A Defined Benefit
Actuarial Valuation

For:

Knox County Employee Benefit System Knox County Board of Education Retirement Plan

As of:

January 1, 2010

Prepared by:
The USI Consulting Group

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March 31, 2010

CONFIDENTIAL

Knox County Employee Benefit System

RE: KNOX COUNTY BOARD OF EDUCATION RETIREMENT PLAN

Gentlemen:

We are pleased to present our Actuarial Valuation Report for the Plan Year beginning January 1, 2010. A summary of the principal results of the report is provided for your convenience on pages one through three. Details supporting the cost calculations are also included, as well as other information designed to assist you and your accountants in preparing your reports.

The suggested employer contribution for the fiscal year is $1,217,506.

We would be happy to answer any questions you may have regarding this report.

Sincerely,

USI CONSULTING GROUP

Bob Cross, ASA, MAAA, FCA
President, Southeast

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VALUATION AS OF 1/1/2010

PRINCIPAL RESULTS OF THE VALUATION

Below is a summary of the principal results of this year's valuation compared with the previous valuation. Amounts for each valuation period reflect the actuarial cost method, assumptions and plan benefits in effect at that time.

	As of January 1, 2009	As of January 1, 2010
CONTRIBUTION LIMITATIONS		
Recommended Contribution	$ 1,898,864	$ 1,217,506
Percentage of Payroll	91.33%	112.51%
Expected Employee Contribution	$ 98,849	$ 50,652
SUPPORTING INFORMATION		
Market Value of Assets	$ 55,905,465	$ 63,175,855
Actuarial Value of Assets	$ 61,496,011	$ 69,493,440
Present Value of Accumulated Benefits	$ 82,687,268	$ 78,602,446
Funding Ratio – Actuarial Value of Assets as a Percentage of Present Value of Accumulated Benefits	74.4%	88.4%
Funding Ratio – Market Value of Assets as a Percentage of Present Value of Accumulated Benefits	67.6%	80.4%
Funding Ratio Discount Rate	7.5%	7.5%
Number of Lives Included in the Valuation	490	485
Present Value of All Future Benefits	$ 84,249,712	$ 79,245,634

KNOX COUNTY EMPLOYEE BENEFIT SYSTEM
KNOX COUNTY BOARD OF EDUCATION RETIREMENT PLAN

VALUATION AS OF 1/1/2010

EXECUTIVE SUMMARY

Purpose and Scope

The principal purposes of this actuarial valuation report are:

1. To present our calculation of the Plan contributions under the Knox County Employee Benefit System funding policy,

2. To review plan experience during the year ended December 31, 2009, and the funded status of the plan as of January 1, 2010, and

3. To determine the funded status of accumulated plan benefits, accumulated vested benefits, and plan funding progress in accordance with Governmental Accounting Standards Board Statements No. 25, 27 and other Financial Accounting Standards.

The valuation is based upon employee data and financial information provided by Knox County. This data was not audited or otherwise verified by us other than for tests of reasonable consistency with prior year data.

Actuarial Methods and Assumptions

For the January 1, 2010 plan year, all assumptions remained the same as those used in the January 1, 2009 valuation. The period over which the Unfunded Accrued Liability is amortized is 12 years.

Plan Experience

During 2009 the market value of plan assets increased from $55,921,957 to $63,175,855 with an investment return of approximately 21.59%. This investment performance was above the 7.5% assumption, creating an asset gain of about $7,600,000. The actuarial value of plan assets increased from $61,496,011 to $69,493,440 with an investment return of approximately 20.82%. This resulted in an asset gain of about $7,900,000. The plan also experienced a liability gain of approximately $100,000, resulting in a net actuarial gain of about $8,000,000.

Recall that the asset smoothing method recognizes each year's investment gains and losses over a five year period. See page 5 for more details of the method. In this way, the actuarial value of assets methodology smoothes out much of the volatility of annual changes in the market value of assets. Note that in a future year, the smoothed actuarial value of assets could be less than the market value.

Contribution Requirements

The suggested employer contribution for the 2010 fiscal year is $1,217,506. Please see page 7 for more details.

KNOX COUNTY EMPLOYEE BENEFIT SYSTEM
KNOX COUNTY BOARD OF EDUCATION RETIREMENT PLAN

VALUATION AS OF 1/1/2010

EXECUTIVE SUMMARY
(Continued)

Funding Status
The plan's funding ratio as shown on page 1 increased from 74.4% in 2009 to 88.4% in 2010.

This report has been prepared in accordance with generally accepted actuarial standards and procedures, and conforms to the Guidelines for Professional Conduct of the American Academy of Actuaries. It is based upon the employee and financial data submitted to USI Consulting Group by the plan sponsor and the retirement plan provisions as outlined herein.

I, Dennis E. Jacobs, FSA, EA, MAAA, am a member of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

USI CONSULTING GROUP

Dennis E. Jacobs, FSA, EA, MAAA
Vice President and Actuary

Jaime Packer, ASA
Assistant Team Leader and Actuary

KNOX COUNTY EMPLOYEE BENEFIT SYSTEM
KNOX COUNTY BOARD OF EDUCATION RETIREMENT PLAN

FINANCIAL STATEMENT AS OF 1/1/2010

ASSETS	1/1/2009	1/1/2010
Cash (and money market funds)	0	0
Accrued Income	63,455	0
Receivables	0	0
Investments		
Bond Funds	0	0
Corporate (debt and equity instruments)	55,858,502	63,175,855
Real Estate Equity Fund	0	0
Other - Cash Equivalents	0	0
Total Investments	55,858,502	63,175,855
Buildings & Other Property used in Plan Operation	0	0
Insurance Contracts	0	0
Other Assets	0	0
Total Assets	55,921,957	63,175,855
LIABILITIES AND NET ASSETS		
Payables	0	0
Acquisition Indebtedness	0	0
Other Liabilities	0	0
Total Liabilities	0	0
NET ASSETS	55,921,957	63,175,855
STATEMENT OF RECEIPTS AND DISBURSEMENTS		
Net Assets at Beginning of Year		55,921,957 *
Contributions Received or Receivable		
Employer	1,898,864	
Employees	143,603	
Others	0	
Total Contributions	0	2,042,467
Dividends and Income		739,449
Other Income		0
Net Realized Gain (Loss)		(833,254)
Net Unrealized Gain (Loss)		11,698,057
Total Income		13,646,718
Distribution of Benefits		
Directly to Participants or Beneficiaries	5,501,839	
Other	0	5,501,839
Fees and Commissions		890,982
Other Expenses		0
Total Expenses		6,392,821
Net Income (loss)		7,253,897
NET ASSETS AT END OF YEAR		63,175,855

* 1/1/2009 asset value was adjusted from $55,905,465 to $55,921,957 when the financials were audited at fiscal year end.

KNOX COUNTY EMPLOYEE BENEFIT SYSTEM
KNOX COUNTY BOARD OF EDUCATION RETIREMENT PLAN

DETERMINATION OF VALUATION ASSETS AS OF 1/1/2010

1. ASSET GAIN/(LOSS) AS OF 1/1/2010

(1) Expected market value of assets as of 1/1/2010:	
(a) Market value of assets as of 1/1/2009	$ 55,921,957
(b) Expected return on assets at 7.5%	$ 4,194,147
(c) Contributions	$ 2,042,467
(d) Benefit Payments and Expenses	$ (6,392,821)
(e) Net interest on (c) - (d), weighted for timing	(163,138)
(f) Total: (a) + (b) + (c) + (d) + (e)	$ 55,602,612
(2) Actual Market value of assets as of 1/1/2010:	$ 63,175,855
(3) Asset gain/(loss) as of 1/1/2010: (2) - (1)(f)	$ 7,573,242

2. DETERMINATION OF VALUATION ASSETS AS OF 1/1/2010

(1) Market value of assets as of 1/1/2010: $ 63,175,855

(2) Amortization of asset gain/(loss) over a five year period:

Year Ending December 31	Asset Gain/(Loss)	X	Portion Not Yet Recognized	=	Amortization
2009	$ 7,573,242		4/5		$ 6,058,594
2008	$ (28,250,884)		3/5		$ (16,950,531)

Total: $(10,891,937)

(3) Accrued contributions as of 1/1/2010: $ -

(4) Valuation assets as of 1/1/2010: (1) - (2) + (3) $ 74,067,791

3. VALUATION ASSETS AS OF 1/1/2010

(1) Valuation assets as of 1/1/2009: (1) + (2) + (3) + (4) + (5)	$ 61,496,011
(2) Contributions, including receivables:	$ 2,042,467
(3) Benefit payments:	$ (5,501,839)
(4) Plan expenses:	$ (890,982)
(5) Return on assets:	$ 12,347,783
(6) Valuation assets as of 1/1/2010: (1) + (2) + (3) + (4) + (5)	$ 69,493,440
(7) 110% of Market Value	$ 69,493,440
(8) Final Actuarial Value of Assets, no more than (7).	$ 69,493,440

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KNOX COUNTY BOARD OF EDUCATION RETIREMENT PLA

VALUATION RESULTS AS OF JANUARY 1, 2010

1. PRESENT VALUE OF FUTURE BENEFITS

The value of all projected retirement, death, disability, and vested termination benefits expected to be paid to all current plan participants, discounted to the valuation date with interest, mortality, withdrawal, and disablility decrements.

	Lives	Retirement	Death	Withdrawal	Disability	Total
Active	36	12,173,877	19,385	487,332	276,366	12,956,960
Terminated	15	1,721,201	15,633	0	0	1,736,834
Retired	434	64,551,840	0	0	0	64,551,840
Totals	485	78,446,918	35,018	487,332	276,366	79,245,634

2. ENTRY AGE ACCRUED LIABILITY

The portion of the present value of future benefit attributable to prior normal costs.

Active	12,842,417
Terminated	1,736,834
Retired	64,551,840
Total	79,131,091

3. ACTUARIAL VALUE OF ASSETS 69,493,440

4. UNFUNDED ACCRUED LIABILITY (2 - 3) 9,637,651

5. DEVELOPMENT OF CREDIT BALANCE

(1) Minimum Contribution as of 7/1/2009 - prior year	1,898,484
(2) Actual Employer Contribution - 7/2009	1,898,864
(3) Interest on Employer Contribution	0
(4) Credit Balance (2 + 3 - 1)	380

6. ENTRY AGE NORMAL COST

The amount required to fund the present value of benefits as a level percent of pay from entry age to retirement age.

A. Total Normal Cost	65,523
B. Expected Employee Contributions	50,652
C. Employer Normal Cost	14,871

KNOX COUNTY EMPLOYEE BENEFIT SYSTEM
KNOX COUNTY BOARD OF EDUCATION RETIREMENT PLAN

CONTRIBUTION REQUIREMENTS FOR PLAN YEAR ENDING DECEMBER 31, 2009

With recent experience, the Plan now shows an Unfunded Accrued Liability using the Individual Entry Age Normal cost method. The Recommended Employer contribution will be the Plan's Normal Cost reduced by Expected Employee Contributions (see pg. 6) plus a 12 year amoritization of the Past Service Base in effect on January 1, 2010 (see below) reduced by the Plan's Credit Balance (also on page 6).

RECOMMENDED PLAN CONTRIBUTION

CHARGES:

(1) Employer Normal Cost		14,871
(2) Outstanding Charge Base	9,637,651	
(3) Amortization of Outstanding Charge Base		1,159,009
(4) Credit Balance		380
(5) Total Charges = (1) + (3) - (4), not less than zero		1,173,500
(6) Interest Charge on (1) and (3) and (4)		44,006

	Annual Contributions 2009	2010
Total Recommended Employer Contribution as of Beginning of the Plan Year	1,829,864	1,173,500
Total Recommended Employer Contribution as of Beginning of fiscal year starting July 1	1,898,484	1,217,506
Expected Employee Contributions for the Plan Year	98,849	50,652

AMORTIZATION SCHEDULE

Description	Year Est.	Initial Amount	Outstanding Balance	Amortization Payment	Years Remaining
Past Service Base	2010	9,637,651	9,637,651	1,159,009	12
			9,637,651	1,159,009	

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KNOX COUNTY BOARD OF EDUCATION RETIREMENT PLAN

PARTICIPANT DATA AS OF 1/1/2010

Active employees under retirement age	
Number	16
Total annual compensation	1,050,650
Average accrued benefit	1,662.19
Average projected benefit	2,459.97
Average attained age	57.30
Average prior service	35.27
Other active and inactive employees	
Number	20
Average accrued benefit	2,481.12
Average attained age	62.11
Terminated deferred vested, deceased and disabled employees	
Number	15
Average accrued benefit	896.49
Average attained age	59.09
Retired employees, beneficiaries and contingent annuitants	
Number	434
Average monthly benefit	1,070.06
Average attained age	67.76

RECONCILIATION OF PARTICIPANT STATUS

	Active	Inactive	Deferred Vested	Pay Status	Total
Prior Valuation	53	0	19	418	490
Terminated - vested	0	0	0	0	0
Cashed Out	0	0	0	0	0
Death	0	0	0	(7)	(7)
Entered as Beneficiary	0	0	0	2	2
Retired	(17)	0	(4)	21	0
Rehired		0	0	0	0
Data Corrections	0	0	0	0	0
Current Valuation	36	0	15	434	485

KNOX COUNTY EMPLOYEE BENEFIT SYSTEM
KNOX COUNTY BOARD OF EDUCATION RETIREMENT PLAN

SUMMARY OF PLAN PROVISIONS

Effective Date

Shall mean for credited service July 1, 1987 and for all other purposes June 26, 1990.

Eligibility

Participation

Any person who is a "teacher" as defined by the Court of Appeals in its opinion of December 30, 1987 in the case of Knox County v. The City of Knoxville, et al, and who is entitled to maintain membership in a local pension system as a result of their membership in any applicableplan of the City of Knoxville Pension System on June 30, 1987, and who thereafter is employed as a result of the City of Knoxville ceasing to operate a separate school system and is so regularly employed by the Knox County Board of Education.

Normal Retirement

Eligibility

Each member shall be eligible to retire at age 62 or on the first day of any of the thirty-five months next following age 62.

Benefit

A monthly benefit payable for life, computed as of normal retirement date as one-twelfth of credited service multiplied by the sum of (A) and (B):

(A) Benefit Rate A times average base earnings

(B) Benefit Rate B times average excess earnings

Benefit Rate A and Benefit Rate B shall vary according to the member's last birthday at time benefit payments are to commence, as follows:

Age	Benefit Rate A	Benefit Rate B
62 or earlier	.75%	1.50%
63	.78%	1.58%
64	.84%	1.66%
65 or later	.88%	1.76%

This amount is then reduced by the benefit accrued under the applicable City of Knoxville retirement plan as of June 30, 1987.

**SUMMARY OF PLAN PROVISIONS
(Continued)**

Minimum Benefit	The monthly benefit, including 50% of the primary Social Security benefit, shall not be less than $10 per year of credited service, with a maximum of $250.
Earnings	Total compensation
Base Earnings	That part of earnings in any calendar year which does not exceed $4,800.00 per annum.
Excess Earnings	That part of earnings in any calendar year which are in excess of base earnings.
Credited Service	Years and completed calendar months of service as an employee of either the City of Knoxville or Knox County.
Average Earnings	A 3-year arithmetic average determined for the number of full calendar years of credited service during which the earnings were the highest, or number of full calendar years actually completed if less than 3.
Accrued Benefit	Normal retirement benefit based on service and compensation up to the determination date less that benefit accrued under the applicable City of Knoxville retirement plan as of June 30, 1987.
Early Retirement	
Eligibility	Completion of 25 years of credited service.
Benefit	Upon early retirement, a member may elect to receive either (a) a deferred monthly benefit equal to his accrued benefit commencing at normal retirement date, or (b) a reduced benefit equal to the actuarially equivalent benefit described in (a) above, commencing immediately.
Disability Not In Line of Duty	
Eligibility	Completion of 15 years of credited service.
Benefit	Accrued benefit, based on credited service at time of disablement, payable immediately, plus a lump sum equal to six times the accrued monthly benefit.

SUMMARY OF PLAN PROVISIONS
(Continued)

Disability in Line of Duty	
Eligibility	Disablement in the course of performance of duty as an employee.
Benefit	Accrued benefit, based on credited service projected to age 62, payable immediately and reduced by any workers' compensation benefits paid.
Death Benefit	
Eligibility	Completion of 15 years of credited service.
Benefit	50% of the monthly benefit that the participant would have been entitled to if he/she had elected the 50% joint and survivor form of payment, payable at the earliest time benefits could have commenced to the participant.
Deferred Vested	
Eligibility	Completion of 10 years of credited service.
Benefit	A deferred monthly benefit equal to the accrued benefit commencing at normal retirement date, determined as of the date of termination, provided the member leaves his contributions in the fund.
Return of Employee Contribution	A minimum of employee contributions with interest is paid on death, termination, or retirement.
Normal Form of Annuity	Life Annuity
Optional Forms of Annuity	Certain and Life, Joint and Survivor, Cash Refund. Such options will be actuarially equivalent to a life annuity.
Employee Contributions	Each employee who is a member shall contribute to the fund an amount equal to (a) plus (b) where: (a) The contribution rate shall be 3 percent of base earnings, and (b) The contribution rate shall be 5 percent of excess earnings.

KNOX COUNTY EMPLOYEE BENEFIT SYSTEM
KNOX COUNTY BOARD OF EDUCATION RETIREMENT PLAN

SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS

ACTUARIAL COST METHOD

Individual Entry Age Normal Cost.

Under this method, the annual cost is equal to the normal cost, plus amortization of unfunded accrued liabilities over a fixed period of years selected within the minimum (10 years) and maximum (5 to 30 years) periods permitted by law.

The normal cost is the sum of individual normal costs, determined as a level percentage of compensation which would have been necessary to fund the employee's projected retirement, death and withdrawal benefits, from entry age (the age at which the employee would have entered the plan had it been in effect on his employment date), to his retirement age. Thus, the dollar normal cost is expected to increase with the salary projection assumption.

The actuarial accrued liability is the accumulation, based on the actuarial assumptions, of all assumed prior normal costs. Thus, it represents the amount of reserves, which would be held by the plan, had it always been in effect for the present group of participants and had plan experience followed that predicted by the actuarial assumptions. The unfunded accrued liability is the excess, if any, of the accrued liability over the plan assets.

Actuarial gains and losses arising from differences between plan experience and that predicted by the actuarial assumptions, as measured by the difference between actual and expected unfunded accrued liabilities, are amortized over 5 years.

ACTUARIAL ASSUMPTIONS

Post-Retirement

Mortality - 1983 Group Annuity Mortality Table for Males and Females

Investment Return – 7.5% per annum.

Assumed benefit increases – 3.00% per annum on the participant's original benefit

Pre-Retirement

Mortality - 1983 Group Annuity Mortality Table for Males and Females

Investment Return – 7.5% per annum.

Salary projection – 3.0% per annum.

SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS
(Continued)

ACTUARIAL ASSUMPTIONS (Continued)

Expense loading - None

Retirement age – 60 or immediately if older.

Disability rates – Rates set forth below.

Withdrawal rates – Rates set forth below.

Pre-retirement Decrement Rates

	Mortality		Withdrawal		Disability	
Age	Male	Female	Male	Female	Male	Female
20	0.038%	0.032%	0.000%	0.000%	0.000%	0.000%
25	0.046%	0.036%	6.100%	5.925%	0.000%	0.000%
30	0.061%	0.044%	5.850%	5.460%	0.400%	0.400%
35	0.086%	0.057%	5.097%	4.861%	0.400%	0.400%
40	0.124%	0.078%	2.701%	3.891%	0.400%	0.400%
45	0.218%	0.113%	2.060%	3.444%	0.420%	0.420%
50	0.391%	0.193%	2.997%	2.889%	0.730%	0.730%
55	0.613%	0.351%	3.271%	3.015%	1.400%	1.400%
60	0.916%	0.566%	6.537%	3.372%	2.480%	2.480%

ASSET VALUATION

Each plan year's investment gain or loss is recognized over five years.

KNOX COUNTY EMPLOYEE BENEFIT SYSTEM
KNOX COUNTY BOARD OF EDUCATION RETIREMENT PLAN

ACCUMULATED PLAN BENEFITS UNDER FAS 35

Actuarial Present Values of Accumulated Plan Benefits (Accumulated Benefit Obligation):	1/1/2009	1/1/2010
Vested Benefits		
Participants currently receiving payments	64,865,279	64,551,840
Other Participants		
Active Employees	15,665,127	12,313,772
Deceased and Disabled Employees	0	0
Deferred Vested Terminated Employees	2,156,862	1,736,834
Total - Other Participants	17,821,989	14,050,606
Total Vested Benefits	82,687,268	78,602,446
Nonvested Benefits	0	0
Total Actuarial Present Values of Accumulated Plan Benefits	82,687,268	78,602,446
Discount Rate	7.50%	7.50%

KNOX COUNTY EMPLOYEE BENEFIT SYSTEM
KNOX COUNTY BOARD OF EDUCATION RETIREMENT PLAN

SCHEDULE OF FUNDING PROGRESS

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) --EAN (prior to 1/1/05 -- Aggregate) (b)	Unfunded AAL (UAAL) (b - a)	Funded Ratio (a / b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll ((b - a) / c)
1/1/1997	31,532,498	31,532,498	0	100.00%	16,518,534	0.00%
1/1/1998	55,425,760	55,425,760	0	100.00%	16,280,062	0.00%
1/1/1999	62,622,721	62,622,721	0	100.00%	15,714,131	0.00%
1/1/2000	70,243,735	70,243,735	0	100.00%	14,392,249	0.00%
1/1/2001	69,634,862	69,634,862	0	100.00%	14,009,264	0.00%
1/1/2002	72,917,044	72,917,044	0	100.00%	13,254,219	0.00%
1/1/2003	71,458,839	71,458,839	0	100.00%	12,286,006	0.00%
1/1/2004	73,472,465	73,472,465	0	100.00%	11,014,729	0.00%
1/1/2005	74,889,828	82,120,286	7,230,458	91.20%	7,595,733	95.19%
1/1/2006	75,174,360	83,066,476	7,892,116	90.50%	6,274,664	125.78%
1/1/2007	84,154,462	84,362,290	207,828	99.75%	5,236,764	3.97%
1/1/2008	83,327,598	84,657,462	1,329,864	98.43%	4,102,017	32.42%
1/1/2009	61,496,011	83,991,358	22,495,347	73.22%	2,018,191	1114.63%
1/1/2010	69,493,440	79,131,091	9,637,651	87.82%	1,050,650	917.30%

SCHEDULE OF EMPLOYER CONTRIBUTIONS

Year Ended June 30	Annual Required Contribution	Actual Contribution	Percentage Contributed
1997	2,797,910	697,248	24.92%
1998	2,522,434	17,366,919	688.50%
1999	773,683	778,642	100.64%
2000	357,275	343,534	96.15%
2001	0	400,000	N/A
2002	344,411	600,000	174.21%
2003	412,445	600,000	145.47%
2004	784,838	784,838	100.00%
2005	881,447	881,447	100.00%
2006	739,370	739,370	100.00%
2007	771,772	771,772	100.00%
2008	135,786	135,786	100.00%
2009	198,608	250,000	125.88%
2010	1,898,484	1,898,864	100.02%

KNOX COUNTY EMPLOYEE BENEFIT SYSTEM
KNOX COUNTY BOARD OF EDUCATION RETIREMENT PLAN

GOVERNMENT ACCOUNTING STANDARDS BOARD STATEMENT No. 27

	6/30/2000	6/30/2001	6/30/2002	6/30/2003	6/30/2004	6/30/2005	6/30/2006	6/30/2007	6/30/2008	6/30/2009	6/30/2010
1. NPO: Net Pension Obligation/(Asset) at beginning of period	4,376,410	4,360,656	3,931,267	3,649,183	3,437,034	3,413,870	3,385,016	3,356,407	3,328,039	3,299,911	3,220,629
2. Annual Pension Cost:											
a. Annual Required Contribution (ARC)	357,275	0	344,411	412,445	784,838	881,447	739,370	771,772	135,786	198,608	1,898,484
b. Interest on NPO	350,113	348,852	314,501	291,935	274,963	256,040	253,876	251,731	249,603	247,493	241,547
c. Adjustments to ARC *	(379,608)	(378,242)	(340,997)	(316,529)	(298,127)	(284,894)	(282,486)	(280,098)	(277,731)	(275,383)	(268,767)
d. Total = (a)+(b)+(c)	327,780	(29,389)	317,916	387,851	761,674	852,594	710,761	743,404	107,658	170,718	1,871,264
3. Contributions made	343,534	400,000	600,000	600,000	784,838	881,447	739,370	771,772	135,786	250,000	1,898,864
4. Increase in NPO = (2)(d)-(3)	(15,754)	(429,389)	(282,084)	(212,149)	(23,164)	(28,853)	(28,609)	(28,368)	(28,128)	(79,282)	(27,600)
5. NPO at end of period = (1)+(4)	4,360,656	3,931,267	3,649,183	3,437,034	3,413,870	3,385,016	3,356,407	3,328,039	3,299,911	3,220,629	3,193,029
Amortization Period:	25	25	25	25	25	25	25	25	25	25	25
Interest Rate:	8.00%	8.00%	8.00%	8.00%	8.00%	7.50%	7.50%	7.50%	7.50%	7.50%	7.50%

* The adjustment is a level dollar amortization of the NPO at beginning of period.