Actuarial Valuation Report for the United States Army Nonappropriated Fund Employee Retirement Plan as of October 1, 2012

Produced by Cheiron

June 2013

Classic Values, Innovative Advice

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June 27, 2013

Mr. Robert Ramsey, Sr.
Chief, NAF Employee Benefits Office
Family and MWR Command
P.O. Box 340309
Fort Sam Houston, TX 78234

Dear Mr. Ramsey:

At your request, we have conducted our annual actuarial valuation of the United States Army Nonappropriated Fund Employee Retirement Plan as of October 1, 2012. The results of the valuation are contained in the following report. The purpose of this report is to present the annual actuarial valuation of the United States Army Nonappropriated Fund Employee Retirement Plan. This report is for the use of the United States Army Nonappropriated Fund Employee Retirement Plan and its auditors in preparing financial reports in accordance with applicable law and accounting requirements.

To the best of our knowledge, this report and its contents have been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board. Furthermore, as credentialed actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the opinion contained in this report. This report does not address any contractual or legal issues. We are not attorneys and our firm does not provide any legal services or advice.

This actuarial report was prepared exclusively for the United States Army Nonappropriated Fund Employee Retirement Plan for the purpose described herein. This valuation report is not intended to benefit any third party, and Cheiron assumes no duty or liability to any such party.

Sincerely,

Kevin J. Woodrich, FSA, EA
Principal Consulting Actuary

Stephen T. McElhaney, FSA, FCA, EA
Principal Consulting Actuary

cc: John Colberg, FSA, EA
Alison Chafin

FOREWORD

Cheiron has performed the actuarial valuation of the United States Army Nonappropriated Fund Employee Retirement Plan as of October 1, 2012. The purpose of this report is to:

1) **Determine the contributions** to be paid to the Plan for the fiscal year beginning one year after the valuation date;
2) **Measure and disclose**, as of the valuation date, the financial condition of the Plan;
3) **Indicate trends** in the financial progress of the Plan; and
4) **Provide specific information** and documentation required by P.L. 95-595.

An actuarial valuation establishes and analyzes Plan assets and liabilities on a consistent basis, and traces the progress of both from one year to the next. It includes measurement of the Plan's investment performance as well as an analysis of actuarial liability gains and losses.

Section I presents a summary containing our findings and disclosing important trends experienced by the Plan in recent years, as well as projections of the Plan under differing assumed future investment returns.

Section II contains various exhibits used in determining the financial condition of the Plan.

Section III includes the required disclosures and specific information required by P.L. 95-595.

Within Section III of this report is a summary of the Plan's membership at the valuation date, a summary of the major provisions of the Plan, and the actuarial methods and assumptions used in the valuations.

In preparing our report, we relied on information (some oral and some written) supplied by the Employee Benefits Office, John Hancock Mutual Life Insurance Company, and Ameritas. This information includes, but is not limited to, the plan provisions, employee data, and financial information. We performed an informal examination of the obvious characteristics of the data for reasonableness and consistency in accordance with Actuarial Standard of Practice #23.

The actuarial assumptions used in performing this valuation have been recommended by the actuary in the most recent review of the Plan's experience completed concurrently with the October 1, 2005 actuarial valuation. We believe the assumptions used, when analyzed individually, reflect our best estimate of anticipated future experience of the Plan. The results of this report are dependent upon future experience conforming to these assumptions. To the extent that future experience deviates from these assumptions, the true cost of the Plan could vary from our results.

Finally, in preparing this report, we have conformed to generally accepted actuarial principles and practices which are consistent with the Code of Professional Conduct and applicable Actuarial Standards of Practice set out by the Actuarial Standards Board.

SECTION I
SUMMARY

Comments

In this section, we will first discuss the trends of the system over the past fourteen years, and then show projections of the contribution rate and funding status. Please remember that these projections make certain assumptions about future investment returns, future salary increases, future inflation, future contribution levels, and future behavior of plan participants. We cannot know what will actually happen, but these projections should provide a better understanding of the fund's dynamics. Future experience of the fund – particularly the financial market performance – will greatly impact what future contributions are necessary.

For the fiscal year ending September 30, 2013, employers contribute to the Plan at the rate of 7.6% of payroll. For the fiscal year ending September 30, 2014, the underlying value of benefits being accumulated is 6.41% of payroll (net of the 2% employee contribution). The actuarial employer contribution rate, which includes the value of the benefits being accumulated plus or minus the 15-year level amortization of any unfunded liability or surplus, is about 8.63% of payroll for Fiscal Year 2012-13. Our analysis shows that the policy contribution of 7.6% is unlikely to increase the funded ratio over time, as evidenced by the long term funding projections shown later in this section.

Recent Experience

The financial markets performed above our assumption during the fiscal year ending in 2012. The actual return net of investment expenses on a market value basis was approximately 16.53% compared with an assumed rate of return of 8.0%. The return on an actuarial value basis, smoothing recent market fluctuations, was approximately 6.34%, which equated to a loss of $17.2 million.

On the liability side, the Plan's experience resulted in an actuarial gain of $17.9 million (approximately 1.5% of the total actuarial liability). This liability gain was salaries increasing less than assumed.

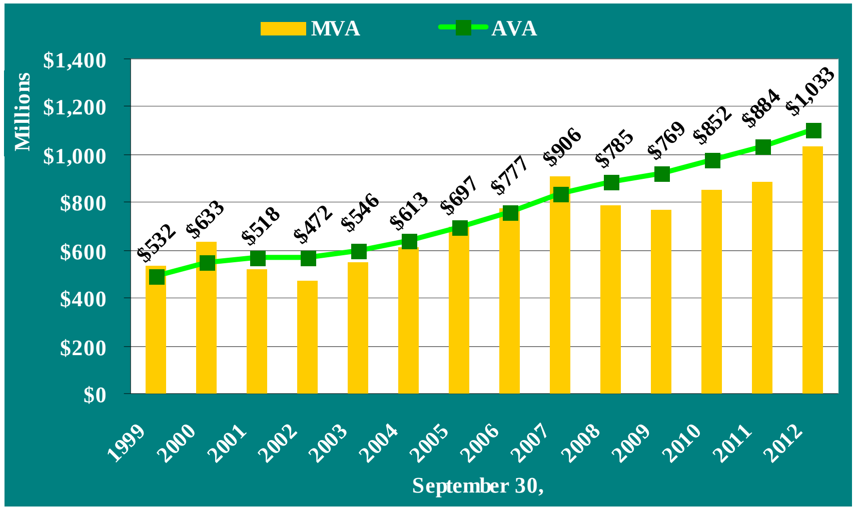
The combination of liability and investment experience over the last year has produced an increase in the Plan's funding ratio (actuarial value of assets over actuarial accrued liability) from 88.7% at October 1, 2011 to 89.7% at October 1, 2012.

Trends

We think it is important to take a step back from these latest results and view them in the context of the Plan's recent history. On the following pages we present a series of charts which display key factors of the valuations in previous years.

SECTION I
SUMMARY

Growth in Assets

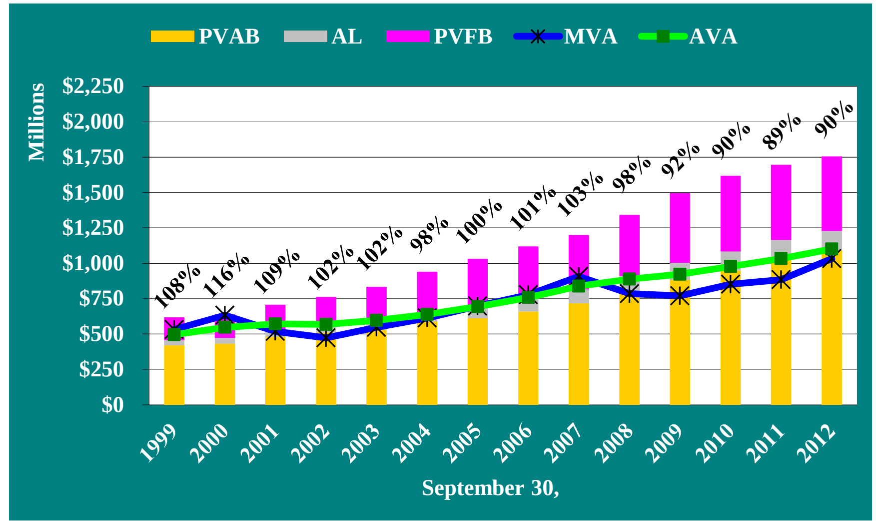


This chart compares the market value of assets (MVA) and the actuarial value of assets (AVA), which represents the market value "smoothed" over 5 years.

The downward trend in market value of assets due to the bear market was reversed in 2003 and the market value had continued to rebound up until 2008 and 2009, but has increased the past three years. The actuarial value of assets of $1,102 million is greater than the market value of $1,033 million.

Over the period October 1, 2011 to September 30, 2012, the Plan's assets returned 16.53% when measured at market value net of investment expenses. The actuarial value returned was 6.34%, compared to the valuation assumption of 8.0%.

Assets and Liabilities

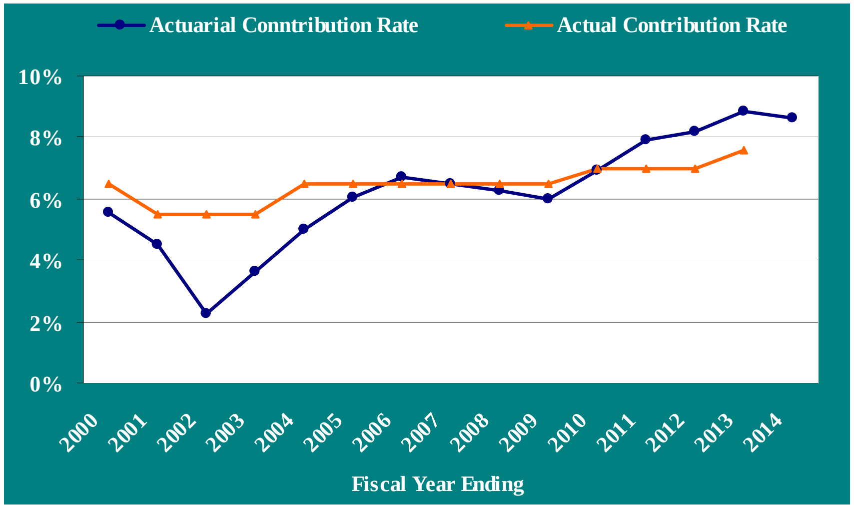


The three colored bars represent the three different measures of liability mentioned in this report. The top of the yellow bar represents the present value of benefits that participants have accrued as of that date (PVAB). The actuarial liability (AL), a measure for funding purposes, is represented by the top of the gray bar. We compare the actuarial value of assets to this measure of liability in developing the funded percent. These are the percentages shown in the graph labels.

The amount represented by the top of the pink bars, the present value of future benefits (PVFB), is the amount needed to provide all benefits for the current participants and their beneficiaries. If the Plan had assets equal to the PVFB no contributions (neither from the employer nor from members) would be needed for the current members if all the assumptions were realized.

SECTION I
SUMMARY

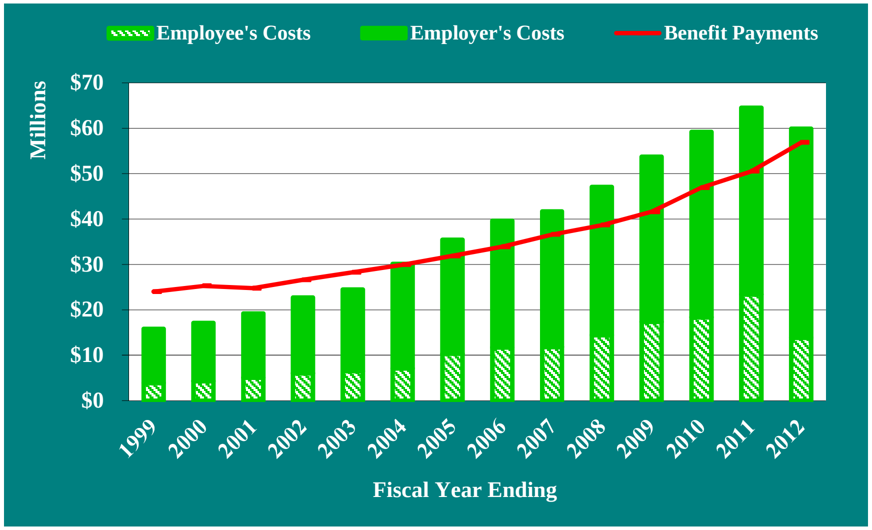
Contribution Rates



This graph shows the actual employer contribution rate compared to the actuarially calculated contribution rate, denominated as a percent of payroll. The actuarially calculated rate represents the employer normal cost plus 15-year amortization of any unfunded liability (or surplus).

As of the previous valuation, the underlying actuarial rate was expected to increase to 9.42% for the Fiscal Year 2013-14 as the market downturn from 2008 is recognized further. However, the asset and liability experience resulted in the actuarial rate of 8.63% for Fiscal Year 2013-14, which is still above the current employer contribution policy of 7.60%.

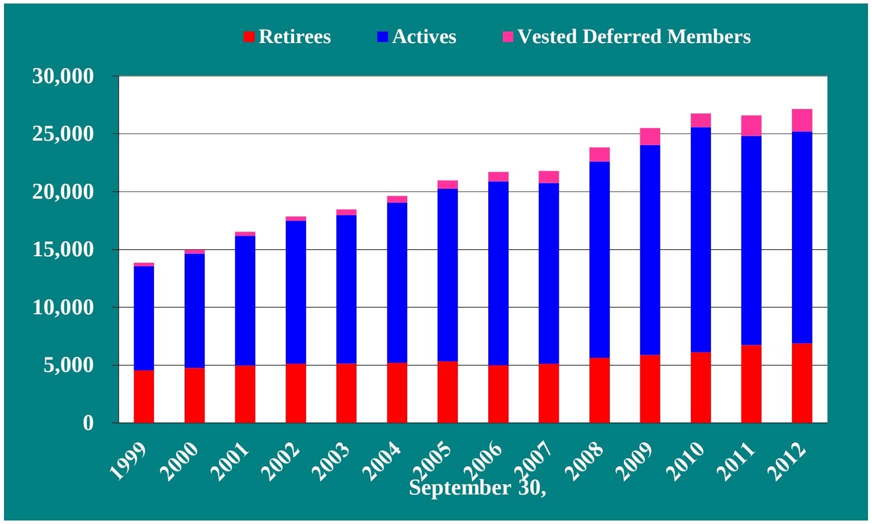
Cash Flows



This graph shows the historical cash flows of the Plan – employer and member contributions compared to the benefit payments from the Plan. The fund is maintaining a positive cash flow since changing to mandatory participation for new hires.

SECTION I
SUMMARY

Participant Trends



As with many funds in this country, there has been a steady growth in the number of retired members as the Plan has matured.

The chart also shows that the number of actives covered by the Plan increased from the prior year.

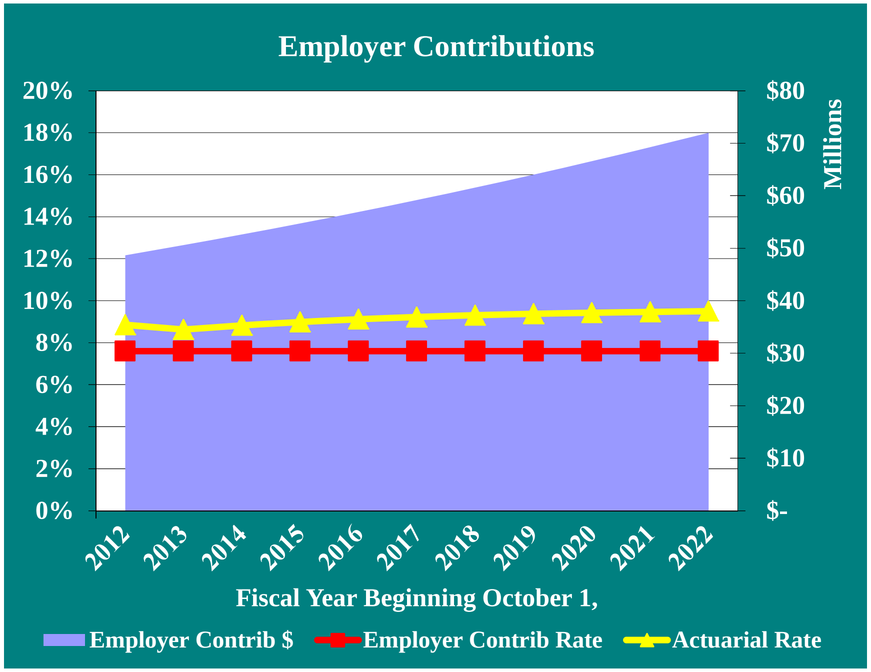
In addition to the participants shown above, there are approximately 20,108 participants for whom an account balance refund is due. These balances represent about $10 million, or 0.82% of the actuarial liability.

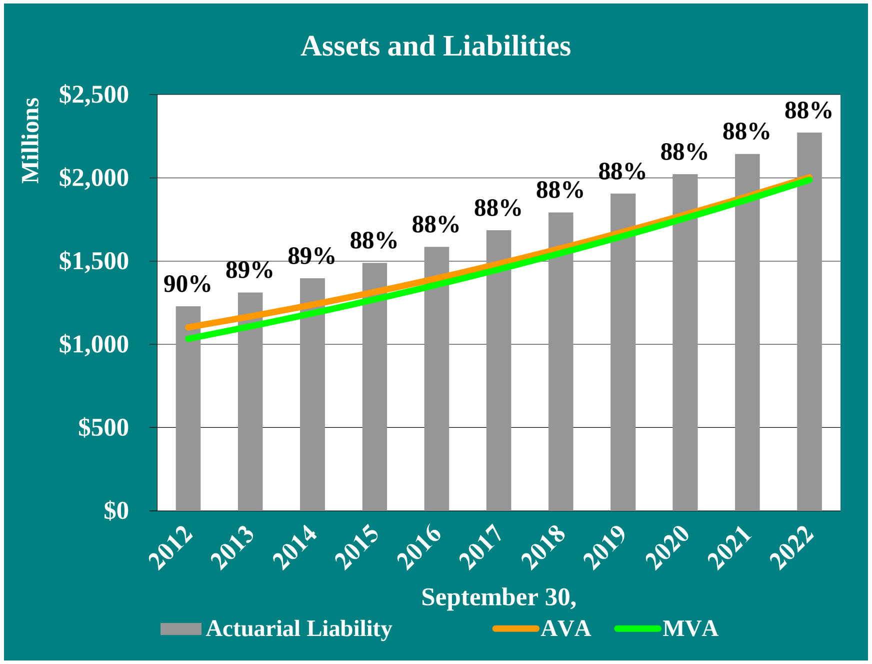
SECTION I
SUMMARY

Future Outlook
Base Line Projection

The two charts below show the expected progress of the Plan over the next 10 years assuming that the Plan's assets earn 8% on their *market value.* The chart entitled Employer Contributions shows that the current contribution rate of 7.6% is projected to result in a slight decline to the funded status over this period (if all other actuarial assumptions are met, including the 8% investment return).

The Assets and Liabilities chart shows the projected funding status over the next decade. The Plan is projected to drop from 90% funded to 88% funded over the decade, as the contributions are less than the underlying value of benefits being earned plus interest on the unfunded liability.



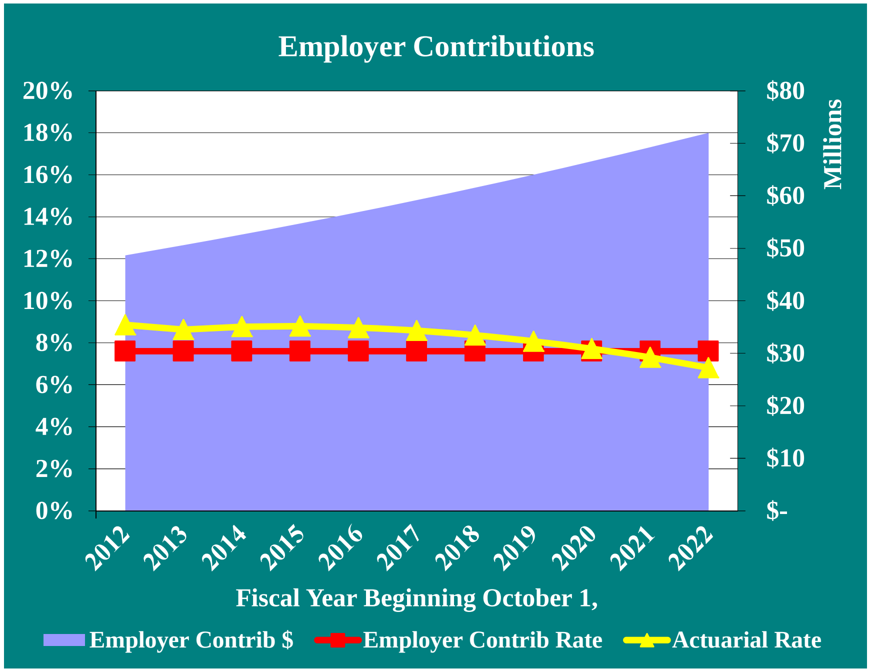


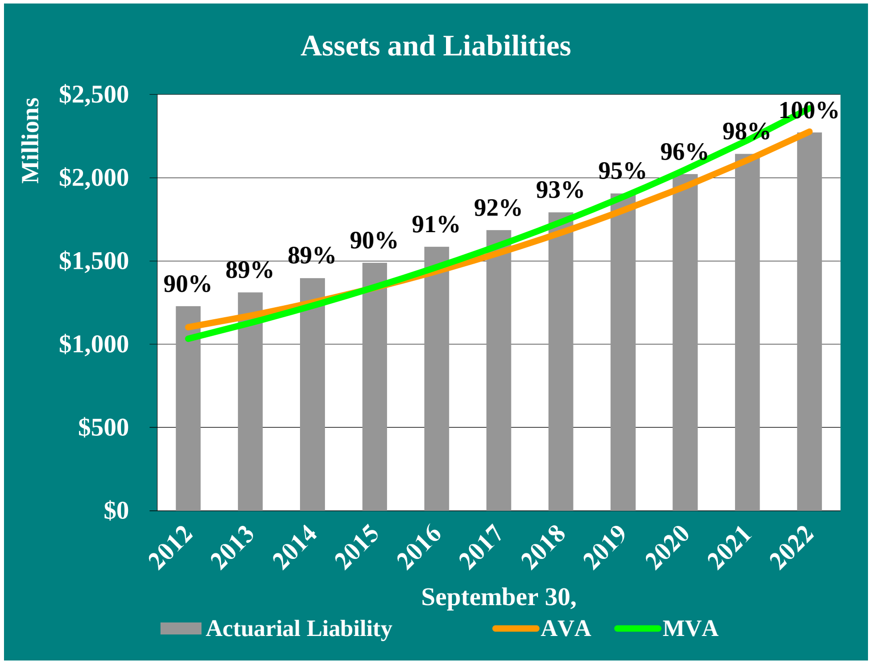
SECTION I
SUMMARY

Projection with Asset Returns of 10%

The future funding of this Plan will be largely driven by the investment earnings. Due to the size of assets, as compared to liabilities, the Plan is in a highly leveraged position. This means that changes in the market returns can have significant effects on the Plan's status. The next two charts show what the coming decade would look like with a 10% annual return.

The Plan's funded status, with these investment returns, is projected to drop before beginning to increase again.



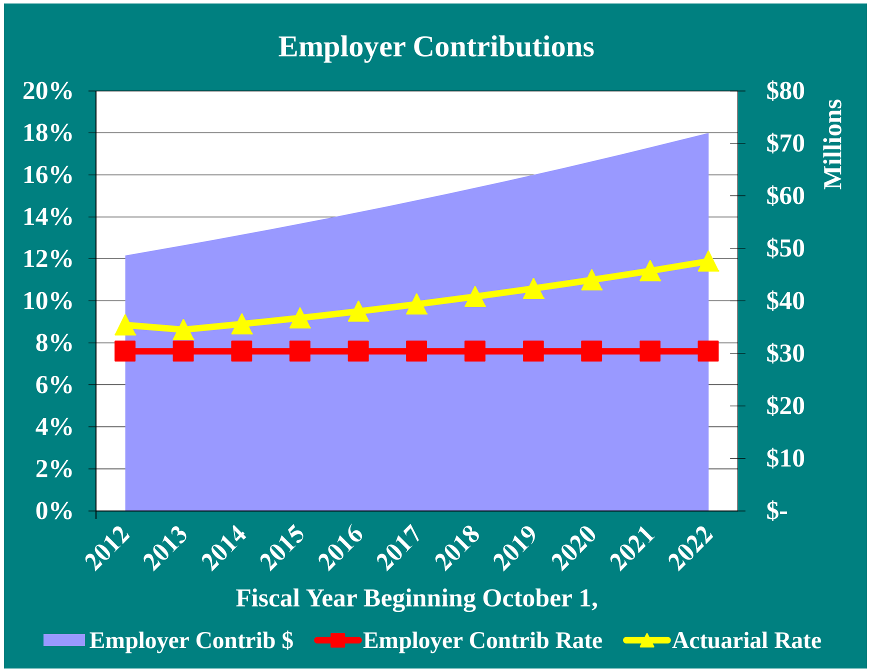


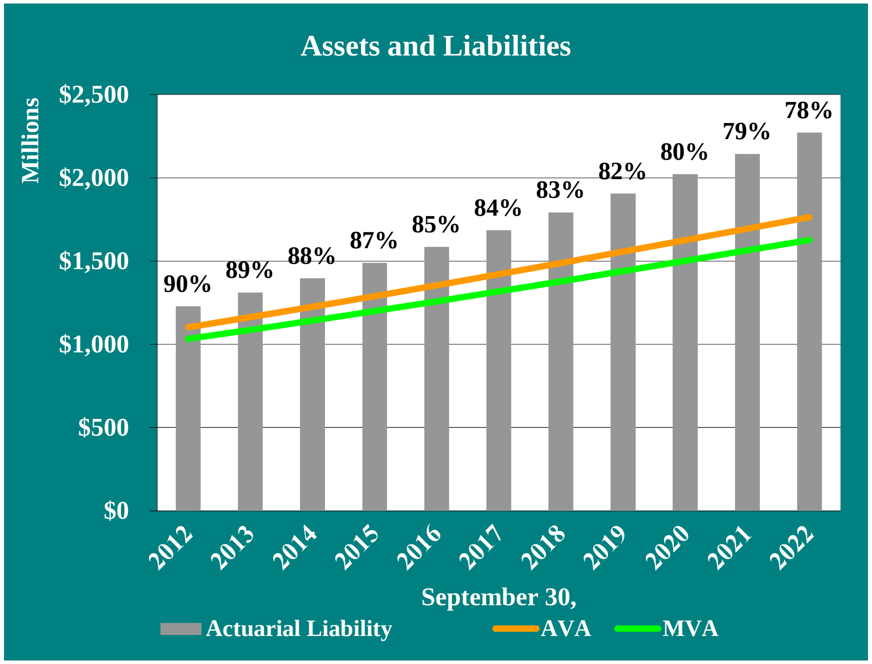
SECTION I
SUMMARY

Projection with Asset Returns of 6%

The next two charts show what the coming decade would look like with a 6% annual return. Under this scenario, the current funding rate does not remain sufficient through the end of the decade.

The Plan's funded status, with these investment returns, is projected to steadily drop from the current 90% down to around 78% unless contributions are increased or benefits are adjusted.





SECTION I
SUMMARY

Report of the Actuary on the Valuation of the United States Army Nonappropriated Fund Employee Retirement Plan as of October 1, 2012

Exhibit I-1
Summary of Principal Results
($ in millions)

	October 1, 2012	October 1, 2011	% Change
Participant Data			
Retired Members and Beneficiaries*	6,877	6,751	1.9%
Vested Deferred Members	1,963	1,759	11.6%
Non-Vested Participants Due Account Balance	20,108	17,926	12.2%
Active Members	18,310	18,077	1.3%
Total Participants	47,258	44,513	6.2%
Annual Salaries of Active Members	$ 640.0	$ 635.8	0.7%
Annual Retirement Allowances for Retired Members and Beneficiaries	$ 53.7	$ 50.3	6.8%
Assets and Liabilities			
Present Value of Future Benefits	$ 1,754.6	$ 1,695.8	3.5%
Actuarial Liability	$ 1,228.1	$ 1,164.7	5.4%
Actuarial Present Value of Accumulated Plan Benefits	$ 1,089.0	$ 1,027.4	6.0%
Actuarial Value of Assets	$ 1,101.5	$ 1,032.9	6.6%
Unfunded Actuarial Liability	$ 126.6	$ 131.8	(3.9%)
Funding Ratio on Actuarial Value of Assets Basis	89.7%	88.7%	1.0%
Market Value of Assets	$ 1,017.8	$ 870.0	17.0%
Contribution Results			
Total Annual Normal Cost with Expenses	$ 51.8	$ 52.1	(0.6%)
Expected Employee Contributions	$ (12.8)	$ (12.7)	0.8%
UAL Amortization	$ 13.7	$ 14.3	(4.2%)
Interest to Middle of Year	$ 2.6	$ 2.6	0.0%
Actuarial Contribution	$ 55.3	$ 56.3	(1.8%)
As a % of Payroll	8.63%	8.85%	(0.22%)

* Includes 85 participants receiving benefits from Ameritas Life Insurance Corporation as of 10/1/2011 and 70 as of 10/1/2012. Cost of living increases granted after 1980 for these 70 participants total $193,475 with an actuarial liability of $904,344. The actuarial liability for these increases is included above.

SECTION II
STATUTORY VALUATION EXHIBITS

EXHIBIT II-1
DEVELOPMENT OF ACTUARIAL VALUE OF ASSETS

1.	Actuarial Value of Assets as of October 1, 2011	$	1,032,902,178
2.	Amount in (1) with interest to September 30, 2012	$	1,115,534,352
3.	Employer and Employee Contributions for Plan Year ended September 30, 2012	$	59,846,992
4.	Interest on Contributions assuming payments made uniformly throughout the year to September 30, 2012	$	2,347,826
5.	Disbursements from Trust except investment expenses, October 1, 2011 through September 30, 2012	$	56,832,903
6.	Interest on disbursements made uniformly throughout the year to September 30, 2012 at 8.00% per year	$	2,229,582
7.	Expected Actuarial Value of Assets as of September 30, 2012 = (2) + (3) + (4) - (5) - (6)	$	1,118,666,685
8.	Actual Market Value of Assets at September 30, 2012	$	1,032,871,272
9.	Excess of (8) over (7)	$	(85,795,413)
10.	Pro-forma Actuarial Value of Assets at September 30, 2012 = (7) + 20% of (9)	$	1,101,507,602
11.	Maximum value = 1.20 x (8)	$	1,239,445,526
12.	Minimum value = 0.80 x (8)	$	826,297,018
13.	Actuarial Value of Assets as of September 30, 2012 = (10), but not more than (11) nor less than (12)	$	1,101,507,602

SECTION II
STATUTORY VALUATION EXHIBITS

EXHIBIT II-2
REGULAR EMPLOYER CONTRIBUTION

1.	Actuarial accrued liability	$	1,228,122,924
2.	Actuarial value of assets		1,101,507,602
3.	Unfunded actuarial accrued liability (surplus)	$	126,615,322
4.	Total annual normal cost plus expenses		51,797,880
5.	15-year amortization of unfunded actuarial accrued liability (surplus)		13,696,676
6.	Estimated employee contribution		12,800,957
7.	Interest on (4) and (5) for half year *		2,569,383
8.	Net employer contribution: (4) + (5) - (6) + (7)	$	55,262,982
9.	Valuation Earnings	$	640,047,854
10.	Employer contribution as a percentage of valuation earnings: (8) / (9)		8.63%

* Contributions are assumed to be made uniformly throughout the year.

SECTION II
STATUTORY VALUATION EXHIBITS

EXHIBIT II-3
TEN YEAR PROJECTION OF RETIREES

Plan Year Ending 9/30	Current Retirees*	Future Retirees From Deferreds	Future Retirees From Actives	Total Retirees	Annual Benefits*
2013	6,693	212	977	7,882	$ 64,262,327
2014	6,500	252	1,574	8,326	$ 68,519,977
2015	6,301	298	2,163	8,762	$ 72,906,747
2016	6,097	336	2,789	9,222	$ 77,878,402
2017	5,888	387	3,390	9,665	$ 83,251,609
2018	5,675	441	3,920	10,036	$ 88,791,991
2019	5,457	489	4,392	10,338	$ 95,002,428
2020	5,236	551	4,817	10,604	$ 101,711,321
2021	5,012	598	5,171	10,781	$ 108,704,802
2022	4,786	672	5,436	10,894	$ 115,110,422

* Includes number of participants and their cost of living benefits to be paid from Ameritas Life Insurance Corporation

SECTION II
STATUTORY VALUATION EXHIBITS

EXHIBIT II-4
SUMMARY OF CENSUS DATA AS OF OCTOBER 1, 2012

A. ACTIVE PARTICIPANTS

1.	Number			18,310
2.	Total Annual Valuation Payroll (as reported)		$	640,047,854
3.	Average Age			43.3
4.	Average Credited Service			6.8
5.	Average Annual Pay		$	34,956
6.	Average Accumulated Employee Contributions with Interest		$	5,252

B. INACTIVE PARTICIPANTS

1.	Terminated Vested Participants:			
	a.	Number		1,963
	b.	Total monthly benefit	$	531,183
	c.	Average monthly benefit	$	271
2.	Currently Retired Participants, Disableds and Beneficiaries:			
	a.	Number		6,807
	b.	Total monthly benefit	$	4,461,166
	c.	Average monthly benefit	$	655
3.	Participants receiving cost-of-living benefits from Ameritas Life Insurance Corporation:			
	a.	Number		70
	b.	Total monthly benefit	$	16,123
	c.	Average monthly benefit	$	230
4.	Non-Vested Participants due an Account Balance			
	a.	Number		20,108
	b.	Balance	$	10,026,733

SECTION III
ANNUAL REPORT PRESCRIBED BY P.L. 95-595

Report for Plan Year Ending
September 30, 2012

Exhibit III-1

General Information Sheet

1. Name of Plan: U.S. Army Nonappropriated Fund Employee Retirement Plan

2. Name and address of plan sponsor:

   U.S. Army Community and Family Support Center
   NAF Employee Benefits Office
   P.O. Box 340309
   Fort Sam Houston, Texas 78234

3. Name and phone number of plan administrator (or other responsible plan official):

   Robert Ramsey, Sr.
   Chief, NAF Employee Benefits Office
   (210) 466-1620

4. Type of plan entity: Single employer plan

5. Date plan established: January 1, 1966

SECTION III
ANNUAL REPORT PRESCRIBED BY P.L. 95-595

6. Information on plan participants at beginning of plan year:

Participant data was collected as of October 1, 2012

Active participants	18,310
Separated employees entitled to deferred benefits	1,963
Retired, disabled and beneficiaries	6,877
Former non-vested participants due an account balance	20,108
Total Participants	47,258

7. Type of plan: Defined benefit pension plan

8. Administrative cost: See Note 4.

9. During the current plan year, the Plan was not merged into nor consolidated with another plan nor were assets or liabilities transferred to another plan.

10. The Plan is funded through BGI U.S. Debt, John Hancock Mutual Life Insurance Co., Janus Midcap, Brinson Partners, Inc., SSGA International Alpha, Ameritas (Former Bankers Life of Nebraska), GMG Seneca, Wells Capital Management Small Cap, RREEF America REIT II, UBS - RESA, Artisan International Value, Dodge & Cox International Stock Fund, NYLIM – Large Cap Enhanced Index, T. Rowe Price Large Cap Enhanced, Capital International EMGF, Angelo Gordon Core + Realty, UBS Trumball TPG Value Fund, Prisma Hedge FOF, Blackstone Hedge, BNY Mellon, SSGA Real Assets Non-Lend Fund, SSGA S&P 500 Flagship, and U.S. Army N.A.F. Retirement Trust (SSGA STIF).

11. The October 1, 2012 valuation was performed based on active, retiree and vested terminated data provided to us as of October 1, 2012.

12. The projected unit credit actuarial cost method was used in completing Tables 1 and 2. A summary of the actuarial methods is attached.

SECTION III
ANNUAL REPORT PRESCRIBED BY P.L. 95-595

13. Actuarial assumptions:

1. Economic:

(1) Rate of return on plan investments: 8.0% per annum.

(2) Ratio of salary expected at normal retirement age (62) to salary for a new entrant at:

	Men	Women
Age 25	7.90	7.90
Age 40	4.37	4.37
Age 55	2.00	2.00

(3) Inflation Rate (in relation to plan provisions for post-retirement benefit adjustments): 3.5% per annum.

2. Decrements:

(1) Basis of mortality assumptions:
Published table: RP-2000 Employee Mortality projected with Scale AA to 2005

Past experience has shown mortality assumptions to be more conservative than actual experience. Therefore, it is not necessary to project mortality improvement any further at this time.

(2) (a) Normal retirement age: 62 and 5 years of service

(b) Lowest age at which employee may voluntarily retire with full benefits: age 55 with 30 years of service

(3) Basis of withdrawal assumptions:
Table based on turnover adjusted to reflect Plan's experience.

A summary of the assumptions and changes made since the prior report is attached.

14. A summary of the Plan provisions and changes made since the prior report is attached.

SECTION III
ANNUAL REPORT PRESCRIBED BY P.L. 95-595

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I declare that I have examined this report, including accompanying tables and statements, and to the best of my knowledge and belief it is true, correct and complete.

Signature of Plan Administrator: ______________________________

Robert Ramsey, Sr.
Chief, NAF Employee Benefits Office

Date: ______________________________

SECTION III
ANNUAL REPORT PRESCRIBED BY P.L. 95-595

Exhibit III-2

Statement of Enrolled Actuary

This report has been prepared pursuant to P.L. 95-595 for the year ending September 30, 2012. To the best of my knowledge, the report is complete and accurate. It should be noted, however, that the asset information shown has not been audited by Cheiron, Inc. In addition, the liabilities shown in this report are from the United States Army Nonappropriated Retirement Plan Valuation Report as of October 1, 2012 as prepared by Cheiron, Inc. In my opinion, the actuarial assumptions appear to be in the aggregate reasonable related to the experience of the Plan and to reasonable expectations, and represent my best estimate of anticipated experience under the Plan.

Signature:

Kevin Woodrich
Enrolled Actuary
#11-7086
Cheiron, Inc.
9115 Harris Corners Parkway, Suite 380
Charlotte, NC 28269

Date: June 27, 2013

SECTION III
ANNUAL REPORT PRESCRIBED BY P.L. 95-595

EXHIBIT III-3
UNITED STATES ARMY NONAPPROPRIATED FUND
EMPLOYEE RETIREMENT PLAN
STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS

	September 30, 2012	September 30, 2011
Assets		
Investments, at fair value		
Deposit administration contracts, at contract value (Notes 1 and 2)		
John Hancock Mutual Life Insurance Co.	$ 13,405,031	$ 34,794,606
BGI U.S. Debt	42,422,539	40,292,519
Janus Midcap	55,220,080	44,580,858
Ameritas (Bankers Life of Nebraska)	116,543	124,840
Brinson Partners, Inc.	93,687,412	83,606,084
SSGA International Alpha	76,343,326	67,261,989
Wells Capital Management Small Cap	58,017,857	43,293,230
GMG Seneca	46,312,744	42,034,138
RREEF America REIT II	31,774,246	31,219,678
UBS - RESA	40,965,348	38,586,770
Artisan International Value	60,258,398	48,633,017
Dodge & Cox Intl. Stock Fund	50,598,999	43,744,328
NYLIM - Large Cap Enhanced Index	92,377	116,275,403
T. Rowe Price Lg Cap Enhanced	151,699,905	115,974,958
Capital International EMGF	35,016,703	31,302,521
Angelo Gordon Core + Realty	3,162,014	0
UBS Trumball TPG Value Fund	21,674,573	0
Prisma Hedge FOF	9,982,821	0
Blackstone Hedge	40,944,120	0
BNY Mellon	25,329,975	0
SSGA Real Assets Non-Lend Fund	26,906,809	0
SSGA S&P 500 Flagship	121,848,766	0
U.S. Army N.A.F. Ret. Trust (SSGA STIF)	12,062,347	88,314,661
Total Investments	$ 1,017,842,933	$ 870,039,600
Receivables		
Employer and employee contributions	$ 3,501,476	$ 2,060,000
Interest Receivable	6,301	7,736
Accounts Receivable	783,417	1,448,562
Total	$ 4,291,194	$ 3,516,298
Cash on deposit with U.S. Army Banking and Investment Fund (Note 3)	$ 13,301,354	$ 12,568,089
Total Assets	$ 1,035,435,481	$ 886,123,987
Liabilities		
Accounts payable and accrued liabilities	2,564,209	2,600,291
Net Assets Available for Benefits	$ 1,032,871,272	$ 883,523,696

SECTION III
ANNUAL REPORT PRESCRIBED BY P.L. 95-595

EXHIBIT III-4

UNITED STATES ARMY NONAPPROPRIATED FUND EMPLOYEE RETIREMENT PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

			September 30, 2012	September 30, 2011
1.	Net assets available for benefits at beginning of plan year		$ 883,523,696	$ 851,707,359
2.	Investment Income:			
	(a)	Net appreciation (depreciation) in fair value of investments	$ 129,752,633	$ (784,643)
	(b)	Interest	13,973,975	14,518,544
	(c)	Other income	6,723,409	7,162,834
	(d)	Less: Investment expenses	4,116,530	3,024,344
	(e)	Total	$ 146,333,487	$ 17,872,391
3.	Contributions: (Note 5)			
	(a)	Employer	$ 46,019,610	$ 41,031,013
	(b)	Employee	13,827,382	23,418,642
	(c)	Total	$ 59,846,992	$ 64,449,655
4.	Total additions (2) + (3)		$ 206,180,479	$ 82,322,046
5.	Benefits paid directly to participants			
	(a)	Refunds	$ 2,780,834	$ 1,673,984
	(b)	Annuities	52,275,078	46,129,663
	(c)	Total	$ 55,055,912	$ 47,803,647
6.	Administrative Expenses (Note 4)		$ 1,776,991	$ 2,702,062
7.	Total deductions (5) + (6)		$ 56,832,903	$ 50,505,709
8.	Net additions (deductions): (4) - (7)		$ 149,347,576	$ 31,816,337
9.	Net assets available for benefits at end of plan year: (1) + (8)		$ 1,032,871,272	$ 883,523,696

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EXHIBIT III-5

UNITED STATES ARMY NONAPPROPRIATED FUND EMPLOYEE RETIREMENT PLAN

STATEMENT OF ACCUMULATED PLAN BENEFITS

	September 30, 2012	September 30, 2011
Actuarial Present Value of Accumulated Plan Benefits		
Vested Benefits		
Participants currently receiving payment*	$ 574,200,702	$ 537,810,310
Other participants	464,502,099	439,548,826
Total	$ 1,038,702,801	$ 977,359,136
Nonvested Benefits	$ 50,335,535	$ 50,087,508
Total actuarial present value of accumulated plan benefits	$ 1,089,038,336	$ 1,027,446,644
Interest Rate Used	8.0%	8.0%

* Includes remaining liability under the plan for participants receiving benefits from Ameritas Life Insurance Corporation.

NOTE: The active employees' accumulated contributions with interest were $96,171,167 and $101,308,971 as of September 30, 2012 and September 30, 2011 respectively.

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EXHIBIT III-6
UNITED STATES ARMY NONAPPROPRIATED FUND EMPLOYEE RETIREMENT PLAN

STATEMENT OF CHANGES IN ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

			September 30, 2012	September 30, 2011
1.	Actuarial present value of accumulated plan benefits at beginning of plan year		$ 1,027,446,644	$ 947,205,785
2.	Increase (decrease) during the year attributable to:			
	(a)	Benefits accumulated and actuarial (gain) or loss	$ 43,229,429	$ 54,143,403
	(b)	Interest due to decrease in discount period	80,035,861	73,901,103
	(c)	Plan amendment(s)	-	-
	(d)	Changes in actuarial assumptions	(6,617,686)	-
	(e)	Benefit Payments	(55,055,912)	(47,803,647)
3.	Net increase (decrease):		$ 61,591,692	$ 80,240,859
4.	Actuarial present value of accumulated plan benefits at end of plan year		$ 1,089,038,336	$ 1,027,446,644

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EXHIBIT III-7
TABLE 1

UNITED STATES ARMY NONAPPROPRIATED FUND EMPLOYEE RETIREMENT PLAN

ACTUARIAL STATUS INFORMATION

			October 1, 2012		October 1, 2011
1.	Present value of future benefits:				
	(a) Annuitants now on roll*	$	574,200,702	$	537,810,310
	(b) Separated employees		36,190,925		33,762,749
	(c) Participants due an account balance		10,026,733		7,534,902
	(d) Active participants		1,134,155,875		1,116,732,013
	(e) Total	$	1,754,574,235	$	1,695,839,973
2.	Less: Present value of future normal cost contributions		526,451,311		531,138,970
3.	Actuarial accrued liability [(1e) - (2)]		1,228,122,924		1,164,701,004
4.	Less: Actuarial value of assets in fund		1,101,507,602		1,032,902,178
5.	Unfunded / (surplus) actuarial accrued liability [(3) - (4)]	$	126,615,322	$	131,798,826
6.	Normal cost as a percentage of covered payroll (mid-year)				
	(a) Employee		2.00%		2.00%
	(b) Employer		6.41%		6.52%
	(c) Total		8.41%		8.52%
7.	Ratio of assets in fund to present value of future benefits for annuitants now on roll				
	(a) Line 1(a) plus accumulated employee contributions	$	670,371,869	$	639,119,281
	(b) Actuarial value of assets divided by (a)		1.64		1.62
	(c) Ratio in (b) last year		1.62		1.74
	(d) Ratio in (b) two years ago		1.74		1.75

* Includes remaining liability under the plan for participants receiving benefits from Ameritas Life Insurance Corporation.

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EXHIBIT III-8
Table 2
UNITED STATES ARMY NONAPPROPRIATED FUND EMPLOYEE RETIREMENT PLAN

COMPARISON OF ACTUARIAL FUNDING WITH ACTUAL CONTRIBUTIONS
(in dollars)

(1) Plan Year	(2) Total Normal Cost*	(3) 40-Year Amortization of Unfunded Liability	(4) Total (Col. 2 plus Col. 3)	(5) Actual Contributions To Plan From All Sources	(6) Difference (Col. 5 less Col. 4)	(7) Col. 5 divided by Col.4
2012-13	$ 53,829,936	$ 10,217,157	$ 64,047,094	$ --	$ --	--
2011-12	54,141,214	10,635,437	64,776,651	$ 59,846,992	$ (4,929,659)	0.92
2010-11	54,736,827	8,457,840	63,194,667	64,449,655	1,254,988	1.02
2009-10	50,902,344	6,495,113	57,397,458	59,150,588	1,753,130	1.03
2008-09	45,326,221	1,789,591	47,115,812	53,667,209	6,551,397	1.14
2007-08	40,733,684	(2,030,452)	38,703,232	47,032,806	8,329,574	1.22
2006-07	38,457,296	(711,664)	37,745,632	41,621,364	3,875,732	1.10
2005-06	35,387,224	(100,202)	35,287,022	39,596,220	4,309,197	1.12
2004-05	31,724,981	1,209,066	32,934,047	35,435,693	2,501,646	1.08
2003-04	27,016,602	(752,297)	26,264,305	30,115,404	3,851,099	1.15
2002-03	20,651,255	(971,529)	19,679,726	24,486,375	4,806,649	1.24
2001-02	19,120,495	(3,961,885)	15,158,610	22,674,448	7,515,838	1.50
2000-01	17,889,965	(6,198,677)	11,691,288	19,171,038	7,479,750	1.64
1999-00	17,747,969	(3,094,083)	14,653,886	17,114,504	2,460,618	1.17
1998-99	17,334,358	(2,096,155)	15,238,203	15,782,816	544,613	1.04

* Amounts as of mid-year. Beginning in 2005, $1.4 mil added as admin expense assumption.

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EXHIBIT III-8 cont.
Table 2a
UNITED STATES ARMY NONAPPROPRIATED FUND EMPLOYEE RETIREMENT PLAN

COMPARISON OF ACTUARIAL FUNDING WITH ACTUAL CONTRIBUTIONS
(as percentage of estimated payroll for the year)

(1) Plan Year	(2) Total Normal Cost*	(3) 40-Year Amortization of Unfunded Liability	(4) Total (Col. 2 plus Col. 3)	(5) Actual Contributions To Plan From All Sources	(6) Difference (Col. 5 less Col. 4)
2012-13	8.41%	1.60%	10.01%		
2011-12	8.52	1.67	10.19	9.41%	(0.78%)
2010-11	8.40	1.30	9.70	9.89	0.19
2009-10	8.42	1.07	9.49	9.78	0.29
2008-09	8.47	0.33	8.80	10.03	1.23
2007-08	8.60	(0.43)	8.17	9.93	1.76
2006-07	8.46	(0.16)	8.30	9.16	0.86
2005-06	8.52	(0.02)	8.50	9.54	1.04
2004-05	8.26	0.31	8.57	9.23	0.66
2003-04	8.37	(0.23)	8.14	9.33	1.19
2002-03	7.58	(0.36)	7.22	8.99	1.77
2001-02	8.04	(1.67)	6.37	9.53	3.16
2000-01	8.42	(2.92)	5.50	9.02	3.52
1999-00	8.73	(1.52)	7.20	8.41	1.21
1998-99	9.06	(1.10)	7.96	8.25	0.29

* Amounts as of mid-year. Beginning in 2005, $1.4 mil added as admin expense assumption.

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Exhibit III-8 (continued)

Table 3-3a

Past and Projected Flow of Plan Assets

These tables are not required for the United States Army Nonappropriated Fund Employee Retirement Plan since the Plan covers fewer than 50,000 participants.

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Exhibit III-9

NOTE 1 – VALUATION OF INVESTMENTS

Investments are stated at market value. The Plan's deposits with insurance carriers are valued at contract value. Contract value represents contributions made under the contract, plus interest income, plus realized security gains net of losses, plus unrealized security gains net of losses, less transfers of funds back to the U.S. Army Central Retirement Fund (ACRF), less funds used to meet ACRF obligations, less administrative expenses.

NOTE 2 – CONTRACTS WITH INSURANCE COMPANIES AND INVESTMENT MANAGEMENT AGREEMENT

The Plan has deposit administration contracts with two insurance companies as described below:

(a) *John Hancock Mutual Life Insurance Company*

The John Hancock Mutual Life Insurance Company (John Hancock) serves as the paying service for all participants receiving benefits since the termination agreement with Ameritas (formerly Bankers Life of Nebraska).

John Hancock also administered funds totaling $13,405,031 under the following contract at September 30, 2012.

Type: General account (primarily long-term bonds)
Yield: Based upon overall fund performance
Term: Cancellable at any time
Amount: $13,405,031 at September 30, 2012.

(b) *Ameritas (Formerly Bankers Life of Nebraska)*

On March 1, 1983, the Plan terminated its deposit administration contract with Ameritas. Under the terms of the termination agreement Ameritas paid the Plan $5,179,098 on September 1, 1987.

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The Plan's only future obligation with respect to Ameritas is to pay the annual cost of living adjustments for the retirees for whom annuity contracts were purchased in 1983 when the agreement with Ameritas was terminated. The amount held on deposit with Ameritas at September 30, 2012 was $ 116,543.

Investment Management Agreement

The Plan also has investment management agreements with various companies. The agreements provide that the companies have sole responsibility for investing the funds under their management within certain pre-described guidelines, and that earnings on the funds are based solely on the performance of the investments with a performance goal expressed as a total rate of return as defined in the agreement. The fair value of investments under management agreements at September 30, 2012 was:

BGI U.S. Debt	$ 42,422,539
Janus Midcap	55,220,080
Brinson Partners, Inc.	93,687,412
SSGA International Alpha	76,343,326
Wells Capital Management Small Cap	58,017,857
GMG Seneca	46,312,744
RREEF America REIT II	31,774,246
UBS - RESA	40,965,348
Artisan International Value	60,258,398
Dodge & Cox Intl. Stock Fund	50,598,999
NYLIM - Large Cap Enhanced Index	92,377
T. Rowe Price Lg Cap Enhanced	151,699,905
Capital International EMGF	35,016,703
Angelo Gordon Core + Realty	3,162,014
UBS Trumball TPG Value Fund	21,674,573
Prisma Hedge FOF	9,982,821
Blackstone Hedge	40,944,120
BNY Mellon	25,329,975
SSGA Real Assets Non-Lend Fund	26,906,809
SSGA S&P 500 Flagship	121,848,766
U.S. Army N.A.F. Ret. Trust (SSGA STIF)	12,062,347

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NOTE 3 – CASH WITH ARMY BANKING AND INVESTMENT FUND

The Plan had $13,301,354 invested in the United States Army Banking and Investment Fund (ABIF) at September 30, 2012. The ABIF acts as a pooling agent for all Army Nonappropriated activities and invests principally in U.S. Treasury securities, U.S. government agency securities, and certificates of deposit. The rate of interest paid to depositors is determined periodically by ABIF management.

NOTE 4 – RELATED PARTY TRANSACTION

Appropriated funds of the United States Army provide certain general administrative support, including office space, communication and certain supplies to the U.S. Army Command which administers the Plan. The value of some of these contributed series and supplies is not currently available and thus is not reflected in the accompanying financial statements.

The Plan, the United States Army Medical/Life Fund (AMLF), and the 401(k) plan share common offices and administrative personnel. Common expenses are paid by the Plan and the AMLF and 401(k) plan allocated portions are reimbursed to the Plan. The balance due to the Retirement Plan as of September 30, 2012 for expenses allocated to the Army Medical/Life Fund and the 401(k) Saving Plan is $757,891 and $202,104, respectively.

The NAF Financial Services deducted employer and employee contributions from the various payroll cycles and remitted the funds to the Plan at a cost of $1,084 in the year ended September 30, 2012. The United States Army Morale Welfare and Recreation Fund charged the ACRF $147,100 for certain allocated administrative expenses in the year ended September 30, 2012.

NOTE 5 – CONTRIBUTIONS

As a condition of participation, employees are required to contribute 2% of their salary to the Plan. Prior to January 1, 1991, employees were required to contribute 3% of their salary.

Effective January 1, 2001, new hires, re-hires, and newly eligibles may elect to stop contributing to the Plan after six months. The employee’s past contribution will be refunded upon termination only if the employee elects a refund in lieu of future retirement benefits when vested.

Although they have not expressed any intention to do so, the United States Army Nonappropriated Fund has the right under the Plan to discontinue their contributions at any time and to terminate the Plan.

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Summary of Methods and Assumptions as of October 1, 2012

A. Actuarial Methods

Exhibit III-10

1. Calculation of Normal Cost and Actuarial Accrued Liability: The actuarial method used to determine the normal cost and actuarial accrued liability was the projected unit credit actuarial cost method described below.

   Projected Unit Credit Actuarial Cost Method

   The objective under this method is to allocate the total pension benefit to which each participant is expected to become entitled at retirement to the participant's past and future service. The allocation is accomplished by applying the Plan's accrual formula to projected final salary at retirement.

   An Actuarial Liability is calculated at the valuation date as the present value of benefits allocated to service prior to that date.

   The Unfunded Actuarial Liability at the valuation date is the excess of the Actuarial Liability over the assets of the Plan.

   The Normal Cost is the present value of those benefits which are expected to be allocated to service during the year beginning on the valuation date.

   Under this method, differences between the actual experience and that assumed in the determination of costs and liabilities will emerge as adjustments in the Unfunded Liability, subject to amortization.

2. Calculation of Actuarial Value of Assets: Market value of assets is the amount certified by outside auditors as available net assets. This includes funds on deposit with insurance companies, funds on deposit with the U.S. Army Banking and Investment Fund, cash and accrued items.

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As of October 1, 1997, the actuarial value of assets was set equal to the Market Value of Assets. For each subsequent year, the actuarial value of assets is calculated as follows:

(b) The prior year's actuarial value of assets is

- Increased by actual contributions, interest at the assumed rate of return on prior year's actuarial value of assets for a full year and interest at assumed rate of return on contributions for one-half year.
- Decreased by actual benefit payments, expenses and other payments and interest at assumed rate of return on these payments for one-half year.

(c) The amount from (a) above is the expected value.

(d) 20% of the difference between market value and expected value is added to "expected" value.

(e) The result from (c) is the actuarial value of assets adjusted, if necessary, to be not less than 20% below and not more than 20% above the market value of assets.

3. Calculation of the Actuarial Employer Contribution Rate: The method for determining the actuarial employer contribution rate is as follows:

(a) The Normal Cost as described on the previous page plus assumed administrative expenses; *plus*

(b) A level dollar amount such that the Unfunded Actuarial Liability would be paid off in 15 years; *less*

(c) Estimated employee contributions of 2% of payroll

The amount calculated is adjusted with interest to the middle of the year and then divided by valuation earnings to convert to a percent of pay.

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Summary of Methods and Assumptions as of October 1, 2012

B. Actuarial Assumptions

Exhibit III-10 (continued)

1. Investment Return: 8.0%

2. Annual Rate of General Wage Increase: 4%

3. Annual Rate of Merit/Seniority Wage Increase
   (in addition to 2., applied multiplicatively):
   See Rates in Exhibit A

4. Social Security Wage Base Increase: 4%

5. Mortality:
   RP-2000 Employee Mortality projected with Scale AA to 2005 (Exhibit B) for active and terminated vested participants.
   RP-2000 Disabled Mortality projected with Scale AA to 2005 (Exhibit B) for disabled annuitants.
   RP-2000 Healthy Annuitant Mortality projected with Scale AA to 2005 (Exhibit B) for healthy annuitants and beneficiaries.

   Past experience has shown mortality assumptions to be more conservative than actual experience. Therefore, it is not necessary to project mortality improvement any further at this time.

6. Termination: Sample rates set forth in Exhibit A.

7. Disability: Rates from disability set forth in Exhibit C.

8. Retirement Age: See Exhibit C.

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9. Form of payment and proportion of participants with eligible beneficiaries for survivor:

   Participants are assumed to elect the Normal Benefit. 88% of participants are assumed to be married with wives 3 years younger than their husbands. For current in-pay participants, actual spouse date of birth is used if available as well as actual form of payment elected.

10. Expenses:

    $1,400,000, assumed payable as of the middle of the year.

11. Noncontributing active participants:

    Nonvested participants are excluded from the valuation and are assumed to terminate employment within 5 years from the date they were hired. Vested participants are assumed to remain in service but continue in a noncontributory status.

12. Covered payroll:

    Gross annual earnings for the prior plan year ending on the valuation date, increased by the salary assumption to reflect estimated payroll for the year following the valuation date.

13. Maximum benefit:

    The maximum benefit payable under IRC Section 415, effective at valuation date ($200,000 for 2012) increased by 3.5% per year thereafter.

14. Maximum pensionable pay:

    IRC Section 401(a)(17) limit effective at valuation date ($250,000 for 2012) increased 3.5% per year thereafter.

15. Post-retirement cost of living adjustments:

    3.5% per year.

16. Assumption for inactive participants due an account balance:

    100% are assumed to still be due a refund of their account balances.

17. Changes since prior year:

    Married participants are assumed to choose the Normal Benefit for married participants. The previous valuation assumed actuarial equivalence to the single Normal Benefit for this group.

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Exhibit A

Service	Merit/Seniority Wage Increase	**Termination** Number of terminations per 1,000 members
0	10.00%	200.0
1	9.00%	165.7
2	7.50%	141.1
3	6.00%	127.8
4	4.75%	112.4
5	3.50%	100.5
6	2.50%	90.8
7	2.25%	82.5
8	2.13%	75.4
9	1.99%	69.1
10	1.86%	63.5
11	1.72%	58.4
12	1.58%	53.8
13	1.45%	49.5
14	1.31%	45.5
15	1.17%	41.9
16	1.04%	38.4
17	0.90%	35.2
18	0.76%	32.1
19	0.63%	29.2
20	0.49%	26.5
21	0.35%	23.9
22	0.22%	21.4
23	0.08%	19.0
24	0.00%	16.8
25+	0.00%	10.0

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Exhibit B

	Pre Retirement RP 2000 Employee Motality[1] Number of deaths per 1,000 members		**Disabled Annuitant RP 2000 Disabled Mortality[1]** Number of deaths per 1,000 members		**Post Retirement RP 2000 Healthy Annuitant Mortality[1]** Number of deaths per 1,000 members	
Age	Male	Female	Male	Female	Male	Female
20	0.3	0.2	20.6	6.8	n/a	n/a
25	0.4	0.2	21.5	6.9	n/a	n/a
30	0.4	0.3	22.0	7.1	n/a	n/a
35	0.8	0.4	22.0	7.0	n/a	n/a
40	1.0	0.7	21.7	6.9	n/a	n/a
45	1.4	1.0	21.1	6.9	n/a	n/a
50	2.0	1.5	26.5	10.6	4.9	2.2
55	2.8	2.4	32.2	15.9	5.4	3.4
60	4.5	3.8	38.8	21.3	7.6	6.0
65	7.1	5.7	46.8	27.3	12.5	10.1
70	9.2	7.4	58.0	36.7	20.6	16.3
75	n/a	n/a	76.5	50.2	35.3	27.0
80	n/a	n/a	104.0	69.8	61.2	44.3

[1] All RP 2000 Mortality Tables shown above reflect the projection with Scale AA to 2005

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Exhibit C

Retirement Rates[1] Number of retirements per 100 members		**Disability** Number of Disablements per 1,000 members	
Age	Rate	Age	Rate
50 – 54	5	<30	0.28
55	10	35	0.33
56 - 59	5	40	0.75
60	10	45	1.60
61	5	50	2.78
62 - 64	25	55	4.75
65+	100	60	8.63
		62+	0.00

[1] 100% retirement upon attaining age 55 with 30 years or age 60 with 20 years.
100% of terminated vested participants are assumed to retire at age 62.

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SUMMARY OF PLAN PROVISION AS OF OCTOBER 1, 2012

Exhibit III-11

1. Effective Date of Plan: January 1, 1966. Most recent amendment and reinstatement as of January 1, 2008.

2. Employees Eligible for Participation: All employees of covered U.S. Army-NAF activities working at least 20 hours per week are eligible to become Participants on their date of employment. Effective January 1, 2001, new hires, re-hires, and newly eligibles are required to participate in the Plan for the first six months. Employee contributions are required for participation.

3. Definitions:

   (a) Earnings: Gross annual compensation as reported on Form W-2, plus the Participant's pre-tax contributions to the Employer's 401(k) plan or for health benefits, capped by the $250,000 limit as indexed under the Code. Locality pay is currently in its third and final phase-in year as pensionable earnings for participants working in Alaska, Hawaii, and Puerto Rico.

   (b) Final Average Earnings: The average of the highest 36 consecutive months of Earnings.

   (c) Credited Service: All service including unused sick leave from date of employment to retirement, death or termination, except that service on and after April 1, 1981, is counted only if the employee makes contributions to the Plan.

   (d) Covered Compensation: The amount specified in Table 1 of Attachment 1, as amended from time to time, of Internal Revenue Service Notice 89-70 for the Plan year in which the Participant attains his Social Security Retirement Age.

4. Retirement Dates:

   (a) Normal Retirement Date: The first day of the month following the later of Participant's 62nd birthday and completion of 5 years of Credited Service.

   (b) Early Retirement Date: A Participant may retire on the first day of a month before age 62 provided:

      (i) he has attained age 55 and has completed 30 years of Credited Service, or

      (ii) he has attained age 50 and has completed 20 years of Credited Service, or

      (iii) he has attained age 52 and has completed 5 years of Credited Service, or

      (iv) as of September 1, 1983, the sum of age plus years of Service equaled or exceeded 80.

      (v) Attainment of age 50 and completion of 20 years of Credited Service on or after August 1, 1993 and prior to

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December 31, 1994, or on or after January 1, 1997, and is involuntarily separated from service or if the Employer shall have obtained a voluntary early retirement authority from the Assistant Secretary of the Army (Manpower and Reserve Affairs).

(vi) Attainment of any age and completion of 25 years of Credited Service on or after August 1, 1993, and prior to December 31, 1994, or on or after January 1, 1997, and is involuntarily separated due to loss of position under a business-based action, per authority of the installation commander.

(c) Disability Retirement Date: A Participant who becomes permanently disabled and unable to perform his duties may retire, provided that he:

(i) has attained age 52 with 1 year of Credited Service or has completed 5 years of Credited Service if hired before January 1, 2009, or

(ii) has completed 5 years of Credited Service if hired on or after January 1, 2009.

(d) Deferred Retirement Date: A Participant may remain in employment beyond his Normal Retirement Date.

5. Pension Benefit at Normal Retirement:

(a) Participants Eligible: All Participants who retire on their Normal Retirement Date.

(b) Annual Benefit: The sum of (i), (ii), and (iii).

(i) 1.2% of Final Average Earnings plus .3% of Final Average Earnings in excess of Covered Compensation times Years of Credited Service not in excess of fifteen (15) years.

(ii) 1.6% of Final Average Earning plus 0.3% of Final Average Earnings in excess of Covered Compensation times Years of Credited Service in excess of fifteen (15) years up to thirty (30) years.

(iii) 1.6% of Final Average Earnings times Years of Credited Service in excess of thirty (30) years.

But not less than the Participant’s accrued benefit as on June 30, 1990 under the prior formula.

6. Pension Benefit at Early Retirement:

(a) Participants Eligible: All Participants who retire on an Early Retirement Date.

(b) Annual Benefit: Calculated as in item (5) based on Final Average Earnings and Credited Service at the time of early retirement, reduced by 4% for each year that early retirement precedes Normal

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Retirement Date. For retirement after attainment of age 55 and completion of 30 years of Credited Service, or after attainment of age 60 and completion of 20 years of Credited Service, no reduction in benefit is applicable.

(c) A Participant who retires on an Early Retirement Date shall receive an annual early retirement supplement payable until the Participant attains his Normal Retirement Date. This benefit continues to the surviving spouse if the participant elected a married form of payment and dies. The amount of the annual supplement shall be (i) $192 or (ii) one half percent (0.5%) of the Participant's Final Average Earnings whichever is lesser, times Years of Credited Service up to twenty-five (25). This annual supplement is increased by any Cost of Living Adjustments thereafter.

(d) A Participant who retires on an Early Retirement Date as described in item 4(b)(v) or (iv) above shall receive a benefit calculated as in item (5) based on Final Average Earning and Credited Service at the time of early retirement, reduced by 2% for each year that early retirement precedes age 55.

7. <u>Pension Benefit at Disability Retirement:</u>

(a) <u>Participants Eligible:</u> All Participants who retire on a Disability Retirement Date.

(b) <u>Annual Benefit:</u> The sum of (i) and (ii)

(i) 1.2% of Final Average Earnings times Years of Credited Service up to fifteen (15),

(ii) 1.6% of Final Average Earnings time Years of Credited Service in excess of fifteen (15).

The annual benefit shall not exceed 90% of Final Average Earnings when combined with Workers' Compensation.

8. <u>Pension Benefit at Deferred Retirement:</u>

(a) <u>Participants Eligible:</u> All Participants who retire on a Deferred Retirement Date.

(b) <u>Annual Benefit:</u> Calculated as in item (5) based on Final Average Earnings, Covered Compensation, and Credited Service at the time of actual retirement.

9. <u>Vested Benefits:</u>

(a) <u>Participants Eligible:</u> All Participants who complete 5 years of Credited Service.

(b) <u>Annual Benefit:</u> Calculated as in item (5) based on Final Average Earnings, covered Compensation, and Credited Service at the time of termination of employment, if participant does not elect to have his contributions with interest returned to him.

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10. Survivor Benefits:

(a) Participants Eligible: Any Participant who was retired on account of disability or who completed 5 years of Credited Service, and at the time of death, either:

(i) was actively employed,
(ii) was separated from active service entitled to a deferred benefit, but had not yet begun to receive retirement benefits, or
(iii) retired under a disability benefit.

(b) Annual Benefit:
The eligible spouse survivor will receive the amount of benefit, including the early retirement supplement unreduced for early commencement that would have been paid had the Participant retired on the date of death and elected the normal form of payment for married participants.

If a Participant has retired on account of disability, his Spouse shall receive a benefit equal to the retirement benefit that would have been payable had the Participant retired at the time his disability commenced, and elected the normal form of payment for married participants.

11. Employee Contribution

(a) Annual Contribution: 3% of Earnings up to December 31, 1990, 2% of Earnings afterwards.

(b) Interest Credited: 3% per annum.

(c) Benefit: Employees, or their beneficiaries if they are deceased, are eligible to receive a refund of their contributions plus interest in the form of a lump sum.

12. Forms of Benefit Payment:

(a) Normal Form: Reduced 55% joint and survivor annuity for married participants; life annuity for single participants. (For single participants, the excess of the retired Participant's contributions with interest over the sum of benefits paid is returned at his death in a lump sum payment to the retired Participant's beneficiary or estate).

(b) Optional Forms: Actuarially Equivalent 5 or 10 years Certain and Continuous, Life Annuity, or a 100% Contingent Annuitant option.

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13. Cost of Living Adjustments

Effective April 1, 1987, benefits paid to pensioners and beneficiaries as of April 1, 1987 were increased .25% for each month from the later of benefit commencement date or April 1, 1985 through March 31, 1987. Pensioners' benefits were previously increased in 1981, 1983, and 1985.

Effective April 1, 1988, and each April 1 thereafter, each participant and beneficiary receiving retirement or survivor benefits from the Plan shall be entitled to have the benefit he or she is then receiving increased by the same percentage as the increase in the average Consumer Price Index – Urban Wage Earners and Clerical Workers (CPI-W) for the third quarter of the preceding year, or by four percent (4%), whichever is the lesser figure. For those years when the Consumer Price Index exceeds 4%, the Benefits Program Manager and the Trustees, upon review of the financial conditions of the Plan, may recommend to the Commander increases of more than 4%.

14. Changes In Plan Since Prior Valuation

None.