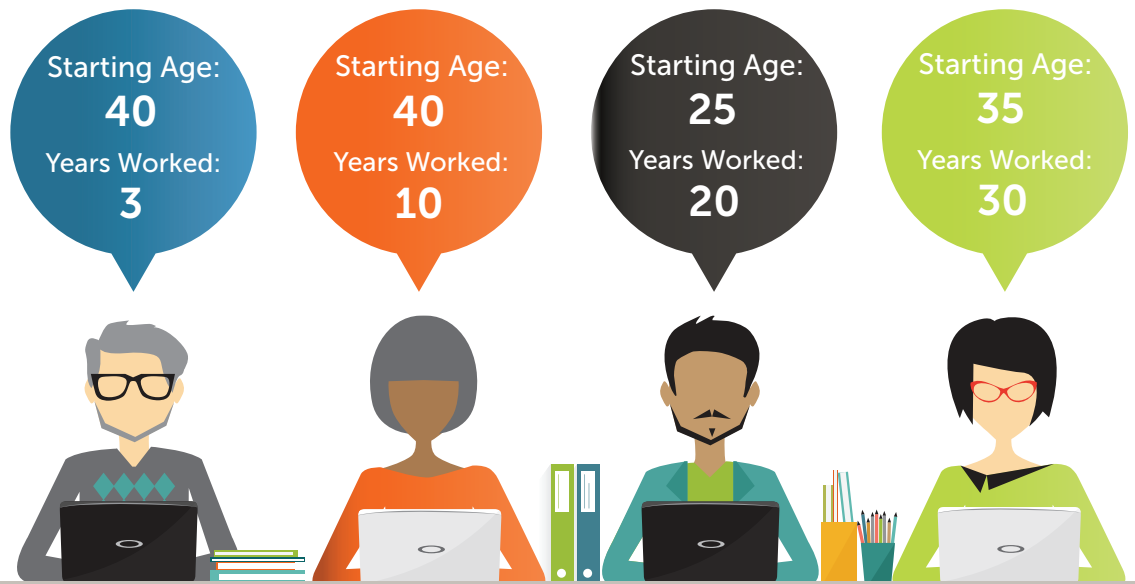


WHAT PERCENT OF INCOME WILL I GET AT RETIREMENT?



Plan Type	Starting Age: 40, Years Worked: 3	Starting Age: 40, Years Worked: 10	Starting Age: 25, Years Worked: 20	Starting Age: 35, Years Worked: 30
PERA	4.4%	13.0%	20.6%	72.2%
DB/DC Side-by-Side	0.8%	11.7%	20.1%	54.4%
Cash Balance	2.7%	9.1%	17.1%	26.3%
Self-Directed DC	3.0%	10.0%	19.7%	28.3%

PERA Hybrid Defined Benefit Plan

This type of plan blends the defined benefit structure (uses a formula which creates the promised benefit at retirement) and defined contribution features (employer match on a member's account balance, payable at termination or retirement).

Defined Benefit (DB) and Defined Contribution (DC) Side-by-Side Plan

This type of plan provides a smaller defined benefit and defined contribution benefit with the goal that both benefits combined will provide adequate retirement resources.

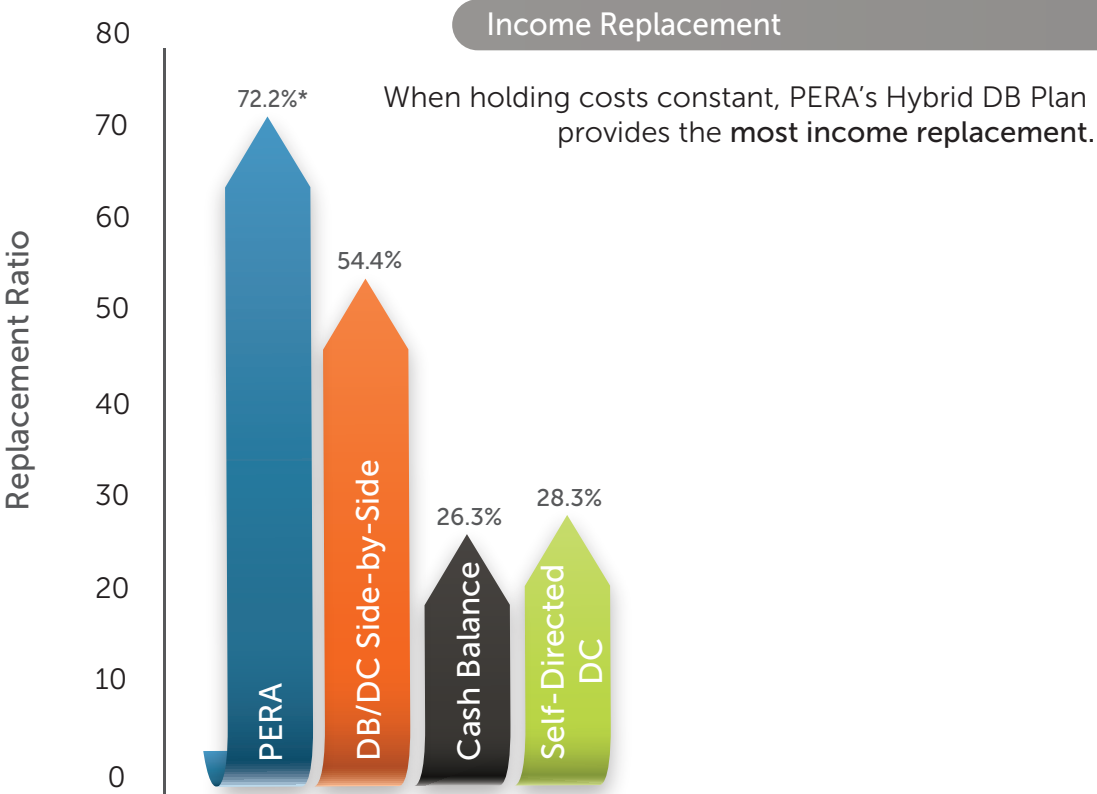
Cash Balance Plan

This type of plan functions like a defined contribution plan, building a member's account balance year-by-year through the addition of mandated employer and employee contributions as well as the addition of a guaranteed rate of return.

Self-Directed Defined Contribution (DC) Plan

This type of plan builds a member's account balance year-by-year through the addition of employee contributions with an employer match and grows with actual investment returns.

COMPARED TO OTHER TYPES OF PLANS, PERA'S HYBRID PLAN IS MORE EFFICIENT AND USES DOLLARS MORE EFFECTIVELY



*Assumes age 35 at hire with 30 years of service and retiring at age 65.

Benefit Costs

When holding benefits constant, PERA's current plan provides benefits at a lower cost.

