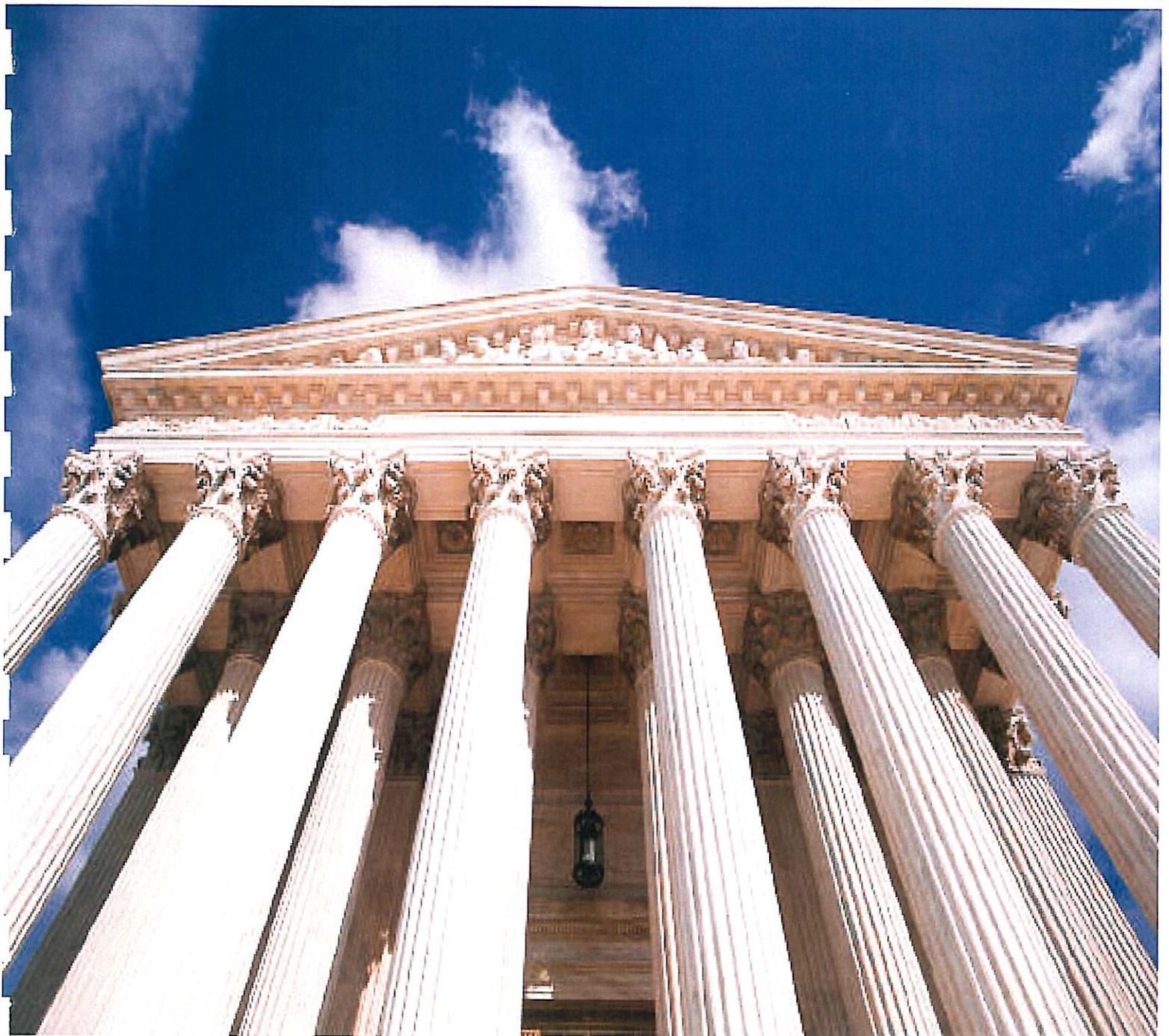


Beaver County Employees' Retirement System

Report on 2011 Actuarial Valuation Including
Determination of County Annual Required
Contribution for 2011

HayGroup®



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April 25, 2011

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I. Introduction

The primary purpose of this report is to investigate and fully and fairly disclose the actuarial position of the System as of January 1, 2011 and to establish the proper appropriation for the 2011 plan year, in accordance with the funding standards of Section 6 of Act 96, 1971 of the Commonwealth of Pennsylvania as amended.

On the basis of the actuarial methods, assumptions and major plan provisions summarized in this report and in reliance on the member data and statement of the Fund's assets furnished by the County, to the best of our knowledge the information in this report is complete and accurate.

In our opinion, this report presents fairly the financial and actuarial position for the Beaver County Employees' Retirement Plan as of January 1, 2011 in accordance with generally accepted actuarial principles, and on the basis of actuarial assumptions and methods which, in the aggregate, are reasonable (taking into account past experience under the System and reasonable expectations) and which in combination represent our best estimate of anticipated experience.

Respectfully submitted,

HayGroup

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II. Findings

Certified Annual Required Contribution (ARC)

Please note that the certified Annual Required Contribution which is reported on page 13 of this report and which must be funded in 2011 is \$2,286,304. This amount is required to be made by the County from the General Fund.

Actuarial Adjustments

Also note that the balances in the Reserve Accounts on page 9 reflect the following transfers which are necessary to keep the balance in the Retired Member's Reserve Account equal to the liability for the retired lives and to reflect the difference between the amount of interest credited to the respective reserves and the interest rate assumed in the valuation of the liabilities. Please make these transfers in your records:

	DEBIT	CREDIT
County Annuity Reserve Account	\$ 1,260,984	
Retired Members Annuity Reserve Account		\$ 1,260,984

III. Schedules

Schedule A

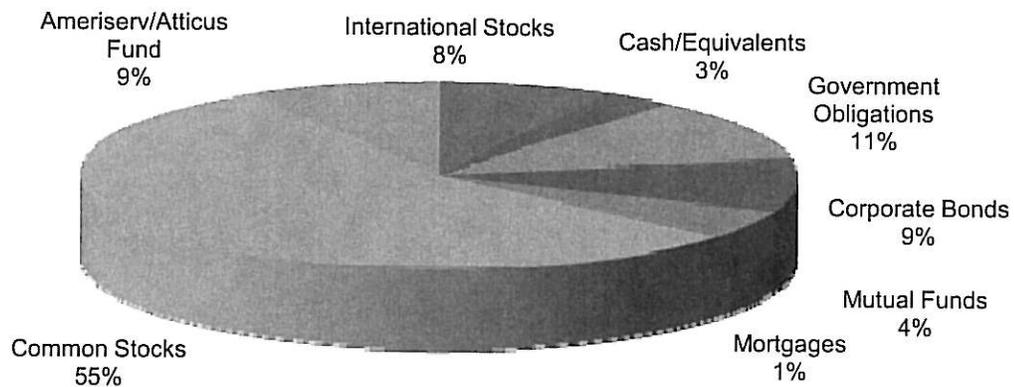
Disclosure of Pension Information in Accordance with
Statement No. 25, Statement No. 27 and Statement No. 50 of
the Governmental Accounting Standards Board

BEAVER COUNTY EMPLOYEES' RETIREMENT SYSTEM			
STATEMENT OF CHANGES IN PLAN NET ASSETS FOR THE YEAR ENDED DECEMBER 31, 2010 AND 2009			
Additions			
		<u>2010 Total</u>	<u>2009 Total</u>
Contributions			
County	\$	3,096,622	\$ 19,227,192
Plan Members	\$	5,095,982	\$ 5,117,588
Total Contributions	\$	8,192,604	\$ 24,344,780
Investment Income			
Realized Gain	\$	679,303	
Unrealized Gain	\$	20,135,959	
Net Gain in Fair Value	\$	20,815,262	\$ 28,998,000
Interest	\$	1,909,323	\$ 2,448,478
Dividends	\$	2,578,453	\$ 2,283,613
Net Accrued Interest/Other	\$	194,119	\$ 4,558,135
Investment Income	\$	25,497,157	\$ 38,288,226
Less Investment Expense	\$	929,302	\$ 774,080
Net Investment Income	\$	24,567,855	\$ 37,514,146
Total Additions	\$	32,760,459	\$ 61,858,926
Deductions			
Benefits	\$	7,023,243	\$ 7,626,306
Refunds of Member Contributions	\$	1,260,834	\$ 845,693
Administrative Expense	\$	42,422	\$ 37,498
Miscellaneous	\$	671,451	\$ 0
Total Deductions	\$	8,997,950	\$ 8,509,498
Net Increase/(Decrease)	\$	23,762,509	\$ 53,349,429
Net Assets Held In Trust For Pension Benefits			
Beginning of Year	\$	203,594,832	\$ 150,245,403
End of Year	\$	227,357,341	\$ 203,594,832

Schedule A--Continued

BEAVER EMPLOYEES' RETIREMENT SYSTEM		
STATEMENT OF PLAN ASSETS AS OF DECEMBER 31, 2010 AND 2009		
Assets		
	<u>2010 Total</u>	<u>2009 Total</u>
Cash and Short-Term Investments	\$ 6,923,251.86	\$ 5,784,633.43
Receivables	\$ 0	\$ 0
Investments, at fair market value		
Government Obligations	\$ 25,945,691.09	\$ 25,412,402.29
Corporate Bonds	\$ 19,540,682.43	\$ 17,927,200.95
Common Stocks	\$ 125,971,030.77	\$ 115,932,466.83
International Stocks	\$ 17,953,234.79	\$ 13,815,739.06
Ameriserv/Atticus Fund	\$ 19,460,110.58	\$ 13,655,248.39
Mortgages	\$ 1,456,189.79	\$ 2,644,899.42
Mutual Funds	\$ 9,305,619.31	\$ 8,422,251.63
Atticus Loan	\$ 750,000.00	\$ 0.00
Black Rock Securities	\$ 51,531.21	\$ 0.00
Total Investments	\$ 220,434,089.97	\$ 197,810,198.57
Total Assets	\$ 227,357,341.83	\$ 203,594,832.00
Liabilities		
Refunds Payable and Other	\$ 0	\$ 0
Net Assets Held In Trust For Pension Benefits		
	<u>\$ 227,357,341.83</u>	<u>\$ 203,594,832.00</u>

TOTAL ASSETS (MARKET VALUE 12-31-2010)



Schedule A -- Continued

Beaver County Employees' Retirement System

Notes to the Financial Statements for the Fiscal Year Ended December 31, 2010

Summary of Significant Accounting Policies

Basis of Accounting: The Beaver County Employees' Retirement System financial statements are prepared using the accrual basis of accounting. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions to each plan are recognized when due and the employer has made a formal commitment to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of each plan.

Method Used to Value Investments: Investments are reported at fair value. Short-term investments are reported at cost, which approximates fair value. Securities traded on a national or international exchange are valued at the last reported sales price at current exchange rates. Investments that do not have an established market are reported at estimated fair value.

Plan Descriptions and Contribution Information

Membership of the plan consisted of the following at December 31, 2010, the date of the latest actuarial valuation:

Retirees and Beneficiaries Receiving Benefits	668
Terminated Plan Members Entitled to but not yet Receiving Benefits	77
Active Plan Members	1,460
Total	2,205
Number of Participating Employers	1

Schedule A--Continued

Beaver County Employees' Pension System

Plan Description: The Beaver County Employees' Pension Plan is a single-employer defined benefit pension plan that covers all employees of the County. The plan provides retirement, disability, and death benefits to plan members and their beneficiaries. Cost-of-living adjustments (COLA) are provided at the discretion of the Beaver County Employees' Retirement Board. Act 96 of 1971, as amended cited as the County Pension Law provides for the creation, maintenance and operation of this plan.

Contributions: Plan members are required to contribute 9% of their annual covered salary. The County is required to contribute at an actuarially determined rate. Per Act 96 of 1971, as amended, contribution requirements of the plan members and the County are established and may be amended by the General Assembly of the Commonwealth of Pennsylvania. Administrative costs may be financed through investment earnings.

REQUIRED SUPPLEMENTARY INFORMATION

SCHEDULES OF EMPLOYER CONTRIBUTIONS

<u>Year</u>	<u>Annual Required Contribution</u>	<u>County Contribution</u>
2002	\$ 1,451,894	\$ 1,451,894
2003	\$ 3,325,708	\$ 3,325,708
2004	\$ 3,652,159	\$ 3,652,159
2005	\$ 3,737,244	\$ 15,282,136
2006	\$ 2,020,537	\$ 2,020,537
2007	\$ 2,113,111	\$ 2,113,111
2008	\$ 1,887,756	\$ 1,887,756
2009	\$ 5,763,864	\$ 19,227,192
2010	\$ 3,096,622	\$ 3,096,622
2011	\$ 2,286,304	\$

Note: Effective in 2010 the Entry Age Funding Method was used to determine the annual required contribution. Prior to 2010 the Aggregate Method was used.

Schedule A--Continued

REQUIRED SUPPLEMENTARY INFORMATION						
SCHEDULES OF FUNDING PROGRESS						
Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) - Entry Age (b)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll ((b-a)/c)
1/1/2008	195,369,098	191,872,922	(3,496,176)	101.8%	53,935,875	(6.5)%
1/1/2009	180,412,553	208,134,895	27,722,342	86.7%	56,786,835	48.8%
1/1/2010	208,234,825	215,326,297	7,091,472	96.7%	55,619,978	12.7%
1/1/2011	231,188,314	229,857,979	(1,330,335)	100.6%	57,849,020	(2.3)%

Schedule A--Continued

NOTES TO THE REQUIRED SCHEDULES

The information presented in the required supplementary schedules was determined as part of the actuarial valuations at the dates indicated. Additional information as of the latest actuarial valuation follows:

Valuation Date	12/31/2010
Actuarial Cost Method	Entry Age
Asset Valuation Method	Greater of Market Value and Actuarial Value as described in Schedule J
Actuarial Assumptions:	
Investment Rate of Return *	7.5%
Projected Salary Increases *	3.5%
* Includes Inflation at	3%

ACCOUNTING PROCEDURES FOR CALCULATING - NET PENSION OBLIGATION (NPO)

(1) Year	(2) ARC	(3) Interest On NPO ***	(4) ARC Adjustment **	(5) Pension Cost (2+3-4)	(6) Contribution	(7) Change in NPO (5-6)	(8) NPO Balance * (BB+7)
2002	1,451,894	0	0	1,451,894	1,451,894	0	0
2003	3,325,708	0	0	3,325,708	3,325,708	0	0
2004	3,652,159	0	0	3,652,159	3,652,159	0	0
2005	3,737,244	0	0	3,737,244	15,282,136	(11,544,892)	(11,544,892)
2006	2,020,537	(865,867)	(1,342,218)	2,496,888	2,020,537	476,351	(11,068,541)
2007	2,113,111	(830,141)	(1,296,750)	2,579,720	2,113,111	466,609	(10,601,932)
2008	1,887,756	(795,145)	(1,258,323)	2,350,934	1,887,756	463,178	(10,138,754)
2009	5,763,864	(760,407)	(1,212,862)	6,216,319	19,227,192	(13,010,873)	(23,149,627)
2010	3,096,622	(1,736,222)	(2,804,668)	4,165,068	3,096,622	1,068,446	(22,081,181)
2011	2,286,304	(1,656,089)	(2,866,322)	3,496,537			

* BB = Beginning balance for the year.

** ARC Adjustment - Amortization factor based upon level percentage of projected payroll.

*** Interest on the balance of the NPO at the beginning of the year using the investment return rate assumed in determining ARC. The interest is an estimate of the investment earnings lost to the plan on any contributions that were not made (7.5% when applicable).

Schedule B

Schedule B shows the allocation of the assets among the Fund's reserve accounts (see Schedule F for Determination of Reserve Balances) and the Fund's liabilities as of January 1, 2011. The liabilities were determined from the actuarial valuation of the System based upon the data submitted by the County.

ASSETS	
Members' Annuity Reserve Account	\$ 74,617,716.17
County Annuity Reserve Account	\$ 56,919,331.66
Retired Members' Reserve Account	\$ 59,297,376.00
Unrealized Appreciation of Assets	\$ 36,522,918.00
<i>Total Assets, (Market Value) of the Beaver County Employees' Retirement Fund</i>	<i>\$ 227,357,341.83</i>
LIABILITIES	
Actuarial Present Value of:	
Accumulated Plan Benefits	
Vested (1,034)	\$ 55,700,512.00
Nonvested (426)	\$ 952,088.00
Future Benefit Accruals	\$ 53,402,772.00
Terminated Vested Benefits	\$ 3,598,343.00
Retired Benefits	\$ 59,297,376.00
Member Accumulated Deductions	\$ 74,617,716.17
<i>Total Liabilities of the Beaver County Employees' Retirement Fund</i>	<i>\$ 247,568,807.17</i>

Schedule C

Unfunded Actuarial Liability and Normal Cost

Schedule C shows the development of the unfunded actuarial liability and the normal cost for 2011.

I. Unfunded Actuarial Liability January 1, 2011

1. Actuarial Liability:		
(a) Active Participants		
Retirement Benefits	\$	81,758,427
Termination Benefits		5,484,355
Death Benefits		5,101,762
Total	\$	92,344,544
(b) Terminated Vested Participants	\$	3,598,343
(c) Retired Members and Beneficiaries		
Retirement Benefits	\$	58,111,669
Cost-of-Living Benefits		1,185,707
Total	\$	59,297,376
(d) Member Accumulated Deductions	\$	74,617,716
(e) Total (a) + (b) + (c) + (d)	\$	229,857,979
2. Valuation Assets		
(a) Actuarial Value of Plan Assets (see page 15)	\$	227,357,342
(b) Excess of Actuarial Value of assets over present value of future benefits for Administrative and CBU plans	\$	3,830,972
(c) Total Assets (a) + (b)	\$	231,188,314
3. Unfunded Actuarial Liability as of January 1, 2011: (1e) – (2)	\$	<u>(1,330,335)</u>

II. Normal Cost for 2011

1. Normal Cost for:		
(a) Retirement Benefits	\$	2,059,586
(b) Termination Benefits		261,030
(c) Death Benefits		127,918
(d) Normal Cost as of January 1, 2011	\$	2,448,534
(e) Normal Cost with interest to end of year: (d) x 1.075	\$	2,632,174

Schedule D

Actuarial Gain(Loss) for One Year Period Ending December 31, 2010

Schedule D shows the development of the actuarial gain (loss) for the 2010 plan year.

1. Unfunded Actuarial Liability as of January 1, 2010	\$ 7,091,472
2. Normal Cost as of January 1, 2010	2,322,026
3. Interest at 7.50% Per Year to December 31, 2010 on (1) and (2)	706,012
4. Employer Contributions for the 2010 Plan Year	3,096,622
5. Change in Unfunded Actuarial Liability Due to Cost of Living Increase to Retirees	0
6. Change in Unfunded Actuarial Liability Due to Change in Assumptions	0
7. Expected Unfunded Actuarial Liability as of January 1, 2011: (1) + (2) + (3) - (4) + (5) + (6)	7,022,888
8. Unfunded Actuarial Liability as of January 1, 2011	(1,330,335)
9. Actuarial Gain (Loss) for 2010 Plan Year: (7) – (8)	8,353,223

Source of Gain (Loss)

<u>Year</u>	<u>Assets</u>	<u>Liabilities</u>	<u>Total</u>
2010	\$ 7,802,327	\$ 550,896	\$ 8,353,223

Schedule E

Amortization Schedule

Schedule E provides a record of the amortization amounts. Actuarial gains (losses) will be amortized over 15 years from the date determined; increases or decreases created by pension plan establishing an unfunded actuarial accrued liability will be amortized over 30 years from the effective establishment date; increases or decreases created by a modification in the benefit plan applicable to active members will be amortized over 20 years beginning with the January 1st coinciding with or next following the effective date of change; increases or decreases created by a modification in the benefit plan applicable to retired members will be amortized over 10 years beginning with the January 1st coinciding with or next following the effective date of change; increase in actuarial accrued liability attributable to the special early retirement provision will be amortized over 5 years beginning with the January 1st coinciding with or next following the end of the early retirement period; and increases or decreases created by changes in actuarial assumptions will be amortized over 20 years from the effective date of change.

Amortization Record for 2011

		As of January 1, 2011				
		<u>Initial Amount</u>	<u>Effective Date</u>	<u>Remaining Period</u>	<u>Outstanding Balance</u>	<u>Amortization Charge or Credit</u>
1.	Amortization of Liability for:					
	(a) Initial unfunded liability	\$ 7,091,472	1/1/2010	29 years	\$ 7,022,888	\$ 600,444
	(b) Experience gain	\$(8,353,223)	1/1/2011	15 years	\$(8,353,223)	\$(946,314)
	(c) Total				\$(1,330,335)	\$(345,870)

Schedule F

Schedule F determines the certified Annual Required Contribution (ARC) of \$2,286,304 for 2011 for the Beaver County Employees' Retirement System.

1.	Total Amortization Charge/(Credit) (page 12 1(c))	\$ (345,870)
2.	Normal Cost with interest to end of year (page 10 II 1(e))	\$2,632,174
3.	Total Funding Requirement for 2011 (Annual Required Contribution (ARC) for 2011): (1) + (2)	\$2,286,304

Notes:

The Annual Required Contribution (ARC) for 2011 as a percentage of the estimated 2011 compensation (\$57,849,020) for active members is 3.95%.

The equivalent normal cost accrual rate to be applied to actual 2010 salaries to determine reimbursable expenses is 4.09 %.

Schedule G

The following are notes to Schedules B and F:

**Members' Annuity
Reserve Account**

The balance of \$74,617,716.17 in this account is the total of the contributions deducted from the salaries of the active and terminated vested members of the retirement system and the IRC 414(h)(2) pickup contributions together with the interest additions as of January 1, 2011. Since these accumulations represent the present value as of January 1, 2011, of future benefits, the reserve balance and liability are identical.

**County Annuity
Reserve Account**

The balance of \$56,919,331.66 in this account as of January 1, 2011 and the amounts expected to be credited in the future, plus investment earnings, represent the reserves set aside for the payment of the county's share of the retirement allowances.

This is the account out of which regular interest is credited to the member's annuity and retired members' reserve account, administrative expenses may be paid and the pension obligations of the County are funded.

When a County Annuity is scheduled to commence for a particular member, sufficient monies are transferred from the County Annuity Reserve Account to the Retired Members' Reserve Account to provide for such County Annuities actually entered upon.

**Retired Members'
Reserve Account**

This is the account out of which monthly retirement allowances including cost-of-living increases and death benefits are paid.

The assets allocated to this reserve account as of January 1, 2011 amount to \$59,297,376.00. The corresponding liability for those annuitants on the roll is identical.

Schedule G--Continued

Adjustment for Market Value Fluctuation

In order to reduce the fluctuations in the County normal cost which can result from full recognition of the unrealized appreciation or depreciation of the Fund's securities each year, the value of assets used to determine costs was determined by using the greater of the market value of assets as of the valuation date and adjusting the actuarial value of assets as of the prior valuation date: increased by contributions and other deposits except investment income; decreased by benefit payments and administrative expenses or other payments; and credited with interest at 1% less than the plan's assumed rate to the valuation date. The actuarial value of assets will be limited to a maximum of 120% and a minimum of 80% of the market value of assets as of the valuation date.

1. Actuarial Value of Assets as of 01/01/2010	\$	205,911,360
2. Contributions and other deposits except investment income	\$	8,192,604
3. Benefit Payments and Administrative Expenses of Other Payments	\$	9,927,252
4. Interest at 1% less than the plan's assumed rate to the valuation date 01/01/2011: $0.065 \times [(1) + 0 \times (2) - 11/24 \times (3)]$	\$	13,088,489
5. Preliminary Actuarial Value of Assets: $(1) + (2) - (3) + (4)$	\$	217,265,201
6. Market Value of Assets as of 01/01/2011	\$	227,357,342
7. 80% of Market Value: $.8 \times (6)$	\$	181,885,874
8. 120% of Market Value: $1.2 \times (6)$	\$	272,828,810
9. Actuarial Value of Assets as of 01/01/2011: Greater of (5) and (6) but not less than (7) nor more than (8)	\$	227,357,342

Schedule H

APPROXIMATE RATE OF RETURN FOR 2010 PLAN YEAR		
	<u>Actuarial Value</u>	<u>Market Value</u>
1. Value as of December 31, 2009	\$ 205,911,359.56	\$ 203,594,832.00
2. Contributions Received During Year	\$ 8,192,603.96	\$ 8,192,603.96
3. Benefits and Expenses Paid During Year	\$ 9,927,251.72	\$ 9,927,251.72
4. Value as of December 31, 2010	\$ 227,357,341.83	\$ 227,357,341.83
5. Non-Investment Increment: (2) - (3)	\$ (1,734,647.76)	\$ (1,734,647.76)
6. Investment Increment: (4) - (1) - (5)	\$ 23,180,630.03	\$ 25,497,157.59
7. Time Weighted Value of Assets: (1) + .5(5)	\$ 205,044,035.68	\$ 202,727,508.12
8. Approximate Rate of Return for 2010: (6) / (7)	11.31%	12.58%

HISTORY OF RATE OF RETURNS

<u>Plan Year</u>	<u>Actuarial Value Rate of Return</u>	<u>Market Value Rate of Return</u>
2009	6.09 %	24.27 %
2008	(6.12) %	(20.10) %
2007		4.98 %
2006		13.77 %
2005		2.55 %
2004		7.08 %
2003		17.48 %
2002		(5.31) %
2001		(2.60) %
Five Year Average:		5.95 %
Ten Year Average:		4.74 %

Schedule I

Determination of Reserve Balances

	M.A.R.A.	C.A.R.A	R.M.R.A.	TOTAL
Balance 1/1/2010	\$ 69,526,187.49	\$ 61,712,439.46	\$ 55,969,246.00	\$ 187,207,872.95
County Appropriations		3,096,622		
Member Contributions	5,095,981.96			
Net Investment Income		5,361,198.64		
Investment Expenses		(929,302.32)		
Member Contributions Refunded	(1,260,833.49)			
Pension Payments			(6,581,943.22)	
Death Benefits			(441,300.17)	
Retiree and Death Benefit Transfers	(2,803,718.67)	(4,051,265.67)	6,854,984.34	
Miscellaneous		(671,450.87)		
Administrative Expenses		(42,421.65)		
Balance Before Interest	70,557,617.29	64,475,819.59	55,800,986.95	190,834,423.83
Interest Allocated in 2010	4,060,098.88	(6,295,503.54)	2,235,404.66	
Balance Before Actuarial Adjustments	74,617,716.17	58,180,316.05	58,036,391.61	190,834,423.83
Actuarial Adjustments		(1,260,984.39)	1,260,984.39	
Ending Balance 12/31/2010	74,617,716.17	56,919,331.66	59,297,376.00	190,834,423.83
Unrealized Appreciation				36,522,918.00
Total Assets (12/31/2010) (Market Value)				227,357,341.83

Schedule J

Membership History

Below is a ten-year history of the Retirement System's membership.

ACTIVE MEMBERS AND VESTED TERMINATED MEMBERS				RETIRED MEMBERS AND BENEFICIARIES		
January 1	Male	Female	Total	Male	Female	Total
2011	466	1,071	1,537	190	470	660*
2010	453	1,033	1,486	186	452	638
2009	461	1,040	1,501	175	429	604
2008	452	1,043	1,495	152	399	551
2007	452	1,021	1,473	148	376	524
2006	449	1,003	1,452	143	351	494
2005	449	1,007	1,456	137	315	452
2004	508	1,073	1,581	116	271	387
2003	515	1,067	1,582	109	254	363
2002	489	1,044	1,533	100	239	339

* This total does not include 8 County retirees who are receiving monthly retirement payments from Hartford in addition to cost of living payments from Beaver County Employees' Retirement Fund.

Schedule K

Changes in Plan Participation From January 1, 2010 to January 1, 2011

ACTIVE PARTICIPANTS		
Number as of January 1, 2010		1,409
Changes During Plan Year:		
Retired	(-)	26
Terminated and Vested	(-)	7
Terminated	(-)	24
Died	(-)	4
New Participants	(+)	112
Number as of January 1, 2011		1,460

RETIRED PARTICIPANTS		
Number as of January 1, 2010		638
Changes During Plan Year:		
Returned to Active Service	(-)	0
Died	(-)	8
New Retirements from Active Service	(+)	26
New Surviving Annuitants	(+)	1
Vested Terminated Participants Whose Benefits Commenced	(+)	5
Deletions	(-)	2
Number as of January 1, 2011		660

TERMINATED VESTED PARTICIPANTS		
Number as of January 1, 2010		77
Changes During Plan Year:		
Returned to Active Service	(-)	2
Benefits Commenced	(-)	5
Died	(-)	0
New Termination's with Vesting	(+)	7
Number as of January 1, 2011		77

Schedule L

Age, Service and Average Salary Profile of the Active Members on January 1, 2011.

MALES -- FULL YEARS OF SERVICE TO JANUARY 1, 2011									
Age	0-4	5-9	10-14	15-19	20-24	25-29	30+	Total	Average Salary
0-19	0	0	0	0	0	0	0	0	\$ 0
20-24	10	1	0	0	0	0	0	11	\$ 21,567
25-29	23	12	2	0	0	0	0	37	\$ 28,633
30-34	21	16	13	0	0	0	0	50	\$ 36,991
35-39	15	9	11	9	0	0	0	44	\$ 40,650
40-44	12	8	16	16	11	0	0	63	\$ 47,026
45-49	6	3	8	9	11	5	0	42	\$ 49,994
50-54	8	8	14	13	18	7	9	77	\$ 45,598
55-59	9	12	10	5	13	12	5	66	\$ 46,701
60-64	6	2	8	6	2	6	6	36	\$ 49,645
65 +	2	4	5	0	3	1	1	16	\$ 38,553
Total	112	75	87	58	58	31	21	442	\$ 42,974

Average Age: 45.76
 Average Service: 12.79

FEMALES -- FULL YEARS OF SERVICE TO JANUARY 1, 2011									
Age	0-4	5-9	10-14	15-19	20-24	25-29	30+	Total	Average Salary
0-19	4	0	0	0	0	0	0	4	\$ 18,373
20-24	27	5	0	0	0	0	0	32	\$ 30,118
25-29	44	22	3	0	0	0	0	69	\$ 32,799
30-34	30	28	27	2	0	0	0	87	\$ 34,665
35-39	31	17	28	9	1	0	0	86	\$ 37,602
40-44	33	24	28	17	15	1	0	118	\$ 37,493
45-49	19	33	28	14	28	6	2	130	\$ 38,992
50-54	19	30	28	27	48	10	19	181	\$ 40,362
55-59	17	25	37	29	41	16	17	182	\$ 41,244
60-64	10	17	20	20	13	9	4	93	\$ 39,185
65 +	5	6	5	6	9	4	1	36	\$ 37,642
Total	239	207	204	124	155	46	43	1,018	\$ 38,167

Average Age: 46.91
 Average Service: 12.26

Schedule M

Actuarial Assumptions and Actuarial Cost Method for Funding Purposes, January 1, 2011.

Actuarial Assumptions

Mortality Rates: The life expectancy of all members (active and retired) is determined in accordance with the mortality rates set forth in the 1983 Group Annuity Mortality Table.

Withdrawal Rates: Members not eligible to retire are assumed to terminate employment in accordance with a percentage of the withdrawal rates set forth in Table T-7 of the Actuary's Handbook. The applicable percentage depends on the member's years of service as follows:

YEARS OF SERVICE	PERCENTAGE
less than 1	300 %
1 but less than 2	275 %
2 but less than 3	250 %
3 but less than 4	225 %
4 but less than 5	200 %
5 but less than 6	175 %
6 or more	100 %

It is further assumed that a percentage of members who terminate after having met the Plan's five year vesting requirement will elect an immediate refund of their own contributions with interest thus forfeiting the County -- provided pension. The applicable percentage is 100% for termination ages up to age 30. After age 30 the applicable percentage is determined as 100% less (age - 30) x 3 1/3%. Illustrative percentages are as follows:

AGE	PERCENTAGE
30 or less	100.0 %
35	83.3 %
40	66.7 %
45	50.0 %
50	33.3 %
55	16.7 %

Schedule M--Continued

The following tables set forth illustrative withdrawal rates as determined in accordance with the methodology described on the previous page.

**Probability of Withdrawing
During Year:**

LESS THAN FIVE YEARS OF SERVICE					
Age at Hire	Years of Service				
	0	1	2	3	4
20	.2982	.2720	.2460	.2202	.1947
30	.2791	.2532	.2275	.2021	.1770
40	.2326	.2067	.1814	.1570	.1335
50	.1267	.1013	.0781	.0577	.0407
59	.0086	-	-	-	-

FIVE OR MORE YEARS OF SERVICE		
Age at Beginning of Year	Probability of Withdrawing and Forfeiting County Pension	Probability of Withdrawing and Retaining County Pension
30	.0930	.0000
40	.0517	.0258
50	.0141	.0281
59	.0001	.0028

Schedule M--Continued

Retirement Rates: Members eligible to retire are assumed to retire in accordance with the following rates:

AGE AT BEGINNING OF YEAR	PROBABILITY OF RETIRING DURING YEAR
55-59	.07
60-61	.08
62-64	.15
65	.34
66-70	.23
71-79	.21
80	1.00

Disability Rates Disability rates are not used.

Investment Return 7.5% per annum, compounded annually.

Salary Increases 3.5% per annum.

Valuation Assets The greater of the market value of assets as of the valuation date and the actuarial value of assets as of the prior valuation date plus contributions and other deposits except investment income minus benefit payments and administrative expenses or other payments plus credited interest at 1% less than the plans' assumed rate to the valuation date. The actuarial value of assets will be limited to a maximum of 120% and a minimum of 80% of the market value of assets as of the valuation date.

Administrative Expenses Assumed to be paid from the County's general fund and not from plan assets. However, administrative expenses may from year to year be paid from the fund unless it is determined by the actuary that such payment will impair the actuarial soundness of the fund.

Actuarial Cost Method The actuarial cost method used to determine the plan's funding requirements is the entry age normal method. Under this method, an actuarial accrued liability is determined as the actuarial present value of projected benefits for all participants minus the actuarial present value of future normal costs. The normal cost is determined as the annual amount required to fund between entry age and assumed exit age the actuarial present value of projected benefits for each active participant under the assumed retirement age.

Schedule N

Summary of Plan Provisions

- 1. Effective Date** The effective date of this plan is January 1, 1942.
- 2. Eligibility for Plan Membership** An employee shall be eligible to become a participant immediately upon becoming an employee.
- 3. Accrued Benefit** The Retirement Board has authorized benefits equal to a percentage of the members Final Average Salary for each year of service the member has participated in the following Classes:

<u>CLASS</u>	<u>PERCENTAGE</u>	<u>EFFECTIVE</u>
1/120	0.833%	01/01/1942
1/100	1.000%	01/01/1950
1/80	1.250%	01/01/1965
1/60	1.667%	01/01/1972

- 4. Normal Retirement (Superannuation)** *Eligibility:* Retirement occurs at age 60 or at age 55 if the participant has completed 20 years of service.

Pension: A monthly pension equal to (a) and (b), as follows:

- (a) 0.833% of 1/12th of Final "Average" Salary multiplied by years of credited service on the 1/120 Class,
 1.000% of 1/12th of Final "Average" Salary multiplied by years of credited service on the 1/100 Class,
 1.250% of 1/12th of Final "Average" Salary multiplied by years of credited service on the 1/80 Class,
 1.667% of 1/12th of Final "Average" Salary multiplied by years of credited service on the 1/60 Class,

PLUS

- (b) a monthly annuity based on the actuarial equivalent of the member's accumulated contributions with credited interest.

Schedule N--Continued

- 5. Final "Average" Salary** The average of the member's annual compensation received for the three years which produce the highest such average.
- 6. Compensation** Pick-up contributions plus remuneration received as a county employee excluding refunds for expenses, contingency and accountable expense allowances and excluding severance payments or payments for unused vacation or sick leave.
- 7. Early Retirement**
- Eligibility:*
- Voluntary:* Upon completion of 20 years of service.
- Involuntary:* Upon completion of 8 years of service.
- Pension:*
- (a) a monthly pension equal to the actuarial equivalent of the benefits calculated in 4(a),
- PLUS
- (b) a monthly annuity based on the actuarial equivalent of the member's accumulated contributions with credited interest.
- 8. Vesting** One Hundred Percent (100%) upon completion of five years of credited service. A member who terminates employment after five years of credited service will receive a deferred annuity commencing at age 60 (or at age 55 if the member has at least 20 years of service at termination). The deferred benefit shall be calculated using the normal retirement pension formula but based on credited service, final average salary and accumulated contributions at termination.
- If a member terminates employment prior to entitlement to Plan benefits, he will receive his accumulated contributions with interest.
- 9. Postponed Retirement** A member may work past normal retirement age and continue to accrue pension credits.

Schedule N--Continued**10. Disability Retirement**

Eligibility: Total and permanent disability prior to Superannuation (Normal Retirement) age and after completion of five years of credited service.

Pension: A total monthly pension commencing on the last day of the month following disability retirement equal to 25% of the 1/12th of Final Average Salary at time of retirement. Such total monthly pension shall include the monthly disability that is actuarially equivalent to the member's accumulated contributions at retirement.

11. Normal Form of Pension

Benefits are payable in the form of a modified cash refund life annuity, that is for the member's lifetime only, except that disability benefits shall cease upon cessation of disability.

12. Optional Retirement Benefits

A member may elect to receive the actuarial equivalent of his retirement benefit as a full cash refund annuity (Option One) or a reduced joint and survivor pension payable for the remainder of his life, with either 100% or 50% of the member's pension continuing after death to the designated beneficiary. A member may also elect to receive, in one payment, the full amount of his accumulated deductions and continue to receive the annuity provided by the county.

13. Death Benefits

- (a) Pre-Retirement. If a member dies after having attained age 60 or having completed ten years of credited service, his beneficiary will receive a lump sum equal to the actuarially determined present value of the benefits calculated in (7a) based on the member's Final Average Salary and credited service at time of death plus the member's accumulated contributions with interest at time of death.
- (b) Post-Retirement. Upon the death of a terminated or retired member, his beneficiary will receive survivor benefits, if any, in accordance with the form under which benefits were being paid to the member. In any event, the total amount of benefits paid to the deceased member and beneficiary must, at least, equal the member's accumulated contributions with interest.

Schedule N--Continued

14. Employee Contributions

Employees on the 1/120 Class must contribute between 5% and 15% of salary.
 Employees on the 1/100 Class must contribute between 6% and 16% of salary.
 Employees on the 1/80 Class must contribute between 7% and 17% of salary.
 Employees on the 1/60 Class must contribute between 9% and 19% of salary.

15. Deposit Administrator

Investment Managers:
 C.S. McKee
 MDL Capital
 Commonwealth Security
 Ameriserv/Atticus Fund
 Boston Company

Custodian:
 Huntingdon Bank

Financial Consultant:
 Morrison Fiduciary Advisors

16. Administration

Retirement Board as designated in Act 96 of 1971, the County Pension Law.

17. Cost-of-Living

The cost-of-living increase shall be reviewed at least once in every three years by the Retirement Board. The Board has granted cost-of-living increases in the past as follows:

PERCENTAGE CHANGE IN C.P.I.	EFFECTIVE DATE OF INCREASE
25 %	1/1/1987
25 %	1/1/1989
25 %	1/1/1990
25 %	1/1/1993
25 %	1/1/1997
100 %	1/1/2000

Schedule O

Historical Trend Information

REVENUES BY SOURCE						
Fiscal Year	Employee Contributions	Employer Contributions	Investment Income	Miscellaneous	Total	
2001	\$ 3,916,060	\$ 0	\$ (274,679)	\$ 390,836	\$ 4,032,217	
2002	4,247,750	1,451,894	(969,434)	6,692	4,736,902	
2003	4,478,111	3,325,708	5,259,729	12,459	13,076,007	
2004	4,313,641	3,652,159	9,116,367	23,359	17,105,526	
2005	4,646,279	15,282,136	10,868,306	944,788	31,741,509	
2006	4,417,118	2,020,537	10,287,413	183,644	16,908,712	
2007	4,673,009	2,113,111	13,165,607	108,286	20,060,013	
2008	5,057,431	1,887,756	(2,616,564)	0	4,328,623	
2009	5,117,588	19,227,192	5,855,234	0	30,200,014	
2010	5,095,982	3,096,622	5,361,199	0	13,553,803	

EXPENSES BY TYPE					
Fiscal Year	Benefits	Refunds	Administrative/ Miscellaneous	Total	
2001	\$ 2,911,218	\$ 718,986	\$ 667,813	\$ 4,298,017	
2002	3,754,457	729,366	464,218	4,948,041	
2003	4,028,888	631,848	459,079	5,119,815	
2004	4,547,629	1,048,016	490,767	6,086,412	
2005	6,291,405	1,535,165	636,412	8,462,982	
2006	5,415,047	812,788	716,364	6,944,199	
2007	6,085,489	1,012,478	822,822	7,920,789	
2008	6,202,485	1,082,591	715,656	8,000,732	
2009	7,626,306	845,693	811,578	9,283,577	
2010	7,023,243	1,260,833	1,643,175	9,927,251	