



**PERCENTAGE OF 4-YEAR FINAL AVERAGE SALARY PAYABLE IN ANNUITY  
FOR "TIER 1" MEMBERS THAT WITHDRAW ON OR AFTER JUNE 30, 2002  
(No Optional credit is included)**

**Age at Annuity Start Date**

	50	51	52	53	54	55	56	57	58	59	60+
<b>10</b>	9.60%	11.04%	12.48%	13.92%	15.36%	16.80%	18.24%	19.68%	21.12%	22.56%	24.00%
<b>11</b>	10.56%	12.14%	13.73%	15.31%	16.90%	18.48%	20.06%	21.65%	23.23%	24.82%	26.40%
<b>12</b>	11.52%	13.25%	14.98%	16.70%	18.43%	20.16%	21.89%	23.62%	25.34%	27.07%	28.80%
<b>13</b>	12.48%	14.35%	16.22%	18.10%	19.97%	21.84%	23.71%	25.58%	27.46%	29.33%	31.20%
<b>14</b>	13.44%	15.46%	17.47%	19.49%	21.50%	23.52%	25.54%	27.55%	29.57%	31.58%	33.60%
<b>15</b>	14.40%	16.56%	18.72%	20.88%	23.04%	25.20%	27.36%	29.52%	31.68%	33.84%	36.00%
<b>16</b>	15.36%	17.66%	19.97%	22.27%	24.58%	26.88%	29.18%	31.49%	33.79%	36.10%	38.40%
<b>17</b>	16.32%	18.77%	21.22%	23.66%	26.11%	28.56%	31.01%	33.46%	35.90%	38.35%	40.80%
<b>18</b>	17.28%	19.87%	22.46%	25.06%	27.65%	30.24%	32.83%	35.42%	38.02%	40.61%	43.20%
<b>19</b>	18.24%	20.98%	23.71%	26.45%	29.18%	31.92%	34.66%	37.39%	40.13%	42.86%	45.60%
<b>20</b>	19.20%	22.08%	24.96%	27.84%	30.72%	33.60%	36.48%	39.36%	42.24%	45.12%	48.00%
<b>21</b>	20.16%	23.18%	26.21%	29.23%	32.26%	35.28%	38.30%	41.33%	44.35%	47.38%	50.40%
<b>22</b>	21.12%	24.29%	27.46%	30.62%	33.79%	36.96%	40.13%	43.30%	46.46%	49.63%	52.80%
<b>23</b>	22.08%	25.39%	28.70%	32.02%	35.33%	38.64%	41.95%	45.26%	48.58%	51.89%	55.20%
<b>24</b>	23.04%	26.50%	29.95%	33.41%	36.86%	40.32%	43.78%	47.23%	50.69%	54.14%	57.60%
<b>25</b>	24.00%	27.60%	31.20%	34.80%	38.40%	42.00%	45.60%	49.20%	52.80%	56.40%	60.00%
<b>26</b>	24.96%	28.70%	32.45%	36.19%	39.94%	43.68%	47.42%	51.17%	54.91%	58.66%	62.40%
<b>27</b>	25.92%	29.81%	33.70%	37.58%	41.47%	45.36%	49.25%	53.14%	57.02%	60.91%	64.80%
<b>28</b>	26.88%	30.91%	34.94%	38.98%	43.01%	47.04%	51.07%	55.10%	59.14%	63.17%	67.20%
<b>29</b>	27.84%	32.02%	36.19%	40.37%	44.54%	48.72%	52.90%	57.07%	61.25%	65.42%	69.60%
<b>30</b>	72.00%	72.00%	72.00%	72.00%	72.00%	72.00%	72.00%	72.00%	72.00%	72.00%	72.00%
<b>31</b>	74.40%	74.40%	74.40%	74.40%	74.40%	74.40%	74.40%	74.40%	74.40%	74.40%	74.40%
<b>32</b>	76.80%	76.80%	76.80%	76.80%	76.80%	76.80%	76.80%	76.80%	76.80%	76.80%	76.80%
<b>33</b>	79.20%	79.20%	79.20%	79.20%	79.20%	79.20%	79.20%	79.20%	79.20%	79.20%	79.20%
<b>33 Years 4 Mths</b>	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%

Note: Maximum Benefit Percentage is 80%