# ANNUAL FINANCIAL REPORT AND SUPPLEMENTAL SCHEDULES

Year Ended December 31, 2014 with Report of Independent Auditors

# ANNUAL FINANCIAL REPORT AND SUPPLEMENTAL SCHEDULES

# Year Ended December 31, 2014

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#### INDEPENDENT AUDITORS' REPORT

To the Retirement Committee of the Galveston Wharves Pension Plan Galveston, Texas

#### **Report on the Financial Statements**

We have audited the accompanying financial statements of the Galveston Wharves Pension Plan (the "Plan"), which comprise the statement of fiduciary net position as of December 31, 2014, and the related statement of changes in fiduciary net position for the year then ended, and the related notes to the financial statements.

#### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

#### Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Plan's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



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Dallas Fort Worth Houston

To the Retirement Committee of the Galveston Wharves Pension Plan

## **Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the Galveston Wharves Pension Plan, as of December 31, 2014, and changes in its financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

## **Emphasis of Matter**

The Plan adopted the provisions of Governmental Accounting Standards Board (GASB) Statement No. 67, *Financial Reporting for Pension Plans*, as of December 31, 2014. Our opinion is not modified to this matter.

#### **Other Matters**

## Required Supplementary Information

Whitley FERN LLP

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and required supplementary pension information on pages 3 and 17 be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Houston, Texas March 30, 2015

#### MANAGEMENT'S DISCUSSION AND ANALYSIS

As sponsor of the Galveston Wharves Pension Plan (the "Plan"), we offer readers of the Plan financial statements this narrative overview and analysis of the financial activities of the Plan for the year ended December 31, 2014.

## **Financial Highlights**

The fiduciary net position of the Plan, at December 31, 2014, was \$12.1 million. This net position is restricted for the payment of future employee retirement benefits.

The Plan's net position increased by \$526,419 for the year ended December 31, 2014.

Net investment on the Plan's assets was \$720,414 for the year ended December 31, 2014.

Contributions to the Plan are made solely through contributions from the sponsor. These contributions totaled \$540,004 for the year ended December 31, 2014.

Benefit payments are the primary expense of the Plan. Such payments were \$709,670 for the year ended December 31, 2014. Other expenses of the Plan include administrative expenses, which totaled \$24,329 for the year ended December 31, 2014.

# STATEMENT OF FIDUCIARY NET POSITION

# **December 31, 2014**

#### Assets

Cash equivalents	\$ 997,954
Investments:	
Equity Mutual Funds	2,615,448
Corporate Bonds	778,367
Municipal Bonds	533,498
Common Stock	6,887,823
Government and Agencies	210,223
Total Investments	 11,025,359
Prepaid benefits	 55,323
Total assets	12,078,636
Net position restricted for pension benefits	\$ 12,078,636

Note: A schedule of funding progress is presented in the Required Supplementary Information.

# STATEMENT OF CHANGES IN FIDUCIARY NET POSITION

# For the Year ended December 31, 2014

Additions	
Contributions:	
Employer	\$ 540,004
Investment income:	
Net appreciation in fair value of investments	487,795
Dividends and interest	294,349
Less investment expense	(61,730)
Net investment income	 720,414
<b>Total Additions</b>	 1,260,418
Deductions	
Benefits paid to members and beneficiaries	709,670
Administrative expenses	24,329
<b>Total Deductions</b>	 733,999
Change in net position	526,419
Net position - beginning of year	11,552,217
Net position - end of year	\$ 12,078,636

#### NOTES TO THE FINANCIAL STATEMENTS

#### **December 31, 2014**

#### A. Description of the Plan

The following description of the Galveston Wharves Pension Plan (the "Plan") provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

The Galveston Wharves Pension Plan (the "Plan") is a single-employer defined benefit pension plan created by City of Galveston, Texas, ordinance to provide retirement and incidental benefits for employees of the Board of Trustees of the Galveston Wharves (the "Wharves"). The Plan was established January 1, 1965, restated January 1, 2008, and most recently amended effective January 1, 2013. On January 10, 2010, the plan was amended to cease further accrual of benefits under the Plan for existing employees electing to participate in the Galveston Wharves 2010 Plan and for all Wharves employees hired after January 1, 2010. The Plan has been designed as a "governmental plan" by the U.S. Department of Labor and, thus, is not subject to the provisions of Title I of the Employee Retirement Income Security Act of 1974 ("ERISA").

#### **Plan Administration**

The Plan is administered by the Wharves. Frost National Bank is the Trustee for the Plan.

#### **Retirement Benefits**

#### **Traditional Pension Benefits**

#### Normal Retirement

Plan participants are eligible for normal retirement upon attainment of age 65 and the fifth anniversary of the date that he or she entered the Plan as a participant. The normal retirement benefit under the Plan equals 1.5% of average monthly compensation multiplied by a participant's years of benefit service at retirement or earlier termination of employment. If a participant is married for at least one year at the time of his or her death, the surviving spouse will be paid  $66^{2/3}\%$  of the amount the participant was receiving at the time of his or her death. If the spouse is more than 10 years younger than the participant, the traditional pension benefit otherwise payable will be reduced on an actuarially equivalent basis to reflect that the spouse is exactly 10 years younger than the participant.

#### Death benefit

If a participant, who has not had a termination of employment, dies prior to commencement of benefits after achieving five years of vesting service, his or her surviving spouse will be entitled to receive 66 <sup>2</sup>/<sub>3</sub>% of the participant's accrued benefit determined under normal retirement, considering the employee's average monthly compensation and years of benefit service as of his or her date of death. If the spouse is more than 10 years younger than the participant, the traditional pension benefit otherwise payable will be reduced on an actuarially equivalent basis to reflect that the spouse is exactly 10 years younger than the participant. The last payment will be made as of the first day of the month preceding the spouse's date of death or remarriage, if earlier.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

# A. Description of the Plan - continued

#### **Retirement Benefits - continued**

Late retirement

If a participant elects to work beyond normal retirement age, the accrued benefit the participant is entitled to receive will be determined as of normal retirement age and will be recomputed on each annual anniversary thereof.

## Early retirement

Early retirement is permitted on the first day of any month coinciding with or following the date as of which the participant completes at least 10 one-year periods of service and the sum of the participant's age and service equals 70. Upon reaching early retirement age prior to termination of employment, a participant may retire and elect to receive at any time up to the normal retirement date an amount equal to his or her accrued benefit payable under normal retirement but based only an average monthly compensation and years of benefit service as of his or her early retirement date, reduced in accordance with the following table (interpolated between whole ages to completed months):

	Percent of
Attained Age	Benefits Paid
65	100%
64	95%
63	90%
62	85%
61	80%
60	75%
59	70%
58	65%
57	60%
56	55%
55	50%

## Disability

A participant who suffers a disability prior to termination of employment and who has completed ten or more years of vesting service will be entitled to receive a monthly amount which will computed in the same manner as his or her normal retirement benefit considering his or her average monthly compensation and years of benefit service as of the date of his or her disability. Such benefit shall commence at the time the participant is eligible or would have been eligible (if the participant was a full-time employee) for benefits under the employer's long-term disability plan and has met the definition of disability as defined in the Plan document.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

# A. Description of the Plan - continued

#### **Retirement Benefits - continued**

#### **Termination**

A terminated participant will be entitled to the vested portion of his or her accrued benefit, calculated under normal retirement, except that his or her benefit will be determined as of his or her termination of employment and will be payable to such participant at normal retirement date. If eligible, a participant may elect to have his or her vested accrued benefit commence at his or her early retirement date, in which event, it will be reduced to reflect such early commencement. A participant is 100% vested after five years of vesting service.

## Cash Balance Pension Benefits

Prior to October 1, 2005, a cash balance account was established for each Participant. The cash balance account consisted of the accumulation of the contribution credits and interest credits. Contribution credits for a particular year equaled six percent of the Participant's compensation during the Plan year. Contribution credits were credited as of the end of each Plan year, except that in the case of a participant who terminated employment before the last day of the Plan year, the contribution credits were credited as of the date of such termination of employment. The interest credit was based on the interest rate used to value lump sum payments. However for Plan years beginning prior to January 1, 2002, the interest rate credited for each year a Participant maintained a cash balance was 7%. For Plan years beginning on or after January 1, 2002, the interest crediting rate applied to the cash balance at the beginning of each year in the past was based on the annual interest rate on five-year treasury securities (with constant maturities) as specified by the commissioner of the Internal Revenue Service for the first calendar month preceding the first day of the Plan year. However, in no event was this rate in any year to be greater than 7%. The Plan was amended effective September 30, 2005, to cease benefit accruals under the cash balance feature. Contribution credits credited on or before September 30, 2005, will be intact until Participants make a withdrawal election. No further contribution credits will be credited to a participant's cash balance account on or after September 30, 2005.

An employee who is eligible for normal or late retirement will receive a monthly amount equal to the actuarial equivalent of the balance of the Participant's cash balance account as of the end of the month prior to the annuity starting date. The cash balance payable upon death will be determined as a single lump sum amount equal to the Participant's cash balance account as of the last day of the month coinciding with or preceding his or her date of death. However, at the option of the Participant's beneficiary, such amount may be paid in the form of an actuarially equivalent benefit.

The cash balance payable upon termination of employment will be payable to a Participant who terminated prior to his normal retirement age and will be a monthly life annuity, equal to the actuarial equivalent of the balance of the Participant's cash balance account as of the end of the month preceding his or her annuity starting date (or alternatively, the actuarial equivalent of the annuity that could be provided at normal retirement age based upon an accumulation of the cash balance at the interest rate used to determine lump sum benefits) but no less than the Participant's cash balance account.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

# A. Description of the Plan - continued

#### **Retirement Benefits - continued**

## Special Benefit Enhancements

Special early retirement window benefits have been offered several times in the past, the most recent of which was effective November 1, 1995. Employees who were at least age 60 with 10 years of service and who elected to retire were provided with enhanced benefits equal to their Normal Retirement assuming they stayed in service until their Normal Retirement Date and their compensation remained until such date. A special minimum enhancement of 10% was provided.

In addition, effective January 1, 2007, an ad-hoc increase in retiree benefits was provided to each retiree whose pension commenced prior to January 1, 2006. The increase was equal to a percentage of the monthly benefit payable at January 1, 2006, based on benefit commencement year, as follows:

	Percentage
Benefit Commencement Year	Increase
Before 1999	20.80%
1999	18.95%
2000	16.38%
2001	12.99%
2002	9.86%
2003	8.15%
2004	5.74%
2005	3.00%

#### **Participation Summary Data**

Below is a summary of the participant data for the Plan as of January 1, 2014, the date of the Plan's last actuarial valuation:

	Traditional Pension	Cash Balance Pension
	1 elisioli	1 clision
Retirees and beneficiaries currently receiving payments	53	3
Terminated vested participants	62	33
Active employees	64	42
Total Participants	179	78

## **NOTES TO THE FINANCIAL STATEMENTS (continued)**

# **B.** Summary of Significant Accounting Policies

#### **Basis of Accounting**

The Plan's financial statements are prepared using the accrual basis of accounting. Employer contributions are recognized when due and the employer has made a formal commitment to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of the Plan. Expenses for Plan administration are paid by the Plan from investment earnings.

#### **Use of Estimates**

The preparation of financial statements, in conformity with generally accepted accounting principles, requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

#### C. Cash and Investments

#### **Cash and Equivalents**

The Plan considers all highly liquid investments with a maturity of three months or less when purchased to be cash equivalents. Cash equivalents consist of money market funds. Cash balances were covered by federal depository insurance or by collateral held by the Plan's agent in the Plan's name.

#### **Investments**

Investments are reported at fair value. Short-term investments are reported at cost, which approximates fair value. Securities traded on a national exchange are valued at the last reported sales price. Other investments not having an established market are recorded at estimated fair value. The Plan's investments are held by a bank administered trust fund.

The Plan's investment strategy is to invest in equity and fixed income securities. Statutes of the State of Texas authorize the Plan to invest surplus funds in a manner provided by the Chapter 802, Subchapter C. The following was the Board's adopted asset allocation policy as of December 31, 2014:

Asset Class	Target Allocation
Domestic fixed income equities securities	10.0%
Common Stock	60.0%
Domestic equities - large cap	5.0%
Domestic equities - mid cap	3.0%
Domestic equities - small cap	5.0%
International equities	10.0%
Natural resources	2.0%
Cash	5.0%
Total	100.0%

## NOTES TO THE FINANCIAL STATEMENTS (continued)

#### C. Cash and Investments - continued

#### **Concentration of Credit Risk**

The allocation of assets among various asset classes is set by the board in the investment policy. As of December 31, 2014, the Plan's assets were allocated in the following manner:

	Percentage
 Fair Value	of Portfolio
\$ 2,615,448	22%
533,498	4%
778,367	6%
6,887,823	57%
997,954	8%
 210,223	3%
\$ 12,023,313	100%
\$	533,498 778,367 6,887,823 997,954 210,223

As of December 31, 2014, the plan had no concentrations of investments with individual organizations equaling or exceeding 5 percent of the pension plan's fiduciary net position.

#### Rate of Return

For the year ended December 31, 2014, the annual money-weighted rate of return on pension plan investments, net of pension plan investment expense, was 6.33 percent. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

#### **Interest Rate Risk**

The Plan's investment policy does not address interest rate risk beyond the applicable investments above as defined by state statutes and provisions. Information about the exposure of the Plan's debt-type investments to this risk, using the segmented time distribution model as follows:

	Investment Maturities (in Years)						
Investment Type	Fair Value	Less than 1	1 - 5	6 - 10 More tha	an 10		
Municipal Bonds	\$ 533,498	\$ 101,511 \$	431,987 \$	\$			
Corporate Bonds	778,367		670,926	107,441			
Government Agencies	210,223		112,173	98,050			
	\$ 1,522,088	\$ 101,511 \$1	,215,086 \$	205,491 \$			

#### **Custodial Credit Risk**

For an investment, custodial credit risk is the risk that, in the event of the failure of the counterparty, the Plan will not be able to recover the value of its investment or collateral securities that are in the possession of an outside party. Investment securities are exposed to custodial credit risk if the securities are uninsured, are not registered in the name of the Plan and are held by either the counterparty or the counterparty's trust department or agent but not in the Plan's name. At December 31, 2014, the Plan had no investments that were subject to custodial credit risk.

# NOTES TO THE FINANCIAL STATEMENTS (continued)

## C. Cash and Investments - continued

#### **Credit Risk**

Generally, credit risk is the risk that an issuer of a debt-type instrument will not fulfill its obligation to the holder of the investment. This is measured by assignment of a rating by a nationally-recognized rating organization (Moody's Investors Service). The Plan's debt investment's ratings at December 31, 2014, are presented below:

	Fair Value							
	M	<b>[unicipal</b>	C	orporate	Go	vernment		
<b>Quality Ratings</b>		Bonds		Bonds	A	Agencies		Total
Aaa	\$	106,676			\$	210,223	\$	316,899
Aa1		204,521						204,521
Aa2		113,440						113,440
Aa3				111,444				111,444
A1				223,888				223,888
A2		108,861		108,852				217,713
A3				219,325				219,325
Baa2				114,858				114,858
Total	\$	533,498	\$	778,367	\$	210,223	\$	1,522,088

## **D.** Net Pension Liability of the Wharves

The components of the net pension liability of the Wharves at December 31, 2014 were as follows:

Total pension liability Plan fiduciary net position	\$14,502,240 12,078,636
Plan net pension liability (asset)	\$ 2,423,604
Plan fiduciary net position as a pecertage of the	
total pension liability	83.29%

## **Actuarial Assumptions**

The total pension liability was determined by an actuarial valuation as of January 1, 2014, using the following actuarial assumptions:

Investment rate of return	7.5%, net of investment expenses, including inflation
Inflation	3.50%
Annual pay increases	4.60%

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## D. Net Pension Liability - continued

#### **Actuarial Assumptions - continued**

Mortality rates were based on the RP-2000 Combined Mortality Table, projected to 2015 with separate tables for males and females.

The most recent experience study was completed in 2011 to review the investment rate of return and the salary scale. There has not been a recent experience study to review the demographic assumptions.

The long-term rate of return on the pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) and developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding the expected inflation. Best estimates of arithmetic real rates of return for each major asset class included in the pension plan's target asset allocation as of December 31, 2014 are summarized in the following table:

	Long-term Expected Real
Asset Class	Rate of Return
Domestic fixed income equities securities	2.0%
Common Stock	7.8%
Domestic equities - large cap	7.8%
Domestic equities - mid cap	9.0%
Domestic equities - small cap	8.5%
International equities	8.0%
Natural resources	9.0%
Cash	0.0%

#### **Discount Rate**

The discount rate used to measure the total pension liability was 7.50%. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and that contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

#### D. Net Pension Liability - continued

## Sensitivity of Net Pension Liability to Changes in the Discount Rate

The following presents the net pension liability, calculated using the discount rate of 7.50%, as well as what the net pension liability would be if it were calculated using a discount rate that is 1 percentage-point lower (6.50%) or 1 percentage-point higher (8.5%) than the current rate:

		Current			
	1% Decrease	<b>Discount Rate</b>	1% Increase (8.50%)		
	(6.50%)	(7.5%)			
Net Pension Liability	\$ 3,864,445	\$ 2,478,716	\$ 1,286,923		

#### E. Tax Status

The Plan obtained its latest determination letter dated January 10, 2003, as applicable for the amendment executed on February 25, 2002, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code Section 401(a) and that, therefore, the Plan is tax-exempt. The Plan has been amended since receiving the determination letter. However, the Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

#### F. Plan Termination

Although the Wharves has not expressed any intent to terminate the Plan, upon complete or partial termination of the Plan, each affected Member's accrued benefit, based on his years of Service and Average Monthly Compensation prior to the date of such termination, shall become fully vested and non-forfeitable to the extent then funded.

#### G. Commitments and Contingencies

As described in Note A, eligible participants are entitled to a cash balance benefit upon termination. As of December 31, 2014, aggregate contributions plus interest were approximately \$ 0.91 million.

#### H. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of net assets available for benefits.

REQUIRED SUPPLEMENTARY INFORMATION (UNAUDITED)

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# **REQUIRED SUPPLEMENTARY INFORMATION (unaudited)**

# Schedule of Changes in the Wharves' Net Pension Liability and Related Ratios

		2014
Total pension liability		
Service costs	\$	183,481
Interest		1,040,307
Differences between expected and actual experience		(56,421)
Benefit payments, including refunds of member contributions		(704,816)
Net change in total pension liability		462,551
Total pension liability - beginning		14,039,689
Total pension liability - ending {a}	\$	14,502,240
Plan fiduciary net position		
Contributions - employer	\$	540,004.00
Net investment income	Ψ	720,414
Benefit payments, including refunds of member contributions		(709,670)
Administrative expenses		(24,329)
Net change in plan fiduciary net position		526,419
Plan fiduciary net position - beginning	_	11,552,217
Plan fiduciary net position - ending {b}	\$	12,078,636
Wharves net pension liability - ending {a} - {b}	\$	2,423,604
Fiduciary net position as a percentage of the total pension liability		83%
Covered employee payroll	\$	3,289,226
Wharves' net pension liability as a percentage of covered employee payroll		74%

Note: GASB 67 was implemented in fiscal year 2014, therefore information for prior years is not available

# REQUIRED SUPPLEMENTARY INFORMATION (unaudited)

# Schedule of Wharves' Contributions Last 10 Fiscal Years

	 2014	2013	2012	 2011	2010
Actuarially determined contribution	\$ 398,283	\$ 540,004	\$ 669,776	\$ 593,171	\$ 595,057
Contributions in relation to the actuarially determined contribution	540,004	540,004	669,776	 593,171	595,057
Contribution deficiency (excess)	\$ (141,721)	\$ -	\$ -	\$ -	\$ -
Covered-employee payroll	3,484,519	6,327,781	3,921,729	3,889,073	3,990,184
Contributions as a percentage of covered- employee payroll	15.50%	8.53%	17.08%	15.25%	14.91%
	2009	2008	2007	 2006*	2005
Actuarially determined contribution	\$ 541,408	\$ 319,782	\$ 274,395	\$ 329,428	\$ 395,471
Contributions in relation to the actuarially determined contribution	541,408	319,782	274,395	1,600,000	395,471
Contribution deficiency (excess)	\$ -	\$ -	\$ -	\$ (1,270,572)	\$ -
Covered-employee payroll	4,146,487	4,096,280	3,963,526	3,575,578	3,328,157
Contributions as a percentage of covered- employee payroll	13.06%	7.81%	6.92%	44.75%	11.88%

<sup>\*</sup>Additional contribution was made to improve the funding status of the plan.

# **REQUIRED SUPPLEMENTARY INFORMATION (unaudited)**

## **Notes to Schedule of Wharves' Contributions**

#### Valuation date:

Actuarially determined rates are calculated as of January 1, one year prior to the end of the fiscal year in which contributions are reported.

Methods and assumptions used to determine contribution rates:

Actuarial cost method Individual entry age cost method

Amortization method 30-year level dollar (open)

Asset method Market value of assets

Investment rate of return 7.5%, net of investment expenses, including inflation

Inflation 3.50%

Annual pay increases 4.60%

Ad-hoc cost of living increases N/A

Mortality Rates:

Healthy RP2000 Combined Mortality Table, projected to 2015 with separate tables for

males and females.

Disabled 1965 Railroad Board Ultimate Disabled Mortality Table (10th valuation)

Retirement Rates The later of the attainment of age 65 or the completion of five years of vesting service.