



Optional Retirement Plan for Higher Education

Review of Contribution Rates

**Report to the
Defined
Contribution Plans
Advisory
Committee
(DCPAC)**

November 2019



Preface

Section 51.1-126 of the *Code of Virginia* requires the Board of Trustees of the Virginia Retirement System (VRS) to examine the contribution rates for the Optional Retirement Plan for Higher Education at least once every six years.

Staff of the VRS compiled the data and performed the required contribution rate analysis. As required by the *Code*, the State Council of Higher Education for Virginia's (SCHEV) salary peer group formed the basis for the analysis of the mean contribution rate. The VRS actuary, Cavanaugh Macdonald Consulting, LLC, reviewed the analysis for reasonableness.

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Executive Summary

The Board of Trustees of the Virginia Retirement System (VRS) is required by § 51.1-126 of the *Code of Virginia* to review the contribution rates for the Optional Retirement Plan for Higher Education (ORPHE) at least once every six years. In order to facilitate the review, VRS staff collected data from the national peer institutions identified by the State Council of Higher Education for Virginia. For each of the peer institutions identified by SCHEV, the employer contribution data was collected to determine the peer group mean contribution rate for the fiscal year ending June 30, 2019. In addition to comparing the contribution rates with the peer group contribution rate mean, the ORPHE contribution rates were also used to estimate retirement benefits. Plan replacement ratios were calculated and compared to other VRS retirement plans as well as to SCHEV peer institutions. The VRS actuary, Cavanaugh Macdonald Consulting, LLC, reviewed the analysis for reasonableness.

The results of the analysis indicate that given the current ORPHE employer contribution rates, the benefit replacement ratio generated is in line with other VRS sponsored plans. Additionally, with a peer group mean employer contribution rate of 8.8%, the current 10.4% employer contribution rate for ORPHE Plan 1 members (with no required employee contribution) exceeds the peer group average while the 8.5% employer contribution rate for ORPHE Plan 2 members (with a required 5% employee contribution) closely aligns with the peer group average rate.

Introduction

The Virginia Retirement System performed a review of the statutorily established contribution rates for participants in the Optional Retirement Plan for Higher Education (ORPHE), a defined contribution plan. The review was conducted pursuant to §51.1-126 of the *Code of Virginia*. This *Code* section also sets forth the employer contribution rate for optional retirement plans at 10.4% for members hired before July 1, 2010 (Plan 1), and at least 8.5%, but not more than 8.9%, for members hired after that date (Plan 2). Additionally, Plan 2 members are required to make a 5% member contribution to their plan. Section 51.1-126 further requires that:

These contribution rates shall be examined by the Board at least once every six years. The examination shall consider the salary peer group mean contribution as determined by the State Council of Higher Education and the Virginia Retirement System actuary, and, if deemed advisable, recommend a revision to the rate of contribution by the Commonwealth.

Methodology

The State Council of Higher Education for Virginia (SCHEV) is required to develop a set of peer institutions for each public college and university in Virginia¹ in order to assess the Commonwealth's funding of faculty salaries. SCHEV uses a statistical procedure called cluster analysis, based on nineteen quantitative characteristics, to identify institutions similar to each Virginia institution. SCHEV identified twenty-five peers for each of the sixteen Virginia public four-year institutions of higher education.² The twenty-five peer institutions were not mutually exclusive. Based on information provided by SCHEV, the peer groups did not change from the 2013 study.

In total, 287 peer institutions were identified by SCHEV. VRS staff contacted each of the 287 institutions and determined if the institution offered a defined benefit plan, a defined contribution plan, or a choice between either a defined benefit or defined contribution plan. VRS obtained data from 286 out of the 287 institutions. The one institution that did not respond to the VRS inquiries was a private institution. It should be noted that if peer employers introduced a new plan tier for new hires, similar to ORPHE Plan 2, that only the plan impacting new hires was included in this analysis. Although VRS Plan 1 is essentially a closed group that only includes employees hired before July 1, 2010; however, it is included in the study for comparison purposes.

¹ Consistent with Code Section 51.1-126, this analysis is based on the four-year institution salary peer group provided to VRS by SCHEV. As ORPHE includes the Virginia Community College System, the contribution rates are the same as those for four-year universities.

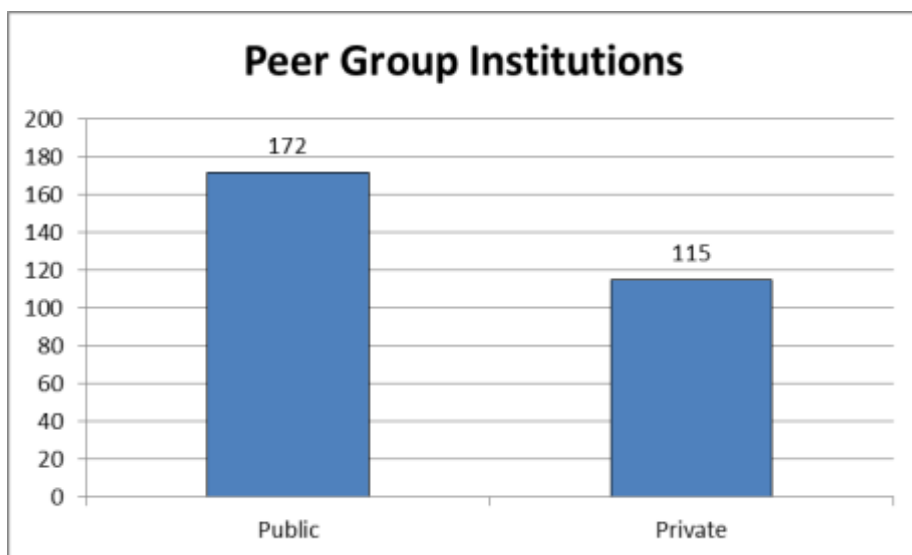
² The sixteen institutions include Richard Bland College, which is a two-year institution.

For each of the peers in the study that offered a defined contribution plan, VRS obtained the employer contribution rate. In addition, VRS staff also collected the following data:

- required employee contribution
- vesting period
- waiting period
- minimum and maximum contribution rates

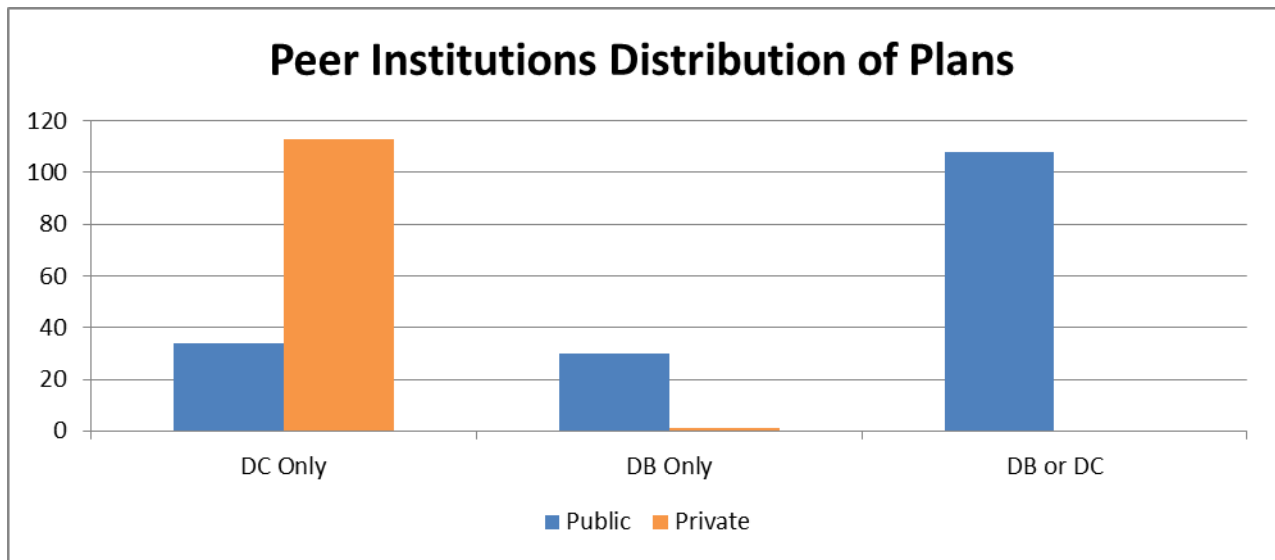
Peer Institutions

The peer institutions represented a mix of public (172) and private (115) institutions (Figure 1).



(Figure 1)

Figure 2 below shows that a majority of the public plans in this study offered employees a choice between either a defined benefit or defined contribution plan, while the private institutions, with the exception of one employer, provided only a defined contribution option for their members. The analysis contained in this study only compares the contribution rates for the defined contribution plans of peer institutions to the ORPHE plan contribution rates.



(Figure 2)

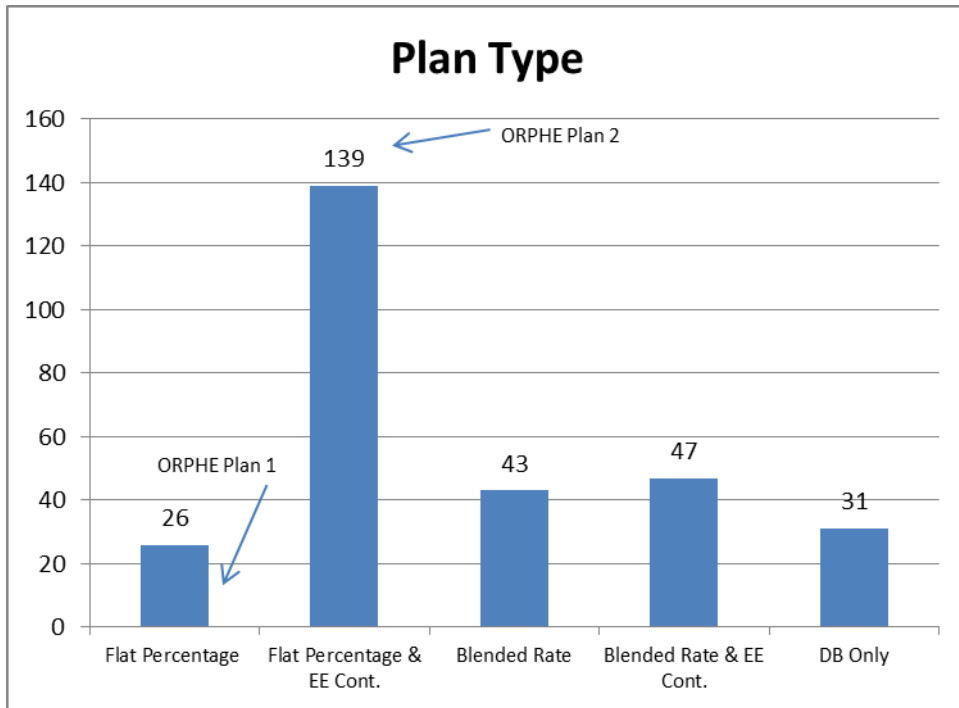
Plan Types

The benefit structures of the defined contribution plans varied for the peer institutions, but there were five common characteristics used to categorize the plans:

- Flat Percentage of Pay (Flat)
- Flat Percentage of Pay with an Employee Contribution Required (Flat \$)
- Blended Contribution Rate (Tiered by age, service, pay level, or a combination) (Blend)
- Blended Contribution Rate with an Employee Contribution Required (Blend \$)
- Defined Benefit Plan Only (DB Only)

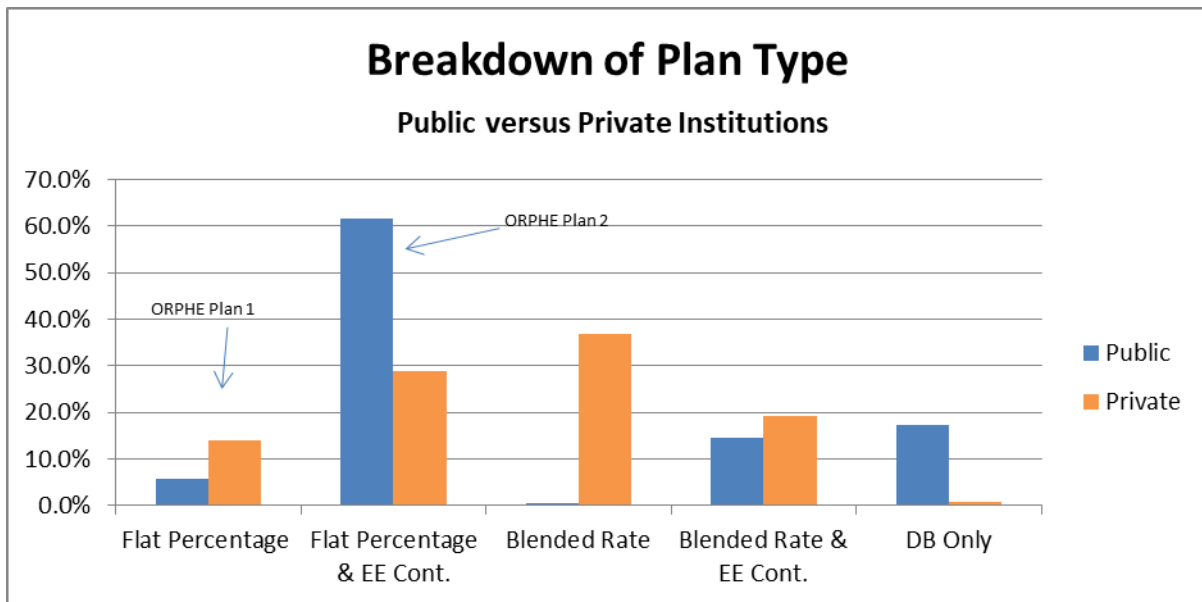
ORPHE Plan 1 members would fall into the first category as they have a flat percentage of pay contribution rate of 10.4% with no employee contribution required. ORPHE Plan 2 members would fall into the second category as they also have a flat percentage of pay contribution rate of at least 8.5%, but not more than 8.9%³ for plan members, but they are also required to make a member contribution of 5% of pay to the plan. Of the 286 institutions that responded, nearly 50% had a **Flat Percentage of Pay with employee contribution required** type plan design.

³ Currently, the University of Virginia and the University of Virginia at Wise are the only institutions that provide the additional 0.4% employer contribution.



(Figure 3)

Based on the SCHEV peer institutions sampling, the public institutions VRS contacted tend to elect to use a flat dollar approach, while the private institutions in our review are more likely to utilize a tiered rate that provides a higher contribution rate for longer service employees or those who are highly paid.



(Figure 4)

Contribution Rates

“Normalizing” Rates

Since the benefit structures differ across institutions, the contribution rates were “normalized” for the plans in which contributions were based on tiers. To illustrate, institutions with multiple contribution rate levels were analyzed and their multiple rate levels were adjusted back to create a common single rate so their plans could be compared against other plans with a single contribution rate. Forty-eight institutions have a tiered contribution rate structure, of which 31 are based on service and the remaining 17 are based on pay.

For plans that provide tiered contribution rates based on age or service, the “normalized” contribution rates assume a member is hired at age 35 and retires at age 65 with 30 years of service. If the contribution rate varies based on salary level, it is assumed that the average salary was \$100,000. The \$100,000 represents the average creditable compensation for full-time faculty employees from the sixteen ORPHE institutions highlighted in this study. The creditable compensation was gathered from valuation data provided by the institutions as of June 30, 2019. Table 1 below shows how blended rates would be adjusted to a single rate to compare to ORPHE plans.

Examples of Normalized Rates					
Plan Type	Contribution Rate	Minimum Employer Contribution	Maximum Employer Contribution	Adjustment	Normalized Maximum Contribution
Flat Rate	10% of Pay	10.0%	10.0%	None needed, already single rate.	10.0%
Blended Rate - Age	Contribution rates based on age: Age 21-29 receive 3%, 30-34 receive 5%, 35-39 receive 7%, 40 and older receive 9%.	3.0%	9.0%	$=(.07*5 \text{ years} + .09*25 \text{ years}) / 30 \text{ years}$	8.7%
Blended Rate - Salary	Contribution rates based on salary: Employer contributes 9% of pay up to \$70,000 and 13.3% on earnings above \$70,000.	9.0%	13.3%	$=(.09*70,000 + .13*(100,000-70,000)) / 100,000$	10.2%
Blended Rate - Service	Contribution rates based on service: Employer contributes 7% of pay up to 5 years and 10% on years 6 and above.	7.0%	10.0%	$=(.07*5 \text{ years} + .10*25 \text{ years}) / 30 \text{ years}$	9.5%

(Table 1)

Peer Institution Averages

Each of the sixteen employers participating in the ORPHE⁴ were compared to their twenty-five peer institutions provided by SCHEV. As described above there were 287 mutually exclusive institutions. As required by *Code*, this examination must include a calculation of the mean or average contribution rate. Table 2 below provides the average rates for each school’s peer group

⁴ Consistent with *Code* Section 51.1-126, this analysis is based on the four-year institution peer group provided to VRS by SCHEV. As ORPHE includes the Virginia Community College System, the contribution rates are the same as those for four-year universities.

as well as the average for the total peer group.

Peer Institution Contribution Averages for Virginia ORP Employers				
ORP Employer	Minimum Employer Rate	Maximum Employer Rate	Normalized Maximum Rate	Mandatory EE Match Rate
Christopher Newport	8.1%	9.3%	9.3%	2.4%
William & Mary	6.2%	8.8%	8.7%	2.8%
George Mason	7.0%	8.4%	8.2%	4.0%
James Madison	7.8%	8.5%	8.5%	5.4%
Longwood	7.3%	8.6%	8.7%	3.1%
Norfolk State	8.0%	8.4%	8.4%	5.0%
Old Dominion	8.3%	9.2%	9.2%	5.9%
Richard Bland	8.1%	8.6%	8.6%	6.1%
Radford	7.7%	8.5%	8.5%	4.3%
Mary Washington	8.1%	9.7%	9.3%	1.7%
UVA	6.7%	8.7%	8.6%	3.4%
UVA - Wise	6.4%	8.1%	8.0%	2.9%
VCU	7.8%	9.7%	9.6%	4.8%
VMI	7.6%	9.5%	9.4%	1.8%
Virginia State	7.9%	8.4%	8.4%	4.5%
Va. Tech	7.7%	8.9%	8.9%	4.7%
All Peers	7.6%	8.9%	8.8%	4.0%

(Table 2)

Since the ORPHE contribution structure is based on a single rate, much of the analysis when comparing to peer institutions will be in comparison to each institution’s “normalized” maximum contribution rate as described in Table 1. Table 3 below shows the range of maximum normalized rates for both public and private institutions in this study.

Range of Maximum Normalized Contributions			
Group	Lowest Rate	Mean Rate	Highest Rate
Public	5.0%	8.5%	15.6%
Private	3.0%	9.2%	12.0%
All Peers	3.0%	8.8%	15.6%

(Table 3)

Table 4 takes the cumulative average maximum normalized rate from Table 2 above and splits the results between public institutions and private institutions. The 2019 results are compared to the 2013 study and show that contribution rates within the peer institutions have remained relatively constant over the last six years.

Contribution Rate Percentages for Peer Institutions			
		2013 Analysis	2019 Analysis
Public Institutions	Mean	8.4%	8.5%
	Median	9.0%	9.0%
	Mode	10.0%	10.0%
Private Institutions	Mean	9.3%	9.2%
	Median	9.5%	9.5%
	Mode	10.0%	10.0%
All Peers	Mean	8.8%	8.8%
	Median	9.3%	9.2%
	Mode	10.0%	10.0%

(Table 4)

Taking the analysis one step further and splitting the average rates by plan type, it is easier to see how the ORPHE Plan 1 employer rate of 10.4% aligns more closely with the twenty-six institutions that employ a flat contribution without requiring an employee paid contribution (green column in Table 5). The ORPHE Plan 2 employer rate of 8.5% is very similar to the flat percentage plans that require an employee paid contribution (red column in Table 5). Within this category, the private institutions have contribution rates that are higher than the public institutions, but the ORPHE Plan 2 contribution rate is higher than the average rate for the public institutions.

In addition to the averages, Table 5 also provides other measures of central tendency including the median (which is the middle number in the list of peer average contribution rates) and the mode (which is the contribution rate that appeared most often in the group).

Contribution Rate Percentages for Peer Institutions by Plan Type						
		Flat Percentage	Flat Percentage & EE Cont.	Blended Rate	Blended Rate & EE Cont.	Total
Public Institutions	Mean	10.1%	8.0%	10.0%	9.7%	8.5%
	Median	8.1%	8.0%	10.0%	9.5%	9.0%
	Mode	7.3%	5.0%	10.0%	9.5%	10.0%
	Count	10	106	1	25	142
Private Institutions	Mean	9.4%	8.9%	9.5%	8.9%	9.2%
	Median	10.0%	9.5%	9.9%	9.1%	9.5%
	Mode	10.0%	10.0%	10.0%	9.0%	10.0%
	Count	16	33	42	22	113
All Peers	Mean	9.7%	8.2%	9.5%	9.3%	8.8%
	Median	10.0%	8.5%	10.0%	9.5%	9.2%
	Mode	10.0%	10.0%	10.0%	9.5%	10.0%
	Count	26	139	43	47	255

(Table 5)

Member Contributions

ORPHE Plan 2 members, or those employees hired on or after July 1, 2010, are required to make a mandatory 5% employee-paid contribution. Approximately 73% of the peer institutions with a defined contribution plan require plan members to contribute a percentage of their pay to participate in the defined contribution savings plan. Table 6 below shows the average contribution requirement for those plans that require the member to make a mandatory contribution. For those public institutions that require an employee mandatory contribution, on average these institutions require approximately a 6.1% member contribution.

Peer Institutions Requiring Employee Paid Contributions				
Average Minimum Required Member Paid Contribution				
		Flat Percentage & EE Cont.	Blended Rate & EE Cont.	Total
Public Institutions	Mean	6.8%	3.0%	6.1%
	Count	106	25	131
Private Institutions	Mean	4.5%	2.5%	3.7%
	Count	33	22	55
All Peers	Mean	6.3%	2.8%	5.4%
	Count	139	47	186

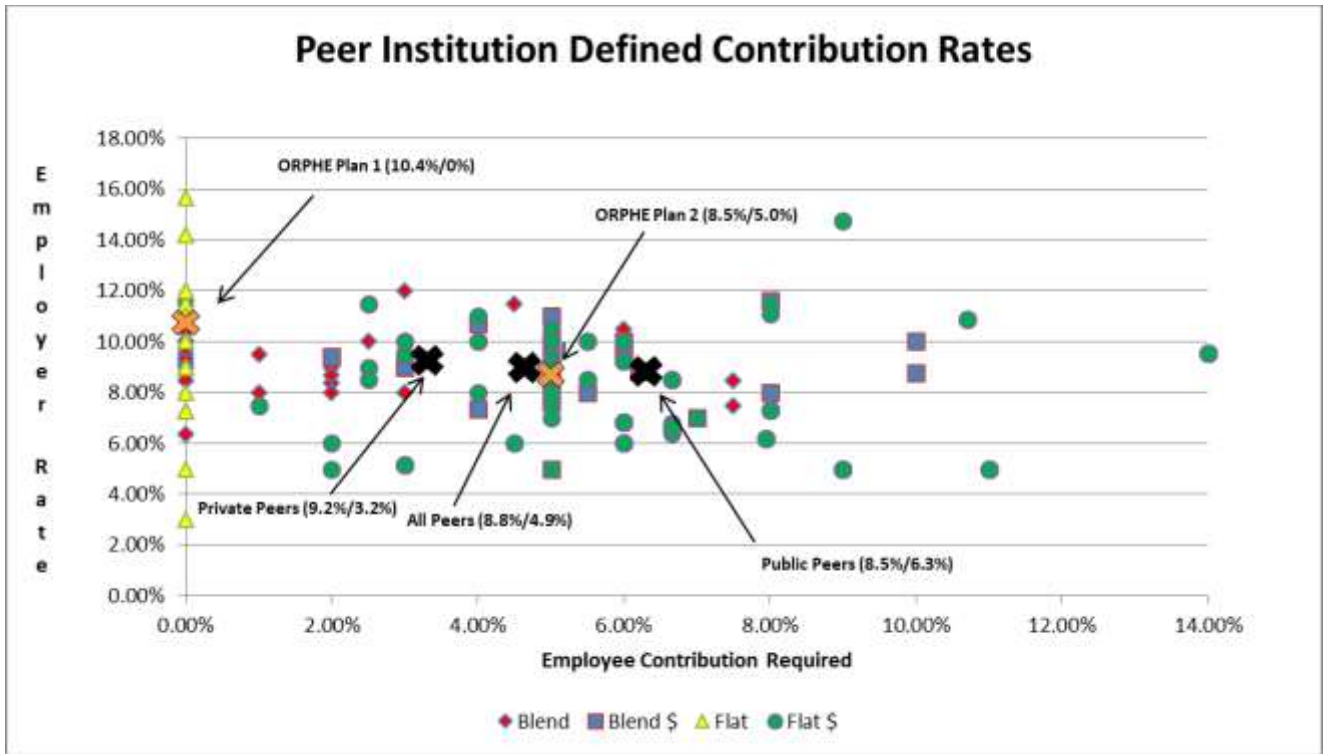
(Table 6)

Approximately 83% of the peer institutions with a defined contribution plan also require plan members to contribute a percentage of their pay in order to maximize the employer contribution percentage. For those employers with tiered rate structures in their DC plans, most require employees to make a contribution in order to maximize employer contributions into the plan.

Peer Institutions Requiring Employee Paid Contributions				
Average Maximum Required Member Contribution to Maximize Employer Contribution				
		Flat Percentage & EE Cont.	Blended Rate & EE Cont.	Total
Public Institutions	Mean	7.0%	6.0%	6.8%
	Count	106	26	132
Private Institutions	Mean	4.5%	4.6%	4.5%
	Count	33	47	80
All Peers	Mean	6.4%	5.1%	5.9%
	Count	139	73	212

(Table 7)

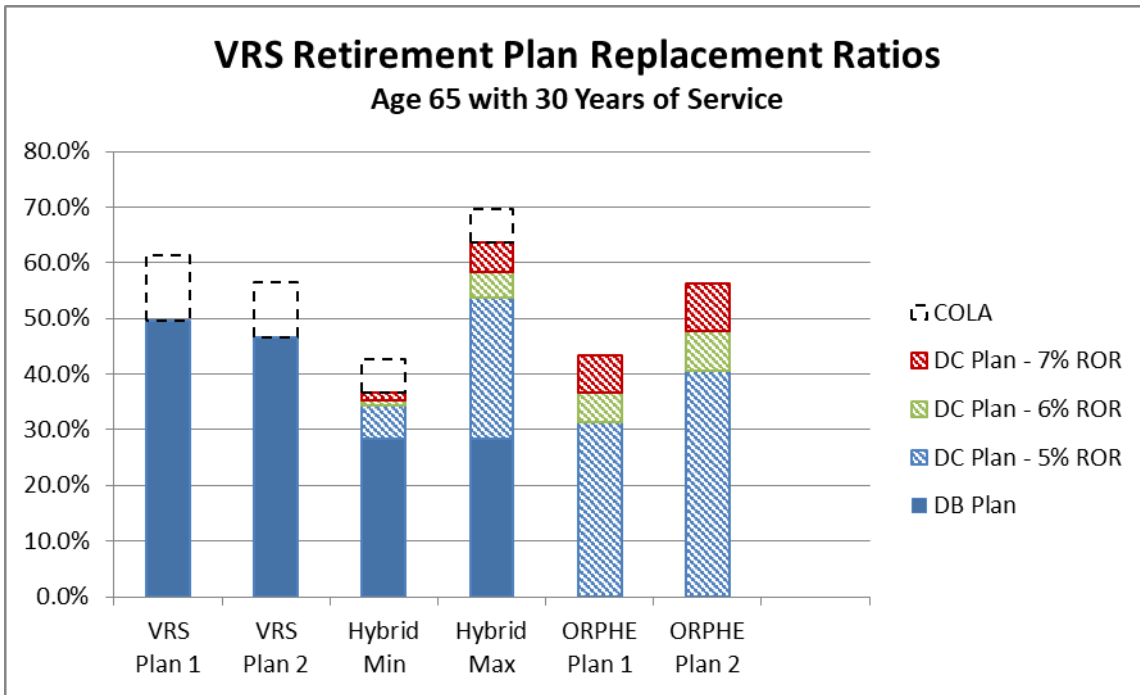
Figure 5 below plots all the different combinations of employer contributions provided by the peer institutions selected for the 2019 analysis. The vertical axis shows the maximum employer contribution and the horizontal axis shows the employee contribution required in order to receive the maximum contribution from the employer. ORPHE Plan 1, ORPHE Plan 2, and the average rate for All Peers have been plotted for comparison. The chart shows that the plan design for ORPHE Plan 2 is closely aligned with the total peer group and public peer group designs.



(Figure 5)

Replacement Ratios

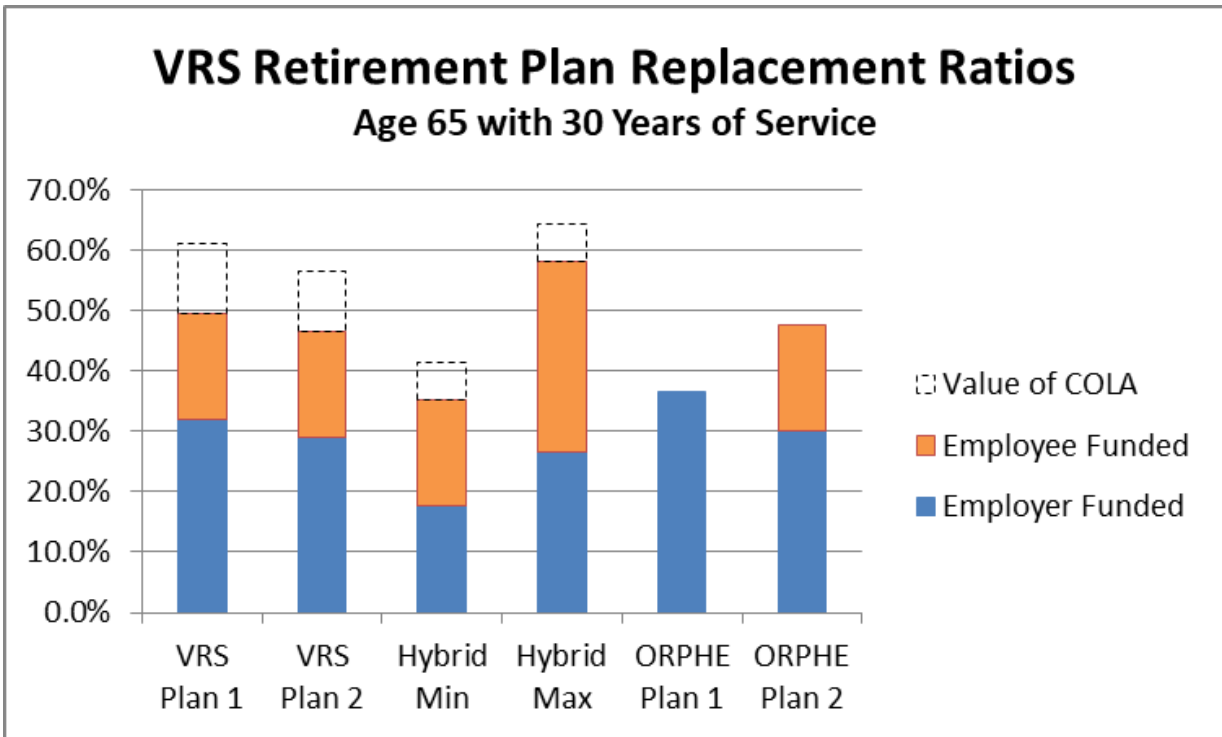
Replacement ratios provide a measure of benefit adequacy at retirement; they reflect the retirement benefit as a percentage of the member's final pay. Figure 6 compares expected replacement ratios for the ORPHE plans as compared to other VRS retirement plans. The DC plans are modeled assuming three sets of long-term rates of return on DC fund balances, 5%, 6%, and 7%. The defined benefit plans also show the projected value of the cost-of-living adjustment (COLA) that is part of the plan benefit. Even though the replacement ratios below are as of the member's retirement date, the expected value of the COLA over a member's expected retirement lifetime is included. The chart shows that the Hybrid and DC plan replacement ratios will vary based on actual fund returns, but can match or exceed replacement ratios expected from the defined benefit plans at time of retirement.



Replacement ratios are based on projected benefit divided by final pay. Defined contribution balances are converted to a basic annuity using the RP2000 mortality table and a 4% discount rate.

(Figure 6)

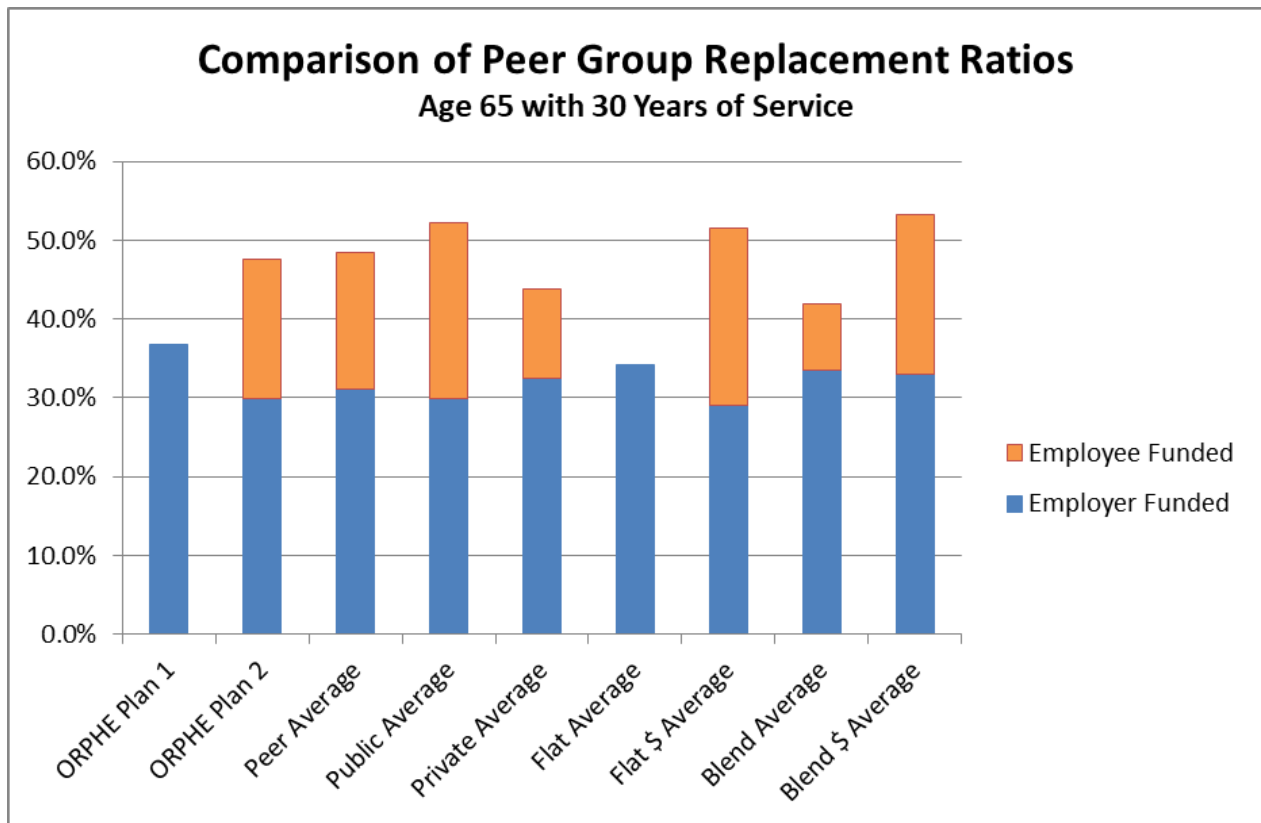
In addition to showing the total replacement ratio, figure 7 below displays the portion of the benefit funded by the employer and the amount funded by the employee through required or voluntary employee paid contributions. This chart shows that the employer cost for the ORPHE benefits is at or near the top of the range when compared to the other VRS sponsored plans.



Replacement ratios are based on projected benefit divided by final pay. Defined contribution balances are converted to a basic annuity using the RP2000 mortality table and a 4% discount rate. Results in Figure 7 assume a 6.0% investment return throughout a member's working lifetime.

(Figure 7)

If we compare the expected replacement ratio of a member under the ORPHE plan designs with various peer institution averages, Figure 8 shows that the VRS ORPHE plan designs provide similar replacement rates with the total average peer group design.

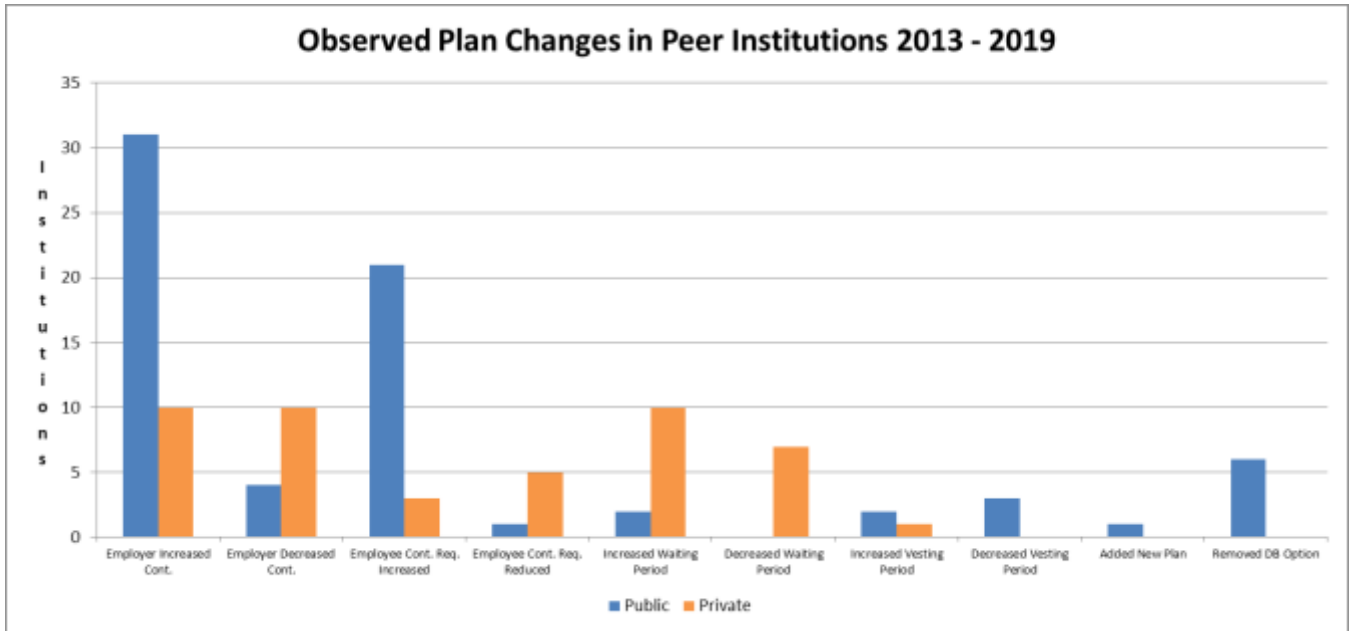


Replacement ratios are based on projected benefit divided by final pay. Defined contribution balances are converted to a basic annuity using the RP2000 mortality table and a 4% discount rate. Results in Figure 8 assume a 6.0% investment return throughout a member's working lifetime.

(Figure 8)

Observed Plan Changes in Peer Institutions from the 2013 Study to the 2019 Study

There were 286 peer institutions that participated in this survey, all of which also participated in the 2013 study. Though the average normalized contribution rate has not changed since the last study, Figure 9 below summarizes the changes we observed in the institutions from the 2013 study to the 2019 study.



(Figure 9)

The most common plan design change observed was an increase in the employer contribution rate. Forty-one employers increased their contribution rate by approximately 0.7% from an average of 7.6% to an average of 8.3%. Conversely, fourteen employers lowered their contribution rate by an average 1.8% from 10.2% to 8.4%. The second most prevalent change was employers increasing the required employee contribution rate. Twenty-four employers increased the mandatory employee contribution level by 2.3% from an average of 6.9% to 9.2%. It should be noted that approximately 70% of the institutions made no changes in plan design during the prior six years.

Conclusion

Section 51.1-126 of the *Code of Virginia* requires the Board of Trustees of the Virginia Retirement System (VRS) to examine the contribution rates for the Optional Retirement Plan for Higher Education at least once every six years. Based on the analysis set forth above, VRS staff, in consultation with the VRS actuary, have concluded that the benefit replacement ratio generated is in line with other VRS sponsored plans. Additionally, with a peer group mean employer contribution rate of 8.8%, the current 10.4% employer contribution rate for ORPHE Plan 1 members (with no required employee contribution) exceeds the peer group average while the 8.5% employer contribution rate for ORPHE Plan 2 members (with a required 5% employee contribution) closely aligns with the peer group average particularly when both employee and employer contributions are considered and employer contributions are normalized.

Appendix A: Institutions Included In the Review

Virginia Four-Year Public Institutions

Christopher Newport University

College of William and Mary

George Mason University

James Madison University

Longwood University

Norfolk State University

Old Dominion University

Radford University

University of Mary Washington

University of Virginia

University of Virginia at Wise

Virginia Commonwealth University

Virginia Military Institute

Virginia State University

Virginia Tech

Virginia Two-Year Public Institution

Richard Bland College

Appendix B: Institutions with Single Plan Options, by Type

Institutions with DB Plans Only

Brigham Young University
California State University-Bakersfield
California State University-Chico
California State University-San Bernardino
Colby Community College
Delaware State University
East Central University
Enterprise-Ozark Community College
Flathead Valley Community College
Independence Community College
Langston University
North Central Missouri College
Snead State Community College
Sonoma State University
The University of Alabama
University of Alabama at Birmingham
University of California-Berkeley
University of California-Davis
University of California-Irvine
University of California-Los Angeles
University of California-Santa Barbara

Appendix B Continued

Institutions with DC Plan Only (Public)

Albany State University	Campus	University of Illinois at Urbana-Champaign
Angelo State University	Pennsylvania State University-Penn State	University of Iowa
Appalachian State University	Abington	University of Kansas Main Campus
Arizona State University at the Tempe Campus	Pittsburg State University	University of Kentucky
Arkansas Tech University	Potomac State College of West Virginia University	University of Louisiana at Lafayette
Augusta State University-GA Regents University	Prairie View A & M University	University of Louisville
Berkshire Community College	Purdue University-Main Campus	University of Maine at Machias
Bloomsburg University of Pennsylvania	Ramapo College of New Jersey	University of Maryland-College Park
Bowie State University	Rhode Island College	University of Massachusetts-Amherst
Clarion University of Pennsylvania	Rowan University	University of Memphis
Clemson University	Rutgers University-Camden	University of Michigan-Ann Arbor
College of Charleston	Rutgers University-New Brunswick/Piscataway	University of Minnesota-Twin Cities
Colorado State University-Pueblo	Saint Cloud State University	University of Nebraska at Lincoln
Columbia-Greene Community College	Salem Community College	University of Nevada-Las Vegas
Columbus State University	Salisbury University	University of Nevada-Reno
Concord University	Savannah State University	University of New Hampshire-Main Campus
Coppin State University	Shippensburg University of Pennsylvania	University of New Hampshire-Manchester
Dyersburg State Community College	South Carolina State University	University of New Mexico-Main Campus
Eastern Connecticut State University	South Georgia College	University of New Mexico-Valencia County Branch
Eastern Illinois University	Southern Illinois University Carbondale	University of North Carolina at Chapel Hill
Elizabeth City State University	Southern University and A & M College	University of North Carolina-Wilmington
Fayetteville State University	Spoon River College	University of Northern Colorado
Florida International University	St Mary's College of Maryland	University of Northern Iowa
Florida State University	Stony Brook University	University of Oklahoma Norman Campus
Fulton-Montgomery Community College	SUNY at Albany	University of Pittsburgh-Greensburg
Georgia State University	SUNY at Binghamton	University of Pittsburgh-Main Campus
Grambling State University	SUNY at Buffalo	University of Rhode Island
Greenfield Community College	SUNY at Geneseo	University of South Carolina-Lancaster
Illinois State University	SUNY College at Brockport	University of South Carolina-Sumter
Indiana University of Pennsylvania-Main Campus	SUNY College at Old Westbury	University of Southern Mississippi
Iowa State University	SUNY College at Plattsburgh	University of Tennessee-Martin
Kent State University-Trumbull Campus	Temple University	University of Texas at Austin
Kutztown University of Pennsylvania	Texas A & M University	University of Texas at Tyler
Louisiana State University-Shreveport	Texas Tech University	University of Texas of the Permian Basin
Mansfield University of Pennsylvania	Truman State University	University of Utah
Massachusetts College of Liberal Arts	University of Arizona	University of Washington-Seattle Campus
Miami University-Oxford	University of Arkansas Main Campus	Utah State University Eastern
Michigan State University	University of Central Florida	Wayne State University
Middle Georgia College	University of Cincinnati-Main Campus	West Shore Community College
Minnesota State University-Mankato	University of Colorado at Boulder	West Virginia University
North Carolina Central University	University of Colorado at Colorado Springs	Western Carolina University
North Carolina State University at Raleigh	University of Colorado at Denver and Health Sciences Center	Western Connecticut State University
North Country Community College	University of Connecticut	Western Washington University
Northern Michigan University	University of Delaware	Westfield State College
Ohio State University-Main Campus	University of Florida	William Paterson University of New Jersey
Ohio University-Main Campus	University of Georgia	Winthrop University
Oklahoma State University-Main Campus	University of Houston	Worcester State College
Pennsylvania State University-Main	University of Illinois at Chicago	Wright State University-Main Campus

Appendix B Continued

Institutions with DC Plan Only (Private)

Abilene Christian University	Illinois Wesleyan University	Union College
Albright College	Kenyon College	University of Mary Hardin-Baylor
Assumption College	King's College	University of Miami
Augsburg College	Lafayette College	University of Notre Dame
Barnard College	Loyola Marymount University	University of Pennsylvania
Bates College	Macalester College	University of Portland
Baylor University	Marist College	University of Puget Sound
Berry College	Marquette University	University of Richmond
Bloomfield College	Meredith College	University of Scranton
Boston College	Merrimack College	University of Southern California
Boston University	Monmouth University	Valparaiso University
Brandeis University	Moravian College and Moravian	Vanderbilt University
Brown University	Theological Seminary	Vanguard University of Southern
Bucknell University	Mount Holyoke College	California
Butler University	Mount Saint Mary College	Virginia Wesleyan College
Calvin College	New York University	Wake Forest University
Capital University	Northeastern University	Walla Walla College
Claremont McKenna College	Norwich University	Washington and Lee University
Colgate University	Occidental College	Washington College
College of the Holy Cross	Pacific Lutheran University	Washington University in St Louis
College of Wooster	Providence College	Westminster College
Colorado College	Randolph-Macon College	Wheaton College
Connecticut College	Rhodes College	Yeshiva University
Cornell University	Roger Williams University	
Dartmouth College	Rollins College	
Davidson College	Saint Michaels College	
Denison University	Salve Regina University	
DePauw University	Seattle Pacific University	
Drexel University	Seattle University	
Duke University	Simpson College	
Duquesne University	Skidmore College	
Elon University	Smith College	
Emmanuel College	Spelman College	
Emory University	St Francis College	
Fairfield University	St John's University-New York	
Florida Southern College	St Lawrence University	
Franklin and Marshall College	St Mary's University	
Furman University	St. Olaf College	
George Washington University	Swarthmore College	
Georgetown University	Syracuse University	
Gonzaga University	Texas Christian University	
Hamilton College	The University of Tampa	
Hampden-Sydney College	Trinity College	
Hobart William Smith Colleges	Trinity University	
Hofstra University	Tufts University	
Houston Baptist University	Tulane University of Louisiana	

Appendix B Continued

Institutions with Hybrid Plan Designs

United States Air Force Academy

United States Naval Academy

University of Missouri-Columbia

University of Wisconsin-Eau Claire

University of Wisconsin-La Crosse

University of Wisconsin-Madison

University of Wisconsin-Milwaukee

University of Wisconsin-Oshkosh

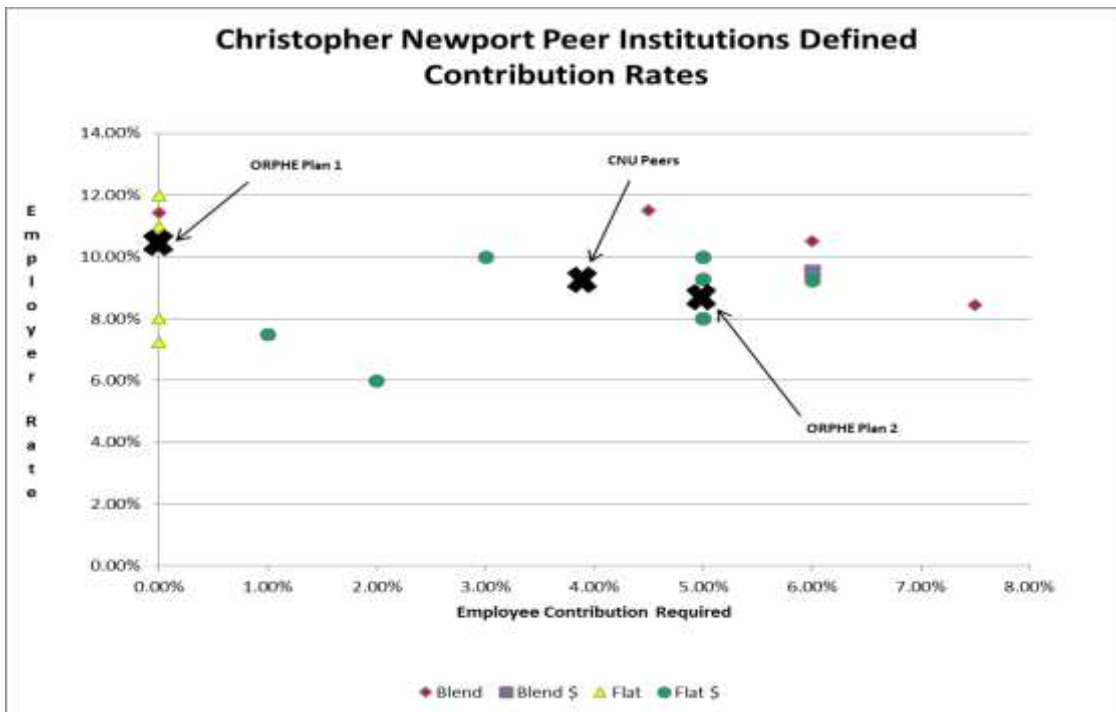
University of Wisconsin-Parkside

University of Wisconsin-Superior

Appendix C: Virginia Public Institutions Individual Peer Analysis

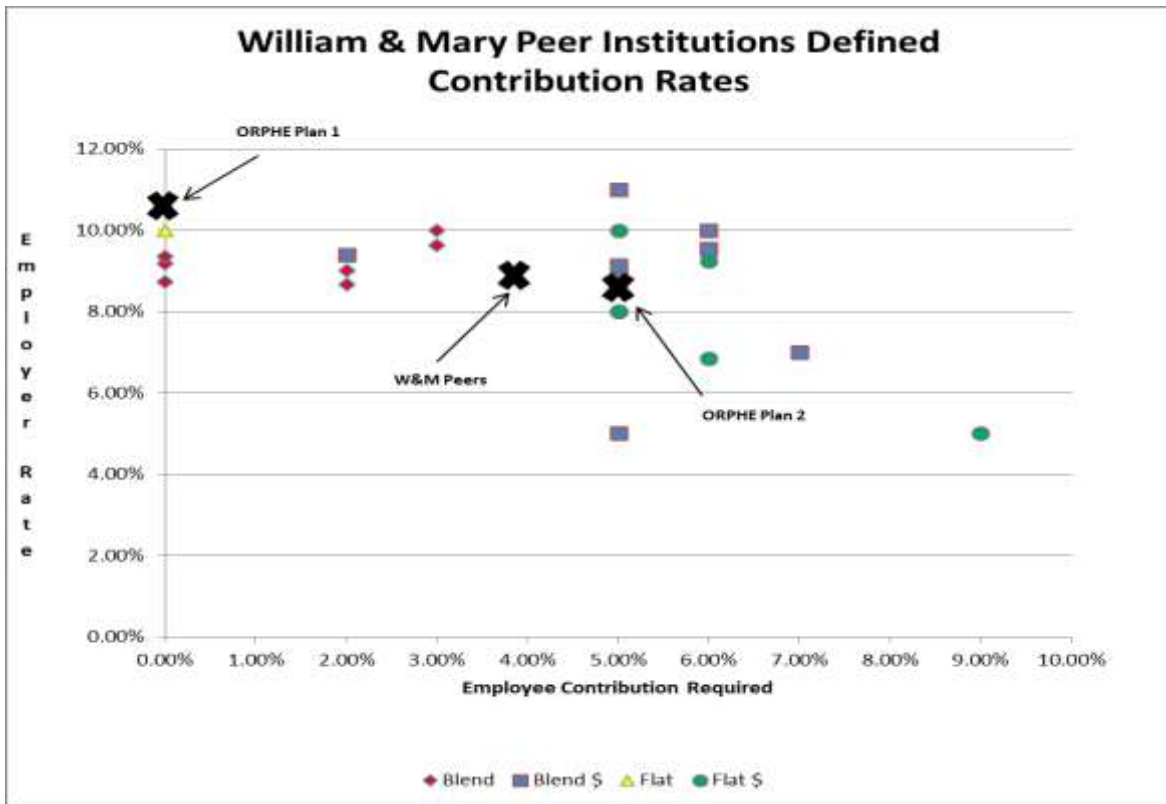
Christopher Newport University

Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Albright College	Private	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
Berry College	Private	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
Clarion University of Pennsylvania	Public	DC	9.3%	9.3%	9.3%	5.0%	5.0%	Flat \$
Eastern Connecticut State University	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Moravian College and Moravian Theological Seminary	Private	DC	8.0%	8.0%	8.0%	0.0%	0.0%	Flat \$
Pacific Lutheran University	Private	DC	7.5%	10.5%	10.5%	0.0%	6.0%	Blend
Ramapo College of New Jersey	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Roger Williams University	Private	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Rollins College	Private	DC	7.0%	11.5%	11.5%	0.0%	4.5%	Blend
Rutgers University-Camden	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Salisbury University	Public	DC	7.3%	7.3%	7.3%	0.0%	0.0%	Flat
Savannah State University	Public	DC	9.2%	9.2%	9.2%	6.0%	6.0%	Flat \$
Shippensburg University of Pennsylvania	Public	DC	9.3%	9.3%	9.3%	5.0%	5.0%	Flat \$
Skidmore College	Private	DC	11.0%	11.4%	11.4%	0.0%	0.0%	Blend
Sonoma State University	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
SUNY at Geneseo	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
SUNY College at Old Westbury	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
The University of Tampa	Private	DC	2.0%	8.4%	8.4%	0.0%	7.5%	Blend
Trinity University	Private	DC	10.0%	10.0%	10.0%	3.0%	3.0%	Flat \$
Truman State University	Public	DC	6.0%	6.0%	6.0%	2.0%	2.0%	Flat \$
University of Portland	Private	DC	11.0%	11.0%	11.0%	0.0%	0.0%	Flat
University of Puget Sound	Private	DC	12.0%	12.0%	12.0%	0.0%	0.0%	Flat
University of Richmond	Private	DC	5.0%	10.0%	10.0%	0.0%	5.0%	Blend
Valparaiso University	Private	DC	7.5%	7.5%	7.5%	1.0%	1.0%	Flat \$
Washington and Lee University	Private	DC	5.0%	10.0%	10.0%	0.0%	5.0%	Blend
Peer Group Mean			8.1%	9.3%	9.3%	2.4%	3.7%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$



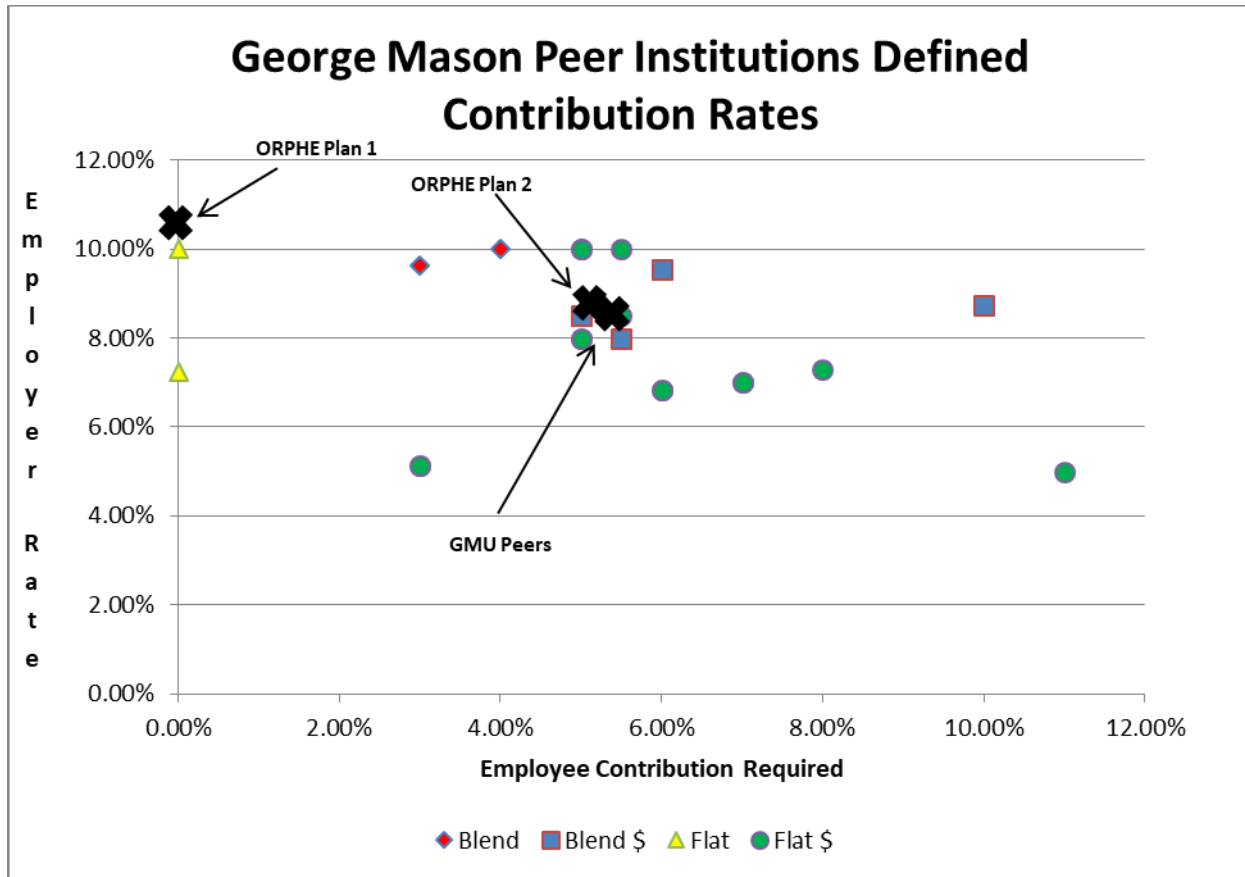
College of William & Mary

Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Boston College	Private	DC	8.0%	9.4%	9.4%	2.0%	2.0%	Blend \$
Boston University	Private	DC	4.0%	10.4%	9.6%	0.0%	3.0%	Blend
Brandeis University	Private	DC	8.0%	9.0%	9.0%	5.0%	5.0%	Blend \$
Brown University	Private	DC	6.0%	8.7%	8.7%	0.0%	2.0%	Blend
Clemson University	Public	DC	5.0%	5.0%	5.0%	9.0%	9.0%	Flat \$
Dartmouth College	Private	DC	3.0%	8.7%	8.7%	0.0%	0.0%	Blend
Emory University	Private	DC	6.0%	9.0%	9.0%	0.0%	2.0%	Blend
Georgetown University	Private	DC	5.0%	10.0%	10.0%	0.0%	3.0%	Blend
Marquette University	Private	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Rutgers University-New Brunswick/Piscataway	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
SUNY at Binghamton	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
Syracuse University	Private	DC	10.0%	10.0%	10.0%	0.0%	0.0%	Flat
Tufts University	Private	DC	5.0%	11.8%	9.2%	0.0%	0.0%	Blend
University of California-Irvine	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
University of California-Santa Barbara	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
University of Connecticut	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
University of Delaware	Public	DC	2.0%	11.0%	11.0%	1.0%	5.0%	Blend \$
University of Georgia	Public	DC	9.2%	9.2%	9.2%	6.0%	6.0%	Flat \$
University of New Hampshire-Main Campus	Public	DC	6.0%	10.0%	10.0%	2.5%	6.0%	Blend \$
University of North Carolina at Chapel Hill	Public	DC	6.8%	6.8%	6.8%	6.0%	6.0%	Flat \$
University of Notre Dame	Private	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
Vanderbilt University	Private	DC	3.0%	5.0%	5.0%	3.0%	5.0%	Blend \$
Wake Forest University	Private	DC	5.0%	9.4%	9.4%	0.0%	0.0%	Blend
Washington University in St Louis	Private	DC	7.0%	9.1%	9.1%	5.0%	5.0%	Blend \$
Yeshiva University	Private	DC	2.0%	7.0%	7.0%	2.0%	7.0%	Blend \$
Peer Group Mean			6.2%	8.8%	8.7%	2.8%	3.7%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$



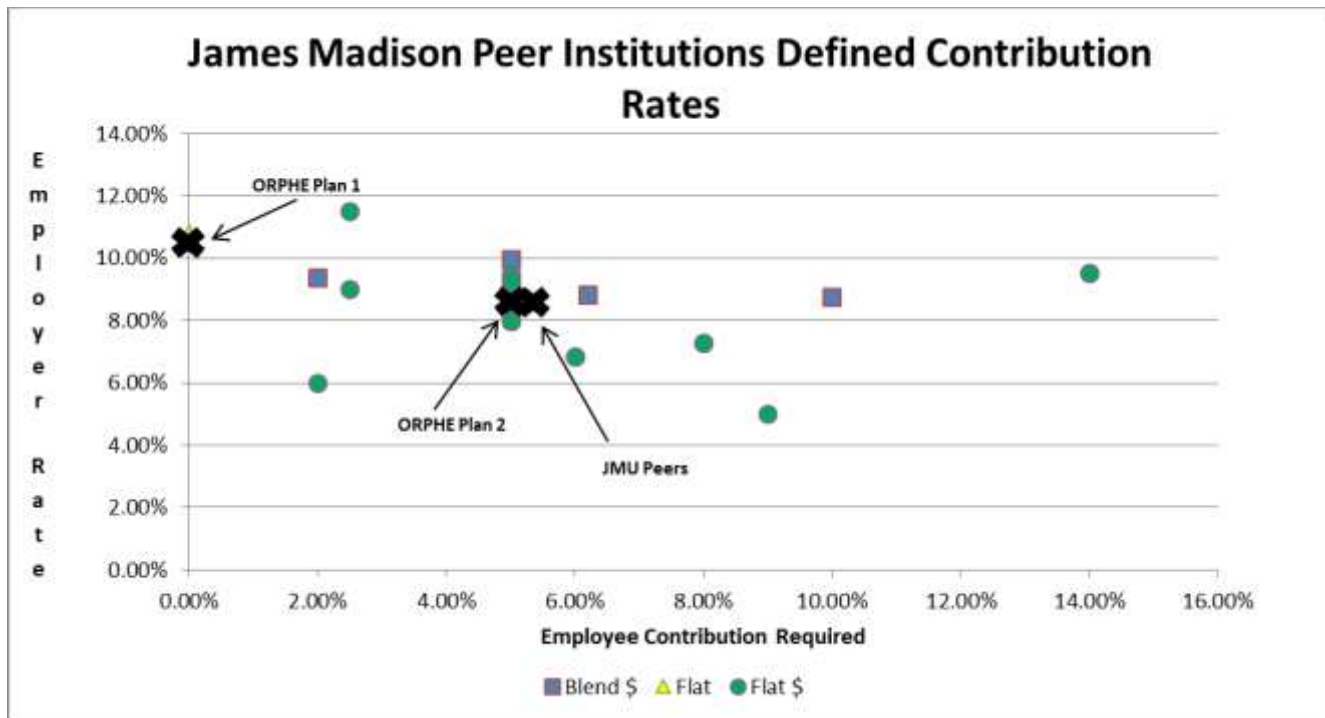
George Mason University

Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Arizona State University at the Tempe Campus	Public	DC	7.0%	7.0%	7.0%	7.0%	7.0%	Flat \$
Boston University	Private	DC	4.0%	10.4%	9.6%	0.0%	3.0%	Blend
Florida State University	Public	DC	5.1%	5.1%	5.1%	3.0%	3.0%	Flat \$
George Washington University	Private	DC	4.0%	10.0%	10.0%	0.0%	4.0%	Blend
Michigan State University	Public	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
New York University	Private	DC	5.0%	10.0%	10.0%	0.0%	5.0%	Blend
North Carolina State University at Raleigh	Public	DC	6.8%	6.8%	6.8%	6.0%	6.0%	Flat \$
Northeastern University	Private	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
Rutgers University-New Brunswick/Piscataway	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Stony Brook University	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
SUNY at Albany	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
Syracuse University	Private	DC	10.0%	10.0%	10.0%	0.0%	0.0%	Flat
Temple University	Public	DC	8.5%	10.9%	8.5%	4.5%	5.0%	Blend \$
University of Arizona	Public	DC	7.0%	7.0%	7.0%	7.0%	7.0%	Flat \$
University of Connecticut	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
University of Florida	Public	DC	5.1%	5.1%	5.1%	3.0%	3.0%	Flat \$
University of Illinois at Urbana-Champaign	Public	DC	7.3%	7.3%	7.3%	8.0%	8.0%	Flat \$
University of Kansas Main Campus	Public	DC	8.5%	8.5%	8.5%	5.5%	5.5%	Flat \$
University of Maryland-College Park	Public	DC	7.3%	7.3%	7.3%	0.0%	0.0%	Flat
University of Massachusetts-Amherst	Public	DC	5.0%	5.0%	5.0%	9.0%	11.0%	Flat \$
University of Minnesota-Twin Cities	Public	DC	10.0%	10.0%	10.0%	5.5%	5.5%	Flat \$
University of Nebraska at Lincoln	Public	DC	6.5%	8.0%	8.0%	3.5%	5.5%	Blend \$
University of North Carolina at Chapel Hill	Public	DC	6.8%	6.8%	6.8%	6.0%	6.0%	Flat \$
University of Southern California	Private	DC	5.0%	10.0%	10.0%	0.0%	5.0%	Blend
University of Washington-Seattle Campus	Public	DC	5.0%	8.8%	8.8%	5.0%	10.0%	Blend \$
Peer Group Mean			7.0%	8.4%	8.2%	4.0%	5.3%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$



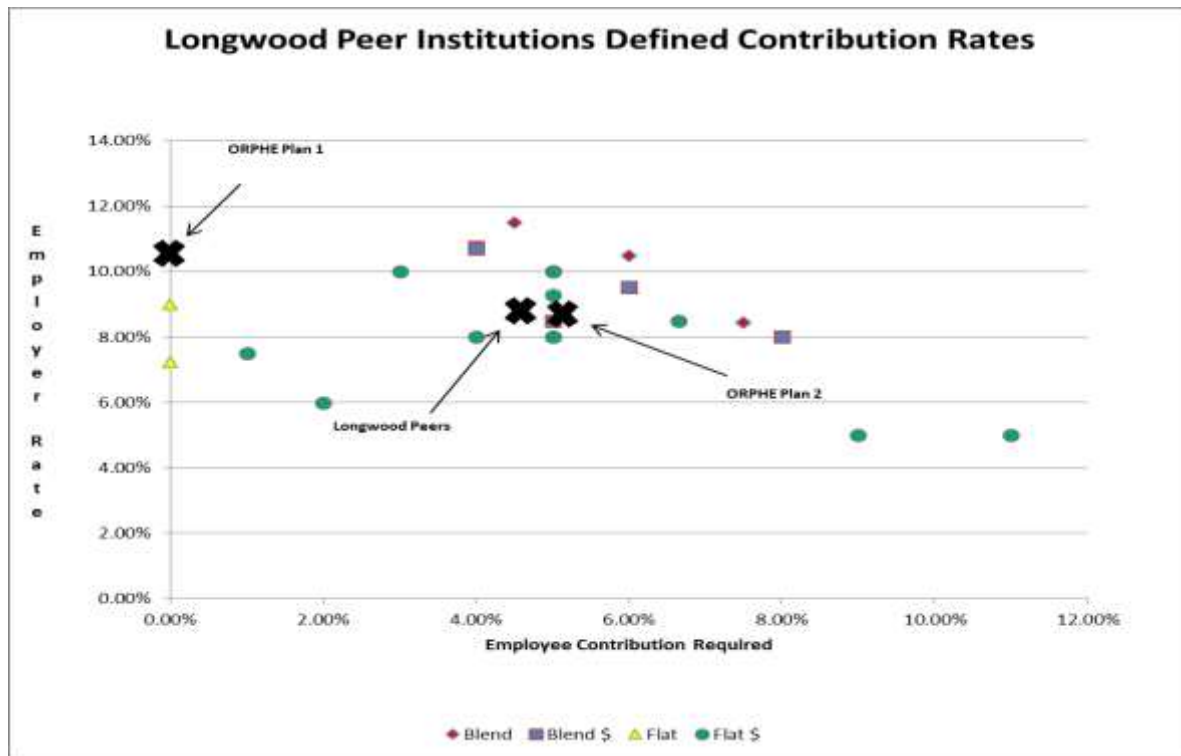
James Madison University

Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Appalachian State University	Public	DC	6.8%	6.8%	6.8%	6.0%	6.0%	Flat \$
Baylor University	Private	DC	10.8%	10.8%	10.8%	0.0%	0.0%	Flat
Bloomsburg University of Pennsylvania	Public	DC	9.3%	9.3%	9.3%	5.0%	5.0%	Flat \$
Boston College	Private	DC	8.0%	9.4%	9.4%	2.0%	2.0%	Blend \$
College of Charleston	Public	DC	5.0%	5.0%	5.0%	9.0%	9.0%	Flat \$
Duquesne University	Private	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Eastern Illinois University	Public	DC	7.3%	7.3%	7.3%	8.0%	8.0%	Flat \$
Fairfield University	Private	DC	9.0%	9.0%	9.0%	2.5%	2.5%	Flat \$
Gonzaga University	Private	DC	8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$
Hofstra University	Private	DC	5.0%	8.8%	8.8%	2.5%	6.2%	Blend \$
Illinois State University	Public	DC	7.3%	7.3%	7.3%	8.0%	8.0%	Flat \$
Loyola Marymount University	Private	DC	9.5%	9.5%	9.5%	5.0%	5.0%	Flat \$
Marquette University	Private	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Miami University-Oxford	Public	DC	9.5%	9.5%	9.5%	14.0%	14.0%	Flat \$
Ohio University-Main Campus	Public	DC	9.5%	9.5%	9.5%	14.0%	14.0%	Flat \$
Rowan University	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
St John's University-New York	Private	DC	5.0%	9.2%	9.2%	5.0%	5.0%	Blend \$
Texas Christian University	Private	DC	11.5%	11.5%	11.5%	2.5%	2.5%	Flat \$
The University of Alabama	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
Truman State University	Public	DC	6.0%	6.0%	6.0%	2.0%	2.0%	Flat \$
University of North Carolina-Wilmington	Public	DC	6.8%	6.8%	6.8%	6.0%	6.0%	Flat \$
University of Northern Iowa	Public	DC	6.7%	10.0%	10.0%	3.3%	5.0%	Blend \$
University of Wisconsin-Eau Claire	Public	Hybrid	N/A	N/A	N/A	N/A	0.0%	DB Only
University of Wisconsin-La Crosse	Public	Hybrid	N/A	N/A	N/A	N/A	0.0%	DB Only
Western Washington University	Public	DC	5.0%	8.8%	8.8%	5.0%	10.0%	Blend \$
Peer Group Mean			7.8%	8.5%	8.5%	5.4%	5.2%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$



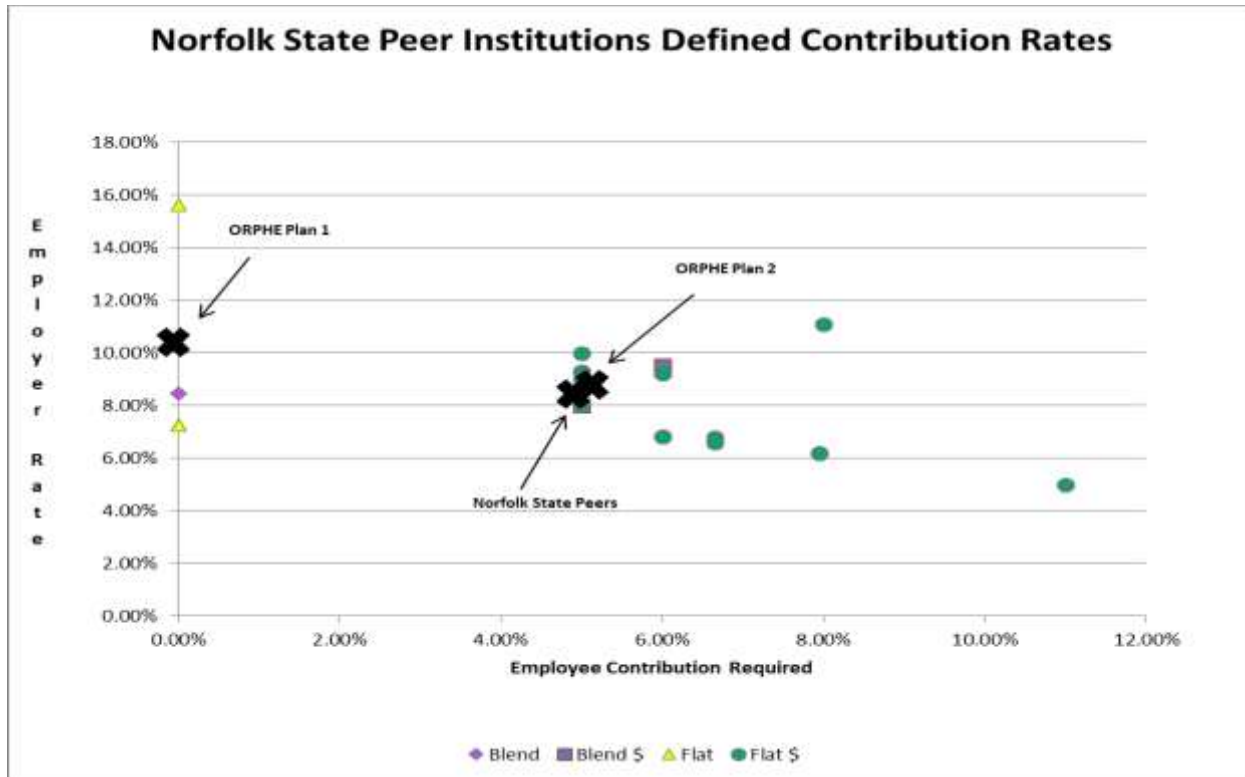
Longwood University

Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Abilene Christian University	Private	DC	1.0%	8.0%	8.0%	1.0%	8.0%	Blend \$
Berry College	Private	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
Butler University	Private	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
California State University-Bakersfield	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
Eastern Connecticut State University	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Elon University	Private	DC	8.0%	8.0%	8.0%	4.0%	4.0%	Flat \$
King's College	Private	DC	4.5%	8.5%	8.5%	1.0%	5.0%	Blend \$
Marist College	Private	DC	7.5%	10.8%	10.8%	1.0%	4.0%	Blend \$
Monmouth University	Private	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Pacific Lutheran University	Private	DC	7.5%	10.5%	10.5%	0.0%	6.0%	Blend
Rollins College	Private	DC	7.0%	11.5%	11.5%	0.0%	4.5%	Blend
Salisbury University	Public	DC	7.3%	7.3%	7.3%	0.0%	0.0%	Flat
Seattle Pacific University	Private	DC	9.0%	9.0%	9.0%	0.0%	0.0%	Flat
Shippensburg University of Pennsylvania	Public	DC	9.3%	9.3%	9.3%	5.0%	5.0%	Flat \$
SUNY at Geneseo	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
SUNY College at Plattsburgh	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
The University of Tampa	Private	DC	2.0%	8.4%	8.4%	0.0%	7.5%	Blend
Trinity University	Private	DC	10.0%	10.0%	10.0%	3.0%	3.0%	Flat \$
Truman State University	Public	DC	6.0%	6.0%	6.0%	2.0%	2.0%	Flat \$
University of Scranton	Private	DC	10.0%	10.3%	10.7%	2.0%	4.0%	Blend \$
University of Texas of the Permian Basin	Public	DC	8.5%	8.5%	8.5%	6.7%	6.7%	Flat \$
University of Wisconsin-Parkside	Public	Hybrid	N/A	N/A	N/A	N/A	0.0%	DB Only
Valparaiso University	Private	DC	7.5%	7.5%	7.5%	1.0%	1.0%	Flat \$
Westfield State College	Public	DC	5.0%	5.0%	5.0%	9.0%	11.0%	Flat \$
Winthrop University	Public	DC	5.0%	5.0%	5.0%	9.0%	9.0%	Flat \$
Peer Group Mean			7.3%	8.6%	8.7%	3.1%	4.5%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$



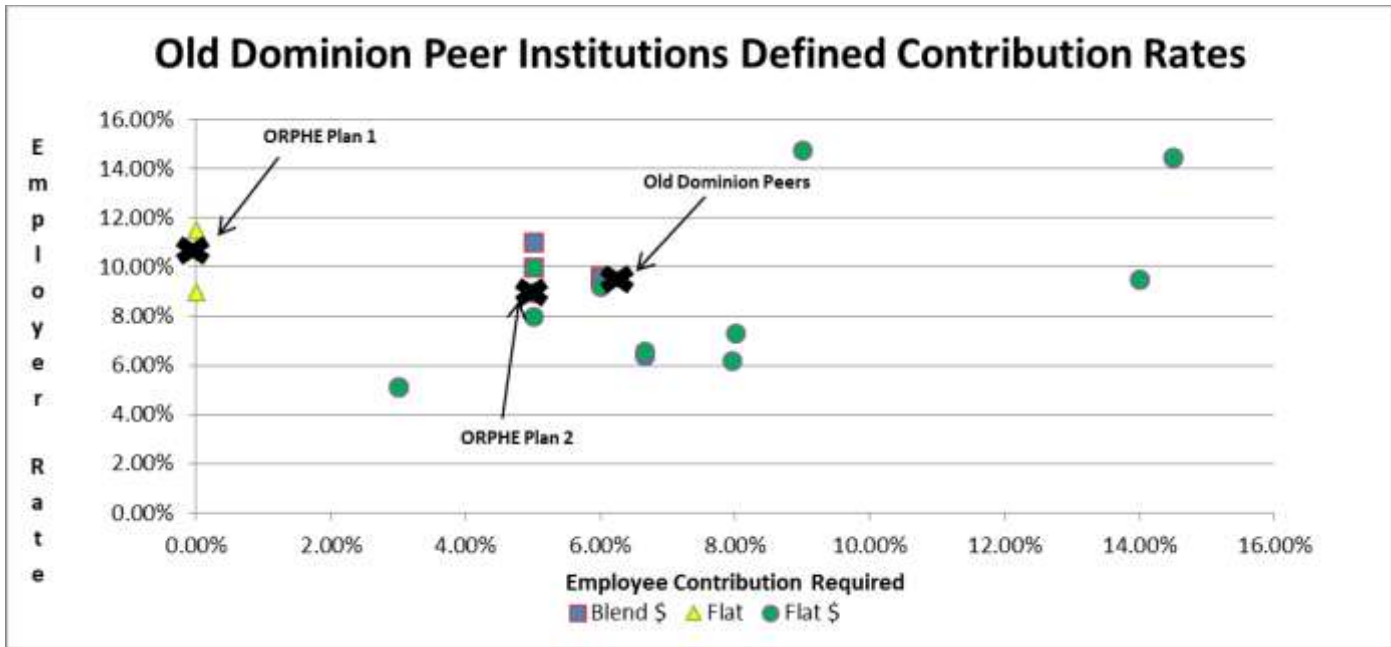
Norfolk State University

Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Albany State University	Public	DC	9.2%	9.2%	9.2%	6.0%	6.0%	Flat \$
Angelo State University	Public	DC	6.8%	6.8%	6.8%	6.7%	6.7%	Flat \$
Augsburg College	Private	DC	5.0%	8.0%	8.0%	5.0%	5.0%	Blend \$
Augusta State University-GA Regents University	Public	DC	9.2%	9.2%	9.2%	6.0%	6.0%	Flat \$
Bowie State University	Public	DC	7.3%	7.3%	7.3%	0.0%	0.0%	Flat
Capital University	Private	DC	5.0%	8.4%	8.4%	0.0%	0.0%	Blend
Clarion University of Pennsylvania	Public	DC	9.3%	9.3%	9.3%	5.0%	5.0%	Flat \$
Colorado State University-Pueblo	Public	DC	11.1%	11.1%	11.1%	8.0%	8.0%	Flat \$
Columbus State University	Public	DC	9.2%	9.2%	9.2%	6.0%	6.0%	Flat \$
Coppin State University	Public	DC	7.3%	7.3%	7.3%	0.0%	0.0%	Flat
Delaware State University	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
East Central University	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
Fayetteville State University	Public	DC	6.8%	6.8%	6.8%	6.0%	6.0%	Flat \$
Grambling State University	Public	DC	6.2%	6.2%	6.2%	8.0%	8.0%	Flat \$
Mansfield University of Pennsylvania	Public	DC	9.3%	9.3%	9.3%	5.0%	5.0%	Flat \$
Monmouth University	Private	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
North Carolina Central University	Public	DC	6.8%	6.8%	6.8%	6.0%	6.0%	Flat \$
Northern Michigan University	Public	DC	15.6%	15.6%	15.6%	0.0%	0.0%	Flat
Prairie View A&M University	Public	DC	6.6%	6.6%	6.6%	6.7%	6.7%	Flat \$
Rhode Island College	Public	DC	9.0%	9.0%	9.0%	5.0%	5.0%	Flat \$
Southern University and A & M College	Public	DC	6.2%	6.2%	6.2%	8.0%	8.0%	Flat \$
SUNY College at Brockport	Public	DC	8.2%	9.5%	9.5%	3.0%	6.0%	Blend \$
University of Colorado at Colorado Springs	Public	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
Western Connecticut State University	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Worcester State College	Public	DC	5.0%	5.0%	5.0%	9.0%	11.0%	Flat \$
Peer Group Mean			8.0%	8.4%	8.4%	5.0%	4.8%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$



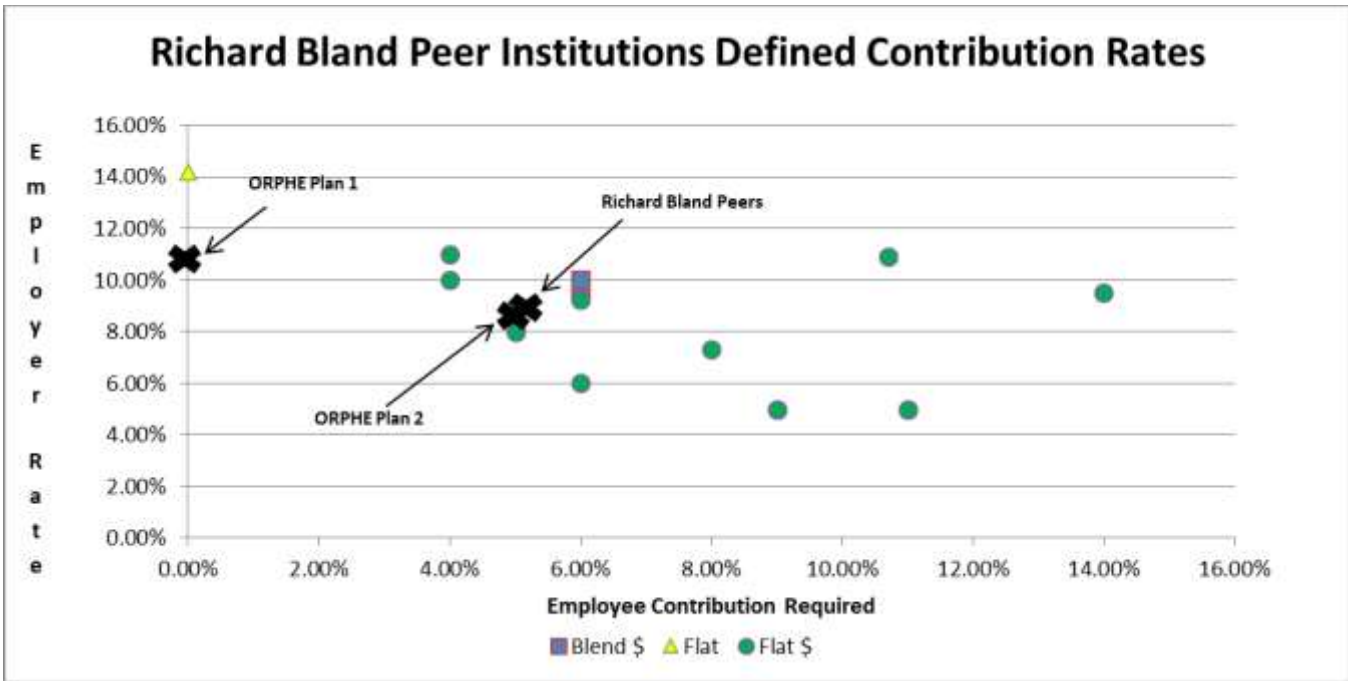
Old Dominion University

Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Brigham Young University	Private	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
Drexel University	Private	DC	4.0%	9.7%	9.7%	1.0%	6.0%	Blend \$
Florida International University	Public	DC	5.1%	5.1%	5.1%	3.0%	3.0%	Flat \$
Florida State University	Public	DC	5.1%	5.1%	5.1%	3.0%	3.0%	Flat \$
Georgia State University	Public	DC	9.2%	9.2%	9.2%	6.0%	6.0%	Flat \$
Northeastern University	Private	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
Ohio University-Main Campus	Public	DC	9.5%	9.5%	9.5%	14.0%	14.0%	Flat \$
Oklahoma State University-Main Campus	Public	DC	11.5%	11.5%	11.5%	0.0%	0.0%	Flat
Southern Illinois University Carbondale	Public	DC	7.3%	7.3%	7.3%	8.0%	8.0%	Flat \$
SUNY at Albany	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
Texas Tech University	Public	DC	6.4%	6.4%	6.4%	6.7%	6.7%	Flat \$
University of Arkansas Main Campus	Public	DC	6.0%	10.0%	10.0%	1.0%	5.0%	Blend \$
University of Central Florida	Public	DC	5.1%	5.1%	5.1%	3.0%	3.0%	Flat \$
University of Connecticut	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
University of Delaware	Public	DC	2.0%	11.0%	11.0%	1.0%	5.0%	Blend \$
University of Houston	Public	DC	6.6%	6.6%	6.6%	6.7%	6.7%	Flat \$
University of Louisiana at Lafayette	Public	DC	6.2%	6.2%	6.2%	8.0%	8.0%	Flat \$
University of Memphis	Public	DC	9.0%	9.0%	9.0%	5.0%	5.0%	Flat \$
University of Nevada-Las Vegas	Public	DC	14.5%	14.5%	14.5%	14.5%	14.5%	Flat \$
University of Nevada-Reno	Public	DC	14.5%	14.5%	14.5%	14.5%	14.5%	Flat \$
University of Oklahoma Norman Campus	Public	DC	9.0%	9.0%	9.0%	0.0%	0.0%	Flat
University of Rhode Island	Public	DC	9.0%	9.0%	9.0%	5.0%	5.0%	Flat \$
University of Southern Mississippi	Public	DC	14.8%	14.8%	14.8%	9.0%	9.0%	Flat \$
University of Wisconsin-Milwaukee	Public	Hybrid	N/A	N/A	N/A	N/A	0.0%	DB Only
Wright State University-Main Campus	Public	DC	9.5%	9.5%	9.5%	14.0%	14.0%	Flat \$
Peer Group Mean			8.3%	9.2%	9.2%	5.9%	6.1%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$



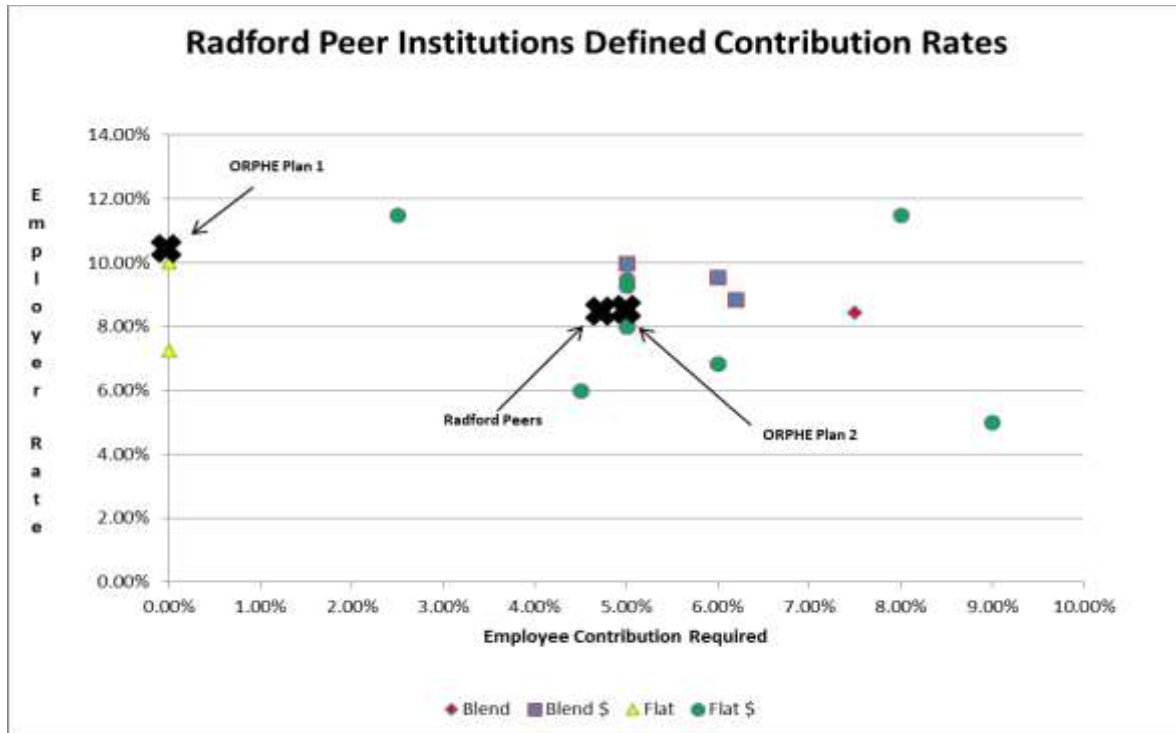
Richard Bland College - Two Year Institution

Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Berkshire Community College	Public	DC	5.0%	5.0%	5.0%	9.0%	11.0%	Flat \$
Colby Community College	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
Columbia-Greene Community College	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
Dyersburg State Community College	Public	DC	9.0%	9.0%	9.0%	5.0%	5.0%	Flat \$
Enterprise-Ozark Community College	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
Flathead Valley Community College	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
Fulton-Montgomery Community College	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
Greenfield Community College	Public	DC	5.0%	5.0%	5.0%	9.0%	11.0%	Flat \$
Independence Community College	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
Kent State University-Trumbull Campus	Public	DC	9.5%	9.5%	9.5%	14.0%	14.0%	Flat \$
Middle Georgia College	Public	DC	9.2%	9.2%	9.2%	6.0%	6.0%	Flat \$
North Central Missouri College	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
North Country Community College	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
Potomac State College of West Virginia University	Public	DC	6.0%	6.0%	6.0%	6.0%	6.0%	Flat \$
Salem Community College	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Snead State Community College	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
South Georgia College	Public	DC	9.2%	9.2%	9.2%	6.0%	6.0%	Flat \$
Spoon River College	Public	DC	7.3%	7.3%	7.3%	8.0%	8.0%	Flat \$
University of Maine at Machias	Public	DC	10.0%	10.0%	10.0%	4.0%	4.0%	Flat \$
University of New Hampshire-Manchester	Public	DC	6.0%	10.0%	10.0%	2.5%	6.0%	Blend \$
University of New Mexico-Valencia County Branch	Public	DC	10.9%	10.9%	10.9%	10.7%	10.7%	Flat \$
University of South Carolina-Lancaster	Public	DC	5.0%	5.0%	5.0%	9.0%	9.0%	Flat \$
University of South Carolina-Sumter	Public	DC	5.0%	5.0%	5.0%	9.0%	9.0%	Flat \$
Utah State University Eastern	Public	DC	14.2%	14.2%	14.2%	0.0%	0.0%	Flat
West Shore Community College	Public	DC	11.0%	11.0%	11.0%	4.0%	4.0%	Flat \$
Peer Group Mean			8.1%	8.6%	8.6%	6.1%	5.3%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$



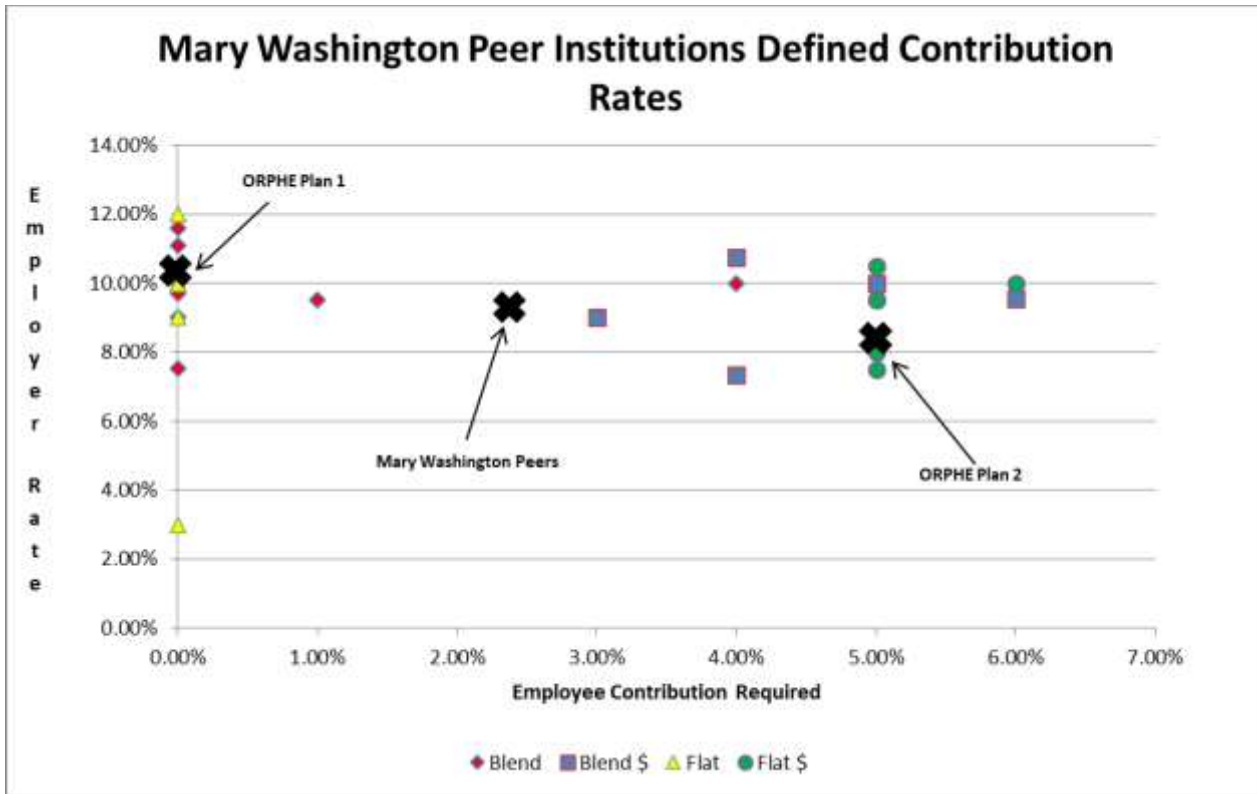
Radford University

Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Appalachian State University	Public	DC	6.8%	6.8%	6.8%	6.0%	6.0%	Flat \$
Bloomsburg University of Pennsylvania	Public	DC	9.3%	9.3%	9.3%	5.0%	5.0%	Flat \$
California State University-Chico	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
California State University-San Bernardino	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
Gonzaga University	Private	DC	8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$
Hofstra University	Private	DC	5.0%	8.8%	8.8%	2.5%	6.2%	Blend \$
Indiana University of Pennsylvania-Main Campus	Public	DC	9.3%	9.3%	9.3%	5.0%	5.0%	Flat \$
Kutztown University of Pennsylvania	Public	DC	9.3%	9.3%	9.3%	5.0%	5.0%	Flat \$
Loyola Marymount University	Private	DC	9.5%	9.5%	9.5%	5.0%	5.0%	Flat \$
Minnesota State University-Mankato	Public	DC	6.0%	6.0%	6.0%	4.5%	4.5%	Flat \$
Monmouth University	Private	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Rowan University	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Saint Cloud State University	Public	DC	6.0%	6.0%	6.0%	4.5%	4.5%	Flat \$
Salisbury University	Public	DC	7.3%	7.3%	7.3%	0.0%	0.0%	Flat
Seattle University	Private	DC	10.0%	10.0%	10.0%	0.0%	0.0%	Flat
SUNY College at Brockport	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
Texas Christian University	Private	DC	11.5%	11.5%	11.5%	2.5%	2.5%	Flat \$
The University of Tampa	Private	DC	2.0%	8.4%	8.4%	0.0%	7.5%	Blend
University of Northern Colorado	Public	DC	11.5%	11.5%	11.5%	8.0%	8.0%	Flat \$
University of Northern Iowa	Public	DC	6.7%	10.0%	10.0%	3.3%	5.0%	Blend \$
University of Wisconsin-Eau Claire	Public	Hybrid	N/A	N/A	N/A	N/A	0.0%	DB Only
University of Wisconsin-Oshkosh	Public	Hybrid	N/A	N/A	N/A	N/A	0.0%	DB Only
Western Carolina University	Public	DC	6.8%	6.8%	6.8%	6.0%	6.0%	Flat \$
William Paterson University of New Jersey	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Winthrop University	Public	DC	5.0%	5.0%	5.0%	9.0%	9.0%	Flat \$
Peer Group Mean			7.7%	8.5%	8.5%	4.3%	4.2%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$



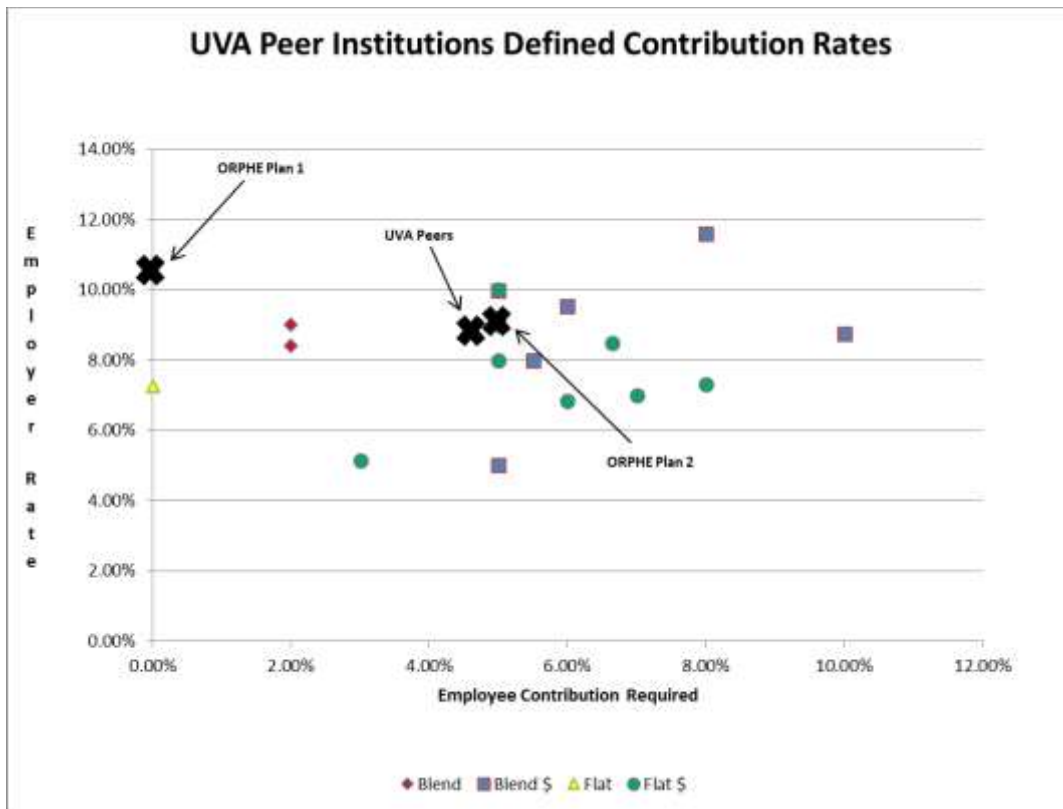
University of Mary Washington

Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Bates College	Private	DC	9.0%	9.0%	9.0%	0.0%	0.0%	Flat
Colgate University	Private	DC	5.0%	10.9%	7.5%	0.0%	0.0%	Blend
College of the Holy Cross	Private	DC	10.0%	11.1%	10.0%	2.0%	5.0%	Blend \$
Colorado College	Private	DC	9.5%	9.5%	9.5%	5.0%	5.0%	Flat \$
Connecticut College	Private	DC	10.0%	10.0%	10.0%	0.0%	0.0%	Flat
Davidson College	Private	DC	8.5%	11.6%	9.5%	0.0%	1.0%	Blend
Denison University	Private	DC	10.0%	12.6%	10.0%	0.0%	0.0%	Blend
DePauw University	Private	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Franklin and Marshall College	Private	DC	12.0%	12.0%	12.0%	0.0%	0.0%	Flat
Furman University	Private	DC	7.5%	11.6%	11.6%	0.0%	0.0%	Blend
Hamilton College	Private	DC	10.0%	10.0%	10.0%	0.0%	0.0%	Flat
Illinois Wesleyan University	Private	DC	4.0%	7.3%	7.3%	4.0%	4.0%	Blend \$
Kenyon College	Private	DC	9.5%	9.5%	9.5%	5.0%	5.0%	Flat \$
Macalester College	Private	DC	10.0%	10.0%	10.0%	0.0%	0.0%	Flat
Marist College	Private	DC	7.5%	10.8%	10.8%	1.0%	4.0%	Blend \$
Mount Holyoke College	Private	DC	10.5%	10.5%	10.5%	5.0%	5.0%	Flat \$
Occidental College	Private	DC	6.0%	10.0%	10.0%	0.0%	4.0%	Blend
Providence College	Private	DC	4.5%	9.7%	9.7%	0.0%	0.0%	Blend
Rhodes College	Private	DC	8.0%	11.7%	11.1%	0.0%	0.0%	Blend
Saint Michael's College	Private	DC	3.0%	3.0%	3.0%	0.0%	0.0%	Flat
St Lawrence University	Private	DC	10.0%	10.0%	10.0%	6.0%	6.0%	Flat \$
St. Olaf College	Private	DC	7.0%	9.0%	9.0%	1.0%	3.0%	Blend \$
SUNY at Geneseo	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
Westminster College	Private	DC	7.5%	7.5%	7.5%	5.0%	5.0%	Flat \$
Wheaton College	Private	DC	7.0%	9.0%	9.0%	0.0%	0.0%	Blend
Peer Group Mean			8.1%	9.7%	9.4%	1.7%	2.3%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$



University of Virginia

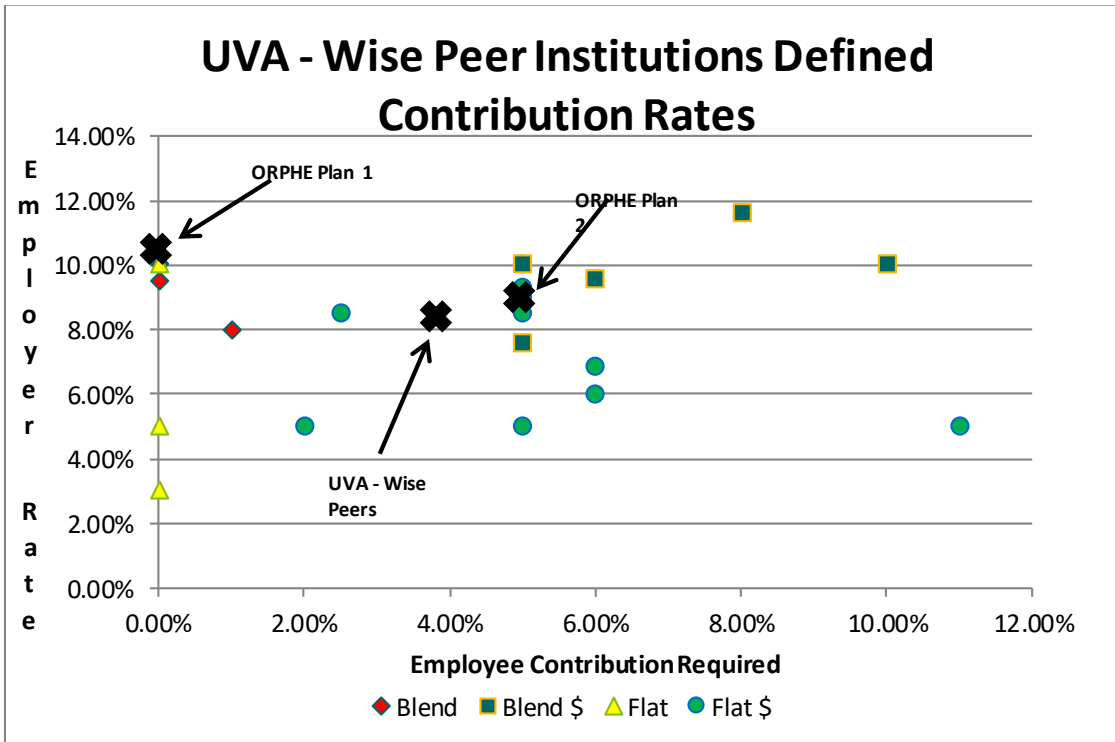
Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Cornell University	Private	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
Duke University	Private	DC	8.9%	12.2%	10.4%	0.0%	0.0%	Blend
Emory University	Private	DC	6.0%	9.0%	9.0%	0.0%	2.0%	Blend
Rutgers University-New Brunswick/Piscataway	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
SUNY at Buffalo	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
Tulane University of Louisiana	Private	DC	8.0%	9.4%	8.4%	0.0%	2.0%	Blend
University of Arizona	Public	DC	7.0%	7.0%	7.0%	7.0%	7.0%	Flat \$
University of California-Berkeley	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
University of California-Los Angeles	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
University of Colorado at Boulder	Public	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
University of Florida	Public	DC	5.1%	5.1%	5.1%	3.0%	3.0%	Flat \$
University of Illinois at Urbana-Champaign	Public	DC	7.3%	7.3%	7.3%	8.0%	8.0%	Flat \$
University of Iowa	Public	DC	6.7%	10.0%	10.0%	3.3%	5.0%	Blend \$
University of Maryland-College Park	Public	DC	7.3%	7.3%	7.3%	0.0%	0.0%	Flat
University of Michigan-Ann Arbor	Public	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
University of Nebraska at Lincoln	Public	DC	6.5%	8.0%	8.0%	3.5%	5.5%	Blend \$
University of North Carolina at Chapel Hill	Public	DC	6.8%	6.8%	6.8%	6.0%	6.0%	Flat \$
University of Pennsylvania	Private	DC	1.5%	9.0%	9.0%	0.0%	5.0%	Blend
University of Pittsburgh-Main Campus	Public	DC	3.0%	12.0%	12.0%	3.0%	8.0%	Blend \$
University of Southern California	Private	DC	5.0%	10.0%	10.0%	0.0%	5.0%	Blend
University of Texas at Austin	Public	DC	8.5%	8.5%	8.5%	6.7%	6.7%	Flat \$
University of Washington-Seattle Campus	Public	DC	5.0%	8.8%	8.8%	5.0%	10.0%	Blend \$
University of Wisconsin-Madison	Public	Hybrid	N/A	N/A	N/A	N/A	0.0%	DB Only
Vanderbilt University	Private	DC	3.0%	5.0%	5.0%	3.0%	5.0%	Blend \$
Washington University in St Louis	Private	DC	7.0%	9.1%	9.1%	5.0%	5.0%	Blend \$
Peer Group Mean			6.7%	8.7%	8.6%	3.4%	4.4%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.9%	8.9%	8.9%	5.0%	5.0%	Flat \$



The University of Virginia provides an additional 0.4% employer contribution for ORPHE Plan 2 for a total employer contribution rate of 8.9%.

University of Virginia - Wise

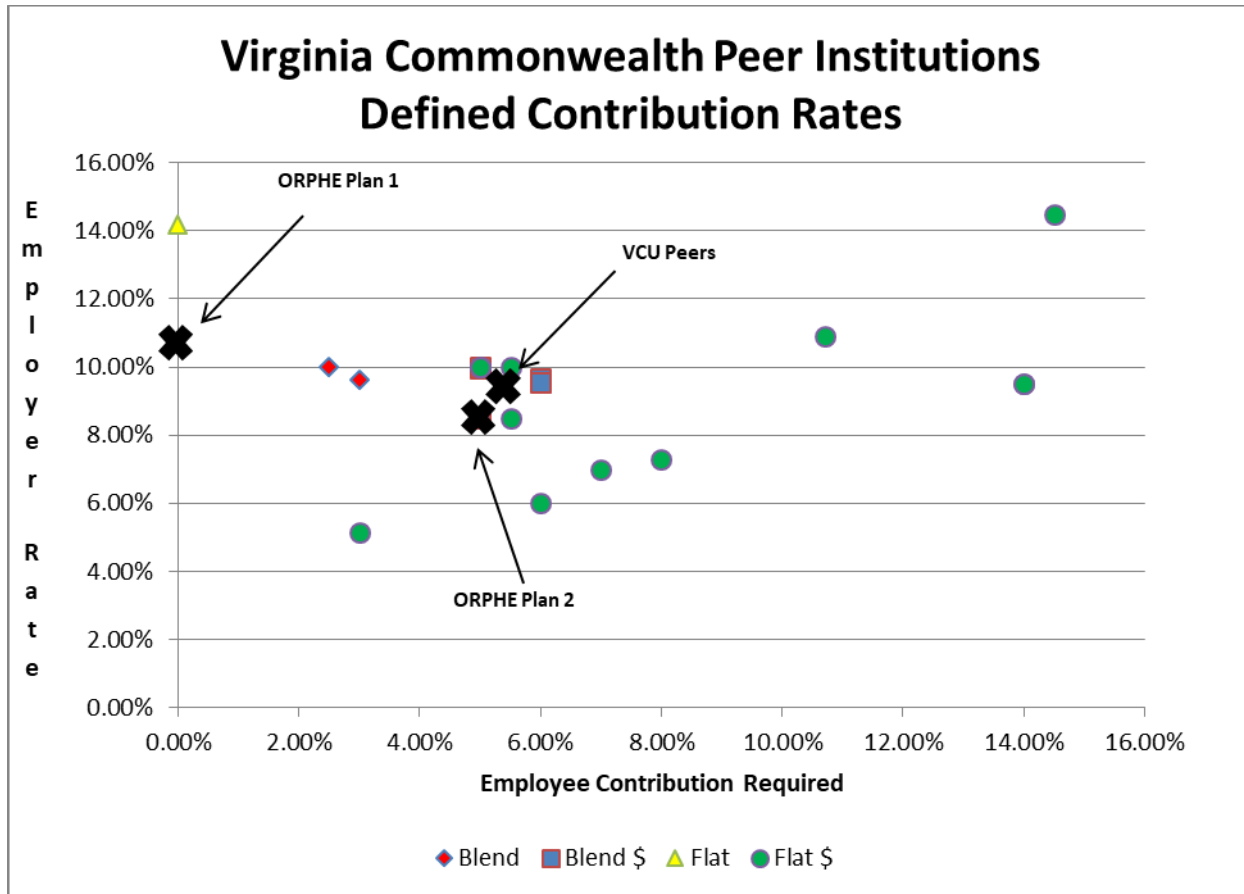
Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Assumption College	Private	DC	5.0%	9.0%	9.0%	1.0%	5.0%	Blend \$
Augsburg College	Private	DC	5.0%	8.0%	8.0%	5.0%	5.0%	Blend \$
Bloomfield College	Private	DC	10.0%	10.0%	10.0%	0.0%	0.0%	Flat
Concord University	Public	DC	6.0%	6.0%	6.0%	6.0%	6.0%	Flat \$
Elizabeth City State University	Public	DC	6.8%	6.8%	6.8%	6.0%	6.0%	Flat \$
Emmanuel College	Private	DC	9.0%	9.0%	9.0%	5.0%	5.0%	Flat \$
Florida Southern College	Private	DC	7.0%	10.0%	10.0%	0.0%	0.0%	Blend
Houston Baptist University	Private	DC	5.0%	5.0%	5.0%	0.0%	0.0%	Flat
Langston University	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
Massachusetts College of Liberal Arts	Public	DC	5.0%	5.0%	5.0%	9.0%	11.0%	Flat \$
Meredith College	Private	DC	5.0%	5.0%	5.0%	5.0%	5.0%	Flat \$
Merrimack College	Private	DC	8.5%	8.5%	8.5%	2.5%	2.5%	Flat \$
Mount Saint Mary College	Private	DC	9.0%	10.0%	10.0%	5.0%	5.0%	Blend \$
Pennsylvania State University-Penn State Abington	Public	DC	9.3%	9.3%	9.3%	5.0%	5.0%	Flat \$
Saint Michael's College	Private	DC	3.0%	3.0%	3.0%	0.0%	0.0%	Flat
Salve Regina University	Private	DC	7.0%	8.0%	8.0%	0.0%	1.0%	Blend
Seton Hill University	Private							
Simpson College	Private	DC	5.0%	5.0%	5.0%	2.0%	2.0%	Flat \$
St Francis College	Private	DC	10.0%	12.6%	10.0%	0.0%	0.0%	Blend
SUNY College at Old Westbury	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
University of Mary Hardin-Baylor	Private	DC	1.0%	10.0%	10.0%	1.0%	10.0%	Blend \$
University of Pittsburgh-Greensburg	Public	DC	3.0%	12.0%	12.0%	3.0%	8.0%	Blend \$
University of Wisconsin-Superior	Public	Hybrid	N/A	N/A	N/A	N/A	0.0%	DB Only
Vanguard University of Southern California	Private	DC	5.0%	10.0%	10.0%	0.0%	5.0%	Blend
Virginia Wesleyan College	Private	DC	8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$
Peer Group Mean			6.4%	8.2%	8.1%	2.9%	3.9%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.9%	8.9%	8.9%	5.0%	5.0%	Flat \$



The University of Virginia at Wise provides an additional 0.4% employer contribution for ORPHE Plan 2 for a total employer contribution rate of 8.9%.

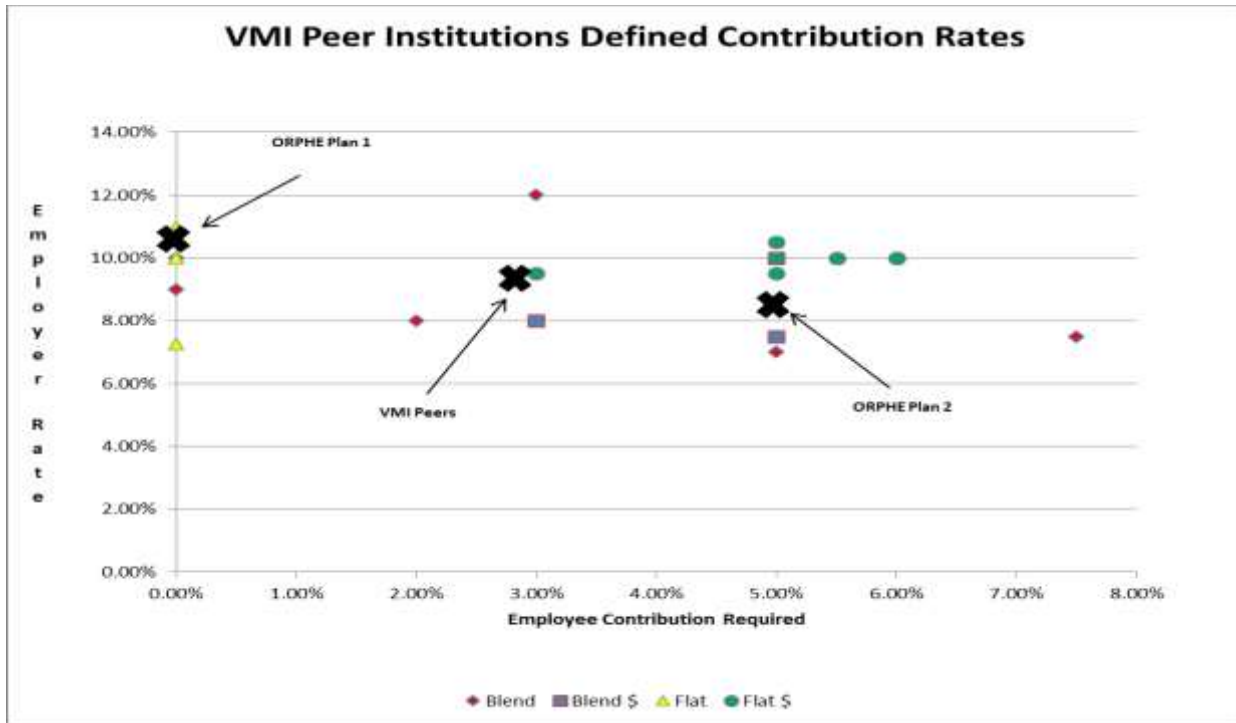
Virginia Commonwealth University

Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Boston University	Private	DC	4.0%	10.4%	9.6%	0.0%	3.0%	Blend
Drexel University	Private	DC	4.0%	9.7%	9.7%	1.0%	6.0%	Blend \$
Florida State University	Public	DC	5.1%	5.1%	5.1%	3.0%	3.0%	Flat \$
New York University	Private	DC	5.0%	10.0%	10.0%	0.0%	5.0%	Blend
Ohio State University-Main Campus	Public	DC	9.5%	9.5%	9.5%	14.0%	14.0%	Flat \$
SUNY at Buffalo	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
Temple University	Public	DC	8.5%	10.9%	8.5%	4.5%	5.0%	Blend \$
University of Alabama at Birmingham	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
University of Arizona	Public	DC	7.0%	7.0%	7.0%	7.0%	7.0%	Flat \$
University of Cincinnati-Main Campus	Public	DC	9.5%	9.5%	9.5%	14.0%	14.0%	Flat \$
University of Colorado at Denver and Health Sciences	Public	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
University of Illinois at Chicago	Public	DC	7.3%	7.3%	7.3%	8.0%	8.0%	Flat \$
University of Iowa	Public	DC	6.7%	10.0%	10.0%	3.3%	5.0%	Blend \$
University of Kansas Main Campus	Public	DC	8.5%	8.5%	8.5%	5.5%	5.5%	Flat \$
University of Kentucky	Public	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
University of Louisville	Public	DC	7.5%	10.0%	10.0%	0.0%	2.5%	Blend
University of Miami	Private	DC	5.0%	10.0%	10.0%	0.0%	5.0%	Blend
University of Minnesota-Twin Cities	Public	DC	10.0%	10.0%	10.0%	5.5%	5.5%	Flat \$
University of Missouri-Columbia	Public	Hybrid	N/A	N/A	N/A	N/A	0.0%	DB Only
University of Nevada-Reno	Public	DC	14.5%	14.5%	14.5%	14.5%	14.5%	Flat \$
University of New Mexico-Main Campus	Public	DC	10.9%	10.9%	10.9%	10.7%	10.7%	Flat \$
University of Southern California	Private	DC	5.0%	10.0%	10.0%	0.0%	5.0%	Blend
University of Utah	Public	DC	14.2%	14.2%	14.2%	0.0%	0.0%	Flat
Wayne State University	Public	DC	2.0%	10.0%	10.0%	1.0%	5.0%	Blend \$
West Virginia University	Public	DC	6.0%	6.0%	6.0%	6.0%	6.0%	Flat \$
Peer Group Mean			7.8%	9.7%	9.6%	4.8%	5.8%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$



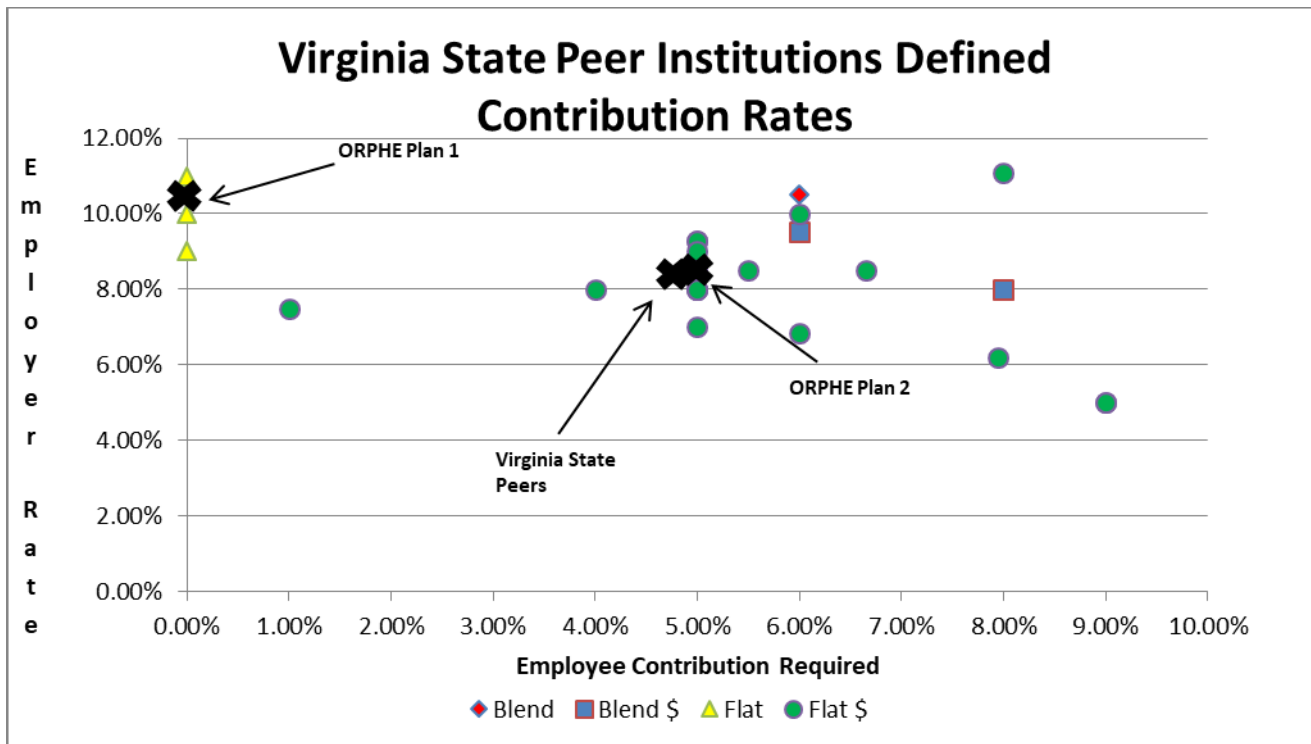
Virginia Military Institute

Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Barnard College	Private	DC	7.0%	10.0%	10.0%	0.0%	0.0%	Blend
Bucknell University	Private	DC	10.0%	10.0%	10.0%	6.0%	6.0%	Flat \$
Calvin College	Private	DC	6.0%	8.0%	8.0%	0.0%	2.0%	Blend
Claremont McKenna College	Private	DC	10.0%	11.1%	10.0%	0.0%	0.0%	Blend
College of Wooster	Private	DC	10.0%	12.0%	12.0%	0.0%	3.0%	Blend
Connecticut College	Private	DC	10.0%	10.0%	10.0%	0.0%	0.0%	Flat
Hampden-Sydney College	Private	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
Hobart William Smith Colleges	Private	DC	5.0%	10.0%	10.0%	5.0%	5.0%	Blend \$
Lafayette College	Private	DC	9.5%	9.5%	9.5%	5.0%	5.0%	Flat \$
Macalester College	Private	DC	10.0%	10.0%	10.0%	0.0%	0.0%	Flat
Mount Holyoke College	Private	DC	10.5%	10.5%	10.5%	5.0%	5.0%	Flat \$
Norwich University	Private	DC	1.0%	7.5%	7.5%	0.0%	5.0%	Blend
Randolph-Macon College	Private	DC	1.8%	9.0%	9.0%	1.0%	5.0%	Blend \$
Smith College	Private	DC	9.0%	12.3%	10.5%	0.0%	0.0%	Blend
Spelman College	Private	DC	3.0%	7.0%	7.0%	0.0%	5.0%	Blend
St Lawrence University	Private	DC	10.0%	10.0%	10.0%	6.0%	6.0%	Flat \$
St Mary's College of Maryland	Public	DC	7.3%	7.3%	7.3%	0.0%	0.0%	Flat
Swarthmore College	Private	DC	10.0%	10.0%	10.0%	5.5%	5.5%	Flat \$
Trinity College	Private	DC	9.5%	9.5%	9.5%	3.0%	3.0%	Flat \$
Union College	Private	DC	11.0%	11.0%	11.0%	0.0%	0.0%	Flat
United States Air Force Academy	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
United States Naval Academy	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
Walla Walla University	Private	DC	5.0%	8.0%	8.0%	0.0%	3.0%	Blend
Washington College	Private	DC	3.0%	7.5%	7.5%	0.0%	7.5%	Blend
Wheaton College	Private	DC	7.0%	9.0%	9.0%	0.0%	0.0%	Blend
Peer Group Mean			7.6%	9.5%	9.4%	1.8%	2.8%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$



Virginia State University

Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Abilene Christian University	Private	DC	1.0%	8.0%	8.0%	1.0%	8.0%	Blend \$
Arkansas Tech University	Public	DC	10.0%	10.0%	10.0%	6.0%	6.0%	Flat \$
Bloomsburg University of Pennsylvania	Public	DC	9.3%	9.3%	9.3%	5.0%	5.0%	Flat \$
Colorado State University-Pueblo	Public	DC	11.1%	11.1%	11.1%	8.0%	8.0%	Flat \$
Delaware State University	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
Elon University	Private	DC	8.0%	8.0%	8.0%	4.0%	4.0%	Flat \$
Gonzaga University	Private	DC	8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$
Louisiana State University-Shreveport	Public	DC	6.2%	6.2%	6.2%	8.0%	8.0%	Flat \$
Monmouth University	Private	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Pacific Lutheran University	Private	DC	7.5%	10.5%	10.5%	0.0%	6.0%	Blend
Pittsburg State University	Public	DC	8.5%	8.5%	8.5%	5.5%	5.5%	Flat \$
Roger Williams University	Private	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Rowan University	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Seattle Pacific University	Private	DC	9.0%	9.0%	9.0%	0.0%	0.0%	Flat
Seattle University	Private	DC	10.0%	10.0%	10.0%	0.0%	0.0%	Flat
Shippensburg University of Pennsylvania	Public	DC	9.3%	9.3%	9.3%	5.0%	5.0%	Flat \$
South Carolina State University	Public	DC	5.0%	5.0%	5.0%	9.0%	9.0%	Flat \$
St Mary's University	Private	DC	7.0%	7.0%	7.0%	5.0%	5.0%	Flat \$
SUNY College at Brockport	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
University of Portland	Private	DC	11.0%	11.0%	11.0%	0.0%	0.0%	Flat
University of Tennessee-Martin	Public	DC	9.0%	9.0%	9.0%	5.0%	5.0%	Flat \$
University of Texas at Tyler	Public	DC	8.5%	8.5%	8.5%	6.7%	6.7%	Flat \$
Valparaiso University	Private	DC	7.5%	7.5%	7.5%	1.0%	1.0%	Flat \$
Western Carolina University	Public	DC	6.8%	6.8%	6.8%	6.0%	6.0%	Flat \$
Winthrop University	Public	DC	5.0%	5.0%	5.0%	9.0%	9.0%	Flat \$
Peer Group Mean			7.9%	8.4%	8.4%	4.5%	4.9%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$



Virginia Tech

Institution	Type	Plan Type	Employer Contributions			Employee Contributions		Type of Plan
			Minimum	Maximum	Normalized	Mandatory	Maximum	
Cornell University	Private	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
Iowa State University	Public	DC	6.7%	10.0%	10.0%	3.3%	5.0%	Blend \$
Michigan State University	Public	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
North Carolina State University at Raleigh	Public	DC	6.8%	6.8%	6.8%	6.0%	6.0%	Flat \$
Ohio State University-Main Campus	Public	DC	9.5%	9.5%	9.5%	14.0%	14.0%	Flat \$
Pennsylvania State University-Main Campus	Public	DC	9.3%	9.3%	9.3%	5.0%	5.0%	Flat \$
Purdue University-Main Campus	Public	DC	10.0%	10.0%	10.0%	4.0%	4.0%	Flat \$
Rutgers University-New Brunswick/Piscataway	Public	DC	8.0%	8.0%	8.0%	5.0%	5.0%	Flat \$
Stony Brook University	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
SUNY at Buffalo	Public	DC	8.0%	9.5%	9.5%	3.0%	6.0%	Blend \$
Texas A&M University	Public	DC	6.6%	6.6%	6.6%	6.7%	6.7%	Flat \$
University of California-Berkeley	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
University of California-Davis	Public	DB	N/A	N/A	N/A	N/A	0.0%	DB Only
University of Colorado at Boulder	Public	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
University of Florida	Public	DC	5.1%	5.1%	5.1%	3.0%	3.0%	Flat \$
University of Illinois at Urbana-Champaign	Public	DC	7.3%	7.3%	7.3%	8.0%	8.0%	Flat \$
University of Maryland-College Park	Public	DC	7.3%	7.3%	7.3%	0.0%	0.0%	Flat \$
University of Michigan-Ann Arbor	Public	DC	10.0%	10.0%	10.0%	5.0%	5.0%	Flat \$
University of Minnesota-Twin Cities	Public	DC	10.0%	10.0%	10.0%	5.5%	5.5%	Flat \$
University of Missouri-Columbia	Public	Hybrid	N/A	N/A	N/A	N/A	0.0%	DB Only
University of Pittsburgh-Main Campus	Public	DC	3.0%	12.0%	12.0%	3.0%	8.0%	Blend \$
University of Southern California	Private	DC	5.0%	10.0%	10.0%	0.0%	5.0%	Blend \$
University of Texas at Austin	Public	DC	8.5%	8.5%	8.5%	6.7%	6.7%	Flat \$
University of Washington-Seattle Campus	Public	DC	5.0%	8.8%	8.8%	5.0%	10.0%	Blend \$
University of Wisconsin-Madison	Public	Hybrid	N/A	N/A	N/A	N/A	0.0%	DB Only
Peer Group Mean			7.7%	8.9%	8.9%	4.7%	5.0%	
VRS ORPHE Plan 1			10.4%	10.4%	10.4%	0.0%	0.0%	Flat
VRS ORPHE Plan 2			8.5%	8.5%	8.5%	5.0%	5.0%	Flat \$

