

**EMPLOYER MATCHING CONTRIBUTIONS TO LAY FACULTY
TAX-DEFERRED ANNUITY ACCOUNTS**

Effective 9/1/2001, the CHSA and LFA agree as follows:

1. There will be no increase in the employer matching contribution for calendar year 2001.
2. The employer matching contributions shall be raised according to the following schedule for the second and third years of this Agreement, with the employer matching contribution provided at the end of calendar year 2002, 2003, and 2004 respectively according to the lay faculty member's salary step at the end of the respective calendar year:

<u>STEPS</u>	<u>MATCH RATE</u>	<u>ANNUAL MAXIMUM CONTRIBUTION BY EMPLOYER</u>
1-5	\$1.00 for \$1.00	\$1,000
6-10	\$1.25 for \$1.00	\$1,000
11-15	\$1.50 for \$1.00	\$1,500
16-20	\$1.75 for \$1.00	\$1,750
21-25	\$1.75 for \$1.00	\$2,000
26& over	\$1.75 for \$1.00	\$2,500