5079           124         Male         35-45yrs         Degree         3-7years         4         3.7118         0.2619           125         Female         25-35yrs         Other         3 Years         1         1.0713         1           126         Male         35-45yrs         Degree         3-7years         2         0.2151         0.5079           128         Female         25-35yrs         Other         3-7years         2         1.2683         0.5079           130         Male         35-45yrs         Degree         8-12years         3         3.4041         0.2619 </td <td>118</td> <td>Female</td> <td>35-45yrs</td> <td>Master's Degree</td> <td>3-7years</td> <td>4</td> <td>3.1769</td> <td>0.2619</td>   | 118 | Female | 35-45yrs                                | Master's Degree | 3-7years  | 4   | 3.1769  | 0.2619 |
| 119         Male         55-65yrs         Degree         13years         10         8.9549         0.1143           120         Male         45-55yrs         Master's Degree         8-12years         9         8.9177         0.1252           121         Female         45-55yrs         Diploma         8-12years         7         3.9827         0.1565           122         Female         35-45yrs         Master's Degree         3-7years         4         2.1224         0.2619           123         Male         25-35yrs         Degree         3-7years         4         3.7118         0.2619           124         Male         35-45yrs         Degree         3-7years         4         3.7118         0.2619           124         Male         35-45yrs         Degree         3-7years         4         3.7118         0.2619           124         Male         35-45yrs         Degree         3-7years         1         0         1           125         Female         25-35yrs         Other         3-7years         2         0.2151         0.5079           128         Female         35-45yrs         Degree         8-12years         3         3.4041         <   |     |        |   | Bachelor's      | Over      |     |         |        |
| 120       Male       45-55yrs       Master's Degree       8-12years       9       8.9177       0.1252         121       Female       45-55yrs       Diploma       8-12years       7       3.9827       0.1565         122       Female       35-45yrs       Master's Degree       3-7years       4       2.1224       0.2619         123       Male       25-35yrs       Degree       3 Years       2       2.8386       0.5079         124       Male       35-45yrs       Degree       3 Years       2       2.8386       0.5079         124       Male       35-45yrs       Degree       3-7years       4       3.7118       0.2619         125       Female       25-35yrs       Other       3 Years       1       1.0713       1         126       Male       35-45yrs       Degree       3-7years       1       0       1         127       Female       25-35yrs       Other       3-7years       2       0.2151       0.5079         128       Female       35-45yrs       Diploma       3-7years       2       1.2683       0.5079         130       Male       35-45yrs       Diploma       3-7years       3 </td <td>119</td> <td>Male</td> <td>55-65yrs</td> <td>Degree</td> <td>13years</td> <td>10</td> <td>8.9549</td> <td>0.1143</td>   | 119 | Male   | 55-65yrs                                | Degree          | 13years   | 10  | 8.9549  | 0.1143 |
| 121       Female       45-55yrs       Diploma       8-12years       7       3.9827       0.1565         122       Female       35-45yrs       Master's Degree       3-7years       4       2.1224       0.2619         123       Male       25-35yrs       Degree       3 Years       2       2.8386       0.5079         124       Male       35-45yrs       Degree       3-7years       4       3.7118       0.2619         124       Male       35-45yrs       Degree       3-7years       4       3.7118       0.2619         124       Male       35-45yrs       Degree       3-7years       1       1.0713       1         125       Female       25-35yrs       Other       3-7years       1       0       1         126       Male       35-45yrs       Degree       3-7years       2       0.2151       0.5079         128       Female       35-45yrs       Other       3-7years       2       1.2683       0.5079         130       Male       35-45yrs       Diploma       3-7years       2       1.2683       0.5079         131       Male       35-45yrs       Degree       8-12years       3  | 120 | Male   | 45-55yrs                                | Master's Degree | 8-12years | 9   | 8.9177  | 0.1252 |
| 122       Female       35-45yrs       Master's Degree       3-7years       4       2.1224       0.2619         123       Male       25-35yrs       Degree       3 Years       2       2.8386       0.5079         124       Male       35-45yrs       Degree       3-7years       4       3.7118       0.2619         124       Male       35-45yrs       Degree       3-7years       4       3.7118       0.2619         125       Female       25-35yrs       Other       3 Years       1       1.0713       1         126       Male       35-45yrs       Obgree       3-7years       1       0       1         127       Female       25-35yrs       Other       3-7years       2       0.2151       0.5079         128       Female       35-45yrs       Master's Degree       8-12years       3       3.4041       0.3439         129       Male       35-45yrs       Diploma       3-7years       2       1.2683       0.5079         130       Male       35-45yrs       Degree       8-12years       3       3.0501       0.3439         132       Male       35-45yrs       Degree       3-7years       1   | 121 | Female | 45-55yrs                                | Diploma         | 8-12years | 7   | 3.9827  | 0.1565 |
| 123         Male         25-35yrs         Bachelor's<br>Degree         Less Than<br>3 Years         2         2.8386         0.5079           124         Male         35-45yrs         Degree         3-7years         4         3.7118         0.2619           125         Female         25-35yrs         Other         3 Years         1         1.0713         1           126         Male         35-45yrs         Degree         3-7years         1         0         1           127         Female         25-35yrs         Other         3-7years         2         0.2151         0.5079           128         Female         35-45yrs         Degree         3-7years         2         0.2151         0.5079           128         Female         35-45yrs         Master's Degree         8-12years         3         3.4041         0.3439           129         Male         35-45yrs         Diploma         3-7years         2         1.2683         0.5079           130         Male         35-45yrs         Degree         8-12years         3         3.0501         0.3439           132         Male         35-45yrs         Degree         3-7years         7         5.8028  | 122 | Female | 35-45yrs                                | Master's Degree | 3-7years  | 4   | 2.1224  | 0.2619 |
| 123       Male       25-35yrs       Degree       3 Years       2       2.8386       0.5079         124       Male       35-45yrs       Degree       3-7years       4       3.7118       0.2619         125       Female       25-35yrs       Other       3 Years       1       1.0713       1         125       Female       25-35yrs       Other       3 Years       1       1.0713       1         126       Male       35-45yrs       Degree       3-7years       1       0       1         127       Female       25-35yrs       Other       3-7years       2       0.2151       0.5079         128       Female       35-45yrs       Master's Degree       8-12years       3       3.4041       0.3439         129       Male       25-35yrs       Diploma       3-7years       2       1.2683       0.5079         130       Male       35-45yrs       Other       8-12years       4       4.0541       0.2619         131       Male       35-45yrs       Degree       3-7years       7       5.8028       0.1565         132       Male       35-45yrs       Degree       3-7years       7       5.8028   |     |        |   | Bachelor's      | Less Than |     |         |        |
| 124Male $35-45yrs$ Bachelor's<br>Degree $3-7years$ 4 $3.7118$ $0.2619$ 125Female $25-35yrs$ Other $3$ Years1 $1.0713$ 1126Male $35-45yrs$ Degree $3-7years$ 1 $0$ 1127Female $25-35yrs$ Other $3-7years$ 2 $0.2151$ $0.5079$ 128Female $35-45yrs$ Master's Degree $8-12years$ 3 $3.4041$ $0.3439$ 129Male $25-35yrs$ Diploma $3-7years$ 2 $1.2683$ $0.5079$ 130Male $35-45yrs$ Other $8-12years$ 4 $4.0541$ $0.2619$ 131Male $35-45yrs$ Degree $8-12years$ 3 $3.0501$ $0.3439$ 132Male $35-45yrs$ Degree $3-7years$ 7 $5.8028$ $0.1565$ 133Female $25-35yrs$ Diploma $3-7years$ 7 $5.8028$ $0.1565$ 133Female $25-35yrs$ Diploma $3-7years$ 7 $5.8028$ $0.1565$ 133Female $25-35yrs$ Other $3-7years$ 7 $5.8028$ $0.1565$ 133Female $25-35yrs$ Other $3-7years$ 1 $0.1135$ 134Female $45-55yrs$ Other $3-7years$ 1 $0.1135$ 135Female $35-45yrs$ Master's Degree $8-12years$ 7 $3.9261$ $0.1565$ 136Female $35-45yrs$ Other $3-7ye$   | 123 | Male   | 25-35yrs                                | Degree          | 3 Years   | 2   | 2.8386  | 0.5079 |
| 124       Male       35-45yrs       Degree       3-7years       4       3.7118       0.2619         125       Female       25-35yrs       Other       3 Years       1       1.0713       1         126       Male       35-45yrs       Degree       3-7years       1       0       1         127       Female       25-35yrs       Other       3-7years       2       0.2151       0.5079         128       Female       35-45yrs       Master's Degree       8-12years       3       3.4041       0.3439         129       Male       25-35yrs       Diploma       3-7years       2       1.2683       0.5079         130       Male       35-45yrs       Diploma       3-7years       2       1.2683       0.5079         131       Male       35-45yrs       Degree       8-12years       4       4.0541       0.2619         131       Male       35-45yrs       Degree       8-12years       7       5.8028       0.1565         132       Male       35-45yrs       Degree       3-7years       7       5.8028       0.1565         133       Female       25-35yrs       Diploma       3 Years       1   |     |        |   | Bachelor's      |           |     |         |        |
| Less Than         Less Than         Image: Marcon of the stress the stress of the stress the stress of the stress t | 124 | Male   | 35-45yrs                                | Degree          | 3-7years  | 4   | 3.7118  | 0.2619 |
| 125       Female       25-35yrs       Other       3 Years       1       1.0713       1         126       Male       35-45yrs       Degree       3-7years       1       0       1         127       Female       25-35yrs       Other       3-7years       2       0.2151       0.5079         128       Female       35-45yrs       Master's Degree       8-12years       3       3.4041       0.3439         129       Male       25-35yrs       Diploma       3-7years       2       1.2683       0.5079         130       Male       35-45yrs       Other       8-12years       4       4.0541       0.2619         131       Male       35-45yrs       Degree       8-12years       3       3.0501       0.3439         132       Male       35-45yrs       Degree       8-12years       3       3.0501       0.3439         133       Male       35-45yrs       Degree       3-7years       7       5.8028       0.1565         133       Female       25-35yrs       Diploma       3 Years       1       1.0713       1         133       Female       25-55yrs       Other       3 Years       1       0   |     |        |   |                 | Less Than |     |         |        |
| Income 126Bachelor's<br>DegreeJob 23-7yearsIII127Female25-35yrsOther3-7years20.21510.5079128Female35-45yrsMaster's Degree8-12years33.40410.3439129Male25-35yrsDiploma3-7years21.26830.5079130Male35-45yrsOther8-12years44.05410.2619131Male35-45yrsOther8-12years33.05010.3439131Male35-45yrsDegree8-12years33.05010.3439132Male35-45yrsDegree3-7years75.80280.1565132Male35-45yrsDegree3-7years75.80280.1565133Female25-35yrsDiploma3 Years11.07131133Female25-35yrsDiploma3 Years11.07131134Female45-55yrsOther3 Years101135Female35-45yrsMaster's Degree8-12years73.92610.1565133Male35-45yrsOther3 Years27.29920.5079134Female45-55yrsOther3 Years27.29920.5079137Male45-55yrsDiploma8-12years32.27170.3439138Male35-45yrsDegree3-7yea  | 125 | Female | 25-35yrs                                | Other           | 3 Years   | 1   | 1.0713  | 1      |
| 126       Male       35-45yrs       Degree       3-7years       1       0       1         127       Female       25-35yrs       Other       3-7years       2       0.2151       0.5079         128       Female       35-45yrs       Master's Degree       8-12years       3       3.4041       0.3439         129       Male       25-35yrs       Diploma       3-7years       2       1.2683       0.5079         130       Male       35-45yrs       Other       8-12years       4       4.0541       0.2619         131       Male       35-45yrs       Degree       8-12years       3       3.0501       0.3439         132       Male       35-45yrs       Degree       8-12years       7       5.8028       0.1565         132       Male       35-45yrs       Degree       3-7years       7       5.8028       0.1565         133       Female       25-35yrs       Diploma       3 Years       1       1.0713       1         133       Female       25-5yrs       Other       3 Years       1       0       1         134       Female       45-5yrs       Other       3 Years       1       0.1565 </td <td></td> <td></td> <td></td> <td>Bachelor's</td> <td></td> <td></td> <td></td> <td></td>  |     |        |   | Bachelor's      |           |     |         |        |
| 127       Female       25-35yrs       Other       3-7years       2       0.2151       0.5079         128       Female       35-45yrs       Master's Degree       8-12years       3       3.4041       0.3439         129       Male       25-35yrs       Diploma       3-7years       2       1.2683       0.5079         130       Male       35-45yrs       Other       8-12years       4       4.0541       0.2619         131       Male       35-45yrs       Degree       8-12years       3       3.0501       0.3439         131       Male       35-45yrs       Degree       8-12years       3       3.0501       0.3439         132       Male       35-45yrs       Degree       3-7years       7       5.8028       0.1565         132       Male       35-45yrs       Degree       3-7years       1       1.0713       1         133       Female       25-35yrs       Diploma       3 Years       1       1.0713       1         133       Female       45-55yrs       Other       3 Years       1       0       1         134       Female       45-55yrs       Other       3 Years       2       7   | 126 | Male   | 35-45yrs                                | Degree          | 3-7years  | 1   | 0       | 1      |
| 128       Female       35-45yrs       Master's Degree       8-12years       3       3.4041       0.3439         129       Male       25-35yrs       Diploma       3-7years       2       1.2683       0.5079         130       Male       35-45yrs       Other       8-12years       4       4.0541       0.2619         131       Male       35-45yrs       Degree       8-12years       3       3.0501       0.3439         131       Male       35-45yrs       Degree       8-12years       3       3.0501       0.3439         131       Male       35-45yrs       Degree       8-12years       7       5.8028       0.1565         132       Male       35-45yrs       Degree       3-7years       7       5.8028       0.1565         133       Female       25-35yrs       Diploma       3 Years       1       1.0713       1         133       Female       45-55yrs       Other       3 Years       1       0       1         134       Female       45-55yrs       Other       3 Years       2       7.2992       0.5079         137       Male       45-55yrs       Diploma       8-12years       3  | 127 | Female | 25-35yrs                                | Other           | 3-7years  | 2   | 0.2151  | 0.5079 |
| 129       Male       25-35yrs       Diploma       3-7years       2       1.2683       0.5079         130       Male       35-45yrs       Other       8-12years       4       4.0541       0.2619         131       Male       35-45yrs       Degree       8-12years       3       3.0501       0.3439         131       Male       35-45yrs       Degree       8-12years       3       3.0501       0.3439         132       Male       35-45yrs       Degree       3-7years       7       5.8028       0.1565         132       Male       35-45yrs       Degree       3-7years       7       5.8028       0.1565         133       Female       25-35yrs       Diploma       3 Years       1       1.0713       1         134       Female       45-55yrs       Other       3 Years       1       0       1         135       Female       35-45yrs       Master's Degree       8-12years       7       3.9261       0.1565         136       Female       35-45yrs       Other       3 Years       2       7.2992       0.5079         137       Male       45-55yrs       Diploma       8-12years       3   | 128 | Female | 35-45yrs                                | Master's Degree | 8-12years | 3   | 3.4041  | 0.3439 |
| 130       Male       35-45yrs       Other       8-12years       4       4.0541       0.2619         131       Male       35-45yrs       Degree       8-12years       3       3.0501       0.3439         131       Male       35-45yrs       Degree       8-12years       3       3.0501       0.3439         131       Male       35-45yrs       Degree       8-12years       3       3.0501       0.3439         132       Male       35-45yrs       Degree       3-7years       7       5.8028       0.1565         132       Male       35-45yrs       Degree       3-7years       7       5.8028       0.1565         133       Female       25-35yrs       Diploma       3 Years       1       1.0713       1         134       Female       45-55yrs       Other       3 Years       1       0       1         135       Female       35-45yrs       Master's Degree       8-12years       7       3.9261       0.1565         136       Female       35-45yrs       Other       3 Years       2       7.2992       0.5079         137       Male       45-55yrs       Diploma       8-12years       3   | 129 | Male   | 25-35yrs                                | Diploma         | 3-7years  | 2   | 1.2683  | 0.5079 |
| 131         Male         35-45yrs         Bachelor's<br>Degree         8-12years         3         3.0501         0.3439           132         Male         35-45yrs         Degree         8-12years         3         3.0501         0.3439           132         Male         35-45yrs         Degree         8-12years         7         5.8028         0.1565           133         Female         25-35yrs         Diploma         3 Years         1         1.0713         1           133         Female         25-35yrs         Diploma         3 Years         1         1.0713         1           134         Female         45-55yrs         Other         3 Years         1         0         1           135         Female         35-45yrs         Master's Degree         8-12years         7         3.9261         0.1565           135         Female         35-45yrs         Other         3 Years         2         7.2992         0.5079           137         Male         45-55yrs         Diploma         8-12years         3         2.2717         0.3439           138         Male         35-45yrs         Degree         3-7years         2         1.0124         0.50  | 130 | Male   | 35-45vrs                                | Other           | 8-12vears | 4   | 4.0541  | 0.2619 |
| 131       Male       35-45yrs       Degree       8-12years       3       3.0501       0.3439         132       Male       35-45yrs       Degree       3-7years       7       5.8028       0.1565         133       Female       25-35yrs       Diploma       3 Years       1       1.0713       1         133       Female       25-35yrs       Diploma       3 Years       1       1.0713       1         134       Female       45-55yrs       Other       3 Years       1       0       1         135       Female       35-45yrs       Master's Degree       8-12years       7       3.9261       0.1565         135       Female       35-45yrs       Master's Degree       8-12years       7       3.9261       0.1565         135       Female       35-45yrs       Other       3 Years       2       7.2992       0.5079         136       Female       35-45yrs       Diploma       8-12years       3       2.2717       0.3439         138       Male       35-45yrs       Diploma       8-12years       3       2.2717       0.3439         138       Male       35-45yrs       Degree       3-7years       2  |     |        |   | Bachelor's      |           |     |         |        |
| 132       Male       35-45yrs       Bachelor's<br>Degree       3-7years       7       5.8028       0.1565         133       Female       25-35yrs       Diploma       3 Years       1       1.0713       1         133       Female       25-35yrs       Diploma       3 Years       1       1.0713       1         134       Female       45-55yrs       Other       3 Years       1       0       1         135       Female       35-45yrs       Master's Degree       8-12years       7       3.9261       0.1565         136       Female       35-45yrs       Other       3 Years       2       7.2992       0.5079         137       Male       45-55yrs       Diploma       8-12years       3       2.2717       0.3439         138       Male       35-45yrs       Degree       3-7years       2       1.0124       0.5079         138       Male       35-45yrs       Degree       3-7years       2       1.0124       0.5079         138       Male       35-45yrs       Degree       3-7years       2       1.0124       0.5079         139       Female       55-65yrs       Other       3 Years       2   | 131 | Male   | 35-45yrs                                | Degree          | 8-12years | 3   | 3.0501  | 0.3439 |
| 132       Male       35-45yrs       Degree       3-7years       7       5.8028       0.1565         133       Female       25-35yrs       Diploma       3 Years       1       1.0713       1         133       Female       25-35yrs       Diploma       3 Years       1       1.0713       1         134       Female       45-55yrs       Other       3 Years       1       0       1         135       Female       45-55yrs       Other       3 Years       1       0       1         135       Female       35-45yrs       Master's Degree       8-12years       7       3.9261       0.1565         136       Female       35-45yrs       Other       3 Years       2       7.2992       0.5079         137       Male       45-55yrs       Diploma       8-12years       3       2.2717       0.3439         138       Male       35-45yrs       Degree       3-7years       2       1.0124       0.5079         138       Male       35-45yrs       Degree       3-7years       2       1.0124       0.5079         139       Female       55-65yrs       Other       3 Years       2       42.0047 <td></td> <td></td> <td></td> <td>Bachelor's</td> <td></td> <td></td> <td></td> <td></td>   |     |        |   | Bachelor's      |           |     |         |        |
| 133       Female       25-35yrs       Diploma       Less Than<br>3 Years       1       1.0713       1         134       Female       45-55yrs       Other       3 Years       1       0       1         135       Female       45-55yrs       Other       3 Years       1       0       1         135       Female       35-45yrs       Master's Degree       8-12years       7       3.9261       0.1565         136       Female       35-45yrs       Other       3 Years       2       7.2992       0.5079         137       Male       45-55yrs       Diploma       8-12years       3       2.2717       0.3439         138       Male       35-45yrs       Degree       3-7years       2       1.0124       0.5079         139       Female       55-65yrs       Other       3 Years       2       42.0047       0.5079  | 132 | Male   | 35-45yrs                                | Degree          | 3-7years  | 7   | 5.8028  | 0.1565 |
| 133       Female       25-35yrs       Diploma       3 Years       1       1.0713       1         134       Female       45-55yrs       Other       3 Years       1       0       1         135       Female       35-45yrs       Other       3 Years       7       3.9261       0.1565         136       Female       35-45yrs       Master's Degree       8-12years       7       3.9261       0.1565         136       Female       35-45yrs       Other       3 Years       2       7.2992       0.5079         137       Male       45-55yrs       Diploma       8-12years       3       2.2717       0.3439         138       Male       35-45yrs       Degree       3-7years       2       1.0124       0.5079         138       Male       35-45yrs       Degree       3-7years       2       1.0124       0.5079         139       Female       55-65yrs       Other       3 Years       2       42.0047       0.5079   |     |        |   |                 | Less Than |     |         |        |
| 134       Female       45-55yrs       Other       Less Than       1       0       1         135       Female       35-45yrs       Master's Degree       8-12years       7       3.9261       0.1565         136       Female       35-45yrs       Other       3 Years       2       7.2992       0.5079         137       Male       45-55yrs       Other       3 Years       2       7.2992       0.5079         137       Male       45-55yrs       Diploma       8-12years       3       2.2717       0.3439         138       Male       35-45yrs       Degree       3-7years       2       1.0124       0.5079         139       Female       55-65yrs       Other       3 Years       2       42.0047       0.5079  | 133 | Female | 25-35yrs                                | Diploma         | 3 Years   | 1   | 1.0713  | 1      |
| 134       Female       45-55yrs       Other       3 Years       1       0       1         135       Female       35-45yrs       Master's Degree       8-12years       7       3.9261       0.1565         136       Female       35-45yrs       Other       3 Years       2       7.2992       0.5079         137       Male       45-55yrs       Other       3 Years       3       2.2717       0.3439         138       Male       35-45yrs       Diploma       8-12years       3       2.2717       0.3439         138       Male       35-45yrs       Degree       3-7years       2       1.0124       0.5079         138       Male       35-45yrs       Degree       3-7years       2       1.0124       0.5079         139       Female       55-65yrs       Other       3 Years       2       42.0047       0.5079  |     |        |   | -               | Less Than |     |         |        |
| 135       Female       35-45yrs       Master's Degree       8-12years       7       3.9261       0.1565         136       Female       35-45yrs       Other       Less Than       2       7.2992       0.5079         137       Male       45-55yrs       Diploma       8-12years       3       2.2717       0.3439         138       Male       35-45yrs       Degree       3-7years       2       1.0124       0.5079         139       Female       55-65yrs       Other       3 Years       2       42.0047       0.5079  | 134 | Female | 45-55yrs                                | Other           | 3 Years   | 1   | 0       | 1      |
| 136       Female       35-45yrs       Other       Less Than<br>3 Years       2       7.2992       0.5079         137       Male       45-55yrs       Diploma       8-12years       3       2.2717       0.3439         138       Male       35-45yrs       Degree       3-7years       2       1.0124       0.5079         139       Female       55-65yrs       Other       3 Years       2       42.0047       0.5079   | 135 | Female | 35-45yrs                                | Master's Degree | 8-12years | 7   | 3.9261  | 0.1565 |
| 136       Female       35-45yrs       Other       3 Years       2       7.2992       0.5079         137       Male       45-55yrs       Diploma       8-12years       3       2.2717       0.3439         138       Male       35-45yrs       Degree       3-7years       2       1.0124       0.5079         139       Female       55-65yrs       Other       3 Years       2       42.0047       0.5079  |     |        | , i i i i i i i i i i i i i i i i i i i |                 | Less Than |     |         |        |
| 137       Male       45-55yrs       Diploma       8-12years       3       2.2717       0.3439         138       Male       35-45yrs       Degree       3-7years       2       1.0124       0.5079         139       Female       55-65yrs       Other       3 Years       2       42.0047       0.5079  | 136 | Female | 35-45yrs                                | Other           | 3 Years   | 2   | 7.2992  | 0.5079 |
| 138         Male         35-45yrs         Bachelor's<br>Degree         3-7years         2         1.0124         0.5079           139         Female         55-65yrs         Other         3 Years         2         42.0047         0.5079  | 137 | Male   | 45-55yrs                                | Diploma         | 8-12years | 3   | 2.2717  | 0.3439 |
| 138         Male         35-45yrs         Degree         3-7years         2         1.0124         0.5079           139         Female         55-65yrs         Other         3 Years         2         42.0047         0.5079  |     |        |   | Bachelor's      | <b>,</b>  | _   |         |        |
| 139         Female         55-65yrs         Other         Less Than<br>3 Years         2         42.0047         0.5079   | 138 | Male   | 35-45yrs                                | Degree          | 3-7years  | 2   | 1.0124  | 0.5079 |
| 139         Female         55-65yrs         Other         3 Years         2         42.0047         0.5079  |     |        |   |                 | Less Than |     |         |        |
|   | 139 | Female | 55-65yrs                                | Other           | 3 Years   | 2   | 42.0047 | 0.5079 |
| 140 Male 45-55yrs Diploma 3-7years 12 7.634 0.0979  | 140 | Male   | 45-55vrs                                | Diploma         | 3-7vears  | 12  | 7.634   | 0.0979 |

| SNO | GEN    | AGE      | EDU             | PNSE      | NOS | EQRN    | NPV    |
|-----|--------|----------|-----------------|-----------|-----|---------|--------|
|     |        | 65 And   | Bachelor's      | Over      |     |         |        |
| 141 | Male   | Above    | Degree          | 13years   | 1   | 0.5443  | 1      |
|     |        |          |                 | Less Than |     |         |        |
| 142 | Male   | 25-35yrs | Other           | 3 Years   | 1   | 0       | 1      |
|     |        |          |                 | Less Than |     |         |        |
| 143 | Male   | 25-35yrs | Diploma         | 3 Years   | 4   | 7.5309  | 0.2619 |
| 144 | Male   | 0        | Master's Degree | 3-7years  | 2   | 2.8386  | 0.5079 |
|     |        |          | Bachelor's      |           |     |         |        |
| 145 | Female | 35-45yrs | Degree          | 3-7years  | 6   | 3.2508  | 0.1799 |
|     |        |          |                 | Less Than |     |         |        |
| 146 | Female | 25-35yrs | Diploma         | 3 Years   | 1   | 1.0713  | 1      |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 147 | Female | 25-35yrs | Degree          | 3 Years   | 1   | -0.475  | 1      |
|     |        |          | Bachelor's      |           |     |         |        |
| 148 | Male   | 25-35yrs | Degree          | 3-7years  | 2   | 2.6886  | 0.5079 |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 149 | Male   | 25-35yrs | Degree          | 3 Years   | 2   | 2.9913  | 0.5079 |
|     |        |          |                 | Over      |     |         |        |
| 150 | Male   | 55-65yrs | Diploma         | 13years   | 11  | 8.1643  | 0.1053 |
|     |        |          |                 | Less Than |     |         |        |
| 151 | Female | 25-35yrs | Master's Degree | 3 Years   | 2   | 2.9144  | 0.5079 |
| 152 | Male   | 35-45yrs | Master's Degree | 3-7years  | 8   | -2.638  | 0.1389 |
|     |        | •        | Bachelor's      |           |     |         |        |
| 153 | Female | 25-35yrs | Degree          | 3-7years  | 5   | 0.6381  | 0.2127 |
|     |        | •        | Bachelor's      | Less Than |     |         |        |
| 154 | Male   | 25-35yrs | Degree          | 3 Years   | 3   | 5.5487  | 0.3439 |
|     |        |          | Bachelor's      |           |     |         |        |
| 155 | Male   | 25-35yrs | Degree          | 3-7years  | 3   | 5.7286  | 0.3439 |
|     |        |          | Bachelor's      |           |     |         |        |
| 156 | Male   | 35-45yrs | Degree          | 3-7years  | 4   | -2.0002 | 0.2619 |
|     |        |          | Bachelor's      |           |     |         |        |
| 157 | Male   | 45-55yrs | Degree          | 8-12years | 7   | 1.6367  | 0.1565 |
|     |        |          | Bachelor's      |           |     |         |        |
| 158 | Male   | 35-45yrs | Degree          | 3-7years  | 6   | 4.9063  | 0.1799 |
| 159 | Female | 35-45yrs | Master's Degree | 3-7years  | 4   | 1.7441  | 0.2619 |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 160 | Male   | 25-35yrs | Degree          | 3 Years   | 2   | 15.5589 | 0.5079 |
|     |        |          | Bachelor's      |           |     |         |        |
| 161 | Female | 25-35yrs | Degree          | 3-7years  | 2   | 2.9913  | 0.5079 |
| 162 | Male   | 35-45yrs | Master's Degree | 3-7years  | 5   | 3.0791  | 0.2127 |
|     |        | -        | Bachelor's      |           |     |         |        |
| 163 | Female | 25-35yrs | Degree          | 3-7years  | 4   | 0.7265  | 0.2619 |
|     |        | -        | Bachelor's      |           |     |         |        |
| 164 | Male   | 25-35yrs | Degree          | 3-7years  | 6   | 1.644   | 0.1799 |
|     |        |          | Bachelor's      |           |     |         |        |
| 165 | Male   | 25-35yrs | Degree          | 3-7years  | 3   | 1.3951  | 0.3439 |
| 166 | Male   | 35-45yrs | Master's Degree | 8-12years | 2   | -0.1867 | 0.5079 |

| SNO | GEN        | AGE                  | EDU                  | EDU PNSE        |    | EQRN    | NPV     |
|-----|------------|----------------------|----------------------|-----------------|----|---------|---------|
|     |            | 65 And               |                      | Less Than       |    |         |         |
| 167 | Female     | Above                | Other                | 3 Years         | 1  | 1.0713  | 1       |
|     |            |                      |                      | Over            |    |         |         |
| 168 | Male       | 55-65yrs             | Other                | 13years         | 7  | 2.9966  | 0.1565  |
| 169 | Female     | 35-45yrs             | Master's Degree      | 3-7years        | 3  | 7.7795  | 0.3439  |
| 170 | Male       | 35-45yrs             | Master's Degree      | 8-12years       | 3  | -0.0855 | 0.3439  |
|     |            |                      | Bachelor's           |                 |    |         |         |
| 171 | Male       | 35-45yrs             | Degree               | 3-7years        | 6  | 6.1495  | 0.1799  |
| 172 | Female     | 35-45yrs             | Other                | 3-7years        | 2  | 5.2794  | 0.5079  |
|     |            |                      |                      | Less Than       |    |         |         |
| 173 | Female     | 25-35yrs             | Secondary            | 3 Years         | 1  | 1.0713  | 1       |
|     |            |                      |                      | Less Than       |    |         |         |
| 174 | Female     | 25-35yrs             | Other                | 3 Years         | 2  | 4.5028  | 0.5079  |
| 175 | Male       | 45-55yrs             | Other                | 3-7years        | 2  | 0.5281  | 0.5079  |
|     |            |                      |                      | Less Than       |    |         |         |
| 176 | Male       | 35-45yrs             | Other                | 3 Years         | 2  | 2.9721  | 0.5079  |
| 177 | Male       | 55-65yrs             | Other                | 3-7years        | 2  | 0.7061  | 0.5079  |
|     |            |                      | Bachelor's           | Less Than       |    |         |         |
| 178 | Male       | 35-45yrs             | Degree               | 3 Years         | 2  | -0.5191 | 0.5079  |
| 179 | Female     | 45-55yrs             | Diploma              | 8-12years       | 8  | 3.538   | 0.1389  |
|     |            |                      |                      | Less Than       |    |         |         |
| 180 | Male       | 35-45yrs             | Other                | 3 Years         | 2  | 2.4339  | 0.5079  |
|     |            |                      |                      | Less Than       |    |         |         |
| 181 | Male       | 25-35yrs             | Diploma              | 3 Years         | 1  | 1.0713  | 1       |
| 100 |            |                      | Bachelor's           |                 |    |         |         |
| 182 | Male       | 35-45yrs             | Degree               | 3-7years        | 4  | 6.0069  | 0.2619  |
| 102 | <b>Г</b> 1 | 65 And               | 0.1                  | Less Than       | 1  | 1.0712  | 1       |
| 183 | Female     | Above                | Other                | 3 Years         | 1  | 1.0/13  | 1       |
| 184 | Male       | 45-55yrs             | Other                | 8-12years       | 1  | 0.9344  | 1       |
| 105 | M.1.       | 25.25                | Bachelor's           | Less Than       | 2  | 2 2022  | 0.2420  |
| 185 | Male       | 25-35yrs             | Degree               | 3 Years         | 3  | 3.2932  | 0.3439  |
| 186 | Mala       | 15 55 yrs            | Master's Degree      | Over<br>13voors | 4  | 7 2242  | 0.2610  |
| 100 | Male       | 45-55y18             | Master's Degree      | 1 Syears        | 4  | 1.2242  | 0.2019  |
| 18/ | Male       | 35-45yrs             | Master's Degree      | 8-12years       | 5  | 1.4515  | 0.2127  |
| 188 | Male       | 55-65yrs             | Diploma              | 8-12years       | 2  | 3.3257  | 0.5079  |
| 189 | Male       | 35-45yrs             | Secondary            | 3-7years        | 1  | 1.0713  | 1       |
| 100 | <b>Г</b> 1 | 65 And               | 0.1                  | Over            | 1  | 4 10 47 | 1       |
| 190 | Female     | Above                | Other                | 13years         | 1  | -4.1947 | 1       |
| 101 | Esmale     | 25 45-100            | Bachelor's           | 2 7-10 0.00     | 5  | 5 2150  | 0.0107  |
| 191 | Female     | 33-43yrs             | Degree<br>Dechalaria | 3-7years        | 5  | 5.5159  | 0.2127  |
| 102 | Mala       | 35 15 mg             | Dagraa               | 8 12 years      | 0  | 5 7627  | 0 1252  |
| 192 | whate      | 55-45y18             | Bachelor's           | 0-12yEdls       | 7  | 5.7057  | 0.1232  |
| 103 | Male       | 35-15vrs             | Degree               | 8-12vears       | 10 | 5 68/17 | 0 11/13 |
| 175 | maic       | 55 <del>-</del> 5918 |                      | Over            | 10 | 5.0047  | 0.1143  |
| 194 | Male       | 45-55vrs             | Master's Degree      | 13years         | 12 | 6.2592  | 0.0979  |
| 105 | Female     | 45-55 Vrs            | Dinloma              | 8-12vears       | 12 | 0.0003  | 0.2610  |
| 175 | 1 cmale    | +J-JJ y13            |                      | 0-12years       | 7  | 0.7703  | 0.2017  |

| SNO | GEN        | AGE                   | EDU                     | PNSE      | NOS | EQRN      | NPV     |
|-----|------------|-----------------------|-------------------------|-----------|-----|-----------|---------|
| 196 | Female     | 45-55yrs              | Diploma                 | 8-12years | 11  | 3.0334    | 0.1053  |
| 197 | Female     | 35-45yrs              | Diploma                 | 3-7years  | 4   | 8.1195    | 0.2619  |
| 198 | Male       | 35-45yrs              | Diploma                 | 8-12years | 7   | -2.6356   | 0.1565  |
|     |            |                       | •                       | Over      |     |           |         |
| 199 | Female     | 55-65yrs              | Other                   | 13years   | 3   | 2.8879    | 0.3439  |
|     |            |                       | Bachelor's              |           |     |           |         |
| 200 | Male       | 25-35yrs              | Degree                  | 3-7years  | 4   | 3.1171    | 0.2619  |
|     |            |                       | Bachelor's              | Less Than |     |           |         |
| 201 | Male       | 25-35yrs              | Degree                  | 3 Years   | 5   | 1.1886    | 0.2127  |
|     |            |                       | Bachelor's              | Less Than |     | 0.004     | 0 10 50 |
| 202 | Male       | 25-35yrs              | Degree                  | 3 Years   | 11  | 9.084     | 0.1053  |
| 203 | Male       | 45-55yrs              | Master's Degree         | 8-12years | 5   | 3.782     | 0.2127  |
| 201 | <b>F</b> 1 | 25.45                 | Bachelor's              | 2.5       |     | 0.07.44   |         |
| 204 | Female     | 35-45yrs              | Degree                  | 3-7years  | 2   | -2.2766   | 0.5079  |
| 205 | N / 1      | 25.45                 | D' 1                    | Less Than | 2   | 0 7750    | 0.5070  |
| 205 | Male       | 35-45yrs              | Diploma                 | 3 Years   | 2   | 0.7756    | 0.5079  |
| 200 | M-1-       | 25.25                 | Bachelor's              | Less Than | 1   | 2 7202    | 1       |
| 206 | Male       | 25-35yrs              | Degree                  | 3 Years   | 1   | -2.7202   | 1       |
| 207 | Famala     | 25.25.                | Bachelor's              | 2 7.0000  | 1   | 2 7257    | 1       |
| 207 | Female     | 25-55yrs              | Degree                  | 3-/years  | 1   | -2.1251   | 1       |
| 208 | Mala       | 25 25xmg              | Dagraa                  | 2 Voore   | 2   | 2 1868    | 0 5070  |
| 208 | Male       | 25-35y18              | Degree                  |           | 2   | 2.4000    | 0.3079  |
| 209 | Male       | 25-35yrs              | Other                   | 3-/years  | 3   | 10.7223   | 0.3439  |
| 210 | Famala     | 25 15.000             | Dinlomo                 | Less Than | 1   | 2 5 1 7 1 | 0.2610  |
| 210 | гешае      | 55-45y18              | Dipioilla<br>Decholor's | J reals   | 4   | 5.5171    | 0.2019  |
| 211 | Mala       | 25 25xmg              | Dagraa                  | 2 Voore   | 2   | 28168     | 0 3/30  |
| 211 | Mala       | 25-35y18              | Degree                  |           | 1   | 1.062     | 0.5459  |
| 212 | Famela     | 23-35yrs              | Dipiona                 | 3-7 years | 1   | 1.002     | 1       |
| 213 | Female     | 0                     | Other<br>Dechalor's     | 3-/years  | 2   | -2.3978   | 0.5079  |
| 214 | Mala       | 25.2510               | Degree                  | 2 Vooro   | 1   | 0 5 4 4 2 | 1       |
| 214 | wate       | 23-33y18              | Degree<br>Deglee        | J reals   | 1   | 0.3443    | 1       |
| 215 | Mala       | 25 35 yrs             | Degree                  | 2 Vears   | 3   | 1 2664    | 0 3/30  |
| 215 | Iviale     | 25-55y18              | Degree                  | J I cars  | 5   | 1.2004    | 0.5457  |
| 216 | Male       | 0                     | Diploma                 | 3 Years   | 2   | -0 4783   | 0 5079  |
| 210 | Female     | 35_15yrs              | Diploma                 | 3-7vears  | 1   | -2 7202   | 1       |
| 217 | Temate     | 55-45y18              | Bachelor's              | J-7ycars  | 1   | -2.7202   | 1       |
| 218 | Male       | 35-45vrs              | Degree                  | 3-7vears  | 2   | 1 8193    | 0 5079  |
| 210 | Male       | 35-45yrs              | Other                   | 3-7years  | 1   | -2 6211   | 1       |
| 217 | Iviale     | 55-45y18              | Bachelor's              | J-7ycars  | 1   | -2.0211   | 1       |
| 220 | Male       | 25-35vrs              | Degree                  | 3 Years   | 3   | 1 3942    | 0 3439  |
| 220 | Whate      | 25 55 yis             | Bachelor's              | 5 10415   | 5   | 1.3712    | 0.5157  |
| 221 | Female     | 35-45vrs              | Degree                  | 3-7vears  | 4   | 1.3656    | 0.2619  |
| 222 | Male       | 45-55vrs              | Other                   | 3-7vears  | 2   | -19 191   | 0.5079  |
| 222 | Female     | 35_15 Vrs             | Master's Degree         | 3-7vears  | 1   | 0 580     | 1       |
| 223 | Temale     | 55- <del>4</del> 5918 | Bachelor's              | J-1years  | 1   | 0.309     | 1       |
| 224 | Male       | 35-45 vrs             | Degree                  | 3-7vears  | 2   | -2 1726   | 0 5079  |
|     | maic       | 55 <del>-</del> 5915  | Degree                  | Jycars    | -   | 2.1720    | 0.5077  |

| SNO   | GEN        | AGE      | EDU             | PNSE      | NOS | EQRN    | NPV    |
|-------|------------|----------|-----------------|-----------|-----|---------|--------|
|       |            |          |                 | Less Than |     |         |        |
| 225   | Male       | 25-35yrs | Diploma         | 3 Years   | 2   | -0.5839 | 0.5079 |
|       |            |          |                 | Less Than |     |         |        |
| 226   | Male       | 35-45yrs | Diploma         | 3 Years   | 2   | -1.0481 | 0.5079 |
|       |            |          | Bachelor's      |           |     |         |        |
| 227   | Male       | 35-45yrs | Degree          | 3-7years  | 4   | 3.946   | 0.2619 |
|       |            | 25.45    |                 | Less Than |     | 1       |        |
| 228   | Male       | 35-45yrs | Other           | 3 Years   | 2   | 1.2651  | 0.5079 |
| 229   | Male       | 45-55yrs | Master's Degree | 3-7years  | 5   | 1.2611  | 0.2127 |
| 220   | <b>F</b> 1 |          | Bachelor's      | 0.12      |     | 0.0     | 0.0(10 |
| 230   | Female     | 55-65yrs | Degree          | 8-12years | 4   | 0.8     | 0.2619 |
| 021   | <b>F</b> 1 | 25.25    | Bachelor's      | 2.7       | 2   | 7 7200  | 0.2420 |
| 231   | Female     | 25-35yrs | Degree          | 3-7years  | 3   | 1.7208  | 0.3439 |
| 232   | Male       | 25-35yrs | Other           | 3-7years  | 3   | 15.3768 | 0.3439 |
| 000   | <b>F</b> 1 | 25.45    | Bachelor's      | 0.12      | 2   | 4 1550  | 0.2420 |
| 233   | Female     | 35-45yrs | Degree          | 8-12years | 3   | 4.1558  | 0.3439 |
| 234   | Female     | 25-35yrs | Diploma         | 8-12years | 2   | 1.3338  | 0.5079 |
| 235   | Male       | 35-45yrs | Diploma         | 3-7years  | 4   | 4.6292  | 0.2619 |
| 236   | Male       | 35-45yrs | Master's Degree | 3-7years  | 4   | 10.7384 | 0.2619 |
|       |            |          | Bachelor's      |           |     |         |        |
| 237   | Female     | 55-65yrs | Degree          | 3-7years  | 4   | -0.5561 | 0.2619 |
|       |            |          | Bachelor's      |           |     |         |        |
| 238   | Male       | 25-35yrs | Degree          | 3-7years  | 3   | 2.381   | 0.3439 |
| 220   | 201        | 25.45    | D' 1            | Less Than |     | 1 5517  | 0.0400 |
| 239   | Male       | 35-45yrs | Diploma         | 3 Years   | 3   | 1.5517  | 0.3439 |
| 240   | M-1-       | 25 45    | Bachelor's      | 2 7       | 1   | 2 2124  | 0.2610 |
| 240   | Male       | 35-45yrs | Degree          | 3-7years  | 4   | 3.2124  | 0.2619 |
| 241   | Male       | 0        | Master's Degree | 3-/years  | 5   | 3.0212  | 0.2127 |
| 242   | Male       | 35-45yrs | Diploma         | 8-12years | 4   | 2.2501  | 0.2619 |
| 243   | Female     | 35-45yrs | Diploma         | 8-12years | 4   | 2.9812  | 0.2619 |
| 244   | Female     | 25-35yrs | Other           | 3-7years  | 2   | -1.0927 | 0.5079 |
| 245   | Male       | 35-45yrs | Master's Degree | 8-12years | 3   | 1.0719  | 0.3439 |
| 246   | Female     | 35-45yrs | Master's Degree | 8-12years | 3   | 11.8036 | 0.3439 |
|       |            |          | Bachelor's      |           |     |         |        |
| 247   | Female     | 25-35yrs | Degree          | 3-7years  | 3   | 0.7089  | 0.3439 |
|       |            |          |                 | Less Than |     |         |        |
| 248   | Female     | 25-35yrs | Diploma         | 3 Years   | 3   | 1.905   | 0.3439 |
|       |            |          | Bachelor's      | Less Than |     |         |        |
| 249   | Male       | 25-35yrs | Degree          | 3 Years   | 2   | 0.5098  | 0.5079 |
|       |            |          | ~ .             | Less Than |     |         |        |
| 250   | Female     | 35-45yrs | Secondary       | 3 Years   | 1   | -2.2876 | 1      |
| 0.5.1 |            |          | Bachelor's      |           | -   |         |        |
| 251   | Female     |          | Degree          | 3-7years  | 1   | 0       | 1      |
| 252   | N 4 1      | 25.45    | D' 1            | Less Than | -   |         | 1      |
| 252   | Male       | 35-45yrs | Diploma         | 3 Years   |     | 0       |        |
| 253   | Female     | 35-45yrs | Diploma         | 3-7years  | 3   | 3.1073  | 0.3439 |
| 254   | Male       | 35-45yrs | Diploma         | 8-12years | 2   | 3.5881  | 0.5079 |

| SNO | GEN    | AGE      | EDU             | PNSE      | NOS | EQRN    | NPV    |
|-----|--------|----------|-----------------|-----------|-----|---------|--------|
| 255 | Male   | 25-35yrs | Other           | 8-12years | 3   | 2.3573  | 0.3439 |
|     |        | -        | Bachelor's      |           |     |         |        |
| 256 | Female | 35-45yrs | Degree          | 8-12years | 4   | 2.1633  | 0.2619 |
| 257 | Male   | 35-45yrs | Diploma         | 8-12years | 3   | 0.848   | 0.3439 |
|     |        |          | Bachelor's      |           |     |         |        |
| 258 | Female | 25-35yrs | Degree          | 3-7years  | 1   | -2.1952 | 1      |
|     |        |          | Bachelor's      |           |     |         |        |
| 259 | Female | 35-45yrs | Degree          | 3-7years  | 2   | 20.7733 | 0.5079 |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 260 | Male   | 35-45yrs | Degree          | 3 Years   | 3   | 12.1492 | 0.3439 |
| 261 | Male   | 35-45yrs | Master's Degree | 3-7years  | 3   | 3.0942  | 0.3439 |
|     |        |          |                 | Less Than |     |         |        |
| 262 | Male   | 25-35yrs | Diploma         | 3 Years   | 3   | 2.9407  | 0.3439 |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 263 | Male   | 25-35yrs | Degree          | 3 Years   | 1   | 0.5443  | 1      |
|     |        |          | Bachelor's      | Over      |     |         |        |
| 264 | Female | 55-65yrs | Degree          | 13years   | 1   | 1.1418  | 1      |
| 265 | Female | 35-45yrs | Diploma         | 8-12years | 2   | -2.2766 | 0.5079 |
|     |        |          |                 | Less Than |     |         |        |
| 266 | Female | 25-35yrs | Other           | 3 Years   | 1   | -4.5244 | 1      |
|     |        |          |                 | Less Than |     |         |        |
| 267 | Male   | 25-35yrs | Diploma         | 3 Years   | 1   | 0.9959  | 1      |
| 268 | Male   | 35-45yrs | Diploma         | 8-12years | 1   | 1.0124  | 1      |
|     |        |          | Bachelor's      | Less Than |     |         |        |
| 269 | Female | 45-55yrs | Degree          | 3 Years   | 1   | -2.3978 | 1      |
| 270 | Male   | 25-35yrs | Other           | 3-7years  | 1   | -2.1952 | 1      |
|     |        |          |                 | Less Than |     |         |        |
| 271 | Female | 25-35yrs | Other           | 3 Years   | 2   | 0.8244  | 0.5079 |

|                                    | MPS        | MPS        |      |
|------------------------------------|------------|------------|------|
| LISTED FIRMS                       | 03/01/2017 | 29/12/2017 | DVP  |
| Eaagads Ltd                        | 27.75      | 22.75      | 0    |
| Kakuzi Ltd                         | 280        | 329        | 7    |
| Kapchorua Tea Co. Ltd              | 80         | 65.5       | 3    |
| The Limuru Tea Co. Ltd             | 530        | 500        | 0    |
| Sasini Ltd Ord                     | 19.9       | 29.5       | 1    |
| Williamson Tea Kenya Ltd           | 178        | 159        | 10   |
| Car & General (K) Ltd              | 27         | 21         | 0.6  |
| Barclays Bank Of Kenya Ltd         | 8.7        | 9.6        | 0.8  |
| The Co-Operative Bank Of Kenya Ltd | 13         | 15.95      | 0.8  |
| Diamond Trust Bank Kenya Ltd       | 118        | 192        | 2.6  |
| Equity Bank Ltd Ord                | 30         | 39.75      | 2    |
| Housing Finance Co. Kenya Ltd      | 13.65      | 10.4       | 0.5  |
| I & M Holdings Ltd                 | 88         | 127        | 3.5  |
| Kenya Commercial Bank Ltd          | 29         | 42.75      | 3    |
| National Bank Of Kenya Ltd         | 7.5        | 9.35       | 0    |
| Nic Bank Ltd                       | 25.25      | 33.75      | 1    |
| Stanbic Holdings                   | 70.5       | 81         | 1.77 |
| Standard Chartered Bank Kenya Ltd  | 188        | 208        | 14   |
| Deacons (Aims)                     | 6.05       | 3.5        | 0    |
| Eveready East Africa Ltd           | 2.35       | 2.4        | 1    |
| Express Kenya Ltd                  | 3.55       | 3.75       | 0    |
| Kenya Airways Ltd                  | 5.8        | 17.15      | 0    |
| Longhorn Kenya Ltd(aims)           | 4.8        | 5.35       | 0.29 |
| Nairobi Business Ventures Ltd      | 7.9        | 3.35       | 0    |
| Nation Media Group Ltd             | 93         | 116        | 7.5  |
| Sameer Africa Ltd                  | 2.8        | 2.8        | 0    |
| Standard Group Ltd                 | 18         | 37         | 0    |
| TPS East Africa (Serena) Ltd       | 20.5       | 32.5       | 0.35 |
| Uchumi Supermarket Ltd             | 3.75       | 4.6        | 0    |
| Scangroup Ltd                      | 17.65      | 19         | 0.5  |
| Athi River Mining                  | 23.5       | 13         | 0    |
| Bamburi Cement Ltd                 | 160        | 180        | 6    |
| Crown Berger Kenva Ltd             | 42         | 80         | 0.6  |
| E.A Cables Ltd                     | 5.95       | 5.45       | 0    |
| E.A Portland Cement Co. Ltd        | 23.5       | 27         | 0    |
| KenolKobil Ltd                     | 14.95      | 14         | 0.3  |
| KenGen Co. Ltd                     | 5.75       | 8.55       | 0    |
| Kenva Power & Lighting Co. Ltd     | 8          | 9.1        | 0.5  |
| Total Kenya Ltd                    | 17.05      | 23.5       | 1.06 |

# **APPENDIX IV: Secondary Data Collection Sheet**

|                                     | MPS        | MPS        |       |
|-------------------------------------|------------|------------|-------|
| LISTED FIRMS                        | 03/01/2017 | 29/12/2017 | DVP   |
| Umeme Ltd                           | 13         | 13.4       | 7.8   |
| Britam Holdings PLC                 | 12.6       | 13.35      | 0.3   |
| CIC Insurance Group Ltd             | 3.95       | 5.6        | 0.105 |
| Jubilee Holdings Ltd                | 490        | 499        | 7.5   |
| Kenya Re Insurance Corporation Ltd  | 22.5       | 18.1       | 0.8   |
| Liberty Holdings Ltd                | 13.45      | 12.2       | 0     |
| Sanlam Kenya PLC                    | 27.75      | 27.75      | 0     |
| Centum Investment Co Ltd            | 37.75      | 43.75      | 1.2   |
| Home Afrika Ltd                     | 1.2        | 1.35       | 0     |
| Kurwitu Ventures                    | 1500       | 1500       | 0     |
| Olympia Capital Holdings Ltd        | 2.85       | 3.5        | 0     |
| Trans-Century Ltd                   | 7.35       | 6          | 0     |
| Nairobi Securities Exchange         | 14.6       | 19.7       | 0.27  |
| B.O.C Kenya Ltd                     | 83         | 107        | 3     |
| British American Tobacco Kenya Ltd  | 909        | 760        | 39.5  |
| Carbacid Investments Ltd            | 13         | 12.1       | 0.7   |
| East African Breweries Ltd          | 240        | 238        | 5.5   |
| Flame Tree Group Holdings Ltd 0.825 | 4.8        | 4.55       | 0     |
| Kenya Orchards Ltd                  | 95         | 97         | 0     |
| Mumias Sugar Co. Ltd                | 1.25       | 1.1        | 0     |
| Unga Group Ltd                      | 34.5       | 29         | 1     |
| Safaricom Ltd                       | 19         | 26.75      | 0.97  |
| Stanlib Fahari I Reits              | 11.95      | 10.7       | 0.5   |
| Barclays Newgold Eft                | 0          | 1265       | 0     |

| Respondents | NPV    | Total<br>Returns | 364-day<br>Treasury<br>Bill Rate | Std Deviation | Equity<br>Returns |
|-------------|--------|------------------|----------------------------------|---------------|-------------------|
| 1           | 0.5079 | 0.475            | 11.128%                          | 0.2181        | 1.6679            |
| 2           | 1.0000 | 0.00             | 11.128%                          | 0.0000        | 0.0000            |
| 3           | 0.2619 | 1.4424           | 11.128%                          | 0.1752        | 7.5996            |
| 4           | 0.0815 | 4.7575           | 11.128%                          | 0.5106        | 9.1003            |
| 5           | 0.5079 | 0.5422           | 11.128%                          | 0.2656        | 1.6225            |
| 6           | 1.0000 | 0.4443           | 11.128%                          | 0.3142        | 1.0600            |
| 7           | 1.0000 | 0.3917           | 11.128%                          | 0.2770        | 1.0124            |
| 8           | 1.0000 | -0.1438          | 11.128%                          | 0.1016        | -2.5090           |
| 9           | 1.0000 | 0.1625           | 11.128%                          | 0.1149        | 0.4458            |
| 10          | 1.0000 | 0.4589           | 11.128%                          | 0.3245        | 1.0713            |
| 11          | 0.5079 | 0.7474           | 11.128%                          | 0.1205        | 5.2794            |
| 12          | 1.0000 | 0.4589           | 11.128%                          | 0.3245        | 1.0713            |
| 13          | 0.3439 | 1.0948           | 11.128%                          | 0.1876        | 5.2422            |
| 14          | 0.5079 | 0.1907           | 11.128%                          | 0.1348        | 0.5890            |
| 15          | 0.5079 | 0.6496           | 11.128%                          | 0.1896        | 2.8386            |
| 16          | 0.5079 | 2.6061           | 11.128%                          | 0.9247        | 2.6980            |
| 17          | 0.1565 | 1.1372           | 11.128%                          | 0.2885        | 3.5560            |
| 18          | 0.5079 | 0.9459           | 11.128%                          | 0.0199        | 42.0047           |
| 19          | 1.0000 | 0.4589           | 11.128%                          | 0.3245        | 1.0713            |
| 20          | 0.5079 | 0.6829           | 11.128%                          | 0.4352        | 1.3134            |
| 21          | 1.0000 | 0.2885           | 11.128%                          | 0.2040        | 0.8687            |
| 22          | 0.5079 | 0.6496           | 11.128%                          | 0.1896        | 2.8386            |
| 23          | 0.2619 | 1.4975           | 11.128%                          | 0.1805        | 7.6797            |
| 24          | 1.0000 | 0.1907           | 11.128%                          | 0.1348        | 0.5890            |
| 25          | 0.1389 | 1.8568           | 11.128%                          | 0.2027        | 8.6118            |
| 26          | 1.0000 | 0.4589           | 11.128%                          | 0.3245        | 1.0713            |
| 27          | 1.0000 | -0.5759          | 11.128%                          | 0.4072        | -1.6875           |
| 28          | 1.0000 | 0.4589           | 11.128%                          | 0.3245        | 1.0713            |
| 29          | 0.2127 | 1.10295          | 11.128%                          | 0.3060        | 3.2407            |
| 30          | 0.2127 | 1.1492           | 11.128%                          | 0.2113        | 4.9122            |
| 31          | 0.1389 | 2.33365          | 11.128%                          | 0.3905        | 5.6915            |
| 32          | 0.1143 | 2.73845          | 11.128%                          | 0.6823        | 3.8503            |
| 33          | 0.1389 | 1.8238           | 11.128%                          | 0.2413        | 7.0963            |
| 34          | 0.1799 | 1.3576           | 11.128%                          | 0.3791        | 3.2874            |
| 35          | 0.1389 | 1.7034           | 11.128%                          | 0.1911        | 8.3297            |
| 36          | 0.1252 | 4.2846           | 11.128%                          | 0.2633        | 15.8509           |
| 37          | 0.0705 | 5.5004           | 11.128%                          | 0.4857        | 11.0959           |
| 38          | 0.1389 | 1.26305          | 11.128%                          | 0.3453        | 3.3351            |

# **APPENDIX V: Data for the Calculation of Equity Returns**

|             |        | Tatal   | 364-day   |               | E                 |
|-------------|--------|---------|-----------|---------------|-------------------|
| Respondents | NPV    | Returns | Rill Rate | Std Deviation | Equity<br>Returns |
| 39          | 0 2619 | 1 2319  | 11 128%   | 0 2601        | 4 3080            |
| 40          | 0.5079 | 0.6829  | 11.128%   | 0.4352        | 1 3134            |
| 40          | 0.1799 | 0.56075 | 11.128%   | 0.1552        | 1 7445            |
| 42          | 0.0979 | 5 1229  | 11.128%   | 0.4990        | 10.0426           |
| 43          | 0.0862 | 5.5588  | 11.128%   | 0.5570        | 9.7804            |
| 44          | 0.5079 | 0.6589  | 11.128%   | 0.1831        | 2.9913            |
| 45          | 1.0000 | -0.1438 | 11.128%   | 0.1016        | -2.5090           |
| 46          | 0.5079 | 0.48295 | 11.128%   | 0.3415        | 1.0884            |
| 47          | 0.3439 | 0.8822  | 11.128%   | 0.1183        | 6.5162            |
| 48          | 0.3439 | 1.0963  | 11.128%   | 0.1961        | 5.0218            |
| 49          | 1.0000 | -0.12   | 11.128%   | 0.0849        | -2.7257           |
| 50          | 0.5079 | 0.7197  | 11.128%   | 0.0450        | 13.5076           |
| 51          | 0.3439 | 0.38895 | 11.128%   | 0.3564        | 0.7792            |
| 52          | 1.0000 | 0.3762  | 11.128%   | 0.2660        | 0.9959            |
| 53          | 0.2127 | 1.4276  | 11.128%   | 0.2224        | 5.9182            |
| 54          | 0.2619 | 0.8586  | 11.128%   | 0.2016        | 3.7064            |
| 55          | 1.0000 | 0.4589  | 11.128%   | 0.3245        | 1.0713            |
| 56          | 0.1389 | 0.61955 | 11.128%   | 0.3044        | 1.6697            |
| 57          | 0.2127 | 1.02362 | 11.128%   | 0.2498        | 3.6516            |
| 58          | 0.1389 | 2.0282  | 11.128%   | 0.2656        | 7.2172            |
| 59          | 0.1799 | 1.0793  | 11.128%   | 0.2469        | 3.9202            |
| 60          | 0.5079 | -0.0015 | 11.128%   | 0.2839        | -0.3972           |
| 61          | 0.5079 | 0.3389  | 11.128%   | 0.4093        | 0.5561            |
| 62          | 0.3439 | 0.8822  | 11.128%   | 0.1183        | 6.5162            |
| 63          | 0.3439 | 1.7194  | 11.128%   | 0.5247        | 3.0651            |
| 64          | 0.3439 | 0.02475 | 11.128%   | 0.2430        | -0.3561           |
| 65          | 0.3439 | 0.8121  | 11.128%   | 0.1636        | 4.2839            |
| 66          | 0.1565 | 2.2921  | 11.128%   | 0.7900        | 2.7604            |
| 67          | 0.1252 | 2.09725 | 11.128%   | 0.2692        | 7.3774            |
| 68          | 0.3439 | 0.0354  | 11.128%   | 0.1780        | -0.4263           |
| 69          | 0.5079 | 0.3285  | 11.128%   | 0.4167        | 0.5213            |
| 70          | 0.1252 | 1.4855  | 11.128%   | 0.2516        | 5.4613            |
| 71          | 0.3439 | 0.845   | 11.128%   | 0.1535        | 4.7797            |
| 72          | 0.0979 | 2.7118  | 11.128%   | 0.2725        | 9.5422            |
| 73          | 0.1799 | 1.59275 | 11.128%   | 0.2468        | 6.0023            |
| 74          | 0.1565 | -0.2158 | 11.128%   | 0.2746        | -1.1911           |
| 75          | 0.1565 | 2.2423  | 11.128%   | 0.2412        | 8.8365            |
| 76          | 0.3439 | 0.7833  | 11.128%   | 0.1609        | 4.1760            |
| 77          | 0.5079 | 0.3396  | 11.128%   | 0.0296        | 7.7247            |

|             |        |         | 364-day   |               |         |
|-------------|--------|---------|-----------|---------------|---------|
|             |        | Total   | Treasury  |               | Equity  |
| Respondents | NPV    | Returns | Bill Rate | Std Deviation | Returns |
| 78          | 0.3439 | 0.6128  | 11.128%   | 0.0196        | 25.6277 |
| 79          | 0.3439 | 2.4158  | 11.128%   | 1.0592        | 2.1756  |
| 80          | 0.5079 | 1.1362  | 11.128%   | 0.1147        | 8.9362  |
| 81          | 0.3439 | 0.0523  | 11.128%   | 0.0678        | -0.8702 |
| 82          | 0.1799 | 1.0113  | 11.128%   | 0.3608        | 2.4946  |
| 83          | 0.3439 | 0.7122  | 11.128%   | 0.3105        | 1.9355  |
| 84          | 0.5079 | 1.0219  | 11.128%   | 0.0943        | 9.6610  |
| 85          | 0.5079 | -0.2479 | 11.128%   | 0.6392        | -0.5620 |
| 86          | 0.5079 | 0.4374  | 11.128%   | 0.0396        | 8.2358  |
| 87          | 0.1053 | 2.37325 | 11.128%   | 0.3708        | 6.0998  |
| 88          | 0.5079 | 0.6777  | 11.128%   | 0.2095        | 2.7035  |
| 89          | 0.1565 | -0.1684 | 11.128%   | 0.2455        | -1.1390 |
| 90          | 0.3439 | 0.4926  | 11.128%   | 0.2558        | 1.4909  |
| 91          | 1.0000 | 1.9569  | 11.128%   | 1.3837        | 1.3338  |
| 92          | 0.3439 | 0.78185 | 11.128%   | 0.3645        | 1.8399  |
| 93          | 1.0000 | 0.1907  | 11.128%   | 0.1348        | 0.5890  |
| 94          | 1.0000 | 0.1907  | 11.128%   | 0.1348        | 0.5890  |
| 95          | 1.0000 | 0.4589  | 11.128%   | 0.3245        | 1.0713  |
| 96          | 0.2127 | 0.0865  | 11.128%   | 0.3791        | -0.0654 |
| 97          | 0.2619 | -0.0431 | 11.128%   | 0.0767        | -2.0115 |
| 98          | 0.5079 | 2.4158  | 11.128%   | 1.0592        | 2.1756  |
| 99          | 0.5079 | 0.6589  | 11.128%   | 0.1831        | 2.9913  |
| 100         | 0.5079 | 0.4926  | 11.128%   | 0.3007        | 1.2683  |
| 101         | 0.1565 | 0.7165  | 11.128%   | 0.2274        | 2.6616  |
| 102         | 0.1053 | 1.35617 | 11.128%   | 0.3861        | 3.2243  |
| 103         | 0.2127 | -927.61 | 11.128%   | 415.62        | -2.2321 |
| 104         | 1.0000 | 1.9569  | 11.128%   | 1.3837        | 1.3338  |
| 105         | 0.5079 | 0.6214  | 11.128%   | 0.2096        | 2.4339  |
| 106         | 0.2619 | 0.67865 | 11.128%   | 0.2399        | 2.3651  |
| 107         | 0.2619 | -0.2179 | 11.128%   | 0.0983        | -3.3491 |
| 108         | 0.2619 | -928.47 | 11.128%   | 464.59        | -1.9987 |
| 109         | 0.5079 | 0.3907  | 11.128%   | 0.0066        | 42.4903 |
| 110         | 0.2127 | 1.7479  | 11.128%   | 0.5362        | 3.0521  |
| 111         | 1.0000 | 0.4589  | 11.128%   | 0.3245        | 1.0713  |
| 112         | 0.1252 | 3.23465 | 11.128%   | 0.3990        | 7.8276  |
| 113         | 0.1565 | 0.89    | 11.128%   | 0.2609        | 2.9848  |
| 114         | 0.5079 | 0.6496  | 11.128%   | 0.1896        | 2.8386  |
| 115         | 0.2127 | 0.71172 | 11.128%   | 0.2953        | 2.0330  |
| 116         | 0.3439 | 2.6112  | 11.128%   | 0.9501        | 2.6312  |
|             |        |         | 364-day   |               |         |
|-------------|--------|---------|-----------|---------------|---------|
|             |        | Total   | Treasury  |               | Equity  |
| Respondents | NPV    | Returns | Bill Rate | Std Deviation | Returns |
| 117         | 1.0000 | 0.4589  | 11.128%   | 0.3245        | 1.0713  |
| 118         | 0.2619 | 2.8019  | 11.128%   | 0.8469        | 3.1769  |
| 119         | 0.1143 | 5.3332  | 11.128%   | 0.5831        | 8.9549  |
| 120         | 0.1252 | 3.34885 | 11.128%   | 0.3631        | 8.9177  |
| 121         | 0.1565 | 3.19405 | 11.128%   | 0.7740        | 3.9827  |
| 122         | 0.2619 | 0.4379  | 11.128%   | 0.1539        | 2.1224  |
| 123         | 0.5079 | 0.6496  | 11.128%   | 0.1896        | 2.8386  |
| 124         | 0.2619 | 0.8168  | 11.128%   | 0.1901        | 3.7118  |
| 125         | 1.0000 | 0.4589  | 11.128%   | 0.3245        | 1.0713  |
| 126         | 1.0000 | 0       | 11.128%   | 0.0000        | 0.0000  |
| 127         | 0.5079 | 0.1494  | 11.128%   | 0.1772        | 0.2151  |
| 128         | 0.3439 | 0.9151  | 11.128%   | 0.2361        | 3.4041  |
| 129         | 0.5079 | 0.4926  | 11.128%   | 0.3007        | 1.2683  |
| 130         | 0.2619 | 1.0963  | 11.128%   | 0.2430        | 4.0541  |
| 131         | 0.3439 | 0.9916  | 11.128%   | 0.2886        | 3.0501  |
| 132         | 0.1565 | 3.8012  | 11.128%   | 0.6359        | 5.8028  |
| 133         | 1.0000 | 0.4589  | 11.128%   | 0.3245        | 1.0713  |
| 134         | 1.0000 | 0.4589  | 11.128%   | 0.0000        | 0.0000  |
| 135         | 0.1565 | 3.1668  | 11.128%   | 0.7783        | 3.9261  |
| 136         | 0.5079 | 0.7869  | 11.128%   | 0.0926        | 7.2992  |
| 137         | 0.3439 | 0.7776  | 11.128%   | 0.2933        | 2.2717  |
| 138         | 0.5079 | 0.3917  | 11.128%   | 0.2770        | 1.0124  |
| 139         | 0.5079 | 0.9459  | 11.128%   | 0.0199        | 42.0047 |
| 140         | 0.0979 | 3.12082 | 11.128%   | 0.3942        | 7.6340  |
| 141         | 1.0000 | 0.1809  | 11.128%   | 0.1279        | 0.5443  |
| 142         | 1.0000 | 0.4589  | 11.128%   | 0.0000        | 0.0000  |
| 143         | 0.2619 | 1.1401  | 11.128%   | 0.1366        | 7.5309  |
| 144         | 0.5079 | 0.6496  | 11.128%   | 0.1896        | 2.8386  |
| 145         | 0.1799 | 0.90785 | 11.128%   | 0.2450        | 3.2508  |
| 146         | 1.0000 | 0.4589  | 11.128%   | 0.3245        | 1.0713  |
| 147         | 1.0000 | 0.0833  | 11.128%   | 0.0589        | -0.4750 |
| 148         | 0.5079 | 0.6398  | 11.128%   | 0.1966        | 2.6886  |
| 149         | 0.5079 | 0.6589  | 11.128%   | 0.1831        | 2.9913  |
| 150         | 0.1053 | 2.73855 | 11.128%   | 0.3218        | 8.1643  |
| 151         | 0.5079 | 0.6543  | 11.128%   | 0.1863        | 2.9144  |
| 152         | 0.1389 | -926.57 | 11.128%   | 351.28        | -2.6380 |
| 153         | 0.2127 | 0.22842 | 11.128%   | 0.1836        | 0.6381  |
| 154         | 0.3439 | 0.8963  | 11.128%   | 0.1415        | 5.5487  |
| 155         | 0.3439 | 1.2319  | 11.128%   | 0.1956        | 5.7286  |

|             |        | Total   | 364-day<br>Treasury |               | Equity  |
|-------------|--------|---------|---------------------|---------------|---------|
| Respondents | NPV    | Returns | Bill Rate           | Std Deviation | Returns |
| 156         | 0.2619 | -928.98 | 11.128%             | 464.50        | -2.0002 |
| 157         | 0.1565 | 0.6147  | 11.128%             | 0.3076        | 1.6367  |
| 158         | 0.1799 | 1.06585 | 11.128%             | 0.1946        | 4.9063  |
| 159         | 0.2619 | 1.0673  | 11.128%             | 0.5482        | 1.7441  |
| 160         | 0.5079 | 0.8506  | 11.128%             | 0.0475        | 15.5589 |
| 161         | 0.5079 | 0.6589  | 11.128%             | 0.1831        | 2.9913  |
| 162         | 0.2127 | 0.9324  | 11.128%             | 0.2667        | 3.0791  |
| 163         | 0.2619 | 0.2185  | 11.128%             | 0.1476        | 0.7265  |
| 164         | 0.1799 | 0.3151  | 11.128%             | 0.1240        | 1.6440  |
| 165         | 0.3439 | 0.5052  | 11.128%             | 0.2824        | 1.3951  |
| 166         | 0.5079 | 0.0702  | 11.128%             | 0.2201        | -0.1867 |
| 167         | 1.0000 | 0.4589  | 11.128%             | 0.3245        | 1.0713  |
| 168         | 0.1565 | 1.0739  | 11.128%             | 0.3212        | 2.9966  |
| 169         | 0.3439 | 0.9104  | 11.128%             | 0.1027        | 7.7795  |
| 170         | 0.3439 | 0.0867  | 11.128%             | 0.2876        | -0.0855 |
| 171         | 0.1799 | 2.0259  | 11.128%             | 0.3113        | 6.1495  |
| 172         | 0.5079 | 0.7474  | 11.128%             | 0.1205        | 5.2794  |
| 173         | 1.0000 | 0.4589  | 11.128%             | 0.3245        | 1.0713  |
| 174         | 0.5079 | 1.6332  | 11.128%             | 0.3380        | 4.5028  |
| 175         | 0.5079 | 0.2379  | 11.128%             | 0.2398        | 0.5281  |
| 176         | 0.5079 | 0.5667  | 11.128%             | 0.1532        | 2.9721  |
| 177         | 0.5079 | 0.3351  | 11.128%             | 0.3170        | 0.7061  |
| 178         | 0.5079 | -0.026  | 11.128%             | 0.2645        | -0.5191 |
| 179         | 0.1389 | 2.5816  | 11.128%             | 0.6982        | 3.5380  |
| 180         | 0.5079 | 0.6214  | 11.128%             | 0.2096        | 2.4339  |
| 181         | 1.0000 | 0.4589  | 11.128%             | 0.3245        | 1.0713  |
| 182         | 0.2619 | 1.9603  | 11.128%             | 0.3078        | 6.0069  |
| 183         | 1.0000 | 0.4589  | 11.128%             | 0.3245        | 1.0713  |
| 184         | 1.0000 | 0.328   | 11.128%             | 0.2319        | 0.9344  |
| 185         | 0.3439 | 1.6223  | 11.128%             | 0.4588        | 3.2932  |
| 186         | 0.2619 | 1.5986  | 11.128%             | 0.2059        | 7.2242  |
| 187         | 0.2127 | 1.46625 | 11.128%             | 0.9336        | 1.4513  |
| 188         | 0.5079 | 1.5145  | 11.128%             | 0.4219        | 3.3257  |
| 189         | 1.0000 | 0.4589  | 11.128%             | 0.3245        | 1.0713  |
| 190         | 1.0000 | -0.0566 | 11.128%             | 0.0400        | -4.1947 |
| 191         | 0.2127 | 1.3946  | 11.128%             | 0.2414        | 5.3159  |
| 192         | 0.1252 | 2.0853  | 11.128%             | 0.3425        | 5.7637  |
| 193         | 0.1143 | 1.80615 | 11.128%             | 0.2981        | 5.6847  |
| 194         | 0.0979 | 1.58742 | 11.128%             | 0.2358        | 6.2592  |

|             |        | Total   | 364-day<br>Treasury |               | Equity   |
|-------------|--------|---------|---------------------|---------------|----------|
| Respondents | NPV    | Returns | Bill Rate           | Std Deviation | Returns  |
| 195         | 0.2619 | 0.3975  | 11.128%             | 0.2890        | 0.9903   |
| 196         | 0.1053 | 2.02812 | 11.128%             | 0.6319        | 3.0334   |
| 197         | 0.2619 | 1.7576  | 11.128%             | 0.2028        | 8.1195   |
| 198         | 0.1565 | -925.85 | 11.128%             | 351.33        | -2.6356  |
| 199         | 0.3439 | 0.9941  | 11.128%             | 0.3057        | 2.8879   |
| 200         | 0.2619 | 0.9213  | 11.128%             | 0.2599        | 3.1171   |
| 201         | 0.2127 | 0.44292 | 11.128%             | 0.2790        | 1.1886   |
| 202         | 0.1053 | 5.3027  | 11.128%             | 0.5715        | 9.0840   |
| 203         | 0.2127 | 1.7514  | 11.128%             | 0.4337        | 3.7820   |
| 204         | 0.5079 | -0.1054 | 11.128%             | 0.0952        | -2.2766  |
| 205         | 0.5079 | 0.3839  | 11.128%             | 0.3515        | 0.7756   |
| 206         | 1.0000 | -0.1205 | 11.128%             | 0.0852        | -2.7202  |
| 207         | 1.0000 | -0.12   | 11.128%             | 0.0849        | -2.7257  |
| 208         | 0.5079 | 0.6068  | 11.128%             | 0.1993        | 2.4868   |
| 209         | 0.3439 | 1.0727  | 11.128%             | 0.0897        | 10.7223  |
| 210         | 0.2619 | 1.8297  | 11.128%             | 0.4886        | 3.5171   |
| 211         | 0.3439 | 1.5247  | 11.128%             | 0.4965        | 2.8468   |
| 212         | 1.0000 | 0.4468  | 11.128%             | 0.3159        | 1.0620   |
| 213         | 0.5079 | -0.16   | 11.128%             | 0.1131        | -2.3978  |
| 214         | 1.0000 | 0.1809  | 11.128%             | 0.1279        | 0.5443   |
| 215         | 0.3439 | 0.444   | 11.128%             | 0.2627        | 1.2664   |
| 216         | 0.5079 | -0.0097 | 11.128%             | 0.2529        | -0.4783  |
| 217         | 1.0000 | -0.1205 | 11.128%             | 0.0852        | -2.7202  |
| 218         | 0.5079 | 1.2365  | 11.128%             | 0.6185        | 1.8193   |
| 219         | 1.0000 | -0.1304 | 11.128%             | 0.0922        | -2.6211  |
| 220         | 0.3439 | 0.4717  | 11.128%             | 0.2585        | 1.3942   |
| 221         | 0.2619 | 0.5198  | 11.128%             | 0.2991        | 1.3656   |
| 222         | 0.5079 | -0.2904 | 11.128%             | 0.0209        | -19.1913 |
| 223         | 1.0000 | 0.1907  | 11.128%             | 0.1348        | 0.5890   |
| 224         | 0.5079 | -0.4974 | 11.128%             | 0.2802        | -2.1726  |
| 225         | 0.5079 | -0.039  | 11.128%             | 0.2574        | -0.5839  |
| 226         | 0.5079 | -0.0471 | 11.128%             | 0.1511        | -1.0481  |
| 227         | 0.2619 | 0.9847  | 11.128%             | 0.2213        | 3.9460   |
| 228         | 0.5079 | 1.0556  | 11.128%             | 0.7464        | 1.2651   |
| 229         | 0.2127 | 0.59005 | 11.128%             | 0.3796        | 1.2611   |
| 230         | 0.2619 | 0.409   | 11.128%             | 0.3722        | 0.8000   |
| 231         | 0.3439 | 1.9555  | 11.128%             | 0.2389        | 7.7208   |
| 232         | 0.3439 | 1.2247  | 11.128%             | 0.0724        | 15.3768  |
| 233         | 0.3439 | 1.1397  | 11.128%             | 0.2475        | 4.1558   |

|             |        |         | 364-day   |               |         |
|-------------|--------|---------|-----------|---------------|---------|
| -           |        | Total   | Treasury  |               | Equity  |
| Respondents | NPV    | Returns | Bill Rate | Std Deviation | Returns |
| 234         | 0.5079 | 1.9569  | 11.128%   | 1.3837        | 1.3338  |
| 235         | 0.2619 | 1.3347  | 11.128%   | 0.2643        | 4.6292  |
| 236         | 0.2619 | 3.0643  | 11.128%   | 0.2750        | 10.7384 |
| 237         | 0.2619 | 0.0236  | 11.128%   | 0.1577        | -0.5561 |
| 238         | 0.3439 | 1.3778  | 11.128%   | 0.5319        | 2.3810  |
| 239         | 0.3439 | 0.6058  | 11.128%   | 0.3187        | 1.5517  |
| 240         | 0.2619 | 1.04015 | 11.128%   | 0.2891        | 3.2124  |
| 241         | 0.2127 | 1.8658  | 11.128%   | 0.5807        | 3.0212  |
| 242         | 0.2619 | 1.2548  | 11.128%   | 0.5082        | 2.2501  |
| 243         | 0.2619 | 0.8785  | 11.128%   | 0.2574        | 2.9812  |
| 244         | 0.5079 | -0.0767 | 11.128%   | 0.1720        | -1.0927 |
| 245         | 0.3439 | 0.8484  | 11.128%   | 0.6877        | 1.0719  |
| 246         | 0.3439 | 0.6092  | 11.128%   | 0.0422        | 11.8036 |
| 247         | 0.3439 | 0.3205  | 11.128%   | 0.2951        | 0.7089  |
| 248         | 0.3439 | 1.2718  | 11.128%   | 0.6092        | 1.9050  |
| 249         | 0.5079 | 0.174   | 11.128%   | 0.1230        | 0.5098  |
| 250         | 1.0000 | -0.1802 | 11.128%   | 0.1274        | -2.2876 |
| 251         | 1.0000 | 0       | 11.128%   | 0.0000        | 0.0000  |
| 252         | 1.0000 | 0       | 11.128%   | 0.0000        | 0.0000  |
| 253         | 0.3439 | 1.0335  | 11.128%   | 0.2968        | 3.1073  |
| 254         | 0.5079 | 0.502   | 11.128%   | 0.1089        | 3.5881  |
| 255         | 0.3439 | 0.3579  | 11.128%   | 0.1046        | 2.3573  |
| 256         | 0.2619 | 1.239   | 11.128%   | 0.5213        | 2.1633  |
| 257         | 0.3439 | 0.3816  | 11.128%   | 0.3188        | 0.8480  |
| 258         | 1.0000 | -0.2015 | 11.128%   | 0.1425        | -2.1952 |
| 259         | 0.5079 | 1.1351  | 11.128%   | 0.0493        | 20.7733 |
| 260         | 0.3439 | 2.6238  | 11.128%   | 0.2068        | 12.1492 |
| 261         | 0.3439 | 0.7188  | 11.128%   | 0.1963        | 3.0942  |
| 262         | 0.3439 | 0.301   | 11.128%   | 0.0645        | 2.9407  |
| 263         | 1.0000 | 0.1809  | 11.128%   | 0.1279        | 0.5443  |
| 264         | 1.0000 | 0.5776  | 11.128%   | 0.4084        | 1.1418  |
| 265         | 0.5079 | -0.1054 | 11.128%   | 0.0952        | -2.2766 |
| 266         | 1.0000 | -0.0506 | 11.128%   | 0.0358        | -4.5244 |
| 267         | 1.0000 | 0.3762  | 11.128%   | 0.2660        | 0.9959  |
| 268         | 1.0000 | 0.3917  | 11.128%   | 0.2770        | 1.0124  |
| 269         | 1.0000 | -0.16   | 11.128%   | 0.1131        | -2.3978 |
| 270         | 1.0000 | -0.2015 | 11.128%   | 0.1425        | -2.1952 |
| 271         | 0.5079 | 0.4083  | 11.128%   | 0.3603        | 0.8244  |