

## PAYROLL RETIREMENT CODES

CODE	RETIREMENT PLAN	FICA/MEDICARE	DED.CODE	DESCRIPTION	DATE
AA	MSRS	Subject to both	RTMMS1	4.50% (Employee)	07/01/08
			RTMMS2	4.50% (Employer)	07/01/08
AD	TRA COORD	Subject to both	RTTR01	5.50% (Employee)	07/01/06
			RTTR02	5.50% (Employer)	07/01/07
AE*	TRA BASIC	Neither	RTTR03	9.00% (Employee)	06/11/97
			RTTR04	9.50% (Employer)	07/01/07
AF*	PERA BASIC	Neither	RTPR01	9.10% (Employee)	01/01/02
			RTPR02	9.10% (Employer)	01/01/02
			RTPR07	2.68% (Employer)	01/07/98
AG*	PERA COORD	Subject to both	RTPR03	6.00% (Employee)	01/01/08
			RTPR04	6.00% (Employer)	01/01/08
			RTPR08	0.50% (Employer)	01/01/06
AN	No Retirement Plan	Subject to both			
AQ*	Unclassified MSRS	Subject to both	RTMUN1	4.00% (Employee)	07/21/97
			RTMUN2	6.00% (Employer)	07/09/97
AU*	TRA BASIC	Medicare only	RTTR03	9.00% (Employee)	06/11/97
			RTTR04	9.00% (Employer)	04/15/98
AV*	PERA BASIC	Medicare only	RTPR01	9.10% (Employee)	01/01/02
			RTPR02	9.10% (Employer)	01/01/02
			RTPR07	2.68% (Employer)	01/07/98
BB	IRAP	Subject to both	RTCC01	4.50% (Employee)	07/01/95
			RTCC02	6.00% (Employer)	07/01/95
BF	IRAP-MANAGERS	Subject to both	RTSU03	4.50% (Employee)	07/01/04
			RTSU04	6.00% (Employer)	07/09/97
BH*	St. Paul TRA BASIC	Neither	RTSTP3	8.00% (Employee)	01/01/00
			RTSTP4	11.64% (Employer)	06/11/97
BI*	St. Paul TRA COORD	Subject to both	RTSTP1	5.50% (Employee)	01/01/00
			RTSTP2	8.34% (Employer)	06/11/97
BJ*	Duluth TRA	Subject to both	RTDUL1	5.50% (Employee)	07/12/95
			RTDUL2	5.79% (Employer)	07/12/95
BP*	St. Paul TRA BASIC	Medicare only	RTSTP5	8.00% (Employee)	01/01/00
			RTSTP6	11.64% (Employer)	06/11/97
PR	Post Retirement Option <i>(no retirement deducted)</i>	Subject to both			

\*These plans are not available to new employees.