

**LABORERS' INTERNATIONAL UNION OF NORTH AMERICA
NATIONAL (INDUSTRIAL) PENSION FUND
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**FUNDING REHABILITATION PLAN
(Adopted July 26, 2010)**

I. Introduction

The Pension Protection Act of 2006 (PPA) amended federal pension law to impose stricter funding standards on multiemployer pension plans, including the Laborers' National (Industrial) Pension Fund. The PPA requires every plan's actuary to annually certify to the plan trustees and the federal government the plan's funding zone status based on the new standards.

For the 2010 plan (calendar) year, the Pension Fund's actuary determined that the Fund's funding status places it in the "critical" zone ("red zone"). Under the Funding Improvement Plan adopted by the Board of Trustees in 2008, the Pension Fund was on track for long-term financial security until the triple disasters of 2008-2009: the investment market crash, the deep economic recession, and the continuing unemployment crisis. These extraordinary national events unexpectedly disrupted the investment and funding programs of virtually all pension plans, regardless of how well managed they are. One consequence is that the Pension Fund's funding status slipped from the "yellow zone" to the "red zone" under the PPA's stricter funding rules.

Certification of the "red zone" status for 2010 was submitted to the Pension Fund's Board of Trustees and the Internal Revenue Service on March 31, 2010, and a notice of that certification was distributed to all participants, beneficiaries in pay status, contributing employers, and participating unions in April 2010.

The PPA requires the board of trustees of a "red zone" plan to develop and adopt a "rehabilitation plan" to restore the plan's financial health over a period of 10 to 12 years or even longer under some circumstances. A rehabilitation plan must comply with certain rules and standards set by the PPA. Effective implementation of a rehabilitation plan requires cooperation among the contributing employers, the participating unions, and the Pension Fund.

In general, a rehabilitation plan provides one or more "schedules" of contribution rate increases and/or benefit program changes. The parties to each collective bargaining agreement must adopt a schedule authorized under the rehabilitation plan that will apply with regard to employees (participants) covered by the bargaining agreement. The parties may re-open their current collective bargaining agreement to adopt a schedule, or may wait until the current agreement is renegotiated in the normal course to adopt a schedule. The PPA provides for imposition of a "default schedule" after the current agreement expires if the parties are unable to agree on an authorized schedule.

The Board of Trustees, assisted by actuarial and other professional advice, has developed and adopted the Rehabilitation Plan described herein. The Board's aim and reasonable expectation is that the Pension Fund will emerge from the "red zone" within 10 plan years from January 1, 2013,

hopefully sooner, and that the Fund will continue to provide a secure retirement income for decades to come.

This Rehabilitation Plan is designed to encourage continued participation in the Pension Fund by, among other ways, enabling participating groups to maintain the current benefit program (with minor changes). Contributing employers, too, benefit by the adoption and implementation of this Rehabilitation Plan: it protects them from IRS excise taxes that would be imposed under the Internal Revenue Code if the Pension Fund were to incur a funding deficiency without a Rehabilitation Plan. (Code Section 4971(g)(1)(A)).

The rest of this Rehabilitation Plan document contains the following information:

- (1) Rehabilitation Period: a legally required description of the period of time covered by the Plan. (Section II).
- (2) Employer Contribution Surcharge: an explanation of the Contribution Surcharge imposed on employer contributions by the PPA starting with contributions owed for June 2010 employee hours and ending when the bargaining parties agree on a Schedule under the Rehabilitation Plan. (Section III).
- (3) Schedules: a description of the Preferred Schedule and Default Schedule offered under the Rehabilitation Plan and of the bargaining parties' obligations regarding the adoption of one of these Schedules. (Section IV).
- (4) Implementation Rules: a description of how the Rehabilitation Plan will be administered by the Pension Fund, including how the Schedules will be applied in various circumstances. (Section V).
- (5) Pension Fund's Plan Rules & Participation Agreements: an explanation of how the Rehabilitation Plan relates to the Pension Fund's Rules & Regulations and existing participation agreements. (Section VI).
- (6) Board of Trustees' Authority: a description of the authority of the Pension Fund's Trustees regarding the interpretation and application of the Rehabilitation Plan. (Section VII).
- (7) Annual Review & Updating: an explanation of the Board of Trustees' obligation to review the Pension Fund's progress under the Rehabilitation Plan annually. (Section VIII).
- (8) Preferred Schedule: the Preferred Schedule under the Rehabilitation Plan. (Addendum A).
- (9) Model Agreement Adopting Preferred Schedule: model collective bargaining agreement language that parties can use to adopt the Preferred Schedule. (Addendum B).
- (10) Default Schedule: the Default Schedule under the Rehabilitation Plan. (Addendum C).
- (11) Model Agreement Adopting Default Schedule: model collective bargaining agreement language that parties can use to adopt the Default Schedule. (Addendum D).
- (12) Chart showing benefit accrual rates at various contribution rates under the Schedules. (Addendum E).

II. Rehabilitation Period

The Rehabilitation Period is the period of years over which the funding improvement measures of the Rehabilitation Plan are expected, based on reasonable assumptions, to restore the Pension Fund's strength and enable the Fund to emerge from red zone status under PPA standards. The Pension Fund's Rehabilitation Period is the period of 10 plan (calendar) years commencing on January 1, 2013. The Fund is expected to emerge from the red zone, based on reasonable assumptions, by the plan year beginning January 1, 2023.

During the period before the Rehabilitation Period formally begins, as well as during the Rehabilitation Period, the PPA places restrictions on the Fund and the bargaining parties. As described below, the Pension Fund is barred from paying lump sum benefits, with some exceptions.

The existing legal prohibition against bargaining parties reducing contribution rates or suspending contributions remains in effect.

III. Employer Contribution Surcharge

As explained in the Pension Fund's April 30, 2010 "Notice of 'Critical' Status", the PPA requires the Pension Fund to impose a 5% Contribution Surcharge on employer contributions due for work performed (or compensation paid) during the period June 1, 2010 through December 31, 2010. Effective January 1, 2011, the surcharge rate increases to 10%.

The Contribution Surcharge will first apply with regard to June 2010 employee hours. The first Surcharge payment will be due July 20, 2010, when the contributions for June 2010 hours are due.

The Contribution Surcharge remains in effect with respect to any particular contributing employer until the bargaining parties agree to the Preferred Schedule or the Default Schedule or until the Default Schedule is imposed as a matter of law. Congress intended the Surcharge to provide an economic incentive for bargaining parties to quickly agree on a Schedule.

The Contribution Surcharge is based on the total amount of contributions owed to the Pension Fund for a month, and is payable at the same time as the employer's regular monthly contributions.

For example: A contributing employer owes contributions totaling \$10,000 for work performed (or compensation paid) in June 2010. The contribution payment and report are due by July 20, 2010 under the Fund's rules. In addition to the \$10,000, the employer must include in its July 20th contribution payment a Surcharge of \$500 for a total payment of \$10,500.

Non-payment of the Contribution Surcharge by an employer is treated as a violation of federal law and as a delinquent contribution that is subject to interest charges and the Fund's contribution collection rules. In addition, the failure to pay the Contribution Surcharge subjects the employer to a 100% federal excise tax. (Code Section 4971(g)(2)).

The Contribution Surcharge is a legal obligation of the employer, not of the employees. The employees share in the rehabilitation in another way: no additional benefits are accrued by any employee based on the Contribution Surcharge. The benefit accrual rate is based only on the contribution rate and not on the Contribution Surcharge.

IV. Schedules

A. General Information

The Preferred Schedule and the Default Schedule, described below, will be distributed within 30 days of its adoption to all parties to collective bargaining agreements requiring contributions to the Pension Fund in accordance with the PPA.

The contribution rate set under a current collective bargaining agreement (plus the applicable Contribution Surcharge) shall continue to apply until either the Preferred Schedule or the Default Schedule takes effect with respect to the employer that is party to the agreement. The parties to an agreement may choose to re-open their current agreement to adopt either Schedule. Or, the parties may wait until the expiration and re-negotiation of their current agreement to adopt either Schedule.

The Schedule, once adopted, becomes a part of the collective bargaining agreement and is effective as of the date selected by the bargaining parties. That is, the Schedule will be effective as follows: (a) if added to a current agreement, the Schedule will be effective as of the date agreed by the bargaining parties; or (b) if included in a new agreement, the Schedule will be effective as of the date on which the agreement is effective.

Note: Once the bargaining parties agree to a Schedule, it is essential that the parties immediately inform the Pension Fund Office and send a copy of the signed Schedule to the Fund Office. The Fund Office needs this information as soon as possible to: (a) timely send any legally required notices to affected participants, (b) terminate the Contribution Surcharge on the employer's contributions, and (c) document the employer's correct contribution rate.

If the current collective bargaining agreement expires and the parties are unable to agree on either Schedule within 180 days thereafter, the Default Schedule will be imposed as a matter of law effective on the first day of the calendar month next following the 180th day or such other date set by the Board of Trustees.

The parties must select either the Preferred Schedule or the Default Schedule without changes; no other schedule is permitted. If the parties cannot agree to the Preferred Schedule as described herein, the Default Schedule will be imposed.

The major difference between the Schedules is that the Default Schedule significantly reduces benefits and requires contribution rate increases over a 10-year period, while the Preferred Schedule mostly maintains the current plan of benefits and requires a slightly higher increase in contribution rates over the same period.

Both Schedules require contribution rate increases over a 10 year period. Few, if any, collective bargaining agreements have terms of 10 years. It is expected that the bargaining parties will include the required contribution increases in successor agreements over the course of the 10 years. The required contribution rates may change (increase or decrease) for future agreements if the Board of Trustees amends the Rehabilitation Plan in the future.

If an employer does not renew its collective bargaining agreement and the employer's contribution obligation ceases, the employer will be subject to employer withdrawal liability and there may be other consequences, as described below.

B. Preferred Schedule

The Preferred Schedule is the Schedule that the Board of Trustees believes will be best suited for most, if not all, employee groups and employers. The elements of this Schedule are:

1. Contribution Rate Increase: The current contribution rate shall be increased by 10% compounded annually for 9 years, rounded up to the next penny. The first 10% increase shall be effective on such date as the bargaining parties set, and the subsequent annual 10% increases shall be effective on the anniversaries of the initial effective date.

For example: Assume the employer's current contribution rate is \$1.00 per hour and that the bargaining parties adopt the Preferred Schedule effective April 1, 2011, the effective date of the collective bargaining agreement succeeding their current agreement. The contribution rate schedule would be as follows:

Effective June 1, 2010:	\$1.05 (\$1 + 5% Contribution Surcharge)
Effective January 1, 2011:	\$1.10 (\$1 + 10% Contribution Surcharge)
Effective April 1, 2011:	\$1.10 (Preferred Schedule)
Effective April 1, 2012:	\$1.21 (Preferred Schedule)
Effective April 1, 2013:	\$1.34 (Preferred Schedule)
Effective April 1, 2014:	\$1.48 (Preferred Schedule)
(Etc. for the subsequent six years absent Schedule updates)	

2. Benefits: The Pension Fund's current plan of benefits for the group will remain unchanged, except as follows:
 - (a) As mandated by the PPA, the Fund will not be able to pay any lump sum benefits or pay any other benefit in excess of the monthly amount that would be payable to the pensioner under a single life annuity. This means that the Fund must suspend its Partial Lump Sum option, Social Security Level Income option, and Widow/Widower Lump Sum option under the regular program, as well as the lump-sum benefit option under the Employee Self-Contribution program.
 - (b) Notwithstanding paragraph (a), above, the Fund will continue to cash-out in a lump sum a participant or beneficiary whose entire benefit entitlement has an actuarial value of \$5,000 or less, and to pay the \$5,000 death benefit.
 - (c) Benefit accruals for periods after adoption of the Preferred Schedule will be based on the contribution rate in effect immediately before the Preferred Schedule goes into effect for the group. In other words, active employees would continue to accrue benefits for covered employment while the Preferred Schedule is in effect, but the contribution rate increases would not carry with them an increase in the benefit accrual rate.
 - (d) The Board of Trustees reserves its authority to amend the Rules & Regulations of the Pension Fund within the bounds of applicable law.
3. The Preferred Schedule is Addendum A of this document.

C. Default Schedule

The Default Schedule is the Schedule that will be imposed by operation of law if the bargaining parties for any group are unable to agree on either Schedule within 180 days following the expiration of their collective bargaining agreement. The Default Schedule will also be automatically applied to Inactive Participants (vested former employees) and certain other participants as provided in the Implementation Rules below. The elements of the Default Schedule are as follows:

1. Contribution Rate Increase: The current contribution rate shall be increased by 8% compounded annually for 10 years, rounded up to the next penny. The first 8% increase shall be effective on such date as is set by the bargaining parties (or, if imposed by law, the Board of Trustees) and the subsequent annual 8% increases shall be effective on the anniversaries of the initial effective date.

For example: Assume the employer's current contribution rate is \$1.00 per hour and that the Default Schedule is imposed effective April 1, 2011. The contribution rate schedule would be as follows:

Effective June 1, 2010:	\$1.05 (\$1 + 5% Contribution Surcharge)
Effective January 1, 2011:	\$1.10 (\$1 + 10% Contribution Surcharge)
Effective April 1, 2011:	\$1.08 (Default Schedule)
Effective April 1, 2012:	\$1.17 (Default Schedule)
Effective April 1, 2013:	\$1.27 (Default Schedule)
Effective April 1, 2014:	\$1.38 (Default Schedule)
(Etc. for the subsequent six years absent Schedule updates)	

2. Benefit Reductions:

- (a) The benefit changes described below shall apply to all participants whose benefits will be determined under the Default Schedule, including inactive participants (vested former employees). These benefit changes apply even though they are different, and less favorable, than the Pension Fund's Rules & Regulations in effect before the adoption of the Rehabilitation Plan.
- (b) The future benefit accrual rate for the group will be reduced to \$0.20 per month of benefit (times years of pension credit) for each \$0.01 per hour of contributions (based on the hourly contribution rate per hour in effect immediately before adoption of the Schedule). In other words, active employees will continue to accrue benefits for covered employment while the Default Schedule is in effect, but at a lower rate. The contribution rate increases required by the Default Schedule will not carry with them an increase in the benefit accrual rate.

The reduction would apply to covered employment on and after the date on which the Default Schedule goes into effect by imposition or agreement.

A chart summarizing the new accrual rates under the Default Schedule is attached to this Plan as Addendum E. A more detailed chart showing the accrual rate for each penny of contribution will be provided to the bargaining parties upon request to the Fund Office.

- (c) Participants in the group will not be eligible for a Disability Pension.
- (d) A full Regular Pension will not be payable until the participant attains age 65. Participants who wish to retire before age 65 may apply for an Early Retirement Pension, but an Early Retirement Pension will no longer be subsidized. This means that the amount of the Early Retirement Pension benefit will be reduced so that it is the actuarial equivalent of the benefit that would be payable to him if he retired on a Regular Pension at the Normal Retirement Age (age 65). The reduction factors, based on actuarial equivalence and using the Fund's funding assumptions, will be as follows:

<u>Age</u>	<u>% of Normal Retirement Age Pension Payable Early</u>
55	38.24%
56	41.80%
57	45.76%
58	50.16%
59	55.06%
60	60.54%
61	66.67%
62	73.56%
63	81.31%
64	90.07%
65	100%

For retirements between birthdays, this chart will be interpolated..

- (e) For participants in the group, no optional forms of pension will be available (*e.g.* no pop-up option, 120-certain payment option, Social Security option, 100% joint and survivor option). The automatic 60-month payment guarantee will not be available to participants in the group.

The only forms of pension available will be the regular 50% Husband and Wife Pension (qualified 50% joint and survivor annuity, without pop-up option), the regular 75% Husband and Wife Pension (75% joint and survivor annuity, without pop-up option), and a single life annuity.

The pension of a participant payable as a joint and survivor pension will be reduced according to the following factors to account for the survivor protection:

50% joint and survivor pension:	88% plus 0.4% for each year that spouse's age is higher than the pensioner's age, or minus 0.4% for each year that spouse's age is lower than the pensioner's age
75% joint and survivor pension:	83% plus 0.5% for each year that spouse's age is higher than the pensioner's age, or minus 0.5% for each year that spouse's age is lower than the pensioner's age

- (f) Beneficiaries of participants in the group will not be eligible for the pre-retirement Death Benefit (\$5,000).

- (g) No benefit reduction shall be effective until 30 days after any required notice of such a reduction is issued.

3. The Default Schedule is Addendum C of this document.

V. Implementation Rules

The following rules describe how the Rehabilitation Plan will be administered by the Pension Fund, including how the Schedules will be applied to various types of participants and in various circumstances. These implementation rules are an essential part of the Plan.

A. Pensioners

1. Nothing in this Rehabilitation Plan nor in either Schedule will affect the benefits of a participant described in (a), (b) or (c), below:
 - (a) A pensioner is receiving benefits as of April 30, 2010.
 - (b) A participant whose pension application was received by the Pension Fund on or before April 30, 2010, who met the age and service requirements for pension eligibility on or before April 30, 2010, and whose pension is effective no later than July 1, 2010 (October 1, 2010 in the case of a Disability Pension, to take account of the 5-month waiting period). No pension can be effective until the participant separates from covered employment and disqualifying employment.
 - (c) A participant:
 - (1) who submitted a completed pension application to the Pension Fund before April 30, 2010;
 - (2) who received from the Pension Fund before April 30, 2010 a letter declaring him or her as eligible for a pension and requesting submission of a benefit election form;
 - (3) who submitted to the Pension Fund on or before April 30, 2010 his or her benefit election form; and
 - (4) whose pension is effective no later than July 1, 2010 (October 1, 2010 in the case of a Disability Pension, to take account of the 5-month waiting period).
2. In the case of a pensioner who retires from covered employment and whose pension application is received by the Pension Fund after April 30, 2010, but before a Schedule becomes applicable to the group in which he was last employed, his pension will initially be determined in accordance with this Rehabilitation Plan and the Preferred Schedule. If the Default Schedule becomes applicable (by agreement or imposition) to the group in which he was last employed, his pension will be adjusted prospectively to reflect the Default Schedule.
3. In the case of a pensioner who retires from covered employment after a Schedule becomes applicable to the group in which he was employed, his benefits will be

determined in accordance with this Rehabilitation Plan and the Schedule that is applicable to the group in which he was employed.

4. In the case of a pensioner who retires after separating from covered employment, his benefits will be determined in accordance with this Rehabilitation Plan and the Default Schedule (see *Inactive Participants* section below).

B. Active Participants (Bargaining Unit & Special Class Employees)

1. Once a Schedule becomes effective for a group, the benefits of a participant who thereafter has one or more hours of service in the group will be determined under that Schedule. If the participant thereafter leaves covered employment, his benefits will be treated under the Schedule applicable to him at the time that his covered employment terminated.
2. The same Schedule that becomes effective for the bargaining unit employees of a contributing employer will automatically apply to the employer's special class (non-bargaining unit) employees as of the same effective date. The special class is considered a different group than the bargaining unit employee group, but the same Schedule will apply to both.

C. Change In Contributing Employer Or Group

1. In the case of a participant who changes employment from one contributing employer / group to another contributing employer / group and the Schedule applicable to his new employer / group is different than the Schedule applicable to his old employer / group, his benefits will be determined as follows:
 - (a) The benefits that he accrued for covered employment with his old employer / group will be treated in accordance with the Schedule applicable to that employer / group at the time that he accrued the benefits.
 - (b) The benefits that he accrues for covered employment with his new employer / group will be treated in accordance with the Schedule applicable to that employer / group at the time that he accrues the benefits.
2. In the case of a participant who changes employment from one contributing employer / group to another contributing employer / group before a Schedule becomes applicable to the old employer / group, his benefits for pension credits earned with the old employer / group will be determined in accordance with the Schedule that becomes applicable to the old employer / group (by agreement or imposition) even though it was adopted or imposed after he left that employment.

D. Inactive Participants (Vested Former Employees)

In the case of any participant who has separated from covered employment before a Schedule becomes applicable to the group in which he was last employed, his benefits will be determined under the Default Schedule, even if the Preferred Schedule is or becomes applicable to the group in which he was last employed.

A participant will be deemed to have separated from covered employment for this purpose if contributions have not been made for him for at least six (6) consecutive calendar months.

This treatment is permitted by the PPA, and reflects the fact that contributions are no longer being made for such former employees.

A participant who enters qualified military service within the meaning of Section 414(u) of the Internal Revenue Code and USERRA and returns to covered employment within the time limits set by these laws, and is therefore entitled to vesting and pension credit for his period of military service, shall be treated as an active participant, not as an inactive participant.

E. Participants Returning To Covered Employment

In the case of a non-retired participant who separated from covered employment and returns to covered employment, his benefits based on his pre-break covered employment will be determined under the Default Schedule (even if the Preferred Schedule becomes applicable to the group by which he was last employed or he is re-employed in the same group) and any benefits that he earns for his post-break covered employment will be based on the Schedule applicable to the group in which he is employed.

In the case of a pensioner who returns to covered employment, the pension that he was receiving will not be affected by the Schedule applicable to the group in which he becomes re-employed. However, any benefits that he earns for his re-employment will be based on the Schedule applicable to the group in which he is re-employed.

F. Notice Of Benefit Reductions Under Default Schedule

No reduction of benefits by application of the Default Schedule will become effective until 30 days following the Fund's issuance of a notice required by ERISA §305(e)(8)(C) / Code §432(e)(8)(C).

G. Beneficiaries & Alternate Payees Under QDROs

The benefits of a beneficiary (*e.g.* surviving spouse) will be determined on the same basis as those of the participant under this Rehabilitation Plan.

The benefits of any "alternate payee" under a Qualified Domestic Relations Order (QDRO) will be determined on the same basis as those of the participant whose pension is divided by the QDRO. If the benefits of the participant are affected by a Schedule, the benefits of the alternate payee will be likewise affected.

H. Employee Self-Contribution Program Participants

In accordance with the "Lump Sum Payments & Optional Benefit Restrictions" rules described in paragraph I, below, the lump-sum benefit option under the Employee Self-Contribution program is suspended in compliance with the PPA.

Otherwise, the contributions and benefits of the participants in the employee self-contribution program will not change under this Rehabilitation Plan inasmuch as the benefits are largely determined by law and a contribution rate increase would not improve the Pension Fund's funding. Participation in this program has been closed.

I. Lump Sum Payments & Optional Benefit Restrictions

Effective April 30, 2010 and until the Pension Fund emerges from “red zone” status, the Pension Fund is not permitted by the PPA to pay any lump sum benefits or pay any other benefit in excess of the monthly amount that would be payable to the pensioner under a single life annuity. This means that the Fund must suspend its Partial Lump Sum option, Social Security Level Income option, and Widow/Widower Lump Sum option under the regular program, as well as the lump-sum benefit option under the Employee Self-Contribution program. Exceptions are made for a lump sum cash-out of a participant or beneficiary whose entire benefit entitlement has an actuarial value that does not exceed \$5,000 and the \$5,000 death benefit.

These restrictions will not be applicable to a participant:

- (1) who is receiving benefits as of April 30, 2010; or,
- (2) whose pension application was received by the Pension Fund on or before April 30, 2010, who met the age and service requirements for pension eligibility on or before April 30, 2010, and whose pension is effective no later than July 1, 2010 (October 1, 2010 in the case of a Disability Pension, to take account of the 5-month waiting period). No pension can be effective until the participant separates from covered employment and disqualifying employment.

J. Employer Contribution Delinquencies

Sound funding of the Pension Fund, and this Rehabilitation Plan, requires the timely payment of all required contributions and submission of the related contribution reports. To encourage timely payment, the Pension Fund's governing documents provide for the assessment of interest charges on delinquent amounts at the rate of 1.5% per month compounded; a rate that is substantially higher than commercial loan rates. Moreover, the Employee Retirement Income Security Act (ERISA) provides certain mandatory remedies in lawsuits brought by the Pension Fund against employers to collect delinquent payments, including double interest and attorneys fees.

In addition, the PPA amended the Internal Revenue Code to impose a federal tax on an employer that is delinquent in its contribution obligations to a red zone plan. The tax is collectible by the Internal Revenue Service. Specifically, Code Section 4971(g)(2) provides that *“there is hereby imposed a tax on each failure of the employer to make the required contribution within the time required under such plan.”* Further, the *“amount of the tax imposed...shall be equal to the amount of the required contribution the employer failed to make in a timely manner.”*

Accordingly, an employer that fails to make timely contributions to the Pension Fund will be liable to the Fund for the contributions plus interest and will also be liable to the IRS for a tax in an amount equal to the delinquent contributions.

Failure by an employer to pay the mandated Contribution Surcharge when due is treated as a contribution delinquency.

K. Employer Withdrawals & Past Service Credit

Maintaining the contribution base of the Pension Fund—contributing employers and contribution generating jobs—is essential to the success of the Rehabilitation Plan for the

benefit of all participants and their families. Withdrawals from participation in the Pension Fund will undermine the Rehabilitation Plan.

Therefore, if an employer or group withdraws completely or partially from the Pension Fund, the following rules shall apply with regard to the employer / group to protect the Pension Fund and minimize any adverse impact on employers and participants who remain in the Fund:

- (1) The maximum employer withdrawal liability permissible under law will be assessed.
- (2) Any and all past service credit conditionally granted to the employees in the group will be cancelled.
- (3) The benefits of participants in the group will be determined under the Default Schedule, even if the Preferred Schedule was otherwise applicable to the group. Pensioners who retired from the group after April 30, 2010 will have their benefits adjusted in accordance with the Default Schedule (under the Rehabilitation Plan in effect at the time of withdrawal).

L. New Employers & Groups

If an employer or group wishes to join or renew its participation in the Pension Fund, the employer or group will be subject to the Rehabilitation Plan and will be required to adopt a Schedule. However, the Board of Trustees may, in its discretion, grant or require a variance from the terms thereof if the Board, in its discretion, concludes that the Pension Fund would benefit from such new or renewed participation or that the variance is necessary or appropriate to protect the Fund.

M. Special Schedules

The Board of Trustees may, in its discretion, authorize a special schedule for a group that wishes to contribute at a higher rate than required by the Preferred Schedule.

N. Already Expired Agreements

In the case of a group whose collective bargaining agreement expired before the adoption of the Rehabilitation Plan, the Default Schedule shall be imposed if the bargaining parties have not agreed on a Schedule by the 180th day following the date of adoption of the Rehabilitation Plan by the Board of Trustees.

O. Reciprocal Pensions

To the extent that a participant is entitled to a reciprocal pension from the Pension Fund, his benefits will be based on the Schedule applicable to the group in which he was employed or, if he is an inactive participant, his benefits will be based on the Default Schedule.

VI. Pension Fund's Plan Rules & Participation Agreements

To the extent that the Rehabilitation Plan (including the Schedules) is inconsistent with the Pension Fund's current Rules & Regulations, the Rules & Regulations (and the related

Summary Plan Description) are hereby deemed amended to be consistent with this Rehabilitation Plan effective as of the date of adoption of the Rehabilitation Plan.

To the extent that the Rehabilitation Plan (including the Schedules) is inconsistent with any Participation Agreement, the Participation Agreement is hereby deemed amended to be consistent with the Rehabilitation Plan and the Schedule that becomes applicable to the group covered by the Participation Agreement.

VII. Board of Trustees' Authority

The Board of Trustees has full discretionary authority to interpret, apply, supplement and amend this Rehabilitation Plan. This authority includes the discretion to decide all questions of fact and law, and to develop and apply new rules for determining benefit rights, so as to fairly implement the intent of the Rehabilitation Plan and the PPA. The Board reserves all rights and authority granted to the sponsors and administrators of a red zone status plan under the PPA.

The Board of Trustees may, in its discretion, reject any collective bargaining agreement or other agreement that is inconsistent with the Rehabilitation Plan, including the Schedules and any amendments, reject any contributions submitted pursuant to such agreement, and deem the employer / group to have withdrawn from the Pension Fund if the agreement is not corrected within the time set by the Board.

The Board may, in its discretion, expel any employer / group from participation and treat it as having withdrawn from the Fund, if the employer refuses or fails to timely pay any contributions, contribution surcharge, or interest charges when due.

Given the tens of thousands of participants and hundreds of contributing employers in the Pension Fund, the Board recognizes that situations may develop that were not anticipated in drafting the Rehabilitation Plan, and that rules and solutions may have to be crafted to fairly address those situations, balancing individual interests with the collective interest in sound long-term funding.

VIII. Annual Review & Updating Of Rehabilitation Plan

In accordance with the PPA, each year (by March 31st) the Pension Fund's actuary will determine and certify the Fund's PPA funding zone status for the year. In addition, once the Rehabilitation Period begins, the actuary will annually assess whether the Fund is making appropriate progress towards the goals of the Rehabilitation Plan that the Fund can emerge from red zone status by the plan year beginning January 1, 2023.

If the Board of Trustees determines that it is necessary or appropriate in light of the actuary's assessment and the Fund's actual experience compared to the Rehabilitation Plan's reasonable assumptions (e.g. investment performance), the Board may revise the Rehabilitation Plan and issue updated Schedules to the bargaining parties. In the unexpected event that the Board issues revised Schedules in the future, the same process of adoption by the bargaining parties as with the original Schedules would apply.

The Board of Trustees will adopt standards for assessing the Pension Fund's progress under this Rehabilitation Plan.

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Rehabilitation Plan: Addendum A

**LABORERS' NATIONAL (INDUSTRIAL) PENSION FUND
FUNDING REHABILITATION PLAN
(Adopted July 26, 2010)**

PREFERRED SCHEDULE

This document constitutes the Preferred Schedule under the Funding Rehabilitation Plan adopted by the Board of Trustees of the Laborers' National (Industrial) Pension Fund on July 26, 2010. This Schedule is part of the Rules & Regulations of the Pension Fund and supercedes any provision of the Rules & Regulations that is inconsistent with it. Further, this Schedule is a part of the collective bargaining agreement and/or participation agreement of any group for which the bargaining parties adopt this Schedule in accordance with the Rehabilitation Plan, and supercedes any inconsistent provision of such agreement.

This Preferred Schedule may be adopted by the collective bargaining parties by simply adding it to their current agreement or including it in their next agreement, either as an addendum or in the agreement's main body. The Schedule will be effective as follows: (a) if added to a current agreement, the Schedule will be effective as of the date agreed by the bargaining parties; or (b) if included in a new agreement, the Schedule will be effective as of the date on which the agreement is effective.

The elements of this Preferred Schedule are:

1. **Contribution Rate Increase:** The current contribution rate shall be increased by 10% compounded annually for 9 years, rounded up to the next penny. Accordingly, as of the effective date of the Schedule, the contribution rate shall be increased by 10%, and the subsequent annual 10% increases in the contribution rate shall be effective on the anniversaries of the initial effective date.
2. **Benefits:** The Pension Fund's current plan of benefits for the group will remain unchanged with the following exceptions:
 - (a) Benefit accruals for periods after adoption of the Preferred Schedule will be based on the contribution rate in effect immediately before the Preferred Schedule goes into effect for the group, not on the increased rates required by this Schedule.
 - (b) Effective April 30, 2010 and until the Rehabilitation Plan succeeds, the Pension Fund is not permitted by the PPA to pay any lump sum benefits or pay any other benefit in excess of the monthly amount that would be payable to the pensioner under a single life annuity. This means that the Fund's Partial Lump Sum option, Social Security Level Income option, and Widow/Widower Lump Sum option are suspended. Exceptions are made for a lump sum cash-out of a participant or beneficiary whose entire benefit entitlement has an actuarial value of \$5,000 or less, and for the Fund's \$5,000 death benefit.

These restrictions will not be applicable to a participant:

- (1) who is receiving benefits as of April 30, 2010; or,

- (2) whose pension application was received by the Pension Fund on or before April 30, 2010, who met the age and service requirements for pension eligibility on or before April 30, 2010, and whose pension is effective no later than July 1, 2010 (October 1, 2010 in the case of a Disability Pension, to take account of the 5-month waiting period). No pension can be effective until the participant separates from covered employment and disqualifying employment.
 - (c) The Board of Trustees has discretionary authority to amend the Rules & Regulations of the Pension Fund, including the Rehabilitation Plan, within the bounds of applicable law.
3. The Rehabilitation Plan as a whole is deemed to be a part of this Schedule.

Rehabilitation Plan: Addendum B

MODEL AGREEMENT ADOPTING PREFERRED SCHEDULE

ADDENDUM TO COLLECTIVE BARGAINING AGREEMENT

Whereas the undersigned Union and Employer are parties to a collective bargaining agreement that provides for contributions to the Laborers' National (Industrial) Pension Fund; and

Whereas, the Pension Fund's Board of Trustees has adopted a Funding Rehabilitation Plan ("Plan"), dated July 26, 2010, to improve the Fund's funding status over a period of years as required by the Pension Protection Act of 2006 ("PPA"); and

Whereas, a copy of the Plan has been provided to the Union and the Employer; and

Whereas, the Plan, in accordance with the PPA, requires that the signatories to every collective bargaining agreement providing for contributions to the Pension Fund adopt one of the Schedules included in the Plan; and

Whereas, the Union and the Employer have agreed to adopt the Plan's Preferred Schedule and wish to document that agreement;

It is hereby agreed by the undersigned Union and Employer as follows:

1. This Addendum shall be considered as part of the collective bargaining agreement. The provisions of this Addendum supercede any inconsistent provision of the collective bargaining agreement.
2. The current contribution rate to the Pension Fund of \$_____ per _____ shall be increased by 10% to the rate of \$_____ per _____ effective _____, 201__. On each anniversary of that effective date for the term of the collective bargaining agreement, the contribution rate then in effect shall be increased by another 10% (rounded to the next highest penny).
3. With regard to benefits under the Pension Fund, the Plan's Preferred Schedule provides that the Pension Fund's current plan of benefits for the group will remain unchanged with the following exceptions:
 - (a) Benefit accruals for periods after adoption of the Preferred Schedule will be based on the contribution rate in effect immediately before the Preferred Schedule goes into effect for the group, not on the increased rates required by this Schedule.
 - (b) Effective April 30, 2010 and until the Rehabilitation Plan succeeds, the Pension Fund is not permitted by the PPA to pay any lump sum benefits or pay any other benefit in excess of the monthly amount that would be payable to the pensioner under a single life annuity. This means that the Fund must suspend its Partial Lump Sum option, Social Security Level Income option, and Widow/Widower Lump Sum option. Exceptions are made for a lump sum cash-out of a participant or beneficiary whose entire benefit entitlement has an actuarial value of \$5,000 or less and for the Fund's \$5,000 death benefit.

(c) The Board of Trustees continues to have discretionary authority to amend the Rules & Regulations of the Pension Fund, including the Rehabilitation Plan, within the bounds of applicable law.

4. The Plan as a whole is deemed to be a part of the Preferred Schedule.
5. This Addendum shall be effective as of _____, 201__, which date is the same date on which the contribution rate increase under paragraph 2 is first effective.

To acknowledge their agreement to this Addendum, the Union and the Employer have caused their authorized representatives to place their signatures below:

FOR THE UNION:

Signature: _____

Name: _____

Position: _____ **Date:** _____

FOR THE EMPLOYER:

Signature: _____

Name: _____

Position: _____ **Date:** _____

Rehabilitation Plan: Addendum C

LABORERS' NATIONAL (INDUSTRIAL) PENSION FUND FUNDING REHABILITATION PLAN (Adopted July 26, 2010)

DEFAULT SCHEDULE

This document constitutes the Default Schedule under the Funding Rehabilitation Plan adopted by the Board of Trustees of the Laborers' National (Industrial) Pension Fund on July 26, 2010. This Schedule is part of the Rules & Regulations of the Pension Fund and supercedes any provision of the Rules & Regulations that is inconsistent with it. Further, this Schedule is a part of the collective bargaining agreement and/or participation agreement of any group for which the bargaining parties adopt this Schedule in accordance with the Rehabilitation Plan, and supercedes any inconsistent provision of such agreement. If this Schedule is imposed on a group by operation of law, as described in the Rehabilitation Plan, the Schedule shall be enforceable as a term of the Pension Fund's Rules & Regulations without regard to whether there is a collective bargaining agreement in effect.

This Default Schedule may be adopted by the collective bargaining parties by adding it to their current agreement or including it in their next agreement, either as an addendum or in the agreement's main body. The Schedule will be effective as follows: (a) if added to a current agreement, the Schedule will be effective as of the date agreed by the bargaining parties; (b) if included in a new agreement, the Schedule will be effective as of the date on which the agreement is effective; or (c) if imposed by operation of law, the Schedule will be effective on the first day of the calendar month next following the 180th day or on such other date set by the Board of Trustees. However, no benefit reduction shall be effective until 30 days after any required notice of such a reduction is issued.

The Default Schedule will also be automatically applied to Inactive Participants (vested former employees) as provided in the Rehabilitation Plan's Implementation Rules. Any participant who has separated from covered employment before a Schedule becomes applicable to the group in which he was last employed will have his benefits determined under the Default Schedule, even if the Preferred Schedule is or becomes applicable to the group in which he was last employed. A participant will be deemed to have separated from covered employment for this purpose if contributions have not been made for him for at least six (6) consecutive calendar months.

The elements of this Default Schedule are:

1. Contribution Rate Increase: The current contribution rate shall be increased by 8% compounded annually for 10 years, rounded up to the next penny. Accordingly, as of the effective date of the Schedule, the contribution rate shall be increased by 8%, and the subsequent annual 8% increases in the contribution rate shall be effective on the anniversaries of the initial effective date.
2. Benefit Reductions:
 - (a) The benefit changes described below shall apply to all participants whose benefits will be determined under the Default Schedule, including inactive participants (vested former employees). These benefit changes apply even though they are different, and

less favorable, than the Pension Fund's Rules & Regulations in effect before the adoption of the Rehabilitation Plan.

- (b) The future benefit accrual rate for the group will be reduced to \$0.20 per month of benefit (times years of pension credit) for each \$0.01 per hour of contributions (based on the hourly contribution rate per hour in effect immediately before adoption of the Schedule). In other words, active employees will continue to accrue benefits for covered employment while the Default Schedule is in effect, but at a lower rate. The contribution rate increases required by the Default Schedule will not carry with them an increase in the benefit accrual rate.

The reduction would apply to covered employment on and after the date on which the Default Schedule goes into effect by imposition or agreement.

A chart summarizing the new accrual rates under the Default Schedule is attached to the Plan as Addendum E. A more detailed chart showing the accrual rate for each penny of contribution will be provided upon request to the Fund Office.

- (c) Participants in the group will not be eligible for a Disability Pension.
- (d) A full Regular Pension will not be payable until the participant attains age 65. Participants in the group who wish to retire before age 65 may apply for an Early Retirement Pension, but an Early Retirement Pension will no longer be subsidized. This means that the amount of the Early Retirement Pension benefit will be reduced so that it is the actuarial equivalent of the benefit that would be payable to him if he retired on a Regular Pension at the Normal Retirement Age (age 65). The reduction factors, based on actuarial equivalence and using the Fund's funding assumptions, will be as follows:

Age	<u>% of Normal Retirement Age Pension Payable Early</u>
55	38.24%
56	41.80%
57	45.76%
58	50.16%
59	55.06%
60	60.54%
61	66.67%
62	73.56%
63	81.31%
64	90.07%
65	100%

For retirements between birthdays, this chart will be interpolated.

- (e) For participants in the group, no optional forms of pension will be available (e.g. no pop-up option, 120-certain payment option, Social Security option, 100% joint and survivor option). The automatic 60-month payment guarantee will not be available to participants in the group.

The only forms of pension available will be the regular 50% Husband and Wife Pension (qualified 50% joint and survivor annuity without pop-up option), the regular 75% Husband and Wife Pension (75% joint and survivor annuity without pop-up option), and a single life annuity.

The pension of a participant payable as a joint and survivor pension will be reduced according to the following factors to account for the survivor protection:

50% joint and survivor pension:	88% plus 0.4% for each year that spouse's age is higher than the pensioner's age, or minus 0.4% for each year that spouse's age is lower than the pensioner's age
75% joint and survivor pension:	83% plus 0.5% for each year that spouse's age is higher than the pensioner's age, or minus 0.5% for each year that spouse's age is lower than the pensioner's age

- (f) Beneficiaries of participants in the group will not be eligible for the pre-retirement Death Benefit (\$5,000).
- (g) No benefit reduction shall be effective until 30 days after any required notice of such a reduction is issued.
- (h) Effective April 30, 2010 and until the Pension Fund emerges from red zone status, the Pension Fund is not permitted by the PPA to pay any lump sum benefits or pay any other benefit in excess of the monthly amount that would be payable to the pensioner under a single life annuity. This means that the Fund must suspend its Partial Lump Sum option, Social Security Level Income option, and Widow/Widower Lump Sum option. Exceptions are made for a lump sum cash-out of a participant or beneficiary whose entire benefit entitlement has an actuarial value that does not exceed \$5,000.

These restrictions will not be applicable to a participant:

- (1) who is receiving benefits as of April 30, 2010; or,
- (2) whose pension application was received by the Pension Fund on or before April 30, 2010, who met the age and service requirements for pension eligibility on or before April 30, 2010, and whose pension is effective no later than July 1, 2010 (October 1, 2010 in the case of a Disability Pension, to take account of the 5-month waiting period). No pension can be effective until the participant separates from covered employment and disqualifying employment.
- (i) The Board of Trustees has discretionary authority to amend the Rules & Regulations of the Pension Fund, including the Rehabilitation Plan, within the bounds of applicable law.

- 3. The Rehabilitation Plan as a whole is deemed to be a part of this Schedule.

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Rehabilitation Plan: Addendum D

MODEL AGREEMENT ADOPTING DEFAULT SCHEDULE

ADDENDUM TO COLLECTIVE BARGAINING AGREEMENT

Whereas the undersigned Union and Employer are parties to a collective bargaining agreement that provides for contributions to the Laborers' National (Industrial) Pension Fund; and

Whereas, the Pension Fund's Board of Trustees has adopted a Funding Rehabilitation Plan ("Plan"), dated July 26, 2010, to improve the Fund's funding status over a period of years as required by the Pension Protection Act of 2006 ("PPA"); and

Whereas, a copy of the Plan has been provided to the Union and the Employer; and

Whereas, the Plan, in accordance with the PPA, requires that the signatories to every collective bargaining agreement providing for contributions to the Pension Fund adopt one of the Schedules included in the Plan; and

Whereas, the Union and the Employer have agreed to adopt the Plan's Default Schedule and wish to document that agreement;

It is hereby agreed by the undersigned Union and Employer as follows:

1. This Addendum shall be considered as part of the collective bargaining agreement. The provisions of this Addendum supercede any inconsistent provision of the collective bargaining agreement.
2. The current contribution rate to the Pension Fund of \$ _____ per _____ shall be increased by 8% to the rate of \$ _____ per _____ effective _____, 201__. On each anniversary of that effective date for the term of the collective bargaining agreement, the contribution rate then in effect shall be increased by another 8% (rounded to the next highest penny).
3. With regard to benefits under the Pension Fund, the Plan's Default Schedule provides that the benefits will be reduced as follows as of the effective date of this Addendum. These provisions will apply even though they are different, and less favorable, than the Pension Fund's Rules & Regulations in effect before the adoption of the Rehabilitation Plan.
 - (a) The future benefit accrual rate for the group will be reduced to \$0.20 per month of benefit (times years of pension credit) for each \$0.01 per hour of contributions (based on the hourly contribution rate per hour in effect immediately before adoption of the Schedule). In other words, active employees will continue to accrue benefits for covered employment while the Default Schedule is in effect, but at a lower rate. The contribution rate increases required by the Default Schedule will not carry with them an increase in the benefit accrual rate.
 - (b) Participants in the group will not be eligible for a Disability Pension.

- (c) A full Regular Pension will not be payable until the participant attains age 65. Participants in the group who wish to retire before age 65 may apply for an Early Retirement Pension, but an Early Retirement Pension will no longer be subsidized. This means that the amount of the Early Retirement Pension benefit will be reduced so that it is the actuarial equivalent of the benefit that would be payable to him if he retired on a Regular Pension at the Normal Retirement Age (age 65). The reduction factors, based on actuarial equivalence and using the Fund's funding assumptions, will be as follows:

<u>Age</u>	<u>% of Normal Retirement Age Pension Payable Early</u>
55	38.24%
56	41.80%
57	45.76%
58	50.16%
59	55.06%
60	60.54%
61	66.67%
62	73.56%
63	81.31%
64	90.07%
65	100%

For retirements between birthdays, this chart will be interpolated.

- (d) For participants in the group, no optional forms of pension will be available (*e.g.* no pop-up option, 120-certain payment option, Social Security option, 100% joint and survivor option). The automatic 60-month payment guarantee will not be available to participants in the group.

The only forms of pension available will be the regular 50% Husband and Wife Pension (qualified 50% joint and survivor annuity without pop-up option), the regular 75% Husband and Wife Pension (75% joint and survivor annuity without pop-up option), and a single life annuity.

The pension of a participant payable as a joint and survivor pension will be reduced according to the following factors to account for the survivor protection:

50% joint and survivor pension:	88% plus 0.4% for each year that spouse's age is higher than the pensioner's age, or minus 0.4% for each year that spouse's age is lower than the pensioner's age
75% joint and survivor pension:	83% plus 0.5% for each year that spouse's age is higher than the pensioner's age, or minus 0.5% for each year that spouse's age is lower than the pensioner's age

- (e) Beneficiaries of participants in the group will not be eligible for the pre-retirement Death Benefit (\$5,000).

- (f) Effective April 30, 2010 and until the Pension Fund emerges from "red zone" status, the Pension Fund is not permitted by the PPA to pay any lump sum benefits or pay any other benefit in excess of the monthly amount that would be payable to the pensioner under a single life annuity. This means that the Fund must suspend its Partial Lump Sum option, Social Security Level Income option, and Widow/Widower Lump Sum option. Exceptions are made for a lump sum cash-out of a participant or beneficiary whose entire benefit entitlement has an actuarial value that does not exceed \$5,000.

These restrictions will not be applicable to a participant:

- (1) who is receiving benefits as of April 30, 2010; or,
- (2) whose pension application was received by the Pension Fund on or before April 30, 2010, who met the age and service requirements for pension eligibility on or before April 30, 2010, and whose pension is effective no later than July 1, 2010 (October 1, 2010 in the case of a Disability Pension, to take account of the 5-month waiting period). No pension can be effective until the participant separates from covered employment and disqualifying employment.

- (g) The Board of Trustees has discretionary authority to amend the Rules & Regulations of the Pension Fund, including the Rehabilitation Plan, within the bounds of applicable law.

4. The Plan as a whole is deemed to be a part of the Default Schedule.

5. This Addendum shall be effective as of _____, 201__, which date is the same date on which the contribution rate increase under paragraph 2 is first effective.

To acknowledge their agreement to this Addendum, the Union and the Employer have caused their authorized representatives to place their signatures below:

FOR THE UNION:

Signature: _____

Name: _____

Position: _____ Date: _____

FOR THE EMPLOYER:

Signature: _____

Name: _____

Position: _____ Date: _____

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Rehabilitation Plan: Addendum E

**CONTRIBUTION AND ACCRUAL RATES FOR PREFERRED SCHEDULE
AND DEFAULT SCHEDULE
(Updated April 2014)**

See Following Schedules

**LIUNA National (Industrial) Pension Fund
Contribution and Accrual Rates for Preferred Schedule**

Contribution Rate prior to adoption of Schedule	Accrual Rate for benefits earned on or after effective date of Preferred Schedule	Contribution Rate for each Year after Effective Date of Preferred Schedule								
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
0.06	\$1.32	\$0.07	\$0.08	\$0.09	\$0.10	\$0.11	\$0.13	\$0.15	\$0.17	\$0.19
0.07	1.54	0.08	0.09	0.10	0.11	0.13	0.15	0.17	0.19	0.21
0.08	1.76	0.09	0.10	0.11	0.13	0.15	0.17	0.19	0.21	0.24
0.09	1.98	0.10	0.11	0.13	0.15	0.17	0.19	0.21	0.24	0.27
0.10	2.20	0.11	0.13	0.15	0.17	0.19	0.21	0.24	0.27	0.30
0.11	2.42	0.13	0.15	0.17	0.19	0.21	0.24	0.27	0.30	0.33
0.12	2.64	0.14	0.16	0.18	0.20	0.22	0.25	0.28	0.31	0.35
0.13	2.86	0.15	0.17	0.19	0.21	0.24	0.27	0.30	0.33	0.37
0.14	3.08	0.16	0.18	0.20	0.22	0.25	0.28	0.31	0.35	0.39
0.15	3.30	0.17	0.19	0.21	0.24	0.27	0.30	0.33	0.37	0.41
0.16	3.52	0.18	0.20	0.22	0.25	0.28	0.31	0.35	0.39	0.43
0.17	3.74	0.19	0.21	0.24	0.27	0.30	0.33	0.37	0.41	0.46
0.18	3.96	0.20	0.22	0.25	0.28	0.31	0.35	0.39	0.43	0.48
0.19	4.18	0.21	0.24	0.27	0.30	0.33	0.37	0.41	0.46	0.51
0.20	4.40	0.22	0.25	0.28	0.31	0.35	0.39	0.43	0.48	0.53
0.21	4.62	0.24	0.27	0.30	0.33	0.37	0.41	0.46	0.51	0.57
0.22	4.84	0.25	0.28	0.31	0.35	0.39	0.43	0.48	0.53	0.59
0.23	5.06	0.26	0.29	0.32	0.36	0.40	0.44	0.49	0.54	0.60
0.24	5.28	0.27	0.30	0.33	0.37	0.41	0.46	0.51	0.57	0.63
0.25	5.50	0.28	0.31	0.35	0.39	0.43	0.48	0.53	0.59	0.65
0.26	5.72	0.29	0.32	0.36	0.40	0.44	0.49	0.54	0.60	0.66
0.27	5.94	0.30	0.33	0.37	0.41	0.46	0.51	0.57	0.63	0.70
0.28	6.16	0.31	0.35	0.39	0.43	0.48	0.53	0.59	0.65	0.72
0.29	6.38	0.32	0.36	0.40	0.44	0.49	0.54	0.60	0.66	0.73
0.30	6.60	0.33	0.37	0.41	0.46	0.51	0.57	0.63	0.70	0.77
0.31	6.82	0.35	0.39	0.43	0.48	0.53	0.59	0.65	0.72	0.80
0.32	7.04	0.36	0.40	0.44	0.49	0.54	0.60	0.66	0.73	0.81
0.33	7.26	0.37	0.41	0.46	0.51	0.57	0.63	0.70	0.77	0.85
0.34	7.48	0.38	0.42	0.47	0.52	0.58	0.64	0.71	0.79	0.87
0.35	7.70	0.39	0.43	0.48	0.53	0.59	0.65	0.72	0.80	0.88
0.36	7.92	0.40	0.44	0.49	0.54	0.60	0.66	0.73	0.81	0.90
0.37	8.14	0.41	0.46	0.51	0.57	0.63	0.70	0.77	0.85	0.94
0.38	8.36	0.42	0.47	0.52	0.58	0.64	0.71	0.79	0.87	0.96
0.39	8.58	0.43	0.48	0.53	0.59	0.65	0.72	0.80	0.88	0.97
0.40	8.80	0.44	0.49	0.54	0.60	0.66	0.73	0.81	0.90	0.99
0.41	9.02	0.46	0.51	0.57	0.63	0.70	0.77	0.85	0.94	1.04
0.42	9.24	0.47	0.52	0.58	0.64	0.71	0.79	0.87	0.96	1.06
0.43	9.46	0.48	0.53	0.59	0.65	0.72	0.80	0.88	0.97	1.07
0.44	9.68	0.49	0.54	0.60	0.66	0.73	0.81	0.90	0.99	1.09
0.45	9.90	0.50	0.55	0.61	0.68	0.75	0.83	0.92	1.02	1.13
0.46	10.12	0.51	0.57	0.63	0.70	0.77	0.85	0.94	1.04	1.15
0.47	10.34	0.52	0.58	0.64	0.71	0.79	0.87	0.96	1.06	1.17
0.48	10.56	0.53	0.59	0.65	0.72	0.80	0.88	0.97	1.07	1.18
0.49	10.78	0.54	0.60	0.66	0.73	0.81	0.90	0.99	1.09	1.20
0.50	11.00	0.55	0.61	0.68	0.75	0.83	0.92	1.02	1.13	1.25
0.51	11.22	0.57	0.63	0.70	0.77	0.85	0.94	1.04	1.15	1.27
0.52	11.44	0.58	0.64	0.71	0.79	0.87	0.96	1.06	1.17	1.29
0.53	11.66	0.59	0.65	0.72	0.80	0.88	0.97	1.07	1.18	1.30
0.54	11.88	0.60	0.66	0.73	0.81	0.90	0.99	1.09	1.20	1.32
0.55	12.10	0.61	0.68	0.75	0.83	0.92	1.02	1.13	1.25	1.38
0.56	12.32	0.62	0.69	0.76	0.84	0.93	1.03	1.14	1.26	1.39
0.57	12.54	0.63	0.70	0.77	0.85	0.94	1.04	1.15	1.27	1.40
0.58	12.76	0.64	0.71	0.79	0.87	0.96	1.06	1.17	1.29	1.42
0.59	12.98	0.65	0.72	0.80	0.88	0.97	1.07	1.18	1.30	1.43
0.60	13.20	0.66	0.73	0.81	0.90	0.99	1.09	1.20	1.32	1.46
0.61	13.42	0.68	0.75	0.83	0.92	1.02	1.13	1.25	1.38	1.52
0.62	13.64	0.69	0.76	0.84	0.93	1.03	1.14	1.26	1.39	1.53
0.63	13.86	0.70	0.77	0.85	0.94	1.04	1.15	1.27	1.40	1.54

Preferred Schedule

Contribution Rate prior to adoption of Schedule	Accrual Rate for benefits earned on or after effective date of Preferred Schedule	Contribution Rate for each Year after Effective Date of Preferred Schedule								
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
0.64	14.08	0.71	0.79	0.87	0.96	1.06	1.17	1.29	1.42	1.57
0.65	14.30	0.72	0.80	0.88	0.97	1.07	1.18	1.30	1.43	1.58
0.66	14.52	0.73	0.81	0.90	0.99	1.09	1.20	1.32	1.46	1.61
0.67	14.74	0.74	0.82	0.91	1.01	1.12	1.24	1.37	1.51	1.67
0.68	14.96	0.75	0.83	0.92	1.02	1.13	1.25	1.38	1.52	1.68
0.69	15.18	0.76	0.84	0.93	1.03	1.14	1.26	1.39	1.53	1.69
0.70	15.40	0.77	0.85	0.94	1.04	1.15	1.27	1.40	1.54	1.70
0.71	15.62	0.79	0.87	0.96	1.06	1.17	1.29	1.42	1.57	1.73
0.72	15.84	0.80	0.88	0.97	1.07	1.18	1.30	1.43	1.58	1.74
0.73	16.06	0.81	0.90	0.99	1.09	1.20	1.32	1.46	1.61	1.78
0.74	16.28	0.82	0.91	1.01	1.12	1.24	1.37	1.51	1.67	1.84
0.75	16.50	0.83	0.92	1.02	1.13	1.25	1.38	1.52	1.68	1.85
0.76	16.72	0.84	0.93	1.03	1.14	1.26	1.39	1.53	1.69	1.86
0.77	16.94	0.85	0.94	1.04	1.15	1.27	1.40	1.54	1.70	1.87
0.78	17.16	0.86	0.95	1.05	1.16	1.28	1.41	1.56	1.72	1.90
0.79	17.38	0.87	0.96	1.06	1.17	1.29	1.42	1.57	1.73	1.91
0.80	17.60	0.88	0.97	1.07	1.18	1.30	1.43	1.58	1.74	1.92
0.81	17.82	0.90	0.99	1.09	1.20	1.32	1.46	1.61	1.78	1.96
0.82	18.04	0.91	1.01	1.12	1.24	1.37	1.51	1.67	1.84	2.03
0.83	18.26	0.92	1.02	1.13	1.25	1.38	1.52	1.68	1.85	2.04
0.84	18.48	0.93	1.03	1.14	1.26	1.39	1.53	1.69	1.86	2.05
0.85	18.70	0.94	1.04	1.15	1.27	1.40	1.54	1.70	1.87	2.06
0.86	18.92	0.95	1.05	1.16	1.28	1.41	1.56	1.72	1.90	2.09
0.87	19.14	0.96	1.06	1.17	1.29	1.42	1.57	1.73	1.91	2.11
0.88	19.36	0.97	1.07	1.18	1.30	1.43	1.58	1.74	1.92	2.12
0.89	19.58	0.98	1.08	1.19	1.31	1.45	1.60	1.76	1.94	2.14
0.90	19.80	0.99	1.09	1.20	1.32	1.46	1.61	1.78	1.96	2.16
0.91	20.02	1.01	1.12	1.24	1.37	1.51	1.67	1.84	2.03	2.24
0.92	20.24	1.02	1.13	1.25	1.38	1.52	1.68	1.85	2.04	2.25
0.93	20.46	1.03	1.14	1.26	1.39	1.53	1.69	1.86	2.05	2.26
0.94	20.68	1.04	1.15	1.27	1.40	1.54	1.70	1.87	2.06	2.27
0.95	20.90	1.05	1.16	1.28	1.41	1.56	1.72	1.90	2.09	2.30
0.96	21.12	1.06	1.17	1.29	1.42	1.57	1.73	1.91	2.11	2.33
0.97	21.34	1.07	1.18	1.30	1.43	1.58	1.74	1.92	2.12	2.34
0.98	21.56	1.08	1.19	1.31	1.45	1.60	1.76	1.94	2.14	2.36
0.99	21.78	1.09	1.20	1.32	1.46	1.61	1.78	1.96	2.16	2.38
1.00	22.00	1.10	1.21	1.34	1.48	1.63	1.80	1.98	2.18	2.40
1.01	22.22	1.12	1.24	1.37	1.51	1.67	1.84	2.03	2.24	2.47
1.02	22.44	1.13	1.25	1.38	1.52	1.68	1.85	2.04	2.25	2.48
1.03	22.66	1.14	1.26	1.39	1.53	1.69	1.86	2.05	2.26	2.49
1.04	22.88	1.15	1.27	1.40	1.54	1.70	1.87	2.06	2.27	2.50
1.05	23.10	1.16	1.28	1.41	1.56	1.72	1.90	2.09	2.30	2.53
1.06	23.32	1.17	1.29	1.42	1.57	1.73	1.91	2.11	2.33	2.57
1.07	23.54	1.18	1.30	1.43	1.58	1.74	1.92	2.12	2.34	2.58
1.08	23.76	1.19	1.31	1.45	1.60	1.76	1.94	2.14	2.36	2.60
1.09	23.98	1.20	1.32	1.46	1.61	1.78	1.96	2.16	2.38	2.62
1.10	24.20	1.21	1.34	1.48	1.63	1.80	1.98	2.18	2.40	2.64
1.11	24.42	1.23	1.36	1.50	1.65	1.82	2.01	2.22	2.45	2.70
1.12	24.64	1.24	1.37	1.51	1.67	1.84	2.03	2.24	2.47	2.72
1.13	24.86	1.25	1.38	1.52	1.68	1.85	2.04	2.25	2.48	2.73
1.14	25.08	1.26	1.39	1.53	1.69	1.86	2.05	2.26	2.49	2.74
1.15	25.30	1.27	1.40	1.54	1.70	1.87	2.06	2.27	2.50	2.75
1.16	25.52	1.28	1.41	1.56	1.72	1.90	2.09	2.30	2.53	2.79
1.17	25.74	1.29	1.42	1.57	1.73	1.91	2.11	2.33	2.57	2.83
1.18	25.96	1.30	1.43	1.58	1.74	1.92	2.12	2.34	2.58	2.84
1.19	26.18	1.31	1.45	1.60	1.76	1.94	2.14	2.36	2.60	2.86
1.20	26.40	1.32	1.46	1.61	1.78	1.96	2.16	2.38	2.62	2.89
1.21	26.62	1.34	1.48	1.63	1.80	1.98	2.18	2.40	2.64	2.91
1.22	26.84	1.35	1.49	1.64	1.81	2.00	2.20	2.42	2.67	2.94
1.23	27.06	1.36	1.50	1.65	1.82	2.01	2.22	2.45	2.70	2.97
1.24	27.28	1.37	1.51	1.67	1.84	2.03	2.24	2.47	2.72	3.00

Contribution Rate prior to adoption of Schedule	Accrual Rate for benefits earned on or after effective date of Preferred Schedule	Contribution Rate for each Year after Effective Date of Preferred Schedule								
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
1.25	27.50	1.38	1.52	1.68	1.85	2.04	2.25	2.48	2.73	3.01
1.26	27.72	1.39	1.53	1.69	1.86	2.05	2.26	2.49	2.74	3.02
1.27	27.94	1.40	1.54	1.70	1.87	2.06	2.27	2.50	2.75	3.03
1.28	28.16	1.41	1.56	1.72	1.90	2.09	2.30	2.53	2.79	3.07
1.29	28.38	1.42	1.57	1.73	1.91	2.11	2.33	2.57	2.83	3.12
1.30	28.60	1.43	1.58	1.74	1.92	2.12	2.34	2.58	2.84	3.13
1.31	28.82	1.45	1.60	1.76	1.94	2.14	2.36	2.60	2.86	3.15
1.32	29.04	1.46	1.61	1.78	1.96	2.16	2.38	2.62	2.89	3.18
1.33	29.26	1.47	1.62	1.79	1.97	2.17	2.39	2.63	2.90	3.19
1.34	29.48	1.48	1.63	1.80	1.98	2.18	2.40	2.64	2.91	3.21
1.35	29.70	1.49	1.64	1.81	2.00	2.20	2.42	2.67	2.94	3.24
1.36	29.92	1.50	1.65	1.82	2.01	2.22	2.45	2.70	2.97	3.27
1.37	30.14	1.51	1.67	1.84	2.03	2.24	2.47	2.72	3.00	3.30
1.38	30.36	1.52	1.68	1.85	2.04	2.25	2.48	2.73	3.01	3.32
1.39	30.58	1.53	1.69	1.86	2.05	2.26	2.49	2.74	3.02	3.33
1.40	30.80	1.54	1.70	1.87	2.06	2.27	2.50	2.75	3.03	3.34
1.41	31.02	1.56	1.72	1.90	2.09	2.30	2.53	2.79	3.07	3.38
1.42	31.24	1.57	1.73	1.91	2.11	2.33	2.57	2.83	3.12	3.44
1.43	31.46	1.58	1.74	1.92	2.12	2.34	2.58	2.84	3.13	3.45
1.44	31.68	1.59	1.75	1.93	2.13	2.35	2.59	2.85	3.14	3.46
1.45	31.90	1.60	1.76	1.94	2.14	2.36	2.60	2.86	3.15	3.47
1.46	32.12	1.61	1.78	1.96	2.16	2.38	2.62	2.89	3.18	3.50
1.47	32.34	1.62	1.79	1.97	2.17	2.39	2.63	2.90	3.19	3.51
1.48	32.56	1.63	1.80	1.98	2.18	2.40	2.64	2.91	3.21	3.54
1.49	32.78	1.64	1.81	2.00	2.20	2.42	2.67	2.94	3.24	3.57
1.50	33.00	1.65	1.82	2.01	2.22	2.45	2.70	2.97	3.27	3.60
1.51	33.22	1.67	1.84	2.03	2.24	2.47	2.72	3.00	3.30	3.63
1.52	33.44	1.68	1.85	2.04	2.25	2.48	2.73	3.01	3.32	3.66
1.53	33.66	1.69	1.86	2.05	2.26	2.49	2.74	3.02	3.33	3.67
1.54	33.88	1.70	1.87	2.06	2.27	2.50	2.75	3.03	3.34	3.68
1.55	34.10	1.71	1.89	2.08	2.29	2.52	2.78	3.06	3.37	3.71
1.56	34.32	1.72	1.90	2.09	2.30	2.53	2.79	3.07	3.38	3.72
1.57	34.54	1.73	1.91	2.11	2.33	2.57	2.83	3.12	3.44	3.79
1.58	34.76	1.74	1.92	2.12	2.34	2.58	2.84	3.13	3.45	3.80
1.59	34.98	1.75	1.93	2.13	2.35	2.59	2.85	3.14	3.46	3.81
1.60	35.20	1.76	1.94	2.14	2.36	2.60	2.86	3.15	3.47	3.82
1.61	35.42	1.78	1.96	2.16	2.38	2.62	2.89	3.18	3.50	3.85
1.62	35.64	1.79	1.97	2.17	2.39	2.63	2.90	3.19	3.51	3.87
1.63	35.86	1.80	1.98	2.18	2.40	2.64	2.91	3.21	3.54	3.90
1.64	36.08	1.81	2.00	2.20	2.42	2.67	2.94	3.24	3.57	3.93
1.65	36.30	1.82	2.01	2.22	2.45	2.70	2.97	3.27	3.60	3.96
1.66	36.52	1.83	2.02	2.23	2.46	2.71	2.99	3.29	3.62	3.99
1.67	36.74	1.84	2.03	2.24	2.47	2.72	3.00	3.30	3.63	4.00
1.68	36.96	1.85	2.04	2.25	2.48	2.73	3.01	3.32	3.66	4.03
1.69	37.18	1.86	2.05	2.26	2.49	2.74	3.02	3.33	3.67	4.04
1.70	37.40	1.87	2.06	2.27	2.50	2.75	3.03	3.34	3.68	4.05
1.71	37.62	1.89	2.08	2.29	2.52	2.78	3.06	3.37	3.71	4.09
1.72	37.84	1.90	2.09	2.30	2.53	2.79	3.07	3.38	3.72	4.10
1.73	38.06	1.91	2.11	2.33	2.57	2.83	3.12	3.44	3.79	4.17
1.74	38.28	1.92	2.12	2.34	2.58	2.84	3.13	3.45	3.80	4.18
1.75	38.50	1.93	2.13	2.35	2.59	2.85	3.14	3.46	3.81	4.20
1.76	38.72	1.94	2.14	2.36	2.60	2.86	3.15	3.47	3.82	4.21
1.77	38.94	1.95	2.15	2.37	2.61	2.88	3.17	3.49	3.84	4.23
1.78	39.16	1.96	2.16	2.38	2.62	2.89	3.18	3.50	3.85	4.24
1.79	39.38	1.97	2.17	2.39	2.63	2.90	3.19	3.51	3.87	4.26
1.80	39.60	1.98	2.18	2.40	2.64	2.91	3.21	3.54	3.90	4.29
1.81	39.82	2.00	2.20	2.42	2.67	2.94	3.24	3.57	3.93	4.33
1.82	40.04	2.01	2.22	2.45	2.70	2.97	3.27	3.60	3.96	4.36
1.83	40.26	2.02	2.23	2.46	2.71	2.99	3.29	3.62	3.99	4.39
1.84	40.48	2.03	2.24	2.47	2.72	3.00	3.30	3.63	4.00	4.40
1.85	40.70	2.04	2.25	2.48	2.73	3.01	3.32	3.66	4.03	4.44

Contribution Rate prior to adoption of Schedule	Accrual Rate for benefits earned on or after effective date of Preferred Schedule	Contribution Rate for each Year after Effective Date of Preferred Schedule								
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
1.86	40.92	2.05	2.26	2.49	2.74	3.02	3.33	3.67	4.04	4.45
1.87	41.14	2.06	2.27	2.50	2.75	3.03	3.34	3.68	4.05	4.46
1.88	41.36	2.07	2.28	2.51	2.77	3.05	3.36	3.70	4.07	4.48
1.89	41.58	2.08	2.29	2.52	2.78	3.06	3.37	3.71	4.09	4.50
1.90	41.80	2.09	2.30	2.53	2.79	3.07	3.38	3.72	4.10	4.51
1.91	42.02	2.11	2.33	2.57	2.83	3.12	3.44	3.79	4.17	4.59
1.92	42.24	2.12	2.34	2.58	2.84	3.13	3.45	3.80	4.18	4.60
1.93	42.46	2.13	2.35	2.59	2.85	3.14	3.46	3.81	4.20	4.62
1.94	42.68	2.14	2.36	2.60	2.86	3.15	3.47	3.82	4.21	4.64
1.95	42.90	2.15	2.37	2.61	2.88	3.17	3.49	3.84	4.23	4.66
1.96	43.12	2.16	2.38	2.62	2.89	3.18	3.50	3.85	4.24	4.67
1.97	43.34	2.17	2.39	2.63	2.90	3.19	3.51	3.87	4.26	4.69
1.98	43.56	2.18	2.40	2.64	2.91	3.21	3.54	3.90	4.29	4.72
1.99	43.78	2.19	2.41	2.66	2.93	3.23	3.56	3.92	4.32	4.76
2.00	44.00	2.20	2.42	2.67	2.94	3.24	3.57	3.93	4.33	4.77
2.01	44.22	2.22	2.45	2.70	2.97	3.27	3.60	3.96	4.36	4.80
2.02	44.44	2.23	2.46	2.71	2.99	3.29	3.62	3.99	4.39	4.83
2.03	44.66	2.24	2.47	2.72	3.00	3.30	3.63	4.00	4.40	4.84
2.04	44.88	2.25	2.48	2.73	3.01	3.32	3.66	4.03	4.44	4.89
2.05	45.10	2.26	2.49	2.74	3.02	3.33	3.67	4.04	4.45	4.90
2.06	45.32	2.27	2.50	2.75	3.03	3.34	3.68	4.05	4.46	4.91
2.07	45.54	2.28	2.51	2.77	3.05	3.36	3.70	4.07	4.48	4.93
2.08	45.76	2.29	2.52	2.78	3.06	3.37	3.71	4.09	4.50	4.95
2.09	45.98	2.30	2.53	2.79	3.07	3.38	3.72	4.10	4.51	4.97
2.10	46.20	2.31	2.55	2.81	3.10	3.41	3.76	4.14	4.56	5.02
2.11	46.42	2.33	2.57	2.83	3.12	3.44	3.79	4.17	4.59	5.05
2.12	46.64	2.34	2.58	2.84	3.13	3.45	3.80	4.18	4.60	5.06
2.13	46.86	2.35	2.59	2.85	3.14	3.46	3.81	4.20	4.62	5.09
2.14	47.08	2.36	2.60	2.86	3.15	3.47	3.82	4.21	4.64	5.11
2.15	47.30	2.37	2.61	2.88	3.17	3.49	3.84	4.23	4.66	5.13
2.16	47.52	2.38	2.62	2.89	3.18	3.50	3.85	4.24	4.67	5.14
2.17	47.74	2.39	2.63	2.90	3.19	3.51	3.87	4.26	4.69	5.16
2.18	47.96	2.40	2.64	2.91	3.21	3.54	3.90	4.29	4.72	5.20
2.19	48.18	2.41	2.66	2.93	3.23	3.56	3.92	4.32	4.76	5.24
2.20	48.40	2.42	2.67	2.94	3.24	3.57	3.93	4.33	4.77	5.25
2.21	48.62	2.44	2.69	2.96	3.26	3.59	3.95	4.35	4.79	5.27
2.22	48.84	2.45	2.70	2.97	3.27	3.60	3.96	4.36	4.80	5.28
2.23	49.06	2.46	2.71	2.99	3.29	3.62	3.99	4.39	4.83	5.32
2.24	49.28	2.47	2.72	3.00	3.30	3.63	4.00	4.40	4.84	5.33
2.25	49.50	2.48	2.73	3.01	3.32	3.66	4.03	4.44	4.89	5.38
2.26	49.72	2.49	2.74	3.02	3.33	3.67	4.04	4.45	4.90	5.39
2.27	49.94	2.50	2.75	3.03	3.34	3.68	4.05	4.46	4.91	5.41
2.28	50.16	2.51	2.77	3.05	3.36	3.70	4.07	4.48	4.93	5.43
2.29	50.38	2.52	2.78	3.06	3.37	3.71	4.09	4.50	4.95	5.45
2.30	50.60	2.53	2.79	3.07	3.38	3.72	4.10	4.51	4.97	5.47
2.31	50.82	2.55	2.81	3.10	3.41	3.76	4.14	4.56	5.02	5.53
2.32	51.04	2.56	2.82	3.11	3.43	3.78	4.16	4.58	5.04	5.55
2.33	51.26	2.57	2.83	3.12	3.44	3.79	4.17	4.59	5.05	5.56
2.34	51.48	2.58	2.84	3.13	3.45	3.80	4.18	4.60	5.06	5.57
2.35	51.70	2.59	2.85	3.14	3.46	3.81	4.20	4.62	5.09	5.60
2.36	51.92	2.60	2.86	3.15	3.47	3.82	4.21	4.64	5.11	5.63
2.37	52.14	2.61	2.88	3.17	3.49	3.84	4.23	4.66	5.13	5.65
2.38	52.36	2.62	2.89	3.18	3.50	3.85	4.24	4.67	5.14	5.66
2.39	52.58	2.63	2.90	3.19	3.51	3.87	4.26	4.69	5.16	5.68
2.40	52.80	2.64	2.91	3.21	3.54	3.90	4.29	4.72	5.20	5.72
2.41	53.02	2.66	2.93	3.23	3.56	3.92	4.32	4.76	5.24	5.77
2.42	53.24	2.67	2.94	3.24	3.57	3.93	4.33	4.77	5.25	5.78
2.43	53.46	2.68	2.95	3.25	3.58	3.94	4.34	4.78	5.26	5.79
2.44	53.68	2.69	2.96	3.26	3.59	3.95	4.35	4.79	5.27	5.80
2.45	53.90	2.70	2.97	3.27	3.60	3.96	4.36	4.80	5.28	5.81
2.46	54.12	2.71	2.99	3.29	3.62	3.99	4.39	4.83	5.32	5.86

Contribution Rate prior to adoption of Schedule	Accrual Rate for benefits earned on or after effective date of Preferred Schedule	Contribution Rate for each Year after Effective Date of Preferred Schedule								
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
2.47	54.34	2.72	3.00	3.30	3.63	4.00	4.40	4.84	5.33	5.87
2.48	54.56	2.73	3.01	3.32	3.66	4.03	4.44	4.89	5.38	5.92
2.49	54.78	2.74	3.02	3.33	3.67	4.04	4.45	4.90	5.39	5.93
2.50	55.00	2.75	3.03	3.34	3.68	4.05	4.46	4.91	5.41	5.96
2.51	55.22	2.77	3.05	3.36	3.70	4.07	4.48	4.93	5.43	5.98
2.52	55.44	2.78	3.06	3.37	3.71	4.09	4.50	4.95	5.45	6.00
2.53	55.66	2.79	3.07	3.38	3.72	4.10	4.51	4.97	5.47	6.02
2.54	55.88	2.80	3.08	3.39	3.73	4.11	4.53	4.99	5.49	6.04
2.55	56.10	2.81	3.10	3.41	3.76	4.14	4.56	5.02	5.53	6.09
2.56	56.32	2.82	3.11	3.43	3.78	4.16	4.58	5.04	5.55	6.11
2.57	56.54	2.83	3.12	3.44	3.79	4.17	4.59	5.05	5.56	6.12
2.58	56.76	2.84	3.13	3.45	3.80	4.18	4.60	5.06	5.57	6.13
2.59	56.98	2.85	3.14	3.46	3.81	4.20	4.62	5.09	5.60	6.16
2.60	57.20	2.86	3.15	3.47	3.82	4.21	4.64	5.11	5.63	6.20
2.61	57.42	2.88	3.17	3.49	3.84	4.23	4.66	5.13	5.65	6.22
2.62	57.64	2.89	3.18	3.50	3.85	4.24	4.67	5.14	5.66	6.23
2.63	57.86	2.90	3.19	3.51	3.87	4.26	4.69	5.16	5.68	6.25
2.64	58.08	2.91	3.21	3.54	3.90	4.29	4.72	5.20	5.72	6.30
2.65	58.30	2.92	3.22	3.55	3.91	4.31	4.75	5.23	5.76	6.34
2.66	58.52	2.93	3.23	3.56	3.92	4.32	4.76	5.24	5.77	6.35
2.67	58.74	2.94	3.24	3.57	3.93	4.33	4.77	5.25	5.78	6.36
2.68	58.96	2.95	3.25	3.58	3.94	4.34	4.78	5.26	5.79	6.37
2.69	59.18	2.96	3.26	3.59	3.95	4.35	4.79	5.27	5.80	6.38
2.70	59.40	2.97	3.27	3.60	3.96	4.36	4.80	5.28	5.81	6.40
2.71	59.62	2.99	3.29	3.62	3.99	4.39	4.83	5.32	5.86	6.45
2.72	59.84	3.00	3.30	3.63	4.00	4.40	4.84	5.33	5.87	6.46
2.73	60.06	3.01	3.32	3.66	4.03	4.44	4.89	5.38	5.92	6.52
2.74	60.28	3.02	3.33	3.67	4.04	4.45	4.90	5.39	5.93	6.53
2.75	60.50	3.03	3.34	3.68	4.05	4.46	4.91	5.41	5.96	6.56
2.76	60.72	3.04	3.35	3.69	4.06	4.47	4.92	5.42	5.97	6.57
2.77	60.94	3.05	3.36	3.70	4.07	4.48	4.93	5.43	5.98	6.58
2.78	61.16	3.06	3.37	3.71	4.09	4.50	4.95	5.45	6.00	6.60
2.79	61.38	3.07	3.38	3.72	4.10	4.51	4.97	5.47	6.02	6.63
2.80	61.60	3.08	3.39	3.73	4.11	4.53	4.99	5.49	6.04	6.65
2.81	61.82	3.10	3.41	3.76	4.14	4.56	5.02	5.53	6.09	6.70
2.82	62.04	3.11	3.43	3.78	4.16	4.58	5.04	5.55	6.11	6.73
2.83	62.26	3.12	3.44	3.79	4.17	4.59	5.05	5.56	6.12	6.74
2.84	62.48	3.13	3.45	3.80	4.18	4.60	5.06	5.57	6.13	6.75
2.85	62.70	3.14	3.46	3.81	4.20	4.62	5.09	5.60	6.16	6.78
2.86	62.92	3.15	3.47	3.82	4.21	4.64	5.11	5.63	6.20	6.82
2.87	63.14	3.16	3.48	3.83	4.22	4.65	5.12	5.64	6.21	6.84
2.88	63.36	3.17	3.49	3.84	4.23	4.66	5.13	5.65	6.22	6.85
2.89	63.58	3.18	3.50	3.85	4.24	4.67	5.14	5.66	6.23	6.86
2.90	63.80	3.19	3.51	3.87	4.26	4.69	5.16	5.68	6.25	6.88
2.91	64.02	3.21	3.54	3.90	4.29	4.72	5.20	5.72	6.30	6.93
2.92	64.24	3.22	3.55	3.91	4.31	4.75	5.23	5.76	6.34	6.98
2.93	64.46	3.23	3.56	3.92	4.32	4.76	5.24	5.77	6.35	6.99
2.94	64.68	3.24	3.57	3.93	4.33	4.77	5.25	5.78	6.36	7.00
2.95	64.90	3.25	3.58	3.94	4.34	4.78	5.26	5.79	6.37	7.01
2.96	65.12	3.26	3.59	3.95	4.35	4.79	5.27	5.80	6.38	7.02
2.97	65.34	3.27	3.60	3.96	4.36	4.80	5.28	5.81	6.40	7.04
2.98	65.56	3.28	3.61	3.98	4.38	4.82	5.31	5.85	6.44	7.09
2.99	65.78	3.29	3.62	3.99	4.39	4.83	5.32	5.86	6.45	7.10
3.00	66.00	3.30	3.63	4.00	4.40	4.84	5.33	5.87	6.46	7.11
3.01	66.22	3.32	3.66	4.03	4.44	4.89	5.38	5.92	6.52	7.18
3.02	66.44	3.33	3.67	4.04	4.45	4.90	5.39	5.93	6.53	7.19
3.03	66.66	3.34	3.68	4.05	4.46	4.91	5.41	5.96	6.56	7.22
3.04	66.88	3.35	3.69	4.06	4.47	4.92	5.42	5.97	6.57	7.23
3.05	67.10	3.36	3.70	4.07	4.48	4.93	5.43	5.98	6.58	7.24
3.06	67.32	3.37	3.71	4.09	4.50	4.95	5.45	6.00	6.60	7.26
3.07	67.54	3.38	3.72	4.10	4.51	4.97	5.47	6.02	6.63	7.30

Contribution Rate prior to adoption of Schedule	Accrual Rate for benefits earned on or after effective date of Preferred Schedule	Contribution Rate for each Year after Effective Date of Preferred Schedule								
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
3.08	67.76	3.39	3.73	4.11	4.53	4.99	5.49	6.04	6.65	7.32
3.09	67.98	3.40	3.74	4.12	4.54	5.00	5.50	6.05	6.66	7.33
3.10	68.20	3.41	3.76	4.14	4.56	5.02	5.53	6.09	6.70	7.37
3.11	68.42	3.43	3.78	4.16	4.58	5.04	5.55	6.11	6.73	7.41
3.12	68.64	3.44	3.79	4.17	4.59	5.05	5.56	6.12	6.74	7.42
3.13	68.86	3.45	3.80	4.18	4.60	5.06	5.57	6.13	6.75	7.43
3.14	69.08	3.46	3.81	4.20	4.62	5.09	5.60	6.16	6.78	7.46
3.15	69.30	3.47	3.82	4.21	4.64	5.11	5.63	6.20	6.82	7.51
3.16	69.52	3.48	3.83	4.22	4.65	5.12	5.64	6.21	6.84	7.53
3.17	69.74	3.49	3.84	4.23	4.66	5.13	5.65	6.22	6.85	7.54
3.18	69.96	3.50	3.85	4.24	4.67	5.14	5.66	6.23	6.86	7.55
3.19	70.18	3.51	3.87	4.26	4.69	5.16	5.68	6.25	6.88	7.57
3.20	70.40	3.52	3.88	4.27	4.70	5.17	5.69	6.26	6.89	7.58
3.21	70.62	3.54	3.90	4.29	4.72	5.20	5.72	6.30	6.93	7.63
3.22	70.84	3.55	3.91	4.31	4.75	5.23	5.76	6.34	6.98	7.68
3.23	71.06	3.56	3.92	4.32	4.76	5.24	5.77	6.35	6.99	7.69
3.24	71.28	3.57	3.93	4.33	4.77	5.25	5.78	6.36	7.00	7.70
3.25	71.50	3.58	3.94	4.34	4.78	5.26	5.79	6.37	7.01	7.72
3.26	71.72	3.59	3.95	4.35	4.79	5.27	5.80	6.38	7.02	7.73
3.27	71.94	3.60	3.96	4.36	4.80	5.28	5.81	6.40	7.04	7.75
3.28	72.16	3.61	3.98	4.38	4.82	5.31	5.85	6.44	7.09	7.80
3.29	72.38	3.62	3.99	4.39	4.83	5.32	5.86	6.45	7.10	7.81
3.30	72.60	3.63	4.00	4.40	4.84	5.33	5.87	6.46	7.11	7.83
3.31	72.82	3.65	4.02	4.43	4.88	5.37	5.91	6.51	7.17	7.89
3.32	73.04	3.66	4.03	4.44	4.89	5.38	5.92	6.52	7.18	7.90
3.33	73.26	3.67	4.04	4.45	4.90	5.39	5.93	6.53	7.19	7.91
3.34	73.48	3.68	4.05	4.46	4.91	5.41	5.96	6.56	7.22	7.95
3.35	73.70	3.69	4.06	4.47	4.92	5.42	5.97	6.57	7.23	7.96
3.36	73.92	3.70	4.07	4.48	4.93	5.43	5.98	6.58	7.24	7.97
3.37	74.14	3.71	4.09	4.50	4.95	5.45	6.00	6.60	7.26	7.99
3.38	74.36	3.72	4.10	4.51	4.97	5.47	6.02	6.63	7.30	8.03
3.39	74.58	3.73	4.11	4.53	4.99	5.49	6.04	6.65	7.32	8.06
3.40	74.80	3.74	4.12	4.54	5.00	5.50	6.05	6.66	7.33	8.07
3.41	75.02	3.76	4.14	4.56	5.02	5.53	6.09	6.70	7.37	8.11
3.42	75.24	3.77	4.15	4.57	5.03	5.54	6.10	6.71	7.39	8.13
3.43	75.46	3.78	4.16	4.58	5.04	5.55	6.11	6.73	7.41	8.16
3.44	75.68	3.79	4.17	4.59	5.05	5.56	6.12	6.74	7.42	8.17
3.45	75.90	3.80	4.18	4.60	5.06	5.57	6.13	6.75	7.43	8.18

**LIUNA National (Industrial) Pension Fund
Contribution and Accrual Rates for Default Schedule**

Contribution Rate prior to adoption of Schedule	Accrual Rate for benefits earned on or after effective date of Default Schedule	Contribution Rate for each Year after Effective Date of Default Schedule									
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
\$0.06	\$1.20	\$0.07	\$0.08	\$0.09	\$0.10	\$0.11	\$0.12	\$0.13	\$0.15	\$0.17	\$0.19
0.07	\$1.40	0.08	0.09	0.10	0.11	0.12	0.13	0.15	0.17	0.19	0.21
0.08	\$1.60	0.09	0.10	0.11	0.12	0.13	0.15	0.17	0.19	0.21	0.23
0.09	\$1.80	0.10	0.11	0.12	0.13	0.15	0.17	0.19	0.21	0.23	0.25
0.10	\$2.00	0.11	0.12	0.13	0.15	0.17	0.19	0.21	0.23	0.25	0.27
0.11	\$2.20	0.12	0.13	0.15	0.17	0.19	0.21	0.23	0.25	0.27	0.30
0.12	\$2.40	0.13	0.15	0.17	0.19	0.21	0.23	0.25	0.27	0.30	0.33
0.13	\$2.60	0.15	0.17	0.19	0.21	0.23	0.25	0.27	0.30	0.33	0.36
0.14	\$2.80	0.16	0.18	0.20	0.22	0.24	0.26	0.29	0.32	0.35	0.38
0.15	\$3.00	0.17	0.19	0.21	0.23	0.25	0.27	0.30	0.33	0.36	0.39
0.16	\$3.20	0.18	0.20	0.22	0.24	0.26	0.29	0.32	0.35	0.38	0.42
0.17	\$3.40	0.19	0.21	0.23	0.25	0.27	0.30	0.33	0.36	0.39	0.43
0.18	\$3.60	0.20	0.22	0.24	0.26	0.29	0.32	0.35	0.38	0.42	0.46
0.19	\$3.80	0.21	0.23	0.25	0.27	0.30	0.33	0.36	0.39	0.43	0.47
0.20	\$4.00	0.22	0.24	0.26	0.29	0.32	0.35	0.38	0.42	0.46	0.50
0.21	\$4.20	0.23	0.25	0.27	0.30	0.33	0.36	0.39	0.43	0.47	0.51
0.22	\$4.40	0.24	0.26	0.29	0.32	0.35	0.38	0.42	0.46	0.50	0.54
0.23	\$4.60	0.25	0.27	0.30	0.33	0.36	0.39	0.43	0.47	0.51	0.56
0.24	\$4.80	0.26	0.29	0.32	0.35	0.38	0.42	0.46	0.50	0.54	0.59
0.25	\$5.00	0.27	0.30	0.33	0.36	0.39	0.43	0.47	0.51	0.56	0.61
0.26	\$5.20	0.29	0.32	0.35	0.38	0.42	0.46	0.50	0.54	0.59	0.64
0.27	\$5.40	0.30	0.33	0.36	0.39	0.43	0.47	0.51	0.56	0.61	0.66
0.28	\$5.60	0.31	0.34	0.37	0.40	0.44	0.48	0.52	0.57	0.62	0.67
0.29	\$5.80	0.32	0.35	0.38	0.42	0.46	0.50	0.54	0.59	0.64	0.70
0.30	\$6.00	0.33	0.36	0.39	0.43	0.47	0.51	0.56	0.61	0.66	0.72
0.31	\$6.20	0.34	0.37	0.40	0.44	0.48	0.52	0.57	0.62	0.67	0.73
0.32	\$6.40	0.35	0.38	0.42	0.46	0.50	0.54	0.59	0.64	0.70	0.76
0.33	\$6.60	0.36	0.39	0.43	0.47	0.51	0.56	0.61	0.66	0.72	0.78
0.34	\$6.80	0.37	0.40	0.44	0.48	0.52	0.57	0.62	0.67	0.73	0.79
0.35	\$7.00	0.38	0.42	0.46	0.50	0.54	0.59	0.64	0.70	0.76	0.83
0.36	\$7.20	0.39	0.43	0.47	0.51	0.56	0.61	0.66	0.72	0.78	0.85
0.37	\$7.40	0.40	0.44	0.48	0.52	0.57	0.62	0.67	0.73	0.79	0.86
0.38	\$7.60	0.42	0.46	0.50	0.54	0.59	0.64	0.70	0.76	0.83	0.90
0.39	\$7.80	0.43	0.47	0.51	0.56	0.61	0.66	0.72	0.78	0.85	0.92
0.40	\$8.00	0.44	0.48	0.52	0.57	0.62	0.67	0.73	0.79	0.86	0.93
0.41	\$8.20	0.45	0.49	0.53	0.58	0.63	0.69	0.75	0.81	0.88	0.96
0.42	\$8.40	0.46	0.50	0.54	0.59	0.64	0.70	0.76	0.83	0.90	0.98
0.43	\$8.60	0.47	0.51	0.56	0.61	0.66	0.72	0.78	0.85	0.92	1.00
0.44	\$8.80	0.48	0.52	0.57	0.62	0.67	0.73	0.79	0.86	0.93	1.01
0.45	\$9.00	0.49	0.53	0.58	0.63	0.69	0.75	0.81	0.88	0.96	1.04
0.46	\$9.20	0.50	0.54	0.59	0.64	0.70	0.76	0.83	0.90	0.98	1.06
0.47	\$9.40	0.51	0.56	0.61	0.66	0.72	0.78	0.85	0.92	1.00	1.08
0.48	\$9.60	0.52	0.57	0.62	0.67	0.73	0.79	0.86	0.93	1.01	1.10
0.49	\$9.80	0.53	0.58	0.63	0.69	0.75	0.81	0.88	0.96	1.04	1.13
0.50	\$10.00	0.54	0.59	0.64	0.70	0.76	0.83	0.90	0.98	1.06	1.15
0.51	\$10.20	0.56	0.61	0.66	0.72	0.78	0.85	0.92	1.00	1.08	1.17
0.52	\$10.40	0.57	0.62	0.67	0.73	0.79	0.86	0.93	1.01	1.10	1.19
0.53	\$10.60	0.58	0.63	0.69	0.75	0.81	0.88	0.96	1.04	1.13	1.23
0.54	\$10.80	0.59	0.64	0.70	0.76	0.83	0.90	0.98	1.06	1.15	1.25
0.55	\$11.00	0.60	0.65	0.71	0.77	0.84	0.91	0.99	1.07	1.16	1.26
0.56	\$11.20	0.61	0.66	0.72	0.78	0.85	0.92	1.00	1.08	1.17	1.27
0.57	\$11.40	0.62	0.67	0.73	0.79	0.86	0.93	1.01	1.10	1.19	1.29
0.58	\$11.60	0.63	0.69	0.75	0.81	0.88	0.96	1.04	1.13	1.23	1.33
0.59	\$11.80	0.64	0.70	0.76	0.83	0.90	0.98	1.06	1.15	1.25	1.35
0.60	\$12.00	0.65	0.71	0.77	0.84	0.91	0.99	1.07	1.16	1.26	1.37
0.61	\$12.20	0.66	0.72	0.78	0.85	0.92	1.00	1.08	1.17	1.27	1.38
0.62	\$12.40	0.67	0.73	0.79	0.86	0.93	1.01	1.10	1.19	1.29	1.40
0.63	\$12.60	0.69	0.75	0.81	0.88	0.96	1.04	1.13	1.23	1.33	1.44

Default Schedule

Contribution Rate prior to adoption of Schedule	Accrual Rate for benefits earned on or after effective date of Default Schedule	Contribution Rate for each Year after Effective Date of Default Schedule									
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
0.64	\$12.80	0.70	0.76	0.83	0.90	0.98	1.06	1.15	1.25	1.35	1.46
0.65	\$13.00	0.71	0.77	0.84	0.91	0.99	1.07	1.16	1.26	1.37	1.48
0.66	\$13.20	0.72	0.78	0.85	0.92	1.00	1.08	1.17	1.27	1.38	1.50
0.67	\$13.40	0.73	0.79	0.86	0.93	1.01	1.10	1.19	1.29	1.40	1.52
0.68	\$13.60	0.74	0.80	0.87	0.94	1.02	1.11	1.20	1.30	1.41	1.53
0.69	\$13.80	0.75	0.81	0.88	0.96	1.04	1.13	1.23	1.33	1.44	1.56
0.70	\$14.00	0.76	0.83	0.90	0.98	1.06	1.15	1.25	1.35	1.46	1.58
0.71	\$14.20	0.77	0.84	0.91	0.99	1.07	1.16	1.26	1.37	1.48	1.60
0.72	\$14.40	0.78	0.85	0.92	1.00	1.08	1.17	1.27	1.38	1.50	1.62
0.73	\$14.60	0.79	0.86	0.93	1.01	1.10	1.19	1.29	1.40	1.52	1.65
0.74	\$14.80	0.80	0.87	0.94	1.02	1.11	1.20	1.30	1.41	1.53	1.66
0.75	\$15.00	0.81	0.88	0.96	1.04	1.13	1.23	1.33	1.44	1.56	1.69
0.76	\$15.20	0.83	0.90	0.98	1.06	1.15	1.25	1.35	1.46	1.58	1.71
0.77	\$15.40	0.84	0.91	0.99	1.07	1.16	1.26	1.37	1.48	1.60	1.73
0.78	\$15.60	0.85	0.92	1.00	1.08	1.17	1.27	1.38	1.50	1.62	1.75
0.79	\$15.80	0.86	0.93	1.01	1.10	1.19	1.29	1.40	1.52	1.65	1.79
0.80	\$16.00	0.87	0.94	1.02	1.11	1.20	1.30	1.41	1.53	1.66	1.80
0.81	\$16.20	0.88	0.96	1.04	1.13	1.23	1.33	1.44	1.56	1.69	1.83
0.82	\$16.40	0.89	0.97	1.05	1.14	1.24	1.34	1.45	1.57	1.70	1.84
0.83	\$16.60	0.90	0.98	1.06	1.15	1.25	1.35	1.46	1.58	1.71	1.85
0.84	\$16.80	0.91	0.99	1.07	1.16	1.26	1.37	1.48	1.60	1.73	1.87
0.85	\$17.00	0.92	1.00	1.08	1.17	1.27	1.38	1.50	1.62	1.75	1.89
0.86	\$17.20	0.93	1.01	1.10	1.19	1.29	1.40	1.52	1.65	1.79	1.94
0.87	\$17.40	0.94	1.02	1.11	1.20	1.30	1.41	1.53	1.66	1.80	1.95
0.88	\$17.60	0.96	1.04	1.13	1.23	1.33	1.44	1.56	1.69	1.83	1.98
0.89	\$17.80	0.97	1.05	1.14	1.24	1.34	1.45	1.57	1.70	1.84	1.99
0.90	\$18.00	0.98	1.06	1.15	1.25	1.35	1.46	1.58	1.71	1.85	2.00
0.91	\$18.20	0.99	1.07	1.16	1.26	1.37	1.48	1.60	1.73	1.87	2.02
0.92	\$18.40	1.00	1.08	1.17	1.27	1.38	1.50	1.62	1.75	1.89	2.05
0.93	\$18.60	1.01	1.10	1.19	1.29	1.40	1.52	1.65	1.79	1.94	2.10
0.94	\$18.80	1.02	1.11	1.20	1.30	1.41	1.53	1.66	1.80	1.95	2.11
0.95	\$19.00	1.03	1.12	1.21	1.31	1.42	1.54	1.67	1.81	1.96	2.12
0.96	\$19.20	1.04	1.13	1.23	1.33	1.44	1.56	1.69	1.83	1.98	2.14
0.97	\$19.40	1.05	1.14	1.24	1.34	1.45	1.57	1.70	1.84	1.99	2.15
0.98	\$19.60	1.06	1.15	1.25	1.35	1.46	1.58	1.71	1.85	2.00	2.16
0.99	\$19.80	1.07	1.16	1.26	1.37	1.48	1.60	1.73	1.87	2.02	2.19
1.00	\$20.00	1.08	1.17	1.27	1.38	1.50	1.62	1.75	1.89	2.05	2.22
1.01	\$20.20	1.10	1.19	1.29	1.40	1.52	1.65	1.79	1.94	2.10	2.27
1.02	\$20.40	1.11	1.20	1.30	1.41	1.53	1.66	1.80	1.95	2.11	2.28
1.03	\$20.60	1.12	1.21	1.31	1.42	1.54	1.67	1.81	1.96	2.12	2.29
1.04	\$20.80	1.13	1.23	1.33	1.44	1.56	1.69	1.83	1.98	2.14	2.32
1.05	\$21.00	1.14	1.24	1.34	1.45	1.57	1.70	1.84	1.99	2.15	2.33
1.06	\$21.20	1.15	1.25	1.35	1.46	1.58	1.71	1.85	2.00	2.16	2.34
1.07	\$21.40	1.16	1.26	1.37	1.48	1.60	1.73	1.87	2.02	2.19	2.37
1.08	\$21.60	1.17	1.27	1.38	1.50	1.62	1.75	1.89	2.05	2.22	2.40
1.09	\$21.80	1.18	1.28	1.39	1.51	1.64	1.78	1.93	2.09	2.26	2.45
1.10	\$22.00	1.19	1.29	1.40	1.52	1.65	1.79	1.94	2.10	2.27	2.46
1.11	\$22.20	1.20	1.30	1.41	1.53	1.66	1.80	1.95	2.11	2.28	2.47
1.12	\$22.40	1.21	1.31	1.42	1.54	1.67	1.81	1.96	2.12	2.29	2.48
1.13	\$22.60	1.23	1.33	1.44	1.56	1.69	1.83	1.98	2.14	2.32	2.51
1.14	\$22.80	1.24	1.34	1.45	1.57	1.70	1.84	1.99	2.15	2.33	2.52
1.15	\$23.00	1.25	1.35	1.46	1.58	1.71	1.85	2.00	2.16	2.34	2.53
1.16	\$23.20	1.26	1.37	1.48	1.60	1.73	1.87	2.02	2.19	2.37	2.56
1.17	\$23.40	1.27	1.38	1.50	1.62	1.75	1.89	2.05	2.22	2.40	2.60
1.18	\$23.60	1.28	1.39	1.51	1.64	1.78	1.93	2.09	2.26	2.45	2.65
1.19	\$23.80	1.29	1.40	1.52	1.65	1.79	1.94	2.10	2.27	2.46	2.66
1.20	\$24.00	1.30	1.41	1.53	1.66	1.80	1.95	2.11	2.28	2.47	2.67
1.21	\$24.20	1.31	1.42	1.54	1.67	1.81	1.96	2.12	2.29	2.48	2.68
1.22	\$24.40	1.32	1.43	1.55	1.68	1.82	1.97	2.13	2.31	2.50	2.70
1.23	\$24.60	1.33	1.44	1.56	1.69	1.83	1.98	2.14	2.32	2.51	2.72
1.24	\$24.80	1.34	1.45	1.57	1.70	1.84	1.99	2.15	2.33	2.52	2.73

Contribution Rate prior to adoption of Schedule	Accrual Rate for benefits earned on or after effective date of Default Schedule	Contribution Rate for each Year after Effective Date of Default Schedule									
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
1.25	\$25.00	1.35	1.48	1.58	1.71	1.85	2.00	2.18	2.34	2.53	2.74
1.26	\$25.20	1.37	1.48	1.60	1.73	1.87	2.02	2.19	2.37	2.56	2.77
1.27	\$25.40	1.38	1.50	1.62	1.75	1.89	2.05	2.22	2.40	2.60	2.81
1.28	\$25.60	1.39	1.51	1.64	1.78	1.93	2.09	2.26	2.45	2.65	2.87
1.29	\$25.80	1.40	1.52	1.65	1.79	1.94	2.10	2.27	2.46	2.66	2.88
1.30	\$26.00	1.41	1.53	1.66	1.80	1.95	2.11	2.28	2.47	2.67	2.89
1.31	\$26.20	1.42	1.54	1.67	1.81	1.96	2.12	2.29	2.48	2.68	2.90
1.32	\$26.40	1.43	1.55	1.68	1.82	1.97	2.13	2.31	2.50	2.70	2.92
1.33	\$26.60	1.44	1.56	1.69	1.83	1.98	2.14	2.32	2.51	2.72	2.94
1.34	\$26.80	1.45	1.57	1.70	1.84	1.99	2.15	2.33	2.52	2.73	2.95
1.35	\$27.00	1.46	1.58	1.71	1.85	2.00	2.16	2.34	2.53	2.74	2.96
1.36	\$27.20	1.47	1.59	1.72	1.86	2.01	2.18	2.36	2.55	2.76	2.99
1.37	\$27.40	1.48	1.60	1.73	1.87	2.02	2.19	2.37	2.56	2.77	3.00
1.38	\$27.60	1.50	1.62	1.75	1.89	2.05	2.22	2.40	2.60	2.81	3.04
1.39	\$27.80	1.51	1.64	1.78	1.93	2.09	2.26	2.45	2.65	2.87	3.10
1.40	\$28.00	1.52	1.65	1.79	1.94	2.10	2.27	2.46	2.66	2.88	3.12
1.41	\$28.20	1.53	1.66	1.80	1.95	2.11	2.28	2.47	2.67	2.89	3.13
1.42	\$28.40	1.54	1.67	1.81	1.96	2.12	2.29	2.48	2.68	2.90	3.14
1.43	\$28.60	1.55	1.68	1.82	1.97	2.13	2.31	2.50	2.70	2.92	3.16
1.44	\$28.80	1.56	1.69	1.83	1.98	2.14	2.32	2.51	2.72	2.94	3.18
1.45	\$29.00	1.57	1.70	1.84	1.99	2.15	2.33	2.52	2.73	2.95	3.19
1.46	\$29.20	1.58	1.71	1.85	2.00	2.16	2.34	2.53	2.74	2.96	3.20
1.47	\$29.40	1.59	1.72	1.86	2.01	2.18	2.36	2.55	2.76	2.99	3.23
1.48	\$29.60	1.60	1.73	1.87	2.02	2.19	2.37	2.56	2.77	3.00	3.24
1.49	\$29.80	1.61	1.74	1.88	2.04	2.21	2.39	2.59	2.80	3.03	3.28
1.50	\$30.00	1.62	1.75	1.89	2.05	2.22	2.40	2.60	2.81	3.04	3.29
1.51	\$30.20	1.64	1.78	1.93	2.09	2.26	2.45	2.65	2.87	3.10	3.35
1.52	\$30.40	1.65	1.79	1.94	2.10	2.27	2.46	2.66	2.88	3.12	3.37
1.53	\$30.60	1.66	1.80	1.95	2.11	2.28	2.47	2.67	2.89	3.13	3.39
1.54	\$30.80	1.67	1.81	1.96	2.12	2.29	2.48	2.68	2.90	3.14	3.40
1.55	\$31.00	1.68	1.82	1.97	2.13	2.31	2.50	2.70	2.92	3.16	3.42
1.56	\$31.20	1.69	1.83	1.98	2.14	2.32	2.51	2.72	2.94	3.18	3.44
1.57	\$31.40	1.70	1.84	1.99	2.15	2.33	2.52	2.73	2.95	3.19	3.45
1.58	\$31.60	1.71	1.85	2.00	2.16	2.34	2.53	2.74	2.96	3.20	3.46
1.59	\$31.80	1.72	1.86	2.01	2.18	2.36	2.55	2.76	2.99	3.23	3.49
1.60	\$32.00	1.73	1.87	2.02	2.19	2.37	2.56	2.77	3.00	3.24	3.50
1.61	\$32.20	1.74	1.88	2.04	2.21	2.39	2.59	2.80	3.03	3.28	3.55
1.62	\$32.40	1.75	1.89	2.05	2.22	2.40	2.60	2.81	3.04	3.29	3.56
1.63	\$32.60	1.77	1.92	2.08	2.25	2.43	2.63	2.85	3.08	3.33	3.60
1.64	\$32.80	1.78	1.93	2.09	2.26	2.45	2.65	2.87	3.10	3.35	3.62
1.65	\$33.00	1.79	1.94	2.10	2.27	2.46	2.66	2.88	3.12	3.37	3.64
1.66	\$33.20	1.80	1.95	2.11	2.28	2.47	2.67	2.89	3.13	3.39	3.67
1.67	\$33.40	1.81	1.96	2.12	2.29	2.48	2.68	2.90	3.14	3.40	3.68
1.68	\$33.60	1.82	1.97	2.13	2.31	2.50	2.70	2.92	3.16	3.42	3.70
1.69	\$33.80	1.83	1.98	2.14	2.32	2.51	2.72	2.94	3.18	3.44	3.72
1.70	\$34.00	1.84	1.99	2.15	2.33	2.52	2.73	2.95	3.19	3.45	3.73
1.71	\$34.20	1.85	2.00	2.16	2.34	2.53	2.74	2.96	3.20	3.46	3.74
1.72	\$34.40	1.86	2.01	2.18	2.36	2.55	2.76	2.99	3.23	3.49	3.77
1.73	\$34.60	1.87	2.02	2.19	2.37	2.56	2.77	3.00	3.24	3.50	3.78
1.74	\$34.80	1.88	2.04	2.21	2.39	2.59	2.80	3.03	3.28	3.55	3.84
1.75	\$35.00	1.89	2.05	2.22	2.40	2.60	2.81	3.04	3.29	3.56	3.85
1.76	\$35.20	1.91	2.07	2.24	2.42	2.62	2.83	3.06	3.31	3.58	3.87
1.77	\$35.40	1.92	2.08	2.25	2.43	2.63	2.85	3.08	3.33	3.60	3.89
1.78	\$35.60	1.93	2.09	2.26	2.45	2.65	2.87	3.10	3.35	3.62	3.91
1.79	\$35.80	1.94	2.10	2.27	2.46	2.66	2.88	3.12	3.37	3.64	3.94
1.80	\$36.00	1.95	2.11	2.28	2.47	2.67	2.89	3.13	3.39	3.67	3.97
1.81	\$36.20	1.96	2.12	2.29	2.48	2.68	2.90	3.14	3.40	3.68	3.98
1.82	\$36.40	1.97	2.13	2.31	2.50	2.70	2.92	3.16	3.42	3.70	4.00
1.83	\$36.60	1.98	2.14	2.32	2.51	2.72	2.94	3.18	3.44	3.72	4.02
1.84	\$36.80	1.99	2.15	2.33	2.52	2.73	2.95	3.19	3.45	3.73	4.03
1.85	\$37.00	2.00	2.16	2.34	2.53	2.74	2.96	3.20	3.46	3.74	4.04

Contribution Rate prior to adoption of Schedule	Accrual Rate for benefits earned on or after effective date of Default Schedule	Contribution Rate for each Year after Effective Date of Default Schedule									
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
1.86	\$37.20	2.01	2.18	2.36	2.55	2.76	2.99	3.23	3.49	3.77	4.08
1.87	\$37.40	2.02	2.19	2.37	2.56	2.77	3.00	3.24	3.50	3.78	4.09
1.88	\$37.60	2.04	2.21	2.39	2.59	2.80	3.03	3.28	3.55	3.84	4.15
1.89	\$37.80	2.05	2.22	2.40	2.60	2.81	3.04	3.29	3.56	3.85	4.16
1.90	\$38.00	2.06	2.23	2.41	2.61	2.82	3.05	3.30	3.57	3.86	4.17
1.91	\$38.20	2.07	2.24	2.42	2.62	2.83	3.06	3.31	3.58	3.87	4.18
1.92	\$38.40	2.08	2.25	2.43	2.63	2.85	3.08	3.33	3.60	3.89	4.21
1.93	\$38.60	2.09	2.26	2.45	2.65	2.87	3.10	3.35	3.62	3.91	4.23
1.94	\$38.80	2.10	2.27	2.46	2.66	2.88	3.12	3.37	3.64	3.94	4.26
1.95	\$39.00	2.11	2.28	2.47	2.67	2.89	3.13	3.39	3.67	3.97	4.29
1.96	\$39.20	2.12	2.29	2.48	2.68	2.90	3.14	3.40	3.68	3.98	4.30
1.97	\$39.40	2.13	2.31	2.50	2.70	2.92	3.16	3.42	3.70	4.00	4.32
1.98	\$39.60	2.14	2.32	2.51	2.72	2.94	3.18	3.44	3.72	4.02	4.35
1.99	\$39.80	2.15	2.33	2.52	2.73	2.95	3.19	3.45	3.73	4.03	4.36
2.00	\$40.00	2.16	2.34	2.53	2.74	2.96	3.20	3.46	3.74	4.04	4.37
2.01	\$40.20	2.18	2.36	2.55	2.76	2.98	3.23	3.49	3.77	4.08	4.41
2.02	\$40.40	2.19	2.37	2.56	2.77	3.00	3.24	3.50	3.78	4.09	4.42
2.03	\$40.60	2.20	2.38	2.58	2.79	3.02	3.27	3.54	3.83	4.14	4.48
2.04	\$40.80	2.21	2.39	2.59	2.80	3.03	3.28	3.55	3.84	4.15	4.49
2.05	\$41.00	2.22	2.40	2.60	2.81	3.04	3.29	3.56	3.85	4.16	4.50
2.06	\$41.20	2.23	2.41	2.61	2.82	3.05	3.30	3.57	3.86	4.17	4.51
2.07	\$41.40	2.24	2.42	2.62	2.83	3.06	3.31	3.58	3.87	4.18	4.52
2.08	\$41.60	2.25	2.43	2.63	2.85	3.08	3.33	3.60	3.89	4.21	4.55
2.09	\$41.80	2.26	2.45	2.65	2.87	3.10	3.35	3.62	3.91	4.23	4.57
2.10	\$42.00	2.27	2.46	2.66	2.88	3.12	3.37	3.64	3.94	4.26	4.61
2.11	\$42.20	2.28	2.47	2.67	2.89	3.13	3.39	3.67	3.97	4.29	4.64
2.12	\$42.40	2.29	2.48	2.68	2.90	3.14	3.40	3.68	3.98	4.30	4.65
2.13	\$42.60	2.31	2.50	2.70	2.92	3.16	3.42	3.70	4.00	4.32	4.67
2.14	\$42.80	2.32	2.51	2.72	2.94	3.18	3.44	3.72	4.02	4.35	4.70
2.15	\$43.00	2.33	2.52	2.73	2.95	3.19	3.45	3.73	4.03	4.36	4.71
2.16	\$43.20	2.34	2.53	2.74	2.96	3.20	3.46	3.74	4.04	4.37	4.72
2.17	\$43.40	2.35	2.54	2.75	2.97	3.21	3.47	3.75	4.05	4.38	4.74
2.18	\$43.60	2.36	2.55	2.76	2.99	3.23	3.49	3.77	4.08	4.41	4.77
2.19	\$43.80	2.37	2.56	2.77	3.00	3.24	3.50	3.78	4.09	4.42	4.78
2.20	\$44.00	2.38	2.58	2.79	3.02	3.27	3.54	3.83	4.14	4.48	4.84
2.21	\$44.20	2.39	2.59	2.80	3.03	3.28	3.55	3.84	4.15	4.49	4.85
2.22	\$44.40	2.40	2.60	2.81	3.04	3.29	3.56	3.85	4.16	4.50	4.86
2.23	\$44.60	2.41	2.61	2.82	3.05	3.30	3.57	3.86	4.17	4.51	4.88
2.24	\$44.80	2.42	2.62	2.83	3.06	3.31	3.58	3.87	4.18	4.52	4.89
2.25	\$45.00	2.43	2.63	2.85	3.08	3.33	3.60	3.89	4.21	4.55	4.92
2.26	\$45.20	2.45	2.65	2.87	3.10	3.35	3.62	3.91	4.23	4.57	4.94
2.27	\$45.40	2.46	2.66	2.88	3.12	3.37	3.64	3.94	4.26	4.61	4.98
2.28	\$45.60	2.47	2.67	2.89	3.13	3.39	3.67	3.97	4.29	4.64	5.02
2.29	\$45.80	2.48	2.68	2.90	3.14	3.40	3.68	3.98	4.30	4.65	5.03
2.30	\$46.00	2.49	2.69	2.91	3.15	3.41	3.69	3.99	4.31	4.66	5.04
2.31	\$46.20	2.50	2.70	2.92	3.16	3.42	3.70	4.00	4.32	4.67	5.05
2.32	\$46.40	2.51	2.72	2.94	3.18	3.44	3.72	4.02	4.35	4.70	5.08
2.33	\$46.60	2.52	2.73	2.95	3.19	3.45	3.73	4.03	4.36	4.71	5.09
2.34	\$46.80	2.53	2.74	2.96	3.20	3.46	3.74	4.04	4.37	4.72	5.10
2.35	\$47.00	2.54	2.75	2.97	3.21	3.47	3.75	4.05	4.38	4.74	5.12
2.36	\$47.20	2.55	2.76	2.99	3.23	3.49	3.77	4.08	4.41	4.77	5.16
2.37	\$47.40	2.56	2.77	3.00	3.24	3.50	3.78	4.09	4.42	4.78	5.17
2.38	\$47.60	2.58	2.79	3.02	3.27	3.54	3.83	4.14	4.48	4.84	5.23
2.39	\$47.80	2.59	2.80	3.03	3.28	3.55	3.84	4.15	4.49	4.85	5.24
2.40	\$48.00	2.60	2.81	3.04	3.29	3.56	3.85	4.16	4.50	4.86	5.25
2.41	\$48.20	2.61	2.82	3.05	3.30	3.57	3.86	4.17	4.51	4.88	5.28
2.42	\$48.40	2.62	2.83	3.06	3.31	3.58	3.87	4.18	4.52	4.89	5.29
2.43	\$48.60	2.63	2.85	3.08	3.33	3.60	3.89	4.21	4.55	4.92	5.32
2.44	\$48.80	2.64	2.86	3.09	3.34	3.61	3.90	4.22	4.56	4.93	5.33
2.45	\$49.00	2.65	2.87	3.10	3.35	3.62	3.91	4.23	4.57	4.94	5.34
2.46	\$49.20	2.66	2.88	3.12	3.37	3.64	3.94	4.26	4.61	4.98	5.38

Contribution Rate prior to adoption of Schedule	Accrual Rate for benefits earned on or after effective date of Default Schedule	Contribution Rate for each Year after Effective Date of Default Schedule									
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
2.47	\$49.40	2.87	2.89	3.13	3.39	3.67	3.97	4.29	4.64	5.02	5.43
2.48	\$49.60	2.88	2.90	3.14	3.40	3.68	3.98	4.30	4.65	5.03	5.44
2.49	\$49.80	2.89	2.91	3.15	3.41	3.69	3.99	4.31	4.66	5.04	5.45
2.50	\$50.00	2.70	2.92	3.16	3.42	3.70	4.00	4.32	4.67	5.05	5.46
2.51	\$50.20	2.72	2.94	3.18	3.44	3.72	4.02	4.35	4.70	5.08	5.49
2.52	\$50.40	2.73	2.95	3.19	3.45	3.73	4.03	4.36	4.71	5.09	5.50
2.53	\$50.60	2.74	2.96	3.20	3.46	3.74	4.04	4.37	4.72	5.10	5.51
2.54	\$50.80	2.75	2.97	3.21	3.47	3.75	4.05	4.38	4.74	5.12	5.53
2.55	\$51.00	2.76	2.99	3.23	3.49	3.77	4.08	4.41	4.77	5.16	5.58
2.56	\$51.20	2.77	3.00	3.24	3.50	3.78	4.09	4.42	4.78	5.17	5.59
2.57	\$51.40	2.78	3.01	3.26	3.53	3.82	4.13	4.47	4.83	5.22	5.64
2.58	\$51.60	2.79	3.02	3.27	3.54	3.83	4.14	4.48	4.84	5.23	5.65
2.59	\$51.80	2.80	3.03	3.28	3.55	3.84	4.15	4.49	4.85	5.24	5.66
2.60	\$52.00	2.81	3.04	3.29	3.56	3.85	4.16	4.50	4.86	5.25	5.67
2.61	\$52.20	2.82	3.05	3.30	3.57	3.86	4.17	4.51	4.88	5.28	5.71
2.62	\$52.40	2.83	3.06	3.31	3.58	3.87	4.18	4.52	4.89	5.29	5.72
2.63	\$52.60	2.85	3.08	3.33	3.60	3.89	4.21	4.55	4.92	5.32	5.75
2.64	\$52.80	2.86	3.09	3.34	3.61	3.90	4.22	4.56	4.93	5.33	5.76
2.65	\$53.00	2.87	3.10	3.35	3.62	3.91	4.23	4.57	4.94	5.34	5.77
2.66	\$53.20	2.88	3.12	3.37	3.64	3.94	4.26	4.61	4.98	5.38	5.82
2.67	\$53.40	2.89	3.13	3.39	3.67	3.97	4.29	4.64	5.02	5.43	5.87
2.68	\$53.60	2.90	3.14	3.40	3.68	3.98	4.30	4.65	5.03	5.44	5.88
2.69	\$53.80	2.91	3.15	3.41	3.69	3.99	4.31	4.66	5.04	5.45	5.89
2.70	\$54.00	2.92	3.16	3.42	3.70	4.00	4.32	4.67	5.05	5.46	5.90
2.71	\$54.20	2.93	3.17	3.43	3.71	4.01	4.34	4.69	5.07	5.48	5.92
2.72	\$54.40	2.94	3.18	3.44	3.72	4.02	4.35	4.70	5.08	5.49	5.93
2.73	\$54.60	2.95	3.19	3.45	3.73	4.03	4.36	4.71	5.09	5.50	5.94
2.74	\$54.80	2.96	3.20	3.46	3.74	4.04	4.37	4.72	5.10	5.51	5.96
2.75	\$55.00	2.97	3.21	3.47	3.75	4.05	4.38	4.74	5.12	5.53	5.98
2.76	\$55.20	2.98	3.23	3.49	3.77	4.08	4.41	4.77	5.16	5.58	6.03
2.77	\$55.40	3.00	3.24	3.50	3.78	4.09	4.42	4.78	5.17	5.59	6.04
2.78	\$55.60	3.01	3.26	3.53	3.82	4.13	4.47	4.83	5.22	5.64	6.10
2.79	\$55.80	3.02	3.27	3.54	3.83	4.14	4.48	4.84	5.23	5.65	6.11
2.80	\$56.00	3.03	3.28	3.55	3.84	4.15	4.49	4.85	5.24	5.66	6.12
2.81	\$56.20	3.04	3.29	3.56	3.85	4.16	4.50	4.86	5.25	5.67	6.13
2.82	\$56.40	3.05	3.30	3.57	3.86	4.17	4.51	4.88	5.28	5.71	6.17
2.83	\$56.60	3.06	3.31	3.58	3.87	4.18	4.52	4.89	5.29	5.72	6.18
2.84	\$56.80	3.07	3.32	3.59	3.88	4.20	4.54	4.91	5.31	5.74	6.20
2.85	\$57.00	3.08	3.33	3.60	3.89	4.21	4.55	4.92	5.32	5.75	6.21
2.86	\$57.20	3.09	3.34	3.61	3.90	4.22	4.56	4.93	5.33	5.76	6.23
2.87	\$57.40	3.10	3.35	3.62	3.91	4.23	4.57	4.94	5.34	5.77	6.24
2.88	\$57.60	3.12	3.37	3.64	3.94	4.26	4.61	4.98	5.38	5.82	6.29
2.89	\$57.80	3.13	3.39	3.67	3.97	4.29	4.64	5.02	5.43	5.87	6.34
2.90	\$58.00	3.14	3.40	3.68	3.98	4.30	4.65	5.03	5.44	5.88	6.36
2.91	\$58.20	3.15	3.41	3.69	3.99	4.31	4.66	5.04	5.45	5.89	6.37
2.92	\$58.40	3.16	3.42	3.70	4.00	4.32	4.67	5.05	5.46	5.90	6.38
2.93	\$58.60	3.17	3.43	3.71	4.01	4.34	4.69	5.07	5.48	5.92	6.40
2.94	\$58.80	3.18	3.44	3.72	4.02	4.35	4.70	5.08	5.49	5.93	6.41
2.95	\$59.00	3.19	3.45	3.73	4.03	4.36	4.71	5.09	5.50	5.94	6.42
2.96	\$59.20	3.20	3.46	3.74	4.04	4.37	4.72	5.10	5.51	5.96	6.44
2.97	\$59.40	3.21	3.47	3.75	4.05	4.38	4.74	5.12	5.53	5.98	6.46
2.98	\$59.60	3.22	3.48	3.76	4.07	4.40	4.76	5.15	5.57	6.02	6.51
2.99	\$59.80	3.23	3.49	3.77	4.08	4.41	4.77	5.16	5.58	6.03	6.52
3.00	\$60.00	3.24	3.50	3.78	4.09	4.42	4.78	5.17	5.59	6.04	6.53
3.01	\$60.20	3.26	3.53	3.82	4.13	4.47	4.83	5.22	5.64	6.10	6.59
3.02	\$60.40	3.27	3.54	3.83	4.14	4.48	4.84	5.23	5.65	6.11	6.60
3.03	\$60.60	3.28	3.55	3.84	4.15	4.49	4.85	5.24	5.66	6.12	6.61
3.04	\$60.80	3.29	3.56	3.85	4.16	4.50	4.86	5.25	5.67	6.13	6.63
3.05	\$61.00	3.30	3.57	3.86	4.17	4.51	4.88	5.28	5.71	6.17	6.67
3.06	\$61.20	3.31	3.58	3.87	4.18	4.52	4.89	5.29	5.72	6.18	6.68
3.07	\$61.40	3.32	3.59	3.88	4.20	4.54	4.91	5.31	5.74	6.20	6.70

Contribution Rate prior to adoption of Schedule	Accrual Rate for benefits earned on or after effective date of Default Schedule	Contribution Rate for each Year after Effective Date of Default Schedule									
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
3.08	\$61.60	3.33	3.60	3.89	4.21	4.55	4.92	5.32	5.75	6.21	6.71
3.09	\$61.80	3.34	3.61	3.90	4.22	4.56	4.93	5.33	5.76	6.23	6.73
3.10	\$62.00	3.35	3.62	3.91	4.23	4.57	4.94	5.34	5.77	6.24	6.74
3.11	\$62.20	3.36	3.63	3.93	4.25	4.59	4.96	5.36	5.79	6.26	6.77
3.12	\$62.40	3.37	3.64	3.94	4.26	4.61	4.98	5.38	5.82	6.29	6.80
3.13	\$62.60	3.38	3.67	3.97	4.29	4.64	5.02	5.43	5.87	6.34	6.85
3.14	\$62.80	3.40	3.68	3.98	4.30	4.65	5.03	5.44	5.88	6.36	6.87
3.15	\$63.00	3.41	3.69	3.99	4.31	4.66	5.04	5.45	5.89	6.37	6.88
3.16	\$63.20	3.42	3.70	4.00	4.32	4.67	5.05	5.46	5.90	6.38	6.90
3.17	\$63.40	3.43	3.71	4.01	4.34	4.69	5.07	5.48	5.92	6.40	6.92
3.18	\$63.60	3.44	3.72	4.02	4.35	4.70	5.08	5.49	5.93	6.41	6.93
3.19	\$63.80	3.45	3.73	4.03	4.36	4.71	5.09	5.50	5.94	6.42	6.94
3.20	\$64.00	3.46	3.74	4.04	4.37	4.72	5.10	5.51	5.96	6.44	6.96
3.21	\$64.20	3.47	3.75	4.05	4.38	4.74	5.12	5.53	5.98	6.46	6.98
3.22	\$64.40	3.48	3.76	4.07	4.40	4.76	5.15	5.57	6.02	6.51	7.04
3.23	\$64.60	3.49	3.77	4.08	4.41	4.77	5.16	5.58	6.03	6.52	7.05
3.24	\$64.80	3.50	3.78	4.09	4.42	4.78	5.17	5.59	6.04	6.53	7.06
3.25	\$65.00	3.51	3.80	4.11	4.44	4.80	5.19	5.61	6.06	6.55	7.08
3.26	\$65.20	3.53	3.82	4.13	4.47	4.83	5.22	5.64	6.10	6.59	7.12
3.27	\$65.40	3.54	3.83	4.14	4.48	4.84	5.23	5.65	6.11	6.60	7.13
3.28	\$65.60	3.55	3.84	4.15	4.49	4.85	5.24	5.66	6.12	6.61	7.14
3.29	\$65.80	3.56	3.85	4.16	4.50	4.86	5.25	5.67	6.13	6.63	7.17
3.30	\$66.00	3.57	3.86	4.17	4.51	4.88	5.28	5.71	6.17	6.67	7.21
3.31	\$66.20	3.58	3.87	4.18	4.52	4.89	5.29	5.72	6.18	6.68	7.22
3.32	\$66.40	3.59	3.88	4.20	4.54	4.91	5.31	5.74	6.20	6.70	7.24
3.33	\$66.60	3.60	3.89	4.21	4.55	4.92	5.32	5.75	6.21	6.71	7.25
3.34	\$66.80	3.61	3.90	4.22	4.56	4.93	5.33	5.76	6.23	6.73	7.27
3.35	\$67.00	3.62	3.91	4.23	4.57	4.94	5.34	5.77	6.24	6.74	7.28
3.36	\$67.20	3.63	3.93	4.25	4.59	4.96	5.36	5.79	6.26	6.77	7.32
3.37	\$67.40	3.64	3.94	4.26	4.61	4.98	5.38	5.82	6.29	6.80	7.35
3.38	\$67.60	3.66	3.96	4.28	4.63	5.01	5.42	5.86	6.33	6.84	7.39
3.39	\$67.80	3.67	3.97	4.29	4.64	5.02	5.43	5.87	6.34	6.85	7.40
3.40	\$68.00	3.68	3.98	4.30	4.65	5.03	5.44	5.88	6.36	6.87	7.42
3.41	\$68.20	3.69	3.99	4.31	4.66	5.04	5.45	5.89	6.37	6.88	7.44
3.42	\$68.40	3.70	4.00	4.32	4.67	5.05	5.46	5.90	6.38	6.90	7.46
3.43	\$68.60	3.71	4.01	4.34	4.69	5.07	5.48	5.92	6.40	6.92	7.48
3.44	\$68.80	3.72	4.02	4.35	4.70	5.08	5.49	5.93	6.41	6.93	7.49
3.45	\$69.00	3.73	4.03	4.36	4.71	5.09	5.50	5.94	6.42	6.94	7.50

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Rehabilitation Plan: Addendum F

**LABORERS' NATIONAL (INDUSTRIAL) PENSION FUND
FUNDING REHABILITATION PLAN
(Adopted July 26, 2010)**

Pursuant to its authority under the Funding Rehabilitation Plan, the Rules & Regulations, the Agreement and Declaration of Trust, and the Pension Protection Act of 2006 amendments to the Employee Retirement Income Security Act (ERISA) and the Internal Revenue Code, the Board of Trustees has adopted the following clarifications of and amendments to the Implementation Rules of the Rehabilitation Plan.

These clarifications and amendments shall be applied as if included in the Rehabilitation Plan as adopted on July 26, 2010. The Board of Trustees reserves the discretionary right to interpret, apply and modify these clarifications and amendments as it deems necessary or appropriate under the circumstances.

Implementation Rule D: Inactive Participants (Vested Former Employees)

(a) General Rule (Existing)

In the case of any participant who has separated from covered employment before a Schedule becomes applicable to the group in which he was last employed, his benefits will be determined under the Default Schedule, even if the Preferred Schedule is or becomes applicable to the group in which he was last employed.

A participant will be deemed to have separated from covered employment for this purpose if contributions have not been made for him for at least six (6) consecutive calendar months.

This treatment is permitted by the PPA, and reflects the fact that contributions are no longer being made for such former employees.

(b) Exceptions to the General Rule (New)

The following exceptions to the General Rule will apply unless otherwise provided in paragraph (c) below.

- (1) A participant who met the age requirement for an Early Retirement Pension on or before December 31, 2010 and who separated from covered employment before his employer adopted a Schedule will not be treated as an inactive participant under the General Rule. His benefits will be determined under the Fund's regular Rules & Regulations rather than under the Default Schedule.
- (2) In the case of a participant who earned at least twenty (20) years of Pension Credit (at least ten (10) of which are Future Service Pension Credits) before his employer adopts the Default Schedule, his benefits will be determined under the Fund's regular Rules & Regulations or, if he separated from covered employment under the Preferred Schedule, his benefits will be determined under the Preferred Schedule.

If such a participant separates from covered employment after his employer adopts the Default Schedule, his benefits will be determined in accordance with the Default Schedule in accordance with Implementation Rule B-Active Participants.

- (3) An inactive participant who returns to covered employment under the Preferred Schedule and earns at least five (5) years of Future Service Pension Credit under the Preferred Schedule will have his benefits based on his pre-break Pension Credits determined under the Preferred Schedule. His benefits based on his post-break Pension Credits will also be determined under the Preferred Schedule.
- (4) If a participant changes from covered employment to uncovered employment with the same contributing employer, the participant's uncovered employment with the employer will not be treated as a separation from covered employment.
- (5) If a participant separates from covered employment before his employer adopts a Schedule to serve as an officer or employee of a Local Union, District Council, or LIUNA, he will not be treated as an inactive participant under the General Rule. His benefits will be determined under the Fund's regular Rules & Regulations rather than under the Default Schedule.

If such a participant separates from covered employment after his employer adopts the Default Schedule, his benefits will be determined in accordance with the Default Schedule in accordance with Implementation Rule B-Active Participants.

- (6) A participant who enters qualified military service within the meaning of Section 414(u) of the Internal Revenue Code and USERRA and returns to covered employment within the time limits set these laws, and is therefore entitled to vesting and pension credit for his period of military service, shall be treated as an active participant, not as an inactive participant.
- (7) A participant who met all of the eligibility requirements for a Disability Pension on or before December 31, 2010 and who separated from covered employment before his employer adopted a Schedule will not be treated as an inactive participant under the General Rule. His benefits will be determined under the Fund's regular Rules & Regulations rather than under the Default Schedule.

(c) Employer Withdrawal

"Exceptions (1), (2), (3) and (7) shall not be applicable if the participant's employer or former employer withdraws from the Pension Fund. Rather, Implementation Rule K shall apply. That is: (1) the benefits of the participants in the withdrawn group will be determined under the Default Schedule, even if the Preferred Schedule was otherwise applicable to the group; and (2) pensioners who retired from the group after April 30, 2010 will have their benefits adjusted in accordance with the Default Schedule (under the Rehabilitation Plan in effect at the time of withdrawal). Notwithstanding the foregoing sentences, this rule shall not apply with respect to any participant who has earned at least 30 years of Future Service Credit and whose employer ceased operations before January 1, 2012."

Rehabilitation Plan: Addendum G

**LABORERS' NATIONAL (INDUSTRIAL) PENSION FUND
FUNDING REHABILITATION PLAN
(Adopted July 26, 2010)**

Pursuant to its authority under the Funding Rehabilitation Plan, the Rules & Regulations, the Agreement and Declaration of Trust, and the Pension Protection Act of 2006 amendments to the Employee Retirement Income Security Act (ERISA) and the Internal Revenue Code, the Board of Trustees adopted the following clarifications of and amendments to the Implementation Rules of the Rehabilitation Plan on April 5, 2011.

These clarifications and amendments shall be applied as if included in the Rehabilitation Plan as adopted on July 26, 2010. The Board of Trustees reserves the discretionary right to interpret, apply and modify these clarifications and amendments as it deems necessary or appropriate under the circumstances.

(1) Retroactive Adoption of Preferred Schedule To Correct Imposition of Default Schedule

With regard to part IV (Schedules) of the Rehabilitation Plan and the rules set forth therein regarding the legally required imposition of the Default Schedule following a certain 180-day period, the rules are modified to provide a retroactive correction opportunity to collective bargaining parties, as follows.

If the collective bargaining parties for a group of employees agree to the Preferred Schedule after the expiration of the applicable 180-day period, but make that agreement retroactively effective to the end of the 180-day period, the Pension Fund would treat the group as if the parties had adopted the Preferred Schedule within the 180-day period.

Retroactivity requires that the parties comply with the Preferred Schedule retroactively to the date on which the Default Schedule would apply in the absence of the agreement. This includes retroactive compliance with the required contribution rate increase. If the employer contributed at the 8% higher contribution rate required by the Default Schedule during the retroactive period, the employer would have to make up the 2% difference consistent with the Preferred Schedule's required 10% contribution rate increases. If the employer had continued to pay the Contribution Surcharge of 10% during the retroactive period, retroactive contributions might not be required.

In contrast, if the bargaining parties adopt the Preferred Schedule after the Default Schedule was imposed, but fail to make their agreement retroactively effective, the Default Schedule will apply to all credits earned by the employees before the Preferred Schedule becomes effective. The Preferred Schedule will apply only to credits earned after that Schedule becomes effective.

For example: In the case of a group whose collective bargaining agreement expired before July 26, 2010, the Default Schedule is imposed if the bargaining parties have not agreed on a Schedule by the 180th day following July 26, 2010. The 180th day following July 26, 2010 was January 22, 2011. Therefore, the imposition date was February 1, 2011 — the first day of the calendar month next following January 22, 2011.

In June 2011, the bargaining parties agree to the Preferred Schedule with a retroactive effective

date of February 1, 2011, and comply with that Schedule retroactively (including payment of the employer of any contribution rate increases retroactive to February 1, 2011). The employees in the group will be treated as though the parties agreed to the Preferred Schedule within the 180- day period and the Default Schedule was not imposed.

(2) Substitution of New Contributing Employer: Modification of Employer Withdrawal Rules

With regard to part V-K (Implementation Rules / Employer Withdrawals and Past Service Credit) of the Rehabilitation Plan, the rules therein are modified as follows with regard to situations in which a contributing employer withdraws but is replaced by another contributing employer that adopts the Preferred Schedule within a reasonable period.

If a contributing employer withdraws from the Pension Fund with regard to a particular facility or site after adopting the Preferred Schedule and is succeeded by an employer who agrees to contribute to the Fund and adopt the Preferred Schedule, the Fund will not apply the Default Schedule to those employees who continue to be employed at the affected facility or site and for whom the successor employer contributes to the Fund. The Default Schedule will be applied to employees who are not employed by the successor employer.

If the first employer withdrew before a Schedule was adopted or imposed, and the successor employer adopts the Preferred Schedule, the employees for whom the successor employer contributes to the Pension Fund will have their benefits for pension credits earned for employment with both employers determined under the Preferred Schedule. The Default Schedule will be applied to employees who are not employed by the successor employer.

Adopted by the Board of Trustees at its meeting on April 5, 2011

Rehabilitation Plan: Addendum H

**LABORERS' NATIONAL (INDUSTRIAL) PENSION FUND
FUNDING REHABILITATION PLAN**

**Amendment Regarding Disability Pensions, Regular Pensions
And Successor Employers**

Pursuant to its authority under the Agreement and Declaration of Trust, the Rules & Regulations, the Funding Rehabilitation Plan, and the Employee Retirement Income Security Act as amended by the Pension Protection Act for 2006, the Board of Trustees hereby amends the Funding Rehabilitation Plan as set forth in this Amendment.

Notwithstanding any provision of Addendum G or otherwise in the Funding Rehabilitation Plan, the following rules shall apply in the situations described:

1. Employer Withdrawal: Disability Pensioners

A pensioner receiving a Disability Pension before his employer withdraws from the Pension Fund will not lose that pension merely because the withdrawal triggers application of the Default Schedule and participants covered by the Default Schedule are ineligible for Disability Pensions. However, such a pensioner will remain subject to the cancellation of Past Service Credit rules of the FRP.

2. Employer Withdrawal: Regular Pensioners

A pensioner receiving a Regular Pension (age 62) before his employer withdraws from the Pension Fund will not lose that pension merely because the withdrawal triggers application of the Default Schedule and participants covered by the Default Schedule cannot receive an unreduced Regular Pension unless they retire at or after age 65. However, such a pensioner will remain subject to the cancellation of Past Service Credit rules of the FRP.

3. Employer Withdrawal: Successor Employers

The following rules shall apply in the case of a successor employer situation, as defined herein:

(a) A successor employer situation exists where:

- (1) an employer withdraws from the Pension Fund;
- (2) another single employer (or controlled group) re-hires at least 70% of the withdrawn employer's covered workforce; and

- (3) the successor employer adopts the withdrawn employer's Schedule under the FRP.
- (b) The re-hired employees will not be subject to the Default Schedule merely because the employer withdrew from the Fund. They will be subject to the Default Schedule only if the withdrawn or successor employer adopted the Default Schedule or the Default Schedule was imposed by the Fund.
- (c) The re-hired employees will not have their Past Service Credit (if any) cancelled merely because the withdrawn employer withdrew from the Fund. They will have their Past Service Credit cancelled if the last successor employer withdraws from the Pension Fund.
- (d) Retirees and former employees (inactive vested participants) of the predecessor employer will not be subject to the Default Schedule merely because the withdrawn employer withdrew from the Fund. They will be subject to the Default Schedule if the withdrawn or successor employer adopted the Default Schedule or the Default Schedule was imposed by the Fund.
- (e) Retirees and former employees (inactive vested participants) of the predecessor employer will not have their Past Service Credit (if any) cancelled merely because the withdrawn employer withdrew from the Fund. They will have their Past Service Credit cancelled if the last successor employer withdraws from the Pension Fund.

The general effective date of this amendment is August 1, 2014, subject to the discretion of the Executive Committee to apply provisions of the amendment otherwise if it deems necessary or appropriate consistent with the purpose and objectives of the FRP.

Adopted By The Board of Trustees
At Its Meeting On April 21, 2015

VERSION: 2015-04

