

Aon Hewitt Investment Consulting

Sample Annuity Pricing Rates

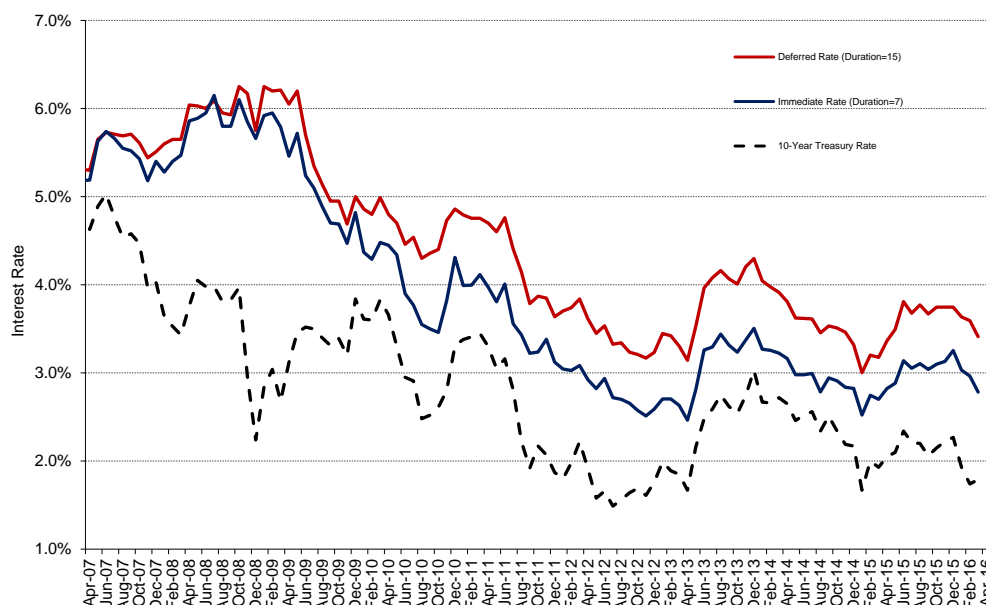
March 31, 2016

Rates as of:	Immediate Annuity Rates		Deferred Annuity Rates	
	Low	High	Low	High
3/31/2016	2.63%	2.93%	3.22%	3.60%
2/29/2016	2.82%	3.06%	3.41%	3.79%
1/31/2016	2.88%	3.10%	3.45%	3.83%
12/31/2015	3.11%	3.35%	3.56%	3.94%
11/30/2015	2.98%	3.15%	3.56%	3.94%
10/31/2015	2.95%	3.16%	3.56%	3.94%
9/30/2015	2.89%	3.09%	3.48%	3.86%
8/31/2015	2.96%	3.15%	3.58%	3.96%
7/31/2015	2.90%	3.14%	3.49%	3.87%
6/30/2015	2.99%	3.18%	3.62%	4.00%
5/31/2015	2.73%	3.03%	3.31%	3.69%
4/30/2015	2.67%	2.91%	3.17%	3.55%
3/31/2015	2.55%	2.85%	2.99%	3.37%

Note: Pricing interest rates can vary for many reasons. For estimate purposes, the low end of the range should be the starting point for cases that have complex plan provisions, contain data that has not been scrubbed, have cash balance and/or employee contributions, etc. Extra conservatism for such circumstances should possibly be considered to lower the estimated rate even further. Deferred annuity rates should be applied to the full lifespan of deferred participants. There is no need to adjust the rate post-retirement.

Source: Aon Hewitt Investment Consulting.

Historical Sample Annuity Pricing Rates



Note: Rates are derived from The AHIC Sample Annuity Rate Survey completed monthly by insurance companies currently active in the marketplace. The rates since 2011 are derived from the highest (most aggressive) interest rates available in the marketplace on plain vanilla cases as of the last working day of the calendar month. Since rates vary so much intraday, quotes are generally only held open for a couple of hours on the day they are published.

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