



**YOUNG MEN'S CHRISTIAN ASSOCIATION**

**RETIREMENT PLAN**

**EIGHTY-FOURTH ANNUAL REPORT OF THE ACTUARY**

**PREPARED AS OF JUNE 30, 2005**



August 10, 2005

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

Members of the Board of Trustee:

We have completed the annual actuarial valuation of the assets and liabilities of the Young Men's Christian Association Retirement Fund as of June 30, 2005.

This valuation indicates that at June 30, 2005 the Fund's net assets available for benefits aggregated \$4,019,965,784 while required reserves for benefits at that date totaled \$3,580,057,038. Therefore, at June 30, 2005 there was an actuarial surplus of \$439,908,746, which is the amount of the excess of assets over required reserves.

The Fund's investment and benefits horizons are long-term, and its investment approach, based on reasonable asset allocation strategies, should produce future investment returns to maintain the Fund over a long period of time. In our opinion, the Fund's financial condition, including cash flows, continues to be sound on a long-term basis.

In preparing this valuation, the Fund provided detailed information on the participants (active and inactive), retirees and beneficiaries. This data was combined with historical information compiled over the years, and was compared for reasonability and consistency. The assumptions used in the valuation are reviewed annually and, in our opinion, are reasonable and appropriate. The Fund's valuation reflects all provisions through the June 30, 2005 valuation date including interest credits of 7% through December 2005.

As in prior years, we have authorized the Fund to publish our full report on the Fund's website at [www.yretirement.org](http://www.yretirement.org).

Very truly yours,

Robert C. Scharbach  
Principal, Consulting Actuary

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**YOUNG MEN'S CHRISTIAN ASSOCIATION RETIREMENT PLAN  
EIGHTY-FOURTH ANNUAL REPORT OF THE ACTUARY  
PREPARED AS OF JUNE 30, 2005**

**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, 2005	June 30, 2004
<b>Active participants</b>		
Number of professionals	11,202	12,162
Annual compensation	\$ 564,126,060	\$ 591,972,009
Number of non-professionals	34,558	34,368
Annual compensation	\$ 636,552,400	\$ 633,765,328
Total number	45,760	46,530
Total annual compensation	\$ 1,200,678,460	\$ 1,225,737,337
Total average annual compensation	\$ 26,239	\$ 26,343
<b>Transition participants</b>		
Number of professionals	2,833	2,675
Number of non-professionals	<u>8,057</u>	<u>7,924</u>
Total	10,890	10,602
<b>Excess leaves of absence</b>	319	306
<b>Deferred vested participants</b>		
Number entitled to a Deferred Annuity	2,501	2,840
Number entitled to an Association Annuity	<u>5,836</u>	<u>6,121</u>
Total	8,337	8,961
<b>Retired participants and beneficiaries*</b>		
Number	8,516	8,193
Annual retirement allowances	\$ 112,800,521	\$ 107,260,116
Average annual retirement allowance	\$ 13,246	\$ 13,092
<b>Death Benefit Only</b>		
Number	643	565
Amount	\$ 3,934,294	3,299,798
<b>Valuation Assets</b>	\$ 4,019,965,784	\$ 3,703,128,712
<b>Required Reserve</b>	\$ 3,580,057,038	\$ 3,299,123,598
<b>Actuarial Status – Surplus</b>	\$ 439,908,746	\$ 404,005,114
<b>Assets as a percent of Required Reserve</b>	112.29%	112.25%

\* The number of retired participants and beneficiaries included former spouses of participants with a QDRO.

2. Section VIII sets forth a sensitivity analysis based on three factors, potential mortality improvement, interest rates after retirement and lifetime interest credits.
3. Adjustments to the valuation results as of June 30, 2005 for purposes of the New York State Insurance Department are given in Section IX.
4. The actuarial assumptions are outlined in Schedule B and are the same assumptions as were used in the previous valuation. All assumptions have been revised in the last few years and are reasonable and appropriate. A comparison of actual experience with that predicted is shown in Section VII.
5. The valuation results reflect the interest credits of 12% for the period from January 1, 2005 through June 30, 2005, and 7% for the period from July 1, 2005 through December 31, 2005 for all account balances and increased IRS maximum contributions and compensation limits.

Schedule C summarizes the provisions of the current Plan as interpreted for the valuation.

6. Schedule E sets forth a projection of benefits and contributions to the Plan. The benefits include refunds of contributions to participants and forfeitures as credits to Associations. The projections are based on the closed population on June 30, 2005 and do not reflect any new entrants. Since turnover is significant and the Plan has experienced significant growth over a long period of time, the projection is valid for the short term but will underestimate benefits and significantly underestimate contributions after a short period of time.

**SECTION II – PARTICIPANT DATA**

1. Participant data as of June 30, 2005 was furnished by the Fund. The data was reconciled with the submitted data as of June 30, 2004 and discrepancies were resolved.
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 the number and total account balances of those on excess leave of absence, Table 3 shows a fifth age and service distribution of the total account balances of participants in transition who were included in the valuation, Table 4 displays the number and total account balances of deferred vested participants and former spouses of participants with a QDRO, while Tables 5 and 6 of Schedule D present the number and annual retirement allowances of retired participants, beneficiaries of deceased participants and former spouses receiving a benefit pursuant to a QDRO 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 YMCA Retirement Fund.
2. The market value of assets is reported as \$4,019,965,784. This reflects accrued interest and dividends declared but unpaid and amounts attributable to furniture, fixtures, office equipment and leaseholder improvements, which total \$5,835,258. Every year the return, net of expenses, on the Valuation Assets is determined on a simplistic basis, assuming contributions and benefit payments are all made in the middle of the plan year on January 1. The net return on Valuation Assets for the year ending June 30, 2005 on this basis is a return of 8.57% as developed below:

(a)	Market value at June 30, 2004	\$ 3,703,128,712
(b)	Contributions	168,654,570
(c)	Benefit payments	169,202,190
(d)	Market value at June 30, 2005	4,019,965,784
(e)	Net Yield for year = (d) – (a) – (b) + (c)	317,384,692
(f)	Annual net rate of return = (e) / $\frac{1}{2}[(d) + (a) - (e)]$	8.57%

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, 2005.

**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, 2005.

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 in excess of the account balance, vested refunds, forfeitures-as-credits to Associations and flexamount benefits. Future contributions reflect participant and Association contributions.

The YMCA Retirement Fund continues to be in sound financial condition on a long-term basis. The Actuarial Surplus has grown due to positive investment experience during the last year. The Actuarial Surplus serves to cushion negative experience and when sufficient to provide excess interest credits and experience dividend checks.

**SECTION V – RECONCILIATION OF ACTUARIAL STATUS**

The Actuarial Surplus is the difference between the Valuation Assets and the Required Reserves. If this amount is negative then it is called an Actuarial (Deficit). The Actuarial Surplus is determined each year, and the reason for change in this amount is largely investment performance and benefit changes. A reconciliation for the period from June 30, 2004 to June 30, 2005 is as follows:

1. Actuarial surplus as of June 30, 2004	\$ 404,005,114
2. Plan Amendments - Interest Credits of 12% for the period from January 1, 2005 to June 30, 2005 and 7% for the period from July 1, 2005 to December 31, 2005	(121,400,000)
3. Net gain (loss) (see Section VI of this Report)	<u>157,303,632</u>
4. Actuarial Surplus as of June 30, 2005	\$ 439,908,746

**SECTION VI – 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 major component during the current and previous years is as follows:

ATTRIBUTABLE TO	YEAR ENDED June 30, 2005	YEAR ENDED June 30, 2004
Investments experience	\$ 116,262,928	\$ 268,346,203
New participants	9,431,729	5,403,230
Net actuarial experience (balance)	31,608,975	(24,270,766)
Total net gain (loss)	\$ 157,303,632	\$ 249,478,667

The net experience gain or (loss) for the last ten years is as follows:

Year Ended	Gain or (Loss)
June 30, 2005	\$ 157,303,632
June 30, 2004	\$ 249,478,667
June 30, 2003	\$ (119,996,962)
June 30, 2002	\$ (365,466,026)
June 30, 2001	\$ (333,569,714)
June 30, 2000	\$ 221,164,618
June 30, 1999	\$ 64,499,274
June 30, 1998	\$ 337,587,395
June 30, 1997	\$ 227,208,528
June 30, 1996	\$ 161,425,466

It should be noted that there will be gains and losses every year. Over time the objective of the actuarial process is to minimize the cumulative net gains and losses. Over the last 5-year period the net is a loss of about \$412 million or an average loss of about \$82 million per year. Over the last 10 years the net is a gain of about \$600 million or an average gain of about \$60 million per year.

**SECTION VII – PLAN ACTUARIAL EXPERIENCE**

Records maintained of the actual experience of active participants, transition participants, deferred vested participants, retired participants and beneficiaries are compared with that expected on the basis of the tables outlined in Schedule B. As a result, 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. Incremental experience (expected and actual) during the year ended June 30, 2005 as well as a comparison with experience for the years ending June 30, 2004, June 30, 2003 and June 30, 2002 is as follows:

Criteria (a)	Expected (b)	Actual (c)	Ratio (Actual / Expected) (c) ÷ (b)					
			2004-2005	2003-2004	2002-2003	2001-2002	4 Year Average	
Withdrawal from Active Service								
• Less than 5 years of service	5,065	5,593	1.10	1.10	.94	.93	1.02	
• 5 to 10 years of service	2,333	1,977	.85	.84	.91	.96	.89	
• 10 or more years of service	766	752	.98	.92	1.03	1.11	1.01	
Eligible for retirement (Age 60 or age 55 and 5 years of service)	1,377	851*	.62	.63	.59	.79	.66	
Disability retirement (5 or more years of participation and disabled)	14	1	.07	.31	.45	.90	.43	
Death before retirement	75	64	.85	.58	.56	.84	.71	
Death after retirement	268	304	1.13	1.16	1.16	1.14	1.15	

\* Of which 247 actually started to collect an annual allowance and all others were considered deferred or received lump sums. Those who had previously retired and were already receiving an annuity were not counted above.

2. Average age is reviewed to determine the percent who retire immediately upon termination or those who defer retirement to a time subsequent to termination from service. (Only participants who were retirement eligible as of the beginning of the Plan year were included in this analysis.) This is summarized and compared to results for the last 3 years as follows:

Age At Termination	Number Who Retired			Percent Who Retired Who Commenced an Annuity Immediately				
	Deferred	Immediately	Total	2004-2005	2003-2004	2002-2003	2001-2002	4 Year Average
55-59	140	115	255	45%	48%	48%	41%	45%
60-61	50	92	142	65%	63%	60%	58%	61%
62-64	61	128	189	68%	72%	67%	72%	70%
65-69	39	110	149	74%	79%	76%	75%	76%
70+	30	86	116	74%	78%	76%	72%	75%

3. The average age at time of collecting an annuity for those participants who were in deferred or transition status as of June 30, 2004 is compared to the last 3 years as follows:

Age at Annuity Commencement	Number Who Were Deferred Who Retired			
	2004-2005	2003-2004	2002-2003	2001-2002
55-59	110	96	72	114
60-64	94	99	84	90
65-69	37	26	28	58
70+	8	17	11	9
Average Age	61	61	62	62

These numbers do not reflect those who took a lump sum.

4. Compensation increased approximately 1.5% during 2004 for the closed group of 37,238 surviving actives as of June 30, 2004 and June 30, 2005 which was approximately .8% less than anticipated by the salary increase assumption.

5. The actual experience is expected to be different from that predicted during any one year period. This is a result of hiring patterns, economic conditions and other factors. However, over several years it is expected to be close to that expected, or changes will be proposed.

**SECTION VIII – SENSITIVITY ANALYSIS**

The results of the valuation are primarily dependent upon the actual rates of return on plan assets, plan provisions and assumptions. The valuation results are based on the current assumptions and plan provisions and there is no experience to date that would warrant any change but we have shown the sensitivity in the Required Reserve to a change in certain assumptions or plan provisions as follows:

- Mortality Table: the Required Reserve would increase by about \$23.8 million if the mortality table was changed to the 1994 Group Annuity Mortality Table projected to 2005 by Scale AA. Annuity conversion rates have not been changed.
- Interest Rates – the rate of 6.5% is used for the period after retirement. The Required Reserve would increase by about \$170.4 million if this rate was lowered to 6.0% or would decrease by about \$158.1 million if the rate was increased to 7.0%.
- Interest Credit on Participant Accounts – the interest credit is 5% for contributions prior to December 31, 1995 and at 3% for contributions after December 31, 1995. If the credit was permanently increased by .5% the Required Reserve would increase as follows:

Contributions prior to December 31, 1995	5.0% to 5.5%	\$ 52.5 million
Contributions after December 31, 1995	3.0% to 3.5%	\$120.5 million

The Board of Trustees has granted an interest credit of 7% on all accounts from July 1, 2005 through December 31, 2005.

**SECTION IX – NEW YORK STATE INSURANCE DEPARTMENT**

Three separate asset accounts are maintained for purposes of reporting to the New York State Insurance Department. These accounts are simply an allocation of the plan assets to the plan liabilities by type. The asset accounts 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, 2005, the liabilities of the Annuity Reserve Account amounted to \$1,132,234,680. As of the same date, the assets of the Annuity Reserve Account amounted to \$1,132,234,680 after a transfer of \$23,223,803 from 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 \$1,013,690,159.
3. **Association Reserve Account** - The Association Reserve Account is the account to which all other assets are allocated for actives, transition or deferred vested participants. These assets cover liabilities which reflect the annuity conversion, death and disability benefits in excess of the Account Balance, and flexamount benefits. The account as of June 30, 2005 is equal to \$1,874,040,945 which reflects a transfer of \$23,223,803 to 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, and assets on account of furniture and fixtures are not admitted in the Insurance Department Assets. In addition, liabilities which are accrued but unpaid as of the valuation date are included in the assets. These liabilities include an accrued operating liability of \$360,075,296 as of June 30, 2005. The

comparable amount as of June 30, 2004 was \$352,700,387. This results in a net increase in the assets from \$4,019,965,784 to \$4,374,205,821 for reporting requirements under the New York State Insurance Department.

**SCHEDULE A**

**VALUATION BALANCE SHEET SHOWING THE  
ASSETS AND LIABILITIES OF THE  
YOUNG MEN'S CHRISTIAN ASSOCIATION RETIREMENT PLAN  
AS OF JUNE 30, 2005 AND JUNE 30, 2004**

<b>Valuation Date</b>	<b>June 30, 2005</b>	<b>June 30, 2004</b>
Retired participants and beneficiaries now drawing allowances	\$ 1,132,234,680	\$ 1,077,111,026
Deferred vested participants:		
Account balances	\$ 434,814,047	\$ 413,799,018
Other liabilities	<u>79,155,700</u>	<u>75,252,973</u>
Total liabilities	\$ 513,969,747	\$ 489,051,991
Transition participants:		
Account balances	\$ 343,289,388	\$ 270,567,366
Other liabilities	<u>37,693,374</u>	<u>37,539,923</u>
Total Liabilities	\$ 380,982,762	\$ 308,107,289
Excess leaves of absence – Account balances	\$ 3,592,581	\$ 3,122,473
Active participants:		
Account balances	\$ 1,572,956,542	\$ 1,443,529,419
Other liabilities	693,319,085	728,405,353
Future contributions	<u>(755,845,999)</u>	<u>(773,909,259)</u>
Net liabilities	\$ 1,510,429,628	\$ 1,398,025,513
Additional Required Reserves due to Interest Credits for 6 months following valuation date*	\$ 38,847,640	23,705,306
Required Reserves	\$ 3,580,057,038	\$ 3,299,123,598
Valuation Assets	\$ 4,019,965,784	\$ 3,703,128,712
Actuarial Surplus	\$ 439,908,746	\$ 404,005,114
Valuation Assets as a Percent of Required Reserves	112.29%	112.25%

\* 7% for July 1, 2005 to January 1, 2006; 6% for July 1, 2004 to January 1, 2005.

**SCHEDULE B****OUTLINE OF ACTUARIAL ASSUMPTIONS**

**INTEREST DISCOUNT RATE:** 5.0% per annum, compounded annually for the period before retirement and 6.5% per annum, compounded annually, used for the period after retirement.

**SEPARATIONS FROM ACTIVE SERVICE:** Representative values of the assumed annual rates of death, disability, termination from service and retirement are as follows:

Age	Annual Rates of			Age	Annual Rates of		
	Death		Disability		Death		Disability
	Male	Female			Male	Female	
21	.07%	.02%	.02%	50	.22%	.14%	.11%
25	.07	.02	.02	55	.35	.21	.23
30	.06	.02	.02	60	.64	.32	
35	.07	.04	.02	65	1.24	.66	
40	.10	.06	.02	69	2.00	1.22	
45	.14	.09	.04				

Age	Select Termination Rates by Years of Vesting Service						Annual Rates of Retirement			
	1	2	3	4	5 to 9	10+	Age	Rate	Age	Rate
<b>Professional</b>										
21	40%	35%	33%	30%	--	--	55	13%	64	30%
25	32	31	28	25	23%	17%	56	10	65	45
30	29	28	25	23	18	13	57	8	66	20
35	24	23	22	19	15	8	58	9	67	20
40	20	19	18	17	14	7	59	15	68	20
45	19	18	17	15	13	6	60	17	69	20
50	18	17	16	13	12	5	61	20	70	100
55	17	16	15	12	11	5	62	25		
59	16	15	14	11	N/A	N/A	63	20		
<b>Non-Professional</b>										
21	41%	37%	34%	32%	30%	--	55	13%	64	20%
25	40	36	33	31	29	20%	56	10	65	40
30	33	32	30	25	22	18	57	8	66	25
35	30	28	24	21	18	14	58	8	67	15
40	28	26	19	18	16	10	59	9	68	15
45	26	24	19	17	15	9	60	10	69	15
50	24	21	17	16	13	8	61	13	70	100
55	23	19	16	15	11	7	62	25		
59	22	18	15	14	N/A	N/A	63	15		

**Note:** At no time is more than one rate of termination or retirement effective.

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

Age	Annual Rate of Salary Increase	Age	Annual Rate of Salary Increase
21	7.2%	50	1.3%
25	5.4	55	1.1
30	3.8	60	0.9
35	2.9	65	0.8
40	2.1	69	0.7
45	1.6		

**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 25% of the flexamount benefits will be paid as a lump sum settlement at death and 75% will be used to purchase an annuity at retirement.

**FUTURE ADMINISTRATIVE EXPENSES:** Paid by earnings on the assets in excess of the valuation rate.

**IRC SECTION 401(a)(17) COMPENSATION LIMIT:** Amounts applicable as of the start of the plan year are not assumed to change in the future. The limit in effect for plan years beginning on the valuation date is \$210,000.

**LUMP SUMS:** Participants are assumed to receive lump sum settlements if their participant's individual account balance is less than \$10,000 or from the SERP Plan if they are eligible for such plan.

**ANNUITY STARTING DATE:** Of those terminating who are eligible to collect an immediate annuity and are less than age 62, it is assumed that 60% start to collect immediately, and the remaining 40% will collect at age 62. Those age 62 and older are assumed to start collecting an annuity immediately after termination.

**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) indexed compensation limit. SERP Plan compensation reflects only amounts in excess of this limit.

"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. As of January 1, 2003, Associations had the option to require 1,000 hours of service in each of two 12-month periods commencing on date of employment or any anniversary thereof, and then provide immediate vesting. 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, pre-1996 interest credits above the normal 5.0% rate, for calculating disability retirement allowances and for funds rolled over after March 1, 2003 and held by the Fund for 10 or more years, purchase rates are based on the 1995 Buck Mortality Table weighted 50% male/50% female at an interest rate of 7.0%. For funds rolled over after March 1, 2003 and withdrawn within 10 years, an interest rate of 5.0% is used instead of 7.0% in the determination of purchase rates.

### 4- PARTICIPANT AND ASSOCIATION ACCOUNTS

Accounts are credited with interest credits as set forth in the Plan document and as agreed to by the Board of Trustees. The Plan proscribes that interest credits be at a level of 5.0% for contributions deposited prior to December 31, 1995. The Board of Trustees has set forth an interest credit of 3.0% for all contributions deposited after December 31, 1995 beginning January 1, 2004. The Board of Trustees has granted an interest credit of 7.0% for the period July 1, 2005 to December 31, 2005.

### 5 - 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	3 years of service except immediate vesting for Associations that elected a two-year waiting period for participation.
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 if the participant had 5 years of service at termination. If the participant had less than 5 years of service at termination, the effective date of the allowance is at any time on or after age 60.

### **Forfeitures**

The portion of a nonvested participant's individual account that is forfeited is applied as a credit against future Association payments or applied to pay administrative expenses as follows:

- The portion forfeited attributable to Association payments is applied as a credit to future Association payments required with respect to the Association that employed such participant while the contributions were made to which the credits apply.
- The portion forfeited attributable to earnings on such Association payments is applied to pay administrative expenses of the Plan.

### **Disability Retirement Allowance**

Conditions for Allowance	5 years of participation and physically or mentally incapacitated for duty before reaching age 60.
Conditions for Allowance	The disability retirement allowance consists of: <ul style="list-style-type: none"> <li>• 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</li> <li>• 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</li> <li>• An Association annuity which is the actuarial equivalent of the participant's additional Association payments on the effective date of the allowance.</li> </ul>

**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** The benefit, which is paid in a lump sum to the beneficiary designated or to the participant's estate, consists of:

- 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:
  - (a). If the participant had less than 5 years of participation at the time of death, and provided such participant had 12 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 12 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 who is vested 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 participant's individual 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.

In addition to the death benefit described 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.

## 6 - 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 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.

### **SERP Plan Contributions**

12% of compensation in excess of the IRS compensation limit for employees of the Fund up to the statutory limit.

### **Maximum Annual Addition**

The maximum annual addition on behalf of a participant is not to exceed the lesser of (i) \$42,000 (adjusted for increases in the cost of living in accordance with IRS regulations), or (ii) 100% 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, 2005**

Age	Years of Vesting Service							Total	Percentage of Total	
	0 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	31+		Individual	Cumulative
21 to 25	4,208	600						4,808	10.51%	10.51%
	\$ 62,350,503	\$ 9,674,257						\$ 72,024,760		
	\$ 14,817	\$ 16,124						\$ 14,980		
26 to 30	4,524	2,175	173					6,872	15.02%	25.52%
	\$ 96,219,852	\$ 47,320,952	\$ 4,257,552					\$ 147,798,356		
	\$ 21,269	\$ 21,757	\$ 24,610					\$ 21,507		
31 to 35	2,846	2,243	795	85				5,969	13.04%	38.57%
	\$ 65,780,476	\$ 61,403,549	\$ 24,436,351	\$ 2,774,032				\$ 154,394,408		
	\$ 23,113	\$ 27,376	\$ 30,738	\$ 32,636				\$ 25,866		
36 to 40	2,251	1,679	995	344	22			5,291	11.56%	50.13%
	\$ 52,919,906	\$ 44,096,239	\$ 35,303,335	\$ 13,854,114	\$ 858,920			\$ 147,032,514		
	\$ 23,510	\$ 26,263	\$ 35,481	\$ 40,274	\$ 39,042			\$ 27,789		
41 to 45	2,293	1,748	897	668	161	15		5,782	12.64%	62.77%
	\$ 52,823,644	\$ 45,234,952	\$ 28,348,313	\$ 29,866,108	\$ 8,275,932	\$ 565,913		\$ 165,114,862		
	\$ 23,037	\$ 25,878	\$ 31,603	\$ 44,710	\$ 51,403	\$ 37,728		\$ 28,557		
46 to 50	1,908	1,615	942	694	405	110		5,674	12.40%	75.17%
	\$ 45,601,848	\$ 41,629,221	\$ 27,747,164	\$ 28,134,752	\$ 26,134,690	\$ 7,414,400		\$ 176,662,075		
	\$ 23,900	\$ 25,777	\$ 29,456	\$ 40,540	\$ 64,530	\$ 67,404		\$ 31,135		
51 to 55	1,435	1,266	765	636	279	275	39	4,695	10.26%	85.43%
	\$ 35,540,457	\$ 31,912,393	\$ 21,516,648	\$ 23,218,380	\$ 15,609,133	\$ 22,441,005	\$ 4,403,055	\$ 154,641,071		
	\$ 24,767	\$ 25,207	\$ 28,126	\$ 36,507	\$ 55,947	\$ 81,604	\$ 112,899	\$ 32,937		
56 to 60	1,080	847	533	470	216	163	96	3,405	7.44%	92.87%
	\$ 25,913,191	\$ 20,240,751	\$ 15,904,735	\$ 15,820,966	\$ 10,454,562	\$ 11,505,431	\$ 11,086,740	\$ 110,926,376		
	\$ 23,994	\$ 23,897	\$ 29,840	\$ 33,662	\$ 48,401	\$ 70,585	\$ 115,487	\$ 32,577		
61 to 65	601	435	287	252	103	68	36	1,782	3.89%	96.76%
	\$ 12,366,091	\$ 9,321,682	\$ 7,696,700	\$ 7,367,454	\$ 3,871,634	\$ 3,404,574	\$ 4,483,192	\$ 48,511,327		
	\$ 20,576	\$ 21,429	\$ 26,818	\$ 29,236	\$ 37,589	\$ 50,067	\$ 124,533	\$ 27,223		
66 to 70	333	228	121	99	19	19	10	829	1.81%	98.57%
	\$ 5,251,811	\$ 3,722,224	\$ 2,617,128	\$ 2,230,375	\$ 356,426	\$ 559,727	\$ 578,931	\$ 15,316,622		
	\$ 15,771	\$ 16,326	\$ 21,629	\$ 22,529	\$ 18,759	\$ 29,459	\$ 57,893	\$ 18,476		
71+	209	237	112	61	12	9	13	653	1.43%	100.00%
	\$ 2,473,106	\$ 2,942,714	\$ 1,492,927	\$ 898,296	\$ 166,825	\$ 104,023	\$ 178,198	\$ 8,256,089		
	\$ 11,833	\$ 12,417	\$ 13,330	\$ 14,726	\$ 13,902	\$ 11,558	\$ 13,708	\$ 12,643		
Total	21,688	13,073	5,620	3,309	1,217	659	194	45,760	100.00%	100.00%
	\$ 457,240,885	\$ 317,498,934	\$ 169,320,853	\$ 124,164,477	\$ 65,728,122	\$ 45,995,073	\$ 20,730,116	\$ 1,200,678,460		
	\$ 21,083	\$ 24,287	\$ 30,128	\$ 37,523	\$ 54,008	\$ 69,795	\$ 106,856	\$ 26,239		
<b>Percentage of Total</b>										
Individual	47.40%	28.57%	12.28%	7.23%	2.66%	1.44%	0.42%	100.00%		
Cumulative	47.40%	75.97%	88.25%	95.48%	98.14%	99.58%	100.00%	100.00%		

**TABLE 1B**

**Distribution of Active Participants by Fifth Age and Service Groupings  
with Number, Account Balance, and Average Account Balance  
as of June 30, 2005**

Age	Years of Vesting Service							Total	Percentage of Total	
	0 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	31+		Individual	Cumulative
21 to 25	4,208	600						4,808	10.51%	10.51%
	9,082,342	2,787,469						\$ 11,869,811		
	\$ 2,158	\$ 4,646						\$ 2,469		
26 to 30	4,524	2,175	173					6,872	15.02%	25.52%
	22,641,911	\$ 26,005,305	\$ 3,050,723					\$ 51,697,939		
	\$ 5,005	\$ 11,956	\$ 17,634					\$ 7,523		
31 to 35	2,846	2,243	795	85				5,969	13.04%	38.57%
	\$ 17,693,450	\$ 45,121,375	\$ 27,450,403	\$ 3,723,507				\$ 93,988,735		
	\$ 6,217	\$ 20,117	\$ 34,529	\$ 43,806				\$ 15,746		
36 to 40	2,251	1,679	995	344	22			5,291	11.56%	50.13%
	\$ 14,729,521	\$ 34,568,072	\$ 49,933,955	\$ 26,459,760	\$ 1,863,335			\$ 127,554,643		
	\$ 6,544	\$ 20,588	\$ 50,185	\$ 76,918	\$ 84,697			\$ 24,108		
41 to 45	2,293	1,748	897	668	161	15		5,782	12.64%	62.77%
	\$ 15,243,554	\$ 34,790,495	\$ 41,785,382	\$ 72,943,335	\$ 25,770,450	\$ 2,188,948		\$ 192,722,164		
	\$ 6,648	\$ 19,903	\$ 46,583	\$ 109,197	\$ 160,065	\$ 145,930		\$ 33,331		
46 to 50	1,908	1,615	942	694	405	110		5,674	12.40%	75.17%
	\$ 13,934,690	\$ 35,862,173	\$ 41,244,028	\$ 71,250,068	\$ 95,166,204	\$ 34,751,506		\$ 292,208,669		
	\$ 7,303	\$ 22,206	\$ 43,783	\$ 102,666	\$ 234,978	\$ 315,923		\$ 51,500		
51 to 55	1,435	1,266	765	636	279	275	39	4,695	10.26%	85.43%
	\$ 12,551,292	\$ 28,471,116	\$ 34,716,513	\$ 58,243,692	\$ 60,360,155	\$ 120,182,361	\$ 28,122,110	\$ 342,647,239		
	\$ 8,747	\$ 22,489	\$ 45,381	\$ 91,578	\$ 216,345	\$ 437,027	\$ 721,080	\$ 72,981		
56 to 60	1,080	847	533	470	216	163	96	3,405	7.44%	92.87%
	\$ 9,489,682	\$ 19,687,335	\$ 28,540,216	\$ 42,782,319	\$ 44,656,694	\$ 66,898,944	\$ 82,997,967	\$ 295,053,157		
	\$ 8,787	\$ 23,244	\$ 53,546	\$ 91,026	\$ 206,744	\$ 410,423	\$ 864,562	\$ 86,653		
61 to 65	601	435	287	252	103	68	36	1,782	3.89%	96.76%
	\$ 4,685,552	\$ 9,020,971	\$ 16,082,349	\$ 22,778,577	\$ 17,993,847	\$ 19,071,271	\$ 39,856,339	\$ 129,488,906		
	\$ 7,796	\$ 20,738	\$ 56,036	\$ 90,391	\$ 174,698	\$ 280,460	\$ 1,107,121	\$ 72,665		
66 to 70	333	228	121	99	19	19	10	829	1.81%	98.57%
	\$ 2,128,793	\$ 3,995,344	\$ 4,801,781	\$ 6,237,337	\$ 1,080,421	\$ 3,124,862	\$ 4,656,056	\$ 26,024,594		
	\$ 6,393	\$ 17,523	\$ 39,684	\$ 63,003	\$ 56,864	\$ 164,466	\$ 465,606	\$ 31,393		
71+	209	237	112	61	12	9	13	653	1.43%	100.00%
	\$ 832,017	\$ 2,557,863	\$ 2,244,875	\$ 2,114,113	\$ 511,526	\$ 574,105	\$ 866,186	\$ 9,700,685		
	\$ 3,981	\$ 10,793	\$ 20,044	\$ 34,658	\$ 42,627	\$ 63,789	\$ 66,630	\$ 14,856		
Total	21,688	13,073	5,620	3,309	1,217	659	194	45,760	100.00%	100.00%
	\$ 123,012,804	\$ 242,867,518	\$ 249,850,225	\$ 306,532,708	\$ 247,402,632	\$ 246,791,997	\$ 156,498,658	\$ 1,572,956,542		
	\$ 5,672	\$ 18,578	\$ 44,457	\$ 92,636	\$ 203,289	\$ 374,495	\$ 806,694	\$ 34,374		
<b>Percentage of Total</b>										
Individual	47.40%	28.57%	12.28%	7.23%	2.66%	1.44%	0.42%	100.00%		
Cumulative	47.40%	75.97%	88.25%	95.48%	98.14%	99.58%	100.00%	100.00%		

**TABLE 2**

**Distribution of Excess Leaves of Absence by Fifth Age  
Less Than 5 Years of Service  
as of June 30, 2005**

<b>Age</b>	<b>Number</b>	<b>Percentage of Total</b>	<b>Account Balance</b>	<b>Average Account Balance</b>
<b>31 to 35</b>	14	4.39%	93,062	6,647
<b>36 to 40</b>	59	18.50%	472,828	8,014
<b>41 to 45</b>	72	22.57%	764,725	10,621
<b>46 to 50</b>	69	21.63%	767,978	11,130
<b>51 to 55</b>	50	15.67%	723,962	14,479
<b>56 to 60</b>	37	11.60%	602,147	16,274
<b>61 to 65</b>	13	4.08%	128,901	9,915
<b>66 to 70</b>	4	1.25%	36,098	9,025
<b>71 +</b>	1	0.31%	2,880	2,880
<b>Total</b>	319	100.00%	\$ 3,592,581	\$ 11,262

**Range of Account Balance**

<b>0 - 1,000</b>	3	0.94%	\$ 916	305
<b>1,000 - 5,000</b>	1	0.31%	2,880	2,880
<b>5,000 - 10,000</b>	208	65.20%	1,567,139	7,534
<b>10,000 - 20,000</b>	84	26.33%	1,133,359	13,492
<b>20,000 +</b>	23	7.21%	888,287	38,621
<b>Total</b>	319	99.99%	\$ 3,592,581	\$ 11,262

**TABLE 3**

**Distribution of Participants in Transition by Fifth Age and Service Groupings  
with Number, Account Balance, and Average Account Balance  
as of June 30, 2005**

Age	Years of Vesting Service						Total	Percentage of Total	
	0 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26+		Individual	Cumulative
21 to 25	589	56					645	5.92%	5.92%
	\$ 1,051,113	\$ 261,431					\$ 1,312,544		
	1,785	4,668				2,035			
26 to 30	1,004	411	16				1,431	13.14%	19.06%
	\$ 5,896,786	\$ 4,051,761	\$ 241,085				\$ 10,189,632		
	5,873	9,858	15,068			7,121			
31 to 35	806	832	131	9			1,778	16.33%	35.39%
	\$ 7,910,700	\$ 15,769,743	\$ 3,625,033	\$ 234,388			\$ 27,539,864		
	9,815	18,954	27,672	26,043			15,489		
36 to 40	509	736	276	30	1		1,552	14.25%	49.64%
	\$ 6,042,805	\$ 19,605,457	\$ 13,327,649	\$ 1,892,180	\$ 9,282		\$ 40,877,373		
	11,872	26,638	48,289	63,073	9,282		26,339		
41 to 45	443	579	311	82	16	1	1,432	13.15%	62.79%
	\$ 5,674,663	\$ 16,203,016	\$ 18,533,598	\$ 8,849,153	\$ 2,187,886	\$ 316,945	\$ 51,765,261		
	12,810	27,984	59,594	107,917	136,743	316,945	36,149		
46 to 50	351	550	285	113	39	2	1,340	12.30%	75.10%
	\$ 3,834,028	\$ 14,802,296	\$ 18,059,955	\$ 14,465,898	\$ 9,295,415	\$ 491,355	\$ 60,948,947		
	10,923	26,913	63,368	128,017	238,344	245,678	45,484		
51 to 55	276	459	278	110	68	21	1,212	11.13%	86.23%
	\$ 3,902,612	\$ 13,154,823	\$ 17,175,138	\$ 14,172,437	\$ 22,344,334	\$ 9,444,153	\$ 80,193,497		
	14,140	28,660	61,781	128,840	328,593	449,722	66,166		
56 to 60	212	315	160	61	23	19	790	7.25%	93.48%
	\$ 3,243,509	\$ 9,430,528	\$ 11,599,135	\$ 7,761,900	\$ 5,055,635	\$ 8,331,630	\$ 45,422,337		
	15,300	29,938	72,495	127,244	219,810	438,507	57,497		
61 to 65	163	142	88	30	11	10	444	4.08%	97.56%
	\$ 1,886,108	\$ 3,861,396	\$ 4,248,219	\$ 2,179,419	\$ 844,944	\$ 7,131,507	\$ 20,151,593		
	11,571	27,193	48,275	72,647	76,813	713,151	45,386		
66 to 70	108	43	19	8	4	2	184	1.69%	99.25%
	\$ 864,687	\$ 983,379	\$ 864,548	\$ 180,076	\$ 1,126,257	\$ 1,652	\$ 4,020,599		
	8,006	22,869	45,503	22,510	281,564	826	21,851		
71+	41	24	8	3	4	2	82	0.75%	100.00%
	\$ 146,896	\$ 181,538	\$ 172,246	\$ 218,551	\$ 137,605	\$ 10,905	\$ 867,741		
	3,583	7,564	21,531	72,850	34,401	5,453	10,582		
Total	4,502	4,147	1,572	446	166	57	10,890	100.00%	100.00%
	\$ 40,453,907	\$ 98,305,368	\$ 87,846,606	\$ 49,954,002	\$ 41,001,358	\$ 25,728,147	\$ 343,289,388		
	8,986	23,705	55,882	112,004	246,996	451,371	31,523		
<b>Percentage of Total</b>									
Individual	41.34%	38.09%	14.44%	4.10%	1.52%	0.52%	100.00%		
Cumulative	41.34%	79.43%	93.87%	97.97%	99.49%	100.01%	100.01%		

Years Since Active	Number	Account Balance	Avg. Acc. Balance
0	4,697	\$ 102,592,458	\$ 21,842
1	1,564	52,641,629	33,658
2	1,126	38,831,483	34,486
3	899	38,052,822	42,328
4	911	38,101,074	41,823
5	716	29,264,901	40,873
6	977	43,805,021	44,836
Total	10,890	\$ 343,289,388	\$ 31,523

**Range of Account Balance**

	Number	Account Balance	Avg. Acc. Balance
0 - 5,000	2,230	\$ 3,761,188	\$ 1,687
5,000 - 10,000	2,214	16,377,356	7,397
10,000 - 20,000	2,436	35,258,872	14,474
20,000 - 50,000	2,411	76,126,181	31,575
50,000 - 100,000	952	65,544,825	68,850
100,000 +	647	146,220,965	225,998
Total	10,890	\$ 343,289,388	\$ 31,523

**TABLE 4**

**Distribution of Deferred Vested Participants by Fifth Age Groupings  
with Number, Account Balance, and Average Account Balance  
as of June 30, 2005**

Age	Former Employees Entitled To Future Benefits			Former Spouses or Beneficiaries Of Participants Entitled To Benefits Under A QDRO		
	Number	Account Balance	Average Account Balance	Number	Account Balance	Average Account Balance
<20				2	\$ 37,245	\$ 144
20 to 24	1	\$ 287	\$ 287			
25 to 29	18	53,036	2,946			
30 to 34	236	3,110,019	13,178	3	14,446	17,679
35 to 39	895	18,478,146	20,646	12	139,693	259,168
40 to 44	1,448	48,198,001	33,286	19	560,148	972,534
45 to 49	1,790	85,495,914	47,763	40	2,338,732	1,204,950
50 to 54	1,721	105,886,296	61,526	45	4,851,926	1,899,909
55 to 59	1,311	95,764,189	73,047	29	3,484,724	3,651,252
60 to 64	566	50,275,408	88,826	10	2,039,085	9,576,419
65 to 69	137	11,226,178	81,943	1	195,346	50,275,408
70 to 74	35	2,401,417	68,612			
75+	18	263,811	14,656			
<b>Total</b>	<b>8,176</b>	<b>\$ 421,152,702</b>	<b>\$ 51,511</b>	<b>161</b>	<b>\$ 13,661,345</b>	<b>\$ 84,853</b>

**Range of Account Balance**

<b>0 - 5,000</b>	102	\$ 212,817	\$ 2,086	11	\$ 6,767	\$ 615
<b>5,000 - 10,000</b>	797	6,003,788	7,533	10	73,589	7,359
<b>10,000 - 20,000</b>	1,404	21,087,644	15,020	23	376,594	16,374
<b>20,000 - 50,000</b>	3,598	113,664,410	31,591	39	1,230,253	31,545
<b>50,000 - 100,000</b>	1,334	92,820,944	69,581	33	2,312,577	70,078
<b>100,000 +</b>	941	187,363,099	199,111	45	9,661,564	214,701
<b>Total</b>	<b>8,176</b>	<b>\$ 421,152,702</b>	<b>\$ 51,511</b>	<b>161</b>	<b>\$ 13,661,345</b>	<b>\$ 84,853</b>

TABLE 5

**Distribution by Age of the Number,  
Annual Retirement Allowance, and Average Annual Retirement Allowance  
of Retired Participants  
as of June 30, 2005**

Age	Age Retirement				Disability Retirement			
	Number	Allowance	Average	Death Benefit	Number	Allowance	Average	Death Benefit
<b>35 to 39</b>					2	44,382	\$ 22,191	\$ 4,307
<b>40 to 44</b>					11	231,064	21,006	63,341
<b>45 to 49</b>					8	197,594	24,699	34,327
<b>50 to 54</b>	1	\$ 13,691	\$ 13,691	\$ 1,273	14	314,324	22,452	114,896
<b>55 to 59</b>	513	8,704,616	16,968	1,660,266	29	377,979	13,034	177,636
<b>60 to 64</b>	1,110	18,795,904	16,933	3,538,088	24	371,599	15,483	217,239
<b>65 to 69</b>	1,642	23,781,830	14,483	5,291,053	13	241,802	18,600	36,171
<b>70 to 74</b>	1,429	18,898,038	13,225	4,615,364	10	83,653	8,365	25,461
<b>75 to 79</b>	1,193	16,010,323	13,420	4,877,942	9	63,435	7,048	18,558
<b>80 to 84</b>	753	8,098,622	10,755	2,788,863	2	16,165	8,082	1,337
<b>85 to 89</b>	369	3,143,892	8,520	1,043,883	2	18,943	9,471	5,391
<b>90 to 94</b>	162	1,199,256	7,403	331,811				
<b>95 to 99</b>	35	267,182	7,634	45,705				
<b>100+</b>	4	26,159	6,540	5,825				
<b>Total</b>	7,211	\$ 98,939,513	\$ 13,721	\$ 24,200,071	124	\$ 1,960,940	\$ 15,814	\$ 698,665
<b>Option</b>								
<b>Life Annuity</b>	3,899	\$ 33,043,559	\$ 8,475		69	\$ 995,390	\$ 14,426	
<b>J &amp; S</b>	3,312	\$ 65,895,954	\$ 19,896		55	\$ 965,550	\$ 17,555	

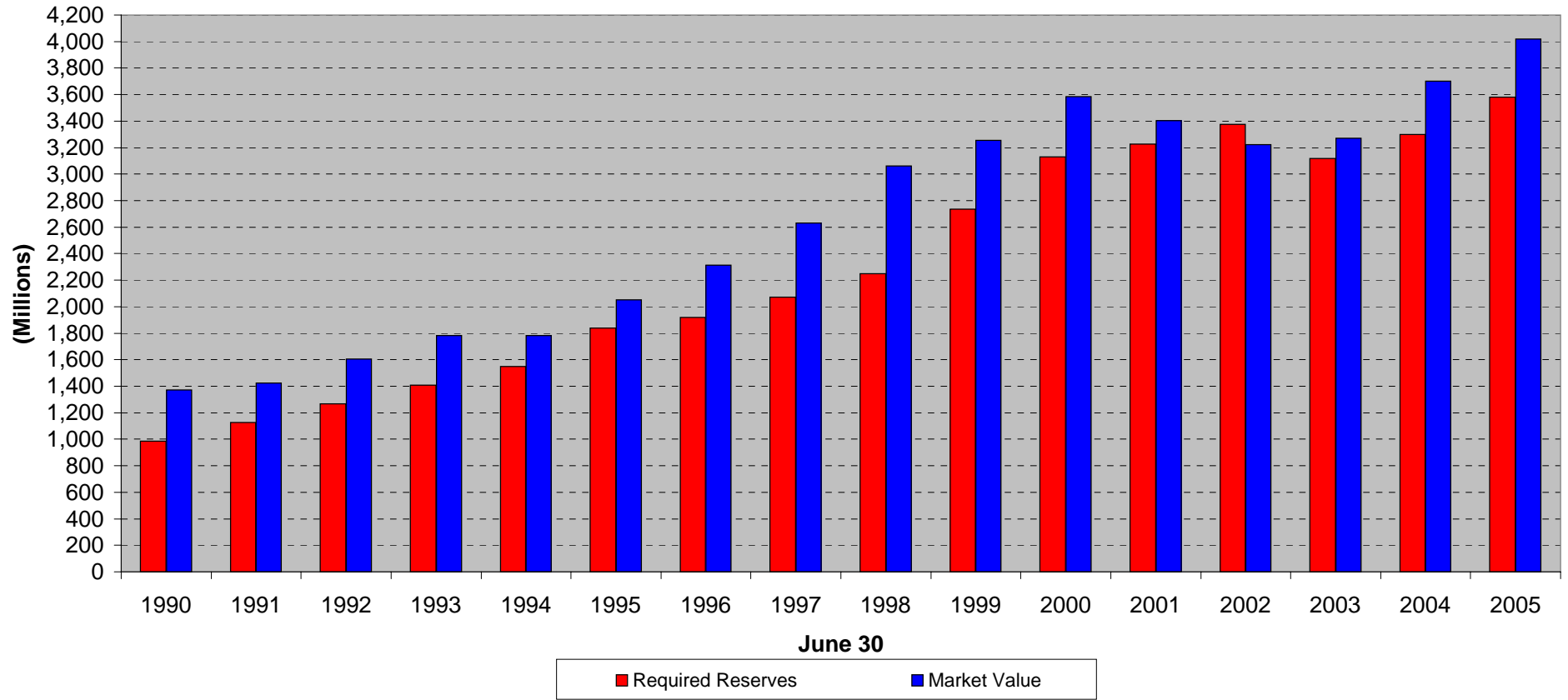
**TABLE 6**

**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 and those entitled  
to a benefit under a QDRO as of June 30, 2005**

<b>Age</b>	<b>Number</b>	<b>Allowance</b>	<b>Average</b>
<b>to 19</b>	2	\$ 2,087	\$ 1,044
<b>20 to 24</b>	6	31,121	5,187
<b>25 to 29</b>	7	8,604	1,229
<b>30 to 34</b>	15	63,242	4,216
<b>35 to 39</b>	12	72,523	6,044
<b>40 to 44</b>	25	161,296	6,452
<b>45 to 49</b>	24	145,081	6,045
<b>50 to 54</b>	51	561,335	11,007
<b>55 to 59</b>	77	767,761	9,971
<b>60 to 64</b>	80	969,764	12,122
<b>65 to 69</b>	118	1,576,531	13,360
<b>70 to 74</b>	103	1,386,106	13,457
<b>75 to 79</b>	177	2,189,790	12,372
<b>80 to 84</b>	178	1,704,532	9,576
<b>85 to 89</b>	155	1,128,654	7,282
<b>90 to 94</b>	103	823,639	7,996
<b>95 to 99</b>	39	250,006	6,410
<b>100+</b>	9	57,996	6,444
<b>Total</b>	<b>1,181</b>	<b>\$ 11,900,068</b>	<b>\$ 10,076</b>

In addition, there are 332 deceased non retirees with unpaid account balances of \$3,294,996 in participant and Association accounts and 311 deceased retirees with unpaid death benefits of \$639,298.

## Historical Summary of Assets, Required Reserves, Actuarial Status and Experience Dividend Payments



	(amounts in millions)															
Valuation Year	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
<b>Required Reserves (RR)</b>	\$985	\$1,128	\$1,269	\$1,407	\$1,550	\$1,839	\$1,917	\$2,070	\$2,249	\$2,735	\$3,131	\$3,225	\$3,377	\$3,119	\$3,299	\$3,580
<b>Actuarial Surplus / (Deficit)</b>	387	295	336	375	234	212	395	563	813	521	453	178	(155)	150	404	440
<b>Market Value (MV)</b>	1,372	1,423	1,605	1,782	1,784	2,051	2,312	2,633	3,062	3,256	3,584	3,403	3,222	3,269	3,703	4,020
<b>MV as a % of RR</b>	139%	126%	126%	127%	115%	112%	121%	127%	136%	119%	114%	106%	95%	105%	112%	112%
<b>Experience Dividend Payments</b>																
<b>Actives</b>	119.0	52.4	59.0	46.1	46.5	23.6	31.7	32.3	69.8	85.6	103.0	89.9	50.0	0.0	47.6	121.4
<b>Retirees</b>	<u>39.0</u>	<u>47.9</u>	<u>15.4</u>	<u>14.9</u>	<u>11.5</u>	<u>4.9</u>	<u>5.4</u>	<u>8.7</u>	<u>18.1</u>	<u>22.5</u>	<u>28.1</u>	<u>15.4</u>	<u>7.2</u>	<u>0.0</u>	<u>0.0</u>	<u>0.0</u>
<b>Total</b>	158.0	100.3	74.4	61.0	58.0	28.5	37.1	41.0	87.9	108.1	131.1	105.3	57.2	0.0	47.6	121.4