Town of Jamestown, Rhode Island Police Department Pension Plan

Actuarial Valuation as of July 1, 2020

For the Period Beginning July 1, 2020

and Ending June 30, 2021

Prepared By:

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October 2020

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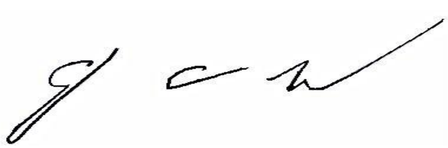
I. INTRODUCTION

This report presents the results of the actuarial valuation as of July 1, 2020 of the Town of Jamestown, Rhode Island Police Department Pension Plan. The purpose of the report is to illustrate the current position of the plan and present information which will assist the Town in determining the appropriate contribution for the period beginning July 1, 2020 and ending June 30, 2021. The plan provisions reflect the most recent agreement between the Town of Jamestown and the International Brotherhood of Police Officers Local 305.

Section II of this report illustrates two levels of plan contributions - one equals the normal cost plus a 15 year amortization of the unfunded actuarial accrued liability and the other equals the normal cost plus a 10 year amortization of the unfunded actuarial accrued liability. Section II also shows the portion expected to be funded by employee contributions and the balance to be funded by the Town.

The major provisions of the plan upon which this valuation is based are illustrated in Section III.

This valuation was prepared on the basis of information submitted to The Angell Pension Group, Inc. in the form of payroll and asset data, as well as ancillary material pertaining to the plan. We have not independently verified, nor do we make any representations as to, the accuracy of such information.



Jeffrey C. Liter, Ph.D., E.A., M.A.A.A.
Enrolled Actuary

October 29, 2020
Date

II. BREAKDOWN OF PLAN CONTRIBUTIONS

This Section allocates the Total Plan Contribution for the period ending June 30, 2021 between the Police Officers' mandatory employee contributions and the Town's contribution. Refer to Section IX of the valuation for the Development of the Total Plan Contribution.

	15 Year Amortization	10 Year Amortization
1. Total Plan Contribution, if paid on June 30, 2021	$346,776	$359,564
2. Expected Police Officer Contributions*	94,068	94,068
3. Expected interest on (2), assuming monthly payments throughout the year	3,567	3,567
4. Town's Contribution, assuming payment June 30, 2021 [(1) - (2) - (3)]	249,141	261,929

*Effective July 1, 2009, 9% of base pay plus longevity.

III. SUMMARY OF PLAN PROVISIONS

Plan Year:	Effective July 1, 2009, the twelve (12)-consecutive-month period beginning July 1 and ending June 30. Prior to July 1, 2009, the Plan Year is the twelve (12)-consecutive-month period beginning January 1 and ending December 31. The period from January 1, 2009 to June 30, 2009 is a short Plan Year.
Eligibility Requirements:	Age: None Service: None Other: Must be employed on a full-time basis by the Police Department, whose customary employment is for at least 37 1/3 hours per week and for 52 weeks per year.
Employee Contributions:	Must also agree to make the mandatory employee contributions equal to 8% of compensation. Effective July 1, 2008, employee shall contribute eight and one-half percent (8.5%) of their base pay plus longevity. Effective July 1, 2009, employee shall contribute nine percent (9.0%) of their base pay plus longevity.
Plan Entry Date:	An eligible employee will enter the plan on the first day of the month coincident or next following the completion of the eligibility requirements.
Normal Retirement Date:	A participant hired before March 1, 1986 shall have a normal retirement date equal to the earlier of his 55th birthday, or the completion of a specified number of years of service, depending upon the date of hire. A participant hired on or after March 1, 1986 shall have a normal retirement date equal to the earlier of his 55th birthday, or the completion of 25 years of service. Effective March 1, 2007, the Plan allows for a normal retirement after 20 years of service. All participants hired on or after July 1, 2014 shall have a normal retirement date at the completion of 25 years of service.
Compensation:	Monthly equivalent of base compensation plus longevity pay paid in

a plan year, exclusive of overtime pay, shift differentials or any other program of deferred compensation.

Average Compensation: For Participants hired prior to July 1, 2014, computed on the thirty-six (36) consecutive months of full service prior to date of normal or late retirement or termination.

For participants hired on or after July 1, 2014, computed on the sixty (60) consecutive months of full service prior to date of normal or late retirement or termination.

Normal Retirement Benefit: For Participants hired before July 1, 2014:
A monthly benefit equal to the sum of (a) plus (b), subject to a maximum of (c):

(a) 2.5 percent of Average Compensation multiplied by years of service up to 20

(b) 2.0 percent of Average Compensation multiplied by years of service in excess of 20 years

(c) 75 percent of Average Compensation

For Participants hired on or after July 1, 2014:
A monthly benefit equal to the sum of (a) plus (b), subject to a maximum of (c):

(a) 2.4 percent of Average Compensation multiplied by years of service up to 25

(b) 2.0 percent of Average Compensation multiplied by years of service in excess of 25 years

(c) 75 percent of Average Compensation

Normal Form of Benefit: Life annuity for the participant's lifetime, his spouse shall receive payment of 67.5 percent of the monthly payment paid to the participant. Such payments shall cease upon the death or remarriage of the spouse.

Monthly payments to the legal guardian of dependent children may become payable in certain situations.

Cost of Living Increases: Upon attainment of age 55, the retirement benefit will be increased by 1% per year (compounded annually) for each year from retirement age to age 55. The benefit will continue to increase at a rate of 2% per year until age 65. Payments after age 65 will remain the same as the age 65 benefit.

Effective July 1, 2007, members retiring on July 1, 2007 or later, the COLA formula changed and is based on Years of Service. For members retiring with at least 20 Years of Service, the base benefit is increased by a 1% annual COLA, compounded from the date of retirement to the date of attainment of 25 Years of Service (as if the Participant had remained in active employment). From the date of attainment of 25 Years of Service (and for members retiring with more than 25 Years of Service) the annual COLA is 3%.

Effective July 1, 2014, for members whose employment date occurred on or after July 1, 2014 who have retired and are receiving a monthly benefit, shall receive a simple COLA increase each year based on the CPIU with a maximum annual increase of 3.0% and a minimum increase of 0.0%.

Accrued Benefit: The Normal Retirement Benefit based on Average Compensation and Years of Service to date.

Late Retirement: Participants who continue employment after their Normal Retirement Date are eligible for a late retirement benefit equal to the accrued benefit determined at actual retirement.

Death Benefit: <u>Single Sum Death Benefit</u>

If a participant shall die while employed, he shall receive a single sum benefit equal to the greater of (a) and (b):

(a) the value of accumulated contributions, plus credited interest

(b) $400 multiplied by years of service up to 25 years, subject to a minimum benefit of $2,000

<u>Spouse Death Benefit</u>

The spouse of a participant who dies while employed will be eligible to receive a surviving spouse benefit equal to 40 percent of Average Compensation. This benefit is payable until the earlier of the spouse's death or remarriage.

The plan may provide death benefits for dependent children, and in cases of death after employment ceases and death following normal retirement date.

Disability Benefit: Non-Occupational Disability

A participant who has completed at least 7 years of service and becomes totally and permanently disabled shall be entitled to receive a benefit equal to 50 percent of the Participant's Average Compensation at the time of disability.

Occupational Disability

A participant who becomes totally and permanently disabled as a result of the course of his employment shall be entitled to receive a benefit equal to 66 2/3 percent of the Participant's rate of pay at the time of disability.

Vesting: Based on Years of Service, subject to the following schedule:

Years of Service	Vested Percentage
Less than 10 years	0%
10 years or more	100%

IV. ACTUARIAL COST METHODS

A. Actuarial Cost Method

Costs for retirement benefits have been computed in accordance with the Entry Age Normal Cost Method.

The normal cost is the sum of the normal costs for all active participants who have not reached the assumed retirement date. For each such participant, the individual normal cost is the participant's normal cost accrual rate multiplied by the participant's current compensation. The normal cost accrual rate equals (a) the actuarial present value of future benefits as of the participant's entry age divided by (b) the actuarial present value of future compensation as of the participant's entry age. For other participants, the normal cost equals zero.

The accrued liability is the sum of the individual accrued liabilities for all participants. The individual accrued liability is equal to the actuarial present value of future benefits less the normal cost accrual rate multiplied by the actuarial present value of future compensation.

Costs for death and disability benefits are funded on a reserve basis along with the retirement benefits.

B. Asset Valuation Method

The actuarial value of the plan assets used in determining plan costs is equal to the fair market value.

C. Changes In Actuarial Methods

No change in actuarial cost methods have occurred since the prior valuation.

V. ACTUARIAL ASSUMPTIONS

A. Assumptions Used For The Current Period

Actuarial assumptions are estimates as to the occurrence of future events affecting the costs of the plan such as mortality rates, withdrawal rates, changes in compensation level, retirement ages, rates of investment earnings, expenses, etc. The assumptions have been chosen to anticipate the long-range experience of the plan.

Investment Return:	7% per annum
Mortality:	Pub-2010 Safety Employee / Retiree with MP-2019 Generational Improvements (Male/Female)
Withdrawal Rate:	None
Salary Scale:	3% per annum
Assumed Retirement Age:	The later of (a) the earlier of age 55 and the completion of 25 years of service, or (b) the participant's current age.
Disability:	Occupational disability assumed to be three times the rates specified by the 1974 Railroad Retirement Board Valuation.
Marital Status:	For purposes of death benefits and post-retirement survivor benefits, 90% of plan participants are assumed to be married. Males are assumed to be 3 years older than females.
Cost of Living Adjustment:	Effective July 1, 2014, Members whose employment date occurred on or after July 1, 2014 who have retired and are receiving a monthly benefit, shall receive a simple COLA increase each year based on the CPIU with a maximum annual increase of 3.0% and a minimum increase of 0.0%. For purposes of the valuation, we assume this increase will be 1.5%

B. Changes In Actuarial Assumptions

The mortality tables were updated to the most current tables released by the Society of Actuaries and recommended to be used for public pension plans.

The salary scale was reduced from 4% to 3%.

The CPI-U assumption was increased from 1.0% to 1.5%

Town of Jamestown, Rhode Island Police Department Pension Plan
Summary of Actuarial Assumptions as of July 1, 2020

Assumption		Entity Who Selects Assumption	Basis for Assumption Selection	Change in Assumption
Discount Rate	7.00%	The Angell Pension Group, Inc.	Equal to the long-term rate of return on assets.	None
Long-Term Rate of Return on Assets	7.00%	The Angell Pension Group, Inc.	The assumed long-term rate of return on assets is developed based on the allocation of the Plan's assets by investment class and the capital market outlook for each investment class. This information is provided by the Plan's investment advisor.	None
Salary Scale	3.00%	The Angell Pension Group, Inc.	This assumption was set based on a review of experience under the Plan.	The Salary Scale changed from 4.00% as of the prior measurement date, July 1, 2019 to reflect the best estimate of future experience under the plan. This change decreased the Accrued Liability as of the current measurement date, July 1, 2020, by 1.06%.
Taxable Wage Base Increase	N/A	N/A	N/A	None
Pre-Retirement Mortality	Pub-2010 Safety Employee with MP-2019 Generational Improvements (M/F)	The Angell Pension Group, Inc.	The Society of Actuaries published a study of retirement experience in 2019. The Pub-2010 tables presented in the study represent the most current and complete benchmarks of U.S. public pension plan mortality experience. As recommended by the authors of the study, the mortality tables used for the Plan include generational projection of mortality improvements using the MP-2019 projection scale.	The mortality tables changed from the RP-2014 Blue Collar Employee with MP-2018 Generational Improvements (M/F) as of the prior measurement date, July 1, 2019. The change was made to reflect the best estimate of future experience under the plan. This change, together with the change in post-retirement and disability mortality, increased the Accrued Liability as of the current measurement date, July 1, 2020, by 2.70%.
Post-Retirement Mortality	Pub-2010 Safety Healthy Retiree and Contingent Survivor with MP-2019 Generational Improvements (M/F)	The Angell Pension Group, Inc.	The Society of Actuaries published a study of retirement experience in 2019. The Pub-2010 tables presented in the study represent the most current and complete benchmarks of U.S. public pension plan mortality experience. As recommended by the authors of the study, the mortality tables used for the Plan include generational projection of mortality improvements using the MP-2019 projection scale.	The mortality tables changed from the RP-2014 Blue Collar Healthy Annuitant with MP-2018 Generational Improvements (M/F) as of the prior measurement date, July 1, 2019. The change was made to reflect the best estimate of future experience under the plan. This change, together with the change in pre-retirement and disability mortality, increased the Accrued Liability as of the current measurement date, July 1, 2020, by 2.70%.

Town of Jamestown, Rhode Island Police Department Pension Plan
Summary of Actuarial Assumptions as of July 1, 2020

Assumption		Entity Who Selects Assumption	Basis for Assumption Selection	Change in Assumption
Disability Mortality	Pub-2010 Disabled Retiree with MP-2019 Generational Improvements (M/F)	The Angell Pension Group, Inc.	The Society of Actuaries published a study of retirement experience in 2019. The Pub-2010 tables presented in the study represent the most current and complete benchmarks of U.S. public pension plan mortality experience. As recommended by the authors of the study, the mortality tables used for the Plan include generational projection of mortality improvements using the MP-2019 projection scale.	The mortality tables changed from the RP-2014 Disabled Retiree with MP-2018 Generational Improvements (M/F) as of the prior measurement date, July 1, 2019. The change was made to reflect the best estimate of future experience under the plan. This change, together with the change in pre-retirement and post-retirement mortality, increased the Accrued Liability as of the current measurement date, July 1, 2020, by 2.70%.
Disability Rates	Occupational disability is assumed to be three times the rates specified by the 1974 Railroad Retirement Board Valuation.	The Angell Pension Group, Inc.	This assumption was set based on a review of experience under the Plan.	None
Withdrawal Rates	None	The Angell Pension Group, Inc.	The incidence of withdrawal under the Plan is negligible	None
Retirement Rates	Active and inactive participants are assumed to retire at the later of (a) the earlier of age 55 and the completion of 25 years of service, or (b) the participant's current age.	The Angell Pension Group, Inc.	This assumption was set based on a review of experience under the Plan.	None
Cost of Living Adjustment	For participants hired after July 1, 2014, the COLA assumption is 1.50%	The Angell Pension Group, Inc.	This assumption was set based on a review of the CPI-U index.	The Cost of Living Adjustment changed from 1.00% as of the prior measurement date, July 1, 2019 to reflect the best estimate of future experience under the plan. This change increased the Accrued Liability as of the current measurement date, July 1, 2020, by 0.05%.
Administrative Expenses	Not included in Normal Cost	The Angell Pension Group, Inc.	The long-term rate of return on assets is assumed to be net of administrative expenses.	None
Percent Married	90% of males and 90% of females are assumed to be married.	The Angell Pension Group, Inc.	This assumption was set based on a review of experience under the Plan.	None
Age of Spouse	The female spouse is assumed to be 3 years younger than the male spouse.	The Angell Pension Group, Inc.	This assumption was set based on a review of experience under the Plan and general experience from similarly situated plans.	None

VI. PLAN ASSETS AS OF JULY 1, 2020

A. Market Value of Plan Assets

WASHINGTON TRUST FINANCIAL MANAGEMENT	
TOTAL WASHINGTON TRUST	$11,551,842
TOTAL MARKET VALUE OF ASSETS	**$11,551,842**

B. Actuarial Value of Plan Assets

Total Market Value of Assets:	**$11,551,842**
Plus: Town receivable contributions	0
Employee receivable contributions	0
Less: Benefits Payable	0
Actuarial Value of Plan Assets:	**$11,551,842**

VII. ACTUARIAL PRESENT VALUE OF ESTIMATED ACCUMULATED PLAN BENEFITS

A. Present Values as of July 1, 2020

	Number of Lives	Vested Benefits	Non-Vested Benefits	Total Present Value
Active Lives:	14	3,608,971	872,670	4,481,641
Vested Terminations:*	2	301,783	0	301,783
Retired Lives:	14	6,745,080	0	6,745,080
Totals:	30	10,655,834	872,670	11,528,504

***Will receive return of employee contributions.**

B. Basis of Determination

The actuarial assumptions used in calculating the Actuarial Present Value of Estimated Accumulated Plan Benefits are shown in Section V, except that no salary projection was assumed.

C. Description of Accumulated Benefits

The estimated accumulated benefits whose present values are shown in A above are the estimated benefits accrued through July 1, 2020, based upon service and compensation through that date. Compensation for purposes of determining the Present Value of Estimated Accumulated Plan Benefits includes longevity payments.

VIII. DEVELOPMENT OF UNFUNDED ACCRUED LIABILITY AND NORMAL COST

A. Unfunded Actuarial Accrued Liability

1.	Actuarial Accrued Liability as of July 1, 2020	11,944,286
2.	Actuarial Value of Assets as of July 1, 2020	11,551,842
3.	Unfunded Actuarial Accrued Liability as of July 1, 2020 [(1) - (2)]	392,444

B. Normal Cost

Total Entry Age Normal Cost as of July 1, 2020 (Retirement, Death and Disability Benefits)	283,821

NOTE: The actuarial accrued liability shown in A.1 above takes into account projected salary increases and is based on salary excluding longevity.

IX. DEVELOPMENT OF TOTAL PLAN CONTRIBUTIONS

This section develops the Total Plan Contribution including the employee contributions mandated for the Police Officers. Refer to Section II for a breakdown of the recommended contribution between the Police Officers and the Town.

A. FIFTEEN YEAR AMORTIZATION CONTRIBUTION

1. Normal Cost	$283,821
2. Fifteen Year Amortization of Unfunded Actuarial Accrued Liability (zero, if unfunded is less than zero)	40,269
3. Interest on (1) and (2) to June 30, 2021	22,686
4. Total Contribution if paid on June 30, 2021 [(1) + (2) + (3)]	346,776
5. Total Annualized Payroll as of June 30, 2021	1,045,198*
6. Total Contribution as a Percentage of Payroll [(4) / (5)]	33.18%

B. TEN YEAR AMORTIZATION CONTRIBUTION

1. Normal Cost	$283,821
2. Ten Year Amortization of Unfunded Actuarial Accrued Liability (zero, if unfunded is less than zero)	52,220
3. Interest on (1) and (2) to June 30, 2021	23,523
4. Total Contribution if paid on June 30, 2021 [(1) + (2) + (3)]	359,564
5. Total Annualized Payroll as of June 30, 2021	1,045,198*
6. Total Contribution as a Percentage of Payroll [(4) / (5)]	34.40%

NOTE: Payroll reported in Item 5 in both above sections includes longevity.

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XI. RECONCILIATION OF PLAN PARTICIPANTS

	Active	Vested Term	Retired	Total
Participants included in the 07-01-2019 valuation	13	2	14*	29
Data corrections	0	0	0	0
Terminated vested	0	0	0	0
Retired	0	0	0	0
Died with beneficiary	0	0	0	0
Died without beneficiary	0	0	0	0
Alternate Payee (QDRO)	0	0	0	0
Lump sum	0	0	0	0
Terminated non-vested	0	0	0	0
Rehired	0	0	0	0
New participants	1	0	0	1
Participants included in the 07-01-2020 valuation	14	2	14*	30

*Includes two beneficiaries.

XII. EXPECTED BENEFIT PAYMENTS IN FUTURE

For plan year beginning in:	Payments
2020	556,000
2021	565,000
2022	632,000
2023	670,000
2024	679,000
2025	714,000
2026	722,000
2027	793,000
2028	871,000
2029	978,000
2030	987,000
2031	1,039,000
2032	1,046,000
2033	1,053,000
2034	1,059,000

Note: The amounts shown above are the present values at the valuation date, and its anniversaries, of the benefits expected to be paid during the plan year.

XIII. ADDITIONAL ACTUARIAL DISCLOSURES

Actuarial Standards of Practice require an actuary to identify risks that may be reasonably expected to impact the Plan's financial stability. The following risks have been identified by the Plan's actuary as potential risks that may have a material impact on the Plan's funding, including future contribution requirements and the ability to pay benefits when due, if experience varies from that expected in the valuation.

The identification of the risks below does not imply that the Plan *will* experience adverse consequences. Rather, the identification of the specific risks is intended to equip the Plan Sponsor with qualitative information regarding the environment in which the Plan is currently operating, and the potential risks inherent in the environment. Although the provision of quantitative analysis with respect to the risks below is outside of the scope of the annual valuation, we are available to provide additional analysis with respect to any or all of the risks identified below, including stochastic modeling, forecasting, and cash flow projections, at your request, to better assist your organization with understanding these risks. Please contact your plan administrator or actuary at The Angell Pension Group, Inc. ("Angell") for more information.

I. <u>Identification and Measurement of Risk:</u>

- <u>Investment Risk</u> – Pension plans are subject to the inherent risks associated with the various investment classes that comprise the asset portfolio. Plans with higher allocation toward equities may be subject to higher risk, both positive and negative. To the extent that the Plan's investments return a rate less than necessary to maintain certain asset levels, there is a risk that the Plan could become underfunded, and additional cash contributions would be required from the Plan sponsor to make benefit payments when they become due.
- <u>Asset/Liability Mismatch Risk</u> – Pension plan investments have a "duration" over which investments are expected to mature. Similarly, pension plan liabilities have a duration based on the length of time over which benefits are expected to be paid. To the extent that the duration of the assets is different from the liabilities, changes in asset values may not be matched by changes in plan liabilities. We recommend you consult with your financial advisor to discuss the Plan's asset duration. Additional information regarding the Plan's liability duration is presented below in the Plan Maturity Measures section.
- <u>Interest Rate Risk</u> – Pension plan liabilities are calculated using various assumptions, including a defined set of interest rates. As the interest rates for valuing pension liabilities decrease, the liability increases. As liabilities increase, the funded status of the Plan may decrease. Government plans are subject to an interest discount rate based on the allocation of the Plan's assets, and the capital market outlook for each investment class in the portfolio. If the actual investment returns are lower than the assumed return, the Plan may experience funding shortfall, and higher required contributions in future years.
- <u>Mortality/Longevity Risk</u> – Pension plans provide benefits payable for the lifetimes of Plan participants. To the extent participants live longer than expected, the Plan may become underfunded as a result of higher benefit payments than expected over the life

of the Plan. For funding purposes, the mortality tables are selected by the Plan actuary and used to calculate the Plan liability for cash contribution purposes. We continue to monitor that the tables are appropriate based on the specific demographics of your Plan.

- Retirement/Demographic Risk – Pension plan participants may be assumed to retire at various ages. The assumption is based on prior experience of the Plan, and industry-wide retirement trends. To the extent actual retirements deviate from the expected retirements, the Plan may experience liability gains or losses. Plans with actively accruing benefit formulas may be subject to additional risk of underfunding as participants continue to age and earn benefit accruals, particularly if accruals continue after the Plan's Normal Retirement Age. Plans that offer a full or partially subsidized early retirement provision may be subject to additional risk of being underfunded if participants retire earlier than expected.
- Other Demographic Risk – To the extent that demographic experience varies from that assumed in the funding calculations, the Plan may experience funding shortfalls and higher contributions in future years. We monitor the demographic experience under the Plan each year, and recommend changes to the demographic assumptions as necessary. We are available to provide specific demographic analysis upon request.
- Contribution Risk – The continued funding of the Plan depends on the Plan Sponsor maintaining certain levels of funding that are sufficient to pay benefits as they become due. To the extent the Plan Sponsor does not make sufficient contributions, the Plan may be subject to underfunding. The continued funding of government pension plans also depends on the ongoing required employee contributions. The enclosed funding results are based on the assumption that employee contributions will continue as required, in the amount required. To the extent employee contributions are not made as required, or not made in the amount required, the Plan Sponsor may be responsible for any resulting shortfall.

II. Plan Maturity Measures

As identified above, pension plans have inherent longevity risks. Plan maturity measures provide qualitative guidance on the longevity risks of a specific plan. We are including the following maturity measures and are available to consult with you regarding the impact that various decisions may have on your Plan's maturity and the ability of your Plan to meet future benefit obligations.

The duration of the actuarial accrued liability as of the measurement date is 14 years.

The duration of the Plan's liabilities provides a measure of the sensitivity of the liability to changes in the interest rate. A higher duration value implies a higher sensitivity to interest rate changes. As outlined in the risk identification disclosures, your Plan is exposed to Interest Rate Risk, and with the duration measure of 14 years, the liability can be reasonably expected to change by approximately 1.4%, for every 10 basis point shift in the effective interest rate.

The Plan's liability duration also provides numerical information with respect to the longevity of the Plan, by outlining the period over which the Plan may reasonably expect to make distributions. If participants live longer than expected, the Plan's exposure to longevity/mortality risk may increase, as a result of making payments longer than expected.

Finally, the duration is also relevant for measuring the balance of the Plan liabilities compared to the Plan assets. As outlined in the risk identification disclosures, your Plan may be exposed to asset/liability mismatch if the duration measures are not aligned. You may wish to discuss the Plan's asset duration with your investment advisor, to better assess this identified risk. We are available to provide you with additional information for mitigating the risks presented, as they relate to your Plan's duration. Please contact your consultant at Angell for more information.

III. Historical Plan Values

The following historical values are included to provide additional background regarding the Plan.

- Actual Asset Rate of Return/Discount Rate - The Plan's historical asset rate of return is shown below for the current and prior measurement dates, based on asset information provided by the Plan Sponsor.

  The discount rate corresponds to the liability value as of the measurement date. The discount rate can be used as a benchmark for the growth in the Plan's liability from the beginning of the Plan year to the end of the Plan year. To the extent the actual rate of return on Plan assets does not keep pace with the discount rate, the Plan may experience a funding shortfall, which may increase the required minimum contributions in future years.

Valuation Year End	6/30/2021	6/30/2020	6/30/2019	6/30/2018	6/30/2017	6/30/2016
Actual Rate of Return on Assets	*TBD*	4.68%	9.83%	5.01%	5.80%	4.36%
Discount Rate	7.00%	7.00%	7.00%	7.00%	7.00%	7.00%

- Actual contributions compared to actuarially recommended contributions - The Plan's actual contributions compared to actuarially recommended contributions are shown below for the current and prior measurement dates, based on asset information provided by the Plan Sponsor.

Valuation Year End	6/30/2021	6/30/2020	6/30/2019	6/30/2018	6/30/2017	6/30/2016
Actual contributions	TBD	228,848	208,159	183,065	175,000	165,547
Actuarially recommended contributions	249,141	197,941	228,848	201,772	208,159	183,064
Ratio of Actual to Recommended	TBD	115.61%	90.96%	90.73%	84.07%	90.43%