



PEER—Employer Contribution Rates

Shows contribution rates required for:

\$0.05 to \$0.42	\$6.89 to \$7.26	\$13.73 to \$14.10
\$0.43 to \$0.80	\$7.27 to \$7.64	\$14.11 to \$14.48
\$0.81 to \$1.18	\$7.65 to \$8.02	\$14.49 to \$14.86
\$1.19 to \$1.56	\$8.03 to \$8.40	\$14.87 to \$15.24
\$1.57 to \$1.94	\$8.41 to \$8.78	\$15.25 to \$15.62
\$1.95 to \$2.32	\$8.79 to \$9.16	\$15.63 to \$16.00
\$2.33 to \$2.70	\$9.17 to \$9.54	\$16.01 to \$16.38
\$2.71 to \$3.08	\$9.55 to \$9.92	\$16.39 to \$16.76
\$3.09 to \$3.46	\$9.93 to \$10.30	\$16.77 to \$17.14
\$3.47 to \$3.84	\$10.31 to \$10.68	\$17.15 to \$17.52
\$3.85 to \$4.22	\$10.69 to \$11.06	\$17.53 to \$17.90
\$4.23 to \$4.60	\$11.07 to \$11.44	\$17.91 to \$18.28
\$4.61 to \$4.98	\$11.45 to \$11.82	\$18.29 to \$18.66
\$4.99 to \$5.36	\$11.83 to \$12.20	\$18.67 to \$19.04
\$5.37 to \$5.74	\$12.21 to \$12.58	\$19.05 to \$19.42
\$5.75 to \$6.12	\$12.59 to \$12.96	\$19.43 to \$19.80
\$6.13 to \$6.50	\$12.97 to \$13.34	\$19.81 to \$20.00
\$6.51 to \$6.88	\$13.35 to \$13.72	



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	\$0.03	\$0.39
\$0.38	\$0.06	\$0.44	\$0.04	\$0.42	\$0.03	\$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

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$0.25 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.24 and an PEER Contribution Rate of \$0.01.



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	\$0.08	\$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	\$0.09	\$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	\$0.10	\$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	\$0.11	\$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	\$0.12	\$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	\$0.13	\$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

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$0.57 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.54 and an PEER Contribution Rate of \$0.03.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$0.81 to \$1.18*

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
\$1.18	\$0.19	\$1.37	\$0.14	\$1.32	\$0.08	\$1.26

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$0.90 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$0.85 and an PEER Contribution Rate of \$0.05.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$1.19 to \$1.56*

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
\$1.19	\$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
\$1.56	\$0.26	\$1.82	\$0.18	\$1.74	\$0.10	\$1.66

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$1.56 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$1.47 and an PEER Contribution Rate of \$0.09.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$1.57 to \$1.94*

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
\$1.57	\$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
\$1.94	\$0.32	\$2.26	\$0.22	\$2.16	\$0.13	\$2.07

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$1.72 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$1.62 and an PEER Contribution Rate of \$0.10.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$1.95 to \$2.32*

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
\$1.95	\$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
\$2.32	\$0.38	\$2.70	\$0.27	\$2.59	\$0.15	\$2.47

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$2.21 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$2.08 and an PEER Contribution Rate of \$0.13.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$2.33 to \$2.70*

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
\$2.33	\$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
\$2.70	\$0.45	\$3.15	\$0.31	\$3.01	\$0.18	\$2.88

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$2.70 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$2.54 and an PEER Contribution Rate of \$0.16.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$2.71 to \$3.08*

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
\$2.71	\$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	\$0.34	\$3.34	\$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
\$3.08	\$0.51	\$3.59	\$0.35	\$3.43	\$0.20	\$3.28

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$3.03 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$2.85 and an PEER Contribution Rate of \$0.18.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$3.09 to \$3.46*

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
\$3.09	\$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
\$3.46	\$0.57	\$4.03	\$0.40	\$3.86	\$0.22	\$3.68

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$3.52 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$3.31 and an PEER Contribution Rate of \$0.21.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$3.47 to \$3.84*

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
\$3.47	\$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
\$3.84	\$0.63	\$4.47	\$0.44	\$4.28	\$0.25	\$4.09

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$4.01 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$3.77 and an PEER Contribution Rate of \$0.24.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$3.85 to \$4.22*

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
\$3.85	\$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
\$4.22	\$0.70	\$4.92	\$0.49	\$4.71	\$0.27	\$4.49

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$4.18 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$3.93 and an PEER Contribution Rate of \$0.25.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$4.23 to \$4.60*

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
\$4.23	\$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
\$4.60	\$0.76	\$5.36	\$0.53	\$5.13	\$0.30	\$4.90

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$4.51 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$4.24 and an PEER Contribution Rate of \$0.27.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$4.61 to \$4.98*

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
\$4.61	\$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
\$4.98	\$0.82	\$5.80	\$0.57	\$5.55	\$0.32	\$5.30

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$5.00 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$4.70 and an PEER Contribution Rate of \$0.30.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$4.99 to \$5.36*

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
\$4.99	\$0.82	\$5.81	\$0.57	\$5.56	\$0.32	\$5.31
\$5.00	\$0.82	\$5.82	\$0.57	\$5.57	\$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
\$5.36	\$0.88	\$6.24	\$0.62	\$5.98	\$0.35	\$5.71

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$5.33 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$5.01 and an PEER Contribution Rate of \$0.32.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$5.37 to \$5.74*

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
\$5.37	\$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
\$5.74	\$0.95	\$6.69	\$0.66	\$6.40	\$0.37	\$6.11

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$5.82 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$5.47 and an PEER Contribution Rate of \$0.35.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$5.75 to \$6.12*

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
\$5.75	\$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
\$6.12	\$1.01	\$7.13	\$0.70	\$6.82	\$0.40	\$6.52

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$6.14 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$5.77 and an PEER Contribution Rate of \$0.37.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$6.13 to \$6.50*

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
\$6.13	\$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
\$6.50	\$1.07	\$7.57	\$0.75	\$7.25	\$0.42	\$6.92

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$6.64 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$6.24 and an PEER Contribution Rate of \$0.40.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$6.51 to \$6.88*

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
\$6.51	\$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
\$6.88	\$1.14	\$8.02	\$0.79	\$7.67	\$0.45	\$7.33

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$6.96 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$6.54 and an PEER Contribution Rate of \$0.42.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$6.89 to \$7.26*

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
\$6.89	\$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	\$0.80	\$7.80	\$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
\$7.26	\$1.20	\$8.46	\$0.83	\$8.09	\$0.47	\$7.73

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$7.46 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$7.01 and an PEER Contribution Rate of \$0.45.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$7.27 to \$7.64*

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
\$7.27	\$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
\$7.64	\$1.26	\$8.90	\$0.88	\$8.52	\$0.50	\$8.14

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$7.78 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$7.31 and an PEER Contribution Rate of \$0.47.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$7.65 to \$8.02*

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
\$7.65	\$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
\$8.02	\$1.32	\$9.34	\$0.92	\$8.94	\$0.52	\$8.54

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$8.27 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$7.77 and an PEER Contribution Rate of \$0.50.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$8.03 to \$8.40*

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
\$8.03	\$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
\$8.40	\$1.39	\$9.79	\$0.97	\$9.37	\$0.55	\$8.95

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$8.60 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$8.08 and an PEER Contribution Rate of \$0.52.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$8.41 to \$8.78*

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
\$8.41	\$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
\$8.78	\$1.45	\$10.23	\$1.01	\$9.79	\$0.57	\$9.35

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$9.09 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$8.54 and an PEER Contribution Rate of \$0.55.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$8.79 to \$9.16*

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
\$8.79	\$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	\$1.03	\$10.03	\$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
\$9.16	\$1.51	\$10.67	\$1.05	\$10.21	\$0.60	\$9.76

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$9.42 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$8.85 and an PEER Contribution Rate of \$0.57.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$9.17 to \$9.54*

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
\$9.17	\$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
\$9.54	\$1.57	\$11.11	\$1.10	\$10.64	\$0.62	\$10.16

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$9.91 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$9.31 and an PEER Contribution Rate of \$0.60.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$9.55 to \$9.92*

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
\$9.55	\$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
\$9.92	\$1.64	\$11.56	\$1.14	\$11.06	\$0.64	\$10.56

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$10.24 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$9.62 and an PEER Contribution Rate of \$0.62.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$9.93 to \$10.30*

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
\$9.93	\$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
\$10.30	\$1.70	\$12.00	\$1.18	\$11.48	\$0.67	\$10.97

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$10.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$10.08 and an PEER Contribution Rate of \$0.65.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$10.31 to \$10.68*

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
\$10.31	\$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
\$10.68	\$1.76	\$12.44	\$1.23	\$11.91	\$0.69	\$11.37

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$11.06 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$10.39 and an PEER Contribution Rate of \$0.67.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$10.69 to \$11.06*

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
\$10.69	\$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	\$1.26	\$12.26	\$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
\$11.06	\$1.82	\$12.88	\$1.27	\$12.33	\$0.72	\$11.78

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$11.39 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$10.70 and an PEER Contribution Rate of \$0.69.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$11.07 to \$11.44*

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
\$11.07	\$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
\$11.44	\$1.89	\$13.33	\$1.32	\$12.76	\$0.74	\$12.18

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$11.88 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$11.16 and an PEER Contribution Rate of \$0.72.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$11.45 to \$11.82*

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
\$11.45	\$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
\$11.82	\$1.95	\$13.77	\$1.36	\$13.18	\$0.77	\$12.59

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$12.21 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$11.47 and an PEER Contribution Rate of \$0.74.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$11.83 to \$12.20*

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
\$11.83	\$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
\$12.01	\$1.98	\$13.99	\$1.38	\$13.39	\$0.78	\$12.79
\$12.02	\$1.98	\$14.00	\$1.38	\$13.40	\$0.78	\$12.80
\$12.03	\$1.98	\$14.01	\$1.38	\$13.41	\$0.78	\$12.81
\$12.04	\$1.99	\$14.03	\$1.38	\$13.42	\$0.78	\$12.82
\$12.05	\$1.99	\$14.04	\$1.39	\$13.44	\$0.78	\$12.83
\$12.06	\$1.99	\$14.05	\$1.39	\$13.45	\$0.78	\$12.84
\$12.07	\$1.99	\$14.06	\$1.39	\$13.46	\$0.78	\$12.85
\$12.08	\$1.99	\$14.07	\$1.39	\$13.47	\$0.79	\$12.87
\$12.09	\$1.99	\$14.08	\$1.39	\$13.48	\$0.79	\$12.88
\$12.10	\$2.00	\$14.10	\$1.39	\$13.49	\$0.79	\$12.89
\$12.11	\$2.00	\$14.11	\$1.39	\$13.50	\$0.79	\$12.90
\$12.12	\$2.00	\$14.12	\$1.39	\$13.51	\$0.79	\$12.91
\$12.13	\$2.00	\$14.13	\$1.39	\$13.52	\$0.79	\$12.92
\$12.14	\$2.00	\$14.14	\$1.40	\$13.54	\$0.79	\$12.93
\$12.15	\$2.00	\$14.15	\$1.40	\$13.55	\$0.79	\$12.94
\$12.16	\$2.01	\$14.17	\$1.40	\$13.56	\$0.79	\$12.95
\$12.17	\$2.01	\$14.18	\$1.40	\$13.57	\$0.79	\$12.96
\$12.18	\$2.01	\$14.19	\$1.40	\$13.58	\$0.79	\$12.97
\$12.19	\$2.01	\$14.20	\$1.40	\$13.59	\$0.79	\$12.98
\$12.20	\$2.01	\$14.21	\$1.40	\$13.60	\$0.79	\$12.99

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$12.70 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$11.93 and an PEER Contribution Rate of \$0.77.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$12.21 to \$12.58*

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
\$12.21	\$2.01	\$14.22	\$1.40	\$13.61	\$0.79	\$13.00
\$12.22	\$2.02	\$14.24	\$1.41	\$13.63	\$0.79	\$13.01
\$12.23	\$2.02	\$14.25	\$1.41	\$13.64	\$0.79	\$13.02
\$12.24	\$2.02	\$14.26	\$1.41	\$13.65	\$0.80	\$13.04
\$12.25	\$2.02	\$14.27	\$1.41	\$13.66	\$0.80	\$13.05
\$12.26	\$2.02	\$14.28	\$1.41	\$13.67	\$0.80	\$13.06
\$12.27	\$2.02	\$14.29	\$1.41	\$13.68	\$0.80	\$13.07
\$12.28	\$2.03	\$14.31	\$1.41	\$13.69	\$0.80	\$13.08
\$12.29	\$2.03	\$14.32	\$1.41	\$13.70	\$0.80	\$13.09
\$12.30	\$2.03	\$14.33	\$1.41	\$13.71	\$0.80	\$13.10
\$12.31	\$2.03	\$14.34	\$1.42	\$13.73	\$0.80	\$13.11
\$12.32	\$2.03	\$14.35	\$1.42	\$13.74	\$0.80	\$13.12
\$12.33	\$2.03	\$14.36	\$1.42	\$13.75	\$0.80	\$13.13
\$12.34	\$2.04	\$14.38	\$1.42	\$13.76	\$0.80	\$13.14
\$12.35	\$2.04	\$14.39	\$1.42	\$13.77	\$0.80	\$13.15
\$12.36	\$2.04	\$14.40	\$1.42	\$13.78	\$0.80	\$13.16
\$12.37	\$2.04	\$14.41	\$1.42	\$13.79	\$0.80	\$13.17
\$12.38	\$2.04	\$14.42	\$1.42	\$13.80	\$0.80	\$13.18
\$12.39	\$2.04	\$14.43	\$1.42	\$13.81	\$0.81	\$13.20
\$12.40	\$2.05	\$14.45	\$1.43	\$13.83	\$0.81	\$13.21
\$12.41	\$2.05	\$14.46	\$1.43	\$13.84	\$0.81	\$13.22
\$12.42	\$2.05	\$14.47	\$1.43	\$13.85	\$0.81	\$13.23
\$12.43	\$2.05	\$14.48	\$1.43	\$13.86	\$0.81	\$13.24
\$12.44	\$2.05	\$14.49	\$1.43	\$13.87	\$0.81	\$13.25
\$12.45	\$2.05	\$14.50	\$1.43	\$13.88	\$0.81	\$13.26
\$12.46	\$2.06	\$14.52	\$1.43	\$13.89	\$0.81	\$13.27
\$12.47	\$2.06	\$14.53	\$1.43	\$13.90	\$0.81	\$13.28
\$12.48	\$2.06	\$14.54	\$1.44	\$13.92	\$0.81	\$13.29
\$12.49	\$2.06	\$14.55	\$1.44	\$13.93	\$0.81	\$13.30
\$12.50	\$2.06	\$14.56	\$1.44	\$13.94	\$0.81	\$13.31
\$12.51	\$2.06	\$14.57	\$1.44	\$13.95	\$0.81	\$13.32
\$12.52	\$2.07	\$14.59	\$1.44	\$13.96	\$0.81	\$13.33
\$12.53	\$2.07	\$14.60	\$1.44	\$13.97	\$0.81	\$13.34
\$12.54	\$2.07	\$14.61	\$1.44	\$13.98	\$0.82	\$13.36
\$12.55	\$2.07	\$14.62	\$1.44	\$13.99	\$0.82	\$13.37
\$12.56	\$2.07	\$14.63	\$1.44	\$14.00	\$0.82	\$13.38
\$12.57	\$2.07	\$14.64	\$1.45	\$14.02	\$0.82	\$13.39
\$12.58	\$2.08	\$14.66	\$1.45	\$14.03	\$0.82	\$13.40

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$13.03 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$12.24 and an PEER Contribution Rate of \$0.79.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$12.59 to \$12.96*

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
\$12.59	\$2.08	\$14.67	\$1.45	\$14.04	\$0.82	\$13.41
\$12.60	\$2.08	\$14.68	\$1.45	\$14.05	\$0.82	\$13.42
\$12.61	\$2.08	\$14.69	\$1.45	\$14.06	\$0.82	\$13.43
\$12.62	\$2.08	\$14.70	\$1.45	\$14.07	\$0.82	\$13.44
\$12.63	\$2.08	\$14.71	\$1.45	\$14.08	\$0.82	\$13.45
\$12.64	\$2.09	\$14.73	\$1.45	\$14.09	\$0.82	\$13.46
\$12.65	\$2.09	\$14.74	\$1.45	\$14.10	\$0.82	\$13.47
\$12.66	\$2.09	\$14.75	\$1.46	\$14.12	\$0.82	\$13.48
\$12.67	\$2.09	\$14.76	\$1.46	\$14.13	\$0.82	\$13.49
\$12.68	\$2.09	\$14.77	\$1.46	\$14.14	\$0.82	\$13.50
\$12.69	\$2.09	\$14.78	\$1.46	\$14.15	\$0.82	\$13.51
\$12.70	\$2.10	\$14.80	\$1.46	\$14.16	\$0.83	\$13.53
\$12.71	\$2.10	\$14.81	\$1.46	\$14.17	\$0.83	\$13.54
\$12.72	\$2.10	\$14.82	\$1.46	\$14.18	\$0.83	\$13.55
\$12.73	\$2.10	\$14.83	\$1.46	\$14.19	\$0.83	\$13.56
\$12.74	\$2.10	\$14.84	\$1.47	\$14.21	\$0.83	\$13.57
\$12.75	\$2.10	\$14.85	\$1.47	\$14.22	\$0.83	\$13.58
\$12.76	\$2.11	\$14.87	\$1.47	\$14.23	\$0.83	\$13.59
\$12.77	\$2.11	\$14.88	\$1.47	\$14.24	\$0.83	\$13.60
\$12.78	\$2.11	\$14.89	\$1.47	\$14.25	\$0.83	\$13.61
\$12.79	\$2.11	\$14.90	\$1.47	\$14.26	\$0.83	\$13.62
\$12.80	\$2.11	\$14.91	\$1.47	\$14.27	\$0.83	\$13.63
\$12.81	\$2.11	\$14.92	\$1.47	\$14.28	\$0.83	\$13.64
\$12.82	\$2.12	\$14.94	\$1.47	\$14.29	\$0.83	\$13.65
\$12.83	\$2.12	\$14.95	\$1.48	\$14.31	\$0.83	\$13.66
\$12.84	\$2.12	\$14.96	\$1.48	\$14.32	\$0.83	\$13.67
\$12.85	\$2.12	\$14.97	\$1.48	\$14.33	\$0.84	\$13.69
\$12.86	\$2.12	\$14.98	\$1.48	\$14.34	\$0.84	\$13.70
\$12.87	\$2.12	\$14.99	\$1.48	\$14.35	\$0.84	\$13.71
\$12.88	\$2.13	\$15.01	\$1.48	\$14.36	\$0.84	\$13.72
\$12.89	\$2.13	\$15.02	\$1.48	\$14.37	\$0.84	\$13.73
\$12.90	\$2.13	\$15.03	\$1.48	\$14.38	\$0.84	\$13.74
\$12.91	\$2.13	\$15.04	\$1.48	\$14.39	\$0.84	\$13.75
\$12.92	\$2.13	\$15.05	\$1.49	\$14.41	\$0.84	\$13.76
\$12.93	\$2.13	\$15.06	\$1.49	\$14.42	\$0.84	\$13.77
\$12.94	\$2.14	\$15.08	\$1.49	\$14.43	\$0.84	\$13.78
\$12.95	\$2.14	\$15.09	\$1.49	\$14.44	\$0.84	\$13.79
\$12.96	\$2.14	\$15.10	\$1.49	\$14.45	\$0.84	\$13.80

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$13.52 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$12.70 and an PEER Contribution Rate of \$0.82.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$12.97 to \$13.34*

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
\$12.97	\$2.14	\$15.11	\$1.49	\$14.46	\$0.84	\$13.81
\$12.98	\$2.14	\$15.12	\$1.49	\$14.47	\$0.84	\$13.82
\$12.99	\$2.14	\$15.13	\$1.49	\$14.48	\$0.84	\$13.83
\$13.00	\$2.14	\$15.14	\$1.49	\$14.49	\$0.84	\$13.84
\$13.01	\$2.15	\$15.16	\$1.50	\$14.51	\$0.85	\$13.86
\$13.02	\$2.15	\$15.17	\$1.50	\$14.52	\$0.85	\$13.87
\$13.03	\$2.15	\$15.18	\$1.50	\$14.53	\$0.85	\$13.88
\$13.04	\$2.15	\$15.19	\$1.50	\$14.54	\$0.85	\$13.89
\$13.05	\$2.15	\$15.20	\$1.50	\$14.55	\$0.85	\$13.90
\$13.06	\$2.15	\$15.21	\$1.50	\$14.56	\$0.85	\$13.91
\$13.07	\$2.16	\$15.23	\$1.50	\$14.57	\$0.85	\$13.92
\$13.08	\$2.16	\$15.24	\$1.50	\$14.58	\$0.85	\$13.93
\$13.09	\$2.16	\$15.25	\$1.51	\$14.60	\$0.85	\$13.94
\$13.10	\$2.16	\$15.26	\$1.51	\$14.61	\$0.85	\$13.95
\$13.11	\$2.16	\$15.27	\$1.51	\$14.62	\$0.85	\$13.96
\$13.12	\$2.16	\$15.28	\$1.51	\$14.63	\$0.85	\$13.97
\$13.13	\$2.17	\$15.30	\$1.51	\$14.64	\$0.85	\$13.98
\$13.14	\$2.17	\$15.31	\$1.51	\$14.65	\$0.85	\$13.99
\$13.15	\$2.17	\$15.32	\$1.51	\$14.66	\$0.85	\$14.00
\$13.16	\$2.17	\$15.33	\$1.51	\$14.67	\$0.86	\$14.02
\$13.17	\$2.17	\$15.34	\$1.51	\$14.68	\$0.86	\$14.03
\$13.18	\$2.17	\$15.35	\$1.52	\$14.70	\$0.86	\$14.04
\$13.19	\$2.18	\$15.37	\$1.52	\$14.71	\$0.86	\$14.05
\$13.20	\$2.18	\$15.38	\$1.52	\$14.72	\$0.86	\$14.06
\$13.21	\$2.18	\$15.39	\$1.52	\$14.73	\$0.86	\$14.07
\$13.22	\$2.18	\$15.40	\$1.52	\$14.74	\$0.86	\$14.08
\$13.23	\$2.18	\$15.41	\$1.52	\$14.75	\$0.86	\$14.09
\$13.24	\$2.18	\$15.42	\$1.52	\$14.76	\$0.86	\$14.10
\$13.25	\$2.19	\$15.44	\$1.52	\$14.77	\$0.86	\$14.11
\$13.26	\$2.19	\$15.45	\$1.52	\$14.78	\$0.86	\$14.12
\$13.27	\$2.19	\$15.46	\$1.53	\$14.80	\$0.86	\$14.13
\$13.28	\$2.19	\$15.47	\$1.53	\$14.81	\$0.86	\$14.14
\$13.29	\$2.19	\$15.48	\$1.53	\$14.82	\$0.86	\$14.15
\$13.30	\$2.19	\$15.49	\$1.53	\$14.83	\$0.86	\$14.16
\$13.31	\$2.20	\$15.51	\$1.53	\$14.84	\$0.87	\$14.18
\$13.32	\$2.20	\$15.52	\$1.53	\$14.85	\$0.87	\$14.19
\$13.33	\$2.20	\$15.53	\$1.53	\$14.86	\$0.87	\$14.20
\$13.34	\$2.20	\$15.54	\$1.53	\$14.87	\$0.87	\$14.21

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$13.85 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$13.01 and an PEER Contribution Rate of \$0.84.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$13.35 to \$13.72*

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
\$13.35	\$2.20	\$15.55	\$1.54	\$14.89	\$0.87	\$14.22
\$13.36	\$2.20	\$15.56	\$1.54	\$14.90	\$0.87	\$14.23
\$13.37	\$2.21	\$15.58	\$1.54	\$14.91	\$0.87	\$14.24
\$13.38	\$2.21	\$15.59	\$1.54	\$14.92	\$0.87	\$14.25
\$13.39	\$2.21	\$15.60	\$1.54	\$14.93	\$0.87	\$14.26
\$13.40	\$2.21	\$15.61	\$1.54	\$14.94	\$0.87	\$14.27
\$13.41	\$2.21	\$15.62	\$1.54	\$14.95	\$0.87	\$14.28
\$13.42	\$2.21	\$15.63	\$1.54	\$14.96	\$0.87	\$14.29
\$13.43	\$2.22	\$15.65	\$1.54	\$14.97	\$0.87	\$14.30
\$13.44	\$2.22	\$15.66	\$1.55	\$14.99	\$0.87	\$14.31
\$13.45	\$2.22	\$15.67	\$1.55	\$15.00	\$0.87	\$14.32
\$13.46	\$2.22	\$15.68	\$1.55	\$15.01	\$0.87	\$14.33
\$13.47	\$2.22	\$15.69	\$1.55	\$15.02	\$0.88	\$14.35
\$13.48	\$2.22	\$15.70	\$1.55	\$15.03	\$0.88	\$14.36
\$13.49	\$2.23	\$15.72	\$1.55	\$15.04	\$0.88	\$14.37
\$13.50	\$2.23	\$15.73	\$1.55	\$15.05	\$0.88	\$14.38
\$13.51	\$2.23	\$15.74	\$1.55	\$15.06	\$0.88	\$14.39
\$13.52	\$2.23	\$15.75	\$1.55	\$15.07	\$0.88	\$14.40
\$13.53	\$2.23	\$15.76	\$1.56	\$15.09	\$0.88	\$14.41
\$13.54	\$2.23	\$15.77	\$1.56	\$15.10	\$0.88	\$14.42
\$13.55	\$2.24	\$15.79	\$1.56	\$15.11	\$0.88	\$14.43
\$13.56	\$2.24	\$15.80	\$1.56	\$15.12	\$0.88	\$14.44
\$13.57	\$2.24	\$15.81	\$1.56	\$15.13	\$0.88	\$14.45
\$13.58	\$2.24	\$15.82	\$1.56	\$15.14	\$0.88	\$14.46
\$13.59	\$2.24	\$15.83	\$1.56	\$15.15	\$0.88	\$14.47
\$13.60	\$2.24	\$15.84	\$1.56	\$15.16	\$0.88	\$14.48
\$13.61	\$2.25	\$15.86	\$1.57	\$15.18	\$0.88	\$14.49
\$13.62	\$2.25	\$15.87	\$1.57	\$15.19	\$0.89	\$14.51
\$13.63	\$2.25	\$15.88	\$1.57	\$15.20	\$0.89	\$14.52
\$13.64	\$2.25	\$15.89	\$1.57	\$15.21	\$0.89	\$14.53
\$13.65	\$2.25	\$15.90	\$1.57	\$15.22	\$0.89	\$14.54
\$13.66	\$2.25	\$15.91	\$1.57	\$15.23	\$0.89	\$14.55
\$13.67	\$2.26	\$15.93	\$1.57	\$15.24	\$0.89	\$14.56
\$13.68	\$2.26	\$15.94	\$1.57	\$15.25	\$0.89	\$14.57
\$13.69	\$2.26	\$15.95	\$1.57	\$15.26	\$0.89	\$14.58
\$13.70	\$2.26	\$15.96	\$1.58	\$15.28	\$0.89	\$14.59
\$13.71	\$2.26	\$15.97	\$1.58	\$15.29	\$0.89	\$14.60
\$13.72	\$2.26	\$15.98	\$1.58	\$15.30	\$0.89	\$14.61

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$14.34 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$13.47 and an PEER Contribution Rate of \$0.87.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$13.73 to \$14.10*

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
\$13.73	\$2.27	\$16.00	\$1.58	\$15.31	\$0.89	\$14.62
\$13.74	\$2.27	\$16.01	\$1.58	\$15.32	\$0.89	\$14.63
\$13.75	\$2.27	\$16.02	\$1.58	\$15.33	\$0.89	\$14.64
\$13.76	\$2.27	\$16.03	\$1.58	\$15.34	\$0.89	\$14.65
\$13.77	\$2.27	\$16.04	\$1.58	\$15.35	\$0.90	\$14.67
\$13.78	\$2.27	\$16.05	\$1.58	\$15.36	\$0.90	\$14.68
\$13.79	\$2.28	\$16.07	\$1.59	\$15.38	\$0.90	\$14.69
\$13.80	\$2.28	\$16.08	\$1.59	\$15.39	\$0.90	\$14.70
\$13.81	\$2.28	\$16.09	\$1.59	\$15.40	\$0.90	\$14.71
\$13.82	\$2.28	\$16.10	\$1.59	\$15.41	\$0.90	\$14.72
\$13.83	\$2.28	\$16.11	\$1.59	\$15.42	\$0.90	\$14.73
\$13.84	\$2.28	\$16.12	\$1.59	\$15.43	\$0.90	\$14.74
\$13.85	\$2.29	\$16.14	\$1.59	\$15.44	\$0.90	\$14.75
\$13.86	\$2.29	\$16.15	\$1.59	\$15.45	\$0.90	\$14.76
\$13.87	\$2.29	\$16.16	\$1.60	\$15.47	\$0.90	\$14.77
\$13.88	\$2.29	\$16.17	\$1.60	\$15.48	\$0.90	\$14.78
\$13.89	\$2.29	\$16.18	\$1.60	\$15.49	\$0.90	\$14.79
\$13.90	\$2.29	\$16.19	\$1.60	\$15.50	\$0.90	\$14.80
\$13.91	\$2.30	\$16.21	\$1.60	\$15.51	\$0.90	\$14.81
\$13.92	\$2.30	\$16.22	\$1.60	\$15.52	\$0.90	\$14.82
\$13.93	\$2.30	\$16.23	\$1.60	\$15.53	\$0.91	\$14.84
\$13.94	\$2.30	\$16.24	\$1.60	\$15.54	\$0.91	\$14.85
\$13.95	\$2.30	\$16.25	\$1.60	\$15.55	\$0.91	\$14.86
\$13.96	\$2.30	\$16.26	\$1.61	\$15.57	\$0.91	\$14.87
\$13.97	\$2.31	\$16.28	\$1.61	\$15.58	\$0.91	\$14.88
\$13.98	\$2.31	\$16.29	\$1.61	\$15.59	\$0.91	\$14.89
\$13.99	\$2.31	\$16.30	\$1.61	\$15.60	\$0.91	\$14.90
\$14.00	\$2.31	\$16.31	\$1.61	\$15.61	\$0.91	\$14.91
\$14.01	\$2.31	\$16.32	\$1.61	\$15.62	\$0.91	\$14.92
\$14.02	\$2.31	\$16.33	\$1.61	\$15.63	\$0.91	\$14.93
\$14.03	\$2.31	\$16.34	\$1.61	\$15.64	\$0.91	\$14.94
\$14.04	\$2.32	\$16.36	\$1.61	\$15.65	\$0.91	\$14.95
\$14.05	\$2.32	\$16.37	\$1.62	\$15.67	\$0.91	\$14.96
\$14.06	\$2.32	\$16.38	\$1.62	\$15.68	\$0.91	\$14.97
\$14.07	\$2.32	\$16.39	\$1.62	\$15.69	\$0.91	\$14.98
\$14.08	\$2.32	\$16.40	\$1.62	\$15.70	\$0.92	\$15.00
\$14.09	\$2.32	\$16.41	\$1.62	\$15.71	\$0.92	\$15.01
\$14.10	\$2.33	\$16.43	\$1.62	\$15.72	\$0.92	\$15.02

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$14.66 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$13.77 and an PEER Contribution Rate of \$0.89.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$14.11 to \$14.48*

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
\$14.11	\$2.33	\$16.44	\$1.62	\$15.73	\$0.92	\$15.03
\$14.12	\$2.33	\$16.45	\$1.62	\$15.74	\$0.92	\$15.04
\$14.13	\$2.33	\$16.46	\$1.62	\$15.75	\$0.92	\$15.05
\$14.14	\$2.33	\$16.47	\$1.63	\$15.77	\$0.92	\$15.06
\$14.15	\$2.33	\$16.48	\$1.63	\$15.78	\$0.92	\$15.07
\$14.16	\$2.34	\$16.50	\$1.63	\$15.79	\$0.92	\$15.08
\$14.17	\$2.34	\$16.51	\$1.63	\$15.80	\$0.92	\$15.09
\$14.18	\$2.34	\$16.52	\$1.63	\$15.81	\$0.92	\$15.10
\$14.19	\$2.34	\$16.53	\$1.63	\$15.82	\$0.92	\$15.11
\$14.20	\$2.34	\$16.54	\$1.63	\$15.83	\$0.92	\$15.12
\$14.21	\$2.34	\$16.55	\$1.63	\$15.84	\$0.92	\$15.13
\$14.22	\$2.35	\$16.57	\$1.64	\$15.86	\$0.92	\$15.14
\$14.23	\$2.35	\$16.58	\$1.64	\$15.87	\$0.92	\$15.15
\$14.24	\$2.35	\$16.59	\$1.64	\$15.88	\$0.93	\$15.17
\$14.25	\$2.35	\$16.60	\$1.64	\$15.89	\$0.93	\$15.18
\$14.26	\$2.35	\$16.61	\$1.64	\$15.90	\$0.93	\$15.19
\$14.27	\$2.35	\$16.62	\$1.64	\$15.91	\$0.93	\$15.20
\$14.28	\$2.36	\$16.64	\$1.64	\$15.92	\$0.93	\$15.21
\$14.29	\$2.36	\$16.65	\$1.64	\$15.93	\$0.93	\$15.22
\$14.30	\$2.36	\$16.66	\$1.64	\$15.94	\$0.93	\$15.23
\$14.31	\$2.36	\$16.67	\$1.65	\$15.96	\$0.93	\$15.24
\$14.32	\$2.36	\$16.68	\$1.65	\$15.97	\$0.93	\$15.25
\$14.33	\$2.36	\$16.69	\$1.65	\$15.98	\$0.93	\$15.26
\$14.34	\$2.37	\$16.71	\$1.65	\$15.99	\$0.93	\$15.27
\$14.35	\$2.37	\$16.72	\$1.65	\$16.00	\$0.93	\$15.28
\$14.36	\$2.37	\$16.73	\$1.65	\$16.01	\$0.93	\$15.29
\$14.37	\$2.37	\$16.74	\$1.65	\$16.02	\$0.93	\$15.30
\$14.38	\$2.37	\$16.75	\$1.65	\$16.03	\$0.93	\$15.31
\$14.39	\$2.37	\$16.76	\$1.65	\$16.04	\$0.94	\$15.33
\$14.40	\$2.38	\$16.78	\$1.66	\$16.06	\$0.94	\$15.34
\$14.41	\$2.38	\$16.79	\$1.66	\$16.07	\$0.94	\$15.35
\$14.42	\$2.38	\$16.80	\$1.66	\$16.08	\$0.94	\$15.36
\$14.43	\$2.38	\$16.81	\$1.66	\$16.09	\$0.94	\$15.37
\$14.44	\$2.38	\$16.82	\$1.66	\$16.10	\$0.94	\$15.38
\$14.45	\$2.38	\$16.83	\$1.66	\$16.11	\$0.94	\$15.39
\$14.46	\$2.39	\$16.85	\$1.66	\$16.12	\$0.94	\$15.40
\$14.47	\$2.39	\$16.86	\$1.66	\$16.13	\$0.94	\$15.41
\$14.48	\$2.39	\$16.87	\$1.67	\$16.15	\$0.94	\$15.42

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$15.16 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$14.24 and an PEER Contribution Rate of \$0.92.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$14.49 to \$14.86*

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
\$14.49	\$2.39	\$16.88	\$1.67	\$16.16	\$0.94	\$15.43
\$14.50	\$2.39	\$16.89	\$1.67	\$16.17	\$0.94	\$15.44
\$14.51	\$2.39	\$16.90	\$1.67	\$16.18	\$0.94	\$15.45
\$14.52	\$2.40	\$16.92	\$1.67	\$16.19	\$0.94	\$15.46
\$14.53	\$2.40	\$16.93	\$1.67	\$16.20	\$0.94	\$15.47
\$14.54	\$2.40	\$16.94	\$1.67	\$16.21	\$0.95	\$15.49
\$14.55	\$2.40	\$16.95	\$1.67	\$16.22	\$0.95	\$15.50
\$14.56	\$2.40	\$16.96	\$1.67	\$16.23	\$0.95	\$15.51
\$14.57	\$2.40	\$16.97	\$1.68	\$16.25	\$0.95	\$15.52
\$14.58	\$2.41	\$16.99	\$1.68	\$16.26	\$0.95	\$15.53
\$14.59	\$2.41	\$17.00	\$1.68	\$16.27	\$0.95	\$15.54
\$14.60	\$2.41	\$17.01	\$1.68	\$16.28	\$0.95	\$15.55
\$14.61	\$2.41	\$17.02	\$1.68	\$16.29	\$0.95	\$15.56
\$14.62	\$2.41	\$17.03	\$1.68	\$16.30	\$0.95	\$15.57
\$14.63	\$2.41	\$17.04	\$1.68	\$16.31	\$0.95	\$15.58
\$14.64	\$2.42	\$17.06	\$1.68	\$16.32	\$0.95	\$15.59
\$14.65	\$2.42	\$17.07	\$1.68	\$16.33	\$0.95	\$15.60
\$14.66	\$2.42	\$17.08	\$1.69	\$16.35	\$0.95	\$15.61
\$14.67	\$2.42	\$17.09	\$1.69	\$16.36	\$0.95	\$15.62
\$14.68	\$2.42	\$17.10	\$1.69	\$16.37	\$0.95	\$15.63
\$14.69	\$2.42	\$17.11	\$1.69	\$16.38	\$0.95	\$15.64
\$14.70	\$2.43	\$17.13	\$1.69	\$16.39	\$0.96	\$15.66
\$14.71	\$2.43	\$17.14	\$1.69	\$16.40	\$0.96	\$15.67
\$14.72	\$2.43	\$17.15	\$1.69	\$16.41	\$0.96	\$15.68
\$14.73	\$2.43	\$17.16	\$1.69	\$16.42	\$0.96	\$15.69
\$14.74	\$2.43	\$17.17	\$1.70	\$16.44	\$0.96	\$15.70
\$14.75	\$2.43	\$17.18	\$1.70	\$16.45	\$0.96	\$15.71
\$14.76	\$2.44	\$17.20	\$1.70	\$16.46	\$0.96	\$15.72
\$14.77	\$2.44	\$17.21	\$1.70	\$16.47	\$0.96	\$15.73
\$14.78	\$2.44	\$17.22	\$1.70	\$16.48	\$0.96	\$15.74
\$14.79	\$2.44	\$17.23	\$1.70	\$16.49	\$0.96	\$15.75
\$14.80	\$2.44	\$17.24	\$1.70	\$16.50	\$0.96	\$15.76
\$14.81	\$2.44	\$17.25	\$1.70	\$16.51	\$0.96	\$15.77
\$14.82	\$2.45	\$17.27	\$1.70	\$16.52	\$0.96	\$15.78
\$14.83	\$2.45	\$17.28	\$1.71	\$16.54	\$0.96	\$15.79
\$14.84	\$2.45	\$17.29	\$1.71	\$16.55	\$0.96	\$15.80
\$14.85	\$2.45	\$17.30	\$1.71	\$16.56	\$0.97	\$15.82
\$14.86	\$2.45	\$17.31	\$1.71	\$16.57	\$0.97	\$15.83

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$15.48 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$14.54 and an PEER Contribution Rate of \$0.94.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$14.87 to \$15.24*

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
\$14.87	\$2.45	\$17.32	\$1.71	\$16.58	\$0.97	\$15.84
\$14.88	\$2.46	\$17.34	\$1.71	\$16.59	\$0.97	\$15.85
\$14.89	\$2.46	\$17.35	\$1.71	\$16.60	\$0.97	\$15.86
\$14.90	\$2.46	\$17.36	\$1.71	\$16.61	\$0.97	\$15.87
\$14.91	\$2.46	\$17.37	\$1.71	\$16.62	\$0.97	\$15.88
\$14.92	\$2.46	\$17.38	\$1.72	\$16.64	\$0.97	\$15.89
\$14.93	\$2.46	\$17.39	\$1.72	\$16.65	\$0.97	\$15.90
\$14.94	\$2.47	\$17.41	\$1.72	\$16.66	\$0.97	\$15.91
\$14.95	\$2.47	\$17.42	\$1.72	\$16.67	\$0.97	\$15.92
\$14.96	\$2.47	\$17.43	\$1.72	\$16.68	\$0.97	\$15.93
\$14.97	\$2.47	\$17.44	\$1.72	\$16.69	\$0.97	\$15.94
\$14.98	\$2.47	\$17.45	\$1.72	\$16.70	\$0.97	\$15.95
\$14.99	\$2.47	\$17.46	\$1.72	\$16.71	\$0.97	\$15.96
\$15.00	\$2.47	\$17.47	\$1.72	\$16.72	\$0.97	\$15.97
\$15.01	\$2.48	\$17.49	\$1.73	\$16.74	\$0.98	\$15.99
\$15.02	\$2.48	\$17.50	\$1.73	\$16.75	\$0.98	\$16.00
\$15.03	\$2.48	\$17.51	\$1.73	\$16.76	\$0.98	\$16.01
\$15.04	\$2.48	\$17.52	\$1.73	\$16.77	\$0.98	\$16.02
\$15.05	\$2.48	\$17.53	\$1.73	\$16.78	\$0.98	\$16.03
\$15.06	\$2.48	\$17.54	\$1.73	\$16.79	\$0.98	\$16.04
\$15.07	\$2.49	\$17.56	\$1.73	\$16.80	\$0.98	\$16.05
\$15.08	\$2.49	\$17.57	\$1.73	\$16.81	\$0.98	\$16.06
\$15.09	\$2.49	\$17.58	\$1.74	\$16.83	\$0.98	\$16.07
\$15.10	\$2.49	\$17.59	\$1.74	\$16.84	\$0.98	\$16.08
\$15.11	\$2.49	\$17.60	\$1.74	\$16.85	\$0.98	\$16.09
\$15.12	\$2.49	\$17.61	\$1.74	\$16.86	\$0.98	\$16.10
\$15.13	\$2.50	\$17.63	\$1.74	\$16.87	\$0.98	\$16.11
\$15.14	\$2.50	\$17.64	\$1.74	\$16.88	\$0.98	\$16.12
\$15.15	\$2.50	\$17.65	\$1.74	\$16.89	\$0.98	\$16.13
\$15.16	\$2.50	\$17.66	\$1.74	\$16.90	\$0.99	\$16.15
\$15.17	\$2.50	\$17.67	\$1.74	\$16.91	\$0.99	\$16.16
\$15.18	\$2.50	\$17.68	\$1.75	\$16.93	\$0.99	\$16.17
\$15.19	\$2.51	\$17.70	\$1.75	\$16.94	\$0.99	\$16.18
\$15.20	\$2.51	\$17.71	\$1.75	\$16.95	\$0.99	\$16.19
\$15.21	\$2.51	\$17.72	\$1.75	\$16.96	\$0.99	\$16.20
\$15.22	\$2.51	\$17.73	\$1.75	\$16.97	\$0.99	\$16.21
\$15.23	\$2.51	\$17.74	\$1.75	\$16.98	\$0.99	\$16.22
\$15.24	\$2.51	\$17.75	\$1.75	\$16.99	\$0.99	\$16.23

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$15.98 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$15.01 and an PEER Contribution Rate of \$0.97.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$15.25 to \$15.62*

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
\$15.25	\$2.52	\$17.77	\$1.75	\$17.00	\$0.99	\$16.24
\$15.26	\$2.52	\$17.78	\$1.75	\$17.01	\$0.99	\$16.25
\$15.27	\$2.52	\$17.79	\$1.76	\$17.03	\$0.99	\$16.26
\$15.28	\$2.52	\$17.80	\$1.76	\$17.04	\$0.99	\$16.27
\$15.29	\$2.52	\$17.81	\$1.76	\$17.05	\$0.99	\$16.28
\$15.30	\$2.52	\$17.82	\$1.76	\$17.06	\$0.99	\$16.29
\$15.31	\$2.53	\$17.84	\$1.76	\$17.07	\$1.00	\$16.31
\$15.32	\$2.53	\$17.85	\$1.76	\$17.08	\$1.00	\$16.32
\$15.33	\$2.53	\$17.86	\$1.76	\$17.09	\$1.00	\$16.33
\$15.34	\$2.53	\$17.87	\$1.76	\$17.10	\$1.00	\$16.34
\$15.35	\$2.53	\$17.88	\$1.77	\$17.12	\$1.00	\$16.35
\$15.36	\$2.53	\$17.89	\$1.77	\$17.13	\$1.00	\$16.36
\$15.37	\$2.54	\$17.91	\$1.77	\$17.14	\$1.00	\$16.37
\$15.38	\$2.54	\$17.92	\$1.77	\$17.15	\$1.00	\$16.38
\$15.39	\$2.54	\$17.93	\$1.77	\$17.16	\$1.00	\$16.39
\$15.40	\$2.54	\$17.94	\$1.77	\$17.17	\$1.00	\$16.40
\$15.41	\$2.54	\$17.95	\$1.77	\$17.18	\$1.00	\$16.41
\$15.42	\$2.54	\$17.96	\$1.77	\$17.19	\$1.00	\$16.42
\$15.43	\$2.55	\$17.98	\$1.77	\$17.20	\$1.00	\$16.43
\$15.44	\$2.55	\$17.99	\$1.78	\$17.22	\$1.00	\$16.44
\$15.45	\$2.55	\$18.00	\$1.78	\$17.23	\$1.00	\$16.45
\$15.46	\$2.55	\$18.01	\$1.78	\$17.24	\$1.00	\$16.46
\$15.47	\$2.55	\$18.02	\$1.78	\$17.25	\$1.01	\$16.48
\$15.48	\$2.55	\$18.03	\$1.78	\$17.26	\$1.01	\$16.49
\$15.49	\$2.56	\$18.05	\$1.78	\$17.27	\$1.01	\$16.50
\$15.50	\$2.56	\$18.06	\$1.78	\$17.28	\$1.01	\$16.51
\$15.51	\$2.56	\$18.07	\$1.78	\$17.29	\$1.01	\$16.52
\$15.52	\$2.56	\$18.08	\$1.78	\$17.30	\$1.01	\$16.53
\$15.53	\$2.56	\$18.09	\$1.79	\$17.32	\$1.01	\$16.54
\$15.54	\$2.56	\$18.10	\$1.79	\$17.33	\$1.01	\$16.55
\$15.55	\$2.57	\$18.12	\$1.79	\$17.34	\$1.01	\$16.56
\$15.56	\$2.57	\$18.13	\$1.79	\$17.35	\$1.01	\$16.57
\$15.57	\$2.57	\$18.14	\$1.79	\$17.36	\$1.01	\$16.58
\$15.58	\$2.57	\$18.15	\$1.79	\$17.37	\$1.01	\$16.59
\$15.59	\$2.57	\$18.16	\$1.79	\$17.38	\$1.01	\$16.60
\$15.60	\$2.57	\$18.17	\$1.79	\$17.39	\$1.01	\$16.61
\$15.61	\$2.58	\$18.19	\$1.80	\$17.41	\$1.01	\$16.62
\$15.62	\$2.58	\$18.20	\$1.80	\$17.42	\$1.02	\$16.64

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$16.30 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$15.31 and an PEER Contribution Rate of \$0.99.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$15.63 to \$16.00*

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
\$15.63	\$2.58	\$18.21	\$1.80	\$17.43	\$1.02	\$16.65
\$15.64	\$2.58	\$18.22	\$1.80	\$17.44	\$1.02	\$16.66
\$15.65	\$2.58	\$18.23	\$1.80	\$17.45	\$1.02	\$16.67
\$15.66	\$2.58	\$18.24	\$1.80	\$17.46	\$1.02	\$16.68
\$15.67	\$2.59	\$18.26	\$1.80	\$17.47	\$1.02	\$16.69
\$15.68	\$2.59	\$18.27	\$1.80	\$17.48	\$1.02	\$16.70
\$15.69	\$2.59	\$18.28	\$1.80	\$17.49	\$1.02	\$16.71
\$15.70	\$2.59	\$18.29	\$1.81	\$17.51	\$1.02	\$16.72
\$15.71	\$2.59	\$18.30	\$1.81	\$17.52	\$1.02	\$16.73
\$15.72	\$2.59	\$18.31	\$1.81	\$17.53	\$1.02	\$16.74
\$15.73	\$2.60	\$18.33	\$1.81	\$17.54	\$1.02	\$16.75
\$15.74	\$2.60	\$18.34	\$1.81	\$17.55	\$1.02	\$16.76
\$15.75	\$2.60	\$18.35	\$1.81	\$17.56	\$1.02	\$16.77
\$15.76	\$2.60	\$18.36	\$1.81	\$17.57	\$1.02	\$16.78
\$15.77	\$2.60	\$18.37	\$1.81	\$17.58	\$1.03	\$16.80
\$15.78	\$2.60	\$18.38	\$1.81	\$17.59	\$1.03	\$16.81
\$15.79	\$2.61	\$18.40	\$1.82	\$17.61	\$1.03	\$16.82
\$15.80	\$2.61	\$18.41	\$1.82	\$17.62	\$1.03	\$16.83
\$15.81	\$2.61	\$18.42	\$1.82	\$17.63	\$1.03	\$16.84
\$15.82	\$2.61	\$18.43	\$1.82	\$17.64	\$1.03	\$16.85
\$15.83	\$2.61	\$18.44	\$1.82	\$17.65	\$1.03	\$16.86
\$15.84	\$2.61	\$18.45	\$1.82	\$17.66	\$1.03	\$16.87
\$15.85	\$2.62	\$18.47	\$1.82	\$17.67	\$1.03	\$16.88
\$15.86	\$2.62	\$18.48	\$1.82	\$17.68	\$1.03	\$16.89
\$15.87	\$2.62	\$18.49	\$1.83	\$17.70	\$1.03	\$16.90
\$15.88	\$2.62	\$18.50	\$1.83	\$17.71	\$1.03	\$16.91
\$15.89	\$2.62	\$18.51	\$1.83	\$17.72	\$1.03	\$16.92
\$15.90	\$2.62	\$18.52	\$1.83	\$17.73	\$1.03	\$16.93
\$15.91	\$2.63	\$18.54	\$1.83	\$17.74	\$1.03	\$16.94
\$15.92	\$2.63	\$18.55	\$1.83	\$17.75	\$1.03	\$16.95
\$15.93	\$2.63	\$18.56	\$1.83	\$17.76	\$1.04	\$16.97
\$15.94	\$2.63	\$18.57	\$1.83	\$17.77	\$1.04	\$16.98
\$15.95	\$2.63	\$18.58	\$1.83	\$17.78	\$1.04	\$16.99
\$15.96	\$2.63	\$18.59	\$1.84	\$17.80	\$1.04	\$17.00
\$15.97	\$2.64	\$18.61	\$1.84	\$17.81	\$1.04	\$17.01
\$15.98	\$2.64	\$18.62	\$1.84	\$17.82	\$1.04	\$17.02
\$15.99	\$2.64	\$18.63	\$1.84	\$17.83	\$1.04	\$17.03
\$16.00	\$2.64	\$18.64	\$1.84	\$17.84	\$1.04	\$17.04

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$16.79 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$15.77 and an PEER Contribution Rate of \$1.02.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$16.01 to \$16.38*

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
\$16.01	\$2.64	\$18.65	\$1.84	\$17.85	\$1.04	\$17.05
\$16.02	\$2.64	\$18.66	\$1.84	\$17.86	\$1.04	\$17.06
\$16.03	\$2.64	\$18.67	\$1.84	\$17.87	\$1.04	\$17.07
\$16.04	\$2.65	\$18.69	\$1.84	\$17.88	\$1.04	\$17.08
\$16.05	\$2.65	\$18.70	\$1.85	\$17.90	\$1.04	\$17.09
\$16.06	\$2.65	\$18.71	\$1.85	\$17.91	\$1.04	\$17.10
\$16.07	\$2.65	\$18.72	\$1.85	\$17.92	\$1.04	\$17.11
\$16.08	\$2.65	\$18.73	\$1.85	\$17.93	\$1.05	\$17.13
\$16.09	\$2.65	\$18.74	\$1.85	\$17.94	\$1.05	\$17.14
\$16.10	\$2.66	\$18.76	\$1.85	\$17.95	\$1.05	\$17.15
\$16.11	\$2.66	\$18.77	\$1.85	\$17.96	\$1.05	\$17.16
\$16.12	\$2.66	\$18.78	\$1.85	\$17.97	\$1.05	\$17.17
\$16.13	\$2.66	\$18.79	\$1.85	\$17.98	\$1.05	\$17.18
\$16.14	\$2.66	\$18.80	\$1.86	\$18.00	\$1.05	\$17.19
\$16.15	\$2.66	\$18.81	\$1.86	\$18.01	\$1.05	\$17.20
\$16.16	\$2.67	\$18.83	\$1.86	\$18.02	\$1.05	\$17.21
\$16.17	\$2.67	\$18.84	\$1.86	\$18.03	\$1.05	\$17.22
\$16.18	\$2.67	\$18.85	\$1.86	\$18.04	\$1.05	\$17.23
\$16.19	\$2.67	\$18.86	\$1.86	\$18.05	\$1.05	\$17.24
\$16.20	\$2.67	\$18.87	\$1.86	\$18.06	\$1.05	\$17.25
\$16.21	\$2.67	\$18.88	\$1.86	\$18.07	\$1.05	\$17.26
\$16.22	\$2.68	\$18.90	\$1.87	\$18.09	\$1.05	\$17.27
\$16.23	\$2.68	\$18.91	\$1.87	\$18.10	\$1.05	\$17.28
\$16.24	\$2.68	\$18.92	\$1.87	\$18.11	\$1.06	\$17.30
\$16.25	\$2.68	\$18.93	\$1.87	\$18.12	\$1.06	\$17.31
\$16.26	\$2.68	\$18.94	\$1.87	\$18.13	\$1.06	\$17.32
\$16.27	\$2.68	\$18.95	\$1.87	\$18.14	\$1.06	\$17.33
\$16.28	\$2.69	\$18.97	\$1.87	\$18.15	\$1.06	\$17.34
\$16.29	\$2.69	\$18.98	\$1.87	\$18.16	\$1.06	\$17.35
\$16.30	\$2.69	\$18.99	\$1.87	\$18.17	\$1.06	\$17.36
\$16.31	\$2.69	\$19.00	\$1.88	\$18.19	\$1.06	\$17.37
\$16.32	\$2.69	\$19.01	\$1.88	\$18.20	\$1.06	\$17.38
\$16.33	\$2.69	\$19.02	\$1.88	\$18.21	\$1.06	\$17.39
\$16.34	\$2.70	\$19.04	\$1.88	\$18.22	\$1.06	\$17.40
\$16.35	\$2.70	\$19.05	\$1.88	\$18.23	\$1.06	\$17.41
\$16.36	\$2.70	\$19.06	\$1.88	\$18.24	\$1.06	\$17.42
\$16.37	\$2.70	\$19.07	\$1.88	\$18.25	\$1.06	\$17.43
\$16.38	\$2.70	\$19.08	\$1.88	\$18.26	\$1.06	\$17.44

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$17.12 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$16.08 and an PEER Contribution Rate of \$1.04.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$16.39 to \$16.76*

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
\$16.39	\$2.70	\$19.09	\$1.88	\$18.27	\$1.07	\$17.46
\$16.40	\$2.71	\$19.11	\$1.89	\$18.29	\$1.07	\$17.47
\$16.41	\$2.71	\$19.12	\$1.89	\$18.30	\$1.07	\$17.48
\$16.42	\$2.71	\$19.13	\$1.89	\$18.31	\$1.07	\$17.49
\$16.43	\$2.71	\$19.14	\$1.89	\$18.32	\$1.07	\$17.50
\$16.44	\$2.71	\$19.15	\$1.89	\$18.33	\$1.07	\$17.51
\$16.45	\$2.71	\$19.16	\$1.89	\$18.34	\$1.07	\$17.52
\$16.46	\$2.72	\$19.18	\$1.89	\$18.35	\$1.07	\$17.53
\$16.47	\$2.72	\$19.19	\$1.89	\$18.36	\$1.07	\$17.54
\$16.48	\$2.72	\$19.20	\$1.90	\$18.38	\$1.07	\$17.55
\$16.49	\$2.72	\$19.21	\$1.90	\$18.39	\$1.07	\$17.56
\$16.50	\$2.72	\$19.22	\$1.90	\$18.40	\$1.07	\$17.57
\$16.51	\$2.72	\$19.23	\$1.90	\$18.41	\$1.07	\$17.58
\$16.52	\$2.73	\$19.25	\$1.90	\$18.42	\$1.07	\$17.59
\$16.53	\$2.73	\$19.26	\$1.90	\$18.43	\$1.07	\$17.60
\$16.54	\$2.73	\$19.27	\$1.90	\$18.44	\$1.08	\$17.62
\$16.55	\$2.73	\$19.28	\$1.90	\$18.45	\$1.08	\$17.63
\$16.56	\$2.73	\$19.29	\$1.90	\$18.46	\$1.08	\$17.64
\$16.57	\$2.73	\$19.30	\$1.91	\$18.48	\$1.08	\$17.65
\$16.58	\$2.74	\$19.32	\$1.91	\$18.49	\$1.08	\$17.66
\$16.59	\$2.74	\$19.33	\$1.91	\$18.50	\$1.08	\$17.67
\$16.60	\$2.74	\$19.34	\$1.91	\$18.51	\$1.08	\$17.68
\$16.61	\$2.74	\$19.35	\$1.91	\$18.52	\$1.08	\$17.69
\$16.62	\$2.74	\$19.36	\$1.91	\$18.53	\$1.08	\$17.70
\$16.63	\$2.74	\$19.37	\$1.91	\$18.54	\$1.08	\$17.71
\$16.64	\$2.75	\$19.39	\$1.91	\$18.55	\$1.08	\$17.72
\$16.65	\$2.75	\$19.40	\$1.91	\$18.56	\$1.08	\$17.73
\$16.66	\$2.75	\$19.41	\$1.92	\$18.58	\$1.08	\$17.74
\$16.67	\$2.75	\$19.42	\$1.92	\$18.59	\$1.08	\$17.75
\$16.68	\$2.75	\$19.43	\$1.92	\$18.60	\$1.08	\$17.76
\$16.69	\$2.75	\$19.44	\$1.92	\$18.61	\$1.08	\$17.77
\$16.70	\$2.76	\$19.46	\$1.92	\$18.62	\$1.09	\$17.79
\$16.71	\$2.76	\$19.47	\$1.92	\$18.63	\$1.09	\$17.80
\$16.72	\$2.76	\$19.48	\$1.92	\$18.64	\$1.09	\$17.81
\$16.73	\$2.76	\$19.49	\$1.92	\$18.65	\$1.09	\$17.82
\$16.74	\$2.76	\$19.50	\$1.93	\$18.67	\$1.09	\$17.83
\$16.75	\$2.76	\$19.51	\$1.93	\$18.68	\$1.09	\$17.84
\$16.76	\$2.77	\$19.53	\$1.93	\$18.69	\$1.09	\$17.85

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$17.61 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$16.54 and an PEER Contribution Rate of \$1.07.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$16.77 to \$17.14*

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
\$16.77	\$2.77	\$19.54	\$1.93	\$18.70	\$1.09	\$17.86
\$16.78	\$2.77	\$19.55	\$1.93	\$18.71	\$1.09	\$17.87
\$16.79	\$2.77	\$19.56	\$1.93	\$18.72	\$1.09	\$17.88
\$16.80	\$2.77	\$19.57	\$1.93	\$18.73	\$1.09	\$17.89
\$16.81	\$2.77	\$19.58	\$1.93	\$18.74	\$1.09	\$17.90
\$16.82	\$2.78	\$19.60	\$1.93	\$18.75	\$1.09	\$17.91
\$16.83	\$2.78	\$19.61	\$1.94	\$18.77	\$1.09	\$17.92
\$16.84	\$2.78	\$19.62	\$1.94	\$18.78	\$1.09	\$17.93
\$16.85	\$2.78	\$19.63	\$1.94	\$18.79	\$1.10	\$17.95
\$16.86	\$2.78	\$19.64	\$1.94	\$18.80	\$1.10	\$17.96
\$16.87	\$2.78	\$19.65	\$1.94	\$18.81	\$1.10	\$17.97
\$16.88	\$2.79	\$19.67	\$1.94	\$18.82	\$1.10	\$17.98
\$16.89	\$2.79	\$19.68	\$1.94	\$18.83	\$1.10	\$17.99
\$16.90	\$2.79	\$19.69	\$1.94	\$18.84	\$1.10	\$18.00
\$16.91	\$2.79	\$19.70	\$1.94	\$18.85	\$1.10	\$18.01
\$16.92	\$2.79	\$19.71	\$1.95	\$18.87	\$1.10	\$18.02
\$16.93	\$2.79	\$19.72	\$1.95	\$18.88	\$1.10	\$18.03
\$16.94	\$2.80	\$19.74	\$1.95	\$18.89	\$1.10	\$18.04
\$16.95	\$2.80	\$19.75	\$1.95	\$18.90	\$1.10	\$18.05
\$16.96	\$2.80	\$19.76	\$1.95	\$18.91	\$1.10	\$18.06
\$16.97	\$2.80	\$19.77	\$1.95	\$18.92	\$1.10	\$18.07
\$16.98	\$2.80	\$19.78	\$1.95	\$18.93	\$1.10	\$18.08
\$16.99	\$2.80	\$19.79	\$1.95	\$18.94	\$1.10	\$18.09
\$17.00	\$2.80	\$19.80	\$1.95	\$18.95	\$1.10	\$18.10
\$17.01	\$2.81	\$19.82	\$1.96	\$18.97	\$1.11	\$18.12
\$17.02	\$2.81	\$19.83	\$1.96	\$18.98	\$1.11	\$18.13
\$17.03	\$2.81	\$19.84	\$1.96	\$18.99	\$1.11	\$18.14
\$17.04	\$2.81	\$19.85	\$1.96	\$19.00	\$1.11	\$18.15
\$17.05	\$2.81	\$19.86	\$1.96	\$19.01	\$1.11	\$18.16
\$17.06	\$2.81	\$19.87	\$1.96	\$19.02	\$1.11	\$18.17
\$17.07	\$2.82	\$19.89	\$1.96	\$19.03	\$1.11	\$18.18
\$17.08	\$2.82	\$19.90	\$1.96	\$19.04	\$1.11	\$18.19
\$17.09	\$2.82	\$19.91	\$1.97	\$19.06	\$1.11	\$18.20
\$17.10	\$2.82	\$19.92	\$1.97	\$19.07	\$1.11	\$18.21
\$17.11	\$2.82	\$19.93	\$1.97	\$19.08	\$1.11	\$18.22
\$17.12	\$2.82	\$19.94	\$1.97	\$19.09	\$1.11	\$18.23
\$17.13	\$2.83	\$19.96	\$1.97	\$19.10	\$1.11	\$18.24
\$17.14	\$2.83	\$19.97	\$1.97	\$19.11	\$1.11	\$18.25

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$17.94 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$16.85 and an PEER Contribution Rate of \$1.09.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$17.15 to \$17.52*

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
\$17.15	\$2.83	\$19.98	\$1.97	\$19.12	\$1.11	\$18.26
\$17.16	\$2.83	\$19.99	\$1.97	\$19.13	\$1.12	\$18.28
\$17.17	\$2.83	\$20.00	\$1.97	\$19.14	\$1.12	\$18.29
\$17.18	\$2.83	\$20.01	\$1.98	\$19.16	\$1.12	\$18.30
\$17.19	\$2.84	\$20.03	\$1.98	\$19.17	\$1.12	\$18.31
\$17.20	\$2.84	\$20.04	\$1.98	\$19.18	\$1.12	\$18.32
\$17.21	\$2.84	\$20.05	\$1.98	\$19.19	\$1.12	\$18.33
\$17.22	\$2.84	\$20.06	\$1.98	\$19.20	\$1.12	\$18.34
\$17.23	\$2.84	\$20.07	\$1.98	\$19.21	\$1.12	\$18.35
\$17.24	\$2.84	\$20.08	\$1.98	\$19.22	\$1.12	\$18.36
\$17.25	\$2.85	\$20.10	\$1.98	\$19.23	\$1.12	\$18.37
\$17.26	\$2.85	\$20.11	\$1.98	\$19.24	\$1.12	\$18.38
\$17.27	\$2.85	\$20.12	\$1.99	\$19.26	\$1.12	\$18.39
\$17.28	\$2.85	\$20.13	\$1.99	\$19.27	\$1.12	\$18.40
\$17.29	\$2.85	\$20.14	\$1.99	\$19.28	\$1.12	\$18.41
\$17.30	\$2.85	\$20.15	\$1.99	\$19.29	\$1.12	\$18.42
\$17.31	\$2.86	\$20.17	\$1.99	\$19.30	\$1.13	\$18.44
\$17.32	\$2.86	\$20.18	\$1.99	\$19.31	\$1.13	\$18.45
\$17.33	\$2.86	\$20.19	\$1.99	\$19.32	\$1.13	\$18.46
\$17.34	\$2.86	\$20.20	\$1.99	\$19.33	\$1.13	\$18.47
\$17.35	\$2.86	\$20.21	\$2.00	\$19.35	\$1.13	\$18.48
\$17.36	\$2.86	\$20.22	\$2.00	\$19.36	\$1.13	\$18.49
\$17.37	\$2.87	\$20.24	\$2.00	\$19.37	\$1.13	\$18.50
\$17.38	\$2.87	\$20.25	\$2.00	\$19.38	\$1.13	\$18.51
\$17.39	\$2.87	\$20.26	\$2.00	\$19.39	\$1.13	\$18.52
\$17.40	\$2.87	\$20.27	\$2.00	\$19.40	\$1.13	\$18.53
\$17.41	\$2.87	\$20.28	\$2.00	\$19.41	\$1.13	\$18.54
\$17.42	\$2.87	\$20.29	\$2.00	\$19.42	\$1.13	\$18.55
\$17.43	\$2.88	\$20.31	\$2.00	\$19.43	\$1.13	\$18.56
\$17.44	\$2.88	\$20.32	\$2.01	\$19.45	\$1.13	\$18.57
\$17.45	\$2.88	\$20.33	\$2.01	\$19.46	\$1.13	\$18.58
\$17.46	\$2.88	\$20.34	\$2.01	\$19.47	\$1.13	\$18.59
\$17.47	\$2.88	\$20.35	\$2.01	\$19.48	\$1.14	\$18.61
\$17.48	\$2.88	\$20.36	\$2.01	\$19.49	\$1.14	\$18.62
\$17.49	\$2.89	\$20.38	\$2.01	\$19.50	\$1.14	\$18.63
\$17.50	\$2.89	\$20.39	\$2.01	\$19.51	\$1.14	\$18.64
\$17.51	\$2.89	\$20.40	\$2.01	\$19.52	\$1.14	\$18.65
\$17.52	\$2.89	\$20.41	\$2.01	\$19.53	\$1.14	\$18.66

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$18.27 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$17.16 and an PEER Contribution Rate of \$1.11.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$17.53 to \$17.90*

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
\$17.53	\$2.89	\$20.42	\$2.02	\$19.55	\$1.14	\$18.67
\$17.54	\$2.89	\$20.43	\$2.02	\$19.56	\$1.14	\$18.68
\$17.55	\$2.90	\$20.45	\$2.02	\$19.57	\$1.14	\$18.69
\$17.56	\$2.90	\$20.46	\$2.02	\$19.58	\$1.14	\$18.70
\$17.57	\$2.90	\$20.47	\$2.02	\$19.59	\$1.14	\$18.71
\$17.58	\$2.90	\$20.48	\$2.02	\$19.60	\$1.14	\$18.72
\$17.59	\$2.90	\$20.49	\$2.02	\$19.61	\$1.14	\$18.73
\$17.60	\$2.90	\$20.50	\$2.02	\$19.62	\$1.14	\$18.74
\$17.61	\$2.91	\$20.52	\$2.03	\$19.64	\$1.14	\$18.75
\$17.62	\$2.91	\$20.53	\$2.03	\$19.65	\$1.15	\$18.77
\$17.63	\$2.91	\$20.54	\$2.03	\$19.66	\$1.15	\$18.78
\$17.64	\$2.91	\$20.55	\$2.03	\$19.67	\$1.15	\$18.79
\$17.65	\$2.91	\$20.56	\$2.03	\$19.68	\$1.15	\$18.80
\$17.66	\$2.91	\$20.57	\$2.03	\$19.69	\$1.15	\$18.81
\$17.67	\$2.92	\$20.59	\$2.03	\$19.70	\$1.15	\$18.82
\$17.68	\$2.92	\$20.60	\$2.03	\$19.71	\$1.15	\$18.83
\$17.69	\$2.92	\$20.61	\$2.03	\$19.72	\$1.15	\$18.84
\$17.70	\$2.92	\$20.62	\$2.04	\$19.74	\$1.15	\$18.85
\$17.71	\$2.92	\$20.63	\$2.04	\$19.75	\$1.15	\$18.86
\$17.72	\$2.92	\$20.64	\$2.04	\$19.76	\$1.15	\$18.87
\$17.73	\$2.93	\$20.66	\$2.04	\$19.77	\$1.15	\$18.88
\$17.74	\$2.93	\$20.67	\$2.04	\$19.78	\$1.15	\$18.89
\$17.75	\$2.93	\$20.68	\$2.04	\$19.79	\$1.15	\$18.90
\$17.76	\$2.93	\$20.69	\$2.04	\$19.80	\$1.15	\$18.91
\$17.77	\$2.93	\$20.70	\$2.04	\$19.81	\$1.16	\$18.93
\$17.78	\$2.93	\$20.71	\$2.04	\$19.82	\$1.16	\$18.94
\$17.79	\$2.94	\$20.73	\$2.05	\$19.84	\$1.16	\$18.95
\$17.80	\$2.94	\$20.74	\$2.05	\$19.85	\$1.16	\$18.96
\$17.81	\$2.94	\$20.75	\$2.05	\$19.86	\$1.16	\$18.97
\$17.82	\$2.94	\$20.76	\$2.05	\$19.87	\$1.16	\$18.98
\$17.83	\$2.94	\$20.77	\$2.05	\$19.88	\$1.16	\$18.99
\$17.84	\$2.94	\$20.78	\$2.05	\$19.89	\$1.16	\$19.00
\$17.85	\$2.95	\$20.80	\$2.05	\$19.90	\$1.16	\$19.01
\$17.86	\$2.95	\$20.81	\$2.05	\$19.91	\$1.16	\$19.02
\$17.87	\$2.95	\$20.82	\$2.06	\$19.93	\$1.16	\$19.03
\$17.88	\$2.95	\$20.83	\$2.06	\$19.94	\$1.16	\$19.04
\$17.89	\$2.95	\$20.84	\$2.06	\$19.95	\$1.16	\$19.05
\$17.90	\$2.95	\$20.85	\$2.06	\$19.96	\$1.16	\$19.06

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$18.76 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$17.62 and an PEER Contribution Rate of \$1.14.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$17.91 to \$18.28*

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
\$17.91	\$2.96	\$20.87	\$2.06	\$19.97	\$1.16	\$19.07
\$17.92	\$2.96	\$20.88	\$2.06	\$19.98	\$1.16	\$19.08
\$17.93	\$2.96	\$20.89	\$2.06	\$19.99	\$1.17	\$19.10
\$17.94	\$2.96	\$20.90	\$2.06	\$20.00	\$1.17	\$19.11
\$17.95	\$2.96	\$20.91	\$2.06	\$20.01	\$1.17	\$19.12
\$17.96	\$2.96	\$20.92	\$2.07	\$20.03	\$1.17	\$19.13
\$17.97	\$2.97	\$20.94	\$2.07	\$20.04	\$1.17	\$19.14
\$17.98	\$2.97	\$20.95	\$2.07	\$20.05	\$1.17	\$19.15
\$17.99	\$2.97	\$20.96	\$2.07	\$20.06	\$1.17	\$19.16
\$18.00	\$2.97	\$20.97	\$2.07	\$20.07	\$1.17	\$19.17
\$18.01	\$2.97	\$20.98	\$2.07	\$20.08	\$1.17	\$19.18
\$18.02	\$2.97	\$20.99	\$2.07	\$20.09	\$1.17	\$19.19
\$18.03	\$2.97	\$21.00	\$2.07	\$20.10	\$1.17	\$19.20
\$18.04	\$2.98	\$21.02	\$2.07	\$20.11	\$1.17	\$19.21
\$18.05	\$2.98	\$21.03	\$2.08	\$20.13	\$1.17	\$19.22
\$18.06	\$2.98	\$21.04	\$2.08	\$20.14	\$1.17	\$19.23
\$18.07	\$2.98	\$21.05	\$2.08	\$20.15	\$1.17	\$19.24
\$18.08	\$2.98	\$21.06	\$2.08	\$20.16	\$1.18	\$19.26
\$18.09	\$2.98	\$21.07	\$2.08	\$20.17	\$1.18	\$19.27
\$18.10	\$2.99	\$21.09	\$2.08	\$20.18	\$1.18	\$19.28
\$18.11	\$2.99	\$21.10	\$2.08	\$20.19	\$1.18	\$19.29
\$18.12	\$2.99	\$21.11	\$2.08	\$20.20	\$1.18	\$19.30
\$18.13	\$2.99	\$21.12	\$2.08	\$20.21	\$1.18	\$19.31
\$18.14	\$2.99	\$21.13	\$2.09	\$20.23	\$1.18	\$19.32
\$18.15	\$2.99	\$21.14	\$2.09	\$20.24	\$1.18	\$19.33
\$18.16	\$3.00	\$21.16	\$2.09	\$20.25	\$1.18	\$19.34
\$18.17	\$3.00	\$21.17	\$2.09	\$20.26	\$1.18	\$19.35
\$18.18	\$3.00	\$21.18	\$2.09	\$20.27	\$1.18	\$19.36
\$18.19	\$3.00	\$21.19	\$2.09	\$20.28	\$1.18	\$19.37
\$18.20	\$3.00	\$21.20	\$2.09	\$20.29	\$1.18	\$19.38
\$18.21	\$3.00	\$21.21	\$2.09	\$20.30	\$1.18	\$19.39
\$18.22	\$3.01	\$21.23	\$2.10	\$20.32	\$1.18	\$19.40
\$18.23	\$3.01	\$21.24	\$2.10	\$20.33	\$1.18	\$19.41
\$18.24	\$3.01	\$21.25	\$2.10	\$20.34	\$1.19	\$19.43
\$18.25	\$3.01	\$21.26	\$2.10	\$20.35	\$1.19	\$19.44
\$18.26	\$3.01	\$21.27	\$2.10	\$20.36	\$1.19	\$19.45
\$18.27	\$3.01	\$21.28	\$2.10	\$20.37	\$1.19	\$19.46
\$18.28	\$3.02	\$21.30	\$2.10	\$20.38	\$1.19	\$19.47

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$19.09 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$17.93 and an PEER Contribution Rate of \$1.16.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$18.29 to \$18.66*

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
\$18.29	\$3.02	\$21.31	\$2.10	\$20.39	\$1.19	\$19.48
\$18.30	\$3.02	\$21.32	\$2.10	\$20.40	\$1.19	\$19.49
\$18.31	\$3.02	\$21.33	\$2.11	\$20.42	\$1.19	\$19.50
\$18.32	\$3.02	\$21.34	\$2.11	\$20.43	\$1.19	\$19.51
\$18.33	\$3.02	\$21.35	\$2.11	\$20.44	\$1.19	\$19.52
\$18.34	\$3.03	\$21.37	\$2.11	\$20.45	\$1.19	\$19.53
\$18.35	\$3.03	\$21.38	\$2.11	\$20.46	\$1.19	\$19.54
\$18.36	\$3.03	\$21.39	\$2.11	\$20.47	\$1.19	\$19.55
\$18.37	\$3.03	\$21.40	\$2.11	\$20.48	\$1.19	\$19.56
\$18.38	\$3.03	\$21.41	\$2.11	\$20.49	\$1.19	\$19.57
\$18.39	\$3.03	\$21.42	\$2.11	\$20.50	\$1.20	\$19.59
\$18.40	\$3.04	\$21.44	\$2.12	\$20.52	\$1.20	\$19.60
\$18.41	\$3.04	\$21.45	\$2.12	\$20.53	\$1.20	\$19.61
\$18.42	\$3.04	\$21.46	\$2.12	\$20.54	\$1.20	\$19.62
\$18.43	\$3.04	\$21.47	\$2.12	\$20.55	\$1.20	\$19.63
\$18.44	\$3.04	\$21.48	\$2.12	\$20.56	\$1.20	\$19.64
\$18.45	\$3.04	\$21.49	\$2.12	\$20.57	\$1.20	\$19.65
\$18.46	\$3.05	\$21.51	\$2.12	\$20.58	\$1.20	\$19.66
\$18.47	\$3.05	\$21.52	\$2.12	\$20.59	\$1.20	\$19.67
\$18.48	\$3.05	\$21.53	\$2.13	\$20.61	\$1.20	\$19.68
\$18.49	\$3.05	\$21.54	\$2.13	\$20.62	\$1.20	\$19.69
\$18.50	\$3.05	\$21.55	\$2.13	\$20.63	\$1.20	\$19.70
\$18.51	\$3.05	\$21.56	\$2.13	\$20.64	\$1.20	\$19.71
\$18.52	\$3.06	\$21.58	\$2.13	\$20.65	\$1.20	\$19.72
\$18.53	\$3.06	\$21.59	\$2.13	\$20.66	\$1.20	\$19.73
\$18.54	\$3.06	\$21.60	\$2.13	\$20.67	\$1.21	\$19.75
\$18.55	\$3.06	\$21.61	\$2.13	\$20.68	\$1.21	\$19.76
\$18.56	\$3.06	\$21.62	\$2.13	\$20.69	\$1.21	\$19.77
\$18.57	\$3.06	\$21.63	\$2.14	\$20.71	\$1.21	\$19.78
\$18.58	\$3.07	\$21.65	\$2.14	\$20.72	\$1.21	\$19.79
\$18.59	\$3.07	\$21.66	\$2.14	\$20.73	\$1.21	\$19.80
\$18.60	\$3.07	\$21.67	\$2.14	\$20.74	\$1.21	\$19.81
\$18.61	\$3.07	\$21.68	\$2.14	\$20.75	\$1.21	\$19.82
\$18.62	\$3.07	\$21.69	\$2.14	\$20.76	\$1.21	\$19.83
\$18.63	\$3.07	\$21.70	\$2.14	\$20.77	\$1.21	\$19.84
\$18.64	\$3.08	\$21.72	\$2.14	\$20.78	\$1.21	\$19.85
\$18.65	\$3.08	\$21.73	\$2.14	\$20.79	\$1.21	\$19.86
\$18.66	\$3.08	\$21.74	\$2.15	\$20.81	\$1.21	\$19.87

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$19.58 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$18.39 and an PEER Contribution Rate of \$1.19.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$18.67 to \$19.04*

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
\$18.67	\$3.08	\$21.75	\$2.15	\$20.82	\$1.21	\$19.88
\$18.68	\$3.08	\$21.76	\$2.15	\$20.83	\$1.21	\$19.89
\$18.69	\$3.08	\$21.77	\$2.15	\$20.84	\$1.21	\$19.90
\$18.70	\$3.09	\$21.79	\$2.15	\$20.85	\$1.22	\$19.92
\$18.71	\$3.09	\$21.80	\$2.15	\$20.86	\$1.22	\$19.93
\$18.72	\$3.09	\$21.81	\$2.15	\$20.87	\$1.22	\$19.94
\$18.73	\$3.09	\$21.82	\$2.15	\$20.88	\$1.22	\$19.95
\$18.74	\$3.09	\$21.83	\$2.16	\$20.90	\$1.22	\$19.96
\$18.75	\$3.09	\$21.84	\$2.16	\$20.91	\$1.22	\$19.97
\$18.76	\$3.10	\$21.86	\$2.16	\$20.92	\$1.22	\$19.98
\$18.77	\$3.10	\$21.87	\$2.16	\$20.93	\$1.22	\$19.99
\$18.78	\$3.10	\$21.88	\$2.16	\$20.94	\$1.22	\$20.00
\$18.79	\$3.10	\$21.89	\$2.16	\$20.95	\$1.22	\$20.01
\$18.80	\$3.10	\$21.90	\$2.16	\$20.96	\$1.22	\$20.02
\$18.81	\$3.10	\$21.91	\$2.16	\$20.97	\$1.22	\$20.03
\$18.82	\$3.11	\$21.93	\$2.16	\$20.98	\$1.22	\$20.04
\$18.83	\$3.11	\$21.94	\$2.17	\$21.00	\$1.22	\$20.05
\$18.84	\$3.11	\$21.95	\$2.17	\$21.01	\$1.22	\$20.06
\$18.85	\$3.11	\$21.96	\$2.17	\$21.02	\$1.23	\$20.08
\$18.86	\$3.11	\$21.97	\$2.17	\$21.03	\$1.23	\$20.09
\$18.87	\$3.11	\$21.98	\$2.17	\$21.04	\$1.23	\$20.10
\$18.88	\$3.12	\$22.00	\$2.17	\$21.05	\$1.23	\$20.11
\$18.89	\$3.12	\$22.01	\$2.17	\$21.06	\$1.23	\$20.12
\$18.90	\$3.12	\$22.02	\$2.17	\$21.07	\$1.23	\$20.13
\$18.91	\$3.12	\$22.03	\$2.17	\$21.08	\$1.23	\$20.14
\$18.92	\$3.12	\$22.04	\$2.18	\$21.10	\$1.23	\$20.15
\$18.93	\$3.12	\$22.05	\$2.18	\$21.11	\$1.23	\$20.16
\$18.94	\$3.13	\$22.07	\$2.18	\$21.12	\$1.23	\$20.17
\$18.95	\$3.13	\$22.08	\$2.18	\$21.13	\$1.23	\$20.18
\$18.96	\$3.13	\$22.09	\$2.18	\$21.14	\$1.23	\$20.19
\$18.97	\$3.13	\$22.10	\$2.18	\$21.15	\$1.23	\$20.20
\$18.98	\$3.13	\$22.11	\$2.18	\$21.16	\$1.23	\$20.21
\$18.99	\$3.13	\$22.12	\$2.18	\$21.17	\$1.23	\$20.22
\$19.00	\$3.14	\$22.14	\$2.19	\$21.19	\$1.24	\$20.24
\$19.01	\$3.14	\$22.15	\$2.19	\$21.20	\$1.24	\$20.25
\$19.02	\$3.14	\$22.16	\$2.19	\$21.21	\$1.24	\$20.26
\$19.03	\$3.14	\$22.17	\$2.19	\$21.22	\$1.24	\$20.27
\$19.04	\$3.14	\$22.18	\$2.19	\$21.23	\$1.24	\$20.28

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$19.91 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$18.70 and an PEER Contribution Rate of \$1.21.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$19.05 to \$19.42*

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
\$19.05	\$3.14	\$22.19	\$2.19	\$21.24	\$1.24	\$20.29
\$19.06	\$3.14	\$22.20	\$2.19	\$21.25	\$1.24	\$20.30
\$19.07	\$3.15	\$22.22	\$2.19	\$21.26	\$1.24	\$20.31
\$19.08	\$3.15	\$22.23	\$2.19	\$21.27	\$1.24	\$20.32
\$19.09	\$3.15	\$22.24	\$2.20	\$21.29	\$1.24	\$20.33
\$19.10	\$3.15	\$22.25	\$2.20	\$21.30	\$1.24	\$20.34
\$19.11	\$3.15	\$22.26	\$2.20	\$21.31	\$1.24	\$20.35
\$19.12	\$3.15	\$22.27	\$2.20	\$21.32	\$1.24	\$20.36
\$19.13	\$3.16	\$22.29	\$2.20	\$21.33	\$1.24	\$20.37
\$19.14	\$3.16	\$22.30	\$2.20	\$21.34	\$1.24	\$20.38
\$19.15	\$3.16	\$22.31	\$2.20	\$21.35	\$1.24	\$20.39
\$19.16	\$3.16	\$22.32	\$2.20	\$21.36	\$1.25	\$20.41
\$19.17	\$3.16	\$22.33	\$2.20	\$21.37	\$1.25	\$20.42
\$19.18	\$3.16	\$22.34	\$2.21	\$21.39	\$1.25	\$20.43
\$19.19	\$3.17	\$22.36	\$2.21	\$21.40	\$1.25	\$20.44
\$19.20	\$3.17	\$22.37	\$2.21	\$21.41	\$1.25	\$20.45
\$19.21	\$3.17	\$22.38	\$2.21	\$21.42	\$1.25	\$20.46
\$19.22	\$3.17	\$22.39	\$2.21	\$21.43	\$1.25	\$20.47
\$19.23	\$3.17	\$22.40	\$2.21	\$21.44	\$1.25	\$20.48
\$19.24	\$3.17	\$22.41	\$2.21	\$21.45	\$1.25	\$20.49
\$19.25	\$3.18	\$22.43	\$2.21	\$21.46	\$1.25	\$20.50
\$19.26	\$3.18	\$22.44	\$2.21	\$21.47	\$1.25	\$20.51
\$19.27	\$3.18	\$22.45	\$2.22	\$21.49	\$1.25	\$20.52
\$19.28	\$3.18	\$22.46	\$2.22	\$21.50	\$1.25	\$20.53
\$19.29	\$3.18	\$22.47	\$2.22	\$21.51	\$1.25	\$20.54
\$19.30	\$3.18	\$22.48	\$2.22	\$21.52	\$1.25	\$20.55
\$19.31	\$3.19	\$22.50	\$2.22	\$21.53	\$1.26	\$20.57
\$19.32	\$3.19	\$22.51	\$2.22	\$21.54	\$1.26	\$20.58
\$19.33	\$3.19	\$22.52	\$2.22	\$21.55	\$1.26	\$20.59
\$19.34	\$3.19	\$22.53	\$2.22	\$21.56	\$1.26	\$20.60
\$19.35	\$3.19	\$22.54	\$2.23	\$21.58	\$1.26	\$20.61
\$19.36	\$3.19	\$22.55	\$2.23	\$21.59	\$1.26	\$20.62
\$19.37	\$3.20	\$22.57	\$2.23	\$21.60	\$1.26	\$20.63
\$19.38	\$3.20	\$22.58	\$2.23	\$21.61	\$1.26	\$20.64
\$19.39	\$3.20	\$22.59	\$2.23	\$21.62	\$1.26	\$20.65
\$19.40	\$3.20	\$22.60	\$2.23	\$21.63	\$1.26	\$20.66
\$19.41	\$3.20	\$22.61	\$2.23	\$21.64	\$1.26	\$20.67
\$19.42	\$3.20	\$22.62	\$2.23	\$21.65	\$1.26	\$20.68

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$20.56 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.31 and an PEER Contribution Rate of \$1.25.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$19.43 to \$19.80*

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
\$19.43	\$3.21	\$22.64	\$2.23	\$21.66	\$1.26	\$20.69
\$19.44	\$3.21	\$22.65	\$2.24	\$21.68	\$1.26	\$20.70
\$19.45	\$3.21	\$22.66	\$2.24	\$21.69	\$1.26	\$20.71
\$19.46	\$3.21	\$22.67	\$2.24	\$21.70	\$1.26	\$20.72
\$19.47	\$3.21	\$22.68	\$2.24	\$21.71	\$1.27	\$20.74
\$19.48	\$3.21	\$22.69	\$2.24	\$21.72	\$1.27	\$20.75
\$19.49	\$3.22	\$22.71	\$2.24	\$21.73	\$1.27	\$20.76
\$19.50	\$3.22	\$22.72	\$2.24	\$21.74	\$1.27	\$20.77
\$19.51	\$3.22	\$22.73	\$2.24	\$21.75	\$1.27	\$20.78
\$19.52	\$3.22	\$22.74	\$2.24	\$21.76	\$1.27	\$20.79
\$19.53	\$3.22	\$22.75	\$2.25	\$21.78	\$1.27	\$20.80
\$19.54	\$3.22	\$22.76	\$2.25	\$21.79	\$1.27	\$20.81
\$19.55	\$3.23	\$22.78	\$2.25	\$21.80	\$1.27	\$20.82
\$19.56	\$3.23	\$22.79	\$2.25	\$21.81	\$1.27	\$20.83
\$19.57	\$3.23	\$22.80	\$2.25	\$21.82	\$1.27	\$20.84
\$19.58	\$3.23	\$22.81	\$2.25	\$21.83	\$1.27	\$20.85
\$19.59	\$3.23	\$22.82	\$2.25	\$21.84	\$1.27	\$20.86
\$19.60	\$3.23	\$22.83	\$2.25	\$21.85	\$1.27	\$20.87
\$19.61	\$3.24	\$22.85	\$2.26	\$21.87	\$1.27	\$20.88
\$19.62	\$3.24	\$22.86	\$2.26	\$21.88	\$1.28	\$20.90
\$19.63	\$3.24	\$22.87	\$2.26	\$21.89	\$1.28	\$20.91
\$19.64	\$3.24	\$22.88	\$2.26	\$21.90	\$1.28	\$20.92
\$19.65	\$3.24	\$22.89	\$2.26	\$21.91	\$1.28	\$20.93
\$19.66	\$3.24	\$22.90	\$2.26	\$21.92	\$1.28	\$20.94
\$19.67	\$3.25	\$22.92	\$2.26	\$21.93	\$1.28	\$20.95
\$19.68	\$3.25	\$22.93	\$2.26	\$21.94	\$1.28	\$20.96
\$19.69	\$3.25	\$22.94	\$2.26	\$21.95	\$1.28	\$20.97
\$19.70	\$3.25	\$22.95	\$2.27	\$21.97	\$1.28	\$20.98
\$19.71	\$3.25	\$22.96	\$2.27	\$21.98	\$1.28	\$20.99
\$19.72	\$3.25	\$22.97	\$2.27	\$21.99	\$1.28	\$21.00
\$19.73	\$3.26	\$22.99	\$2.27	\$22.00	\$1.28	\$21.01
\$19.74	\$3.26	\$23.00	\$2.27	\$22.01	\$1.28	\$21.02
\$19.75	\$3.26	\$23.01	\$2.27	\$22.02	\$1.28	\$21.03
\$19.76	\$3.26	\$23.02	\$2.27	\$22.03	\$1.28	\$21.04
\$19.77	\$3.26	\$23.03	\$2.27	\$22.04	\$1.29	\$21.06
\$19.78	\$3.26	\$23.04	\$2.27	\$22.05	\$1.29	\$21.07
\$19.79	\$3.27	\$23.06	\$2.28	\$22.07	\$1.29	\$21.08
\$19.80	\$3.27	\$23.07	\$2.28	\$22.08	\$1.29	\$21.09

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$20.73 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.47 and an PEER Contribution Rate of \$1.26.



THE WESTERN CONFERENCE OF TEAMSTERS PENSION PLAN

PEER—Employer Contribution Rates For rates of \$19.81 to \$20.00*

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
\$19.81	\$3.27	\$23.08	\$2.28	\$22.09	\$1.29	\$21.10
\$19.82	\$3.27	\$23.09	\$2.28	\$22.10	\$1.29	\$21.11
\$19.83	\$3.27	\$23.10	\$2.28	\$22.11	\$1.29	\$21.12
\$19.84	\$3.27	\$23.11	\$2.28	\$22.12	\$1.29	\$21.13
\$19.85	\$3.28	\$23.13	\$2.28	\$22.13	\$1.29	\$21.14
\$19.86	\$3.28	\$23.14	\$2.28	\$22.14	\$1.29	\$21.15
\$19.87	\$3.28	\$23.15	\$2.29	\$22.16	\$1.29	\$21.16
\$19.88	\$3.28	\$23.16	\$2.29	\$22.17	\$1.29	\$21.17
\$19.89	\$3.28	\$23.17	\$2.29	\$22.18	\$1.29	\$21.18
\$19.90	\$3.28	\$23.18	\$2.29	\$22.19	\$1.29	\$21.19
\$19.91	\$3.29	\$23.20	\$2.29	\$22.20	\$1.29	\$21.20
\$19.92	\$3.29	\$23.21	\$2.29	\$22.21	\$1.29	\$21.21
\$19.93	\$3.29	\$23.22	\$2.29	\$22.22	\$1.30	\$21.23
\$19.94	\$3.29	\$23.23	\$2.29	\$22.23	\$1.30	\$21.24
\$19.95	\$3.29	\$23.24	\$2.29	\$22.24	\$1.30	\$21.25
\$19.96	\$3.29	\$23.25	\$2.30	\$22.26	\$1.30	\$21.26
\$19.97	\$3.30	\$23.27	\$2.30	\$22.27	\$1.30	\$21.27
\$19.98	\$3.30	\$23.28	\$2.30	\$22.28	\$1.30	\$21.28
\$19.99	\$3.30	\$23.29	\$2.30	\$22.29	\$1.30	\$21.29
\$20.00	\$3.30	\$23.30	\$2.30	\$22.30	\$1.30	\$21.30

*If a Total Contribution Rate is negotiated which is not shown in these tables, 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 a Total Contribution Rate of \$21.22 is negotiated. This rate would be comprised of a Basic Contribution Rate of \$19.93 and an PEER Contribution Rate of \$1.29.