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2EWDLQ DQ XQGHUVWBRQWQRRIULHQWLVQDQDORVGRWKHWXG  
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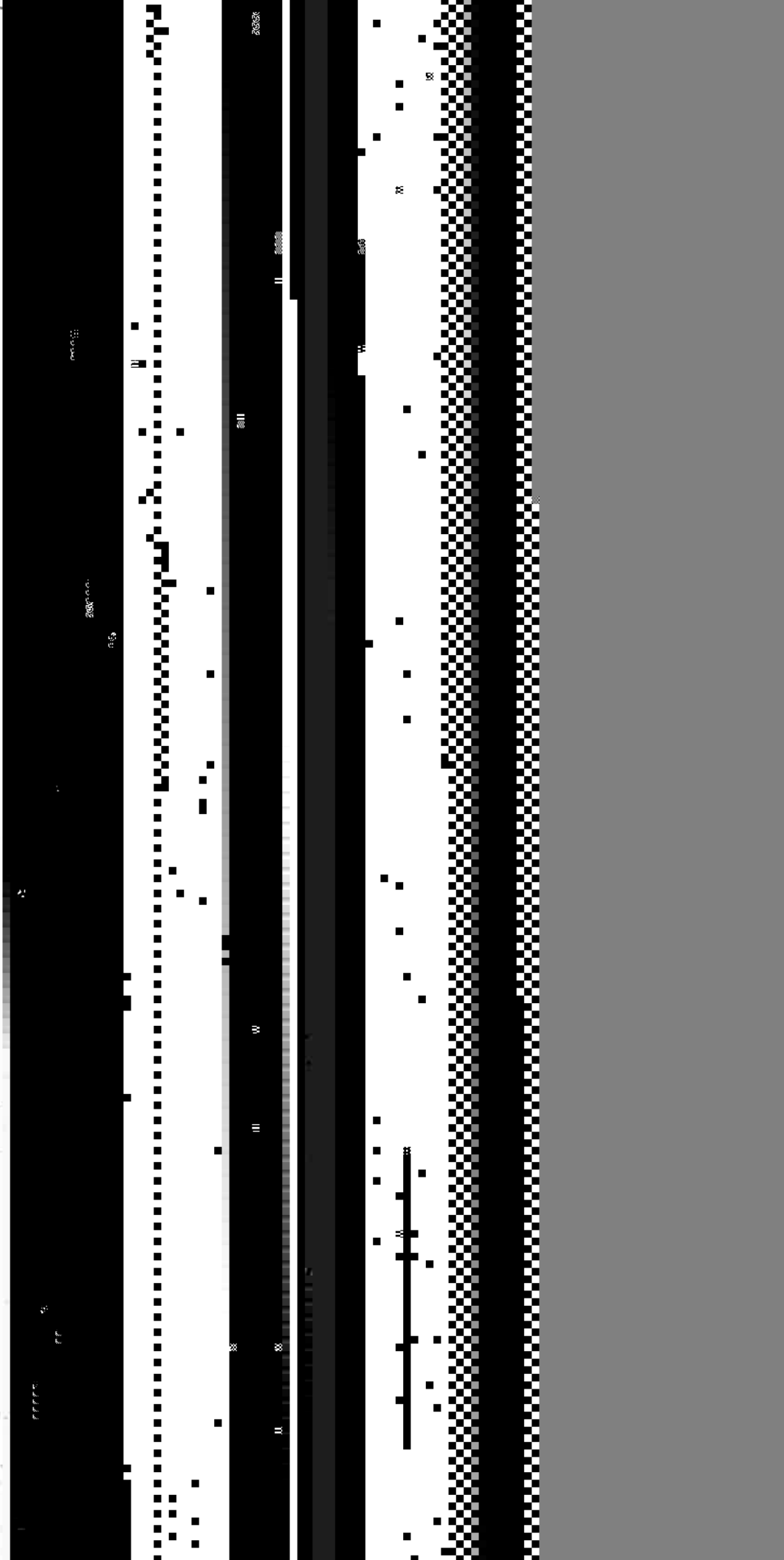
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% D Q G 2 Q W D U L R 5 H J R I O W M H L R Q Q D Q E D D O L F G F I Q L V W

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I 5 H W L U H P H Q W P S O Q R G H R W I K X W X U H E H Q H I L W V

7 K H % R D U G S U R Y L G H H P H Q W L Q D G B M K H U W R W R S B R E H Q M I B W F H U V  
H P S O R \ H H J U R X S V 7 K R O K G E H Q H I H W L V Q V X D D Q H F H E H Q H D L O W W K G H Q  
E H Q H I L W V U H W L U H P W Q M W V L H F N Z R O D N Q H O V E H Q R I P L S M V Q V D Q Q L R O R Q J  
G L V D E L O L W \ E H Q H I L W V

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\$ V V R F L D W L R Q V W K R \ H R O / O R Z I D Q G ( P S O Q T M K Z U X V W H V V W D E O L V K H  
( O H P H Q W D U \ 7 H D F K H R Q \ R ) H Q Q W D U G R W K 7 ) 2 2 Q D W D U L R  
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S U L R U W R W K H V F K R R O E R D U G \ V S D U W V L F L S B Q H R L Q V G D W I H I E Q  
S U R Y L G H G W K U R X J K B M W U Q W W X R Y H E G W Q H E Q H P I S O F E D H U J D U R X S  
V F K R R O E R D U G W U X V W H H V D V V R F L D W L R Q V P R Q U V K H Q R R O R Q Q  
D G P L Q L V W H U K H D O W K O L I H D Q G G H Q W Q O W S H O D Q D U R I U U W K X I L W H I G  
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J 7 D Q J L E O H F D S L W D O D V V H W V

7 D Q J L E O H F D S L W D O D V V H W V D U H U H F R X U P G X H O G V D H V G K D F R M R W I L J F D D  
+ L V W R U L F D O F R V W W K F O X G H V H D E L R X H G W O \ D W W U L E X W D E O H

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J 7 D Q J L E O H F D S L W D O D V V H W V F R Q W L Q X H G

: R U N V R I D U W D Q G F W G W K E D D V D H Q V K D U H Q R W H W H F R Q G W G H  
F R Q V R O L G D W H G I L Q D Q F L D O V W D W H P H Q W V

K \* R Y H U Q P H Q W W U D Q V I H U V

\* R Y H U Q P H Q W W U D Q V I H U V O Z K I L F I O D V L R Y H Q U J H D Q W Q V D K U H F R H Q V R O  
I L Q D Q F L D O V W D W H P H Q W K L E Q W Y K H Q S W M B U R K S H Q W U D Q V I H U R F F X U  
W K H W U D Q V I H U V D Q H H O X L W K R I U Q J W G F U P H W H D Q G K U H D V R E G B E O H H V  
R I W K H D P R X Q W F D Q Q H P P O W G H W U D Q R Y H K U D F A R L Q W D L Z K V F K S I L Y H U  
D O L D E L O L W \ W R Q G D U H F B H Q H U H G E Q K U H Y W M Q S X O Z K V L Q Q W D U H P H

\* R Y H U Q P H Q W W U D Q V I H U V I R U F D S L W D O X O D W L R H Q H U U H G U D H F R U H Q  
D V G H I H U U H G F D S L W D O & & R O W Q L E X I W R J Q I H J H L Q D W K H H Y R H Q V R O L G  
V W D W H P H Q W R I R S H B B W L R Q M D W G W R Y H V R O V K H D W D P K I H S B I V L H W  
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L , Q Y H V W P H Q W L Q F R P H

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VLJQLILFDQW HVWLPDWHV\LBQYDGHXNLQMDVDDVLEWHDDG HPS  
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D J U H H P H Q W D U H L Q E O X G H I G Y H Q X G H I H Q G & R H S R R U O L I G D V R I Q G W K W H D W H P  
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**Actuarial Assumptions**

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EDVHG RQ DFWXDULDO DVVXPSWLRQV RIFFRWQWHLQHYSQWSRGHWWH  
\$XJXVW DQG EDVHG RQ XSGDWHG DDYNHUGJHLFNDLGD\WDDVD  
\$XJXVW 7KHVH YDOXDWLRQV WDNH LQWR DFFRXQW WKH

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F R Q V R O L G D W H G H P H Q Q V F L D O H V D W D R O O R Z V

D 5 H W L U H P H Q W F H I B Q Q V X H D O W K & D U H % H Q H I L W V

7 K H % R D U G S U R Y L G H O L G H Q L V D X D Q G L W H D O W R K F F I D U W D L E C H Q H P I S  
J U R X S V D I W H U U H W L U H P H Q W X Q W L O W K H K P H S P E H H R L X B M D F U K H E D H  
R Q W K H % R D U G H [ S H H L V H Q S W H P Q X P V H W D L G E B \ W X I E N L G R P H U G 7 K I  
E H Q H I L W F R V W V D Q G O L D E L O L W L H V W K H U R D W K I G O W R Q W K G G S H G D G H  
E H Q H I L W S O D Q D Q G K D U % R D U F O X G I F B Q L V R D O G D W D H G H I R K O Q V ( I I  
6 H S W H P E H U H P S Q R \ R R V R U H D I W H U Q R M L V T X D D W H I G B E R D  
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S O D Q 7 K H E H Q H I L W L F R W W H O D Q G H G L D H R L O K W X G S H G D Q Q D W K H % R  
F R Q V R O L G D W H G I L Q D Q F K E O D F R X O W H P R I Q W S C H D E O D H W X L R W L H O L J L E  
H P S O R \ H H V D W U H W L R Q P M I Q H L U L W E O D H G F D N F E X P X O D W G G \ H D U V  
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L Q W R W K H I R O O R Z L Q J \ H D U R Q O \ W B C E H V X M M G S D M R G W R K S U R X J K D V  
W H U P O H D Y H D Q G G L V D E L O L W \ S O D Q H Q S M O K D H W G \ H O U W K H K I H Q E D  
V W D W H P H Q W V D U H

) R U D F F R X Q W L Q J S O X S R W L H R Q R I K W K Y D E F O L W X H G L F E C H Q R I U L W K H V L F  
W R S X S L V E D V H G V R Q P S F W L R Q U L D E R X W W H W R I U Q H G Y D I Q W W G H X J X V  
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G /RQJ WHUP 'LVDELQVH±DQGH+QDOWK &DUH %HQHI

7KH %RDUG SURYLUHQFHQIGHQVQDX DQGLMVDWVWKHPSOR\EHQHQ  
WHUP GLVDELQV\ OHDYH WR HPSOR\HQV(Z+7R DKUH %QRDU GH W  
UHVSQRVLEOH IRU WKH SD\PHQW RI OERH\WQVRIUQBQWSDWDFLQF  
FDUH EHQHILWV XQIGHU%RDULG SDBQLGHW WKKURXJKE HQHKLWXQG  
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5 H W L U H P H Q W D Q G H R W X W X U H P S B B H I L W V F R Q W L Q X H G

**Other benefits**

L 2 Q W D U L R 7 H D F K H U V 3 H Q V L R Q 3 O D Q

7 H D F K H U V D Q G U H O D W H G H P S O R \ H H J U R X S V 2 Q W B U H Q L J H D F K H V  
3 H Q V L R Q 3 O D Q ( P S O R Q H U I R B Q W K H L E X W H R S Q B H G H G I D U H F S O \ E \  
3 U R Y L Q F H R I 2 Q W D U L R F R Y W H V S H Q G V I R E O W R D W K R Q V S O B Q D D U H G D  
U H V S R Q V L E L O L W \ R F F W K B L 3 U R Y L Q F H I F S V H W U R H O D W D I E L O V R W K L Y  
L Q F O X G H G L Q W K B L G D D U H G V L R Q D O V W D W H P H Q W V

LL 2 Q W D U L R 0 X Q L F L S D O W R S H P H Q W 6 \ V W H P

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0 X Q L F L S D O ( P S O R \ H H V W S H P W L 2 O H S H Q V D P X O V S H G P S O R \ S O D Q 7 K H  
S O D Q S U R Y L G H V G H I L Q M G S R Q H P S O R E H H Q H U E D V I Q G W R Q R W K H U Y L F  
U D W H V R I S D \ 7 K H U L E R D U L R Q V F R Q X D O W K L H X H P L S O R X H W R F R Q W  
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W R W K H S O D Q P X O W K L H P S O R D U S K H Q V H R F R S O U L E X W L  
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' H I H U U H G F D S L W D O F R Q W U L E X W L R Q V

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S U R S H U W \ G D P D J H D Q G F H U W D L Q R W K B Y D U O D N E O H / M D R E L D I P V D \ L I P Q  
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D F W X D O F O D L P V H [ S H Q V H V H I G H S R M D W H H P H R  
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L Q F O X G H W K H D V W K M V O L W E R L Q Q W X R U W K D D Q G W L W D V S U R F U D W D V K D  
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U H O D W H G G H E W H O L J L E O H I R U S U R R L Q F L D O D I X Q G I U Q H F X Q S R U W K  
L Q W R Z L W K W K H 7 U X V R D O G H 7 U X V F K Z D E I F Q D H O F H Q W H R R U X W V W D Q G  
S H U P D Q H Q W O \ I L Q D Q F H S D U W B L F L G S H E W L Q J E R Q H G L F L Z K R L H V U H R I W K H  
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