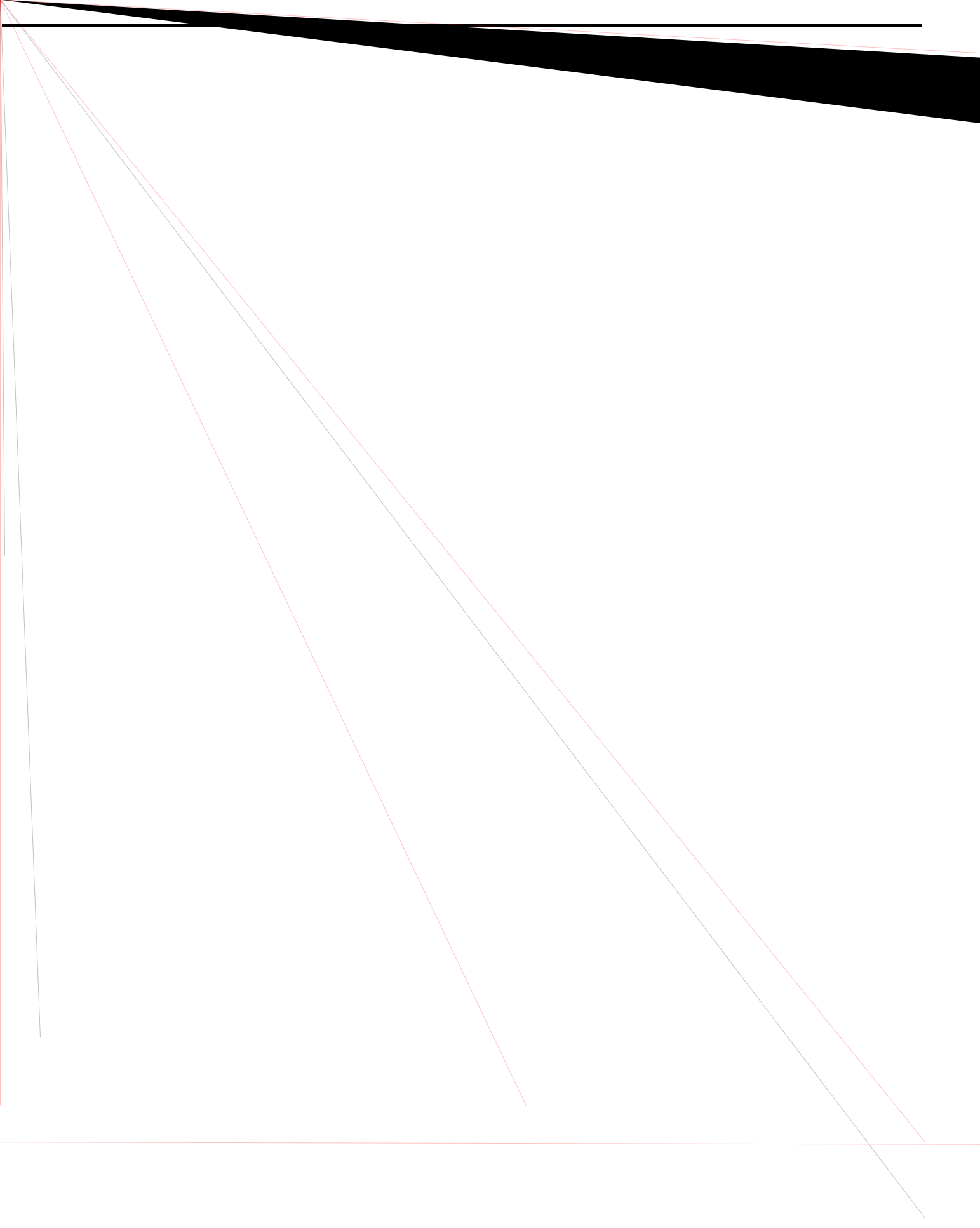


**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**



**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

RETIREMENT CONTRIBUTION RATES - PERS (DC)

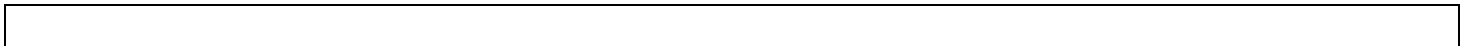
Code Section 401 A  
IRS Qualified and Defined Plan

**PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
**Defined Contribution (DC) Plan<sup>1</sup>**

| Fiscal<br>Year | From   | Thru     | Employee<br>Contribution<br>Rates | Individual<br>Account | Employer Contribution Rates |                   |                  |
|----------------|--------|----------|-----------------------------------|-----------------------|-----------------------------|-------------------|------------------|
|                |        |          |                                   |                       | RMP <sup>3</sup>            | OD&D <sup>4</sup> | HRA <sup>5</sup> |
| 2022           | 1/1/21 | 12/31/21 | 5.0%                              | 1.0%                  | 1.0%                        | 1.0%              | 0.0%             |



**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**



**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

**RETIREMENT CONTRIBUTION RATES – PERS (DC)**

**Code Section 401 A**

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

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**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

**RETIREMENT CONTRIBUTION RATES - TRS (DB)**

**Code Section: 401 A**

**IRS Qualified and Defined Plan**

**TEACHERS' RETIREMENT SYSTEM**

**Defined Benefit (DB) Plan<sup>1</sup>**

| <b>Fiscal Year</b> | <b>From</b> | <b>Thru</b> | <b>Employee Contribution Rates</b> | <b>Employee Supplemental Rates</b> | <b>Employer Contribution Rates</b> |
|--------------------|-------------|-------------|------------------------------------|------------------------------------|------------------------------------|
| 2020               | 7/1/20      | 6/30/21     | 5.0%                               | 0.0%                               | 10.0%                              |
| 2021               | 7/1/21      | 6/30/22     | 5.0%                               | 0.0%                               | 10.0%                              |
| 2022               | 7/1/22      | 6/30/23     | 5.0%                               | 0.0%                               | 10.0%                              |
| 2023               | 7/1/23      | 6/30/24     | 5.0%                               | 0.0%                               | 10.0%                              |
| 2024               | 7/1/24      | 6/30/25     | 5.0%                               | 0.0%                               | 10.0%                              |

**PRE-TAX EFFECTIVE:**

|      |        |         |      |      |       |
|------|--------|---------|------|------|-------|
| 2020 | 7/1/20 | 6/30/21 | 5.0% | 0.0% | 10.0% |
| 2021 | 7/1/21 | 6/30/22 | 5.0% | 0.0% | 10.0% |







**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

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/ # ~ \* + ' , - . \* / ' ' ( 4 0 \* G % # 4 ' + ' 0 H ' 2 \* 6 \* + % & + , 1 / 1 ~ f l @ % 6 2 3 # 0 % A ' 6 \* & - % + & 5 1 % & 2 1 6 % - + F + B S 7 2 ' ) 1 6 ' 2  
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f i # 7 & + & 1 6 K 4 1 0 ~ ~ ž @ < , - . \* / ' + I \* 6 & 1 3 H & \* 6 ( % ' 5 % 5 H % & 2 H - & & 8 0 ' % - . 1 5 % 3 . ' 8 7 4 % K . 1 1 & & \* 6 ( ) \* + P H % ) 1 2 + ' & + , ' 6 & - . % 6 ( H 6 2 ' + 7 ' 5 8 \* 6 f i / ° I 1

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

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**CODE SECTION 403B & 401A  
IRS DEFINED PLAN**

**OPTIONAL RETIREMENT PROGRAM**  
**UA ~~ORP~~ Tier 1**

**Plan 403 B**

**Plan 401 A**

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

CODE SECTION 403B & 401A  
 IRS DEFINED PLAN

**OPTIONAL RETIREMENT PROGRAM**  
**UA ORP Tier 2<sup>1</sup> & 2**

| <b>Fiscal Year</b> | <b>From</b>     | <b>Thru</b>     | <b>Employee Contribution Rates</b> | <b>Employer Contribution Rates</b> |
|--------------------|-----------------|-----------------|------------------------------------|------------------------------------|
| 07/01/21           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 08/01/21           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 09/01/21           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 10/01/21           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 11/01/21           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 12/01/21           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 01/01/22           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 02/01/22           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 03/01/22           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 04/01/22           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 05/01/22           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 06/01/22           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 07/01/22           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 08/01/22           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 09/01/22           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 10/01/22           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 11/01/22           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 12/01/22           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 01/01/23           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 02/01/23           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 03/01/23           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 04/01/23           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 05/01/23           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 06/01/23           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 07/01/23           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 08/01/23           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 09/01/23           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 10/01/23           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 11/01/23           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 12/01/23           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 01/01/24           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 02/01/24           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 03/01/24           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 04/01/24           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 05/01/24           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 06/01/24           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 07/01/24           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 08/01/24           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 09/01/24           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 10/01/24           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 11/01/24           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 12/01/24           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| <b>FY 22-25</b>    | <b>07/01/21</b> | <b>06/30/25</b> | <b>8.65%</b>                       | <b>12.00%</b>                      |

.....

/# ~ ~ fl S 8 MS; BI +/- .%6 =(' ' - %K' fl#%A%1%3.' 6\* .%&+ @0%6 fl!!1~° @H6.'(( ' , - .\*/' ' + ' 5' 1A' 2 4+1&&6 % - +\*A%)+\*,  
 @' T; \*) ~ %5H.& %62 7&@) \$' .%&\*6 (=2L' 5&+\*) 7&&4 12' EH, %6 \$' (\*H+5' (#

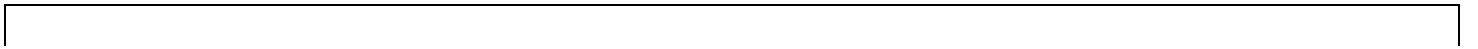
!# 8( \*) fl! L1 ~° @0' S 8 MS; BI+! (' .' 5&\*6 4%( , %2' %A%1%3.' & 6' 4./~0L' 2 MS; 3' 6')1&.K13.' ' , - .\*/' ' (  
 =D' 5H&1A' ( %62 + KH.%+)%5H.&#

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

**CODE SECTION 403B & 401A  
IRS DEFINED PLAN**

**OPTIONAL RETIREMENT PROGRAM  
UA ORP Tier 3<sup>1</sup>**

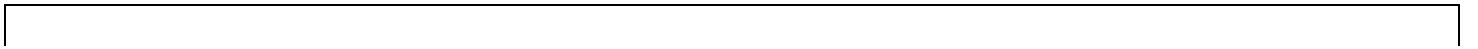
| <b><u>Fiscal</u><br/><u>Year</u></b> | <b><u>From</u></b> | <b><u>Thru</u></b> | <b>Employee<br/>Contribution<br/><u>Rates</u></b> | <b>Employer<br/>Contribution<br/>Rates</b> |
|--------------------------------------|--------------------|--------------------|---|--|
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**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

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/# 8( \*) /1 /1 ž! @&' H6 1A' +( 1& \* - & 2 \*H&\*) &' 7\*5P% 7' 5H+1& (