was 
$$(y_i)$$
 = yer  $(\frac{1}{k}\sum_{j=1}^{k}(u_i+u_i+p_{ij}+ke_{ij}))$ 
= var  $(u_i)$  + var  $(u_i)$  + var  $(p_{ij})$  +  $(p_{ij})$