

**St. Joseph Health Services of Rhode Island  
Retirement Plan**

**Actuarial Valuation as of July 1, 2009**

**For the Plan Year Beginning July 1, 2009**

**and Ending June 30, 2010**

**Prepared By:**

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## I. INTRODUCTION

This report presents the results of the actuarial valuation as of July 1, 2009 of the St. Joseph Health Services of Rhode Island Retirement Plan. The report is prepared for the plan year beginning July 1, 2009 and ending June 30, 2010. The purpose of the report is to


- Illustrate the current actuarial position of the plan.
- Provide a summary of participant census and benefit detail
- Present information which will assist the plan sponsor in determining the appropriate contribution for the plan year
- Outline the actuarial assumptions and methods used.
- Summarize the results of our review of compliance with appropriate non-discrimination and/or top heavy requirements.

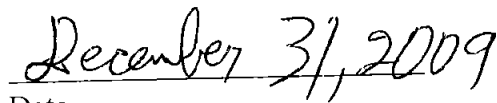
This valuation takes into consideration a substantial asset loss realized during the period from July 1, 2008 to June 30, 2009. Given that smoothing asset method is being used, this loss is being amortized over five years. Continued use of the "five-year" smoothing of gains and losses will spread gains and losses and prevent the plan from experiencing the full impact of recent market fluctuations. It is our understanding that there will be no contributions deposited to the plan for the plan year ending June 30, 2009.

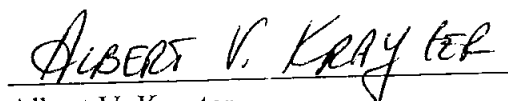
This valuation was prepared on the basis of information submitted to The Angell Pension Group, Inc. in the form of payroll and asset data, as well as ancillary material pertaining to the plan and the plan sponsor, and was prepared in accordance with current federal statutes and regulations, and consistent with current actuarial standards of practice. We have not independently verified, nor do we make any representations as to, the accuracy of such information.

A limitation was added to the smoothing method in determining the actuarial value of plan assets so that the value is no less than 80% nor greater than 120% of the fair market value of plan assets. This limitation continues to allow smoothing but restricts its impact so that the actuarial value of assets remains reasonably close to the fair market value.

I meet the qualification Standard of the American Academy of Actuaries to render the actuarial opinions included in this report, based upon my education, experience and continuing education.

  
David P. Ward, ASA, EA, MAAA, MSPPA, FCA  
Director of Actuarial Services, and  
Consulting Actuary

  
Date

  
Albert V. Krayter  
Manager, Defined Benefit Department

## II. VALUATION RESULTS

### Contributions for Plan Year Ending June 30, 2010

Minimum Contribution:	\$1,444,178
Recommended Maximum Contribution.	\$1,624,311
Contribution to reach 100% funding level projected to the end of the plan year	\$21,314,085

### Summary of Valuation Results:

<i>Participants</i>	<u>2009</u>	<u>2008</u>
Active	1,252	1,395
Terminated vested	856	864
Retirees in pay status	759	713
Other (including per diem employees)	147	81
Total	3,014	3,053
<i>Normal Cost</i>		
Dollar amount	\$ 1,091,106	\$ 1,961,151
Covered payroll	57,474,582	63,654,607
As a percentage of payroll	1.9%	3.1%
<i>Minimum Contribution</i>		
Dollar amount	\$ 1,444,178	\$ 0
As a percentage of payroll	2.5%	0%
<i>Assets</i>		
Market Value	\$ 78,260,116	\$ 104,417,252
Actuarial Value	93,912,139	109,144,403
Net rate of return on market value	(-20.8%)	(-7.4%)
Net rate of return on actuarial value	(-9.6%)	7.1%

**Plan Assets as of July 1, 2009**

Bank of America	\$ 78,260,116
<b>Total Value of Plan Assets:</b>	<b>\$ 78,260,116</b>

**Actuarial Value of Plan Assets**

Total Market Value of Plan Assets	\$ 78,260,116
Plus. Receivable Contributions	0
Plus. Adjustment to Actuarial Value	15,652,023
Less: Benefits Payable	0
Less Advance Contributions	0
Less Interest on Advance Contributions	N/A
<b>Actuarial Value of Plan Assets</b>	<b>\$ 93,912,139</b>

## Actuarial Present Value of Accumulated Plan Benefits

The actuarial present value of accumulated plan benefits is a measurement of plan liabilities attributable to credited service and/or compensation as of a certain point in time. The information provided below can be used to satisfy Statement of Financial Accounting Standards No. 35 (FAS 35). It can also be used to gauge funding progress relative to plan assets.

The liability figures presented below are based upon actuarial assumptions which reflect the long term nature of an ongoing plan. The present values shown **do not** represent the liabilities that would be incurred to purchase annuity contracts or to pay single sums in the event of the termination of this Plan. The cost to purchase annuity contracts is dependent upon insurance company rates. The cost to pay single sums would necessitate a comparison with 30 year Treasury interest rates, or other IRS designated bond rates, and will generally be higher than the figures shown below.

The information in this section is based on the same actuarial assumptions as outlined in Section V of this report except that no salary scale assumption has been applied.

### Present Values as of July 1, 2009

	Number of <u>Lives</u>	Vested <u>Benefits</u>	Non-Vested <u>Benefits</u>	Total Present <u>Value</u>
Active Lives	1,252	\$ 35,521,597	\$ 1,837,825	\$ 37,359,422
Vested Terminations/Inactives	856	11,581,136	0	11,581,136
Disabled Lives	0	0	0	0
Retired Lives	759	44,027,875	0	44,027,875
Other (incl. per diem employees)	147	1,802,337	0	1,802,337
<b>Totals:</b>	<b>3,014</b>	<b>\$92,932,945</b>	<b>\$ 1,837,825</b>	<b>\$ 94,770,770</b>

### Statement of Change in Accumulated Plan Benefits

Actuarial present value of accumulated plan benefits as of the prior valuation date	\$ 88,272,495
Increase (decrease) during the year attributable to.	
Plan amendment	\$ 0
Change in actuarial assumptions	0
Benefits accumulated	4,611,649
Increase for interest due to the decrease in the discount period	6,846,856
Benefits paid	(4,960,230)
Net increase (decrease).	\$ 6,498,275
<b>Actuarial present value of accumulated plan benefits as of the current valuation date</b>	<b>\$ 94,770,770</b>

### III. SUMMARY OF PLAN PROVISIONS

<i>Plan Effective Date</i>	July 1, 1965
<i>Eligibility Requirements</i>	Age: None Service: One Year Exclusions Any Employees hired after October 1, 2007 will not be able to participate in this Plan.  Benefit Accruals for Non-Union participants were frozen on September 30, 2009
<i>Year of Service</i>	12-consecutive-month computation period commencing on the employee's date of hire in which an employee is credited with 1,000 or more hours of service
<i>Year of Service for Benefit Accrual</i>	Service shall equal total plan years of service with the Employer. Prior to July 1, 2001, a year of service was credited for each plan year in which an employee was an active participant in the plan and was paid for at least 1,000 hours. On July 1, 2001 the plan was amended to use elapsed time to determine service through July 1, 2001. Thereafter, the 1,000 hour rule will continue to be used.  Benefit Accruals for Non-Union participants were frozen on September 30, 2009
<i>Plan Entry Date</i>	An eligible employee will enter the plan on the first of the month following completion of the eligibility requirements.
<i>Normal Retirement Date</i>	The first day of the month coincident with or next following the later of age 65 or the fifth anniversary of the participant's participation.
<i>Compensation.</i>	"Annual Earnings" means the basic rate of compensation, excluding bonus payments, call time, overtime and any irregular payments. In no event shall compensation for any year exceed the IRC limit on annual compensation includable in a defined benefit plan (\$245,000 for 2009).
<i>Average Compensation.</i>	The average of the five highest consecutive Annual Earnings during the ten years immediately preceding employee's termination of employment.
<i>Normal Retirement Benefit</i>	The amount of annual normal retirement benefit to be paid in monthly installments for life, based on credited service to normal retirement date, is.



1. Fifty percent of Final Average Earnings, less
2. Fifty percent of the Social Security Benefit

The above difference shall be multiplied by the ratio of the participant's credited service not in excess of 30 years over 30 years.

The annual retirement benefit can not be less than \$48.00 multiplied by years of credited service, to a maximum of 30 years.

If an employee was a member on June 30, 1977, his benefit should not be less than the sum of (a) and (b) below:

(a) Future Service Benefit. 0.75% of Annual Earnings up to \$4,800 plus 1.5% of Annual Earnings in excess of \$4,800, for each year of future service.

(b) Past Service Benefit: 0.75% of Annual Earnings for each year of past service

Benefit Accruals for Non-Union participants were frozen on September 30, 2009

*Normal Form of Benefit*

Life annuity

*Accrued Benefit*

The accrued benefit at any time prior to a participant's normal retirement date shall be the projected normal retirement benefit based on credited service projected to normal retirement and Final Average Earnings as of the accrual date multiplied by a fraction. The numerator of this fraction is the number of years credited service on the accrual date and the denominator is the projected number of years of credited service at the later of age 60 or 30 years of service, but no later than normal retirement date. This fraction cannot exceed one. The plan was amended as of July 1, 2001 to change age 65 to age 60, for this purpose.

Benefit Accruals for Non-Union participants were frozen on September 30, 2009.

*Early Retirement Benefit*

Upon the completion of five years of continuous service and the attainment of age fifty-five, a participant may elect to retire. He may receive a monthly benefit for life beginning at his early retirement date equal to the benefit accrued at normal retirement date reduced by the following:

- First 60 months between early and normal retirement dates 5/9% each month.
- Additional months after first 60 months prior to normal retirement date 5/18% each month.
- If the participant has accumulated eighty-five points, (as of September 30, 2009 for Non-Union Participants) computed as the sum of age and continuous service at termination (years and complete months), and has attained the age of fifty-five he may receive an unreduced monthly benefit for life beginning at this early retirement date equal to his benefit accrued at termination.

*Late Retirement Benefit*

A participant may continue in the employment of the Employer after his normal retirement date. In such event he will receive at actual retirement his accrued benefit calculated using service as of his actual retirement date.

*Death Benefit*

In the event of the death of an active married participant who completed five years of service whose benefit payments have not commenced, it will be assumed that the participant had separated from service on the date of death, survived to the earliest retirement age, began receiving a joint and one-half survivor benefit based on the participant's vested accrued benefit, and died on the day after the earliest retirement date.

A spouse may elect a life annuity, a lump sum, or a reduced benefit payable anytime from when the participant would have reached age fifty-five

*Vesting*

Based on Years of Vesting Service, subject to the following schedule

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than 5 years	0%
5 Years or more	100%

Notwithstanding the above vesting schedule, a participant will become 100% vested upon reaching Normal Retirement Date.

## **IV. ACTUARIAL METHODS**

### **Actuarial Cost Method**

The ultimate cost of a pension plan cannot be determined until the last participant is paid and all obligations are discharged. An Actuarial Cost Method, rather than determining the cost of a pension plan, assigns the overall cost to a period of time. The Employee Retirement Income Security Act of 1974 (ERISA) specifies several acceptable cost methods. IRS regulations allow some variations among these methods.

Costs have been computed in accordance with the Accrued Benefit (Unit Credit) method, as described below

The Normal Cost is the sum of individual normal costs for each participant who has not reached the assumed retirement age. The normal cost for a participant is determined as the actuarial present value of the projected benefit allocated to the current plan year

In addition, there is a second cost component in which the payment, in the first plan year, is determined as an amortization of the unfunded accrued liability. The accrued liability is defined as the actuarial present value of the portion of the projected benefit that is allocated to prior plan years. This calculation is done for each participant, and then summed to get a total accrued liability. The unfunded accrued liability is the difference between the total accrued liability and the actuarial value of plan assets.

Under the Accrued Benefit (Unit Credit) Method, any change in the accrued liability resulting from experience gains or losses is calculated each plan year and separately amortized in accordance with minimum funding rules. In addition, changes in plan provisions or actuarial assumptions that result in an increase or decrease in the accrued liability will be separately amortized.

The method is the same method described in Section 301 of Internal Revenue Procedure 2000-40

### **Asset Valuation Method**

The actuarial value of the plan assets used in determining plan costs is equal to the "five-year" smoothing of gains and losses method. Under this method, asset gains and losses are recognized at the rate of 20% per year. As a result, the impact of appreciation or depreciation on valuation assets is smoothed. The resulting value is limited to be no less than 80% nor greater than 120% of the fair market value of plan assets. Even when the limitation applies the underlying "five-year" smoothing method will be maintained.

### **Changes In Actuarial Methods**

No changes in actuarial methods have occurred since the prior plan year

## V. ACTUARIAL ASSUMPTIONS

### Assumptions Used For The Current Plan Year

Actuarial assumptions are estimates as to the occurrence of future events affecting the costs of the plan such as mortality rates, withdrawal rates, changes in compensation level, retirement ages, rates of investment earnings, expenses, etc. The assumptions have been chosen to anticipate the long-term experience of the plan. The enrolled actuary will certify to the reasonableness of these assumptions, as required by ERISA.

*Pre-Retirement Investment Return.* 8.00% per annum

*Post-Retirement Investment Return.* 8.00% per annum

*Pre-Retirement Mortality* RP-2000 (Male/Female)

*Post-Retirement Mortality* RP-2000 (Male/Female)

*Withdrawal Rate.* Select and ultimate rates of withdrawal are as follows

<u>Age</u>	<u>Mortality</u>		<u>Termination</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
25	0.000366	0.000207	0.066	0.099
30	0.000444	0.000264	0.050	0.077
35	0.000773	0.000475	0.034	0.054
40	0.001079	0.000706	0.018	0.032
45	0.001508	0.001124	0.012	0.021
50	0.002138	0.001676	0.006	0.011
55	0.003624	0.002717	0.000	0.000

In addition to the above rates, the following rates based on service are added to the termination rates for participants with 10 or fewer years of service.

<u>Termination</u>	
<u>Service</u>	<u>Rate</u>
1	10%
2	9%
3	8%
4	7%
5	6%
6	5%
7	4%
8	3%
9	2%
10	1%

## V. ACTUARIAL ASSUMPTIONS (CONT'D)

*Disability Rate.* None

*Salary Scale* 4.00% per annum

*Taxable Wage Base.* 4.00% per annum

*Consumer Price Index.* 3.00% per annum

*Expenses* None

*Assumed Retirement Age.* Beginning at age fifty-five, the following rates are assumed.

<u>Age</u>	<u>Probability of Retirement</u>
55	2.0%
55-59	0.8%
60-61	3.0%
62	15.0%
63	7.5%
64	10.0%
65	75.0%
66	80.0%
67	91.0%
68	100.0%

*Marital Status* 100% participants assumed to be married, wives are assumed to be three years younger than their husbands.

*Recommended Funding Level* The recommended contribution is based on the Plan's Normal Cost plus an amortization of the Plan's unfunded liability. If the plan is projected to have no unfunded liability at the end of the Plan Year then no contribution is recommended, if asset surplus is greater than the Normal Cost. While the Plan is a church plan, and is not subject to the funding requirements of ERISA, the current funding policy follows the ERISA guidelines without regard to the current liability calculations or Pension Protection Act of 2006 modifications.

## APPENDIX A Development of Normal Cost

The Normal Cost is the portion of plan benefit costs which is allocated to the current plan year by the Actuarial Cost Method being used. The following represents the development of the Normal Cost under the chosen Actuarial Cost Method, unless the method determines the normal cost on an individual participant basis.

1	Present Value of Benefits	\$	N/A
2.	Actuarial Value of Assets		N/A
3	Unamortized Balance of Amortization Bases (412)/ Unfunded Liability (404)		N/A
4	Funding Standard Account Credit Balance (412)/ Prior year's carry forward (404)		N/A
5	Accumulated Reconciliation Account (412)		N/A
6	Present Value of Future Normal Cost [(1) - (2) - (3) + (4) + (5)]		N/A
7.	Present Value of Future Compensation		N/A
8	Current Compensation		N/A
9.	Normal Cost [(6) / (7) x (8)]		1,091,106
10	Expense Load / Term Cost		0
<b>11.</b>	<b>Total Normal Cost [(9) + (10)]</b>	<b>\$</b>	<b>1,091,106</b>

## APPENDIX B Development of Contributions

1. Minimum Contribution	July 1, 2009	July 1, 2008
a. Actuarial funding level		
i. Accrued liability	96,904,274	104,548,674
ii. Actuarial Value of Assets	93,912,139	109,144,403
iii. Unfunded Actuarial Accrued Liability (UAAL) ((1.a.i. - 1.a.ii.), max 0)	2,992,135	0
b. 30 Year Amortization of UAAL	246,096	0
c. Normal cost	1,091,106	1,961,151
d. Interest (0.08 x (1.b + 1 c))	106,976	156,892
e. Minimum Contribution [(1 b. + 1 c. + 1 d.), if 1 b > 0]	1,444,178	0
<b>2. Maximum Recommended Contribution</b>		
a. Normal Cost	1,091,106	1,961,151
b. 10 Year Amortization of UAAL	412,886	0
c. Interest (0.08 x (2.a. + 2.b))	120,319	156,892
d. Subtotal	1,624,311	2,118,043
e. Maximum Recommended Contribution (greater of (2d) and (1e), not less than 0)	1,624,311	2,118,043

**3. Contribution to reach 100% funding level projected to the end of the plan year**

	<b>July 1, 2009</b>	<b>July 1, 2008</b>
a. Actuarial Funding Level		
i. Lesser of Market Value and Actuarial Value of Assets	\$ 78,260,116	\$ 104,417,252
ii. Projected beginning of year funding level (1 c.+ 1.a.i. - 3.a.i.)	19,735,264	2,092,573
iii. Projected end of year funding level (3.a.ii.x 1.08)	21,314,085	2,259,925
b. Recommended contribution to reach 100% funding at the end of the plan year	21,314,085	2,259,925



## APPENDIX C Development of Actuarial Value of Assets

### Development of Actuarial Value of Assets

1.	Actuarial value as of July 1, 2008 (Without 80 - 120% limitations)	\$	107,644,403	
2.	Market value as of July 1, 2008		102,917,252	
3.	Employer contribution made on September 28, 2008		1,500,000	
4.	Benefit payments from July 1, 2008 through June 30, 2009		4,960,230	
5.	Expected interest at 8.00% through June 30, 2009			
a.	On (1)		8,611,552	
b.	On (3)		90,000	
c.	On (4)		214,943	
d.	Net expected interest [(a) + (b) - (c)]		8,486,609	
6.	Expected market value as of June 30, 2009 [(2) + (3) - (4) + (5d)]		107,943,631	
7.	Actual market value as of June 30, 2009		78,260,116	
8.	Market value gain (loss) from July 1, 2008 to June 30, 2009 [(7) - (6)]		(29,683,515)	
9.	Recognition of actuarial value gain (loss) amounts			
	<u>Plan Year</u> <u>Ending</u>	<u>Original</u> <u>Gain (Loss)</u>	<u>June 30, 2009</u> <u>Balance</u>	<u>Amount to</u> <u>Recognize on</u> <u>July 1, 2009</u>
a.	June 30, 2005	\$ 1,573,342	314,670	\$ 314,670
b.	June 30, 2006	3,660,253	1,464,100	732,051
c.	June 30, 2007	9,288,040	5,572,824	1,857,608
d.	June 30, 2008	(15,098,430)	(12,078,744)	(3,019,686)
e.	June 30, 2009	(29,683,515)	(29,683,515)	(5,936,703)
f.	<b>Total:</b>			<b>\$ (6,052,060)</b>
10.	Actuarial value as of July 1, 2009 [(1) + (3) - (4) + (5d) + (9f)]		\$ 106,618,722	
11.	Actuarial value as a percentage of market value		136.24%	
12.	Employer Contribution Receivable		\$ 0	
13.	Actuarial value as of July 1, 2009 including Employer Contribution Receivable		\$ 106,618,722	
14.	Actuarial value as of July 1, 2009 including Employer Contribution Receivable, limited to at least 80% and maximum of 120% of market value as of July 1, 2009		\$ 93,912,139	

## APPENDIX D - Age and Service Distribution of Active Participants

### Age and Service Distribution of Active Participants

<u>AGE</u>	<u>SERVICE</u>									TOTAL	
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+		
0-19	14	-	-	-	-	-	-	-	-	-	14
20-24	33	10	-	-	-	-	-	-	-	-	43
25-29	43	19	6	-	-	-	-	-	-	-	68
30-34	37	21	8	1	-	-	-	-	-	-	67
35-39	49	45	13	18	5	-	-	-	-	-	130
40-44	47	35	20	17	27	5	-	-	-	-	151
45-49	55	42	21	20	30	51	20	1	-	-	240
50-54	38	26	21	22	31	33	48	27	1	-	247
55-59	29	24	13	11	15	20	16	42	18	-	188
60-64	12	9	9	3	10	13	11	4	9	-	80
65-69	5	-	3	1	1	5	4	1	2	-	22
70-74	-	-	-	1	-	-	-	-	1	-	2
75-79	-	-	-	-	-	-	-	-	-	-	0
80-84	-	-	-	-	-	-	-	-	-	-	0
85+	-	-	-	-	-	-	-	-	-	-	0
<b>TOTAL</b>	<b>362</b>	<b>231</b>	<b>114</b>	<b>94</b>	<b>119</b>	<b>127</b>	<b>99</b>	<b>75</b>	<b>31</b>	<b>1,252</b>	