

CO-OP RETIREMENT PLAN COST GRID

Showing the employer contribution rate associated with each combination of a benefit accrual rate and an employee contribution rate

TOTAL COST = **15.0** % OF PAYROLL

THESE AMOUNTS DO **NOT** INCLUDE THE 0.6% OF PAYROLL ADMINISTRATIVE FEE.

SUSPENDED COST = TOTAL COST LESS 4.5% = **10.5** %

BENEFIT
ACCRUAL
RATE

EMPLOYEE CONTRIBUTION RATE

0%

1%

2%

3%

4%

5%

1.25%

15.0%

14.0%

13.0%

12.2%

11.4%

10.6%

1.50%

16.2%

15.2%

14.2%

13.35%

12.55%

11.75%

1.75%

17.4%

16.4%

15.4%

14.4%

13.6%

12.8%

THESE RATES WILL BECOME EFFECTIVE ON JULY 1, 2009