

OPTIONAL RETIREMENT PROGRAM EMPLOYER CONTRIBUTION RATES

Effective January 8, 2006

1. Commonwealth's Contribution* (Gross)		5.000%
2. Minus statutorily required expenditures:		
♦ Administrative Overhead	0.335%	
♦ Disability Insurance	0.181%	
♦ Group Life Insurance	0.184%	
Total Expenditures:	<u>0.700%</u>.....	<u>0.700%</u>
3. Commonwealth's Contribution (Net).....		4.300%

The Commonwealth's Net Contribution is the amount credited to participants' Optional Retirement Program accounts. These employer contributions are calculated with each payroll cycle (26 per year), and are remitted to the Optional Retirement Program Providers as soon as is administratively feasible after the calculation is completed.

** The Commonwealth's contribution to the Optional Retirement Program is expressed as a percentage of your Annual Rate of compensation, as defined in Chapter 32 of the Massachusetts General Laws.*