

D&S PLAN VARIABLE BENEFIT UNIT VALUES: 1980-2015

The table below reflects the Variable Benefit Unit Values used in determining the variable portion of D&S Plan benefits.

YEAR	UNIT VALUE
Apr1980-Mar1981	\$7.92
Apr1981-Mar1982	\$8.54
Apr1982-Mar1983	\$9.02
Apr1983-Mar1984	\$9.97
Apr1984-Mar1985	\$11.04
Apr1985-Mar1986	\$11.63
Apr1986-Mar1987	\$12.68
Apr1987-Mar1988	\$13.92
Apr1988-Mar1989	\$14.69
Apr1989-Mar1990	\$15.54
Apr1990-Mar1991	\$16.92
Apr1991-Mar1992	\$17.31
Apr1992-Mar1993	\$18.66
Apr1993-Mar1994	\$19.80
Apr1994-Mar-1995	\$21.19
Apr1995-Mar1996	\$21.66
Apr1996-Mar-1997	\$23.39
Apr1997-Mar1998	\$25.50
Apr1998-Mar1999	\$28.51
Apr1999-Mar2000	\$31.65
Apr2000-Mar2001	\$35.42
Apr2001-Mar2002	\$37.55
Apr2002-Mar2003	\$37.29
Apr2003-Mar2004	\$34.19
Apr2004-Mar2005	\$33.68
Apr2005-Mar2006	\$33.78
Apr2006-Mar2007	\$34.29
Apr2007-Mar2008	\$35.59
Apr2008-Mar2009	\$37.30
Apr 2009-Mar2010	\$33.61
Apr 2010-Mar2011	\$33.58
Apr 2011-Mar2012	\$34.32
Apr 2012-Mar2013	\$33.84
Apr 2013-Mar2014	\$34.55
Apr 2014-Mar2015	\$36.31
Apr2015-Mar2016	\$37.15

The unit values are determined by a formula using the weighted average of investment performance over the previous 5 calendar years. For more details about the calculation, refer to the D&S Plan, Section 6.