

Employee-Employer Retirement Schedule  
12% Program

Salary Range		Percentage Sharing	
FROM	TO	Employer Contribution	Employee Contribution
Up to	\$25,999	10.00%	2.00%
\$26,000	\$26,999	9.90%	2.10%
\$27,000	\$27,999	9.80%	2.20%
\$28,000	\$28,999	9.70%	2.30%
\$29,000	\$29,999	9.60%	2.40%
\$30,000	\$30,999	9.50%	2.50%
\$31,000	\$31,999	9.40%	2.60%
\$32,000	\$32,999	9.30%	2.70%
\$33,000	\$33,999	9.20%	2.80%
\$34,000	\$34,999	9.10%	2.90%
\$35,000	\$35,999	9.00%	3.00%
\$36,000	\$36,999	8.90%	3.10%
\$37,000	\$37,999	8.80%	3.20%
\$38,000	\$38,999	8.70%	3.30%
\$39,000	\$39,999	8.60%	3.40%
\$40,000	\$40,999	8.50%	3.50%
\$41,000	\$41,999	8.40%	3.60%
\$42,000	\$42,999	8.30%	3.70%
\$43,000	\$43,999	8.20%	3.80%
\$44,000	\$44,999	8.10%	3.90%
\$45,000	and over	8.00%	4.00%

Employer contributions will be 10% of base earnings under \$25,999

Employer contributions will be 8% of base earnings above \$45,000