Attached are 2007 Open Enrollment rate changes. This document includes rate changes for Basic Life and the MAC limits. These rates are effective January 1, 2007. Please note that the following plans Supplemen tal Life, Core Life, Basic Dependent Life, Expanded Dependent Life, Short-Term Disability, Supplemental Disability, and Accidental Death & Dismemberment (AD&D) have no rate changes this Open Enrollment period.

Attachments:

1. System Parameters Table UPAY 559
2. Gross-to-Net Table
3. Benefits Rate Table – Retirement UPAY 676A
<table>
<thead>
<tr>
<th>A/C/D</th>
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<td>403(B) MAC Under 50</td>
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<td>457 (B) MAC Under 50</td>
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2007 MAC Rates
### PAYROLL/PERSONNEL
#### GROSS-TO-NET TABLE

**UPAY54S (R05/03) R1487**

| TABLE NO. | DEPARTMENT NUMBER | DESCRIPTION | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 02        | 009               | YTD 4038    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| 02        | 348               | YTD 457B    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |

**BALANCE CODES**
- D: Process the deduction using a 0-day balance for the element
- E: Maintain a 0-day-to-date balance for the element
- F: Maintain a 0-day-to-date balance for the element
- G: Maintain an accrual-to-date balance for the element
- H: Maintain a 0-day-to-date balance for the element
- I: Maintain a 0-day-to-date balance for the element
- J: Maintain a 0-day-to-date balance for the element
- K: Maintain a 0-day-to-date balance for the element
- L: Maintain a 0-day-to-date balance for the element
- M: Maintain a 0-day-to-date balance for the element
- N: Maintain a 0-day-to-date balance for the element
- O: Maintain a 0-day-to-date balance for the element
- P: Maintain a 0-day-to-date balance for the element
- Q: Maintain a 0-day-to-date balance for the element
- R: Maintain a 0-day-to-date balance for the element
- S: Maintain a 0-day-to-date balance for the element
- T: Maintain a 0-day-to-date balance for the element
- U: Maintain a 0-day-to-date balance for the element
- V: Maintain a 0-day-to-date balance for the element
- W: Maintain a 0-day-to-date balance for the element
- X: Maintain a 0-day-to-date balance for the element
- Y: Maintain a 0-day-to-date balance for the element
- Z: Maintain a 0-day-to-date balance for the element

**BASE CODES**
- F: FICA Gross
- G: Federal Gross
- H: Health Contribution
- J: Legal Contribution
- L: Long Life
- M: Medical Gross
- N: Optional Contribution
- O: Optional Life
- P: Optional Life
- Q: Optional Life
- R: Optional Life
- S: Optional Life
- T: Optional Life
- U: Optional Life
- V: Optional Life
- W: Optional Life
- X: Optional Life
- Y: Optional Life
- Z: Optional Life

**BENEFIT CODES**
- A: A/D/O Inc.
- B: A/D/O Inc.
- C: A/D/O Inc.
- D: A/D/O Inc.
- E: A/D/O Inc.
- F: A/D/O Inc.
- G: A/D/O Inc.
- H: A/D/O Inc.
- I: A/D/O Inc.
- K: A/D/O Inc.
- L: A/D/O Inc.
- M: A/D/O Inc.
- N: A/D/O Inc.
- O: A/D/O Inc.
- P: A/D/O Inc.
- Q: A/D/O Inc.
- R: A/D/O Inc.
- S: A/D/O Inc.
- T: A/D/O Inc.
- U: A/D/O Inc.
- V: A/D/O Inc.
- W: A/D/O Inc.
- X: A/D/O Inc.
- Y: A/D/O Inc.
- Z: A/D/O Inc.

**BENEFIT TYPES**
- A: A/D/O Inc.
- B: A/D/O Inc.
- C: A/D/O Inc.
- D: A/D/O Inc.
- E: A/D/O Inc.
- F: A/D/O Inc.
- G: A/D/O Inc.
- H: A/D/O Inc.
- I: A/D/O Inc.
- K: A/D/O Inc.
- L: A/D/O Inc.
- M: A/D/O Inc.
- N: A/D/O Inc.
- O: A/D/O Inc.
- P: A/D/O Inc.
- Q: A/D/O Inc.
- R: A/D/O Inc.
- S: A/D/O Inc.
- T: A/D/O Inc.
- U: A/D/O Inc.
- V: A/D/O Inc.
- W: A/D/O Inc.
- X: A/D/O Inc.
- Y: A/D/O Inc.
- Z: A/D/O Inc.

**C.B. BEHAVIOR CODES**
- 1: Employee is not eligible for the benefit
- 2: Employee is not eligible for the benefit
- 3: Employee is not eligible for the benefit
- 4: Employee is not eligible for the benefit
- 5: Employee is not eligible for the benefit
- 6: Employee is not eligible for the benefit
- 7: Employee is not eligible for the benefit
- 8: Employee is not eligible for the benefit
- 9: Employee is not eligible for the benefit
- 10: Employee is not eligible for the benefit
- 11: Employee is not eligible for the benefit
- 12: Employee is not eligible for the benefit

**C.B. ELIGIBILITY CODES**
- 1: Employee is eligible for the benefit
- 2: Employee is eligible for the benefit
- 3: Employee is eligible for the benefit
- 4: Employee is eligible for the benefit
- 5: Employee is eligible for the benefit
- 6: Employee is eligible for the benefit
- 7: Employee is eligible for the benefit
- 8: Employee is eligible for the benefit
- 9: Employee is eligible for the benefit
- 10: Employee is eligible for the benefit
- 11: Employee is eligible for the benefit
- 12: Employee is eligible for the benefit

**EFFECTIVE DATE**
- A: -
- B: -
- C: -
- D: -
- E: -
- F: -
- G: -
- H: -
- I: -
- J: -
- K: -
- L: -
- M: -
- N: -
- O: -
- P: -
- Q: -
- R: -
- S: -
- T: -
- U: -
- V: -
- W: -
- X: -
- Y: -
- Z: -

**GROUP CODES**
- I: Insurance
- M: Medical
- N: Non-employee
- P: -
- Q: -
- R: -
- S: -
- T: -
- U: -
- V: -
- W: -
- X: -
- Y: -
- Z: -

**TYPE CODES**
- A: -
- B: -
- C: -
- D: -
- E: -
- F: -
- G: -
- H: -
- I: -
- J: -
- K: -
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- P: -
- Q: -
- R: -
- S: -
- T: -
- U: -
- V: -
- W: -
- X: -
- Y: -
- Z: -

**USAGE CODES**
- B: -
- C: -
- D: -
- E: -
- F: -
- G: -
- H: -
- I: -
- J: -
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- P: -
- Q: -
- R: -
- S: -
- T: -
- U: -
- V: -
- W: -
- X: -
- Y: -
- Z: -

**DEPARTMENTAL PAR INQUIRY INDICATOR**
- Y: Display CTH Description
- X: Display DTH Description
- N: Display "No TTH" for OTN Description

---

2007 Maximum Contribution
<table>
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2007 Premium Rate

PREPARED BY: ______________________ DATE: __________ APPROVED BY: ______________________ DATE: __________