



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$0.05 to \$0.42*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$0.05	\$0.01	\$0.06	\$0.01	\$0.06	\$0.01	\$0.06
\$0.06	\$0.01	\$0.07	\$0.01	\$0.07	\$0.01	\$0.07
\$0.07	\$0.01	\$0.08	\$0.01	\$0.08	\$0.01	\$0.08
\$0.08	\$0.01	\$0.09	\$0.01	\$0.09	\$0.01	\$0.09
\$0.09	\$0.01	\$0.10	\$0.01	\$0.10	\$0.01	\$0.10
\$0.10	\$0.02	\$0.12	\$0.01	\$0.11	\$0.01	\$0.11
\$0.11	\$0.02	\$0.13	\$0.01	\$0.12	\$0.01	\$0.12
\$0.12	\$0.02	\$0.14	\$0.01	\$0.13	\$0.01	\$0.13
\$0.13	\$0.02	\$0.15	\$0.01	\$0.14	\$0.01	\$0.14
\$0.14	\$0.02	\$0.16	\$0.02	\$0.16	\$0.01	\$0.15
\$0.15	\$0.02	\$0.17	\$0.02	\$0.17	\$0.01	\$0.16
\$0.16	\$0.03	\$0.19	\$0.02	\$0.18	\$0.01	\$0.17
\$0.17	\$0.03	\$0.20	\$0.02	\$0.19	\$0.01	\$0.18
\$0.18	\$0.03	\$0.21	\$0.02	\$0.20	\$0.01	\$0.19
\$0.19	\$0.03	\$0.22	\$0.02	\$0.21	\$0.01	\$0.20
\$0.20	\$0.03	\$0.23	\$0.02	\$0.22	\$0.01	\$0.21
\$0.21	\$0.03	\$0.24	\$0.02	\$0.23	\$0.01	\$0.22
\$0.22	\$0.04	\$0.26	\$0.03	\$0.25	\$0.01	\$0.23
\$0.23	\$0.04	\$0.27	\$0.03	\$0.26	\$0.01	\$0.24
\$0.24	\$0.04	\$0.28	\$0.03	\$0.27	\$0.02	\$0.26
\$0.25	\$0.04	\$0.29	\$0.03	\$0.28	\$0.02	\$0.27
\$0.26	\$0.04	\$0.30	\$0.03	\$0.29	\$0.02	\$0.28
\$0.27	\$0.04	\$0.31	\$0.03	\$0.30	\$0.02	\$0.29
\$0.28	\$0.05	\$0.33	\$0.03	\$0.31	\$0.02	\$0.30
\$0.29	\$0.05	\$0.34	\$0.03	\$0.32	\$0.02	\$0.31
\$0.30	\$0.05	\$0.35	\$0.03	\$0.33	\$0.02	\$0.32
\$0.31	\$0.05	\$0.36	\$0.04	\$0.35	\$0.02	\$0.33
\$0.32	\$0.05	\$0.37	\$0.04	\$0.36	\$0.02	\$0.34
\$0.33	\$0.05	\$0.38	\$0.04	\$0.37	\$0.02	\$0.35
\$0.34	\$0.06	\$0.40	\$0.04	\$0.38	\$0.02	\$0.36
\$0.35	\$0.06	\$0.41	\$0.04	\$0.39	\$0.02	\$0.37
\$0.36	\$0.06	\$0.42	\$0.04	\$0.40	\$0.02	\$0.38
\$0.37	\$0.06	\$0.43	\$0.04	\$0.41	\$0.02	\$0.39
\$0.38	\$0.06	\$0.44	\$0.04	\$0.42	\$0.02	\$0.40
\$0.39	\$0.06	\$0.45	\$0.04	\$0.43	\$0.03	\$0.42
\$0.40	\$0.07	\$0.47	\$0.05	\$0.45	\$0.03	\$0.43
\$0.41	\$0.07	\$0.48	\$0.05	\$0.46	\$0.03	\$0.44
\$0.42	\$0.07	\$0.49	\$0.05	\$0.47	\$0.03	\$0.45

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$0.43 to \$0.80*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$0.43	\$0.07	\$0.50	\$0.05	\$0.48	\$0.03	\$0.46
\$0.44	\$0.07	\$0.51	\$0.05	\$0.49	\$0.03	\$0.47
\$0.45	\$0.07	\$0.52	\$0.05	\$0.50	\$0.03	\$0.48
\$0.46	\$0.08	\$0.54	\$0.05	\$0.51	\$0.03	\$0.49
\$0.47	\$0.08	\$0.55	\$0.05	\$0.52	\$0.03	\$0.50
\$0.48	\$0.08	\$0.56	\$0.06	\$0.54	\$0.03	\$0.51
\$0.49	\$0.08	\$0.57	\$0.06	\$0.55	\$0.03	\$0.52
\$0.50	\$0.08	\$0.58	\$0.06	\$0.56	\$0.03	\$0.53
\$0.51	\$0.08	\$0.59	\$0.06	\$0.57	\$0.03	\$0.54
\$0.52	\$0.09	\$0.61	\$0.06	\$0.58	\$0.03	\$0.55
\$0.53	\$0.09	\$0.62	\$0.06	\$0.59	\$0.03	\$0.56
\$0.54	\$0.09	\$0.63	\$0.06	\$0.60	\$0.04	\$0.58
\$0.55	\$0.09	\$0.64	\$0.06	\$0.61	\$0.04	\$0.59
\$0.56	\$0.09	\$0.65	\$0.06	\$0.62	\$0.04	\$0.60
\$0.57	\$0.09	\$0.66	\$0.07	\$0.64	\$0.04	\$0.61
\$0.58	\$0.10	\$0.68	\$0.07	\$0.65	\$0.04	\$0.62
\$0.59	\$0.10	\$0.69	\$0.07	\$0.66	\$0.04	\$0.63
\$0.60	\$0.10	\$0.70	\$0.07	\$0.67	\$0.04	\$0.64
\$0.61	\$0.10	\$0.71	\$0.07	\$0.68	\$0.04	\$0.65
\$0.62	\$0.10	\$0.72	\$0.07	\$0.69	\$0.04	\$0.66
\$0.63	\$0.10	\$0.73	\$0.07	\$0.70	\$0.04	\$0.67
\$0.64	\$0.11	\$0.75	\$0.07	\$0.71	\$0.04	\$0.68
\$0.65	\$0.11	\$0.76	\$0.07	\$0.72	\$0.04	\$0.69
\$0.66	\$0.11	\$0.77	\$0.08	\$0.74	\$0.04	\$0.70
\$0.67	\$0.11	\$0.78	\$0.08	\$0.75	\$0.04	\$0.71
\$0.68	\$0.11	\$0.79	\$0.08	\$0.76	\$0.04	\$0.72
\$0.69	\$0.11	\$0.80	\$0.08	\$0.77	\$0.04	\$0.73
\$0.70	\$0.12	\$0.82	\$0.08	\$0.78	\$0.05	\$0.75
\$0.71	\$0.12	\$0.83	\$0.08	\$0.79	\$0.05	\$0.76
\$0.72	\$0.12	\$0.84	\$0.08	\$0.80	\$0.05	\$0.77
\$0.73	\$0.12	\$0.85	\$0.08	\$0.81	\$0.05	\$0.78
\$0.74	\$0.12	\$0.86	\$0.09	\$0.83	\$0.05	\$0.79
\$0.75	\$0.12	\$0.87	\$0.09	\$0.84	\$0.05	\$0.80
\$0.76	\$0.13	\$0.89	\$0.09	\$0.85	\$0.05	\$0.81
\$0.77	\$0.13	\$0.90	\$0.09	\$0.86	\$0.05	\$0.82
\$0.78	\$0.13	\$0.91	\$0.09	\$0.87	\$0.05	\$0.83
\$0.79	\$0.13	\$0.92	\$0.09	\$0.88	\$0.05	\$0.84
\$0.80	\$0.13	\$0.93	\$0.09	\$0.89	\$0.05	\$0.85

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$0.81 to \$1.17*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$0.81	\$0.13	\$0.94	\$0.09	\$0.90	\$0.05	\$0.86
\$0.82	\$0.14	\$0.96	\$0.09	\$0.91	\$0.05	\$0.87
\$0.83	\$0.14	\$0.97	\$0.10	\$0.93	\$0.05	\$0.88
\$0.84	\$0.14	\$0.98	\$0.10	\$0.94	\$0.05	\$0.89
\$0.85	\$0.14	\$0.99	\$0.10	\$0.95	\$0.06	\$0.91
\$0.86	\$0.14	\$1.00	\$0.10	\$0.96	\$0.06	\$0.92
\$0.87	\$0.14	\$1.01	\$0.10	\$0.97	\$0.06	\$0.93
\$0.88	\$0.15	\$1.03	\$0.10	\$0.98	\$0.06	\$0.94
\$0.89	\$0.15	\$1.04	\$0.10	\$0.99	\$0.06	\$0.95
\$0.90	\$0.15	\$1.05	\$0.10	\$1.00	\$0.06	\$0.96
\$0.91	\$0.15	\$1.06	\$0.10	\$1.01	\$0.06	\$0.97
\$0.92	\$0.15	\$1.07	\$0.11	\$1.03	\$0.06	\$0.98
\$0.93	\$0.15	\$1.08	\$0.11	\$1.04	\$0.06	\$0.99
\$0.94	\$0.16	\$1.10	\$0.11	\$1.05	\$0.06	\$1.00
\$0.95	\$0.16	\$1.11	\$0.11	\$1.06	\$0.06	\$1.01
\$0.96	\$0.16	\$1.12	\$0.11	\$1.07	\$0.06	\$1.02
\$0.97	\$0.16	\$1.13	\$0.11	\$1.08	\$0.06	\$1.03
\$0.98	\$0.16	\$1.14	\$0.11	\$1.09	\$0.06	\$1.04
\$0.99	\$0.16	\$1.15	\$0.11	\$1.10	\$0.06	\$1.05
\$1.00	\$0.17	\$1.17	\$0.12	\$1.12	\$0.07	\$1.07
\$1.01	\$0.17	\$1.18	\$0.12	\$1.13	\$0.07	\$1.08
\$1.02	\$0.17	\$1.19	\$0.12	\$1.14	\$0.07	\$1.09
\$1.03	\$0.17	\$1.20	\$0.12	\$1.15	\$0.07	\$1.10
\$1.04	\$0.17	\$1.21	\$0.12	\$1.16	\$0.07	\$1.11
\$1.05	\$0.17	\$1.22	\$0.12	\$1.17	\$0.07	\$1.12
\$1.06	\$0.17	\$1.23	\$0.12	\$1.18	\$0.07	\$1.13
\$1.07	\$0.18	\$1.25	\$0.12	\$1.19	\$0.07	\$1.14
\$1.08	\$0.18	\$1.26	\$0.12	\$1.20	\$0.07	\$1.15
\$1.09	\$0.18	\$1.27	\$0.13	\$1.22	\$0.07	\$1.16
\$1.10	\$0.18	\$1.28	\$0.13	\$1.23	\$0.07	\$1.17
\$1.11	\$0.18	\$1.29	\$0.13	\$1.24	\$0.07	\$1.18
\$1.12	\$0.18	\$1.30	\$0.13	\$1.25	\$0.07	\$1.19
\$1.13	\$0.19	\$1.32	\$0.13	\$1.26	\$0.07	\$1.20
\$1.14	\$0.19	\$1.33	\$0.13	\$1.27	\$0.07	\$1.21
\$1.15	\$0.19	\$1.34	\$0.13	\$1.28	\$0.07	\$1.22
\$1.16	\$0.19	\$1.35	\$0.13	\$1.29	\$0.08	\$1.24
\$1.17	\$0.19	\$1.36	\$0.13	\$1.30	\$0.08	\$1.25

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$1.18 to \$1.55*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$1.18	\$0.19	\$1.37	\$0.14	\$1.32	\$0.08	\$1.26
\$1.19	\$0.20	\$1.39	\$0.14	\$1.33	\$0.08	\$1.27
\$1.20	\$0.20	\$1.40	\$0.14	\$1.34	\$0.08	\$1.28
\$1.21	\$0.20	\$1.41	\$0.14	\$1.35	\$0.08	\$1.29
\$1.22	\$0.20	\$1.42	\$0.14	\$1.36	\$0.08	\$1.30
\$1.23	\$0.20	\$1.43	\$0.14	\$1.37	\$0.08	\$1.31
\$1.24	\$0.20	\$1.44	\$0.14	\$1.38	\$0.08	\$1.32
\$1.25	\$0.21	\$1.46	\$0.14	\$1.39	\$0.08	\$1.33
\$1.26	\$0.21	\$1.47	\$0.14	\$1.40	\$0.08	\$1.34
\$1.27	\$0.21	\$1.48	\$0.15	\$1.42	\$0.08	\$1.35
\$1.28	\$0.21	\$1.49	\$0.15	\$1.43	\$0.08	\$1.36
\$1.29	\$0.21	\$1.50	\$0.15	\$1.44	\$0.08	\$1.37
\$1.30	\$0.21	\$1.51	\$0.15	\$1.45	\$0.08	\$1.38
\$1.31	\$0.22	\$1.53	\$0.15	\$1.46	\$0.09	\$1.40
\$1.32	\$0.22	\$1.54	\$0.15	\$1.47	\$0.09	\$1.41
\$1.33	\$0.22	\$1.55	\$0.15	\$1.48	\$0.09	\$1.42
\$1.34	\$0.22	\$1.56	\$0.15	\$1.49	\$0.09	\$1.43
\$1.35	\$0.22	\$1.57	\$0.16	\$1.51	\$0.09	\$1.44
\$1.36	\$0.22	\$1.58	\$0.16	\$1.52	\$0.09	\$1.45
\$1.37	\$0.23	\$1.60	\$0.16	\$1.53	\$0.09	\$1.46
\$1.38	\$0.23	\$1.61	\$0.16	\$1.54	\$0.09	\$1.47
\$1.39	\$0.23	\$1.62	\$0.16	\$1.55	\$0.09	\$1.48
\$1.40	\$0.23	\$1.63	\$0.16	\$1.56	\$0.09	\$1.49
\$1.41	\$0.23	\$1.64	\$0.16	\$1.57	\$0.09	\$1.50
\$1.42	\$0.23	\$1.65	\$0.16	\$1.58	\$0.09	\$1.51
\$1.43	\$0.24	\$1.67	\$0.16	\$1.59	\$0.09	\$1.52
\$1.44	\$0.24	\$1.68	\$0.17	\$1.61	\$0.09	\$1.53
\$1.45	\$0.24	\$1.69	\$0.17	\$1.62	\$0.09	\$1.54
\$1.46	\$0.24	\$1.70	\$0.17	\$1.63	\$0.09	\$1.55
\$1.47	\$0.24	\$1.71	\$0.17	\$1.64	\$0.10	\$1.57
\$1.48	\$0.24	\$1.72	\$0.17	\$1.65	\$0.10	\$1.58
\$1.49	\$0.25	\$1.74	\$0.17	\$1.66	\$0.10	\$1.59
\$1.50	\$0.25	\$1.75	\$0.17	\$1.67	\$0.10	\$1.60
\$1.51	\$0.25	\$1.76	\$0.17	\$1.68	\$0.10	\$1.61
\$1.52	\$0.25	\$1.77	\$0.17	\$1.69	\$0.10	\$1.62
\$1.53	\$0.25	\$1.78	\$0.18	\$1.71	\$0.10	\$1.63
\$1.54	\$0.25	\$1.79	\$0.18	\$1.72	\$0.10	\$1.64
\$1.55	\$0.26	\$1.81	\$0.18	\$1.73	\$0.10	\$1.65

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$1.56 to \$1.93*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$1.56	\$0.26	\$1.82	\$0.18	\$1.74	\$0.10	\$1.66
\$1.57	\$0.26	\$1.83	\$0.18	\$1.75	\$0.10	\$1.67
\$1.58	\$0.26	\$1.84	\$0.18	\$1.76	\$0.10	\$1.68
\$1.59	\$0.26	\$1.85	\$0.18	\$1.77	\$0.10	\$1.69
\$1.60	\$0.26	\$1.86	\$0.18	\$1.78	\$0.10	\$1.70
\$1.61	\$0.27	\$1.88	\$0.19	\$1.80	\$0.10	\$1.71
\$1.62	\$0.27	\$1.89	\$0.19	\$1.81	\$0.11	\$1.73
\$1.63	\$0.27	\$1.90	\$0.19	\$1.82	\$0.11	\$1.74
\$1.64	\$0.27	\$1.91	\$0.19	\$1.83	\$0.11	\$1.75
\$1.65	\$0.27	\$1.92	\$0.19	\$1.84	\$0.11	\$1.76
\$1.66	\$0.27	\$1.93	\$0.19	\$1.85	\$0.11	\$1.77
\$1.67	\$0.28	\$1.95	\$0.19	\$1.86	\$0.11	\$1.78
\$1.68	\$0.28	\$1.96	\$0.19	\$1.87	\$0.11	\$1.79
\$1.69	\$0.28	\$1.97	\$0.19	\$1.88	\$0.11	\$1.80
\$1.70	\$0.28	\$1.98	\$0.20	\$1.90	\$0.11	\$1.81
\$1.71	\$0.28	\$1.99	\$0.20	\$1.91	\$0.11	\$1.82
\$1.72	\$0.28	\$2.00	\$0.20	\$1.92	\$0.11	\$1.83
\$1.73	\$0.29	\$2.02	\$0.20	\$1.93	\$0.11	\$1.84
\$1.74	\$0.29	\$2.03	\$0.20	\$1.94	\$0.11	\$1.85
\$1.75	\$0.29	\$2.04	\$0.20	\$1.95	\$0.11	\$1.86
\$1.76	\$0.29	\$2.05	\$0.20	\$1.96	\$0.11	\$1.87
\$1.77	\$0.29	\$2.06	\$0.20	\$1.97	\$0.12	\$1.89
\$1.78	\$0.29	\$2.07	\$0.20	\$1.98	\$0.12	\$1.90
\$1.79	\$0.30	\$2.09	\$0.21	\$2.00	\$0.12	\$1.91
\$1.80	\$0.30	\$2.10	\$0.21	\$2.01	\$0.12	\$1.92
\$1.81	\$0.30	\$2.11	\$0.21	\$2.02	\$0.12	\$1.93
\$1.82	\$0.30	\$2.12	\$0.21	\$2.03	\$0.12	\$1.94
\$1.83	\$0.30	\$2.13	\$0.21	\$2.04	\$0.12	\$1.95
\$1.84	\$0.30	\$2.14	\$0.21	\$2.05	\$0.12	\$1.96
\$1.85	\$0.31	\$2.16	\$0.21	\$2.06	\$0.12	\$1.97
\$1.86	\$0.31	\$2.17	\$0.21	\$2.07	\$0.12	\$1.98
\$1.87	\$0.31	\$2.18	\$0.22	\$2.09	\$0.12	\$1.99
\$1.88	\$0.31	\$2.19	\$0.22	\$2.10	\$0.12	\$2.00
\$1.89	\$0.31	\$2.20	\$0.22	\$2.11	\$0.12	\$2.01
\$1.90	\$0.31	\$2.21	\$0.22	\$2.12	\$0.12	\$2.02
\$1.91	\$0.32	\$2.23	\$0.22	\$2.13	\$0.12	\$2.03
\$1.92	\$0.32	\$2.24	\$0.22	\$2.14	\$0.12	\$2.04
\$1.93	\$0.32	\$2.25	\$0.22	\$2.15	\$0.13	\$2.06

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The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$1.94 to \$2.31*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$1.94	\$0.32	\$2.26	\$0.22	\$2.16	\$0.13	\$2.07
\$1.95	\$0.32	\$2.27	\$0.22	\$2.17	\$0.13	\$2.08
\$1.96	\$0.32	\$2.28	\$0.23	\$2.19	\$0.13	\$2.09
\$1.97	\$0.33	\$2.30	\$0.23	\$2.20	\$0.13	\$2.10
\$1.98	\$0.33	\$2.31	\$0.23	\$2.21	\$0.13	\$2.11
\$1.99	\$0.33	\$2.32	\$0.23	\$2.22	\$0.13	\$2.12
\$2.00	\$0.33	\$2.33	\$0.23	\$2.23	\$0.13	\$2.13
\$2.01	\$0.33	\$2.34	\$0.23	\$2.24	\$0.13	\$2.14
\$2.02	\$0.33	\$2.35	\$0.23	\$2.25	\$0.13	\$2.15
\$2.03	\$0.33	\$2.36	\$0.23	\$2.26	\$0.13	\$2.16
\$2.04	\$0.34	\$2.38	\$0.23	\$2.27	\$0.13	\$2.17
\$2.05	\$0.34	\$2.39	\$0.24	\$2.29	\$0.13	\$2.18
\$2.06	\$0.34	\$2.40	\$0.24	\$2.30	\$0.13	\$2.19
\$2.07	\$0.34	\$2.41	\$0.24	\$2.31	\$0.13	\$2.20
\$2.08	\$0.34	\$2.42	\$0.24	\$2.32	\$0.14	\$2.22
\$2.09	\$0.34	\$2.43	\$0.24	\$2.33	\$0.14	\$2.23
\$2.10	\$0.35	\$2.45	\$0.24	\$2.34	\$0.14	\$2.24
\$2.11	\$0.35	\$2.46	\$0.24	\$2.35	\$0.14	\$2.25
\$2.12	\$0.35	\$2.47	\$0.24	\$2.36	\$0.14	\$2.26
\$2.13	\$0.35	\$2.48	\$0.24	\$2.37	\$0.14	\$2.27
\$2.14	\$0.35	\$2.49	\$0.25	\$2.39	\$0.14	\$2.28
\$2.15	\$0.35	\$2.50	\$0.25	\$2.40	\$0.14	\$2.29
\$2.16	\$0.36	\$2.52	\$0.25	\$2.41	\$0.14	\$2.30
\$2.17	\$0.36	\$2.53	\$0.25	\$2.42	\$0.14	\$2.31
\$2.18	\$0.36	\$2.54	\$0.25	\$2.43	\$0.14	\$2.32
\$2.19	\$0.36	\$2.55	\$0.25	\$2.44	\$0.14	\$2.33
\$2.20	\$0.36	\$2.56	\$0.25	\$2.45	\$0.14	\$2.34
\$2.21	\$0.36	\$2.57	\$0.25	\$2.46	\$0.14	\$2.35
\$2.22	\$0.37	\$2.59	\$0.26	\$2.48	\$0.14	\$2.36
\$2.23	\$0.37	\$2.60	\$0.26	\$2.49	\$0.14	\$2.37
\$2.24	\$0.37	\$2.61	\$0.26	\$2.50	\$0.15	\$2.39
\$2.25	\$0.37	\$2.62	\$0.26	\$2.51	\$0.15	\$2.40
\$2.26	\$0.37	\$2.63	\$0.26	\$2.52	\$0.15	\$2.41
\$2.27	\$0.37	\$2.64	\$0.26	\$2.53	\$0.15	\$2.42
\$2.28	\$0.38	\$2.66	\$0.26	\$2.54	\$0.15	\$2.43
\$2.29	\$0.38	\$2.67	\$0.26	\$2.55	\$0.15	\$2.44
\$2.30	\$0.38	\$2.68	\$0.26	\$2.56	\$0.15	\$2.45
\$2.31	\$0.38	\$2.69	\$0.27	\$2.58	\$0.15	\$2.46

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$2.32 to \$2.69*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$2.32	\$0.38	\$2.70	\$0.27	\$2.59	\$0.15	\$2.47
\$2.33	\$0.38	\$2.71	\$0.27	\$2.60	\$0.15	\$2.48
\$2.34	\$0.39	\$2.73	\$0.27	\$2.61	\$0.15	\$2.49
\$2.35	\$0.39	\$2.74	\$0.27	\$2.62	\$0.15	\$2.50
\$2.36	\$0.39	\$2.75	\$0.27	\$2.63	\$0.15	\$2.51
\$2.37	\$0.39	\$2.76	\$0.27	\$2.64	\$0.15	\$2.52
\$2.38	\$0.39	\$2.77	\$0.27	\$2.65	\$0.15	\$2.53
\$2.39	\$0.39	\$2.78	\$0.27	\$2.66	\$0.16	\$2.55
\$2.40	\$0.40	\$2.80	\$0.28	\$2.68	\$0.16	\$2.56
\$2.41	\$0.40	\$2.81	\$0.28	\$2.69	\$0.16	\$2.57
\$2.42	\$0.40	\$2.82	\$0.28	\$2.70	\$0.16	\$2.58
\$2.43	\$0.40	\$2.83	\$0.28	\$2.71	\$0.16	\$2.59
\$2.44	\$0.40	\$2.84	\$0.28	\$2.72	\$0.16	\$2.60
\$2.45	\$0.40	\$2.85	\$0.28	\$2.73	\$0.16	\$2.61
\$2.46	\$0.41	\$2.87	\$0.28	\$2.74	\$0.16	\$2.62
\$2.47	\$0.41	\$2.88	\$0.28	\$2.75	\$0.16	\$2.63
\$2.48	\$0.41	\$2.89	\$0.29	\$2.77	\$0.16	\$2.64
\$2.49	\$0.41	\$2.90	\$0.29	\$2.78	\$0.16	\$2.65
\$2.50	\$0.41	\$2.91	\$0.29	\$2.79	\$0.16	\$2.66
\$2.51	\$0.41	\$2.92	\$0.29	\$2.80	\$0.16	\$2.67
\$2.52	\$0.42	\$2.94	\$0.29	\$2.81	\$0.16	\$2.68
\$2.53	\$0.42	\$2.95	\$0.29	\$2.82	\$0.16	\$2.69
\$2.54	\$0.42	\$2.96	\$0.29	\$2.83	\$0.17	\$2.71
\$2.55	\$0.42	\$2.97	\$0.29	\$2.84	\$0.17	\$2.72
\$2.56	\$0.42	\$2.98	\$0.29	\$2.85	\$0.17	\$2.73
\$2.57	\$0.42	\$2.99	\$0.30	\$2.87	\$0.17	\$2.74
\$2.58	\$0.43	\$3.01	\$0.30	\$2.88	\$0.17	\$2.75
\$2.59	\$0.43	\$3.02	\$0.30	\$2.89	\$0.17	\$2.76
\$2.60	\$0.43	\$3.03	\$0.30	\$2.90	\$0.17	\$2.77
\$2.61	\$0.43	\$3.04	\$0.30	\$2.91	\$0.17	\$2.78
\$2.62	\$0.43	\$3.05	\$0.30	\$2.92	\$0.17	\$2.79
\$2.63	\$0.43	\$3.06	\$0.30	\$2.93	\$0.17	\$2.80
\$2.64	\$0.44	\$3.08	\$0.30	\$2.94	\$0.17	\$2.81
\$2.65	\$0.44	\$3.09	\$0.30	\$2.95	\$0.17	\$2.82
\$2.66	\$0.44	\$3.10	\$0.31	\$2.97	\$0.17	\$2.83
\$2.67	\$0.44	\$3.11	\$0.31	\$2.98	\$0.17	\$2.84
\$2.68	\$0.44	\$3.12	\$0.31	\$2.99	\$0.17	\$2.85
\$2.69	\$0.44	\$3.13	\$0.31	\$3.00	\$0.17	\$2.86

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$2.70 to \$3.07*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$2.70	\$0.45	\$3.15	\$0.31	\$3.01	\$0.18	\$2.88
\$2.71	\$0.45	\$3.16	\$0.31	\$3.02	\$0.18	\$2.89
\$2.72	\$0.45	\$3.17	\$0.31	\$3.03	\$0.18	\$2.90
\$2.73	\$0.45	\$3.18	\$0.31	\$3.04	\$0.18	\$2.91
\$2.74	\$0.45	\$3.19	\$0.32	\$3.06	\$0.18	\$2.92
\$2.75	\$0.45	\$3.20	\$0.32	\$3.07	\$0.18	\$2.93
\$2.76	\$0.46	\$3.22	\$0.32	\$3.08	\$0.18	\$2.94
\$2.77	\$0.46	\$3.23	\$0.32	\$3.09	\$0.18	\$2.95
\$2.78	\$0.46	\$3.24	\$0.32	\$3.10	\$0.18	\$2.96
\$2.79	\$0.46	\$3.25	\$0.32	\$3.11	\$0.18	\$2.97
\$2.80	\$0.46	\$3.26	\$0.32	\$3.12	\$0.18	\$2.98
\$2.81	\$0.46	\$3.27	\$0.32	\$3.13	\$0.18	\$2.99
\$2.82	\$0.47	\$3.29	\$0.32	\$3.14	\$0.18	\$3.00
\$2.83	\$0.47	\$3.30	\$0.33	\$3.16	\$0.18	\$3.01
\$2.84	\$0.47	\$3.31	\$0.33	\$3.17	\$0.18	\$3.02
\$2.85	\$0.47	\$3.32	\$0.33	\$3.18	\$0.19	\$3.04
\$2.86	\$0.47	\$3.33	\$0.33	\$3.19	\$0.19	\$3.05
\$2.87	\$0.47	\$3.34	\$0.33	\$3.20	\$0.19	\$3.06
\$2.88	\$0.48	\$3.36	\$0.33	\$3.21	\$0.19	\$3.07
\$2.89	\$0.48	\$3.37	\$0.33	\$3.22	\$0.19	\$3.08
\$2.90	\$0.48	\$3.38	\$0.33	\$3.23	\$0.19	\$3.09
\$2.91	\$0.48	\$3.39	\$0.33	\$3.24	\$0.19	\$3.10
\$2.92	\$0.48	\$3.40	\$0.34	\$3.26	\$0.19	\$3.11
\$2.93	\$0.48	\$3.41	\$0.34	\$3.27	\$0.19	\$3.12
\$2.94	\$0.49	\$3.43	\$0.34	\$3.28	\$0.19	\$3.13
\$2.95	\$0.49	\$3.44	\$0.34	\$3.29	\$0.19	\$3.14
\$2.96	\$0.49	\$3.45	\$0.34	\$3.30	\$0.19	\$3.15
\$2.97	\$0.49	\$3.46	\$0.34	\$3.31	\$0.19	\$3.16
\$2.98	\$0.49	\$3.47	\$0.34	\$3.32	\$0.19	\$3.17
\$2.99	\$0.49	\$3.48	\$0.34	\$3.33	\$0.19	\$3.18
\$3.00	\$0.49	\$3.49	\$0.35	\$3.35	\$0.19	\$3.19
\$3.01	\$0.50	\$3.51	\$0.35	\$3.36	\$0.20	\$3.21
\$3.02	\$0.50	\$3.52	\$0.35	\$3.37	\$0.20	\$3.22
\$3.03	\$0.50	\$3.53	\$0.35	\$3.38	\$0.20	\$3.23
\$3.04	\$0.50	\$3.54	\$0.35	\$3.39	\$0.20	\$3.24
\$3.05	\$0.50	\$3.55	\$0.35	\$3.40	\$0.20	\$3.25
\$3.06	\$0.50	\$3.56	\$0.35	\$3.41	\$0.20	\$3.26
\$3.07	\$0.51	\$3.58	\$0.35	\$3.42	\$0.20	\$3.27

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$3.08 to \$3.45*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$3.08	\$0.51	\$3.59	\$0.35	\$3.43	\$0.20	\$3.28
\$3.09	\$0.51	\$3.60	\$0.36	\$3.45	\$0.20	\$3.29
\$3.10	\$0.51	\$3.61	\$0.36	\$3.46	\$0.20	\$3.30
\$3.11	\$0.51	\$3.62	\$0.36	\$3.47	\$0.20	\$3.31
\$3.12	\$0.51	\$3.63	\$0.36	\$3.48	\$0.20	\$3.32
\$3.13	\$0.52	\$3.65	\$0.36	\$3.49	\$0.20	\$3.33
\$3.14	\$0.52	\$3.66	\$0.36	\$3.50	\$0.20	\$3.34
\$3.15	\$0.52	\$3.67	\$0.36	\$3.51	\$0.20	\$3.35
\$3.16	\$0.52	\$3.68	\$0.36	\$3.52	\$0.21	\$3.37
\$3.17	\$0.52	\$3.69	\$0.36	\$3.53	\$0.21	\$3.38
\$3.18	\$0.52	\$3.70	\$0.37	\$3.55	\$0.21	\$3.39
\$3.19	\$0.53	\$3.72	\$0.37	\$3.56	\$0.21	\$3.40
\$3.20	\$0.53	\$3.73	\$0.37	\$3.57	\$0.21	\$3.41
\$3.21	\$0.53	\$3.74	\$0.37	\$3.58	\$0.21	\$3.42
\$3.22	\$0.53	\$3.75	\$0.37	\$3.59	\$0.21	\$3.43
\$3.23	\$0.53	\$3.76	\$0.37	\$3.60	\$0.21	\$3.44
\$3.24	\$0.53	\$3.77	\$0.37	\$3.61	\$0.21	\$3.45
\$3.25	\$0.54	\$3.79	\$0.37	\$3.62	\$0.21	\$3.46
\$3.26	\$0.54	\$3.80	\$0.37	\$3.63	\$0.21	\$3.47
\$3.27	\$0.54	\$3.81	\$0.38	\$3.65	\$0.21	\$3.48
\$3.28	\$0.54	\$3.82	\$0.38	\$3.66	\$0.21	\$3.49
\$3.29	\$0.54	\$3.83	\$0.38	\$3.67	\$0.21	\$3.50
\$3.30	\$0.54	\$3.84	\$0.38	\$3.68	\$0.21	\$3.51
\$3.31	\$0.55	\$3.86	\$0.38	\$3.69	\$0.22	\$3.53
\$3.32	\$0.55	\$3.87	\$0.38	\$3.70	\$0.22	\$3.54
\$3.33	\$0.55	\$3.88	\$0.38	\$3.71	\$0.22	\$3.55
\$3.34	\$0.55	\$3.89	\$0.38	\$3.72	\$0.22	\$3.56
\$3.35	\$0.55	\$3.90	\$0.39	\$3.74	\$0.22	\$3.57
\$3.36	\$0.55	\$3.91	\$0.39	\$3.75	\$0.22	\$3.58
\$3.37	\$0.56	\$3.93	\$0.39	\$3.76	\$0.22	\$3.59
\$3.38	\$0.56	\$3.94	\$0.39	\$3.77	\$0.22	\$3.60
\$3.39	\$0.56	\$3.95	\$0.39	\$3.78	\$0.22	\$3.61
\$3.40	\$0.56	\$3.96	\$0.39	\$3.79	\$0.22	\$3.62
\$3.41	\$0.56	\$3.97	\$0.39	\$3.80	\$0.22	\$3.63
\$3.42	\$0.56	\$3.98	\$0.39	\$3.81	\$0.22	\$3.64
\$3.43	\$0.57	\$4.00	\$0.39	\$3.82	\$0.22	\$3.65
\$3.44	\$0.57	\$4.01	\$0.40	\$3.84	\$0.22	\$3.66
\$3.45	\$0.57	\$4.02	\$0.40	\$3.85	\$0.22	\$3.67

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$3.46 to \$3.83*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$3.46	\$0.57	\$4.03	\$0.40	\$3.86	\$0.22	\$3.68
\$3.47	\$0.57	\$4.04	\$0.40	\$3.87	\$0.23	\$3.70
\$3.48	\$0.57	\$4.05	\$0.40	\$3.88	\$0.23	\$3.71
\$3.49	\$0.58	\$4.07	\$0.40	\$3.89	\$0.23	\$3.72
\$3.50	\$0.58	\$4.08	\$0.40	\$3.90	\$0.23	\$3.73
\$3.51	\$0.58	\$4.09	\$0.40	\$3.91	\$0.23	\$3.74
\$3.52	\$0.58	\$4.10	\$0.40	\$3.92	\$0.23	\$3.75
\$3.53	\$0.58	\$4.11	\$0.41	\$3.94	\$0.23	\$3.76
\$3.54	\$0.58	\$4.12	\$0.41	\$3.95	\$0.23	\$3.77
\$3.55	\$0.59	\$4.14	\$0.41	\$3.96	\$0.23	\$3.78
\$3.56	\$0.59	\$4.15	\$0.41	\$3.97	\$0.23	\$3.79
\$3.57	\$0.59	\$4.16	\$0.41	\$3.98	\$0.23	\$3.80
\$3.58	\$0.59	\$4.17	\$0.41	\$3.99	\$0.23	\$3.81
\$3.59	\$0.59	\$4.18	\$0.41	\$4.00	\$0.23	\$3.82
\$3.60	\$0.59	\$4.19	\$0.41	\$4.01	\$0.23	\$3.83
\$3.61	\$0.60	\$4.21	\$0.42	\$4.03	\$0.23	\$3.84
\$3.62	\$0.60	\$4.22	\$0.42	\$4.04	\$0.24	\$3.86
\$3.63	\$0.60	\$4.23	\$0.42	\$4.05	\$0.24	\$3.87
\$3.64	\$0.60	\$4.24	\$0.42	\$4.06	\$0.24	\$3.88
\$3.65	\$0.60	\$4.25	\$0.42	\$4.07	\$0.24	\$3.89
\$3.66	\$0.60	\$4.26	\$0.42	\$4.08	\$0.24	\$3.90
\$3.67	\$0.61	\$4.28	\$0.42	\$4.09	\$0.24	\$3.91
\$3.68	\$0.61	\$4.29	\$0.42	\$4.10	\$0.24	\$3.92
\$3.69	\$0.61	\$4.30	\$0.42	\$4.11	\$0.24	\$3.93
\$3.70	\$0.61	\$4.31	\$0.43	\$4.13	\$0.24	\$3.94
\$3.71	\$0.61	\$4.32	\$0.43	\$4.14	\$0.24	\$3.95
\$3.72	\$0.61	\$4.33	\$0.43	\$4.15	\$0.24	\$3.96
\$3.73	\$0.62	\$4.35	\$0.43	\$4.16	\$0.24	\$3.97
\$3.74	\$0.62	\$4.36	\$0.43	\$4.17	\$0.24	\$3.98
\$3.75	\$0.62	\$4.37	\$0.43	\$4.18	\$0.24	\$3.99
\$3.76	\$0.62	\$4.38	\$0.43	\$4.19	\$0.24	\$4.00
\$3.77	\$0.62	\$4.39	\$0.43	\$4.20	\$0.25	\$4.02
\$3.78	\$0.62	\$4.40	\$0.43	\$4.21	\$0.25	\$4.03
\$3.79	\$0.63	\$4.42	\$0.44	\$4.23	\$0.25	\$4.04
\$3.80	\$0.63	\$4.43	\$0.44	\$4.24	\$0.25	\$4.05
\$3.81	\$0.63	\$4.44	\$0.44	\$4.25	\$0.25	\$4.06
\$3.82	\$0.63	\$4.45	\$0.44	\$4.26	\$0.25	\$4.07
\$3.83	\$0.63	\$4.46	\$0.44	\$4.27	\$0.25	\$4.08

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$3.84 to \$4.21*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$3.84	\$0.63	\$4.47	\$0.44	\$4.28	\$0.25	\$4.09
\$3.85	\$0.64	\$4.49	\$0.44	\$4.29	\$0.25	\$4.10
\$3.86	\$0.64	\$4.50	\$0.44	\$4.30	\$0.25	\$4.11
\$3.87	\$0.64	\$4.51	\$0.45	\$4.32	\$0.25	\$4.12
\$3.88	\$0.64	\$4.52	\$0.45	\$4.33	\$0.25	\$4.13
\$3.89	\$0.64	\$4.53	\$0.45	\$4.34	\$0.25	\$4.14
\$3.90	\$0.64	\$4.54	\$0.45	\$4.35	\$0.25	\$4.15
\$3.91	\$0.65	\$4.56	\$0.45	\$4.36	\$0.25	\$4.16
\$3.92	\$0.65	\$4.57	\$0.45	\$4.37	\$0.25	\$4.17
\$3.93	\$0.65	\$4.58	\$0.45	\$4.38	\$0.26	\$4.19
\$3.94	\$0.65	\$4.59	\$0.45	\$4.39	\$0.26	\$4.20
\$3.95	\$0.65	\$4.60	\$0.45	\$4.40	\$0.26	\$4.21
\$3.96	\$0.65	\$4.61	\$0.46	\$4.42	\$0.26	\$4.22
\$3.97	\$0.66	\$4.63	\$0.46	\$4.43	\$0.26	\$4.23
\$3.98	\$0.66	\$4.64	\$0.46	\$4.44	\$0.26	\$4.24
\$3.99	\$0.66	\$4.65	\$0.46	\$4.45	\$0.26	\$4.25
\$4.00	\$0.66	\$4.66	\$0.46	\$4.46	\$0.26	\$4.26
\$4.01	\$0.66	\$4.67	\$0.46	\$4.47	\$0.26	\$4.27
\$4.02	\$0.66	\$4.68	\$0.46	\$4.48	\$0.26	\$4.28
\$4.03	\$0.66	\$4.69	\$0.46	\$4.49	\$0.26	\$4.29
\$4.04	\$0.67	\$4.71	\$0.46	\$4.50	\$0.26	\$4.30
\$4.05	\$0.67	\$4.72	\$0.47	\$4.52	\$0.26	\$4.31
\$4.06	\$0.67	\$4.73	\$0.47	\$4.53	\$0.26	\$4.32
\$4.07	\$0.67	\$4.74	\$0.47	\$4.54	\$0.26	\$4.33
\$4.08	\$0.67	\$4.75	\$0.47	\$4.55	\$0.27	\$4.35
\$4.09	\$0.67	\$4.76	\$0.47	\$4.56	\$0.27	\$4.36
\$4.10	\$0.68	\$4.78	\$0.47	\$4.57	\$0.27	\$4.37
\$4.11	\$0.68	\$4.79	\$0.47	\$4.58	\$0.27	\$4.38
\$4.12	\$0.68	\$4.80	\$0.47	\$4.59	\$0.27	\$4.39
\$4.13	\$0.68	\$4.81	\$0.47	\$4.60	\$0.27	\$4.40
\$4.14	\$0.68	\$4.82	\$0.48	\$4.62	\$0.27	\$4.41
\$4.15	\$0.68	\$4.83	\$0.48	\$4.63	\$0.27	\$4.42
\$4.16	\$0.69	\$4.85	\$0.48	\$4.64	\$0.27	\$4.43
\$4.17	\$0.69	\$4.86	\$0.48	\$4.65	\$0.27	\$4.44
\$4.18	\$0.69	\$4.87	\$0.48	\$4.66	\$0.27	\$4.45
\$4.19	\$0.69	\$4.88	\$0.48	\$4.67	\$0.27	\$4.46
\$4.20	\$0.69	\$4.89	\$0.48	\$4.68	\$0.27	\$4.47
\$4.21	\$0.69	\$4.90	\$0.48	\$4.69	\$0.27	\$4.48

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$4.22 to \$4.59*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$4.22	\$0.70	\$4.92	\$0.49	\$4.71	\$0.27	\$4.49
\$4.23	\$0.70	\$4.93	\$0.49	\$4.72	\$0.27	\$4.50
\$4.24	\$0.70	\$4.94	\$0.49	\$4.73	\$0.28	\$4.52
\$4.25	\$0.70	\$4.95	\$0.49	\$4.74	\$0.28	\$4.53
\$4.26	\$0.70	\$4.96	\$0.49	\$4.75	\$0.28	\$4.54
\$4.27	\$0.70	\$4.97	\$0.49	\$4.76	\$0.28	\$4.55
\$4.28	\$0.71	\$4.99	\$0.49	\$4.77	\$0.28	\$4.56
\$4.29	\$0.71	\$5.00	\$0.49	\$4.78	\$0.28	\$4.57
\$4.30	\$0.71	\$5.01	\$0.49	\$4.79	\$0.28	\$4.58
\$4.31	\$0.71	\$5.02	\$0.50	\$4.81	\$0.28	\$4.59
\$4.32	\$0.71	\$5.03	\$0.50	\$4.82	\$0.28	\$4.60
\$4.33	\$0.71	\$5.04	\$0.50	\$4.83	\$0.28	\$4.61
\$4.34	\$0.72	\$5.06	\$0.50	\$4.84	\$0.28	\$4.62
\$4.35	\$0.72	\$5.07	\$0.50	\$4.85	\$0.28	\$4.63
\$4.36	\$0.72	\$5.08	\$0.50	\$4.86	\$0.28	\$4.64
\$4.37	\$0.72	\$5.09	\$0.50	\$4.87	\$0.28	\$4.65
\$4.38	\$0.72	\$5.10	\$0.50	\$4.88	\$0.28	\$4.66
\$4.39	\$0.72	\$5.11	\$0.50	\$4.89	\$0.29	\$4.68
\$4.40	\$0.73	\$5.13	\$0.51	\$4.91	\$0.29	\$4.69
\$4.41	\$0.73	\$5.14	\$0.51	\$4.92	\$0.29	\$4.70
\$4.42	\$0.73	\$5.15	\$0.51	\$4.93	\$0.29	\$4.71
\$4.43	\$0.73	\$5.16	\$0.51	\$4.94	\$0.29	\$4.72
\$4.44	\$0.73	\$5.17	\$0.51	\$4.95	\$0.29	\$4.73
\$4.45	\$0.73	\$5.18	\$0.51	\$4.96	\$0.29	\$4.74
\$4.46	\$0.74	\$5.20	\$0.51	\$4.97	\$0.29	\$4.75
\$4.47	\$0.74	\$5.21	\$0.51	\$4.98	\$0.29	\$4.76
\$4.48	\$0.74	\$5.22	\$0.52	\$5.00	\$0.29	\$4.77
\$4.49	\$0.74	\$5.23	\$0.52	\$5.01	\$0.29	\$4.78
\$4.50	\$0.74	\$5.24	\$0.52	\$5.02	\$0.29	\$4.79
\$4.51	\$0.74	\$5.25	\$0.52	\$5.03	\$0.29	\$4.80
\$4.52	\$0.75	\$5.27	\$0.52	\$5.04	\$0.29	\$4.81
\$4.53	\$0.75	\$5.28	\$0.52	\$5.05	\$0.29	\$4.82
\$4.54	\$0.75	\$5.29	\$0.52	\$5.06	\$0.30	\$4.84
\$4.55	\$0.75	\$5.30	\$0.52	\$5.07	\$0.30	\$4.85
\$4.56	\$0.75	\$5.31	\$0.52	\$5.08	\$0.30	\$4.86
\$4.57	\$0.75	\$5.32	\$0.53	\$5.10	\$0.30	\$4.87
\$4.58	\$0.76	\$5.34	\$0.53	\$5.11	\$0.30	\$4.88
\$4.59	\$0.76	\$5.35	\$0.53	\$5.12	\$0.30	\$4.89

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$4.60 to \$4.97*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$4.60	\$0.76	\$5.36	\$0.53	\$5.13	\$0.30	\$4.90
\$4.61	\$0.76	\$5.37	\$0.53	\$5.14	\$0.30	\$4.91
\$4.62	\$0.76	\$5.38	\$0.53	\$5.15	\$0.30	\$4.92
\$4.63	\$0.76	\$5.39	\$0.53	\$5.16	\$0.30	\$4.93
\$4.64	\$0.77	\$5.41	\$0.53	\$5.17	\$0.30	\$4.94
\$4.65	\$0.77	\$5.42	\$0.53	\$5.18	\$0.30	\$4.95
\$4.66	\$0.77	\$5.43	\$0.54	\$5.20	\$0.30	\$4.96
\$4.67	\$0.77	\$5.44	\$0.54	\$5.21	\$0.30	\$4.97
\$4.68	\$0.77	\$5.45	\$0.54	\$5.22	\$0.30	\$4.98
\$4.69	\$0.77	\$5.46	\$0.54	\$5.23	\$0.30	\$4.99
\$4.70	\$0.78	\$5.48	\$0.54	\$5.24	\$0.31	\$5.01
\$4.71	\$0.78	\$5.49	\$0.54	\$5.25	\$0.31	\$5.02
\$4.72	\$0.78	\$5.50	\$0.54	\$5.26	\$0.31	\$5.03
\$4.73	\$0.78	\$5.51	\$0.54	\$5.27	\$0.31	\$5.04
\$4.74	\$0.78	\$5.52	\$0.55	\$5.29	\$0.31	\$5.05
\$4.75	\$0.78	\$5.53	\$0.55	\$5.30	\$0.31	\$5.06
\$4.76	\$0.79	\$5.55	\$0.55	\$5.31	\$0.31	\$5.07
\$4.77	\$0.79	\$5.56	\$0.55	\$5.32	\$0.31	\$5.08
\$4.78	\$0.79	\$5.57	\$0.55	\$5.33	\$0.31	\$5.09
\$4.79	\$0.79	\$5.58	\$0.55	\$5.34	\$0.31	\$5.10
\$4.80	\$0.79	\$5.59	\$0.55	\$5.35	\$0.31	\$5.11
\$4.81	\$0.79	\$5.60	\$0.55	\$5.36	\$0.31	\$5.12
\$4.82	\$0.80	\$5.62	\$0.55	\$5.37	\$0.31	\$5.13
\$4.83	\$0.80	\$5.63	\$0.56	\$5.39	\$0.31	\$5.14
\$4.84	\$0.80	\$5.64	\$0.56	\$5.40	\$0.31	\$5.15
\$4.85	\$0.80	\$5.65	\$0.56	\$5.41	\$0.32	\$5.17
\$4.86	\$0.80	\$5.66	\$0.56	\$5.42	\$0.32	\$5.18
\$4.87	\$0.80	\$5.67	\$0.56	\$5.43	\$0.32	\$5.19
\$4.88	\$0.81	\$5.69	\$0.56	\$5.44	\$0.32	\$5.20
\$4.89	\$0.81	\$5.70	\$0.56	\$5.45	\$0.32	\$5.21
\$4.90	\$0.81	\$5.71	\$0.56	\$5.46	\$0.32	\$5.22
\$4.91	\$0.81	\$5.72	\$0.56	\$5.47	\$0.32	\$5.23
\$4.92	\$0.81	\$5.73	\$0.57	\$5.49	\$0.32	\$5.24
\$4.93	\$0.81	\$5.74	\$0.57	\$5.50	\$0.32	\$5.25
\$4.94	\$0.82	\$5.76	\$0.57	\$5.51	\$0.32	\$5.26
\$4.95	\$0.82	\$5.77	\$0.57	\$5.52	\$0.32	\$5.27
\$4.96	\$0.82	\$5.78	\$0.57	\$5.53	\$0.32	\$5.28
\$4.97	\$0.82	\$5.79	\$0.57	\$5.54	\$0.32	\$5.29

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$4.98 to \$5.35*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$4.98	\$0.82	\$5.80	\$0.57	\$5.55	\$0.32	\$5.30
\$4.99	\$0.82	\$5.81	\$0.57	\$5.56	\$0.32	\$5.31
\$5.00	\$0.82	\$5.82	\$0.58	\$5.58	\$0.32	\$5.32
\$5.01	\$0.83	\$5.84	\$0.58	\$5.59	\$0.33	\$5.34
\$5.02	\$0.83	\$5.85	\$0.58	\$5.60	\$0.33	\$5.35
\$5.03	\$0.83	\$5.86	\$0.58	\$5.61	\$0.33	\$5.36
\$5.04	\$0.83	\$5.87	\$0.58	\$5.62	\$0.33	\$5.37
\$5.05	\$0.83	\$5.88	\$0.58	\$5.63	\$0.33	\$5.38
\$5.06	\$0.83	\$5.89	\$0.58	\$5.64	\$0.33	\$5.39
\$5.07	\$0.84	\$5.91	\$0.58	\$5.65	\$0.33	\$5.40
\$5.08	\$0.84	\$5.92	\$0.58	\$5.66	\$0.33	\$5.41
\$5.09	\$0.84	\$5.93	\$0.59	\$5.68	\$0.33	\$5.42
\$5.10	\$0.84	\$5.94	\$0.59	\$5.69	\$0.33	\$5.43
\$5.11	\$0.84	\$5.95	\$0.59	\$5.70	\$0.33	\$5.44
\$5.12	\$0.84	\$5.96	\$0.59	\$5.71	\$0.33	\$5.45
\$5.13	\$0.85	\$5.98	\$0.59	\$5.72	\$0.33	\$5.46
\$5.14	\$0.85	\$5.99	\$0.59	\$5.73	\$0.33	\$5.47
\$5.15	\$0.85	\$6.00	\$0.59	\$5.74	\$0.33	\$5.48
\$5.16	\$0.85	\$6.01	\$0.59	\$5.75	\$0.34	\$5.50
\$5.17	\$0.85	\$6.02	\$0.59	\$5.76	\$0.34	\$5.51
\$5.18	\$0.85	\$6.03	\$0.60	\$5.78	\$0.34	\$5.52
\$5.19	\$0.86	\$6.05	\$0.60	\$5.79	\$0.34	\$5.53
\$5.20	\$0.86	\$6.06	\$0.60	\$5.80	\$0.34	\$5.54
\$5.21	\$0.86	\$6.07	\$0.60	\$5.81	\$0.34	\$5.55
\$5.22	\$0.86	\$6.08	\$0.60	\$5.82	\$0.34	\$5.56
\$5.23	\$0.86	\$6.09	\$0.60	\$5.83	\$0.34	\$5.57
\$5.24	\$0.86	\$6.10	\$0.60	\$5.84	\$0.34	\$5.58
\$5.25	\$0.87	\$6.12	\$0.60	\$5.85	\$0.34	\$5.59
\$5.26	\$0.87	\$6.13	\$0.60	\$5.86	\$0.34	\$5.60
\$5.27	\$0.87	\$6.14	\$0.61	\$5.88	\$0.34	\$5.61
\$5.28	\$0.87	\$6.15	\$0.61	\$5.89	\$0.34	\$5.62
\$5.29	\$0.87	\$6.16	\$0.61	\$5.90	\$0.34	\$5.63
\$5.30	\$0.87	\$6.17	\$0.61	\$5.91	\$0.34	\$5.64
\$5.31	\$0.88	\$6.19	\$0.61	\$5.92	\$0.35	\$5.66
\$5.32	\$0.88	\$6.20	\$0.61	\$5.93	\$0.35	\$5.67
\$5.33	\$0.88	\$6.21	\$0.61	\$5.94	\$0.35	\$5.68
\$5.34	\$0.88	\$6.22	\$0.61	\$5.95	\$0.35	\$5.69
\$5.35	\$0.88	\$6.23	\$0.62	\$5.97	\$0.35	\$5.70

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$5.36 to \$5.73*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$5.36	\$0.88	\$6.24	\$0.62	\$5.98	\$0.35	\$5.71
\$5.37	\$0.89	\$6.26	\$0.62	\$5.99	\$0.35	\$5.72
\$5.38	\$0.89	\$6.27	\$0.62	\$6.00	\$0.35	\$5.73
\$5.39	\$0.89	\$6.28	\$0.62	\$6.01	\$0.35	\$5.74
\$5.40	\$0.89	\$6.29	\$0.62	\$6.02	\$0.35	\$5.75
\$5.41	\$0.89	\$6.30	\$0.62	\$6.03	\$0.35	\$5.76
\$5.42	\$0.89	\$6.31	\$0.62	\$6.04	\$0.35	\$5.77
\$5.43	\$0.90	\$6.33	\$0.62	\$6.05	\$0.35	\$5.78
\$5.44	\$0.90	\$6.34	\$0.63	\$6.07	\$0.35	\$5.79
\$5.45	\$0.90	\$6.35	\$0.63	\$6.08	\$0.35	\$5.80
\$5.46	\$0.90	\$6.36	\$0.63	\$6.09	\$0.35	\$5.81
\$5.47	\$0.90	\$6.37	\$0.63	\$6.10	\$0.36	\$5.83
\$5.48	\$0.90	\$6.38	\$0.63	\$6.11	\$0.36	\$5.84
\$5.49	\$0.91	\$6.40	\$0.63	\$6.12	\$0.36	\$5.85
\$5.50	\$0.91	\$6.41	\$0.63	\$6.13	\$0.36	\$5.86
\$5.51	\$0.91	\$6.42	\$0.63	\$6.14	\$0.36	\$5.87
\$5.52	\$0.91	\$6.43	\$0.63	\$6.15	\$0.36	\$5.88
\$5.53	\$0.91	\$6.44	\$0.64	\$6.17	\$0.36	\$5.89
\$5.54	\$0.91	\$6.45	\$0.64	\$6.18	\$0.36	\$5.90
\$5.55	\$0.92	\$6.47	\$0.64	\$6.19	\$0.36	\$5.91
\$5.56	\$0.92	\$6.48	\$0.64	\$6.20	\$0.36	\$5.92
\$5.57	\$0.92	\$6.49	\$0.64	\$6.21	\$0.36	\$5.93
\$5.58	\$0.92	\$6.50	\$0.64	\$6.22	\$0.36	\$5.94
\$5.59	\$0.92	\$6.51	\$0.64	\$6.23	\$0.36	\$5.95
\$5.60	\$0.92	\$6.52	\$0.64	\$6.24	\$0.36	\$5.96
\$5.61	\$0.93	\$6.54	\$0.65	\$6.26	\$0.36	\$5.97
\$5.62	\$0.93	\$6.55	\$0.65	\$6.27	\$0.37	\$5.99
\$5.63	\$0.93	\$6.56	\$0.65	\$6.28	\$0.37	\$6.00
\$5.64	\$0.93	\$6.57	\$0.65	\$6.29	\$0.37	\$6.01
\$5.65	\$0.93	\$6.58	\$0.65	\$6.30	\$0.37	\$6.02
\$5.66	\$0.93	\$6.59	\$0.65	\$6.31	\$0.37	\$6.03
\$5.67	\$0.94	\$6.61	\$0.65	\$6.32	\$0.37	\$6.04
\$5.68	\$0.94	\$6.62	\$0.65	\$6.33	\$0.37	\$6.05
\$5.69	\$0.94	\$6.63	\$0.65	\$6.34	\$0.37	\$6.06
\$5.70	\$0.94	\$6.64	\$0.66	\$6.36	\$0.37	\$6.07
\$5.71	\$0.94	\$6.65	\$0.66	\$6.37	\$0.37	\$6.08
\$5.72	\$0.94	\$6.66	\$0.66	\$6.38	\$0.37	\$6.09
\$5.73	\$0.95	\$6.68	\$0.66	\$6.39	\$0.37	\$6.10

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$5.74 to \$6.11*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$5.74	\$0.95	\$6.69	\$0.66	\$6.40	\$0.37	\$6.11
\$5.75	\$0.95	\$6.70	\$0.66	\$6.41	\$0.37	\$6.12
\$5.76	\$0.95	\$6.71	\$0.66	\$6.42	\$0.37	\$6.13
\$5.77	\$0.95	\$6.72	\$0.66	\$6.43	\$0.38	\$6.15
\$5.78	\$0.95	\$6.73	\$0.66	\$6.44	\$0.38	\$6.16
\$5.79	\$0.96	\$6.75	\$0.67	\$6.46	\$0.38	\$6.17
\$5.80	\$0.96	\$6.76	\$0.67	\$6.47	\$0.38	\$6.18
\$5.81	\$0.96	\$6.77	\$0.67	\$6.48	\$0.38	\$6.19
\$5.82	\$0.96	\$6.78	\$0.67	\$6.49	\$0.38	\$6.20
\$5.83	\$0.96	\$6.79	\$0.67	\$6.50	\$0.38	\$6.21
\$5.84	\$0.96	\$6.80	\$0.67	\$6.51	\$0.38	\$6.22
\$5.85	\$0.97	\$6.82	\$0.67	\$6.52	\$0.38	\$6.23
\$5.86	\$0.97	\$6.83	\$0.67	\$6.53	\$0.38	\$6.24
\$5.87	\$0.97	\$6.84	\$0.68	\$6.55	\$0.38	\$6.25
\$5.88	\$0.97	\$6.85	\$0.68	\$6.56	\$0.38	\$6.26
\$5.89	\$0.97	\$6.86	\$0.68	\$6.57	\$0.38	\$6.27
\$5.90	\$0.97	\$6.87	\$0.68	\$6.58	\$0.38	\$6.28
\$5.91	\$0.98	\$6.89	\$0.68	\$6.59	\$0.38	\$6.29
\$5.92	\$0.98	\$6.90	\$0.68	\$6.60	\$0.38	\$6.30
\$5.93	\$0.98	\$6.91	\$0.68	\$6.61	\$0.39	\$6.32
\$5.94	\$0.98	\$6.92	\$0.68	\$6.62	\$0.39	\$6.33
\$5.95	\$0.98	\$6.93	\$0.68	\$6.63	\$0.39	\$6.34
\$5.96	\$0.98	\$6.94	\$0.69	\$6.65	\$0.39	\$6.35
\$5.97	\$0.99	\$6.96	\$0.69	\$6.66	\$0.39	\$6.36
\$5.98	\$0.99	\$6.97	\$0.69	\$6.67	\$0.39	\$6.37
\$5.99	\$0.99	\$6.98	\$0.69	\$6.68	\$0.39	\$6.38
\$6.00	\$0.99	\$6.99	\$0.69	\$6.69	\$0.39	\$6.39
\$6.01	\$0.99	\$7.00	\$0.69	\$6.70	\$0.39	\$6.40
\$6.02	\$0.99	\$7.01	\$0.69	\$6.71	\$0.39	\$6.41
\$6.03	\$0.99	\$7.02	\$0.69	\$6.72	\$0.39	\$6.42
\$6.04	\$1.00	\$7.04	\$0.69	\$6.73	\$0.39	\$6.43
\$6.05	\$1.00	\$7.05	\$0.70	\$6.75	\$0.39	\$6.44
\$6.06	\$1.00	\$7.06	\$0.70	\$6.76	\$0.39	\$6.45
\$6.07	\$1.00	\$7.07	\$0.70	\$6.77	\$0.39	\$6.46
\$6.08	\$1.00	\$7.08	\$0.70	\$6.78	\$0.40	\$6.48
\$6.09	\$1.00	\$7.09	\$0.70	\$6.79	\$0.40	\$6.49
\$6.10	\$1.01	\$7.11	\$0.70	\$6.80	\$0.40	\$6.50
\$6.11	\$1.01	\$7.12	\$0.70	\$6.81	\$0.40	\$6.51

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$6.12 to \$6.49*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$6.12	\$1.01	\$7.13	\$0.70	\$6.82	\$0.40	\$6.52
\$6.13	\$1.01	\$7.14	\$0.70	\$6.83	\$0.40	\$6.53
\$6.14	\$1.01	\$7.15	\$0.71	\$6.85	\$0.40	\$6.54
\$6.15	\$1.01	\$7.16	\$0.71	\$6.86	\$0.40	\$6.55
\$6.16	\$1.02	\$7.18	\$0.71	\$6.87	\$0.40	\$6.56
\$6.17	\$1.02	\$7.19	\$0.71	\$6.88	\$0.40	\$6.57
\$6.18	\$1.02	\$7.20	\$0.71	\$6.89	\$0.40	\$6.58
\$6.19	\$1.02	\$7.21	\$0.71	\$6.90	\$0.40	\$6.59
\$6.20	\$1.02	\$7.22	\$0.71	\$6.91	\$0.40	\$6.60
\$6.21	\$1.02	\$7.23	\$0.71	\$6.92	\$0.40	\$6.61
\$6.22	\$1.03	\$7.25	\$0.72	\$6.94	\$0.40	\$6.62
\$6.23	\$1.03	\$7.26	\$0.72	\$6.95	\$0.40	\$6.63
\$6.24	\$1.03	\$7.27	\$0.72	\$6.96	\$0.41	\$6.65
\$6.25	\$1.03	\$7.28	\$0.72	\$6.97	\$0.41	\$6.66
\$6.26	\$1.03	\$7.29	\$0.72	\$6.98	\$0.41	\$6.67
\$6.27	\$1.03	\$7.30	\$0.72	\$6.99	\$0.41	\$6.68
\$6.28	\$1.04	\$7.32	\$0.72	\$7.00	\$0.41	\$6.69
\$6.29	\$1.04	\$7.33	\$0.72	\$7.01	\$0.41	\$6.70
\$6.30	\$1.04	\$7.34	\$0.72	\$7.02	\$0.41	\$6.71
\$6.31	\$1.04	\$7.35	\$0.73	\$7.04	\$0.41	\$6.72
\$6.32	\$1.04	\$7.36	\$0.73	\$7.05	\$0.41	\$6.73
\$6.33	\$1.04	\$7.37	\$0.73	\$7.06	\$0.41	\$6.74
\$6.34	\$1.05	\$7.39	\$0.73	\$7.07	\$0.41	\$6.75
\$6.35	\$1.05	\$7.40	\$0.73	\$7.08	\$0.41	\$6.76
\$6.36	\$1.05	\$7.41	\$0.73	\$7.09	\$0.41	\$6.77
\$6.37	\$1.05	\$7.42	\$0.73	\$7.10	\$0.41	\$6.78
\$6.38	\$1.05	\$7.43	\$0.73	\$7.11	\$0.41	\$6.79
\$6.39	\$1.05	\$7.44	\$0.73	\$7.12	\$0.42	\$6.81
\$6.40	\$1.06	\$7.46	\$0.74	\$7.14	\$0.42	\$6.82
\$6.41	\$1.06	\$7.47	\$0.74	\$7.15	\$0.42	\$6.83
\$6.42	\$1.06	\$7.48	\$0.74	\$7.16	\$0.42	\$6.84
\$6.43	\$1.06	\$7.49	\$0.74	\$7.17	\$0.42	\$6.85
\$6.44	\$1.06	\$7.50	\$0.74	\$7.18	\$0.42	\$6.86
\$6.45	\$1.06	\$7.51	\$0.74	\$7.19	\$0.42	\$6.87
\$6.46	\$1.07	\$7.53	\$0.74	\$7.20	\$0.42	\$6.88
\$6.47	\$1.07	\$7.54	\$0.74	\$7.21	\$0.42	\$6.89
\$6.48	\$1.07	\$7.55	\$0.75	\$7.23	\$0.42	\$6.90
\$6.49	\$1.07	\$7.56	\$0.75	\$7.24	\$0.42	\$6.91

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$6.50 to \$6.87*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$6.50	\$1.07	\$7.57	\$0.75	\$7.25	\$0.42	\$6.92
\$6.51	\$1.07	\$7.58	\$0.75	\$7.26	\$0.42	\$6.93
\$6.52	\$1.08	\$7.60	\$0.75	\$7.27	\$0.42	\$6.94
\$6.53	\$1.08	\$7.61	\$0.75	\$7.28	\$0.42	\$6.95
\$6.54	\$1.08	\$7.62	\$0.75	\$7.29	\$0.43	\$6.97
\$6.55	\$1.08	\$7.63	\$0.75	\$7.30	\$0.43	\$6.98
\$6.56	\$1.08	\$7.64	\$0.75	\$7.31	\$0.43	\$6.99
\$6.57	\$1.08	\$7.65	\$0.76	\$7.33	\$0.43	\$7.00
\$6.58	\$1.09	\$7.67	\$0.76	\$7.34	\$0.43	\$7.01
\$6.59	\$1.09	\$7.68	\$0.76	\$7.35	\$0.43	\$7.02
\$6.60	\$1.09	\$7.69	\$0.76	\$7.36	\$0.43	\$7.03
\$6.61	\$1.09	\$7.70	\$0.76	\$7.37	\$0.43	\$7.04
\$6.62	\$1.09	\$7.71	\$0.76	\$7.38	\$0.43	\$7.05
\$6.63	\$1.09	\$7.72	\$0.76	\$7.39	\$0.43	\$7.06
\$6.64	\$1.10	\$7.74	\$0.76	\$7.40	\$0.43	\$7.07
\$6.65	\$1.10	\$7.75	\$0.76	\$7.41	\$0.43	\$7.08
\$6.66	\$1.10	\$7.76	\$0.77	\$7.43	\$0.43	\$7.09
\$6.67	\$1.10	\$7.77	\$0.77	\$7.44	\$0.43	\$7.10
\$6.68	\$1.10	\$7.78	\$0.77	\$7.45	\$0.43	\$7.11
\$6.69	\$1.10	\$7.79	\$0.77	\$7.46	\$0.43	\$7.12
\$6.70	\$1.11	\$7.81	\$0.77	\$7.47	\$0.44	\$7.14
\$6.71	\$1.11	\$7.82	\$0.77	\$7.48	\$0.44	\$7.15
\$6.72	\$1.11	\$7.83	\$0.77	\$7.49	\$0.44	\$7.16
\$6.73	\$1.11	\$7.84	\$0.77	\$7.50	\$0.44	\$7.17
\$6.74	\$1.11	\$7.85	\$0.78	\$7.52	\$0.44	\$7.18
\$6.75	\$1.11	\$7.86	\$0.78	\$7.53	\$0.44	\$7.19
\$6.76	\$1.12	\$7.88	\$0.78	\$7.54	\$0.44	\$7.20
\$6.77	\$1.12	\$7.89	\$0.78	\$7.55	\$0.44	\$7.21
\$6.78	\$1.12	\$7.90	\$0.78	\$7.56	\$0.44	\$7.22
\$6.79	\$1.12	\$7.91	\$0.78	\$7.57	\$0.44	\$7.23
\$6.80	\$1.12	\$7.92	\$0.78	\$7.58	\$0.44	\$7.24
\$6.81	\$1.12	\$7.93	\$0.78	\$7.59	\$0.44	\$7.25
\$6.82	\$1.13	\$7.95	\$0.78	\$7.60	\$0.44	\$7.26
\$6.83	\$1.13	\$7.96	\$0.79	\$7.62	\$0.44	\$7.27
\$6.84	\$1.13	\$7.97	\$0.79	\$7.63	\$0.44	\$7.28
\$6.85	\$1.13	\$7.98	\$0.79	\$7.64	\$0.45	\$7.30
\$6.86	\$1.13	\$7.99	\$0.79	\$7.65	\$0.45	\$7.31
\$6.87	\$1.13	\$8.00	\$0.79	\$7.66	\$0.45	\$7.32

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$6.88 to \$7.25*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$6.88	\$1.14	\$8.02	\$0.79	\$7.67	\$0.45	\$7.33
\$6.89	\$1.14	\$8.03	\$0.79	\$7.68	\$0.45	\$7.34
\$6.90	\$1.14	\$8.04	\$0.79	\$7.69	\$0.45	\$7.35
\$6.91	\$1.14	\$8.05	\$0.79	\$7.70	\$0.45	\$7.36
\$6.92	\$1.14	\$8.06	\$0.80	\$7.72	\$0.45	\$7.37
\$6.93	\$1.14	\$8.07	\$0.80	\$7.73	\$0.45	\$7.38
\$6.94	\$1.15	\$8.09	\$0.80	\$7.74	\$0.45	\$7.39
\$6.95	\$1.15	\$8.10	\$0.80	\$7.75	\$0.45	\$7.40
\$6.96	\$1.15	\$8.11	\$0.80	\$7.76	\$0.45	\$7.41
\$6.97	\$1.15	\$8.12	\$0.80	\$7.77	\$0.45	\$7.42
\$6.98	\$1.15	\$8.13	\$0.80	\$7.78	\$0.45	\$7.43
\$6.99	\$1.15	\$8.14	\$0.80	\$7.79	\$0.45	\$7.44
\$7.00	\$1.15	\$8.15	\$0.81	\$7.81	\$0.45	\$7.45
\$7.01	\$1.16	\$8.17	\$0.81	\$7.82	\$0.46	\$7.47
\$7.02	\$1.16	\$8.18	\$0.81	\$7.83	\$0.46	\$7.48
\$7.03	\$1.16	\$8.19	\$0.81	\$7.84	\$0.46	\$7.49
\$7.04	\$1.16	\$8.20	\$0.81	\$7.85	\$0.46	\$7.50
\$7.05	\$1.16	\$8.21	\$0.81	\$7.86	\$0.46	\$7.51
\$7.06	\$1.16	\$8.22	\$0.81	\$7.87	\$0.46	\$7.52
\$7.07	\$1.17	\$8.24	\$0.81	\$7.88	\$0.46	\$7.53
\$7.08	\$1.17	\$8.25	\$0.81	\$7.89	\$0.46	\$7.54
\$7.09	\$1.17	\$8.26	\$0.82	\$7.91	\$0.46	\$7.55
\$7.10	\$1.17	\$8.27	\$0.82	\$7.92	\$0.46	\$7.56
\$7.11	\$1.17	\$8.28	\$0.82	\$7.93	\$0.46	\$7.57
\$7.12	\$1.17	\$8.29	\$0.82	\$7.94	\$0.46	\$7.58
\$7.13	\$1.18	\$8.31	\$0.82	\$7.95	\$0.46	\$7.59
\$7.14	\$1.18	\$8.32	\$0.82	\$7.96	\$0.46	\$7.60
\$7.15	\$1.18	\$8.33	\$0.82	\$7.97	\$0.46	\$7.61
\$7.16	\$1.18	\$8.34	\$0.82	\$7.98	\$0.47	\$7.63
\$7.17	\$1.18	\$8.35	\$0.82	\$7.99	\$0.47	\$7.64
\$7.18	\$1.18	\$8.36	\$0.83	\$8.01	\$0.47	\$7.65
\$7.19	\$1.19	\$8.38	\$0.83	\$8.02	\$0.47	\$7.66
\$7.20	\$1.19	\$8.39	\$0.83	\$8.03	\$0.47	\$7.67
\$7.21	\$1.19	\$8.40	\$0.83	\$8.04	\$0.47	\$7.68
\$7.22	\$1.19	\$8.41	\$0.83	\$8.05	\$0.47	\$7.69
\$7.23	\$1.19	\$8.42	\$0.83	\$8.06	\$0.47	\$7.70
\$7.24	\$1.19	\$8.43	\$0.83	\$8.07	\$0.47	\$7.71
\$7.25	\$1.20	\$8.45	\$0.83	\$8.08	\$0.47	\$7.72

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$7.26 to \$7.63*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$7.26	\$1.20	\$8.46	\$0.83	\$8.09	\$0.47	\$7.73
\$7.27	\$1.20	\$8.47	\$0.84	\$8.11	\$0.47	\$7.74
\$7.28	\$1.20	\$8.48	\$0.84	\$8.12	\$0.47	\$7.75
\$7.29	\$1.20	\$8.49	\$0.84	\$8.13	\$0.47	\$7.76
\$7.30	\$1.20	\$8.50	\$0.84	\$8.14	\$0.47	\$7.77
\$7.31	\$1.21	\$8.52	\$0.84	\$8.15	\$0.48	\$7.79
\$7.32	\$1.21	\$8.53	\$0.84	\$8.16	\$0.48	\$7.80
\$7.33	\$1.21	\$8.54	\$0.84	\$8.17	\$0.48	\$7.81
\$7.34	\$1.21	\$8.55	\$0.84	\$8.18	\$0.48	\$7.82
\$7.35	\$1.21	\$8.56	\$0.85	\$8.20	\$0.48	\$7.83
\$7.36	\$1.21	\$8.57	\$0.85	\$8.21	\$0.48	\$7.84
\$7.37	\$1.22	\$8.59	\$0.85	\$8.22	\$0.48	\$7.85
\$7.38	\$1.22	\$8.60	\$0.85	\$8.23	\$0.48	\$7.86
\$7.39	\$1.22	\$8.61	\$0.85	\$8.24	\$0.48	\$7.87
\$7.40	\$1.22	\$8.62	\$0.85	\$8.25	\$0.48	\$7.88
\$7.41	\$1.22	\$8.63	\$0.85	\$8.26	\$0.48	\$7.89
\$7.42	\$1.22	\$8.64	\$0.85	\$8.27	\$0.48	\$7.90
\$7.43	\$1.23	\$8.66	\$0.85	\$8.28	\$0.48	\$7.91
\$7.44	\$1.23	\$8.67	\$0.86	\$8.30	\$0.48	\$7.92
\$7.45	\$1.23	\$8.68	\$0.86	\$8.31	\$0.48	\$7.93
\$7.46	\$1.23	\$8.69	\$0.86	\$8.32	\$0.48	\$7.94
\$7.47	\$1.23	\$8.70	\$0.86	\$8.33	\$0.49	\$7.96
\$7.48	\$1.23	\$8.71	\$0.86	\$8.34	\$0.49	\$7.97
\$7.49	\$1.24	\$8.73	\$0.86	\$8.35	\$0.49	\$7.98
\$7.50	\$1.24	\$8.74	\$0.86	\$8.36	\$0.49	\$7.99
\$7.51	\$1.24	\$8.75	\$0.86	\$8.37	\$0.49	\$8.00
\$7.52	\$1.24	\$8.76	\$0.86	\$8.38	\$0.49	\$8.01
\$7.53	\$1.24	\$8.77	\$0.87	\$8.40	\$0.49	\$8.02
\$7.54	\$1.24	\$8.78	\$0.87	\$8.41	\$0.49	\$8.03
\$7.55	\$1.25	\$8.80	\$0.87	\$8.42	\$0.49	\$8.04
\$7.56	\$1.25	\$8.81	\$0.87	\$8.43	\$0.49	\$8.05
\$7.57	\$1.25	\$8.82	\$0.87	\$8.44	\$0.49	\$8.06
\$7.58	\$1.25	\$8.83	\$0.87	\$8.45	\$0.49	\$8.07
\$7.59	\$1.25	\$8.84	\$0.87	\$8.46	\$0.49	\$8.08
\$7.60	\$1.25	\$8.85	\$0.87	\$8.47	\$0.49	\$8.09
\$7.61	\$1.26	\$8.87	\$0.88	\$8.49	\$0.49	\$8.10
\$7.62	\$1.26	\$8.88	\$0.88	\$8.50	\$0.50	\$8.12
\$7.63	\$1.26	\$8.89	\$0.88	\$8.51	\$0.50	\$8.13

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$7.64 to \$8.01*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$7.64	\$1.26	\$8.90	\$0.88	\$8.52	\$0.50	\$8.14
\$7.65	\$1.26	\$8.91	\$0.88	\$8.53	\$0.50	\$8.15
\$7.66	\$1.26	\$8.92	\$0.88	\$8.54	\$0.50	\$8.16
\$7.67	\$1.27	\$8.94	\$0.88	\$8.55	\$0.50	\$8.17
\$7.68	\$1.27	\$8.95	\$0.88	\$8.56	\$0.50	\$8.18
\$7.69	\$1.27	\$8.96	\$0.88	\$8.57	\$0.50	\$8.19
\$7.70	\$1.27	\$8.97	\$0.89	\$8.59	\$0.50	\$8.20
\$7.71	\$1.27	\$8.98	\$0.89	\$8.60	\$0.50	\$8.21
\$7.72	\$1.27	\$8.99	\$0.89	\$8.61	\$0.50	\$8.22
\$7.73	\$1.28	\$9.01	\$0.89	\$8.62	\$0.50	\$8.23
\$7.74	\$1.28	\$9.02	\$0.89	\$8.63	\$0.50	\$8.24
\$7.75	\$1.28	\$9.03	\$0.89	\$8.64	\$0.50	\$8.25
\$7.76	\$1.28	\$9.04	\$0.89	\$8.65	\$0.50	\$8.26
\$7.77	\$1.28	\$9.05	\$0.89	\$8.66	\$0.51	\$8.28
\$7.78	\$1.28	\$9.06	\$0.89	\$8.67	\$0.51	\$8.29
\$7.79	\$1.29	\$9.08	\$0.90	\$8.69	\$0.51	\$8.30
\$7.80	\$1.29	\$9.09	\$0.90	\$8.70	\$0.51	\$8.31
\$7.81	\$1.29	\$9.10	\$0.90	\$8.71	\$0.51	\$8.32
\$7.82	\$1.29	\$9.11	\$0.90	\$8.72	\$0.51	\$8.33
\$7.83	\$1.29	\$9.12	\$0.90	\$8.73	\$0.51	\$8.34
\$7.84	\$1.29	\$9.13	\$0.90	\$8.74	\$0.51	\$8.35
\$7.85	\$1.30	\$9.15	\$0.90	\$8.75	\$0.51	\$8.36
\$7.86	\$1.30	\$9.16	\$0.90	\$8.76	\$0.51	\$8.37
\$7.87	\$1.30	\$9.17	\$0.91	\$8.78	\$0.51	\$8.38
\$7.88	\$1.30	\$9.18	\$0.91	\$8.79	\$0.51	\$8.39
\$7.89	\$1.30	\$9.19	\$0.91	\$8.80	\$0.51	\$8.40
\$7.90	\$1.30	\$9.20	\$0.91	\$8.81	\$0.51	\$8.41
\$7.91	\$1.31	\$9.22	\$0.91	\$8.82	\$0.51	\$8.42
\$7.92	\$1.31	\$9.23	\$0.91	\$8.83	\$0.51	\$8.43
\$7.93	\$1.31	\$9.24	\$0.91	\$8.84	\$0.52	\$8.45
\$7.94	\$1.31	\$9.25	\$0.91	\$8.85	\$0.52	\$8.46
\$7.95	\$1.31	\$9.26	\$0.91	\$8.86	\$0.52	\$8.47
\$7.96	\$1.31	\$9.27	\$0.92	\$8.88	\$0.52	\$8.48
\$7.97	\$1.32	\$9.29	\$0.92	\$8.89	\$0.52	\$8.49
\$7.98	\$1.32	\$9.30	\$0.92	\$8.90	\$0.52	\$8.50
\$7.99	\$1.32	\$9.31	\$0.92	\$8.91	\$0.52	\$8.51
\$8.00	\$1.32	\$9.32	\$0.92	\$8.92	\$0.52	\$8.52
\$8.01	\$1.32	\$9.33	\$0.92	\$8.93	\$0.52	\$8.53

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$8.02 to \$8.39*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$8.02	\$1.32	\$9.34	\$0.92	\$8.94	\$0.52	\$8.54
\$8.03	\$1.32	\$9.35	\$0.92	\$8.95	\$0.52	\$8.55
\$8.04	\$1.33	\$9.37	\$0.92	\$8.96	\$0.52	\$8.56
\$8.05	\$1.33	\$9.38	\$0.93	\$8.98	\$0.52	\$8.57
\$8.06	\$1.33	\$9.39	\$0.93	\$8.99	\$0.52	\$8.58
\$8.07	\$1.33	\$9.40	\$0.93	\$9.00	\$0.52	\$8.59
\$8.08	\$1.33	\$9.41	\$0.93	\$9.01	\$0.53	\$8.61
\$8.09	\$1.33	\$9.42	\$0.93	\$9.02	\$0.53	\$8.62
\$8.10	\$1.34	\$9.44	\$0.93	\$9.03	\$0.53	\$8.63
\$8.11	\$1.34	\$9.45	\$0.93	\$9.04	\$0.53	\$8.64
\$8.12	\$1.34	\$9.46	\$0.93	\$9.05	\$0.53	\$8.65
\$8.13	\$1.34	\$9.47	\$0.93	\$9.06	\$0.53	\$8.66
\$8.14	\$1.34	\$9.48	\$0.94	\$9.08	\$0.53	\$8.67
\$8.15	\$1.34	\$9.49	\$0.94	\$9.09	\$0.53	\$8.68
\$8.16	\$1.35	\$9.51	\$0.94	\$9.10	\$0.53	\$8.69
\$8.17	\$1.35	\$9.52	\$0.94	\$9.11	\$0.53	\$8.70
\$8.18	\$1.35	\$9.53	\$0.94	\$9.12	\$0.53	\$8.71
\$8.19	\$1.35	\$9.54	\$0.94	\$9.13	\$0.53	\$8.72
\$8.20	\$1.35	\$9.55	\$0.94	\$9.14	\$0.53	\$8.73
\$8.21	\$1.35	\$9.56	\$0.94	\$9.15	\$0.53	\$8.74
\$8.22	\$1.36	\$9.58	\$0.95	\$9.17	\$0.53	\$8.75
\$8.23	\$1.36	\$9.59	\$0.95	\$9.18	\$0.53	\$8.76
\$8.24	\$1.36	\$9.60	\$0.95	\$9.19	\$0.54	\$8.78
\$8.25	\$1.36	\$9.61	\$0.95	\$9.20	\$0.54	\$8.79
\$8.26	\$1.36	\$9.62	\$0.95	\$9.21	\$0.54	\$8.80
\$8.27	\$1.36	\$9.63	\$0.95	\$9.22	\$0.54	\$8.81
\$8.28	\$1.37	\$9.65	\$0.95	\$9.23	\$0.54	\$8.82
\$8.29	\$1.37	\$9.66	\$0.95	\$9.24	\$0.54	\$8.83
\$8.30	\$1.37	\$9.67	\$0.95	\$9.25	\$0.54	\$8.84
\$8.31	\$1.37	\$9.68	\$0.96	\$9.27	\$0.54	\$8.85
\$8.32	\$1.37	\$9.69	\$0.96	\$9.28	\$0.54	\$8.86
\$8.33	\$1.37	\$9.70	\$0.96	\$9.29	\$0.54	\$8.87
\$8.34	\$1.38	\$9.72	\$0.96	\$9.30	\$0.54	\$8.88
\$8.35	\$1.38	\$9.73	\$0.96	\$9.31	\$0.54	\$8.89
\$8.36	\$1.38	\$9.74	\$0.96	\$9.32	\$0.54	\$8.90
\$8.37	\$1.38	\$9.75	\$0.96	\$9.33	\$0.54	\$8.91
\$8.38	\$1.38	\$9.76	\$0.96	\$9.34	\$0.54	\$8.92
\$8.39	\$1.38	\$9.77	\$0.96	\$9.35	\$0.55	\$8.94

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$8.40 to \$8.77*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$8.40	\$1.39	\$9.79	\$0.97	\$9.37	\$0.55	\$8.95
\$8.41	\$1.39	\$9.80	\$0.97	\$9.38	\$0.55	\$8.96
\$8.42	\$1.39	\$9.81	\$0.97	\$9.39	\$0.55	\$8.97
\$8.43	\$1.39	\$9.82	\$0.97	\$9.40	\$0.55	\$8.98
\$8.44	\$1.39	\$9.83	\$0.97	\$9.41	\$0.55	\$8.99
\$8.45	\$1.39	\$9.84	\$0.97	\$9.42	\$0.55	\$9.00
\$8.46	\$1.40	\$9.86	\$0.97	\$9.43	\$0.55	\$9.01
\$8.47	\$1.40	\$9.87	\$0.97	\$9.44	\$0.55	\$9.02
\$8.48	\$1.40	\$9.88	\$0.98	\$9.46	\$0.55	\$9.03
\$8.49	\$1.40	\$9.89	\$0.98	\$9.47	\$0.55	\$9.04
\$8.50	\$1.40	\$9.90	\$0.98	\$9.48	\$0.55	\$9.05
\$8.51	\$1.40	\$9.91	\$0.98	\$9.49	\$0.55	\$9.06
\$8.52	\$1.41	\$9.93	\$0.98	\$9.50	\$0.55	\$9.07
\$8.53	\$1.41	\$9.94	\$0.98	\$9.51	\$0.55	\$9.08
\$8.54	\$1.41	\$9.95	\$0.98	\$9.52	\$0.56	\$9.10
\$8.55	\$1.41	\$9.96	\$0.98	\$9.53	\$0.56	\$9.11
\$8.56	\$1.41	\$9.97	\$0.98	\$9.54	\$0.56	\$9.12
\$8.57	\$1.41	\$9.98	\$0.99	\$9.56	\$0.56	\$9.13
\$8.58	\$1.42	\$10.00	\$0.99	\$9.57	\$0.56	\$9.14
\$8.59	\$1.42	\$10.01	\$0.99	\$9.58	\$0.56	\$9.15
\$8.60	\$1.42	\$10.02	\$0.99	\$9.59	\$0.56	\$9.16
\$8.61	\$1.42	\$10.03	\$0.99	\$9.60	\$0.56	\$9.17
\$8.62	\$1.42	\$10.04	\$0.99	\$9.61	\$0.56	\$9.18
\$8.63	\$1.42	\$10.05	\$0.99	\$9.62	\$0.56	\$9.19
\$8.64	\$1.43	\$10.07	\$0.99	\$9.63	\$0.56	\$9.20
\$8.65	\$1.43	\$10.08	\$0.99	\$9.64	\$0.56	\$9.21
\$8.66	\$1.43	\$10.09	\$1.00	\$9.66	\$0.56	\$9.22
\$8.67	\$1.43	\$10.10	\$1.00	\$9.67	\$0.56	\$9.23
\$8.68	\$1.43	\$10.11	\$1.00	\$9.68	\$0.56	\$9.24
\$8.69	\$1.43	\$10.12	\$1.00	\$9.69	\$0.56	\$9.25
\$8.70	\$1.44	\$10.14	\$1.00	\$9.70	\$0.57	\$9.27
\$8.71	\$1.44	\$10.15	\$1.00	\$9.71	\$0.57	\$9.28
\$8.72	\$1.44	\$10.16	\$1.00	\$9.72	\$0.57	\$9.29
\$8.73	\$1.44	\$10.17	\$1.00	\$9.73	\$0.57	\$9.30
\$8.74	\$1.44	\$10.18	\$1.01	\$9.75	\$0.57	\$9.31
\$8.75	\$1.44	\$10.19	\$1.01	\$9.76	\$0.57	\$9.32
\$8.76	\$1.45	\$10.21	\$1.01	\$9.77	\$0.57	\$9.33
\$8.77	\$1.45	\$10.22	\$1.01	\$9.78	\$0.57	\$9.34

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$8.78 to \$9.15*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$8.78	\$1.45	\$10.23	\$1.01	\$9.79	\$0.57	\$9.35
\$8.79	\$1.45	\$10.24	\$1.01	\$9.80	\$0.57	\$9.36
\$8.80	\$1.45	\$10.25	\$1.01	\$9.81	\$0.57	\$9.37
\$8.81	\$1.45	\$10.26	\$1.01	\$9.82	\$0.57	\$9.38
\$8.82	\$1.46	\$10.28	\$1.01	\$9.83	\$0.57	\$9.39
\$8.83	\$1.46	\$10.29	\$1.02	\$9.85	\$0.57	\$9.40
\$8.84	\$1.46	\$10.30	\$1.02	\$9.86	\$0.57	\$9.41
\$8.85	\$1.46	\$10.31	\$1.02	\$9.87	\$0.58	\$9.43
\$8.86	\$1.46	\$10.32	\$1.02	\$9.88	\$0.58	\$9.44
\$8.87	\$1.46	\$10.33	\$1.02	\$9.89	\$0.58	\$9.45
\$8.88	\$1.47	\$10.35	\$1.02	\$9.90	\$0.58	\$9.46
\$8.89	\$1.47	\$10.36	\$1.02	\$9.91	\$0.58	\$9.47
\$8.90	\$1.47	\$10.37	\$1.02	\$9.92	\$0.58	\$9.48
\$8.91	\$1.47	\$10.38	\$1.02	\$9.93	\$0.58	\$9.49
\$8.92	\$1.47	\$10.39	\$1.03	\$9.95	\$0.58	\$9.50
\$8.93	\$1.47	\$10.40	\$1.03	\$9.96	\$0.58	\$9.51
\$8.94	\$1.48	\$10.42	\$1.03	\$9.97	\$0.58	\$9.52
\$8.95	\$1.48	\$10.43	\$1.03	\$9.98	\$0.58	\$9.53
\$8.96	\$1.48	\$10.44	\$1.03	\$9.99	\$0.58	\$9.54
\$8.97	\$1.48	\$10.45	\$1.03	\$10.00	\$0.58	\$9.55
\$8.98	\$1.48	\$10.46	\$1.03	\$10.01	\$0.58	\$9.56
\$8.99	\$1.48	\$10.47	\$1.03	\$10.02	\$0.58	\$9.57
\$9.00	\$1.48	\$10.48	\$1.04	\$10.04	\$0.58	\$9.58
\$9.01	\$1.49	\$10.50	\$1.04	\$10.05	\$0.59	\$9.60
\$9.02	\$1.49	\$10.51	\$1.04	\$10.06	\$0.59	\$9.61
\$9.03	\$1.49	\$10.52	\$1.04	\$10.07	\$0.59	\$9.62
\$9.04	\$1.49	\$10.53	\$1.04	\$10.08	\$0.59	\$9.63
\$9.05	\$1.49	\$10.54	\$1.04	\$10.09	\$0.59	\$9.64
\$9.06	\$1.49	\$10.55	\$1.04	\$10.10	\$0.59	\$9.65
\$9.07	\$1.50	\$10.57	\$1.04	\$10.11	\$0.59	\$9.66
\$9.08	\$1.50	\$10.58	\$1.04	\$10.12	\$0.59	\$9.67
\$9.09	\$1.50	\$10.59	\$1.05	\$10.14	\$0.59	\$9.68
\$9.10	\$1.50	\$10.60	\$1.05	\$10.15	\$0.59	\$9.69
\$9.11	\$1.50	\$10.61	\$1.05	\$10.16	\$0.59	\$9.70
\$9.12	\$1.50	\$10.62	\$1.05	\$10.17	\$0.59	\$9.71
\$9.13	\$1.51	\$10.64	\$1.05	\$10.18	\$0.59	\$9.72
\$9.14	\$1.51	\$10.65	\$1.05	\$10.19	\$0.59	\$9.73
\$9.15	\$1.51	\$10.66	\$1.05	\$10.20	\$0.59	\$9.74

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$9.16 to \$9.53*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$9.16	\$1.51	\$10.67	\$1.05	\$10.21	\$0.60	\$9.76
\$9.17	\$1.51	\$10.68	\$1.05	\$10.22	\$0.60	\$9.77
\$9.18	\$1.51	\$10.69	\$1.06	\$10.24	\$0.60	\$9.78
\$9.19	\$1.52	\$10.71	\$1.06	\$10.25	\$0.60	\$9.79
\$9.20	\$1.52	\$10.72	\$1.06	\$10.26	\$0.60	\$9.80
\$9.21	\$1.52	\$10.73	\$1.06	\$10.27	\$0.60	\$9.81
\$9.22	\$1.52	\$10.74	\$1.06	\$10.28	\$0.60	\$9.82
\$9.23	\$1.52	\$10.75	\$1.06	\$10.29	\$0.60	\$9.83
\$9.24	\$1.52	\$10.76	\$1.06	\$10.30	\$0.60	\$9.84
\$9.25	\$1.53	\$10.78	\$1.06	\$10.31	\$0.60	\$9.85
\$9.26	\$1.53	\$10.79	\$1.06	\$10.32	\$0.60	\$9.86
\$9.27	\$1.53	\$10.80	\$1.07	\$10.34	\$0.60	\$9.87
\$9.28	\$1.53	\$10.81	\$1.07	\$10.35	\$0.60	\$9.88
\$9.29	\$1.53	\$10.82	\$1.07	\$10.36	\$0.60	\$9.89
\$9.30	\$1.53	\$10.83	\$1.07	\$10.37	\$0.60	\$9.90
\$9.31	\$1.54	\$10.85	\$1.07	\$10.38	\$0.61	\$9.92
\$9.32	\$1.54	\$10.86	\$1.07	\$10.39	\$0.61	\$9.93
\$9.33	\$1.54	\$10.87	\$1.07	\$10.40	\$0.61	\$9.94
\$9.34	\$1.54	\$10.88	\$1.07	\$10.41	\$0.61	\$9.95
\$9.35	\$1.54	\$10.89	\$1.08	\$10.43	\$0.61	\$9.96
\$9.36	\$1.54	\$10.90	\$1.08	\$10.44	\$0.61	\$9.97
\$9.37	\$1.55	\$10.92	\$1.08	\$10.45	\$0.61	\$9.98
\$9.38	\$1.55	\$10.93	\$1.08	\$10.46	\$0.61	\$9.99
\$9.39	\$1.55	\$10.94	\$1.08	\$10.47	\$0.61	\$10.00
\$9.40	\$1.55	\$10.95	\$1.08	\$10.48	\$0.61	\$10.01
\$9.41	\$1.55	\$10.96	\$1.08	\$10.49	\$0.61	\$10.02
\$9.42	\$1.55	\$10.97	\$1.08	\$10.50	\$0.61	\$10.03
\$9.43	\$1.56	\$10.99	\$1.08	\$10.51	\$0.61	\$10.04
\$9.44	\$1.56	\$11.00	\$1.09	\$10.53	\$0.61	\$10.05
\$9.45	\$1.56	\$11.01	\$1.09	\$10.54	\$0.61	\$10.06
\$9.46	\$1.56	\$11.02	\$1.09	\$10.55	\$0.61	\$10.07
\$9.47	\$1.56	\$11.03	\$1.09	\$10.56	\$0.62	\$10.09
\$9.48	\$1.56	\$11.04	\$1.09	\$10.57	\$0.62	\$10.10
\$9.49	\$1.57	\$11.06	\$1.09	\$10.58	\$0.62	\$10.11
\$9.50	\$1.57	\$11.07	\$1.09	\$10.59	\$0.62	\$10.12
\$9.51	\$1.57	\$11.08	\$1.09	\$10.60	\$0.62	\$10.13
\$9.52	\$1.57	\$11.09	\$1.09	\$10.61	\$0.62	\$10.14
\$9.53	\$1.57	\$11.10	\$1.10	\$10.63	\$0.62	\$10.15

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$9.54 to \$9.91*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$9.54	\$1.57	\$11.11	\$1.10	\$10.64	\$0.62	\$10.16
\$9.55	\$1.58	\$11.13	\$1.10	\$10.65	\$0.62	\$10.17
\$9.56	\$1.58	\$11.14	\$1.10	\$10.66	\$0.62	\$10.18
\$9.57	\$1.58	\$11.15	\$1.10	\$10.67	\$0.62	\$10.19
\$9.58	\$1.58	\$11.16	\$1.10	\$10.68	\$0.62	\$10.20
\$9.59	\$1.58	\$11.17	\$1.10	\$10.69	\$0.62	\$10.21
\$9.60	\$1.58	\$11.18	\$1.10	\$10.70	\$0.62	\$10.22
\$9.61	\$1.59	\$11.20	\$1.11	\$10.72	\$0.62	\$10.23
\$9.62	\$1.59	\$11.21	\$1.11	\$10.73	\$0.63	\$10.25
\$9.63	\$1.59	\$11.22	\$1.11	\$10.74	\$0.63	\$10.26
\$9.64	\$1.59	\$11.23	\$1.11	\$10.75	\$0.63	\$10.27
\$9.65	\$1.59	\$11.24	\$1.11	\$10.76	\$0.63	\$10.28
\$9.66	\$1.59	\$11.25	\$1.11	\$10.77	\$0.63	\$10.29
\$9.67	\$1.60	\$11.27	\$1.11	\$10.78	\$0.63	\$10.30
\$9.68	\$1.60	\$11.28	\$1.11	\$10.79	\$0.63	\$10.31
\$9.69	\$1.60	\$11.29	\$1.11	\$10.80	\$0.63	\$10.32
\$9.70	\$1.60	\$11.30	\$1.12	\$10.82	\$0.63	\$10.33
\$9.71	\$1.60	\$11.31	\$1.12	\$10.83	\$0.63	\$10.34
\$9.72	\$1.60	\$11.32	\$1.12	\$10.84	\$0.63	\$10.35
\$9.73	\$1.61	\$11.34	\$1.12	\$10.85	\$0.63	\$10.36
\$9.74	\$1.61	\$11.35	\$1.12	\$10.86	\$0.63	\$10.37
\$9.75	\$1.61	\$11.36	\$1.12	\$10.87	\$0.63	\$10.38
\$9.76	\$1.61	\$11.37	\$1.12	\$10.88	\$0.63	\$10.39
\$9.77	\$1.61	\$11.38	\$1.12	\$10.89	\$0.64	\$10.41
\$9.78	\$1.61	\$11.39	\$1.12	\$10.90	\$0.64	\$10.42
\$9.79	\$1.62	\$11.41	\$1.13	\$10.92	\$0.64	\$10.43
\$9.80	\$1.62	\$11.42	\$1.13	\$10.93	\$0.64	\$10.44
\$9.81	\$1.62	\$11.43	\$1.13	\$10.94	\$0.64	\$10.45
\$9.82	\$1.62	\$11.44	\$1.13	\$10.95	\$0.64	\$10.46
\$9.83	\$1.62	\$11.45	\$1.13	\$10.96	\$0.64	\$10.47
\$9.84	\$1.62	\$11.46	\$1.13	\$10.97	\$0.64	\$10.48
\$9.85	\$1.63	\$11.48	\$1.13	\$10.98	\$0.64	\$10.49
\$9.86	\$1.63	\$11.49	\$1.13	\$10.99	\$0.64	\$10.50
\$9.87	\$1.63	\$11.50	\$1.14	\$11.01	\$0.64	\$10.51
\$9.88	\$1.63	\$11.51	\$1.14	\$11.02	\$0.64	\$10.52
\$9.89	\$1.63	\$11.52	\$1.14	\$11.03	\$0.64	\$10.53
\$9.90	\$1.63	\$11.53	\$1.14	\$11.04	\$0.64	\$10.54
\$9.91	\$1.64	\$11.55	\$1.14	\$11.05	\$0.64	\$10.55

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$9.92 to \$10.29*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$9.92	\$1.64	\$11.56	\$1.14	\$11.06	\$0.64	\$10.56
\$9.93	\$1.64	\$11.57	\$1.14	\$11.07	\$0.65	\$10.58
\$9.94	\$1.64	\$11.58	\$1.14	\$11.08	\$0.65	\$10.59
\$9.95	\$1.64	\$11.59	\$1.14	\$11.09	\$0.65	\$10.60
\$9.96	\$1.64	\$11.60	\$1.15	\$11.11	\$0.65	\$10.61
\$9.97	\$1.65	\$11.62	\$1.15	\$11.12	\$0.65	\$10.62
\$9.98	\$1.65	\$11.63	\$1.15	\$11.13	\$0.65	\$10.63
\$9.99	\$1.65	\$11.64	\$1.15	\$11.14	\$0.65	\$10.64
\$10.00	\$1.65	\$11.65	\$1.15	\$11.15	\$0.65	\$10.65
\$10.01	\$1.65	\$11.66	\$1.15	\$11.16	\$0.65	\$10.66
\$10.02	\$1.65	\$11.67	\$1.15	\$11.17	\$0.65	\$10.67
\$10.03	\$1.65	\$11.68	\$1.15	\$11.18	\$0.65	\$10.68
\$10.04	\$1.66	\$11.70	\$1.15	\$11.19	\$0.65	\$10.69
\$10.05	\$1.66	\$11.71	\$1.16	\$11.21	\$0.65	\$10.70
\$10.06	\$1.66	\$11.72	\$1.16	\$11.22	\$0.65	\$10.71
\$10.07	\$1.66	\$11.73	\$1.16	\$11.23	\$0.65	\$10.72
\$10.08	\$1.66	\$11.74	\$1.16	\$11.24	\$0.66	\$10.74
\$10.09	\$1.66	\$11.75	\$1.16	\$11.25	\$0.66	\$10.75
\$10.10	\$1.67	\$11.77	\$1.16	\$11.26	\$0.66	\$10.76
\$10.11	\$1.67	\$11.78	\$1.16	\$11.27	\$0.66	\$10.77
\$10.12	\$1.67	\$11.79	\$1.16	\$11.28	\$0.66	\$10.78
\$10.13	\$1.67	\$11.80	\$1.16	\$11.29	\$0.66	\$10.79
\$10.14	\$1.67	\$11.81	\$1.17	\$11.31	\$0.66	\$10.80
\$10.15	\$1.67	\$11.82	\$1.17	\$11.32	\$0.66	\$10.81
\$10.16	\$1.68	\$11.84	\$1.17	\$11.33	\$0.66	\$10.82
\$10.17	\$1.68	\$11.85	\$1.17	\$11.34	\$0.66	\$10.83
\$10.18	\$1.68	\$11.86	\$1.17	\$11.35	\$0.66	\$10.84
\$10.19	\$1.68	\$11.87	\$1.17	\$11.36	\$0.66	\$10.85
\$10.20	\$1.68	\$11.88	\$1.17	\$11.37	\$0.66	\$10.86
\$10.21	\$1.68	\$11.89	\$1.17	\$11.38	\$0.66	\$10.87
\$10.22	\$1.69	\$11.91	\$1.18	\$11.40	\$0.66	\$10.88
\$10.23	\$1.69	\$11.92	\$1.18	\$11.41	\$0.66	\$10.89
\$10.24	\$1.69	\$11.93	\$1.18	\$11.42	\$0.67	\$10.91
\$10.25	\$1.69	\$11.94	\$1.18	\$11.43	\$0.67	\$10.92
\$10.26	\$1.69	\$11.95	\$1.18	\$11.44	\$0.67	\$10.93
\$10.27	\$1.69	\$11.96	\$1.18	\$11.45	\$0.67	\$10.94
\$10.28	\$1.70	\$11.98	\$1.18	\$11.46	\$0.67	\$10.95
\$10.29	\$1.70	\$11.99	\$1.18	\$11.47	\$0.67	\$10.96

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$10.30 to \$10.67*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$10.30	\$1.70	\$12.00	\$1.18	\$11.48	\$0.67	\$10.97
\$10.31	\$1.70	\$12.01	\$1.19	\$11.50	\$0.67	\$10.98
\$10.32	\$1.70	\$12.02	\$1.19	\$11.51	\$0.67	\$10.99
\$10.33	\$1.70	\$12.03	\$1.19	\$11.52	\$0.67	\$11.00
\$10.34	\$1.71	\$12.05	\$1.19	\$11.53	\$0.67	\$11.01
\$10.35	\$1.71	\$12.06	\$1.19	\$11.54	\$0.67	\$11.02
\$10.36	\$1.71	\$12.07	\$1.19	\$11.55	\$0.67	\$11.03
\$10.37	\$1.71	\$12.08	\$1.19	\$11.56	\$0.67	\$11.04
\$10.38	\$1.71	\$12.09	\$1.19	\$11.57	\$0.67	\$11.05
\$10.39	\$1.71	\$12.10	\$1.19	\$11.58	\$0.68	\$11.07
\$10.40	\$1.72	\$12.12	\$1.20	\$11.60	\$0.68	\$11.08
\$10.41	\$1.72	\$12.13	\$1.20	\$11.61	\$0.68	\$11.09
\$10.42	\$1.72	\$12.14	\$1.20	\$11.62	\$0.68	\$11.10
\$10.43	\$1.72	\$12.15	\$1.20	\$11.63	\$0.68	\$11.11
\$10.44	\$1.72	\$12.16	\$1.20	\$11.64	\$0.68	\$11.12
\$10.45	\$1.72	\$12.17	\$1.20	\$11.65	\$0.68	\$11.13
\$10.46	\$1.73	\$12.19	\$1.20	\$11.66	\$0.68	\$11.14
\$10.47	\$1.73	\$12.20	\$1.20	\$11.67	\$0.68	\$11.15
\$10.48	\$1.73	\$12.21	\$1.21	\$11.69	\$0.68	\$11.16
\$10.49	\$1.73	\$12.22	\$1.21	\$11.70	\$0.68	\$11.17
\$10.50	\$1.73	\$12.23	\$1.21	\$11.71	\$0.68	\$11.18
\$10.51	\$1.73	\$12.24	\$1.21	\$11.72	\$0.68	\$11.19
\$10.52	\$1.74	\$12.26	\$1.21	\$11.73	\$0.68	\$11.20
\$10.53	\$1.74	\$12.27	\$1.21	\$11.74	\$0.68	\$11.21
\$10.54	\$1.74	\$12.28	\$1.21	\$11.75	\$0.69	\$11.23
\$10.55	\$1.74	\$12.29	\$1.21	\$11.76	\$0.69	\$11.24
\$10.56	\$1.74	\$12.30	\$1.21	\$11.77	\$0.69	\$11.25
\$10.57	\$1.74	\$12.31	\$1.22	\$11.79	\$0.69	\$11.26
\$10.58	\$1.75	\$12.33	\$1.22	\$11.80	\$0.69	\$11.27
\$10.59	\$1.75	\$12.34	\$1.22	\$11.81	\$0.69	\$11.28
\$10.60	\$1.75	\$12.35	\$1.22	\$11.82	\$0.69	\$11.29
\$10.61	\$1.75	\$12.36	\$1.22	\$11.83	\$0.69	\$11.30
\$10.62	\$1.75	\$12.37	\$1.22	\$11.84	\$0.69	\$11.31
\$10.63	\$1.75	\$12.38	\$1.22	\$11.85	\$0.69	\$11.32
\$10.64	\$1.76	\$12.40	\$1.22	\$11.86	\$0.69	\$11.33
\$10.65	\$1.76	\$12.41	\$1.22	\$11.87	\$0.69	\$11.34
\$10.66	\$1.76	\$12.42	\$1.23	\$11.89	\$0.69	\$11.35
\$10.67	\$1.76	\$12.43	\$1.23	\$11.90	\$0.69	\$11.36

* How to calculate your Total Contribution Rate if not shown below: If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$10.68 to \$11.05*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$10.68	\$1.76	\$12.44	\$1.23	\$11.91	\$0.69	\$11.37
\$10.69	\$1.76	\$12.45	\$1.23	\$11.92	\$0.69	\$11.38
\$10.70	\$1.77	\$12.47	\$1.23	\$11.93	\$0.70	\$11.40
\$10.71	\$1.77	\$12.48	\$1.23	\$11.94	\$0.70	\$11.41
\$10.72	\$1.77	\$12.49	\$1.23	\$11.95	\$0.70	\$11.42
\$10.73	\$1.77	\$12.50	\$1.23	\$11.96	\$0.70	\$11.43
\$10.74	\$1.77	\$12.51	\$1.24	\$11.98	\$0.70	\$11.44
\$10.75	\$1.77	\$12.52	\$1.24	\$11.99	\$0.70	\$11.45
\$10.76	\$1.78	\$12.54	\$1.24	\$12.00	\$0.70	\$11.46
\$10.77	\$1.78	\$12.55	\$1.24	\$12.01	\$0.70	\$11.47
\$10.78	\$1.78	\$12.56	\$1.24	\$12.02	\$0.70	\$11.48
\$10.79	\$1.78	\$12.57	\$1.24	\$12.03	\$0.70	\$11.49
\$10.80	\$1.78	\$12.58	\$1.24	\$12.04	\$0.70	\$11.50
\$10.81	\$1.78	\$12.59	\$1.24	\$12.05	\$0.70	\$11.51
\$10.82	\$1.79	\$12.61	\$1.24	\$12.06	\$0.70	\$11.52
\$10.83	\$1.79	\$12.62	\$1.25	\$12.08	\$0.70	\$11.53
\$10.84	\$1.79	\$12.63	\$1.25	\$12.09	\$0.70	\$11.54
\$10.85	\$1.79	\$12.64	\$1.25	\$12.10	\$0.71	\$11.56
\$10.86	\$1.79	\$12.65	\$1.25	\$12.11	\$0.71	\$11.57
\$10.87	\$1.79	\$12.66	\$1.25	\$12.12	\$0.71	\$11.58
\$10.88	\$1.80	\$12.68	\$1.25	\$12.13	\$0.71	\$11.59
\$10.89	\$1.80	\$12.69	\$1.25	\$12.14	\$0.71	\$11.60
\$10.90	\$1.80	\$12.70	\$1.25	\$12.15	\$0.71	\$11.61
\$10.91	\$1.80	\$12.71	\$1.25	\$12.16	\$0.71	\$11.62
\$10.92	\$1.80	\$12.72	\$1.26	\$12.18	\$0.71	\$11.63
\$10.93	\$1.80	\$12.73	\$1.26	\$12.19	\$0.71	\$11.64
\$10.94	\$1.81	\$12.75	\$1.26	\$12.20	\$0.71	\$11.65
\$10.95	\$1.81	\$12.76	\$1.26	\$12.21	\$0.71	\$11.66
\$10.96	\$1.81	\$12.77	\$1.26	\$12.22	\$0.71	\$11.67
\$10.97	\$1.81	\$12.78	\$1.26	\$12.23	\$0.71	\$11.68
\$10.98	\$1.81	\$12.79	\$1.26	\$12.24	\$0.71	\$11.69
\$10.99	\$1.81	\$12.80	\$1.26	\$12.25	\$0.71	\$11.70
\$11.00	\$1.81	\$12.81	\$1.27	\$12.27	\$0.71	\$11.71
\$11.01	\$1.82	\$12.83	\$1.27	\$12.28	\$0.72	\$11.73
\$11.02	\$1.82	\$12.84	\$1.27	\$12.29	\$0.72	\$11.74
\$11.03	\$1.82	\$12.85	\$1.27	\$12.30	\$0.72	\$11.75
\$11.04	\$1.82	\$12.86	\$1.27	\$12.31	\$0.72	\$11.76
\$11.05	\$1.82	\$12.87	\$1.27	\$12.32	\$0.72	\$11.77

* How to calculate your Total Contribution Rate if not shown below: If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$11.06 to \$11.43*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$11.06	\$1.82	\$12.88	\$1.27	\$12.33	\$0.72	\$11.78
\$11.07	\$1.83	\$12.90	\$1.27	\$12.34	\$0.72	\$11.79
\$11.08	\$1.83	\$12.91	\$1.27	\$12.35	\$0.72	\$11.80
\$11.09	\$1.83	\$12.92	\$1.28	\$12.37	\$0.72	\$11.81
\$11.10	\$1.83	\$12.93	\$1.28	\$12.38	\$0.72	\$11.82
\$11.11	\$1.83	\$12.94	\$1.28	\$12.39	\$0.72	\$11.83
\$11.12	\$1.83	\$12.95	\$1.28	\$12.40	\$0.72	\$11.84
\$11.13	\$1.84	\$12.97	\$1.28	\$12.41	\$0.72	\$11.85
\$11.14	\$1.84	\$12.98	\$1.28	\$12.42	\$0.72	\$11.86
\$11.15	\$1.84	\$12.99	\$1.28	\$12.43	\$0.72	\$11.87
\$11.16	\$1.84	\$13.00	\$1.28	\$12.44	\$0.73	\$11.89
\$11.17	\$1.84	\$13.01	\$1.28	\$12.45	\$0.73	\$11.90
\$11.18	\$1.84	\$13.02	\$1.29	\$12.47	\$0.73	\$11.91
\$11.19	\$1.85	\$13.04	\$1.29	\$12.48	\$0.73	\$11.92
\$11.20	\$1.85	\$13.05	\$1.29	\$12.49	\$0.73	\$11.93
\$11.21	\$1.85	\$13.06	\$1.29	\$12.50	\$0.73	\$11.94
\$11.22	\$1.85	\$13.07	\$1.29	\$12.51	\$0.73	\$11.95
\$11.23	\$1.85	\$13.08	\$1.29	\$12.52	\$0.73	\$11.96
\$11.24	\$1.85	\$13.09	\$1.29	\$12.53	\$0.73	\$11.97
\$11.25	\$1.86	\$13.11	\$1.29	\$12.54	\$0.73	\$11.98
\$11.26	\$1.86	\$13.12	\$1.29	\$12.55	\$0.73	\$11.99
\$11.27	\$1.86	\$13.13	\$1.30	\$12.57	\$0.73	\$12.00
\$11.28	\$1.86	\$13.14	\$1.30	\$12.58	\$0.73	\$12.01
\$11.29	\$1.86	\$13.15	\$1.30	\$12.59	\$0.73	\$12.02
\$11.30	\$1.86	\$13.16	\$1.30	\$12.60	\$0.73	\$12.03
\$11.31	\$1.87	\$13.18	\$1.30	\$12.61	\$0.74	\$12.05
\$11.32	\$1.87	\$13.19	\$1.30	\$12.62	\$0.74	\$12.06
\$11.33	\$1.87	\$13.20	\$1.30	\$12.63	\$0.74	\$12.07
\$11.34	\$1.87	\$13.21	\$1.30	\$12.64	\$0.74	\$12.08
\$11.35	\$1.87	\$13.22	\$1.31	\$12.66	\$0.74	\$12.09
\$11.36	\$1.87	\$13.23	\$1.31	\$12.67	\$0.74	\$12.10
\$11.37	\$1.88	\$13.25	\$1.31	\$12.68	\$0.74	\$12.11
\$11.38	\$1.88	\$13.26	\$1.31	\$12.69	\$0.74	\$12.12
\$11.39	\$1.88	\$13.27	\$1.31	\$12.70	\$0.74	\$12.13
\$11.40	\$1.88	\$13.28	\$1.31	\$12.71	\$0.74	\$12.14
\$11.41	\$1.88	\$13.29	\$1.31	\$12.72	\$0.74	\$12.15
\$11.42	\$1.88	\$13.30	\$1.31	\$12.73	\$0.74	\$12.16
\$11.43	\$1.89	\$13.32	\$1.31	\$12.74	\$0.74	\$12.17

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$11.44 to \$11.81*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$11.44	\$1.89	\$13.33	\$1.32	\$12.76	\$0.74	\$12.18
\$11.45	\$1.89	\$13.34	\$1.32	\$12.77	\$0.74	\$12.19
\$11.46	\$1.89	\$13.35	\$1.32	\$12.78	\$0.74	\$12.20
\$11.47	\$1.89	\$13.36	\$1.32	\$12.79	\$0.75	\$12.22
\$11.48	\$1.89	\$13.37	\$1.32	\$12.80	\$0.75	\$12.23
\$11.49	\$1.90	\$13.39	\$1.32	\$12.81	\$0.75	\$12.24
\$11.50	\$1.90	\$13.40	\$1.32	\$12.82	\$0.75	\$12.25
\$11.51	\$1.90	\$13.41	\$1.32	\$12.83	\$0.75	\$12.26
\$11.52	\$1.90	\$13.42	\$1.32	\$12.84	\$0.75	\$12.27
\$11.53	\$1.90	\$13.43	\$1.33	\$12.86	\$0.75	\$12.28
\$11.54	\$1.90	\$13.44	\$1.33	\$12.87	\$0.75	\$12.29
\$11.55	\$1.91	\$13.46	\$1.33	\$12.88	\$0.75	\$12.30
\$11.56	\$1.91	\$13.47	\$1.33	\$12.89	\$0.75	\$12.31
\$11.57	\$1.91	\$13.48	\$1.33	\$12.90	\$0.75	\$12.32
\$11.58	\$1.91	\$13.49	\$1.33	\$12.91	\$0.75	\$12.33
\$11.59	\$1.91	\$13.50	\$1.33	\$12.92	\$0.75	\$12.34
\$11.60	\$1.91	\$13.51	\$1.33	\$12.93	\$0.75	\$12.35
\$11.61	\$1.92	\$13.53	\$1.34	\$12.95	\$0.75	\$12.36
\$11.62	\$1.92	\$13.54	\$1.34	\$12.96	\$0.76	\$12.38
\$11.63	\$1.92	\$13.55	\$1.34	\$12.97	\$0.76	\$12.39
\$11.64	\$1.92	\$13.56	\$1.34	\$12.98	\$0.76	\$12.40
\$11.65	\$1.92	\$13.57	\$1.34	\$12.99	\$0.76	\$12.41
\$11.66	\$1.92	\$13.58	\$1.34	\$13.00	\$0.76	\$12.42
\$11.67	\$1.93	\$13.60	\$1.34	\$13.01	\$0.76	\$12.43
\$11.68	\$1.93	\$13.61	\$1.34	\$13.02	\$0.76	\$12.44
\$11.69	\$1.93	\$13.62	\$1.34	\$13.03	\$0.76	\$12.45
\$11.70	\$1.93	\$13.63	\$1.35	\$13.05	\$0.76	\$12.46
\$11.71	\$1.93	\$13.64	\$1.35	\$13.06	\$0.76	\$12.47
\$11.72	\$1.93	\$13.65	\$1.35	\$13.07	\$0.76	\$12.48
\$11.73	\$1.94	\$13.67	\$1.35	\$13.08	\$0.76	\$12.49
\$11.74	\$1.94	\$13.68	\$1.35	\$13.09	\$0.76	\$12.50
\$11.75	\$1.94	\$13.69	\$1.35	\$13.10	\$0.76	\$12.51
\$11.76	\$1.94	\$13.70	\$1.35	\$13.11	\$0.76	\$12.52
\$11.77	\$1.94	\$13.71	\$1.35	\$13.12	\$0.77	\$12.54
\$11.78	\$1.94	\$13.72	\$1.35	\$13.13	\$0.77	\$12.55
\$11.79	\$1.95	\$13.74	\$1.36	\$13.15	\$0.77	\$12.56
\$11.80	\$1.95	\$13.75	\$1.36	\$13.16	\$0.77	\$12.57
\$11.81	\$1.95	\$13.76	\$1.36	\$13.17	\$0.77	\$12.58

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.



The Western Conference of Teamsters Pension Plan

PEER—Employer Contribution Rates

For rates of \$11.82 to \$12.00*

Basic Contribution Rate	PEER/80 Contribution Rate 16.5%	Total Contribution Rate	PEER/82 Contribution Rate 11.5%	Total Contribution Rate	PEER/84 Contribution Rate 6.5%	Total Contribution Rate
\$11.82	\$1.95	\$13.77	\$1.36	\$13.18	\$0.77	\$12.59
\$11.83	\$1.95	\$13.78	\$1.36	\$13.19	\$0.77	\$12.60
\$11.84	\$1.95	\$13.79	\$1.36	\$13.20	\$0.77	\$12.61
\$11.85	\$1.96	\$13.81	\$1.36	\$13.21	\$0.77	\$12.62
\$11.86	\$1.96	\$13.82	\$1.36	\$13.22	\$0.77	\$12.63
\$11.87	\$1.96	\$13.83	\$1.37	\$13.24	\$0.77	\$12.64
\$11.88	\$1.96	\$13.84	\$1.37	\$13.25	\$0.77	\$12.65
\$11.89	\$1.96	\$13.85	\$1.37	\$13.26	\$0.77	\$12.66
\$11.90	\$1.96	\$13.86	\$1.37	\$13.27	\$0.77	\$12.67
\$11.91	\$1.97	\$13.88	\$1.37	\$13.28	\$0.77	\$12.68
\$11.92	\$1.97	\$13.89	\$1.37	\$13.29	\$0.77	\$12.69
\$11.93	\$1.97	\$13.90	\$1.37	\$13.30	\$0.78	\$12.71
\$11.94	\$1.97	\$13.91	\$1.37	\$13.31	\$0.78	\$12.72
\$11.95	\$1.97	\$13.92	\$1.37	\$13.32	\$0.78	\$12.73
\$11.96	\$1.97	\$13.93	\$1.38	\$13.34	\$0.78	\$12.74
\$11.97	\$1.98	\$13.95	\$1.38	\$13.35	\$0.78	\$12.75
\$11.98	\$1.98	\$13.96	\$1.38	\$13.36	\$0.78	\$12.76
\$11.99	\$1.98	\$13.97	\$1.38	\$13.37	\$0.78	\$12.77
\$12.00	\$1.98	\$13.98	\$1.38	\$13.38	\$0.78	\$12.78

* **How to calculate your Total Contribution Rate if not shown below:** If a Total Contribution Rate is negotiated but not shown on the Table, use the next lowest PEER Contribution Rate along with the next highest Basic Contribution Rate to arrive at the desired Total Contribution Rate. For example, assume that a Total Contribution Rate of \$0.57 with PEER/84 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and a PEER Contribution Rate of \$0.03.