

YOUNG MEN'S CHRISTIAN ASSOCIATION
RETIREMENT PLAN
EIGHTIETH ANNUAL REPORT OF THE ACTUARY
PREPARED AS OF JUNE 30, 2001

September 4, 2001

Board of Trustees
Young Men's Christian Association
Retirement Fund
140 Broadway – 28th Floor
New York, NY 10005-1197

Members of the Board of Trustees:

This report presents the results of the annual actuarial valuation of the assets and liabilities of the Young Men's Christian Association Retirement Fund prepared as of June 30, 2001.

The valuation indicates that the Plan continues to be in a sound financial condition. All actuarial assumptions and methods are reviewed annually and are, in our opinion, reasonable and appropriate. The interest rate for postretirement reserves was increased from 6.0% to 6.5% as of July 1, 2001.

There were changes in the Retirement Fund as follows:

- Interest credits of 10% per annum for the 2000 and 2001 calendar years.
- Experience dividend payments of 4 checks paid quarterly at 60% of the regular check in 2000 and 4 checks paid quarterly at 50% of the regular check in 2001.
- The “Flexamount benefit” will change as of June 30, 2002 to eliminate the lump sum option at retirement; therefore after June 30, 2002, retiring participants will have two remaining options: to retain the balance as a death benefit, or to convert up to 90% to an annuity.
- Forfeitures due to termination of non-vested participants are returned to the contributing YMCA as a credit on their future contributions (forfeitures-as-credits).
- Lump sum settlements are offered on termination to those vested participants whose participant individual accounts are up to \$15,000.
- IRC Section 415 defined contribution limit changed from \$30,000 to \$35,000 on January 1, 2001.

The Table of Contents, which immediately follows, outlines the material contained in the report.

Respectfully submitted,

(Signed) ROBERT C. SCHARBACH

Robert C. Scharbach
Principal and Consulting Actuary

TABLE OF CONTENTS

<u>SECTION</u>	<u>ITEM</u>	<u>PAGE NO.</u>
I	Summary of Principal Results	1
II	Participant Data	2
III	Assets	2
IV	Comments on Valuation	3
V	Gain and Loss Analysis	4
VI	Reconciliation of Contingency Reserves	5
VII	Decremental Experience	6
VIII	New York State Insurance Department	7
<u>SCHEDULE</u>		
A	Valuation Balance Sheet	9
B	Outline of Actuarial Assumptions	10
C	Summary of the Main Plan Provisions as Interpreted for Valuation Purposes	12
D	Tables of Participant Data	17
E	Historical Summary of Assets, Required Reserves, Contingency Reserves and Dividends	23

**YOUNG MEN'S CHRISTIAN ASSOCIATION RETIREMENT PLAN
EIGHTIETH ANNUAL REPORT OF THE ACTUARY
PREPARED AS OF JUNE 30, 2001**

SECTION I – SUMMARY OF PRINCIPAL RESULTS

1. For convenience of reference, a summary of data used in the current and preceding valuations is shown below:

Valuation Date	June 30, 2001	June 30, 2000
Active participants:		
Number of professionals	9,650	9,185
Annual compensation	\$ 423,976,368	\$ 382,676,029
Number of non-professionals	29,601	27,668
Annual compensation	\$ 483,066,198	\$ 438,495,884
Total number	39,251	36,853
Total annual compensation	\$ 907,042,566	\$ 821,171,913
Total average annual compensation	\$ 23,109	\$ 22,282
Transition participants:		
Number of professionals	3,439	3,030
Number of non-professionals	17,428	15,402
Total	20,867	18,432
Deferred vested participants:		
Number entitled to a Deferred Annuity	2,132	1,840
Number entitled to an Association Annuity	7,393	8,405
Total	9,525	10,245
Retired participants and beneficiaries:		
Number	7,226	6,928
Annual retirement allowances	\$ 89,631,763	\$ 83,347,672
Average annual retirement allowance	\$ 12,404	\$ 12,031
Valuation Assets	\$ 3,402,661,303	\$ 3,584,899,225
Required Reserve (accrual basis)	\$ 3,224,806,212	\$ 3,131,483,737
Contingency Reserve (accrual basis)	\$ 177,855,091	\$ 453,415,488
Contingency Reserve as a percent of Valuation Assets (accrual basis)	5.23%	12.65%

2. Comments on the valuation results are presented in Section IV.
3. Adjustments to the valuation results as of June 30, 2001 for purposes of the New York State Insurance Department are given in Section VIII.
4. The actuarial assumptions used for the valuation are the same assumptions as were used in the previous valuation, except for a change from 6.0% to 6.5% in the interest rate used to value postretirement reserves. Schedule B outlines the actuarial assumptions employed in the valuation.

SECTION II – PARTICIPANT DATA

1. Participant data were furnished by the Fund.
2. Tables 1A and 1B of Schedule D show fifth age and service distributions of the number, annual compensation and total account balances of active participants who were included in the valuation, Table 2 shows a fifth age and service distribution of the total account balances of participants in transition who were included in the valuation, Table 3 shows the number and total account balances of deferred vested participants, while Tables 4 and 5 of Schedule D show the number and annual retirement allowances of retired participants and beneficiaries included in the valuation.

SECTION III – ASSETS

1. The amount of the assets taken into account in this valuation is based on information furnished by the Treasurer.
2. The market value of assets is reported as \$3,409,607,146. This reflects accrued interest and dividends declared but unpaid. However, Valuation Assets excluded amounts attributable to furniture, fixtures, office equipment and leaseholder improvements, which total \$6,945,843. This results in Valuation Assets of \$3,402,661,303.

3. Every year the return on the Valuation Assets is determined and compared to that expected by the valuation assumptions. This is done on a simplistic basis, assuming contributions and benefit payments are all made in the middle of the plan year on January 1. The return on Valuation Assets for the year ending June 30, 2001 on this basis is -3.94% as developed below:

(a)	Market value at June 30, 2000	\$3,591,646,811
(b)	Contributions	117,673,456
(c)	Benefit payments	159,123,810
(d)	Market value at June 30, 2001	3,409,607,146
(e)	Yield for year = (d) – (a) – (b) + (c)	(140,589,311)
(f)	Annual rate of return = (e) / $\frac{1}{2}[(d) + (a) - (e)]$	-3.94%

We have not performed an analysis to determine if this return is better or worse than returns available in the market for the year ending June 30, 2001.

SECTION IV – COMMENTS ON VALUATION

Schedule A of this report contains the valuation balance sheet, which shows the present and prospective assets and liabilities of the Plan as of June 30, 2001.

The Required Reserves are shown by group. The Account balance is equal to the sum of the balances in all accounts for each participant. Other liabilities reflect the value of annuity conversions, death and disability benefits above the account balance and flexamount benefits. Net future contributions reflect participant and association contributions, expected Fund expenses and the forfeitures-as-credits to Associations. The Reserve for excess interest credits and experience dividends that were granted in November 2000 for the year 2001 and are to be credited or paid after the valuation date of June 30, 2001 were determined and are labeled Accrued Amendments. The resulting Required Reserves are on an accrual basis.

The YMCA Retirement Fund continues to be in sound financial condition. The Contingency Reserve has declined largely due to investment experience less than expected. The purpose of the Contingency Reserve is first to cushion such negative experience and has succeeded in this capacity.

SECTION V – GAIN AND LOSS ANALYSIS

Actuarial gains and losses arise when actual results vary from those expected by the actuarial assumptions. An analysis of the amounts of experience gains and (losses) by source during the current and previous years is as follows.

ATTRIBUTABLE TO	YEAR ENDED 6/30/2001	YEAR ENDED 6/30/2000
Investments experience	\$ (287,024,641)	\$ 241,775,612
Administrative expenses over assumed costs	(8,027,827)	(6,946,487)
New participants	(32,015,277)	(27,997,557)
Net actuarial experience (balance)	(6,501,969)	14,333,050
Total Net gain\ (loss)	\$ (333,569,714)	\$ 221,164,618

SECTION VI – RECONCILIATION OF CONTINGENCY RESERVES

The Contingency Reserve is the difference between the Valuation Assets and the Required Reserves. This is determined each year, and the reason for change in this amount is largely investment performance and benefit improvements. A reconciliation for the period from June 30, 2000 to June 30, 2001 is as follows:

1.	Contingency Reserves as of June 30, 2000 (cash basis)		\$ 518,109,488
2.	Plan Amendments		
	• Extra Interest Credits July 1 to December 31, 2000	(44,356,000)	
	• Experience Dividends July 1 to December 31, 2000	(8,515,000)	
	• Forfeitures-as-credits	<u>(11,823,000)</u>	
3.	Net Contingency Reserves as of June 30, 2000 (accrual basis)		\$ 453,415,488
4.	Plan Amendments		
	• Extra Interest Credits January 1 to June 30, 2001	(45,501,109)	
	• Experience Dividends January 1 to June 30, 2001	(6,861,268)	
5.	Revised actuarial assumptions (Interest Rate 6.0% to 6.5%)	165,139,694	
6.	Net gain\loss) (see Section V of this Report)	<u>(333,569,714)</u>	
7.	Contingency Reserves at June 30, 2001 (cash basis)		\$ 232,623,091
8.	Plan Amendments		
	• Extra Interest Credits July 1 to December 31, 2001	(47,224,000)	
	• Experience Dividends July 1 to December 31, 2001	<u>(7,544,000)</u>	
9.	Contingency Reserves at June 30, 2001 (accrual basis)		\$ 177,855,091

SECTION VII – DECREMENTAL EXPERIENCE

Records are being maintained whereby the actual experience of active participants, transition participants, deferred vested participants, retired participants and beneficiaries is compared with that expected on the basis of the tables outlined in Schedule B. In this way, deviations in the experience from that anticipated will be noted and any adjustments believed necessary will be brought to the attention of the Board.

1. Decremental experience during the year ended June 30, 2001 differed from expected as follows:

	Criteria	Expected	Actual	Ratio A/E
Withdrawal from Active Service:				
Only entitled to a refund of participant contributions	Less than 5 years of service	2,185	1,681	.77
Entitled to a deferred vested allowance	5 or more years of service	1,259	415	.33
Eligible for retirement	Age 60 or age 55 and 5 years of service	915	431*	.47
Disability retirement	5 or more years of service and disabled	12	9	.75
Death before retirement	Death	70	45	.64
Death after retirement	Death	236	281	1.19

* Of which 239 actually started to collect an annual allowance and all others were considered deferred or received lump sums.

2. In addition, Salary Increases were about 7.8%, or 3.3% greater than expected by the assumed salary scale.

SECTION VIII – NEW YORK STATE INSURANCE DEPARTMENT

Three separate accounts are maintained for purposes of reporting to the New York State Insurance Department. These accounts are simply an allocation of the plan liabilities by type. They are known as the Annuity Reserve Account, Participant's Reserve Account and Association Reserve Account. The following comments on the valuation are pertinent:

1. **Annuity Reserve Account** - The Annuity Reserve Account is set equal to the present value of all benefits attributable to retired participants and beneficiaries currently receiving an annuity. On June 30, 2001, the liabilities of the Annuity Reserve Account amounted to \$901,590,770. As of the same date, the assets of the Annuity Reserve Account amounted to \$901,590,770 after a transfer of \$1,409,230 to the Association Reserve Account to set the account in balance.
2. **Participant's Reserve Account** - The Participant's Reserve Account consists of all contributions made by or for participants plus interest thereon. When the annuities become payable, the reserves are transferred to the Annuity Reserve Account. On the valuation date the Participant's Reserve Account had assets equal to the liabilities of \$724,180,422.
3. **Association Reserve Account** - The Association Reserve Account is the account to which all other liabilities are allocated for actives, transition or deferred vested participants. These liabilities reflect the annuity conversion, death and disability benefits in excess of the Account Balance, and flexamount benefits. It also reflects the differences between the value of benefits associated with net future contributions and expected future administrative expenses. The account as of June 30, 2001 is equal to \$1,757,335,046, which includes a transfer from the Annuity Reserve Account.

4. **Assets** - Solely for New York State Insurance Department purposes, the Assets are differentiated from the valuation assets because of the requirement that fixed income securities are valued at amortized cost, and not as their current market value under the Valuation Assets. This reduces the assets from \$3,402,661,303 to \$3,383,106,238.

5. Benefits granted for periods after the valuation date (*i.e.*, the Accrued Amendments) are not reflected.

SCHEDULE A

**VALUATION BALANCE SHEET SHOWING THE
ASSETS AND LIABILITIES OF THE
YOUNG MEN'S CHRISTIAN ASSOCIATION RETIREMENT PLAN
AS OF JUNE 30, 2001 AND JUNE 30, 2000**

Valuation Date	June 30, 2001	June 30, 2000
Postretirement Reserves Interest Rate	6.5%	6.0%
Retired Participants now drawing allowances	\$ 901,590,770	\$ 884,325,660
Deferred vested participants:		
Account balances	\$ 346,795,088	\$ 316,883,924
Other liabilities	80,918,770	94,560,659
Total liabilities	\$ 427,713,858	\$ 411,444,583
Transition participants:		
Account balances	\$ 223,761,024	\$ 190,024,794
Other liabilities	38,711,455	35,562,447
Total liabilities	\$ 262,472,479	\$ 225,587,241
Active participants*		
Account balances	\$ 1,181,333,104	\$ 1,080,501,573
Other liabilities	1,259,058,724	1,254,217,976
Net future contributions	(862,130,723)	(789,287,296)
Net liability	\$ 1,578,261,105	\$ 1,545,432,253
Required Reserves (cash basis)	\$ 3,170,038,212	\$ 3,066,789,737
Accrued Amendments		
Extra Interest Credits July 1 to December 31	\$ 47,224,000	\$ 44,356,000
Experience Dividends July 1 to December 31	\$ 7,544,000	\$ 8,515,000
Forfeitures-as-credits	—	\$ 11,823,000
Required Reserves (accrual basis)	\$ 3,224,806,212	\$ 3,131,483,737
Valuation Assets	\$ 3,402,661,303	\$ 3,584,899,225
Contingency Reserve	\$ 177,855,091	\$ 453,415,488
Contingency Reserve as a Percent of Valuation Assets	5.23%	12.65%

* Includes account balances for excess leaves of absence as follows:

6/30/2000 2,483 individuals with \$3,268,255 in participant money

6/30/2001 3,338 individuals with \$4,811,101 in participant money

SCHEDULE B**OUTLINE OF ACTUARIAL ASSUMPTIONS**

INTEREST RATE: 5.0% per annum, compounded annually; 6.5% per annum, compounded annually, used for postretirement reserves.

SEPARATIONS FROM ACTIVE SERVICE: Representative values of the assumed annual rates of death, disability, withdrawal, vesting and retirement are as follows:

Age	Annual Rates of						Age	Annual Rates of	
	Death	Dis-ability	Withdrawal*		Vesting			Retirement	
			Prof.	Non-Prof.	Prof.	Non-Prof.		Prof.	Non-Prof.
21	.08%	.02%	16.90%	17.42%	16.14%	17.42%	55	6.00%	2.80%
25	.08	.02	14.60	16.34	12.78	16.34	56	3.69	2.86
30	.10	.02	12.46	14.14	10.38	14.14	57	4.32	2.92
35	.11	.02	10.70	11.00	9.00	11.00	58	4.84	2.98
40	.13	.02	7.48	8.24	7.48	7.64	59	5.29	3.04
45	.18	.04	5.90	6.01	5.90	5.01	60	12.00	4.00
50	.26	.11	3.98	3.50	3.98	2.50	61	15.00	8.00
55	.40	.23	3.00	3.80			62	20.00	15.00
60	.70						63	20.00	10.00
65	1.18						64	20.00	10.00
69	1.75						65	55.00	55.00
							66	40.00	40.00
							67	40.00	40.00
							68	30.00	30.00
							69	50.00	50.00
							70	100.00	100.00

* The rates of withdrawal for professionals are increased by 125% for the first year of participation service and by 75% for the second year of participation service.

The rates of withdrawal for non-professionals are increased by 250% for the first year of participation service and by 150% for the second year of participation service.

SALARY INCREASES: Representative values of the assumed annual rates of future salary increase are as follows:

Age	Annual Rate of Salary Increase
21	9.2%
25	7.4
30	5.8
35	4.9
40	4.1
45	3.6
50	3.3
55	3.1
60	2.9
65	2.8
69	2.7

DEATHS AFTER RETIREMENT: The 1995 Buck Mortality Table for males and females was used for calculating reserves for the period after service retirement. A special table was used for the period after disability retirement.

FLEXAMOUNT BENEFIT AFTER RETIREMENT: Assumed that 50% of the flexamount benefits will be paid as a lump sum settlement at death, the balance used to purchase an annuity at retirement.

FUTURE ADMINISTRATIVE EXPENSES: .75% of the compensation of participants.

DEFERRED VESTED OR TRANSITION PARTICIPANTS: Assumed to start collecting benefits at age 55 or immediately if older.

IRC SECTION 401(a)(17) COMPENSATION LIMIT: Amounts applicable as of July 1 at start of plan year and are assumed not to change in the future.

SCHEDULE C

**SUMMARY OF THE MAIN PROVISIONS OF THE RETIREMENT PLAN
AS INTERPRETED FOR VALUATION PURPOSES**

1 - DEFINITIONS

"Normal retirement date" is the first day of the calendar month coincident with or next following the date on which the participant attains age 60.

"Compensation" means the regular annual salary or wages of a participant paid each calendar year by the employing Association, inclusive of bonuses, vacation pay, sick leave pay, disability pay and severance pay considered as a part of such salary or wages, as certified to the Retirement Fund Board by the employing Association. Annual compensation cannot exceed the IRC Section 401(a)(17) compensation limit, as indexed.

"Service" means in general all service as an employee after the attainment of age 18.

"Actuarial equivalent" means a benefit of equal value when computed upon the basis of such mortality tables and interest rates as shall be adopted from time to time by the Retirement Fund Board for use under the Retirement Plan.

2 - PARTICIPATION

Attainment of age 21 and the completion of 12 months of service starting on date of employment or any anniversary thereof, during which the employee first completes 1,000 hours of service. An Association may elect to waive the age 21 requirement. An employee who had attained age 60 at the time of employment is eligible to elect to become a participant.

3 – PURCHASE RATES

For pre-1996 contributions and post-1995 interest credits at the normal 5.0% rate, purchase rates are based on the 1951 Group Annuity Male Mortality Table rated back 3 years at an interest rate of 8.0%.

For post-1995 contributions and for pre-1996 interest credits above the normal 5.0% rate, purchase rates are based on the 1995 Buck Mortality Table weighted 50% male/50% female at an interest rate of 7.0%.

4 - BENEFITS

Normal Retirement Allowance

Conditions for Allowance	A participant may retire upon reaching normal retirement date.
Amount of Allowance	The normal retirement allowance is an annuity, which is the actuarial equivalent of the sum of the participant's accounts on the effective date of the allowance.

Early Retirement Allowance

Conditions for Allowance	Age 55 and 5 years of service.
Amount of Allowance	The early retirement allowance is an annuity, which is the actuarial equivalent of the sum of the participant's accounts on the effective date of the allowance.

Deferred Vested Retirement Allowance

Conditions for Allowance	5 years of service.
Amount of Allowance	The deferred vested retirement allowance is an annuity which is the actuarial equivalent of the sum of the participant's accounts on the effective date of the allowance, which is at any time on or after age 55.

Disability Retirement Allowance

Conditions for Allowance	5 years of participation and physically or mentally incapacitated for duty before reaching age 60.
Amount of Allowance	<p>The disability retirement allowance consists of:</p> <ul style="list-style-type: none"> • A participant annuity which is the actuarial equivalent of the participant's accumulated regular and additional payments on the effective date of the allowance; and • An Association annuity which, together with the portion of the participant annuity attributable to regular participant payments, is sufficient to produce a benefit equal to the amount of his normal retirement allowance attributable to regular participant and regular Association payments to which the participant would have been entitled had service been continued to age 60, as if such regular payments had been made on the basis of average compensation for the five years of participation next prior to the effective date of the disability allowance; and • An Association annuity which is the actuarial equivalent of the participant's additional Association payments on the effective date of the allowance.

Pre-Retirement Death Benefits

Condition for Benefit	Upon the death of a participant before retirement while in Association employment, or while on the transition list, or after leaving service on a deferred vested retirement allowance and before the first due date of payment, a benefit is payable.
Amount of Benefit	<p>The benefit, which is paid in a lump sum to the beneficiary designated or to the participant's estate, consists of:</p> <ul style="list-style-type: none"> • The total amount of the participant's accumulated regular and additional payments at the date of death; and • An Association benefit, if any, computed as follows: <ul style="list-style-type: none"> (a) If the participant had less than 5 years of participation at the time of death, and provided such participant had twelve or more monthly regular participant payments due and paid, the amount of such death benefit is equal to 10 times the amount of the regular participant payments due and paid during the twelve consecutive months immediately prior to the month in which death occurred.

- (b) If the participant had 5 or more years of participation at the time of death, the amount payable is equal to 20 times such regular participant payments.

A duly nominated beneficiary may elect to convert the lump sum death benefit, in whole or in part, to a life annuity which is the actuarial equivalent of the lump sum otherwise payable.

In lieu of the above death benefit payable to the beneficiary of a deceased participant with 5 or more years of service or who has attained age 60, the beneficiary may elect to convert the participant's accounts, in whole or in part, into a single life annuity which is the actuarial equivalent of the reserves.

Normal Form of Benefit

- Married participant - 50% joint and survivor annuity.
- Not married participant - lifetime annuity.

Options at Retirement

Subject to spousal consent, if applicable:

- Lifetime annuity.
- Joint and survivor annuity.
- A lump sum settlement if the account is less than \$15,000.

Flexamount Benefit for Retired Participants

Upon the death of a retired participant, the designated beneficiary or estate is paid an amount equal to the annual amount of the retirement allowance without optional modification, exclusive of any part thereof attributable to additional participant or Association payments, and reduced by any amounts paid while living, as described below.

A participant may elect, within 60 days after the date of the first payment of the retirement allowance to receive up to 90% of the Association death benefit described above:

- in the form of an additional annuity under the same optional form as the retirement allowance, or
- as a lump sum settlement; however, this option ceases to apply as of June 30, 2002.

In addition to the death benefit described in the first paragraph above, any lump sum Association death benefit coverage the retired participant had as an active participant (*i.e.*, 10 or 20 times, as the case may be, the regular participant payments due and paid

during the 12 months preceding death) is continued, on the diminishing basis as computed by that formula, after the participant's retirement; the actual additional amount payable, however, is the excess of said formula benefit over the regular death benefit granted at retirement as described in said first paragraph.

A surviving spouse may elect to receive the aforesaid lump sum death benefit otherwise payable as a life annuity of equivalent actuarial value provided such lump sum is greater than \$5,000 at the time of death of the retired participant.

Refund of Participant Payments

A participant who severs employment before being eligible for any retirement allowance is entitled to receive, in a lump sum, the accumulated regular and additional participant payments.

A participant who is eligible for any retirement allowance may elect to receive, in a lump sum, the accumulated regular and additional participant payments at retirement, in lieu of a participant annuity, subject to spousal consent.

5 - CONTRIBUTIONS

By Participants

3%, 4% or 5% of compensation as specified in an agreement made by the participating Association and the Board. Payments are to be continued as long as the participant is in active service.

A participant may elect to contribute additional amounts up to 13% of compensation to provide additional annuity benefits.

By Associations

140% of each participant's regular contribution.

A participating Association may elect to make additional Association payments on behalf of all of its participating employees to provide for additional annuity benefits.

Maximum Annual Addition

The maximum annual addition on behalf of a participant is not to exceed the lesser of (i) \$35,000 (adjusted for increases in the cost of living in accordance with IRS regulations), or (ii) 25% of compensation, where annual addition means the sum of the Association payments and Participant payments during any Plan year.

SCHEDULE D

TABLE 1A

**Distribution of Active Participants by Fifth Age and Service Groupings
with Number, Annual Compensation, and Average Annual Compensation
as of June 30, 2001**

Age	Years of Service									Total
	0 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	31 to 35	36 to 40	41 to 45	
21 to 25	3,687	461								4,148
	\$ 47,691,928	\$ 6,527,224								\$ 54,219,152
	\$ 12,935	\$ 14,159								\$ 13,071
26 to 30	4,460	1,538	189							6,187
	\$ 82,098,264	\$ 32,279,959	\$ 4,174,062							\$ 118,552,285
	\$ 18,408	\$ 20,988	\$ 22,085							\$ 19,162
31 to 35	2,919	1,815	598	34						5,366
	\$ 57,191,742	\$ 46,263,329	\$ 17,203,990	\$ 1,066,594						\$ 121,725,655
	\$ 19,593	\$ 25,489	\$ 28,769	\$ 31,370						\$ 22,685
36 to 40	2,515	1,404	980	210	25					5,134
	\$ 48,882,621	\$ 32,836,919	\$ 32,021,146	\$ 8,244,094	\$ 763,485					\$ 122,748,265
	\$ 19,436	\$ 23,388	\$ 32,675	\$ 39,258	\$ 30,539					\$ 23,909
41 to 45	2,247	1,496	981	512	155	2				5,393
	\$ 43,955,336	\$ 34,122,921	\$ 29,896,807	\$ 24,315,218	\$ 8,412,103	\$ 67,221				\$ 140,769,606
	\$ 19,562	\$ 22,809	\$ 30,476	\$ 47,491	\$ 54,272	\$ 33,611				\$ 26,102
46 to 50	1,701	1,223	959	386	355	49	2			4,675
	\$ 34,662,131	\$ 28,507,662	\$ 26,566,224	\$ 16,236,027	\$ 21,469,529	\$ 4,300,827	\$ 39,042			\$ 131,781,442
	\$ 20,378	\$ 23,310	\$ 27,702	\$ 42,062	\$ 60,478	\$ 87,772	\$ 19,521			\$ 28,189
51 to 55	1,285	852	747	351	272	145	35	2		3,689
	\$ 26,194,025	\$ 19,373,390	\$ 20,537,453	\$ 12,737,693	\$ 13,949,843	\$ 12,564,040	\$ 3,635,673	\$ 32,693		\$ 109,024,810
	\$ 20,384	\$ 22,739	\$ 27,493	\$ 36,290	\$ 51,286	\$ 86,649	\$ 103,876	\$ 16,347		\$ 29,554
56 to 60	745	546	513	204	174	52	48	10	1	2,293
	\$ 13,765,890	\$ 12,067,699	\$ 13,445,764	\$ 7,240,021	\$ 7,679,965	\$ 5,032,961	\$ 4,758,540	\$ 992,440	\$ 19,662	\$ 65,002,942
	\$ 18,478	\$ 22,102	\$ 26,210	\$ 35,490	\$ 44,138	\$ 96,788	\$ 99,136	\$ 99,244	\$ 19,662	\$ 28,348
61 to 65	447	330	295	88	104	9	14	8	4	1,299
	\$ 7,268,970	\$ 6,852,237	\$ 7,028,451	\$ 2,278,397	\$ 3,272,780	\$ 468,456	\$ 1,190,094	\$ 719,735	\$ 320,974	\$ 29,400,094
	\$ 16,262	\$ 20,764	\$ 23,825	\$ 25,891	\$ 31,469	\$ 52,051	\$ 85,007	\$ 89,967	\$ 80,244	\$ 22,633
66 to 70	260	172	98	28	26	6	2	2	1	595
	\$ 3,110,334	\$ 2,317,695	\$ 1,496,372	\$ 483,227	\$ 474,137	\$ 93,422	\$ 14,301	\$ 210,131	\$ 15,704	\$ 8,215,323
	\$ 11,963	\$ 13,475	\$ 15,269	\$ 17,258	\$ 18,236	\$ 15,570	\$ 7,151	\$ 105,066	\$ 15,704	\$ 13,807
71+	207	139	83	24	13	1	2	1	2	472
	\$ 2,288,796	\$ 1,618,265	\$ 1,195,649	\$ 294,998	\$ 155,658	\$ 7,990	\$ 21,795	\$ 7,241	\$ 12,600	\$ 5,602,992
	\$ 11,057	\$ 11,642	\$ 14,405	\$ 12,292	\$ 11,974	\$ 7,990	\$ 10,898	\$ 7,241	\$ 6,300	\$ 11,871
Total	20,473	9,976	5,443	1,837	1,124	264	103	23	8	39,251
	\$ 367,110,037	\$ 222,767,300	\$ 153,565,918	\$ 72,896,269	\$ 56,177,500	\$ 22,534,917	\$ 9,659,445	\$ 1,962,240	\$ 368,940	\$ 907,042,566
	\$ 17,931	\$ 22,330	\$ 28,213	\$ 39,682	\$ 49,980	\$ 85,360	\$ 93,781	\$ 85,315	\$ 46,118	\$ 23,109

TABLE 1B

Distribution of Active Participants by Fifth Age and Service Groupings
with Number, Account Balance, and Average Account Balance
as of June 30, 2001

Age	Years of Service									Total
	0 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	31 to 35	36 to 40	41 to 45	
21 to 25	3,687	461								4,148
	\$ 6,744,959	\$ 1,825,323								\$ 8,570,282
	\$ 1,829	\$ 3,959								\$ 2,066
26 to 30	4,460	1,538	189							6,187
	\$ 17,597,429	\$ 17,602,018	\$ 3,004,087							\$ 38,203,534
	\$ 3,946	\$ 11,445	\$ 15,895							\$ 6,175
31 to 35	2,919	1,815	598	34						5,366
	\$ 13,345,818	\$ 35,021,050	\$ 20,808,809	\$ 1,486,966						\$ 70,662,643
	\$ 4,572	\$ 19,295	\$ 34,797	\$ 43,734						\$ 13,169
36 to 40	2,515	1,404	980	210	25					5,134
	\$ 11,773,341	\$ 25,701,791	\$ 51,197,076	\$ 17,829,520	\$ 1,892,024					\$ 108,393,752
	\$ 4,681	\$ 18,306	\$ 52,242	\$ 84,902	\$ 75,681					\$ 21,113
41 to 45	2,247	1,496	981	512	155	2				5,393
	\$ 11,205,513	\$ 26,086,772	\$ 49,459,318	\$ 66,875,872	\$ 29,490,271	\$ 232,437				\$ 183,350,183
	\$ 4,987	\$ 17,438	\$ 50,417	\$ 130,617	\$ 190,260	\$ 116,219				\$ 33,998
46 to 50	1,701	1,223	959	386	355	49	2			4,675
	\$ 9,163,264	\$ 23,035,912	\$ 42,300,966	\$ 44,569,710	\$ 89,970,024	\$ 22,561,880	\$ 13,649			\$ 231,615,405
	\$ 5,387	\$ 18,836	\$ 44,109	\$ 115,466	\$ 253,437	\$ 460,447	\$ 6,825			\$ 49,543
51 to 55	1,285	852	747	351	272	145	35	2		3,689
	\$ 7,445,736	\$ 17,892,687	\$ 36,836,706	\$ 36,630,538	\$ 61,718,649	\$ 77,980,230	\$ 25,493,127	\$ 6,803		\$ 264,004,476
	\$ 5,794	\$ 21,001	\$ 49,313	\$ 104,361	\$ 226,907	\$ 537,795	\$ 728,375	\$ 3,402		\$ 71,565
56 to 60	745	546	513	204	174	52	48	10	1	2,293
	\$ 4,092,855	\$ 12,989,586	\$ 26,139,652	\$ 23,636,066	\$ 34,723,089	\$ 33,513,256	\$ 37,485,765	\$ 10,051,316	\$ 8,021	\$ 182,639,606
	\$ 5,494	\$ 23,790	\$ 50,954	\$ 115,863	\$ 199,558	\$ 644,486	\$ 780,953	\$ 1,005,132	\$ 8,021	\$ 79,651
61 to 65	447	330	295	88	104	9	14	8	4	1,299
	\$ 2,463,676	\$ 6,816,104	\$ 13,840,842	\$ 8,377,491	\$ 16,034,806	\$ 3,326,155	\$ 10,260,394	\$ 6,660,409	\$ 2,834,970	\$ 70,614,847
	\$ 5,512	\$ 20,655	\$ 46,918	\$ 95,199	\$ 154,181	\$ 369,573	\$ 732,885	\$ 832,551	\$ 708,743	\$ 54,361
66 to 70	260	172	98	28	26	6	2	2	1	595
	\$ 960,945	\$ 2,174,150	\$ 3,076,013	\$ 1,668,953	\$ 2,386,160	\$ 766,990	\$ 23,899	\$ 2,321,006	\$ 12,060	\$ 13,390,176
	\$ 3,696	\$ 12,640	\$ 31,388	\$ 59,605	\$ 91,775	\$ 127,832	\$ 11,950	\$ 1,160,503	\$ 12,060	\$ 22,504
71+	207	139	83	24	13	1	2	1	2	472
	\$ 756,467	\$ 1,370,708	\$ 1,650,323	\$ 770,619	\$ 486,683	\$ 5,533	\$ 22,242	\$ 4,822	\$ 9,702	\$ 5,077,099
	\$ 3,654	\$ 9,861	\$ 19,883	\$ 32,109	\$ 37,437	\$ 5,533	\$ 11,121	\$ 4,822	\$ 4,851	\$ 10,757
Total	20,473	9,976	5,443	1,837	1,124	264	103	23	8	39,251
	\$ 85,550,003	\$ 170,516,101	\$ 248,313,792	\$ 201,845,735	\$ 236,701,706	\$ 138,386,481	\$ 73,299,076	\$ 19,044,356	\$ 2,864,753	\$1,176,522,003
	\$ 4,179	\$ 17,093	\$ 45,621	\$ 109,878	\$ 210,589	\$ 524,191	\$ 711,642	\$ 828,015	\$ 358,094	\$ 29,974

TABLE 2

Distribution of Participants in Transition by Fifth Age and Service Groupings
with Number, Account Balance, and Average Account Balance
as of June 30, 2001

Age	Years of Service								Total
	0 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	31 to 35	36 to 40	
21 to 25	1,951	104							2,055
	\$ 2,345,054	\$ 254,672							\$ 2,599,726
	\$ 1,202	\$ 2,449							\$ 1,265
26 to 30	4,995	668	26						5,689
	\$ 11,841,034	\$ 4,808,305	\$ 287,122						\$ 16,936,461
	\$ 2,371	\$ 7,198	\$ 11,043						\$ 2,977
31 to 35	3,064	802	116	2					3,984
	\$ 11,224,629	\$ 12,833,722	\$ 3,018,369	\$ 17,111					\$ 27,093,831
	\$ 3,663	\$ 16,002	\$ 26,020	\$ 8,556					\$ 6,801
36 to 40	1,772	642	181	16	2				2,613
	\$ 7,201,559	\$ 13,795,667	\$ 8,804,972	\$ 738,746	\$ 12,981				\$ 30,553,925
	\$ 4,064	\$ 21,489	\$ 48,646	\$ 46,172	\$ 6,491				\$ 11,693
41 to 45	1,409	565	208	61	5				2,248
	\$ 5,338,744	\$ 11,745,232	\$ 13,140,489	\$ 7,348,869	\$ 524,747				\$ 38,098,081
	\$ 3,789	\$ 20,788	\$ 63,175	\$ 120,473	\$ 104,949				\$ 16,948
46 to 50	1,009	523	179	73	24				1,808
	\$ 4,284,280	\$ 11,026,648	\$ 9,162,978	\$ 9,606,053	\$ 7,431,345				\$ 41,511,304
	\$ 4,246	\$ 21,083	\$ 51,190	\$ 131,590	\$ 309,639				\$ 22,960
51 to 55	712	348	144	70	28	7			1,309
	\$ 3,451,425	\$ 8,152,678	\$ 8,954,873	\$ 8,204,708	\$ 8,694,993	\$ 3,024,355			\$ 40,483,032
	\$ 4,848	\$ 23,427	\$ 62,187	\$ 117,210	\$ 310,535	\$ 432,051			\$ 30,927
56 to 60	357	196	70	v37	10	5	1		676
	\$ 1,792,297	\$ 4,638,676	\$ 3,691,776	\$ 4,186,878	\$ 1,573,150	\$ 1,200,442	\$ 686,875		\$ 17,770,094
	\$ 5,020	\$ 23,667	\$ 52,740	\$ 113,159	\$ 157,315	\$ 240,088	\$ 686,875		\$ 26,287
61 to 65	177	87	32	13	7	2	2	1	321
	\$ 726,682	\$ 1,970,798	\$ 1,784,196	\$ 920,008	\$ 485,772	\$ 574,367	\$ 7,327	\$ 462,475	\$ 6,931,625
	\$ 4,106	\$ 22,653	\$ 55,756	\$ 70,770	\$ 69,396	\$ 287,184	\$ 3,664	\$ 462,475	\$ 21,594
66 to 70	81	36	9	5	1				132
	\$ 234,727	\$ 673,679	\$ 241,317	\$ 309,901	\$ 38,897				\$ 1,498,521
	\$ 2,898	\$ 18,713	\$ 26,813	\$ 61,980	\$ 38,897				\$ 11,352
71+	20	7	4		1				32
	\$ 39,439	\$ 189,663	\$ 30,454		\$ 24,868				\$ 284,424
	\$ 1,972	\$ 27,095	\$ 7,614		\$ 24,868				\$ 8,888
Total	15,547	3,978	969	277	78	14	3	1	20,867
	\$ 48,479,870	\$ 70,089,740	\$ 49,116,546	\$ 31,332,274	\$ 18,786,753	\$ 4,799,164	\$ 694,202	\$ 462,475	\$ 223,761,024
	\$ 3,118	\$ 17,619	\$ 50,688	\$ 113,113	\$ 240,856	\$ 342,797	\$ 231,401	\$ 462,475	\$ 10,723

Years Since Active	Number	Account Balance	Avg. Acc. Balance
0	2,222	\$ 28,009,628	\$ 12,606
1	5,429	52,462,967	9,663
2	4,082	38,693,904	9,479
3	3,139	31,844,304	10,145
4	2,743	32,946,632	12,011
5	2,159	25,140,822	11,645
6	1,093	14,662,767	13,415
Total	20,867	\$ 223,761,024	\$ 10,723

TABLE 3

**Distribution of Deferred Vested Participants by
Fifth Age Groupings with Number,
Account Balance, and Average Account Balance
as of June 30, 2001**

Age	Total		
	Number	Account Balance	Average Account Balance
20 to 24	11	\$ 40,347	\$ 3,668
25 to 29	329	1,222,029	3,714
30 to 34	1,087	9,141,065	8,409
35 to 39	1,342	23,173,282	17,268
40 to 44	1,758	49,331,663	28,061
45 to 49	1,830	68,159,032	37,245
50 to 54	1,635	87,979,960	53,810
55 to 59	966	65,906,185	68,226
60 to 64	410	32,416,629	79,065
65 to 69	114	8,253,170	72,396
70 to 74	35	1,079,832	30,852
75+	8	91,894	11,487
Total	9,525	\$ 346,795,088	\$ 36,409

TABLE 4

**Distribution by Age of the Number,
Annual Retirement Allowance, and Average Annual Retirement Allowance
of Retired Participants
as of June 30, 2001**

Age	Age Retirement			Disability Retirement		
	Number	Allowance	Average	Number	Allowance	Average
30 to 34				2	\$ 44,382	\$ 22,191
35 to 39				3	75,204	25,068
40 to 44				10	243,200	24,320
45 to 49				11	276,803	25,164
50 to 54	5	\$ 11,354	\$ 2,271	20	253,810	12,690
55 to 59	381	6,193,279	16,255	21	345,082	16,432
60 to 64	942	15,216,736	16,154	21	346,482	16,499
65 to 69	1,383	18,672,592	13,502	12	146,128	12,177
70 to 74	1,310	17,449,146	13,320	13	102,899	7,915
75 to 79	980	11,439,256	11,673	1	7,216	7,216
80 to 84	587	5,077,578	8,650	4	51,073	12,768
85 to 89	350	2,681,264	7,661	2	13,056	6,528
90 to 94	122	900,183	7,379			
95 to 99	41	268,921	6,559			
Total	6,101	\$ 77,910,309	\$ 12,770	120	\$ 1,905,335	\$ 15,878
Option						
Life Annuity	3,563	\$ 29,164,443	\$ 8,185	83	\$ 1,304,916	\$ 15,722
J & S	2,538	\$ 48,745,866	\$ 19,206	37	\$ 600,419	\$ 16,228

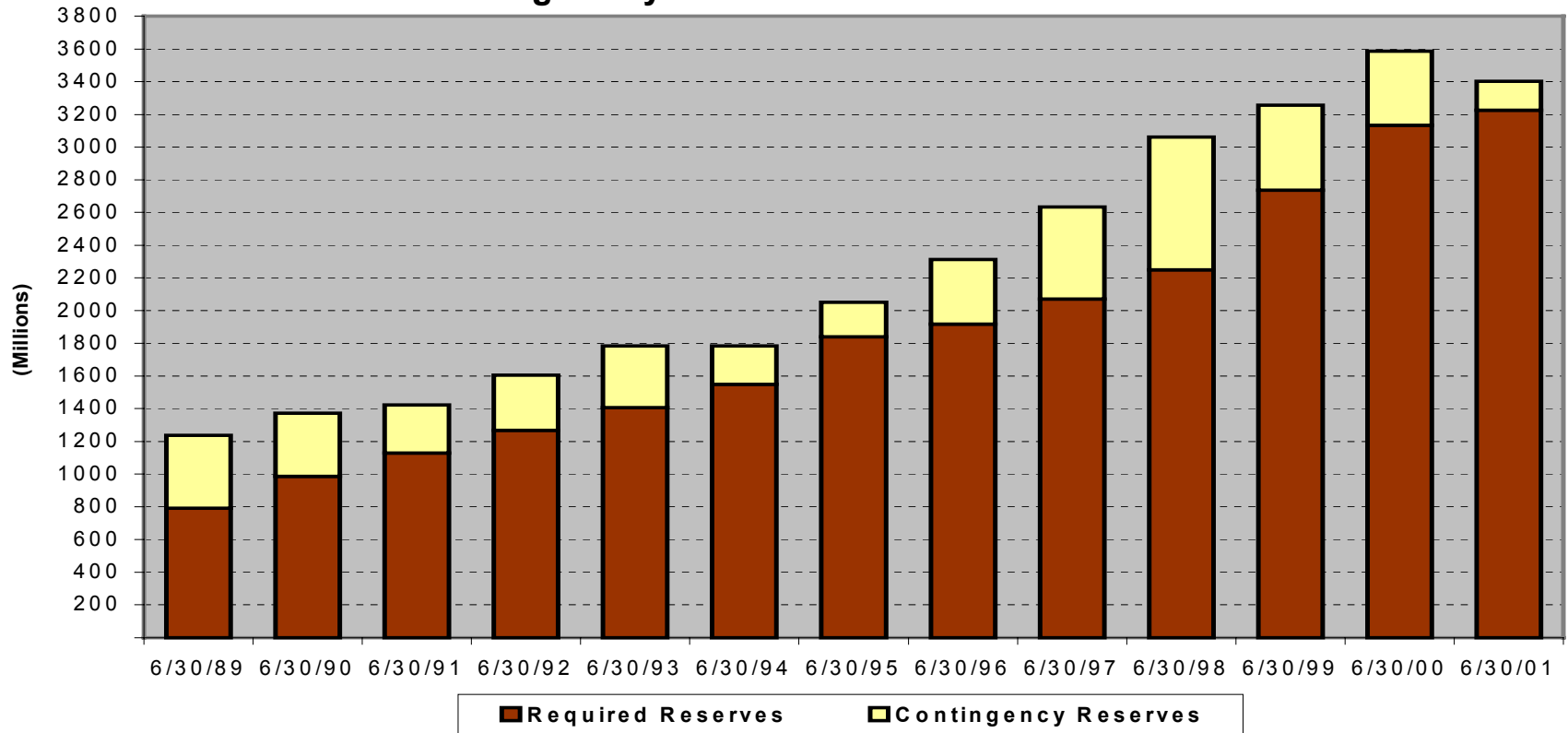
TABLE 5

**Distribution by Age of the Number, Annual Retirement Allowance,
and Average Annual Retirement Allowance of Beneficiaries
of Deceased Participants under option or who have elected to receive
the Death Benefit in the form of an Annuity as of June 30, 2001**

Age	Number	Allowance	Average
to 19	2	\$ 2,799	\$ 1,400
20 to 24	3	2,294	765
25 to 29	5	5,804	1,161
30 to 34	10	37,112	3,711
35 to 39	9	83,579	9,287
40 to 44	10	41,162	4,116
45 to 49	20	301,731	15,087
50 to 54	37	344,007	9,297
55 to 59	54	628,236	11,634
60 to 64	62	1,089,670	17,575
65 to 69	72	948,641	13,176
70 to 74	112	1,423,167	12,707
75 to 79	148	1,388,839	9,384
80 to 84	175	1,313,059	7,503
85 to 89	154	1,157,653	7,517
90 to 94	99	833,490	8,419
95 to 99	32	213,813	6,682
100+	1	1,063	1,063
Total	1,005	\$ 9,816,119	\$ 9,767

SCHEDULE E

**Historical Summary of Assets, Required Reserves,
Contingency Reserves and Dividends**



(amounts in thousands)

Required Reserves	791,271	985,308	1,127,761	1,269,378	1,407,115	1,549,762	1,838,742	1,917,240	2,069,919	2,248,574	2,734,806	3,131,484*	3,224,806*
Contingency Reserves	447,280	386,928	295,221	336,142	375,241	233,546	212,417	394,878	563,107	812,720	520,816	453,415	177,855
Market Value	1,238,551	1,372,236	1,422,982	1,605,520	1,782,356	1,783,308	2,051,159	2,312,118	2,633,026	3,061,294	3,255,622	3,584,899	3,402,661
CR as a % of MV	36%	28%	21%	21%	21%	13%	10%	17%	21%	27%	16%	13%	5%
Dividends: Actives	36,664	119,045	52,447	58,987	46,144	46,472	23,638	31,662	32,258	69,830	85,571	102,966	89,857
Retirees	8,111	39,023	47,896	15,378	14,862	11,522	4,908	5,369	8,721	18,144	22,521	28,058	15,376
Total	44,775	158,068	100,343	74,365	61,006	57,994	28,546	37,031	40,979	87,974	108,092	131,024	105,233

*Accrual basis. All other required reserves are on a cash basis.

V000514-003RET01.11