



TAX EXEMPT AND
GOVERNMENT ENTITIES
DIVISION

DEPARTMENT OF THE TREASURY
INTERNAL REVENUE SERVICE
WASHINGTON, D.C. 20224

FEB 04 2015

SEIT:EP:RA

Re:

Dear

This letter constitutes notice that approval has been granted for the change in assumptions as described below. The ruling applies for the plan year beginning October 1, 2013. This ruling is made in accordance with section 430(h)(5) of the Internal Revenue Code (Code) and section 303(h)(5) of the Employee Retirement Income Security Act of 1974. Your authorized representatives reviewed and confirmed each of the rates contained in this ruling on November 10, 2014.

In issuing this ruling, we have considered only the acceptability of the new assumptions and, as necessary, the method by which the transition is to be made between the prior and the new assumptions. Accordingly, we are not expressing any opinion as to the accuracy or acceptability of any calculation or other material submitted with your request. Please note that this letter addresses only specific issues arising under section 430 of the Code and the approval granted herein should not be read to imply that the Plan as it stands satisfies the requirements of other sections of the Code.

This approval applies to the following changes in assumptions:

- Retirement rates
- Disability rates
- Select and ultimate withdrawal rates
- Percent electing a joint and survivor option

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The retirement rates that have been approved are as follows:

| 10/1/20 | | | |
|---------|--------------------|---------------|---------------|
| Age | Less than 30 years | 30 - 32 years | Over 32 years |
| 47 | | | |
| 48 | | | |
| 49 | | | |
| 50 | | | |
| 51 | | | |
| 52 | | | |
| 53 | | | |
| 54 | | | |
| 55 | | | |
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| 57 | | | |
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| 59 | | | |
| 60 | | | |
| 61 | | | |
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| 64 | | | |
| 65 | | | |
| 66 | | | |
| 67 | | | |
| 68 | | | |
| 69 | | | |
| 70 | | | |

| 10/1/20 | | | |
|---------|--------------------|---------------|---------------|
| Age | Less than 30 years | 30 - 32 years | Over 32 years |
| 47 | | | |
| 48 | | | |
| 49 | | | |
| 50 | | | |
| 51 | | | |
| 52 | | | |
| 53 | | | |
| 54 | | | |
| 55 | | | |
| 56 | | | |
| 57 | | | |
| 58 | | | |

| 10/1/20 | | | |
|---------|--------------------|---------------|---------------|
| Age | Less than 30 years | 30 - 32 years | Over 32 years |
| 59 | | | |
| 60 | | | |
| 61 | | | |
| 62 | | | |
| 63 | | | |
| 64 | | | |
| 65 | | | |
| 66 | | | |
| 67 | | | |
| 68 | | | |
| 69 | | | |
| 70 | | | |

| 10/1/20 | | | |
|---------|--------------------|---------------|---------------|
| Age | Less than 30 years | 30 - 32 years | Over 32 years |
| 47 | | | |
| 48 | | | |
| 49 | | | |
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| 67 | | | |
| 68 | | | |
| 69 | | | |
| 70 | | | |

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| 10/1/20 | | | |
|---------|--------------------|---------------|---------------|
| Age | Less than 30 years | 30 - 32 years | Over 32 years |
| 47 | | | |
| 48 | | | |
| 49 | | | |
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| 64 | | | |
| 65 | | | |
| 66 | | | |
| 67 | | | |
| 68 | | | |
| 69 | | | |
| 70 | | | |

The disability rates that have been approved are as follows:

| Age | Rates |
|-----|-------|
| 27 | % |
| 28 | % |
| 29 | % |
| 30 | % |
| 31 | % |
| 32 | % |
| 33 | % |
| 34 | % |
| 35 | % |
| 36 | % |
| 37 | % |
| 38 | % |
| 39 | % |
| 40 | % |

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Disability rates (Continued)

| Age | Rates |
|-----|-------|
| 41 | % |
| 42 | % |
| 43 | % |
| 44 | % |
| 45 | % |
| 46 | % |
| 47 | % |
| 48 | % |
| 49 | % |
| 50 | % |
| 51 | % |
| 52 | % |
| 53 | % |
| 54 | % |
| 55 | % |
| 56 | % |
| 57 | % |
| 58 | % |
| 59 | % |
| 60 | % |
| 61 | % |
| 62 | % |
| 63 | % |
| 64 | % |

The withdraw rates that have been approved are as follows:

| Age/Service | 0 | 1 | 2 | 3 | 4 | 5 |
|-------------|---|---|---|---|---|---|
| 25 | % | % | % | % | % | % |
| 26 | % | % | % | % | % | % |
| 27 | % | % | % | % | % | % |
| 28 | % | % | % | % | % | % |
| 29 | % | % | % | % | % | % |
| 30 | % | % | % | % | % | % |

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Withdraw rates (continued)

| Age | 0 | 1 | 2 | 3 | 4 | 5 |
|-----|---|---|---|---|---|---|
| 31 | % | % | % | % | % | % |
| 32 | % | % | % | % | % | % |
| 33 | % | % | % | % | % | % |
| 34 | % | % | % | % | % | % |
| 35 | % | % | % | % | % | % |
| 36 | % | % | % | % | % | % |
| 37 | % | % | % | % | % | % |
| 38 | % | % | % | % | % | % |
| 39 | % | % | % | % | % | % |
| 40 | % | % | % | % | % | % |
| 41 | % | % | % | % | % | % |
| 42 | % | % | % | % | % | % |
| 43 | % | % | % | % | % | % |
| 44 | % | % | % | % | % | % |
| 45 | % | % | % | % | % | % |
| 46 | % | % | % | % | % | % |
| 47 | % | % | % | % | % | % |
| 48 | % | % | % | % | % | % |
| 49 | % | % | % | % | % | % |
| 50 | % | % | % | % | % | % |
| 51 | % | % | % | % | % | % |
| 52 | % | % | % | % | % | % |
| 53 | % | % | % | % | % | % |
| 54 | % | % | % | % | % | % |
| 55 | % | % | % | % | % | % |
| 56 | % | % | % | % | % | % |
| 57 | % | % | % | % | % | % |
| 58 | % | % | % | % | % | % |
| 59+ | % | % | % | % | % | % |

The percent electing a joint and survivor option assumption is approved as follows:

| Percentage | |
|------------|---|
| Male | % |
| Female | % |

When filing Form 5500 for the plan year beginning October 1, , please indicate on line 24 of the Schedule SB by checking the "Yes" box that a change in non-prescribed assumptions has been made for the current year. You should also include a copy of this letter as an attachment to the Schedule SB labeled: "Schedule SB, line 24 - Change in Non-Prescribed Actuarial Assumptions."

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If you have any questions regarding this matter, please contact
(ID#) at

Sincerely yours,

David M. Ziegler, Manager
Employee Plans Actuarial Group 2

Cc: