

**Fringe Rate Detail 2011 - September 2014**

GL Unit	Eff Date	Account	Account Description	Act Fringe Rate
110	2011-01-12	4081033	Fringe Benefit Loading - FICA	7.30
110	2011-01-12	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
110	2011-01-12	4081035	Fringe Benefit Loading - State Unemployment Tax	0.20
110	2011-01-12	9250010	Fringe Benefit Loading - Workers Comp	1.70
110	2011-01-12	9260050	Fringe Benefit Loading - Pension	11.60
110	2011-01-12	9260051	Fringe Benefit Loading - Insurance	18.00
110	2011-01-12	9260052	Fringe Benefit Loading - Savings	4.00
110	2011-01-12	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	7.90
117	2011-01-12	4081033	Fringe Benefit Loading - FICA	7.30
117	2011-01-12	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
117	2011-01-12	4081035	Fringe Benefit Loading - State Unemployment Tax	0.20
117	2011-01-12	9250010	Fringe Benefit Loading - Workers Comp	1.30
117	2011-01-12	9260050	Fringe Benefit Loading - Pension	11.00
117	2011-01-12	9260051	Fringe Benefit Loading - Insurance	18.90
117	2011-01-12	9260052	Fringe Benefit Loading - Savings	4.00
117	2011-01-12	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	7.30
180	2011-01-12	4081033	Fringe Benefit Loading - FICA	7.30
180	2011-01-12	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
180	2011-01-12	4081035	Fringe Benefit Loading - State Unemployment Tax	0.20
180	2011-01-12	9250010	Fringe Benefit Loading - Workers Comp	1.80
180	2011-01-12	9260050	Fringe Benefit Loading - Pension	10.10
180	2011-01-12	9260051	Fringe Benefit Loading - Insurance	19.60
180	2011-01-12	9260052	Fringe Benefit Loading - Savings	4.00
180	2011-01-12	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	6.90
110	2011-02-21	4081033	Fringe Benefit Loading - FICA	7.30
110	2011-02-21	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
110	2011-02-21	4081035	Fringe Benefit Loading - State Unemployment Tax	0.20
110	2011-02-21	9250010	Fringe Benefit Loading - Workers Comp	1.70
110	2011-02-21	9260050	Fringe Benefit Loading - Pension	12.00
110	2011-02-21	9260051	Fringe Benefit Loading - Insurance	18.00
110	2011-02-21	9260052	Fringe Benefit Loading - Savings	4.00
110	2011-02-21	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	6.60
117	2011-02-21	4081033	Fringe Benefit Loading - FICA	7.30
117	2011-02-21	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
117	2011-02-21	4081035	Fringe Benefit Loading - State Unemployment Tax	0.20
117	2011-02-21	9250010	Fringe Benefit Loading - Workers Comp	1.30
117	2011-02-21	9260050	Fringe Benefit Loading - Pension	10.90
117	2011-02-21	9260051	Fringe Benefit Loading - Insurance	18.90
117	2011-02-21	9260052	Fringe Benefit Loading - Savings	4.00
117	2011-02-21	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	6.30
180	2011-02-21	4081033	Fringe Benefit Loading - FICA	7.30
180	2011-02-21	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
180	2011-02-21	4081035	Fringe Benefit Loading - State Unemployment Tax	0.20
180	2011-02-21	9250010	Fringe Benefit Loading - Workers Comp	1.80
180	2011-02-21	9260050	Fringe Benefit Loading - Pension	10.00
180	2011-02-21	9260051	Fringe Benefit Loading - Insurance	19.60
180	2011-02-21	9260052	Fringe Benefit Loading - Savings	4.00
180	2011-02-21	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	6.00
110	2011-03-08	4081033	Fringe Benefit Loading - FICA	7.30
110	2011-03-08	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
110	2011-03-08	4081035	Fringe Benefit Loading - State Unemployment Tax	0.20

**Fringe Rate Detail 2011 - September 2014**

<b>GL Unit</b>	<b>Eff Date</b>	<b>Account</b>	<b>Account Description</b>	<b>Act Fringe Rate</b>
110	2011-03-08	9250010	Fringe Benefit Loading - Workers Comp	1.70
110	2011-03-08	9260050	Fringe Benefit Loading - Pension	12.00
110	2011-03-08	9260051	Fringe Benefit Loading - Insurance	17.10
110	2011-03-08	9260052	Fringe Benefit Loading - Savings	4.00
110	2011-03-08	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	6.60
117	2011-03-07	4081033	Fringe Benefit Loading - FICA	7.30
117	2011-03-07	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
117	2011-03-07	4081035	Fringe Benefit Loading - State Unemployment Tax	0.20
117	2011-03-07	9250010	Fringe Benefit Loading - Workers Comp	1.30
117	2011-03-07	9260050	Fringe Benefit Loading - Pension	10.90
117	2011-03-07	9260051	Fringe Benefit Loading - Insurance	17.60
117	2011-03-07	9260052	Fringe Benefit Loading - Savings	4.00
117	2011-03-07	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	6.30
180	2011-03-07	4081033	Fringe Benefit Loading - FICA	7.30
180	2011-03-07	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
180	2011-03-07	4081035	Fringe Benefit Loading - State Unemployment Tax	0.20
180	2011-03-07	9250010	Fringe Benefit Loading - Workers Comp	1.80
180	2011-03-07	9260050	Fringe Benefit Loading - Pension	10.00
180	2011-03-07	9260051	Fringe Benefit Loading - Insurance	19.80
180	2011-03-07	9260052	Fringe Benefit Loading - Savings	4.00
180	2011-03-07	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	6.00
110	2011-04-05	4081033	Fringe Benefit Loading - FICA	7.00
110	2011-04-05	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
110	2011-04-05	4081035	Fringe Benefit Loading - State Unemployment Tax	0.15
110	2011-04-05	9250010	Fringe Benefit Loading - Workers Comp	2.00
110	2011-04-05	9260050	Fringe Benefit Loading - Pension	11.40
110	2011-04-05	9260051	Fringe Benefit Loading - Insurance	19.70
110	2011-04-05	9260052	Fringe Benefit Loading - Savings	3.80
110	2011-04-05	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	4.30
117	2011-04-05	4081033	Fringe Benefit Loading - FICA	7.65
117	2011-04-05	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
117	2011-04-05	4081035	Fringe Benefit Loading - State Unemployment Tax	0.15
117	2011-04-05	9250010	Fringe Benefit Loading - Workers Comp	0.90
117	2011-04-05	9260050	Fringe Benefit Loading - Pension	11.50
117	2011-04-05	9260051	Fringe Benefit Loading - Insurance	18.90
117	2011-04-05	9260052	Fringe Benefit Loading - Savings	4.20
117	2011-04-05	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	4.70
180	2011-04-05	4081033	Fringe Benefit Loading - FICA	6.75
180	2011-04-05	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
180	2011-04-05	4081035	Fringe Benefit Loading - State Unemployment Tax	0.15
180	2011-04-05	9250010	Fringe Benefit Loading - Workers Comp	2.00
180	2011-04-05	9260050	Fringe Benefit Loading - Pension	9.10
180	2011-04-05	9260051	Fringe Benefit Loading - Insurance	18.20
180	2011-04-05	9260052	Fringe Benefit Loading - Savings	3.50
180	2011-04-05	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	4.20
110	2011-07-12	4081033	Fringe Benefit Loading - FICA	7.20
110	2011-07-12	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
110	2011-07-12	4081035	Fringe Benefit Loading - State Unemployment Tax	0.15
110	2011-07-12	9250010	Fringe Benefit Loading - Workers Comp	1.50
110	2011-07-12	9260050	Fringe Benefit Loading - Pension	11.00
110	2011-07-12	9260051	Fringe Benefit Loading - Insurance	18.70

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<b>GL Unit</b>	<b>Eff Date</b>	<b>Account</b>	<b>Account Description</b>	<b>Act Fringe Rate</b>
110	2011-07-12	9260052	Fringe Benefit Loading - Savings	4.00
110	2011-07-12	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	7.40
117	2011-07-11	4081033	Fringe Benefit Loading - FICA	7.65
117	2011-07-11	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
117	2011-07-11	4081035	Fringe Benefit Loading - State Unemployment Tax	0.15
117	2011-07-11	9250010	Fringe Benefit Loading - Workers Comp	0.00
117	2011-07-11	9260050	Fringe Benefit Loading - Pension	10.30
117	2011-07-11	9260051	Fringe Benefit Loading - Insurance	17.90
117	2011-07-11	9260052	Fringe Benefit Loading - Savings	4.40
117	2011-07-11	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	6.90
180	2011-07-11	4081033	Fringe Benefit Loading - FICA	7.30
180	2011-07-11	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
180	2011-07-11	4081035	Fringe Benefit Loading - State Unemployment Tax	0.15
180	2011-07-11	9250010	Fringe Benefit Loading - Workers Comp	0.00
180	2011-07-11	9260050	Fringe Benefit Loading - Pension	11.00
180	2011-07-11	9260051	Fringe Benefit Loading - Insurance	17.20
180	2011-07-11	9260052	Fringe Benefit Loading - Savings	3.70
180	2011-07-11	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	6.40
110	2011-10-03	4081033	Fringe Benefit Loading - FICA	7.50
110	2011-10-03	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.09
110	2011-10-03	4081035	Fringe Benefit Loading - State Unemployment Tax	0.14
110	2011-10-03	9250010	Fringe Benefit Loading - Workers Comp	2.20
110	2011-10-03	9260050	Fringe Benefit Loading - Pension	11.00
110	2011-10-03	9260051	Fringe Benefit Loading - Insurance	16.90
110	2011-10-03	9260052	Fringe Benefit Loading - Savings	4.00
110	2011-10-03	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	5.70
117	2011-10-03	4081033	Fringe Benefit Loading - FICA	7.65
117	2011-10-03	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.09
117	2011-10-03	4081035	Fringe Benefit Loading - State Unemployment Tax	0.12
117	2011-10-03	9250010	Fringe Benefit Loading - Workers Comp	0.00
117	2011-10-03	9260050	Fringe Benefit Loading - Pension	11.20
117	2011-10-03	9260051	Fringe Benefit Loading - Insurance	16.15
117	2011-10-03	9260052	Fringe Benefit Loading - Savings	4.50
117	2011-10-03	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	5.80
180	2011-10-03	4081033	Fringe Benefit Loading - FICA	7.45
180	2011-10-03	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
180	2011-10-03	4081035	Fringe Benefit Loading - State Unemployment Tax	0.14
180	2011-10-03	9250010	Fringe Benefit Loading - Workers Comp	4.40
180	2011-10-03	9260050	Fringe Benefit Loading - Pension	8.70
180	2011-10-03	9260051	Fringe Benefit Loading - Insurance	15.45
180	2011-10-03	9260052	Fringe Benefit Loading - Savings	3.90
180	2011-10-03	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	5.20
110	2012-01-09	4081033	Fringe Benefit Loading - FICA	7.30
110	2012-01-09	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
110	2012-01-09	4081035	Fringe Benefit Loading - State Unemployment Tax	0.10
110	2012-01-09	9250010	Fringe Benefit Loading - Workers Comp	1.00
110	2012-01-09	9260050	Fringe Benefit Loading - Pension	12.00
110	2012-01-09	9260051	Fringe Benefit Loading - Insurance	15.90
110	2012-01-09	9260052	Fringe Benefit Loading - Savings	4.10
110	2012-01-09	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	9.40
117	2012-01-09	4081033	Fringe Benefit Loading - FICA	7.30

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GL Unit	Eff Date	Account	Account Description	Act Fringe Rate
117	2012-01-09	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
117	2012-01-09	4081035	Fringe Benefit Loading - State Unemployment Tax	0.10
117	2012-01-09	9250010	Fringe Benefit Loading - Workers Comp	1.10
117	2012-01-09	9260050	Fringe Benefit Loading - Pension	11.60
117	2012-01-09	9260051	Fringe Benefit Loading - Insurance	15.60
117	2012-01-09	9260052	Fringe Benefit Loading - Savings	4.10
117	2012-01-09	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	9.70
180	2012-01-09	4081033	Fringe Benefit Loading - FICA	7.30
180	2012-01-09	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
180	2012-01-09	4081035	Fringe Benefit Loading - State Unemployment Tax	0.10
180	2012-01-09	9250010	Fringe Benefit Loading - Workers Comp	1.70
180	2012-01-09	9260050	Fringe Benefit Loading - Pension	9.20
180	2012-01-09	9260051	Fringe Benefit Loading - Insurance	17.50
180	2012-01-09	9260052	Fringe Benefit Loading - Savings	4.10
180	2012-01-09	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	8.20
110	2012-04-02	4081033	Fringe Benefit Loading - FICA	7.30
110	2012-04-02	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.07
110	2012-04-02	4081035	Fringe Benefit Loading - State Unemployment Tax	0.15
110	2012-04-02	9250010	Fringe Benefit Loading - Workers Comp	3.60
110	2012-04-02	9260050	Fringe Benefit Loading - Pension	13.60
110	2012-04-02	9260051	Fringe Benefit Loading - Insurance	19.90
110	2012-04-02	9260052	Fringe Benefit Loading - Savings	4.50
110	2012-04-02	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	8.00
117	2012-04-02	4081033	Fringe Benefit Loading - FICA	7.30
117	2012-04-02	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.06
117	2012-04-02	4081035	Fringe Benefit Loading - State Unemployment Tax	0.10
117	2012-04-02	9250010	Fringe Benefit Loading - Workers Comp	0.00
117	2012-04-02	9260050	Fringe Benefit Loading - Pension	13.00
117	2012-04-02	9260051	Fringe Benefit Loading - Insurance	18.45
117	2012-04-02	9260052	Fringe Benefit Loading - Savings	4.50
117	2012-04-02	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	8.00
180	2012-04-02	4081033	Fringe Benefit Loading - FICA	7.30
180	2012-04-02	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.07
180	2012-04-02	4081035	Fringe Benefit Loading - State Unemployment Tax	0.15
180	2012-04-02	9250010	Fringe Benefit Loading - Workers Comp	0.00
180	2012-04-02	9260050	Fringe Benefit Loading - Pension	10.00
180	2012-04-02	9260051	Fringe Benefit Loading - Insurance	19.40
180	2012-04-02	9260052	Fringe Benefit Loading - Savings	4.20
180	2012-04-02	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	7.30
110	2012-07-09	4081033	Fringe Benefit Loading - FICA	7.65
110	2012-07-09	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.06
110	2012-07-09	4081035	Fringe Benefit Loading - State Unemployment Tax	0.14
110	2012-07-09	9250010	Fringe Benefit Loading - Workers Comp	4.50
110	2012-07-09	9260050	Fringe Benefit Loading - Pension	12.30
110	2012-07-09	9260051	Fringe Benefit Loading - Insurance	17.70
110	2012-07-09	9260052	Fringe Benefit Loading - Savings	4.30
110	2012-07-09	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	7.20
117	2012-07-09	4081033	Fringe Benefit Loading - FICA	7.65
117	2012-07-09	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.06
117	2012-07-09	4081035	Fringe Benefit Loading - State Unemployment Tax	0.13
117	2012-07-09	9250010	Fringe Benefit Loading - Workers Comp	0.80

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GL Unit	Eff Date	Account	Account Description	Act Fringe Rate
117	2012-07-09	9260050	Fringe Benefit Loading - Pension	12.30
117	2012-07-09	9260051	Fringe Benefit Loading - Insurance	17.30
117	2012-07-09	9260052	Fringe Benefit Loading - Savings	4.45
117	2012-07-09	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	7.60
180	2012-07-09	4081033	Fringe Benefit Loading - FICA	7.60
180	2012-07-09	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.06
180	2012-07-09	4081035	Fringe Benefit Loading - State Unemployment Tax	0.13
180	2012-07-09	9250010	Fringe Benefit Loading - Workers Comp	0.00
180	2012-07-09	9260050	Fringe Benefit Loading - Pension	9.05
180	2012-07-09	9260051	Fringe Benefit Loading - Insurance	17.40
180	2012-07-09	9260052	Fringe Benefit Loading - Savings	4.00
180	2012-07-09	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	6.60
110	2012-10-01	4081033	Fringe Benefit Loading - FICA	7.65
110	2012-10-01	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.07
110	2012-10-01	4081035	Fringe Benefit Loading - State Unemployment Tax	0.14
110	2012-10-01	9250010	Fringe Benefit Loading - Workers Comp	3.25
110	2012-10-01	9260050	Fringe Benefit Loading - Pension	12.50
110	2012-10-01	9260051	Fringe Benefit Loading - Insurance	17.30
110	2012-10-01	9260052	Fringe Benefit Loading - Savings	4.40
110	2012-10-01	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	7.40
117	2012-10-01	4081033	Fringe Benefit Loading - FICA	7.65
117	2012-10-01	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.06
117	2012-10-01	4081035	Fringe Benefit Loading - State Unemployment Tax	0.13
117	2012-10-01	9250010	Fringe Benefit Loading - Workers Comp	0.90
117	2012-10-01	9260050	Fringe Benefit Loading - Pension	12.60
117	2012-10-01	9260051	Fringe Benefit Loading - Insurance	16.90
117	2012-10-01	9260052	Fringe Benefit Loading - Savings	4.40
117	2012-10-01	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	7.70
180	2012-10-01	4081033	Fringe Benefit Loading - FICA	7.65
180	2012-10-01	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.06
180	2012-10-01	4081035	Fringe Benefit Loading - State Unemployment Tax	0.14
180	2012-10-01	9250010	Fringe Benefit Loading - Workers Comp	0.00
180	2012-10-01	9260050	Fringe Benefit Loading - Pension	9.40
180	2012-10-01	9260051	Fringe Benefit Loading - Insurance	17.15
180	2012-10-01	9260052	Fringe Benefit Loading - Savings	4.00
180	2012-10-01	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	6.85
110	2013-01-07	4081033	Fringe Benefit Loading - FICA	7.30
110	2013-01-07	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
110	2013-01-07	4081035	Fringe Benefit Loading - State Unemployment Tax	0.10
110	2013-01-07	9250010	Fringe Benefit Loading - Workers Comp	1.00
110	2013-01-07	9260050	Fringe Benefit Loading - Pension	11.90
110	2013-01-07	9260051	Fringe Benefit Loading - Insurance	15.80
110	2013-01-07	9260052	Fringe Benefit Loading - Savings	4.10
110	2013-01-07	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	0.00
117	2013-01-07	4081033	Fringe Benefit Loading - FICA	7.30
117	2013-01-07	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
117	2013-01-07	4081035	Fringe Benefit Loading - State Unemployment Tax	0.10
117	2013-01-07	9250010	Fringe Benefit Loading - Workers Comp	1.10
117	2013-01-07	9260050	Fringe Benefit Loading - Pension	11.90
117	2013-01-07	9260051	Fringe Benefit Loading - Insurance	15.90
117	2013-01-07	9260052	Fringe Benefit Loading - Savings	4.10

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GL Unit	Eff Date	Account	Account Description	Act Fringe Rate
117	2013-01-07	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	0.00
180	2013-01-07	4081033	Fringe Benefit Loading - FICA	7.30
180	2013-01-07	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
180	2013-01-07	4081035	Fringe Benefit Loading - State Unemployment Tax	0.10
180	2013-01-07	9250010	Fringe Benefit Loading - Workers Comp	1.70
180	2013-01-07	9260050	Fringe Benefit Loading - Pension	9.10
180	2013-01-07	9260051	Fringe Benefit Loading - Insurance	17.20
180	2013-01-07	9260052	Fringe Benefit Loading - Savings	4.10
180	2013-01-07	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	0.00
110	2013-04-01	4081033	Fringe Benefit Loading - FICA	7.65
110	2013-04-01	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.06
110	2013-04-01	4081035	Fringe Benefit Loading - State Unemployment Tax	0.15
110	2013-04-01	9250010	Fringe Benefit Loading - Workers Comp	1.80
110	2013-04-01	9260050	Fringe Benefit Loading - Pension	16.25
110	2013-04-01	9260051	Fringe Benefit Loading - Insurance	18.50
110	2013-04-01	9260052	Fringe Benefit Loading - Savings	4.20
110	2013-04-01	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	4.00
117	2013-04-01	4081033	Fringe Benefit Loading - FICA	7.40
117	2013-04-01	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.05
117	2013-04-01	4081035	Fringe Benefit Loading - State Unemployment Tax	0.11
117	2013-04-01	9250010	Fringe Benefit Loading - Workers Comp	2.00
117	2013-04-01	9260050	Fringe Benefit Loading - Pension	17.40
117	2013-04-01	9260051	Fringe Benefit Loading - Insurance	18.60
117	2013-04-01	9260052	Fringe Benefit Loading - Savings	3.90
117	2013-04-01	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	0.00
180	2013-04-01	4081033	Fringe Benefit Loading - FICA	7.45
180	2013-04-01	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.07
180	2013-04-01	4081035	Fringe Benefit Loading - State Unemployment Tax	0.14
180	2013-04-01	9250010	Fringe Benefit Loading - Workers Comp	1.10
180	2013-04-01	9260050	Fringe Benefit Loading - Pension	11.80
180	2013-04-01	9260051	Fringe Benefit Loading - Insurance	19.10
180	2013-04-01	9260052	Fringe Benefit Loading - Savings	3.70
180	2013-04-01	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	0.00
110	2013-07-08	4081033	Fringe Benefit Loading - FICA	7.35
110	2013-07-08	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.07
110	2013-07-08	4081035	Fringe Benefit Loading - State Unemployment Tax	0.15
110	2013-07-08	9250010	Fringe Benefit Loading - Workers Comp	8.70
110	2013-07-08	9260050	Fringe Benefit Loading - Pension	15.20
110	2013-07-08	9260051	Fringe Benefit Loading - Insurance	16.30
110	2013-07-08	9260052	Fringe Benefit Loading - Savings	4.20
110	2013-07-08	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(3.60)
117	2013-07-08	4081033	Fringe Benefit Loading - FICA	7.15
117	2013-07-08	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.05
117	2013-07-08	4081035	Fringe Benefit Loading - State Unemployment Tax	0.12
117	2013-07-08	9250010	Fringe Benefit Loading - Workers Comp	2.30
117	2013-07-08	9260050	Fringe Benefit Loading - Pension	16.60
117	2013-07-08	9260051	Fringe Benefit Loading - Insurance	16.55
117	2013-07-08	9260052	Fringe Benefit Loading - Savings	4.10
117	2013-07-08	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(4.10)
180	2013-07-08	4081033	Fringe Benefit Loading - FICA	6.90
180	2013-07-08	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.07

**Fringe Rate Detail 2011 - September 2014**

GL Unit	Eff Date	Account	Account Description	Act Fringe Rate
180	2013-07-08	4081035	Fringe Benefit Loading - State Unemployment Tax	0.14
180	2013-07-08	9250010	Fringe Benefit Loading - Workers Comp	4.30
180	2013-07-08	9260050	Fringe Benefit Loading - Pension	10.85
180	2013-07-08	9260051	Fringe Benefit Loading - Insurance	16.50
180	2013-07-08	9260052	Fringe Benefit Loading - Savings	3.80
180	2013-07-08	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(3.70)
110	2013-10-01	4081033	Fringe Benefit Loading - FICA	7.55
110	2013-10-01	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.07
110	2013-10-01	4081035	Fringe Benefit Loading - State Unemployment Tax	0.15
110	2013-10-01	9250010	Fringe Benefit Loading - Workers Comp	5.00
110	2013-10-01	9260050	Fringe Benefit Loading - Pension	15.65
110	2013-10-01	9260051	Fringe Benefit Loading - Insurance	16.00
110	2013-10-01	9260052	Fringe Benefit Loading - Savings	4.20
110	2013-10-01	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(2.89)
117	2013-10-01	4081033	Fringe Benefit Loading - FICA	7.40
117	2013-10-01	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.06
117	2013-10-01	4081035	Fringe Benefit Loading - State Unemployment Tax	0.13
117	2013-10-01	9250010	Fringe Benefit Loading - Workers Comp	2.00
117	2013-10-01	9260050	Fringe Benefit Loading - Pension	17.55
117	2013-10-01	9260051	Fringe Benefit Loading - Insurance	16.40
117	2013-10-01	9260052	Fringe Benefit Loading - Savings	4.12
117	2013-10-01	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(3.28)
180	2013-10-01	4081033	Fringe Benefit Loading - FICA	7.50
180	2013-10-01	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.07
180	2013-10-01	4081035	Fringe Benefit Loading - State Unemployment Tax	0.15
180	2013-10-01	9250010	Fringe Benefit Loading - Workers Comp	3.00
180	2013-10-01	9260050	Fringe Benefit Loading - Pension	11.25
180	2013-10-01	9260051	Fringe Benefit Loading - Insurance	16.03
180	2013-10-01	9260052	Fringe Benefit Loading - Savings	3.84
180	2013-10-01	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(3.25)
110	2014-01-06	4081033	Fringe Benefit Loading - FICA	7.30
110	2014-01-06	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.06
110	2014-01-06	4081035	Fringe Benefit Loading - State Unemployment Tax	0.13
110	2014-01-06	9250010	Fringe Benefit Loading - Workers Comp	2.35
110	2014-01-06	9260050	Fringe Benefit Loading - Pension	9.98
110	2014-01-06	9260051	Fringe Benefit Loading - Insurance	14.86
110	2014-01-06	9260052	Fringe Benefit Loading - Savings	4.00
110	2014-01-06	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(3.69)
117	2014-01-06	4081033	Fringe Benefit Loading - FICA	7.30
117	2014-01-06	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.03
117	2014-01-06	4081035	Fringe Benefit Loading - State Unemployment Tax	0.06
117	2014-01-06	9250010	Fringe Benefit Loading - Workers Comp	0.59
117	2014-01-06	9260050	Fringe Benefit Loading - Pension	5.14
117	2014-01-06	9260051	Fringe Benefit Loading - Insurance	6.08
117	2014-01-06	9260052	Fringe Benefit Loading - Savings	4.00
117	2014-01-06	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(2.04)
180	2014-01-06	4081033	Fringe Benefit Loading - FICA	7.30
180	2014-01-06	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.06
180	2014-01-06	4081035	Fringe Benefit Loading - State Unemployment Tax	0.12
180	2014-01-06	9250010	Fringe Benefit Loading - Workers Comp	0.84
180	2014-01-06	9260050	Fringe Benefit Loading - Pension	6.53



**Fringe Rate Detail 2011 - September 2014**

GL Unit	Eff Date	Account	Account Description	Act Fringe Rate
180	2014-01-06	9260051	Fringe Benefit Loading - Insurance	12.41
180	2014-01-06	9260052	Fringe Benefit Loading - Savings	4.00
180	2014-01-06	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(3.62)
110	2014-03-31	4081033	Fringe Benefit Loading - FICA	7.30
110	2014-03-31	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.07
110	2014-03-31	4081035	Fringe Benefit Loading - State Unemployment Tax	0.15
110	2014-03-31	9250010	Fringe Benefit Loading - Workers Comp	2.50
110	2014-03-31	9260050	Fringe Benefit Loading - Pension	14.82
110	2014-03-31	9260051	Fringe Benefit Loading - Insurance	15.28
110	2014-03-31	9260052	Fringe Benefit Loading - Savings	4.20
110	2014-03-31	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(4.00)
117	2014-03-31	4081033	Fringe Benefit Loading - FICA	7.30
117	2014-03-31	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.14
117	2014-03-31	4081035	Fringe Benefit Loading - State Unemployment Tax	0.52
117	2014-03-31	9250010	Fringe Benefit Loading - Workers Comp	0.17
117	2014-03-31	9260050	Fringe Benefit Loading - Pension	14.07
117	2014-03-31	9260051	Fringe Benefit Loading - Insurance	14.36
117	2014-03-31	9260052	Fringe Benefit Loading - Savings	4.20
117	2014-03-31	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(0.43)
180	2014-03-31	4081033	Fringe Benefit Loading - FICA	7.30
180	2014-03-31	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.05
180	2014-03-31	4081035	Fringe Benefit Loading - State Unemployment Tax	0.12
180	2014-03-31	9250010	Fringe Benefit Loading - Workers Comp	2.83
180	2014-03-31	9260050	Fringe Benefit Loading - Pension	11.21
180	2014-03-31	9260051	Fringe Benefit Loading - Insurance	16.02
180	2014-03-31	9260052	Fringe Benefit Loading - Savings	4.20
180	2014-03-31	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(4.27)
110	2014-07-01	4081033	Fringe Benefit Loading - FICA	7.30
110	2014-07-01	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.06
110	2014-07-01	4081035	Fringe Benefit Loading - State Unemployment Tax	0.15
110	2014-07-01	9250010	Fringe Benefit Loading - Workers Comp	(0.84)
110	2014-07-01	9260050	Fringe Benefit Loading - Pension	13.43
110	2014-07-01	9260051	Fringe Benefit Loading - Insurance	15.00
110	2014-07-01	9260052	Fringe Benefit Loading - Savings	4.20
110	2014-07-01	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(7.92)
117	2014-07-01	4081033	Fringe Benefit Loading - FICA	7.30
117	2014-07-01	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.10
117	2014-07-01	4081035	Fringe Benefit Loading - State Unemployment Tax	0.36
117	2014-07-01	9250010	Fringe Benefit Loading - Workers Comp	(0.52)
117	2014-07-01	9260050	Fringe Benefit Loading - Pension	10.35
117	2014-07-01	9260051	Fringe Benefit Loading - Insurance	14.00
117	2014-07-01	9260052	Fringe Benefit Loading - Savings	4.20
117	2014-07-01	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(1.29)
180	2014-07-01	4081033	Fringe Benefit Loading - FICA	7.30
180	2014-07-01	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.06
180	2014-07-01	4081035	Fringe Benefit Loading - State Unemployment Tax	0.14
180	2014-07-01	9250010	Fringe Benefit Loading - Workers Comp	0.24
180	2014-07-01	9260050	Fringe Benefit Loading - Pension	12.80
180	2014-07-01	9260051	Fringe Benefit Loading - Insurance	16.50
180	2014-07-01	9260052	Fringe Benefit Loading - Savings	4.20
180	2014-07-01	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(9.42)



**Fringe Rate Detail 2011 - September 2014**

<b>GL Unit</b>	<b>Eff Date</b>	<b>Account</b>	<b>Account Description</b>	<b>Act Fringe Rate</b>
110	2014-10-01	4081033	Fringe Benefit Loading - FICA	7.30
110	2014-10-01	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.06
110	2014-10-01	4081035	Fringe Benefit Loading - State Unemployment Tax	0.18
110	2014-10-01	9250010	Fringe Benefit Loading - Workers Comp	(0.83)
110	2014-10-01	9260050	Fringe Benefit Loading - Pension	13.79
110	2014-10-01	9260051	Fringe Benefit Loading - Insurance	16.00
110	2014-10-01	9260052	Fringe Benefit Loading - Savings	4.20
110	2014-10-01	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(8.14)
117	2014-10-02	4081033	Fringe Benefit Loading - FICA	7.30
117	2014-10-02	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.08
117	2014-10-02	4081035	Fringe Benefit Loading - State Unemployment Tax	0.30
117	2014-10-02	9250010	Fringe Benefit Loading - Workers Comp	0.23
117	2014-10-02	9260050	Fringe Benefit Loading - Pension	10.77
117	2014-10-02	9260051	Fringe Benefit Loading - Insurance	15.00
117	2014-10-02	9260052	Fringe Benefit Loading - Savings	4.20
117	2014-10-02	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(2.43)
180	2014-10-01	4081033	Fringe Benefit Loading - FICA	7.30
180	2014-10-01	4081034	Fringe Benefit Loading - Federal Unemployment Tax	0.06
180	2014-10-01	4081035	Fringe Benefit Loading - State Unemployment Tax	0.17
180	2014-10-01	9250010	Fringe Benefit Loading - Workers Comp	0.87
180	2014-10-01	9260050	Fringe Benefit Loading - Pension	12.85
180	2014-10-01	9260051	Fringe Benefit Loading - Insurance	16.50
180	2014-10-01	9260052	Fringe Benefit Loading - Savings	4.20
180	2014-10-01	9260053	Fringe Benefit Loading - Other Post Retirement Benefits (OPEB)	(9.47)