| 2025 HRA Amounts:  | Annual RF Contribution          |         | Annual RF Contribution               |         |
|--|---------------------------------|---------|--------------------------------------|---------|
|  | Employees Hired before 1/1/2012 |         | Employees Hired on or after 1/1/2012 |         |
| Service Category   | Retiree                         | Spouse  | Retiree                              | Spouse  |
| 10-14 YOS  | \$2,678                         | \$0     | \$0                                  | \$0     |
| 15-19 YOS  | \$4,769                         | \$175   | \$3,522                              | \$175   |
| 20+ YOS  | \$5,573                         | \$4,073 | \$5,573                              | \$4,073 |
| All current retirees under pre-2012 rules and employees eligible to retire |                                 |         |                                      |         |
| under pre-2012 rules   | \$5,573                         | \$5,573 | n/a                                  | n/a     |