

AVERAGE EMPLOYER CONTRIBUTION RATES					
Report for Tax Year Ending:					12/31/2006
Year: 12/31/2006		Year: 12/31/2005		Year: 12/31/2004	
ESTIMATED		ESTIMATED		ACTUAL	
Taxable	Total	Taxable	Total	Taxable	Total
2.28	1.38	2.55	1.54	2.78	1.68

AVERAGE EMPLOYER CONTRIBUTION RATES					
Report for Tax Year Ending:					12/31/2007
Year: 12/31/2007		Year: 12/31/2006		Year: 12/31/2005	
ESTIMATED		ESTIMATED		ACTUAL	
Taxable	Total	Taxable	Total	Taxable	Total
1.87	1.11	2.28	1.38	2.55	1.54

AVERAGE EMPLOYER CONTRIBUTION RATES					
Report for Tax Year Ending:					12/31/2008
Year: 12/31/2008		Year: 12/31/2007		Year: 12/31/2006	
ESTIMATED		ESTIMATED		ACTUAL	
Taxable	Total	Taxable	Total	Taxable	Total
1.73	0.98	1.97	1.12	2.28	1.38