Stabilization Surcharge	Monthly Non-Medicare Eligible Retirees					
	Current Retiree Plan	Active Plan II	HSA1250/90/70	HSA2500/100/70	HSA3000/80/60	HSA1250/80/60
Rates	$ 768.87	$ 702.54	$ 656.11	$ 577.87	$ 501.50	$ 642.99
Reserve	$ 707,654	$ 646,608	$ 551,784	$ 414,715	$ 270,502	$ 226,216
Cost / Retiree / month						
5 Years	$ 31.37	$ 28.66	$ 24.46	$ 18.38	$ 11.99	$ 10.03
4 Years	$ 39.21	$ 35.83	$ 30.57	$ 22.98	$ 14.99	$ 12.53
3 Years	$ 52.28	$ 47.77	$ 40.76	$ 30.64	$ 19.98	$ 16.71
2 Years	$ 78.42	$ 71.65	$ 61.15	$ 45.96	$ 29.98	$ 25.07
1 Year	$ 156.84	$ 143.31	$ 122.29	$ 91.91	$ 59.95	$ 50.14