

AVERAGE EMPLOYER CONTRIBUTION RATES					
Report for Tax Year Ending:					12/31/2009
Year: 12/31/2009		Year: 12/31/2008		Year: 12/31/2007	
ESTIMATED		ESTIMATED		ACTUAL	
Taxable	Total	Taxable	Total	Taxable	Total
1.97	1.16	1.73	0.98	1.97	1.12