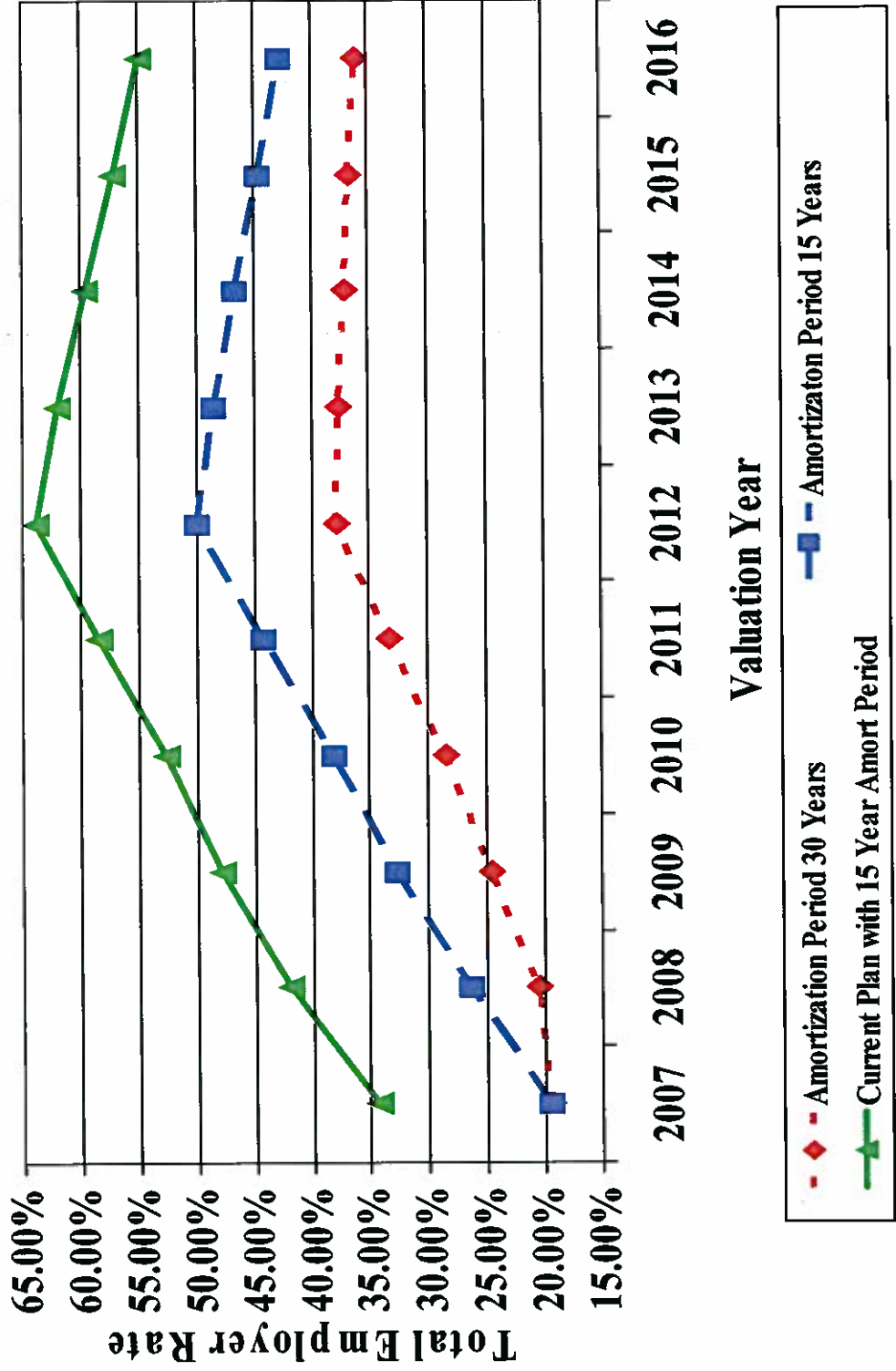


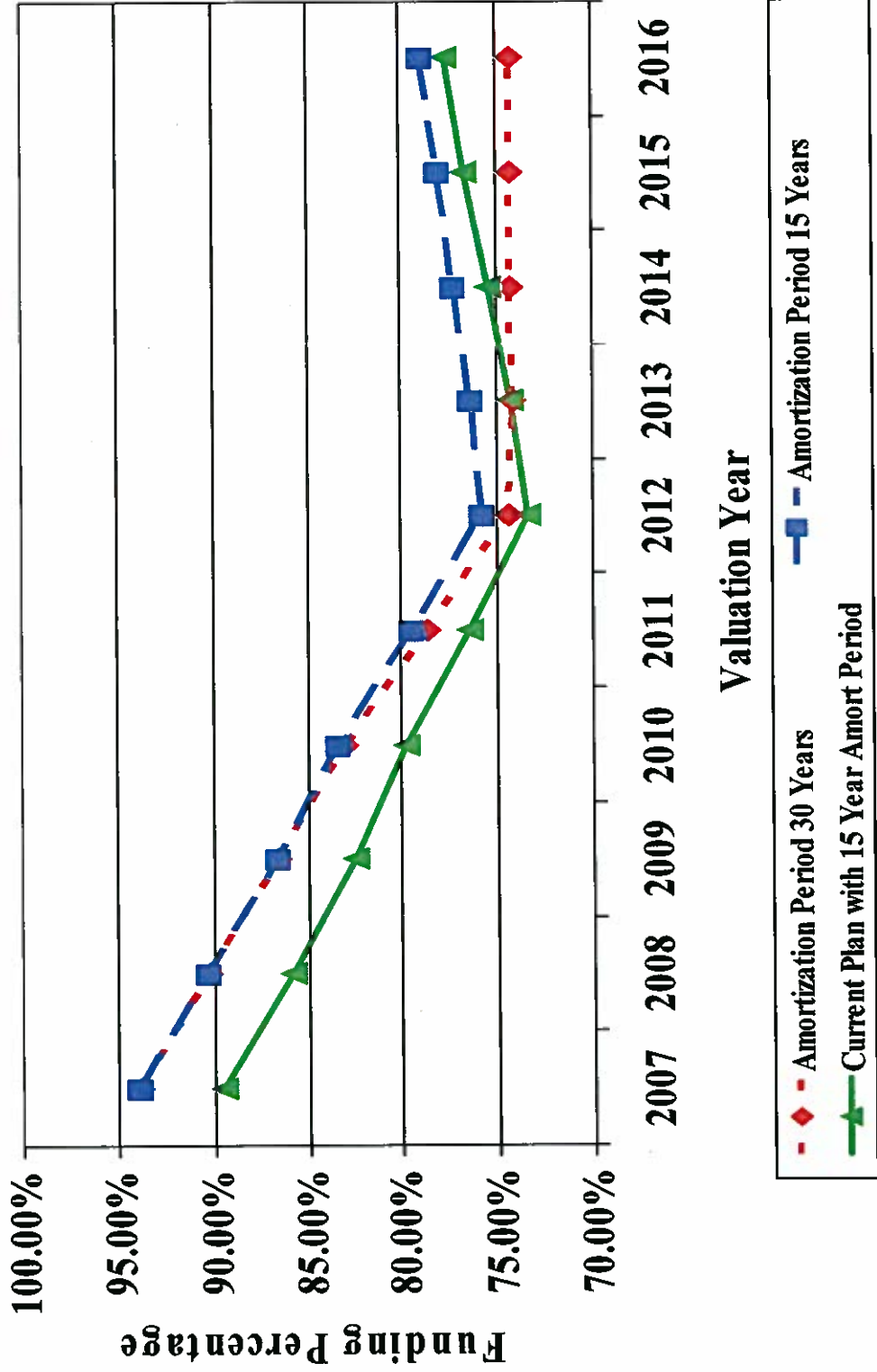


Short Term Recommendations from Task Force Adopted Employer Contributes ARC Smoothing Asset Period Kept at 5 Years (Total Employer Contribution Rate)



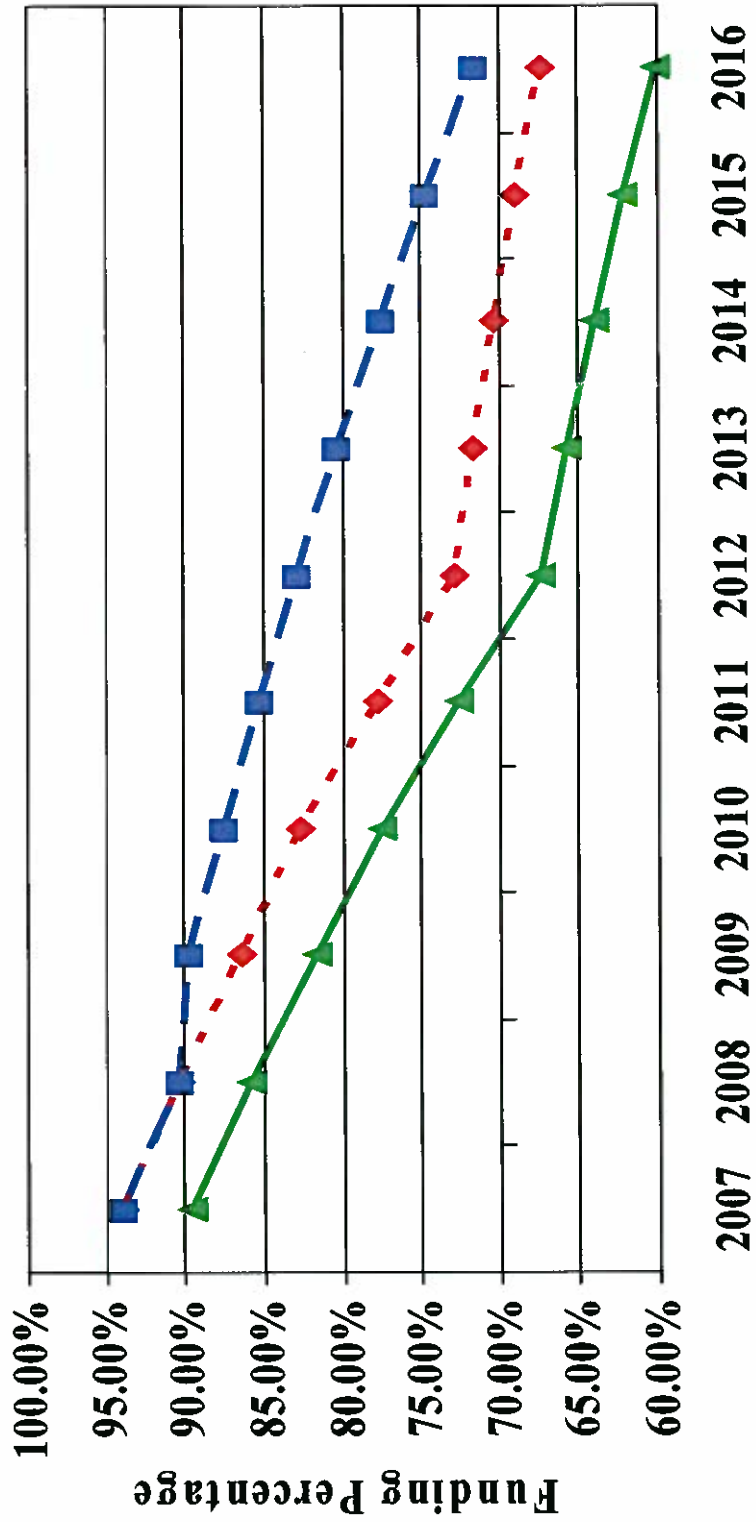


Short Term Recommendations from Task Force Adopted Employer Contributes ARC Smoothing Asset Period Kept at 5 Years (Funding Percentage)





Short Term Recommendations from Task Force Adopted
 Employer Contributes 17% Each Year
 Amortization Period Kept at 15 Years
 (Funding Percentage)



- ♦- Smoothing Assets 5 Years
- Smoothing Assets 10 Years
- ▲- Current Plan 5 Year Smoothing

