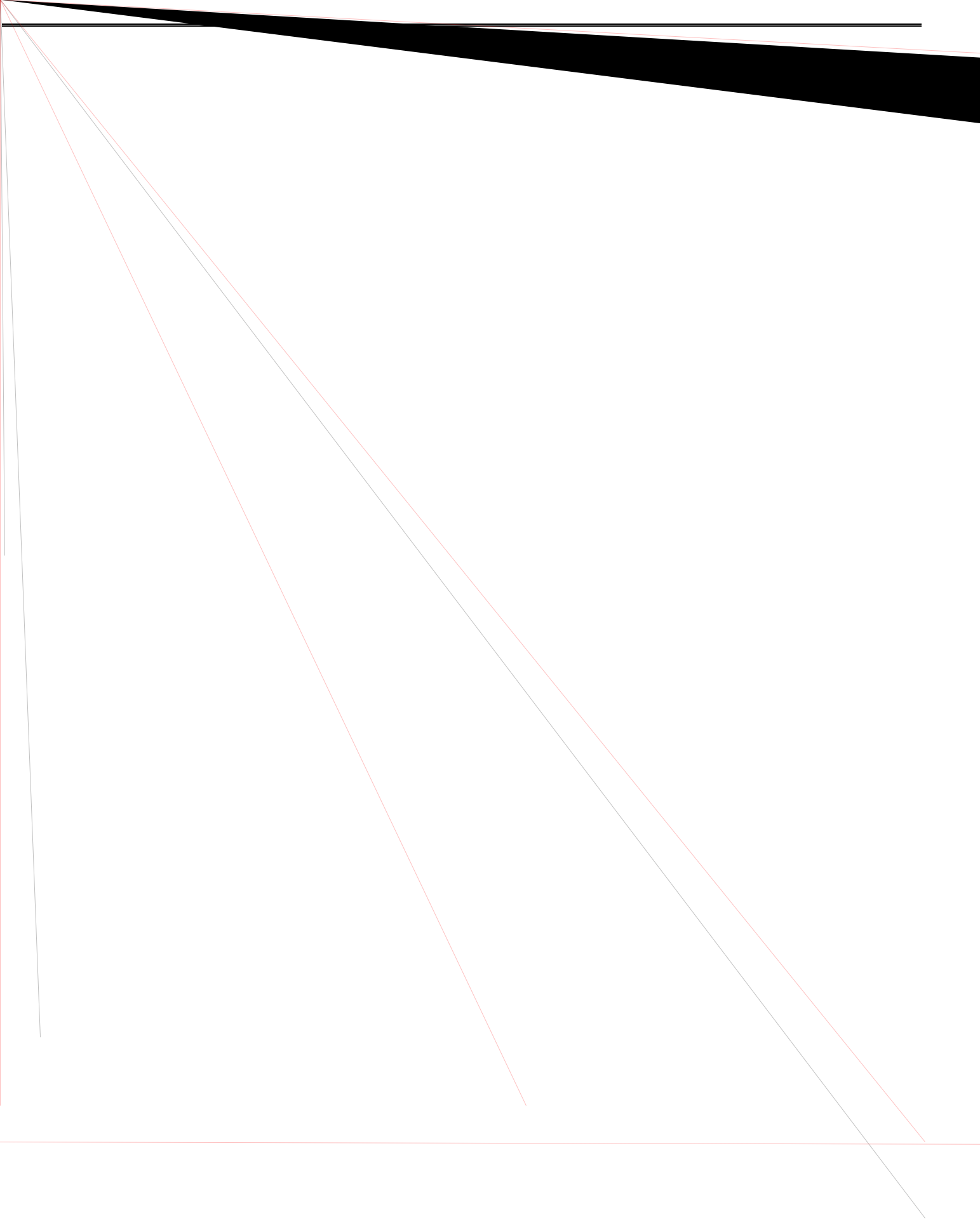


**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**



**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

RETIREMENT CONTRIBUTION RATES - PERS (DC)

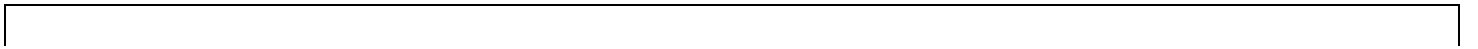
Code Section 401 A  
IRS Qualified and Defined Plan

**PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
**Defined Contribution (DC) Plan<sup>1</sup>**

| Fiscal<br>Year | From   | Thru     | Employee<br>Contribution<br>Rates | Individual<br>Account | Employer Contribution Rates |                   |                  |
|----------------|--------|----------|-----------------------------------|-----------------------|-----------------------------|-------------------|------------------|
|                |        |          |                                   |                       | RMP <sup>3</sup>            | OD&D <sup>4</sup> | HRA <sup>5</sup> |
| 2022           | 1/1/21 | 12/31/21 | 5.0%                              | 5.0%                  | 1.0%                        | 0.0%              | 0.0%             |



**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**



**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

**RETIREMENT CONTRIBUTION RATES – PERS (DC)**

**Code Section 401 A**

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

.....  
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2 ' ) 1 6 ' 2 3 ' 6 ' ) 1 & = > ? # . % 6 @ 6 2 5 # ( ' . ' 5 & 2 & 0 ' 7 & & \* ) 8 . % ( 9 % ( ; < \$ 7 2 ' ) 1 6 ' 2 5 \* 6 & 1 3 H & \* 6 = > I # . % 6 1  
! # < , - . \* / ' + 5 \* 6 & 1 3 H & \* 6 ( % + ' 5 % 5 H . % & 2 H - & & 0 ' % - . 1 5 3 . ' 7 \* 5 1 6 7 ' 5 H + 1 & / 8 2 , 1 6 1 ( & % & \* 6 B % D J % K  
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**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

.....  
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**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

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CODE SECTION 403B & 401A  
IRS DEFINED PLAN

OPTIONAL RETIREMENT PROGRAM  
UA ~~ORP~~ Tier 1

Plan 403 B

Plan 401 A

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

**CODE SECTION 403B & 401A  
IRS DEFINED PLAN**

**OPTIONAL RETIREMENT PROGRAM**  
**UA ORP Tier 2<sup>1</sup> & 2**

| <b>Fiscal Year</b> | <b>From</b>     | <b>Thru</b>     | <b>Employee Contribution Rates</b> | <b>Employer Contribution Rates</b> |
|--------------------|-----------------|-----------------|------------------------------------|------------------------------------|
| 07/01/21           | 07/01/21        | 06/30/22        | 8.65%                              | 12.00%                             |
| 08/01/21           | 08/01/21        | 07/31/22        | 8.65%                              | 12.00%                             |
| 09/01/21           | 09/01/21        | 08/31/22        | 8.65%                              | 12.00%                             |
| 10/01/21           | 10/01/21        | 09/30/22        | 8.65%                              | 12.00%                             |
| 11/01/21           | 11/01/21        | 10/31/22        | 8.65%                              | 12.00%                             |
| 12/01/21           | 12/01/21        | 11/30/22        | 8.65%                              | 12.00%                             |
| 01/01/22           | 01/01/22        | 12/31/22        | 8.65%                              | 12.00%                             |
| 02/01/22           | 02/01/22        | 01/31/23        | 8.65%                              | 12.00%                             |
| 03/01/22           | 03/01/22        | 02/28/23        | 8.65%                              | 12.00%                             |
| 04/01/22           | 04/01/22        | 03/31/23        | 8.65%                              | 12.00%                             |
| 05/01/22           | 05/01/22        | 04/30/23        | 8.65%                              | 12.00%                             |
| 06/01/22           | 06/01/22        | 05/31/23        | 8.65%                              | 12.00%                             |
| 07/01/22           | 07/01/22        | 06/30/23        | 8.65%                              | 12.00%                             |
| 08/01/22           | 08/01/22        | 07/31/23        | 8.65%                              | 12.00%                             |
| 09/01/22           | 09/01/22        | 08/31/23        | 8.65%                              | 12.00%                             |
| 10/01/22           | 10/01/22        | 09/30/23        | 8.65%                              | 12.00%                             |
| 11/01/22           | 11/01/22        | 10/31/23        | 8.65%                              | 12.00%                             |
| 12/01/22           | 12/01/22        | 11/30/23        | 8.65%                              | 12.00%                             |
| 01/01/23           | 01/01/23        | 12/31/23        | 8.65%                              | 12.00%                             |
| 02/01/23           | 02/01/23        | 01/31/24        | 8.65%                              | 12.00%                             |
| 03/01/23           | 03/01/23        | 02/28/24        | 8.65%                              | 12.00%                             |
| 04/01/23           | 04/01/23        | 03/31/24        | 8.65%                              | 12.00%                             |
| 05/01/23           | 05/01/23        | 04/30/24        | 8.65%                              | 12.00%                             |
| 06/01/23           | 06/01/23        | 05/31/24        | 8.65%                              | 12.00%                             |
| 07/01/23           | 07/01/23        | 06/30/24        | 8.65%                              | 12.00%                             |
| 08/01/23           | 08/01/23        | 07/31/24        | 8.65%                              | 12.00%                             |
| 09/01/23           | 09/01/23        | 08/31/24        | 8.65%                              | 12.00%                             |
| 10/01/23           | 10/01/23        | 09/30/24        | 8.65%                              | 12.00%                             |
| 11/01/23           | 11/01/23        | 10/31/24        | 8.65%                              | 12.00%                             |
| 12/01/23           | 12/01/23        | 11/30/24        | 8.65%                              | 12.00%                             |
| 01/01/24           | 01/01/24        | 12/31/24        | 8.65%                              | 12.00%                             |
| 02/01/24           | 02/01/24        | 01/31/25        | 8.65%                              | 12.00%                             |
| 03/01/24           | 03/01/24        | 02/28/25        | 8.65%                              | 12.00%                             |
| 04/01/24           | 04/01/24        | 03/31/25        | 8.65%                              | 12.00%                             |
| 05/01/24           | 05/01/24        | 04/30/25        | 8.65%                              | 12.00%                             |
| 06/01/24           | 06/01/24        | 05/31/25        | 8.65%                              | 12.00%                             |
| 07/01/24           | 07/01/24        | 06/30/25        | 8.65%                              | 12.00%                             |
| 08/01/24           | 08/01/24        | 07/31/25        | 8.65%                              | 12.00%                             |
| 09/01/24           | 09/01/24        | 08/31/25        | 8.65%                              | 12.00%                             |
| 10/01/24           | 10/01/24        | 09/30/25        | 8.65%                              | 12.00%                             |
| 11/01/24           | 11/01/24        | 10/31/25        | 8.65%                              | 12.00%                             |
| 12/01/24           | 12/01/24        | 11/30/25        | 8.65%                              | 12.00%                             |
| <b>FY 22-25</b>    | <b>07/01/21</b> | <b>06/30/25</b> | <b>8.65%</b>                       | <b>12.00%</b>                      |

.....

/# ~ ~ fl S 8 MS; BI +/- .%6 =(' ' - %K' fl#%A%1%3.' 6\* .%&+ @%6 fl!!1~° @H6.'(( ' , - .\*/' ' + ' 5' 1A' 2 4+1&&6 % - +\*A%)+\*,  
 @' T; \*) ~ %5H.& %62 7&@) \$' .%&\*6 (=2L' 5&+\*) 7&&4 12' EH, %6 \$' (\*H+5' (#

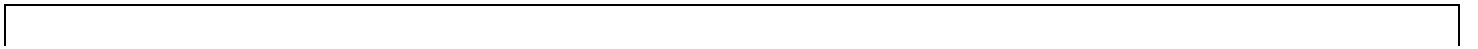
!# 8( \*) fl! L1 ~° @@' S 8 MS; BI+! (' .' 5&\*6 4%( , %2' %A%1%3.' & 6' 4./~0L' 2 MS; 3' 6')1&.K13.' ' , - .\*/' ' (  
 =D' 5H&1A' ( %62 + KH.%+)%5H.&#

**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

CODE SECTION 403B & 401A  
IRS DEFINED PLAN

OPTIONAL RETIREMENT PROGRAM  
UA ORP Tier 3<sup>1</sup>

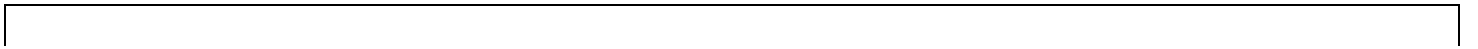
| <u>Fiscal Year</u> | <u>From</u> | <u>Thru</u> | <u>Employee Contribution Rates</u> | <u>Employer Contribution Rates</u> |
|--------------------|-------------|-------------|------------------------------------|------------------------------------|
|--------------------|-------------|-------------|------------------------------------|------------------------------------|











**BENEFIT REMITTANCES/ACTIVE EMPLOYEE - Contribution Rates**

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/# 8( \*) /1 /1 ž! @&' H6 1A' +( 1& \* - & 2 \*H&\*) &' 7\*5P% 7' 5H+1& (