

## Fringe Benefits 2011

The following breakdown represents the estimated value of fringe benefits accruing to operating employees with annual wages of **\$106,800/\$79,200\*** or more during the 2011 calendar year. The values set forth below are computed on the basis of 2011 costs of the Railroad Employees National Health and Welfare Plan as of December 2010.

<b>PAID BY THE CARRIER</b>	<b>PER YEAR</b>	<b>PER MONTH</b>
Railroad Retirement Tier 1 (6.20%)	\$6,621.60	\$551.80
Railroad Retirement Tier 2 (12.10%)	\$9,583.20	\$798.60
Medicare (1.45%)	\$1,548.60	\$129.05
Unemployment/Sickness (RUIA) <sup>1/</sup>	\$885.84	\$73.82
Health Plan (GA-23000) (incl. Life/AD&D) <sup>2/</sup>	\$16,812.72	\$1,401.06
Health Plan – Retiree (GA-46000)	\$1,972.92	\$164.41
Dental Plan (GP-12000)	\$713.64	\$59.47
Vision Plan	\$124.80	\$10.40
<b>Total</b>	<b>\$38,263.32</b>	<b>\$3,188.61</b>
<b>PAID BY THE EMPLOYEE</b>	<b>PER YEAR</b>	<b>PER MONTH</b>
Railroad Retirement Tier 1 (4.20%) <sup>3/</sup>	\$4,485.60	\$373.80
Railroad Retirement Tier 2 (3.90%)	\$3,088.80	\$257.40
Medicare (1.45%)	\$1,548.60	\$129.05
<b>Total</b>	<b>\$9,123.00</b>	<b>\$760.25</b>

\* \$106,800 represents the minimum annual wage subject to a maximum railroad retirement Tier 1 tax. \$79,200 represents the minimum annual wage subject to the maximum railroad retirement Tier 2 tax. Medicare is taxed at a rate of 1.45% with no annual maximum applicable.

<sup>1/</sup> The RUIA tax rate will vary from year to year based upon the individual railroad's experience rating; the maximum rate is 12.5%. The amount shown here is based on an assumed RUIA tax rate of 5.55% and is applied to the first \$1,330 earned each month. The maximum daily benefit rate is \$66.00 for all of 2011.

<sup>2/</sup> The employee contribution to Railroad Employees National Health and Welfare Plan is \$216.80 (capped at \$200.00) per month, effective January 1, 2011 through December 31, 2011.

<sup>3/</sup> Employee Tier 1 rate reflects one-year reduction of 2% pursuant to 2010 tax reduction legislation.

**NOTE:** Not included in the breakdown are vacations, holidays and other paid time off benefits, which vary by railroad, class of service and seniority.