Attachment 4

Interest Rates and Amortization Factors 1987/88 through 1997/98

Fiscal Year for Plan:	1987/88	1988/89	1989/90	1990/91	1991/92	1992/93	1993/94	1994/95	1995/96	1996/97	1997/98
Actuarial Interest Rate:	8.50%	8.50%	8.50%	8.50%	8.50%	8.75%	8.75%	8.75%	8.75%	8.50%	8.50%
End of Funding Period:											
2000	11.0476	10.3333	9.5987	8.8432	8.0662	7.1546	6.3592	5.5375	4.6884	3.7842	2.8908
2001	11.7421	11.0476	10.3333	9.5987	8.8432	7.9243	7.1546	6.3592	5.5375	4.6447	3.7842
2002	12.4174	11.7421	11.0476	10.3333	9.5987	8.6693	7.9243	7.1546	6.3592	5.4734	4.6447
2003	13.0741	12.4174	11.7421	11.0476	10.3333	9.3903	8.6693	7.9243	7.1546	6.2717	5.4734
2004	13.7126	13.0741	12.4174	11.7421	11.0476	10.0881	9.3903	8.6693	7.9243	7.0404	6.2717
2005	14.3335	13.7126	13.0741	12.4174	11.7421	10.7634	10.0881	9.3903	8.6693	7.7809	7.0404
2006	14.9371	14.3335	13.7126	13.0741	12.4174	11.4170	10.7634	10.0881	9.3903	8.4940	7.7809
2007	15.5241	14.9371	14.3335	13.7126	13.0741	12.0495	11.4170	10.7634	10.0881	9.1809	8.4940
2008	16.0949	15.5241	14.9371	14.3335	13.7126	12.6617	12.0495	11.4170	10.7634	9.8424	9.1809
2009	16.6499	16.0949	15.5241	14.9371	14.3335	13.2542	12.6617	12.0495	11.4170	10.4796	9.8424
2010	17.1895	16.6499	16.0949	15.5241	14.9371	13.8277	13.2542	12.6617	12.0495	11.0932	10.4796
2011	17.7142	17.1895	16.6499	16.0949	15.5241	14.3826	13.8277	13.2542	12.6617	11.6843	11.0932
2012	18.2244	17.7142	17.1895	16.6499	16.0949	14.9197	14.3826	13.8277	13.2542	12.2535	11.6843
2013	18.7205	18.2244	17.7142	17.1895	16.6499	15.4396	14.9197	14.3826	13.8277	12.8018	12.2535
2014	19.2029	18.7205	18.2244	17.7142	17.1895	15.9427	15.4396	14.9197	14.3826	13.3298	12.8018
2015	19.6720	19.2029	18.7205	18.2244	17.7142	16.4296	15.9427	15.4396	14.9197	13.8384	13.3298
2016	20.1280	19.6720	19.2029	18.7205	18.2244	16.9008	16.4296	15.9427	15.4396	14.3282	13.8384
2017	20.5715	20.1280	19.6720	19.2029	18.7205	17.3569	16.9008	16.4296	15.9427	14.8000	14.3282
2018		20.5715	20.1280	19.6720	19.2029	17.7982	17.3569	16.9008	16.4296	15.2544	14.8000
2019			20.5715	20.1280	19.6720	18.2254	17.7982	17.3569	16.9008	15.6920	15.2544
2020				20.5715	20.1280	18.6389	18.2254	17.7982	17.3569	16.1135	15.6920
2021					20.5715	19.0390	18.6389	18.2254	17.7982	16.5194	16.1135
2022						19.4262	19.0390	18.6389	18.2254	16.9104	16.5194
2023							19.4262	19.0390	18.6389	17.2870	16.9104
2024								19.4262	19.0390	17.6497	17.2870
2025									19.4262	17.9990	17.6497
2026										18.3355	17.9990
2027											18.3355