

**Kentucky Retirement Systems
Board of Trustees Quarterly Meeting
February 20, 2020 at 10:00 A.M., Eastern
1270 Louisville Road, Frankfort, Kentucky 40601
Agenda**

1. Roll Call
2. Approval of Minutes – December 5, 2019*
3. Public Comment
4. Audit Committee Report – John Chilton and Kristen Coffey
 - Approval of Hazardous Duty Positions*- D’Juan Surratt
 - GASB 68 and GASB 75 Proportionate Share Audits* - Connie Davis, Dean Dorton
 - Informational Reports:
 - Quarterly Financial Statements as of December 31, 2019 (unaudited) including Cash Flows and Administrative Expenses – Rebecca Adkins
 - Employer Penalty Waivers – Rebecca Adkins
 - Outstanding Employer Invoices - Rebecca Adkins
5. Applications to Voluntarily Cease Participation in KERS*- Erin Surratt
6. Investment Committee and Portfolio Quarterly Report, Investment Policy Statement Recommendation* – Prewitt Lane, Rich Robben
7. Retiree Health Care Committee Report – David Rich, Connie Pettyjohn and Humana
8. Legislative Update – David Eager
9. KRS Administrative Update – David Eager
10. Proposed Change to the Board Reimbursement Policy* – David Eager, Kathy Rupinen
11. Other Business* – David Eager
12. Closed Session [Pending Litigation KRS61.810(1)(c); Personnel KRS61.810(1)(f)]
13. Adjourn

Mr. Brothers made a motion and was seconded by Mr. Downard to amend agenda item #10 to state “Proposed Change to the Board Reimbursement Policy”. The motion passed unanimously.

**Board Action Required*

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7. Retiree Health Care Committee Report – David Rich, Connie Pettyjohn and Humana
8. Legislative Update – David Eager
9. KRS Administrative Update – David Eager
10. Proposed Change to the Bylaws* – David Eager, Kathy Rupinen
11. Other Business* – David Eager
12. Closed Session [Pending Litigation KRS61.810(1)(c); Personnel KRS61.810(1)(f)]
13. Adjourn

**Board Action Required*

**MINUTES OF MEETING #426
BOARD OF TRUSTEES KENTUCKY RETIREMENT SYSTEMS
QUARTERLY MEETING DECEMBER 5, 2019 AT 10:00A.M.
1270 LOUISVILLE ROAD, FRANKFORT, KENTUCKY 40601**

At the Quarterly Meeting of the Board of Trustees held on December 5, 2019 the following members were present: David Harris (Chair), Joe Brothers, John Chilton, Kelly Downard, JT Fulkerson, Joseph Grossman, Sherry Kremer, Prewitt Lane, Matthew Monteiro, Keith Percy, Betty Pendergrass, Jerry Powell, David Rich and Sec. Thomas Stephens. Staff members present were David Eager, Rebecca Adkins, Erin Surratt, Mark Blackwell, Kathy Rupinen, Vicki Hale, Connie Davis, Rich Robben, Kristen Coffey, Shawn Sparks, Ann Case, Jared Crawford, Shaun Case, Phillip Cook and Alane Foley. Also present were Larry Totten, Jim Carroll, Joe Sonka, Michele Hill, Teresa Sanders, Steve Starkweather, Tracey Garrison and Eric Kennedy.

Mr. Harris called the meeting to order.

Ms. Alane Foley called roll.

Mr. Harris introduced agenda item *Approval of Minutes- November 14, 2019*. A motion was made by Mr. Downard and was seconded by Mr. Fulkerson to approve the minutes as presented. The motion passed unanimously.

There being no *Public Comment*, Mr. Harris introduced agenda item *Actuarial Valuations*. Mr. Eager introduced Ms. Janie Shaw who joined the meeting via telephone. They provided an overview of the 2019 actuarial valuation report. Ms. Pendergrass moved and was seconded by Mr. Powell to accept the report as presented. The motion passed unanimously.

Sec. Stephens made a motion and was seconded by Mr. Fulkerson to adopt the KERS and SPRS employer contribution rates and recommend to the Kentucky General Assembly the rates contained in the blue table below for fiscal years 2020-2021 and 2021-2022 as well as adopt the CERS rates as contained in the blue table below for fiscal year 2020-2021. The motion passed unanimously.

Employer Contribution Rates for FY 2020-2021				
Plan	Pension	Insurance	2019 Valuation Calculated Rates	Contribution Rate for Fiscal Year 2020- 2021*
CERS Non-Hazardous	26.21%	5.78%	31.99%	26.95%
CERS Hazardous	46.31%	10.47%	56.78%	44.33%
KERS Non-Hazardous	80.98%	12.03%	93.01%	93.01%
KERS Hazardous	38.71%	0.00%	38.71%	38.71%
SPRS	136.12%	20.85%	156.97%	156.97%

* Contribution rates for the CERS system are limited to a 12% increase in the contribution rates from the prior fiscal year in accordance with KRS 61.565. The fiscal year 2021 contribution rates for the KERS and SPRS systems will require budgeting during the 2020 regular session of the KY General Assembly.

Mr. Harris introduced agenda item *Audit Committee Report*. Mr. Chilton introduced Joseph Overhultz and Simon Keemer from Dean Dorton. They provided a review of the financial statement audit for FY ending June 30, 2019. This was for informational purposes only.

Mr. Harris introduced agenda item *Review and Approval of the Comprehensive Annual Report (CAFR) for Year Ending June 30, 2019*. Ms. Adkins provided an overview and a draft was provided to the Trustees for review. Mr. Chilton moved and was seconded by Mr. Powell to accept the CAFR as presented. The motion passed unanimously.

Mr. Harris introduced agenda item *Approval of the Legislative Committee Bylaws*. Rob Guass and Audra Ferguson Allen from Ice Miller joined the meeting via telephone. Discussions between KRS staff and the Trustees concluded with the decision not to establish the Legislative Committee.

Mr. Harris introduced agenda item *Litigation Committee Appointments and IPS Subcommittee Review*. Mr. Harris assigned Mr. Percy (Chair), Mr. Connell and Mr. Fulkerson to the Litigation Committee and Mr. Lane (Chair), Mr. Monteiro and Mr. Downard to the IPS Subcommittee.

Mr. Harris introduced agenda item *Legislative Issues Update*. Mr. Eager provided a legislative update. Mr. Eager also provided a *KRS Update*. These were provided for informational purposes only.

Mr. Harris introduced agenda item *Other Business*. Mr. David Eager provided updates regarding the retirement trends, staffing update and Trustee Education.

A motion was made by Mr. Monteiro and seconded by Sec. Stephens to go in to closed session. The motion passed unanimously.

Mr. Harris read the following statement and the meeting moved into closed session: A motion having been made in open session to move into closed session for a specific purpose, and such motion having carried by majority vote in open, public session, the Board shall now enter closed session to consider litigation, pursuant to KRS 61.810(1)(c), because of the necessity of protecting the confidentiality of the Systems' litigation strategy and preserving any available attorney-client privilege. All public attendees exited the meeting.

The meeting was called back into open session. No action was taken.

There being no further business, a motion was made at 1:20 p.m. by Mr. Powell and seconded by Mr. Fulkerson to adjourn the meeting, to meet again on February 20, 2020 or upon the call of the Executive Director or the Chair of the Board of Trustees. The motion passed unanimously.

Copies of all documents presented are incorporated as part of the Minutes of the Board of Trustees held December 5, 2019 except documents provided during a closed session conducted pursuant to the open meetings act and exempt under the open records act.

CERTIFICATION

I do certify that I was present at this meeting, and I have recorded the above actions of the Directors on the various items considered by it at this meeting. Further, I certify that all requirements of KRS 61.805-61.850 were met in conjunction with this meeting.

Recording Secretary

We, the Chair of the Board of Directors of the Kentucky Retirement Systems and Executive Director of the Kentucky Retirement Systems, do certify that the Minutes of Meeting Number 426, held on December 5, 2019, were approved on February 20, 2020.

Chair of the Board of Directors

Executive Director

I have reviewed the Minutes of the December 5, 2019 Board of Trustees Meeting for content, form, and legality.

Executive Director
Office of Legal Services



KENTUCKY RETIREMENT SYSTEMS

David L. Eager, Executive Director

Perimeter Park West • 1260 Louisville Road • Frankfort, Kentucky 40601

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To: Kentucky Retirement Systems Board of Trustees

From: John E. Chilton, CPA, Chair
Audit Committee of the Board of Trustees

Kristen N. Coffey, CICA *KNC*
Division Director, Internal Audit Administration

Date: February 20, 2020

Subject: February 6, 2020 Audit Committee Meeting

The Audit Committee held a regularly scheduled meeting on February 6, 2020 to discuss the following topics:

1. Updates to the Board Election Policy – holding until status of HB 207 is known since it affects this policy.
2. Information disclosures,
3. Financial statements,
4. Outstanding invoices,
5. Employer penalty waivers,
6. Year-end audit requirements,
7. APA approval for fiscal year 2020 external audit,
8. Investment compliance,
9. Internal Audit budget,
10. Anonymous reports received,
11. Status of Board of Trustee elections, and
12. Status of current internal audits, including audits issued since last meeting.

In addition, the Audit Committee approved the Annual Audit Plan, which does not require ratification by the Board of Trustees.

Two items were approved by the Audit Committee and are being forwarded to the Board of Trustees for ratification:

- a. Results of the GASB 68 and GASB 75 Proportionate Share audits for fiscal year ended June 30 2019.
- b. Eleven requests for Hazardous Position Classifications.

RECOMMENDATION: The Audit Committee requests the Board of Trustee ratify the actions taken by the Audit Committee.



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To: Board of Trustees
From: D'Juan Surratt
Date: 2/20/2020
Subject: Hazardous Position Classification

AGENCIES ARE ASKING FOR HAZARDOUS DUTY COVERAGE FOR THE FOLLOWING POSITIONS:

<u>Agency</u>	<u>Position</u>	<u>Effective Date</u>
Pleasure Ridge Park Fire	Firefighter/EMT Trainee	3/1/2020
Pleasure Ridge Park Fire	Firefighter	9/1/2019
City of Erlanger	Fire/EMS Shift Captain	1/1/2020
City of Stanford	Firefighter	7/1/2019
City of Georgetown	Police Captain	12/1/2019
City of Winchester	Police Officer I	3/1/2020
City of Winchester	Police Officer II	3/1/2020
City of Winchester	Police Officer III	3/1/2020
City of Winchester	Firefighter I/EMT/Paramedic	3/1/2020
City of Winchester	Firefighter II/EMT/Paramedic	3/1/2020
City of Winchester	Firefighter III/EMT/Paramedic	3/1/2020

Kentucky Retirement Systems has reviewed the above requests and feel that these positions meet statutory guidelines for Hazardous coverage. Position Questionnaires and Job Descriptions are attached.

61.592 Retirement of persons working in hazardous positions.

- (1) (a) "Hazardous position" for employees participating in the Kentucky Employees Retirement System, and for employees who begin participating in the County Employees Retirement System before September 1, 2008, means:
 1. Any position whose principal duties involve active law enforcement, including the positions of probation and parole officer and Commonwealth detective, active fire suppression or prevention, or other positions, including, but not limited to, pilots of the Transportation Cabinet and paramedics and emergency medical technicians, with duties that require frequent exposure to a high degree of danger or peril and also require a high degree of physical conditioning;
 2. Positions in the Department of Corrections in state correctional institutions and the Kentucky Correctional Psychiatric Center with duties that regularly and routinely require face-to-face contact with inmates; and
 3. Positions of employees who elect coverage under KRS 196.167(3)(b)2. and who continue to provide educational services and support to inmates as a Department of Corrections employee.
 - (b) "Hazardous position" for employees who begin participating in the County Employees Retirement System on or after September 1, 2008, means police officers and firefighters as defined in KRS 61.315(1), paramedics, correctional officers with duties that routinely and regularly require face-to-face contact with inmates, and emergency medical technicians if:
 1. The employee's duties require frequent exposure to a high degree of danger or peril and a high degree of physical conditioning; and
 2. The employee's duties are not primarily clerical or administrative.
 - (c) The effective date of participation under hazardous duty coverage for positions in the Department of Alcoholic Beverage Control shall be April 1, 1998. The employer and employee contributions shall be paid by the employer and forwarded to the retirement system for the period not previously reported.
- (2) (a) Each employer may request of the board hazardous duty coverage for those positions as defined in subsection (1) of this section. Upon request, each employer shall certify to the system, in the manner prescribed by the board, the names of all employees working in a hazardous position as defined in subsection (1) of this section for which coverage is requested. The certification of the employer shall bear the approval of the agent or agency responsible for the budget of the department or county indicating that the required employer contributions have been provided for in the budget of the employing department or county. The system shall determine whether the employees whose names have been certified by the employer are working in positions meeting the definition of a hazardous position as provided by subsection (1) of this section. This process shall not be required for employees who elect coverage under KRS 196.167(3)(b)2.

61.315 Benefits payable on death of certain peace officers, firefighters, and members of a state National Guard or Reserve component-- Administrative regulations -- Funds allotted to a self-insuring account.

- (1) As used in this section, "police officer" means every paid police officer, sheriff, or deputy sheriff, corrections employee with the power of a peace officer pursuant to KRS 196.037, any auxiliary police officer appointed pursuant to KRS 95.445, or any citation or safety officer appointed pursuant to KRS 83A.087 and 83A.088, elected to office, or employed by any county, airport board created pursuant to KRS Chapter 183, city, or by the state; "firefighter" means every paid firefighter or volunteer firefighter who is employed by or volunteers his or her services to the state, airport board created pursuant to KRS Chapter 183, any county, city, fire district, or any other organized fire department recognized, pursuant to KRS 95A.262, as a fire department operated and maintained on a nonprofit basis in the interest of the health and safety of the inhabitants of the Commonwealth and shall include qualified civilian firefighters employed at Kentucky-based military installations.
- (2) The spouse of any police officer, sheriff, deputy sheriff, corrections employee with the power of a peace officer pursuant to KRS 196.037, any auxiliary police officer appointed pursuant to KRS 95.445, or any citation or safety officer appointed pursuant to KRS 83A.087 and 83A.088, firefighter, or member of the Kentucky National Guard on state active duty pursuant to KRS 38.030, or a member of a state National Guard or a Reserve component on federal active duty who names Kentucky as home of record for military purposes, whose death occurs on or after July 1, 2002, as a direct result of an act in the line of duty shall receive a lump-sum payment of eighty thousand dollars (\$80,000) if there are no surviving children, which sum shall be paid by the State Treasurer from the general expenditure fund of the State Treasury. If there are surviving children and a surviving spouse, the payment shall be apportioned equally among the surviving children and the spouse. If there is no surviving spouse, the payment shall be made to the surviving children, eighteen (18) or more years of age. For surviving children less than eighteen (18) years of age, the State Treasurer shall:
 - (a) Pay thirty-five thousand dollars (\$35,000) to the surviving children; and
 - (b) Hold forty-five thousand dollars (\$45,000) in trust divided into equal accounts at appropriate interest rates for each surviving child until the child reaches the age of eighteen (18) years.If a child dies before reaching the age of eighteen (18) years, his or her account shall be paid to his or her estate. If there are no surviving children, the payment shall be made to any parents of the deceased.
- (3) The Commission on Fire Protection Personnel Standards and Education shall be authorized to promulgate administrative regulations establishing criteria and procedures applicable to the administration of this section as it pertains to both paid and volunteer firefighters, including but not limited to defining when a firefighter has died in line of duty. Administrative hearings promulgated by administrative

regulation under authority of this subsection shall be conducted in accordance with KRS Chapter 13B.

- (4) The Justice and Public Safety Cabinet may promulgate administrative regulations establishing criteria and procedures applicable to the administration of this section as it pertains to police officers, including but not limited to defining when a police officer has died in line of duty. Administrative hearings promulgated by administrative regulation under authority of this subsection shall be conducted in accordance with KRS Chapter 13B.
- (5) The Department of Corrections shall promulgate administrative regulations establishing the criteria and procedures applicable to the administration of this section as it pertains to correctional employees, including but not limited to defining which employees qualify for coverage and which circumstances constitute death in the line of duty.
- (6) The benefits payable under this section shall be in addition to any benefits now or hereafter prescribed under any police, sheriff, firefighter's, volunteer firefighter's, or National Guard or Reserve retirement or benefit fund established by the federal government or by any state, county, or any municipality.
- (7) Any funds appropriated for the purpose of paying the death benefits described in subsection (2) of this section shall be allotted to a self-insuring account. These funds shall not be used for the purpose of purchasing insurance.

Effective: June 26, 2007

History: Amended 2007 Ky. Acts ch. 85, sec. 128, effective June 26, 2007. -- Amended 2006 Ky. Acts ch. 252, Pt. XXVIII, sec. 12, effective April 25, 2006. -- Amended 2002 Ky. Acts ch. 289, sec. 1, effective July 15, 2002. -- Amended 1996 Ky. Acts ch. 117, sec. 1, effective July 15, 1996; and ch. 318, sec. 28, effective July 15, 1996. -- Amended 1992 Ky. Acts ch. 48, sec. 3, effective July 14, 1992; ch. 294, sec. 1, effective April 9, 1992; ch. 307, sec. 10, effective April 9, 1992; and ch. 381, sec. 8, effective July 14, 1992. -- Amended 1988 Ky. Acts ch. 225, sec. 26, effective July 15, 1988. -- Amended 1986 Ky. Acts ch. 135, sec. 1, effective July 15, 1986. -- Amended 1984 Ky. Acts ch. 247, sec. 1, effective July 13, 1984. -- Amended 1982 Ky. Acts ch. 250, sec. 1, effective July 15, 1982. -- Amended 1980 Ky. Acts ch. 344, sec. 1, effective July 15, 1980. -- Amended 1978 Ky. Acts ch. 164, sec. 4, effective June 17, 1978. -- Amended 1976 Ky. Acts ch. 35, sec. 1. -- Created 1972 Ky. Acts ch. 8, sec. 1.

Legislative Research Commission Note (4/25/2006). 2006 Ky. Acts ch. 252, Pt. XXVIII, sec. 17, provides that the amendments made to subsections (2) and (6) of this section "shall apply retroactively to July 1, 2002."

Legislative Research Commission Note (1988). Although this section was included in 1988 Acts ch. 225, sec. 26, the amended language was deleted by committee amendment.



KENTUCKY RETIREMENT SYSTEMS

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Form 7025
Revised 09/2010

Position Questionnaire

Instructions
To petition the Board for approval of hazardous duty positions for KERS employees, complete Sections 1 and 3.
To petition for CERS employees with a CERS participation date prior to 9/1/2008, complete Sections 1 and 3.
To petition for CERS employees with a CERS participation date on or after 9/1/2008, complete Sections 2 and 3.

Section 1: For KERS Employees or Employees With a CERS Participation Date Prior to September 1, 2008

Employer: PLEASURE RIDGE PARK FIRE Position Title: _____

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Does this position require active fire suppression or prevention? Yes No

Section 2: For Employees With a CERS Participation Date On or After September 1, 2008

Employer: PLEASURE RIDGE PARK FIRE Position Title: Firefighter / EMT Trainee

Please select the appropriate classification and answer all that are applicable.

Police Officer

Firefighter Does this position require active fire suppression? Yes No

Paramedic

Correctional Officer Does this position routinely require face to face contact with inmates? Yes No

Other Specify: _____

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Emergency Medical Technician (If this position is selected please complete the remainder of this page, if not skip to page 2.)

Does this position require frequent exposure to a high degree of danger or peril? Yes No

Does this position require a high degree of physical conditioning? Yes No

Are the employee's duties primarily clerical or administrative? Yes No

Position Duty: Clerical or Administrative (Complete only if EMT is selected):

Percentage of Time Spent: 5%

Description of Duties:

LEARN TO PREPARE + THEN MAINTAIN FIRE + EMS REPORTS

Agency Head Signature: [Signature]

Date: 1-9-20

Agency Head Title: Fire Chief

Employer: PLEASURE RIDGE PARK FIRE

Position Title: FIREFIGHTER/EMT TRAINEE

Section 3: For All Positions

1. List the exact position title as it appears on your job description.
2. List the position's duties (i.e. training, field duties, etc.), the percentage of time spent performing each duty (percentages must equal 100% including the clerical/administrative duties on the first page (for EMT positions), and a description of each duty in the box provided.
3. BE AS DETAILED AS POSSIBLE. The Board of Trustees will use this document in determining if the position meets the definition of hazardous duty per KRS 61.592.

Position Duty: Firefighter Training

Percentage of Time Spent: 40%

Description of Duties:

Participates in classroom and hands on activities while learning to be a Firefighter
 Participates in practical firefighting training including live fire scenarios
 Participates in a battery of exams to determine suitability for the position of Firefighter

Position Duty: EMT Training

Percentage of Time Spent: 40%

Description of Duties:

Participates in classroom and hands on activities while learning to be an EMT
 Takes tests to measure knowledge gained
 Participates in a battery of exams to determine suitability for the position of EMT

Position Duty: Physical Conditioning

Percentage of Time Spent: 15%

Description of Duties:

Participates in physical fitness and strength training

Agency Head Signature: [Signature]

Date: 1-9-20

Agency Head Title: Fire Chief

PLEASURE RIDGE PARK FIRE DISTRICT POSITION DESCRIPTION

Firefighter/EMT Trainee

Division: Training
Supervised by: Captain/Training Officer
FLSA Status: Non-Exempt / Career
Effective: 01/02/2020

GENERAL PURPOSE

To prepare candidates to protect life and property by learning firefighting, emergency medical technician, hazardous materials, and other duties; Maintains Fire/EMS equipment, apparatus, and facilities

SUPERVISION RECEIVED

Work under the direct supervision of a Fire Captain/Training Officer

SUPERVISION EXERCISED

No direct supervision

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Participates in the academic and physical recruit training programs of the Pleasure Ridge Park Fire District
- Participates in a battery of exams to determine suitability for the position of Firefighter/EMT
- UNDER CLOSE SUPERVISION
- Takes tests to measure knowledge gained, evaluates performance and determines progress made
- Participates in physical fitness and strength training
- Attends classes in fire science, firefighting techniques, personnel procedures, regulations, current laws, human behavior and a variety of other topics related to firefighting work
- Learns about various operational units to gain familiarity with the functions of the Pleasure Ridge Park Fire District
- Participates in practical training including firefighting, fire prevention, fire science, use of firefighting equipment and a variety of other procedures and activities related to firefighting work
- Performs related work

MINIMUM QUALIFICATIONS

Education and Experience:

- High School Diploma or GED

SPECIAL REQUIREMENTS

- Must be a minimum of 18 years of age
- Must be of good moral character, with no criminal or felony record inconsistent with the provisions of this paragraph. Unacceptable will be persons who have been convicted of a felony, or who have any criminal action pending against them
- An applicant may be disqualified for multiple misdemeanors, an unacceptable criminal record, or multiple traffic violations
- Must submit to a pre-employment drug screening
- Must wear personal protective and safety equipment as mandated by OSHA
- Must be vaccinated for hepatitis B, have provided evidence of immunity, or have signed a declination form within ten days of initial assignment
- Must work a varied schedule
- Must obtain or possess current Candidate Physical Ability Test (CPAT) Certification, per KRS 95A.040(2)(b), prior to final offer of employment
- Must have received an honorable discharge or a general discharge under honorable conditions if having served in any branch of the armed forces of the United States

Must be in excellent health based upon departmental medical standards. Any job offers made by the appointing authority will be contingent upon passing a battery of medical examinations (including a stress examination)

- This classification requires the occasional use of a District's service or staff vehicle. In order to drive, individuals must be physically capable of operating the vehicle in a safe manner, including during emergency operation and response, and must possess and maintain throughout the course of employment a valid Kentucky or Indiana motor vehicle operator's license.
- Must be able to speak, read, and write the English language.
- Must meet insurability requirements of district insurance carrier

SELECTION GUIDELINES

May include any or all of the following:

Formal application; written test; physical ability test; oral examination; background/driver's license verification and check; hiring list; conditional offer of employment; post-offer physical examination, including drug screen.

TOOLS AND EQUIPMENT USED

Fire hoses and other standard firefighting equipment; ladders, emergency medical equipment; radio; pager; personal computer; telephone

Medical equipment and equipment associated with ambulance operations

PHYSICAL DEMANDS

Meets regular and punctual attendance standards and any special needs of the position as determined by management, including mandatory overtime and performing related work. Communicates with individuals in person and utilizes all types of communication media. Lifts and carries items weighing in excess of 100 pounds in a team setting. Spends prolonged periods of time exposed to the elements. Endures extended periods of cardiovascular stress. Climbs ladders; hauls hose; wears/carries required protective clothing and gear in the course of training or rescue/fire suppression activities; and operates extrication equipment. Operates fire vehicles by both day and night; observes emergency scene actions taking place; observes traffic in the vicinity of an emergency scene; observes fire code violations; and reviews and prepares reports and correspondence.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those a member encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work is performed primarily in office, vehicle, and outdoor settings; in all weather conditions, including temperature extremes; during day and night shifts. Work is often performed in emergency and stressful situations. Individual is exposed to sirens and hazards associated with fighting fires and rendering emergency medical assistance, including infectious substances, smoke noxious odors, fumes, chemicals, liquid chemicals, solvents, and oils. The member occasionally works near moving mechanical parts and in high, precarious places and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, toxic or caustic chemicals, radiation, risk of electrical shock, and vibration. The noise level in the work environment is usually moderate, except during certain firefighting or EMS activities when noise levels may be loud.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

The job description does not constitute an employment agreement between the employer and member and is subject to change by the employer as the needs of the employer and requirements of the job change.

PRPFD maintains a drug-free environment.



KENTUCKY RETIREMENT SYSTEMS

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Form 7025
Revised 09/2010

Position Questionnaire

Instructions

- To petition the Board for approval of hazardous duty positions for KERS employees, complete Sections 1 and 3.
- To petition for CERS employees with a CERS participation date prior to 9/1/2008, complete Sections 1 and 3.
- To petition for CERS employees with a CERS participation date on or after 9/1/2008, complete Sections 2 and 3.

Section 1: For KERS Employees or Employees With a CERS Participation Date Prior to September 1, 2008

Employer: PLEASURE RIDGE PARK FIRE

Position Title: _____

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Does this position require active fire suppression or prevention? Yes No

Section 2: For Employees With a CERS Participation Date On or After September 1, 2008

Employer: PLEASURE RIDGE PARK FIRE

Position Title: FIREFIGHTER

Please select the appropriate classification and answer all that are applicable.

Police Officer

Firefighter Does this position require active fire suppression? Yes No

Paramedic

Correctional Officer Does this position routinely require face to face contact with inmates? Yes No

Other Specify: _____

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Emergency Medical Technician (If this position is selected please complete the remainder of this page, if not skip to page 2.)

Does this position require frequent exposure to a high degree of danger or peril? Yes No

Does this position require a high degree of physical conditioning? Yes No

Are the employee's duties primarily clerical or administrative? Yes No

Position Duty: Clerical or Administrative (Complete only if EMT is selected):

Percentage of Time Spent: _____

Description of Duties:

Agency Head Signature: [Signature]

Date: 1-9-20

Agency Head Title: FIRE CHIEF

Employer: PLEASURE RIDGE PARK FIRE

Position Title: FIREFIGHTER

Section 3: For All Positions

- 1. List the exact position title as it appears on your job description.
- 2. List the position's duties (i.e. training, field duties, etc.), the percentage of time spent performing each duty (percentages must equal 100% including the clerical/administrative duties on the first page (for EMT positions), and a description of each duty in the box provided.
- 3. BE AS DETAILED AS POSSIBLE. The Board of Trustees will use this document in determining if the position meets the definition of hazardous duty per KRS 61.592.

Position Duty: FIELD DUTIES / EMERGENCY OPERATIONS

Percentage of Time Spent: 30%

Description of Duties:

RESPOND TO ALL ALARMS WHEN ON DUTY, PERFORM FIRE, RESCUE & OTHER DUTIES AS REQUESTED BY OFFICER IN CHARGE

Position Duty: TRAINING & EDUCATION

Percentage of Time Spent: 20%

Description of Duties:

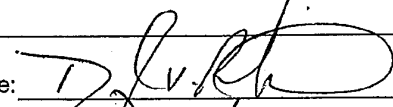
ATTEND & PARTICIPATE IN ALL ASSIGNED TRAINING SESSIONS AND SERVE AS INSTRUCTOR WHEN NEEDED

Position Duty: DAILY WORK ASSIGNMENTS

Percentage of Time Spent: 50%

Description of Duties:

PARTICIPATE IN DAILY ASSIGNMENTS INCLUDING FIRE PREVENTION, HOUSEKEEPING, EQUIPMENT MAINTENANCE, FACILITY MAINTENANCE, HYDRANT INSPECTIONS/TESTING, PRE-PLANS, FIRE INSPECTIONS, ETC.

Agency Head Signature: 

Date: 1-9-20

Agency Head Title: Fire Chief

PLEASURE RIDGE PARK FIRE DISTRICT POSITION DESCRIPTION

Firefighter

Division: Operations
Supervised by: Captain/Operations
FLSA Status: Non-Exempt / Career
Effective: 01/02/2020

GENERAL PURPOSE

Protect life and property by performing firefighting, hazardous materials, and other duties, as assigned;
Maintains Fire equipment, apparatus, and facilities

SUPERVISION RECEIVED

Work under the direct supervision of a Fire Captain/Operations

SUPERVISION EXERCISED

No direct supervision

ESSENTIAL DUTIES AND RESPONSIBILITIES

The most important and indispensable duties required of a Firefighter relate to fire suppression, and rescue procedures, as listed below:

- Must know the dangerous building conditions created by fire and be able to act in a fire situation or hostile environment.
- Must be able to use safety procedures in emergency operations in relation to:
 - a. Protective equipment
 - b. Team work
 - c. Portable tools and equipment
 - d. Riding on, driving and operating an apparatus
 - e. Hazardous materials incidents
- Must not pose a direct threat or significant risk to the health or safety of other Firefighters or the public
- Must be able to search for victims in smoke filled buildings or other hostile environments, and remove injured persons from the immediate hazard.
- Must be able to use fire equipment such as nozzles and hose appliances carried on a fire apparatus, advance dry hose lines, connect a fire hose to a hydrant, couple and uncouple fire hose, work from a ladder with a charged attack line, carry hose into a building, and replace a burst section of hose line, in an emergency situation.
- Must know the various hazardous respiratory environments encountered in firefighting and be able to use self-contained breathing apparatus in an emergency situation.

- Must be able to use manual forcible entry tools, know the advantages and effects of ventilation, and be able to ventilate a fire.
- Must be able to carry, raise, and climb ground and aerial ladders while carrying firefighting tools or equipment while ascending and descending, and while bringing an injured person down a ladder.
- Respond as dispatched within the Pleasure Ridge Park Fire District and on mutual aid assignments
- Perform firefighting and rescue activities including operating firefighting and rescue related equipment, laying hose, and performing fire combat, extrication, containment, extinguishment and overhaul tasks.
- Write reports accurately and in a timely manner, documenting incident data
- Receive and relays fire and/or calls and alarms
- Operate radio and other communication equipment
- Participate in the inspection of buildings, hydrants, and other structures in suppression pre-plan programs
- Maintain fire equipment, apparatus, and facilities
- Perform minor repairs to District equipment
- Perform general maintenance work in the upkeep of fire facilities and equipment; clean and wash walls and floors; care for grounds around station; make minor repairs; maintain hose; wash, clean, polish, maintain, and test fire apparatus and equipment.
- Assist in developing plans for special assignments such as emergency preparedness, training programs, firefighting, hazardous materials, and emergency aid activities
- Present programs to the community/District on safety, medical, and fire prevention/suppression topics
- Function within the chain-of-command to manage, evaluate, direct, and advise operational personnel.
- Participate in fire drills, attends classes in firefighting, emergency medical, hazardous materials, and related subjects.
- Serve as an Instructor as needed, assist the Training Division in conducting training sessions, and advise the Training Coordinator of any deficiencies or weaknesses of individuals
- Maintain required certifications including but not limited to, firefighting requirements dictated by the Kentucky Fire Commission
- Meet district continuing education requirements.
- Maintain positive working relationship with PRPFD members and Board of Trustees
- Perform other duties and special projects assigned by their Supervisor or the Fire Chief

PERIPHERAL DUTIES

- Assist in training new members, as assigned

MINIMUM QUALIFICATIONS

Education and Experience:

- High School Diploma or GED
- 400-hour firefighter certification within one year of employment

Necessary Knowledge, Skills and Abilities:

Working knowledge of:

- Fire suppression and prevention principles, procedures, techniques, and equipment
- Emergency medical and resuscitation techniques and their application
- Skill in the operation of the listed tools and equipment

Ability to:

- Apply standard firefighting and emergency medical techniques to specific situations.
- To follow verbal and written instructions
- Handle stressful situations
- Communicate effectively, both verbally and in writing
- Establish effective working relationships with members, other agencies, and the public.
- Perform strenuous or peak physical efforts during emergency or training activities for prolonged periods of time under conditions of extreme heights, intense heat, cold, or smoke.
- Meet Special Requirements, as listed

DESIRABLE KNOWLEDGE, SKILLS AND ABILITIES

- Possess current Kentucky State Firefighter I & II certification.
- Any additional education in Fire Science or supervision
- Kentucky Certified Level I Fire Service Instructor.
- Trench Rescue Technician
- Water Rescue Technician
- Hazardous Materials Technician
- Prior fire service experience as a Firefighter, Apparatus Operator, etc. with department of comparable size to the Pleasure Ridge Park Fire District Fire Department (ISO rating of 2 or 3)
- Familiarity with Pleasure Ridge Park area, Pleasure Ridge Park Fire District By-Laws, Policies, and Procedures

SPECIAL REQUIREMENTS

- Must be 18 years or older at time of hire.
- Must be of good moral character with no criminal or felony arrest record inconsistent with the provisions of this paragraph. Unacceptable will be persons who have been convicted of a felony, or have been convicted of more than two misdemeanors, or who have any criminal action pending against them. The District reserves the right to disqualify an applicant for multiple misdemeanors, arrests, or traffic violations.
- This classification requires the occasional use of a District's service or staff vehicle. In order to drive, individuals must be physically capable of operating the vehicle in a safe manner, including during emergency operation and response, and must possess and maintain throughout the course of employment a valid Kentucky motor vehicle operator's license.
- Must be able to speak, read, and write the English language.
- Must meet insurability requirements of district insurance carrier

SELECTION GUIDELINES

May include any or all of the following:

Formal application; written test; practical skills examination; physical ability test; oral examination; background/driver's license verification and check; hiring list; offer of employment; post-offer physical examination, including drug screen.

TOOLS AND EQUIPMENT USED

Fire hoses and other standard firefighting equipment; ladders, emergency medical equipment; radio; pager; personal computer; telephone

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by any member to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the member is frequently required to stand; sit; walk; talk or hear; use hands to finger, handle, or operate objects, tools, or controls; and reach with hands and arms. The member is frequently required to climb or balance; stoop, kneel, crouch, or crawl; and taste or smell. The member must frequently lift and/or move up to 50 pounds and occasionally lift and/or move up to 175 pounds. Specific vision abilities required by this job include close, distance, color, and peripheral vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those a member encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work is performed primarily in office, vehicle, and outdoor settings; in all weather conditions, including temperature extremes; during day and night shifts. Work is often performed in emergency and stressful situations. Individual is exposed to sirens and hazards associated with fighting fires and rendering

emergency medical assistance, including infectious substances, smoke noxious odors, fumes, chemicals, liquid chemicals, solvents, and oils. The member occasionally works near moving mechanical parts and in high, precarious places and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, toxic or caustic chemicals, radiation, risk of electrical shock, and vibration. The noise level in the work environment is usually moderate, except during certain firefighting or activities when noise levels may be loud.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

The job description does not constitute an employment agreement between the employer and member and is subject to change by the employer as the needs of the employer and requirements of the job change.

PRPFD maintains a drug-free environment.



KENTUCKY RETIREMENT SYSTEMS

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Form 7025
Revised 09/2010

Position Questionnaire

Instructions

- To petition the Board for approval of hazardous duty positions for KERS employees, complete Sections 1 and 3.
- To petition for CERS employees with a CERS participation date prior to 9/1/2008, complete Sections 1 and 3.
- To petition for CERS employees with a CERS participation date on or after 9/1/2008, complete Sections 2 and 3.

Section 1: For KERS Employees or Employees With a CERS Participation Date Prior to September 1, 2008

Employer: CITY OF ERLANGER

Position Title: Fire/EMS Shift Captain

- Is this position required to have Peace Officer Professional Standards and Certification? Yes No
- If no, is this position required to carry a firearm? Yes No
- Does this position require active fire suppression or prevention? Yes No

Section 2: For Employees With a CERS Participation Date On or After September 1, 2008

Employer: CITY OF ERLANGER

Position Title: Fire/EMS Shift Captain

Please select the appropriate classification and answer all that are applicable.

- Police Officer
- Firefighter Does this position require active fire suppression? Yes No
- Paramedic
- Correctional Officer Does this position routinely require face to face contact with inmates? Yes No
- Other Specify: _____

- Is this position required to have Peace Officer Professional Standards and Certification? Yes No
- If no, is this position required to carry a firearm? Yes No

Emergency Medical Technician (If this position is selected please complete the remainder of this page, if not skip to page 2.)

Does this position require frequent exposure to a high degree of danger or peril? Yes No

Does this position require a high degree of physical conditioning? Yes No

Are the employee's duties primarily clerical or administrative? Yes No

Position Duty: Clerical or Administrative (Complete only if EMT is selected):

Percentage of Time Spent: 0%

Description of Duties:

Agency Head Signature: 

Date: 12/23/19

Agency Head Title: Mayor

Employer: CITY OF ERLANGER

Position Title: Fire/EMS Shift Captain

Section 3: For All Positions

1. List the exact position title as it appears on your job description.

2. List the position's duties (i.e. training, field duties, etc.), the percentage of time spent performing each duty (percentages must equal 100% including the clerical/administrative duties on the first page (for EMT positions), and a description of each duty in the box provided.

3. BE AS DETAILED AS POSSIBLE. The Board of Trustees will use this document in determining if the position meets the definition of hazardous duty per KRS 61.592.

Position Duty: Supervision Fire/EMS Responsibilities

Percentage of Time Spent: 75%

Description of Duties:

This position oversees the daily functions of all Fire/EMS operations. Shift Captains are responsible for the health, safety and well being of all personnel assigned to them on their unit day. This position is responsible for managing the daily operation and maintenance of a fire station and the personnel, apparatus, and equipment assigned to their shift. A Shift Captain serves as a shift and company officer, supervising a crew of Fire and EMS personnel assigned on a specific shift. Shift Captains supervise the crew and station apparatus dispatched to emergency scenes, including fires, medical calls, auto accidents, hazardous materials incidents, etc. Shift Captains also conduct fire inspections as assigned and supervise other personnel responsible for Emergency Pre-plan and Fire Safety Inspections. Shift Captains may serve in the capacity of incident commander at emergency incidents, until relieved by an appropriate officer. Shift Captains receive general direction and guidance in the performance of their duties from their supervisor as well as other Command Staff of the Fire/EMS Department. Shift Captains consult with the Assistant Chief regarding daily operations, emergency operations, and unusual events regarding personnel, apparatus, equipment, etc. Shift Captains may also consult with other Captains and Command Staff regarding station policy issues, inspections, training, and other aspects of normal station operations. This position serves as a front line supervisor for the daily Fire/EMS operations.

Position Duty: Active Fire/EMS Responses and Responsibilities

Percentage of Time Spent: 25%

Description of Duties:

This position meets the definition of Firefighter and Emergency Medical Technician found in KRS 61.315 (1) and is appropriate for Hazardous Duty status. This position is required to have met professional standards and possesses Kentucky Firefighter and Emergency Medical Technician (EMT) certifications. This position requires active fire suppression and requires the fitting use of a Self Contained Breathing Apparatus (SCBA) due to exposure to hazardous atmospheres. This position faces a degree of danger or peril associated with collapse of buildings, the exposure to flames, smoke or fumes, and/or the presence of twisted metal and debris in the immediate rescue environment. This position is exposed to infectious diseases or blood borne pathogens as a result of working in close physical contact with the general public. This position requires a high degree of physical conditioning in order to fight fires, lift and move injured persons or debris, and deal with the physical and mental stress associated with the duties of this position.

Position Duty:

Percentage of Time Spent:

Description of Duties:

[Empty box for Description of Duties]

Agency Head Signature:

Jean Pitts
Mayor

Date: 12/23/19

Agency Head Title:

FIRE/EMS - SHIFT CAPTAIN (24/48)

Department:	Fire/EMS	Job Status:	Full Time
FLSA Status:	Non Exempt	Reports To:	Operations Captain
Salary Band:	F	Amount of Travel Required:	5%
Work Schedule:	24/48 Shift	Positions Supervised:	Lieutenants, Firefighters, Paramedics, EMTs
Ordinance #:			

POSITION SUMMARY

This position meets the definition of Firefighter and Emergency Medical Technician found in KRS 61.315 (1) and is appropriate for Hazardous Duty status. This position is required to have met professional standards and possesses Kentucky Firefighter and Emergency Medical Technician (EMT) certifications. This position requires active fire suppression and requires the fitting use of a Self Contained Breathing Apparatus (SCBA) due to exposure to hazardous atmospheres. This position faces a degree of danger or peril associated with collapse of buildings, the exposure to flames, smoke or fumes, and/or the presence of twisted metal and debris in the immediate rescue environment. This position is exposed to infectious diseases or blood borne pathogens as a result of working in close physical contact with the general public. This position requires a high degree of physical conditioning in order to fight fires, lift and move injured persons or debris, and deal with the physical and mental stress associated with the duties of this position.

ESSENTIAL FUNCTIONS

This position oversees the daily functions of all Fire/EMS operations. Shift Captains are responsible for the health, safety and well being of all personnel assigned to them on their unit day. This position is responsible for managing the daily operation and maintenance of a fire station and the personnel, apparatus, and equipment assigned to their shift. A Shift Captain serves as a shift and company officer, supervising a crew of Fire and EMS personnel assigned on a specific shift. Shift Captains supervise the crew and station apparatus dispatched to emergency scenes, including fires, medical calls, auto accidents, hazardous materials incidents, etc. Shift Captains also conduct fire inspections as assigned and supervise other personnel responsible for Emergency Preplan and Fire Safety Inspections. Shift Captains may serve in the capacity of incident commander at emergency incidents, until relieved by an appropriate officer. Shift Captains in Support Services (e.g.. Data Collection, Human Resource Bureau, Fire Investigations, Fire Prevention, Training) are responsible for knowing the appropriate information and techniques related to their assignment, and for determining, directing, and

FIRE/EMS - SHIFT CAPTAIN (24/48)

Department:	Fire/EMS	Job Status:	Full Time
FLSA Status:	Non Exempt	Reports To:	Operations Captain
Salary Band:	F	Amount of Travel Required:	5%
Work Schedule:	24/48 Shift	Positions Supervised:	Lieutenants, Firefighters, Paramedics, EMTs

Ordinance #:	
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coordinating the activities and methods of their particular unit, as ordered by their superiors.

Supervision Shift Captains receive general direction and guidance in the performance of their duties from their supervisor as well as other Command Staff of the Fire/EMS Department. Shift Captains consult with the Operations Captain regarding daytoday operations, emergency operations, and unusual events regarding personnel, apparatus, equipment, etc. Shift Captains may also consult with other Captains regarding station policy issues, inspections, training, and other aspects of normal station operations. This position serves as a front line supervisor for the daily Fire/EMS operations.

SPECIAL KNOWLEDGE, SKILLS, AND ABILITIES:

This position carries a minimum of 48 hours per week; 24/48 shift. This position must respond to emergencies and perform Firefighter, Emergency Medical Technician, and/or paramedic duties as trained or directed by the Incident Commander. Person must possess valid driver's license and be of good character with no police record that would be detrimental to Erlanger. Position must maintain a good personal appearance, knowledge of current principles and practices of modern fire protection and emergency medical services. This is a front line supervisory position that requires supervisory abilities, analytical abilities, ability to establish and maintain effective working relationships with all city employees, officials and the general public. Person must have the ability to communicate effectively, orally and in writing. Position will require the use of tact, firmness, integrity, impartiality, leadership, initiative, resourcefulness and sound judgment. Completion of or the ability to complete the hours of courses, training, and recertification in all fire/EMS certifications or related fields is required.

FIRE/EMS - SHIFT CAPTAIN (24/48)

Department:	Fire/EMS	Job Status:	Full Time
FLSA Status:	Non Exempt	Reports To:	Operations Captain
Salary Band:	F	Amount of Travel Required:	5%
Work Schedule:	24/48 Shift	Positions Supervised:	Lieutenants, Firefighters, Paramedics, EMTs

Ordinance #:	
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POSITION QUALIFICATIONS

- Accountability – Ability to accept responsibility and account for his/her actions
- Analytical Skills – Ability to use thinking and reasoning to solve a problem
- Communication – Oral ability to communicate effectively with others using the spoken word
- Communication – Written – Ability to communicate in writing clearly and concisely
- Decision Making – Ability to make critical decisions while following company procedures
- Empathic – Ability to appreciate and be sensitive to the feeling of others
- Leadership – Ability to influence others to perform their jobs effectively and to be responsible for making decisions
- Management Skills – Ability to organize and direct oneself and effectively supervise others
- Organized – Possessing the trait of being organized or following a systematic method of performing a task

Education

Minimum: High School Graduate or General Education Degree (GED) Desired: Associate Degree in Fire or EMS or related position

Experience

Minimum: Seven (7) years full-time fire/EMS Service and three (3) years at Erlanger

SKILLS & ABILITIES

Certificates & Licenses

- Minimum: Kentucky Certified EMT
- Minimum: Kentucky Certified Career Firefighter

FIRE/EMS - SHIFT CAPTAIN (24/48)

Department:	Fire/EMS	Job Status:	Full Time
FLSA Status:	Non Exempt	Reports To:	Operations Captain
Salary Band:	F	Amount of Travel Required:	5%
Work Schedule:	24/48 Shift	Positions Supervised:	Lieutenants, Firefighters, Paramedics, EMTs

Ordinance #:	
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- Minimum: BCLS (CPR Provider)
- Minimum: Fire Inspector
- Minimum: Instructor Level I
- Desired: BTLS Provider
- Desired: Hazardous Materials Operations
- Desired: Specialized Rescue Skills

Other Requirements

- Must Maintain Current Kentucky EMS certification at time of appointment
- Must Maintain Career Firefighter Hours (minimum 100 hours per year)
- Must meet or exceed requirements, certifications, certificates/licenses, experience, education, physical requirements, and qualifications of Lieutenant.

PHYSICAL DEMANDS

Physical Abilities

Stand	C (Constantly)
Walk	C (Constantly)
Sit	O (Occasionally)
Handling / Fingering	O (Occasionally)
Reach Outward	C (Constantly)
Reach Above Shoulder	C (Constantly)
Climb	F (Frequently)
Crawl	F (Frequently)
Squat or Kneel	F (Frequently)
Bend	F (Frequently)

Lift /Carry

10 lbs or less	C (Constantly)
11-20 lbs	C (Constantly)
21-50 lbs	C (Constantly)
51-100 lbs	F (Frequently)
Over 100 lbs	F (Frequently)

Push / Pull

12 lbs or less	C (Constantly)
13-25 lbs	C (Constantly)
26-40 lbs	C (Constantly)

FIRE/EMS - SHIFT CAPTAIN (24/48)

Department:	Fire/EMS	Job Status:	Full Time
FLSA Status:	Non Exempt	Reports To:	Operations Captain
Salary Band:	F	Amount of Travel Required:	5%
Work Schedule:	24/48 Shift	Positions Supervised:	Lieutenants, Firefighters, Paramedics, EMTs

Ordinance #:	
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41-100 lbs

F (Frequently)

N (Not Applicable) Activity is not applicable to this occupation.

O (Occasionally) Occupation requires this activity up to 33% of the time (0 - 2.5+ hrs/day)

F (Frequently) Occupation requires this activity from 33% - 66% of the time (2.5 - 5.5+ hrs/day)

C (Constantly) Occupation requires this activity more than 66% of the time (5.5+ hrs/day)

Other Physical Requirements

- Vision (Depth Perception)
- Sense of Sound (Hear Instructions, Communicate to patients)
- Sense of Smell
- Sense of Taste
- Sense of Touch
- Ability to wear Personal Protective Equipment (PPE) as required for fire suppression activities and patient care.

WORK ENVIRONMENT

This position faces a high degree of danger or peril associated with collapse of buildings, the exposure to flames, smoke or fumes, and/or the presence of twisted metal and debris in the immediate rescue environment. This position is exposed to infectious diseases or blood borne pathogens as a result of working in close physical contact with the general public.

While performing the duties of this job, the employee is regularly exposed to wet and/or humid conditions and outside weather conditions. The employee is frequently exposed to moving mechanical parts, fumes or airborne particles, risk of electrical shock, and vibration. The employee is occasionally exposed to high, precarious places, and extreme temperatures. Reasonable accommodations may be made to enable individuals with disabilities to perform the

FIRE/EMS - SHIFT CAPTAIN (24/48)

Department:	Fire/EMS	Job Status:	Full Time
FLSA Status:	Non Exempt	Reports To:	Operations Captain
Salary Band:	F	Amount of Travel Required:	5%
Work Schedule:	24/48 Shift	Positions Supervised:	Lieutenants, Firefighters, Paramedics, EMTs

Ordinance #:	
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essential functions.

EXPECTATION FOR ALL EMPLOYEES

Responsible for familiarizing self with Departmental Procedures and the City of Erlanger's Personnel Policy; knowledge of location to research Procedures and Policies
Supports the City's mission, vision, and values by exhibiting the following behaviors: excellence and competence, collaboration, innovation, respect personalization, commitment to the community, and accountability and ownership.

ACKNOWLEDGEMENT

I acknowledge that I have read the job description and requirements for the Fire/EMS - Shift Captain (24/48) position and I certify that I can perform these functions.

Applicant Signature

Date

Witness

The City of Erlanger has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the City of Erlanger reserves the right to change this job description and/or assign tasks for the employee to perform, as the City may deem appropriate.



Kentucky Retirement Systems
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Form 7025
Revised 09/2010

Position Questionnaire

Instructions

To petition the Board for approval of hazardous duty positions for KERS employees, complete Sections 1 and 3.
To petition for KERS employees with a CERS participation date prior to 9/1/2008, complete Sections 1 and 3.
To petition for KERS employees with a CERS participation date on or after 9/1/2008, complete Sections 2 and 3.

Section 1: For KERS Employees or Employees With a CERS Participation Date Prior to September 1, 2008

Employer: CITY OF STANFORD Position Title: _____

- Is this position required to have Peace Officer Professional Standards and Certification? Yes No
- If no, is this position required to carry a firearm? Yes No
- Does this position require active fire suppression or prevention? Yes No

Section 2: For Employees With a CERS Participation Date On or After September 1, 2008

Employer: CITY OF STANFORD Position Title: Fire Fighter

Please select the appropriate classification and answer all that are applicable.

- Police Officer
- Firefighter Does this position require active fire suppression? Yes No
- Paramedic
- Correctional Officer Does this position routinely require face to face contact with inmates? Yes No
- Other Specify: _____

- Is this position required to have Peace Officer Professional Standards and Certification? Yes No
- If no, is this position required to carry a firearm? Yes No

Emergency Medical Technician (If this position is selected please complete the remainder of this page, if not skip to page 2.)

- Does this position require frequent exposure to a high degree of danger or peril? Yes No
- Does this position require a high degree of physical conditioning? Yes No
- Are the employee's duties primarily clerical or administrative? Yes No

Position Duty: Clerical or Administrative (Complete only if EMT is selected):

Percentage of Time Spent: _____

Description of Duties:

Agency Head Signature: Scott Ernst Mayor Date: 1/21/2020

Agency Head Title: Mayor Page 1

Employer: CITY OF STANFORD

Position Title: Fire Fighter

Section 3: For All Positions

- 1. List the exact position title as it appears on your job description.
- 2. List the position's duties (i.e. training, field duties, etc.), the percentage of time spent performing each duty (percentages must equal 100% including the clerical/administrative duties on the first page (for EMT positions), and a description of each duty in the box provided.
- 3. BE AS DETAILED AS POSSIBLE. The Board of Trustees will use this document in determining if the position meets the definition of hazardous duty per KRS 61.592.

Position Duty: Fire Suppression

Percentage of Time Spent: 60%

Description of Duties:

Requires work which includes activities under adverse, extreme and dangerous conditions indoors and outdoors. Situations that pose a threat to life and property including structural and vehicle fires. Rescue and hazmat response and mitigation under the direction of a commanding officer.

Position Duty: Fire Prevention / training

Percentage of Time Spent: 25%

Description of Duties:

Participation in fire prevention program and code enforcement, public education and public relations. Participates in training classes. In the classroom and on-hands in fire suppression, emergency medical care and department equipment.

Position Duty: EMT - Patient Care

Percentage of Time Spent: 15%


Description of Duties:

Responds to emergency medical emergencies when requested mutual aid to provide basic life support to individuals in need.

Agency Head Signature: Scott Ernst

Date: 1/21/2020

Agency Head Title: Mayor

	STANFORD FIRE DEPARTMENT STANDARD OPERATING PROCEDURES STANDARD OPERATING GUIDELINES	
	SUBJECT	FIREFIGHTER
	CHAPTER	PERSONAL
		SOP # 1.18.12 EFFECTIVE DATE: July 1, 2019

City of Sanford
Job Description-Firefighter


Job Title: Firefighter
Department: Fire
Classification: FLSA Non-exempt, Non-Union, Non-Civil Service
Last Updated: 06/20/2019
Reports To: Fire Chief or designee
Hours Per Week: Average of 24 hours per week, but no more than 99 hours per month*
 Includes all shiftwork Emergency Response and training
Wage Range: \$9.75-\$16.00 per hour


SUMMARY

The Firefighter position requires work which includes responding to and dealing with emergency situations and natural conditions that pose a threat to life and property. Firefighters perform duties in the following areas: Firefighting of all types including but not limited to structural and vehicle; general rescue, light and heavy extrication; emergency medical technician duties and activities; hazmat response and mitigation, maintenance, inspections, testing, and minor repairs of fire and EMS equipment, and fire facilities; water rescue and vehicle recovery; fire prevention programs such as code enforcement, public education, public relations and fire investigations; training activities and skills maintenance; and maintenance of quarters in accordance with Department policies and procedures. Firefighters work under the direction of a commanding officer.

ESSENTIAL FUNCTIONS

Essential and other important responsibilities and duties may include, but are not limited to, the following:

AUTHORITY MAYOR	DATE REVIEWED: June 27, 2019
SIGNATURE: 	DATE APPROVED: June 27, 2019
	SOP UPDATED: 1/21/2020

	STANFORD FIRE DEPARTMENT STANDARD OPERATING PROCEDURES STANDARD OPERATING GUIDELINES	
	SUBJECT	FIREFIGHTER
	CHAPTER	PERSONAL
		SOP # 1.18.12
		EFFECTIVE DATE: July 1, 2019


- Perform hazardous tasks in all weather conditions, for long periods of time in emergency conditions of high stress; strenuous physical exertion under such conditions as heights, wet and or cramped surroundings, hot smoky environments and limited visibility.
- Drive, operate and maintain Fire Department equipment and apparatus.
- Drive or ride in Fire Department apparatus to alarms, place equipment, lay and connect hose and nozzles, raise, climb and operate ladders, use chemical extinguishing agents and other tools and equipment as required.
- Fire attach and extinguishment, ventilate burning structures, perform salvage operations, and other related tasks.
- Search for and remove persons or animals from danger and administer emergency medical care as required.
- Respond to and administer emergency medical care to the sick and injured.
- Participate in drills and attend classes and hands-on training in firefighting, emergency medical care, hazmat, water rescue and vehicle recovery, maintenance, administration, disease control, and other required classes.
- Assist and participate in instructing others during drills and classes. Receive emergency alarms; operate radio and other communications equipment under routine and emergency conditions.
- Complete and maintain paper and electronic records and forms as required.
- Use computers and handheld devices, software, applications and electronic forms as required.
- Carry out routine maintenance and inspections, with minor repair, of apparatus, equipment and facilities.
- Test pumpers, hose, ladders, and other equipment as required. Assist in providing public education classes, station tours, fire prevention inspections, and first-aid training to the citizens of the community.
- Maintain quarters and personal appearance as directed by Department policies and procedures.


PERIPHERAL FUNCTIONS:

- Other duties as assigned by the Fire Chief or designee.

OTHER DUTIES & RESPONSIBILITIES

- Performs other related duties as required

AUTHORITY	MAYOR	DATE REVIEWED: June 27, 2019
SIGNATURE:		DATE APPROVED: June 27, 2019
		SOP UPDATED: 1/21/2020

	STANFORD FIRE DEPARTMENT STANDARD OPERATING PROCEDURES STANDARD OPERATING GUIDELINES	
	SUBJECT	FIREFIGHTER
	CHAPTER	PERSONAL
		SOP # 1.18.12 EFFECTIVE DATE: July 1, 2019

SKILLS, KNOWLEDGE AND ABILITIES:

Knowledge/Abilities Required:

- Ability to understand and implement written and oral instructions.
- Able to communicate verbally and in writing in a concise, accurate, proper and appropriate manner.
- Uses acceptable etiquette and tact when dealing with the public and other employees.
- Able to work efficiently under stress and physically demanding conditions.
- Capable of performing the physical activities required of firefighting and related activities.
- Adept at working with electric, electronic and mechanical equipment, including associated computers, firefighting and EMS electronic equipment.
- Ability to work and be productive in a team environment.

EDUCATION AND EXPERIENCE:

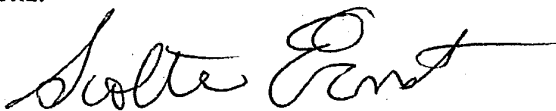
- 18 years of age at time of hire
- High School Diploma or equivalent
- Pass Background Check
- Valid Driver's License
- Must be willing to work 12-hour shifts, including weekends and holidays
- Must be physically able to perform job duties
- 150-hour certified firefighter
- Kentucky certified Emergency Medical Technician
- Hazardous Materials Technician
- Current CPR Card
- NIMS 100, 200, 700, 800


DESIRED QUALIFICATIONS:

- IFSAC I

WORKING CONDITIONS:

Work is performed indoors and outdoors, as well as under adverse, extreme and dangerous conditions. There are extreme fluctuations of temperature, humidity, footing and ground conditions, confined spaces, and cramped body positions. Firefighters are intermittently exposed to high noise levels, dusts that might contain

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carcinogens, vibrations and respiratory irritants. Locations may be anywhere an emergency may exist but could include above ground, underground, and in and around water.

Routinely operate or work around the following machines and equipment: chain saws, extrication equipment, exhaust fans, generators, high pressure air compressors/storage systems, fire engines, ladder trucks, aid vehicles, emergency medical equipment, winches, computers, communications equipment, portable pumps, ladders, hoses and various fire protection systems in buildings.

Firefighters may be exposed to hazardous and/or toxic chemicals, infectious diseases and stressful situations. Firefighters perform a full range of emergency work under adverse and strenuous physical conditions. Firefighters are required to maintain and wear personal protective equipment and clothing.

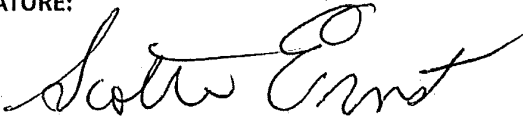
The statements contained herein reflect general details as necessary to describe the principal functions of this job, the level of knowledge and skill typically required and the scope of responsibility but should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties as assigned including work in other functional areas to cover absences or relief, to equalize peak workload periods or otherwise to balance the workload.

SCHEDULING :

Firefighters shall enter days available for shift work on the Emergency Reporting system. This shall be done by the 20th of the prior month. The Fire Chief shall have schedule finalized by the 25th of each month.

TIME MANAGEMENT:

Firefighters shall enter time for shift work on the departments time card after each shift. The fire chief will review and forward to City Hall by Wednesday morning of each week.

AUTHORITY	MAYOR	DATE REVIEWED: June 27, 2019
SIGNATURE:		DATE APPROVED: June 27, 2019
		SOP UPDATED: 1/21/2020



KENTUCKY RETIREMENT SYSTEMS
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Form 7025
Revised 09/2010

Position Questionnaire

Instructions

- To petition the Board for approval of hazardous duty positions for KERS employees, complete Sections 1 and 3.
- To petition for CERS employees with a CERS participation date prior to 9/1/2008, complete Sections 1 and 3.
- To petition for CERS employees with a CERS participation date on or after 9/1/2008, complete Sections 2 and 3.

Section 1: For KERS Employees or Employees With a CERS Participation Date Prior to September 1, 2008

Employer: CITY OF GEORGETOWN

Position Title: _____

- Is this position required to have Peace Officer Professional Standards and Certification? Yes No
- If no, is this position required to carry a firearm? Yes No
- Does this position require active fire suppression or prevention? Yes No

Section 2: For Employees With a CERS Participation Date On or After September 1, 2008

Employer: CITY OF GEORGETOWN

Position Title: _____

Police Captain

Please select the appropriate classification and answer all that are applicable.

- Police Officer
- Firefighter Does this position require active fire suppression? Yes No
- Paramedic
- Correctional Officer Does this position routinely require face to face contact with inmates? Yes No
- Other Specify: _____

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Emergency Medical Technician (If this position is selected please complete the remainder of this page, if not skip to page 2.)

Does this position require frequent exposure to a high degree of danger or peril? Yes No

Does this position require a high degree of physical conditioning? Yes No

Are the employee's duties primarily clerical or administrative? Yes No

Position Duty: Clerical or Administrative (Complete only if EMT is selected):

Percentage of Time Spent: _____

Description of Duties:

* Agency Head Signature: Tom Path

Date: 1/21/2020

* Agency Head Title: Mayor

Employer: CITY OF GEORGETOWN

Position Title: Police captain

Section 3: For All Positions

1. List the exact position title as it appears on your job description.
2. List the position's duties (i.e. training, field duties, etc.), the percentage of time spent performing each duty (percentages must equal 100% including the clerical/administrative duties on the first page (for EMT positions), and a description of each duty in the box provided.
3. BE AS DETAILED AS POSSIBLE. The Board of Trustees will use this document in determining if the position meets the definition of hazardous duty per KRS 61.592.

Position Duty: Supervisory Duties

Percentage of Time Spent: 70%

Description of Duties:

Exercises general supervision over all departmental employees through subordinate commanders. Performs administrative and supervisory work as the Assistant Police Chief in his absence when assigned.

Position Duty: Patrol/Investigative Duties

Percentage of Time Spent: 20%

Description of Duties:

Performs patrol/investigative work as field commander

Position Duty: Public Contact/Continue Education Per KRS

Percentage of Time Spent: 10%

Description of Duties:

5% Performs one to one personal contact with general public
5% Attention required continued education classes as per KRS

* Agency Head Signature: Tom Wata

* Date: 1/20/2020

Agency Head Title: Mayor

NON-EXEMPT

CITY OF GEORGETOWN

GROUP CLASSIFICATION

ADMINISTRATIVE

POSITION CLASSIFICATION: Police Captain

GRADE 09

DEPARTMENT: Police

IMMEDIATE SUPERVISOR: Chief of Police

SUPERVISES: All personnel assigned to division; however, may supervise all departmental personnel in absence of the Chief.

CHARACTERISTICS OF POSITION: Under general direction, is responsible for supervising subordinate personnel assigned to division (Traffic and Patrol, Investigative or Operations) and assisting with the enforcement of federal, state and local laws and ordinances; may assume responsibility for the Department in the absence of the Police Chief and Assistant Chief when assigned; performs related duties as required.

GENERAL DUTIES AND RESPONSIBILITIES:

Essential: Responsible for directing and controlling the activities of the assigned division. Assists with the application of advanced police skills and knowledge in determining criminal trends in the City, evaluating the effectiveness of investigative techniques used, preparation of reports relative to activities in work area, supervising and directing subordinate personnel, and performing special duties in the best interest of the Police Department. Work is performed either in accordance with order from the Police Chief or Assistant Chief, or as a result of the ongoing operation of the assigned work area with considerable independence of action in regard to the methods and techniques used, subject to the review of the Chief or Assistant Chief. Assists in formulating and implementing patrol work measures and procedures, departmental rules and regulations, etc. May assume responsibility for the department in the absence of the Chief or Assistant Chief. Supervises personnel assigned to division and assists in performing duties in the enforcement of federal, state and local laws, administrative regulations and ordinances. Ensures inspection of Police Officers for appearance and briefings regarding special tasks and assignments. Work is performed with considerable latitude to enable the incumbent to exercise sound technical judgment in the conduct of all routine phases and possible non-routine phases of the duties. May respond to hazardous duty calls received in time of emergency or when necessitated by circumstances. Reviews reports of subordinates to ensure accuracy, timeliness and comprehensives. Prepares and submits activity reports as necessary and is reviewed primarily through staff meetings. May make arrests. May attend and give testimony in court. May investigate and make recommendations for resolution of complaints against personnel or services provided. Attends mandatory training classes.

Non-essential: None

Revised 04/19

MINIMUM QUALIFICATIONS/REQUIREMENTS:

Training and/or Experience: Associate degree in Police Administration or law enforcement supplemented by four years experience in law enforcement, including a minimum of two years in an administrative capacity. Additional college level coursework in a closely related field of study or specialized training (skill/trade) from an accredited educational institution may be substituted for required work experience; likewise, additional closely related work experience (including administrative/supervisory) may be substituted for educational training on a year-per-year basis. Must have attained the rank of Lieutenant and have served in that capacity for a minimum of two years prior to the start of the promotional process.

SPECIAL KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge: Extensive knowledge of principles, practices and techniques of modern law enforcement and police administration. Extensive knowledge of federal, state and local laws, administrative regulations, and ordinances regarding law enforcement. Extensive knowledge of the geography of the city, including the interior plans of major buildings. Knowledge of first-aid methods.

Skills: Skill in the use of firearms.

Abilities: Ability to prepare and ensure the preparation of clear and comprehensive written reports. Ability to supervise the work of subordinates. Public speaking abilities. Ability to establish and maintain effective working relationships with City officers and employees, other police departments/agencies and the general public. Sound judgment.

SPECIAL LICENSING REQUIREMENTS: Valid Kentucky driver's license required.

ADDITIONAL REQUIREMENTS: See KRS 95. for requirements in addition to those listed below:

Training: Must have completed required basic training, and must complete required annual training.

Availability: Must be able to respond to calls in emergency situations at all hours.

Processes: Frequently refines existing methods and develop new techniques, concepts, programs within established limits.

Review of Work: General. Must report exceptions to supervisor.

Analytical Requirements: Decisions based on wide knowledge and application of advanced techniques/concepts are required.

Public/Internal Contact: Public 75%; internal 25%.

Mental Effort: Heavy.

Interruptions: Constant.

Work Environment: Inside and outside.

Physical Demands:

Lifting: Must be able to physically restrain individuals when required. May occasionally lift 50 pounds or more. Requires stooping, bending, crawling, walking, running, climbing, etc.

Use of Equipment: Vehicle, firearms, telephone, office equipment for preparing reports, etc.

Vehicle Operations: Must operate automobile in emergency situations.

Revised 04/19

Drug Free Workplace Policy: All employees of the City shall be and remain drug and alcohol free at all times when working for the City or engages in activities to that work

Job Description and Workplan

Position Title: Police Captain

Grade 09

Non-Exempt

INSTRUCTIONS: Use simple, non-technical words to describe each duty and responsibility to be performed and the office/maintenance and Police, Fire, and Public Works equipment to be utilized. Use a separate paragraph for each duty/goal (limit to five major duties, if possible), beginning with the duty/goal that takes up most of your time and ending with those duties/goal that are occasion or special assignments. In the column on the left, estimate the percentage of your time spent on each duty.

% of Time	Specific Duties and Responsibilities of Position
70%	Exercises general supervision over all departmental employees through subordinate commanders. Performs administrative and supervisory work as the Assistant Police Chief in his absence when assigned.
20%	Performs patrol/ investigative work as field commander
5%	One to one personal contact with general public
5%	Attention required continued education classes as per K.R.S.
100%	NOTE: PERFORM OTHER RELATED DUTIES ASSIGNED BY SUPERVISOR

Complete Lower Portion After Employment

I hereby certify that I have read and understand the above described position, including the duties and responsibilities which I have been employed to fulfill.

Employee's Typed Name

Employee's Signature

Date

I hereby certify that I have discussed the duties and responsibilities of this position with the employee and he/she has received a copy.

Revised 04/19

Department Director or Director of Human Resources

Date

Revised 04/19



KENTUCKY RETIREMENT SYSTEMS

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Form 7025
Revised 09/2010

Position Questionnaire

Instructions

To petition the Board for approval of hazardous duty positions for KERS employees, complete Sections 1 and 3.

To petition for CERS employees with a CERS participation date prior to 9/1/2008, complete Sections 1 and 3.

To petition for CERS employees with a CERS participation date on or after 9/1/2008, complete Sections 2 and 3.

Section 1: For KERS Employees or Employees With a CERS Participation Date Prior to September 1, 2008

Employer: **CITY OF WINCHESTER**

Position Title: _____

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Does this position require active fire suppression or prevention? Yes No

Section 2: For Employees With a CERS Participation Date On or After September 1, 2008

Employer: **CITY OF WINCHESTER**

Position Title: Police Officer I

Please select the appropriate classification and answer all that are applicable.

Police Officer

Firefighter Does this position require active fire suppression? Yes No

Paramedic

Correctional Officer Does this position routinely require face to face contact with inmates? Yes No

Other Specify: _____

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Emergency Medical Technician (If this position is selected please complete the remainder of this page, if not skip to page 2.)

Does this position require frequent exposure to a high degree of danger or peril? Yes No

Does this position require a high degree of physical conditioning? Yes No

Are the employee's duties primarily clerical or administrative? Yes No

Position Duty: Clerical or Administrative (Complete only if EMT is selected):

Percentage of Time Spent: _____

Description of Duties:

Agency Head Signature: [Signature]

Date: 1-23-2020

Agency Head Title: City Manager

Employer: CITY OF WINCHESTER

Position Title: Police Officer I

Section 3: For All Positions

- 1. List the exact position title as it appears on your job description.
- 2. List the position's duties (i.e. training, field duties, etc.), the percentage of time spent performing each duty (percentages must equal 100% including the clerical/administrative duties on the first page (for EMT positions), and a description of each duty in the box provided.
- 3. BE AS DETAILED AS POSSIBLE. The Board of Trustees will use this document in determining if the position meets the definition of hazardous duty per KRS 61.592.

Position Duty: Training

Percentage of Time Spent: 80%

Description of Duties:

Includes schooling in enforcement of local, state, & federal laws, skills in firearms, vehicle operations, safety & defense, proper use of hazardous materials & other techniques for emergency services

Position Duty: Field Duty

Percentage of Time Spent: 15%

Description of Duties:

Includes patrol, enforcing traffic & criminal laws, making arrests, assisting motorists, citizen complaints, calls for police services, investigating crime scenes & police related emergency assistances, special assigned duties related to criminal complaints & general law enforcement

Position Duty: Administrative Duty

Percentage of Time Spent: 5%

Description of Duties:

Preparing reports for case follow-ups, arrest records, citizen interaction & presentations, testifying at district & circuit courts, includes meetings & maintenance of equipment to prepare for duty status.

Agency Head Signature:

John M. Sullivan

Date: 1-23-2020

Agency Head Title:

1/23/2020 City Manager

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 25-15
Page 1 of 4

CLASS TITLE: Police Officer I

CHARACTERISTICS OF CLASS: Performs general patrol duties in the protection of life and property through the enforcement of laws and ordinances: Responsible for the prevention of crimes, and general enforcement of laws and ordinances within guidelines of WPD rules and regulations and KRS. Performs police work of considerable difficulty in protecting life and property, suppressing and detecting crime and serving the community. May have to act in situations that may include extreme danger or peril. Work assignments are general, patrol, traffic or criminal investigations or other specialized functions on an assigned shift. Must be able to act without direct supervision and exercise independent discretion. Assignments and general and special instructions are received from superior officers. Work methods and results are reviewed through personal inspections, reports and discussions.

EXAMPLES OF WORK:

- Must make passing grade on Kentucky Law Enforcement Council's required hours of Basic Training at EKU.
- Must complete 8 weeks in the Field Training Officer's Program.
- Advises the public on laws and ordinances and general information.
- Participates in individual and group training activities.
- Learns firearms use and safety practices.
- Directs vehicle and pedestrian traffic.
- Maintains assigned cruiser and firearms in safe operating condition.
- Schedules routine maintenance with City Garage.
- Clears major repairs through Chief or assigned officer.
- Learns City Streets and County Roads and must score 80% on written test.
- Participates in random drug testing program.
- Ability to process information concerning multiple issues simultaneously and react using sound judgment.
- Ability to function as an active Law Enforcement Officer
- Must be free from color blindness and have 20/50 vision, correctable to 20/20. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus.
- Must have adequate mental ability, muscular and hand-eye coordination, ability to operate computers and various pieces of office equipment.
- Work is performed out of doors including periods of inclement weather with exposure to heat and cold, varying noise levels, blood born pathogens, fumes, dust and odors.
- Ability to patrol a designated area of the City of Winchester by operating the patrol vehicle/motorcycle, walking, observing, watching for traffic violators, and providing customer service.
- Ability to respond to calls for service and complaints.

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 25-15

Page 2 of 4

- Ability to secure the scene of a crime or accident; administers first aid; lifts latent prints; gathers and identifies evidence; makes photographs and diagrams on the scene; obtains witnesses; and makes arrests.
- Ability to conduct a criminal investigation.
- Ability to inspect doors and windows of businesses, vacant buildings, schools and unoccupied residences.
- Ability to interview persons with complaints and inquiries and attempts to make proper disposition or direct them to the proper authorities; gives advice on laws and ordinances and general information to the public; and gathers information on crimes and offenses through interviews and interrogations.
- Ability to serve warrants, summonses, subpoenas and other legal notices; issues traffic citations; and prepares traffic accident and criminal offense reports.
- Ability to work with social service agencies with the care and placement of abandoned, neglected, physically and sexually abused children.
- Ability to testify as a witness in court in connection with arrests and citations made.
- Ability to transport prisoners to and from jail, court, doctor appointments and other destinations.
- Ability to administer breathalyzer tests or conduct polygraph tests when assigned.
- Ability to study and analyze crime patterns; and performs critical on-site security analyses of buildings and surroundings.
- Ability to lecture and give demonstrations to schools, civic groups, business groups and in public gathering events.
- Ability to work with other agencies
- Performs related duties as assigned and required by a superior officer.

MINIMUM REQUIREMENTS

TRAINING AND EXPERIENCE: Graduation from an accredited high school or G.E.D. Have not been convicted at any time of a felony; Must be at least 21 years of age; Must possess a valid driver's license; Must submit fingerprints for a criminal background check; Must not be prohibited by federal or state law from possessing a firearm; Must have read and sign the peace officers Code of Ethics; Must have not received a dishonorable discharge or general discharge under other than honorable conditions; Applicants also must not have not had certification as a peace officer permanently revoked in another state, have a medical examination, have a background investigation, be interviewed by their potential employing agency's executive or designee, take a written suitability screener, pass a drug screen test and take a polygraph examination. Must satisfy all requirements of KRS.

SPECIAL KNOWLEDGE, SKILLS AND ABILITIES: Must be able to develop thorough knowledge of modern police methods, principles, practices and procedures of police work, State and Federal laws and City ordinances, Standard Operating Procedures and Rules and Regulations of the Winchester Police Department. Must attain thorough knowledge of the geography of the City and the County and the location of major buildings. Ability to

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 25-15

Page 3 of 4

understand and carry out oral and written instructions; ability to develop skill in the use of firearms; ability to deal courteously and firmly with the general public; ability to react quickly and calmly in emergency situations; Must be in, and maintain good physical, mental and emotional health. Must maintain a valid Kentucky driver's license.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour/week	N = Never Never occurs.
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PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Directing traffic, crowd control
Sitting	F	Deskwork, driving
Walking	F	Foot patrol, conducting searches
Lifting	O	Changing tires, barricades, equipment
Carrying	F	Equipment, gear, evidence, property
Pushing/Pulling	R	Vehicles, barricades, equipment
Reaching	F	Radio, equipment, suspects
Handling	F	Firearms, evidence, suspects
Fine Dexterity	F	Computer keyboard, writing, firearms
Kneeling	F	Taking cover, pursue/arrest suspects
Crouching	F	Taking cover, pursue/arrest suspects
Crawling	F	Taking cover, pursue/arrest suspects
Bending	F	Confrontations with suspects
Twisting	O	Confrontations with suspects
Climbing	R	Ladders, trees, fences, stairs, walls
Balancing	O	On ladders, during chases
Vision	C	Patrolling, reading, driving, firearms
Hearing	C	Communicating with personnel/public
Talking	F	Communicating with personnel/public
Foot Controls	F	Driving
Running	F	Chasing suspects in various conditions
Jumping	F	Chasing suspects in various conditions
Driving	F	Defensive driving techniques

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 25-15

Page 4 of 4

The examples of duties are intended only as illustrations of the various types of work performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

NOTE: Appointees will be subject to completion of a standard probationary period.

I have read the job description and understand the job description does not constitute an employment agreement between the employer and the employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Employee: _____

Date: _____

Grade 23-1
40-hour week
Shift Work

Eligible to go to Police Officer II 6 months from hire date

Order No. 2008-171 Effective: 10/07/2008
Order No. 96-18 Effective: 3/5/96
Supersedes 8/08/89
Supersedes 11/01/82
Ordinance No. 14-89



KENTUCKY RETIREMENT SYSTEMS

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Form 7025
Revised 09/2010

Position Questionnaire

Instructions

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To petition for CERS employees with a CERS participation date prior to 9/1/2008, complete Sections 1 and 3.

To petition for CERS employees with a CERS participation date on or after 9/1/2008, complete Sections 2 and 3.

Section 1: For KERS Employees or Employees With a CERS Participation Date Prior to September 1, 2008

Employer: CITY OF WINCHESTER

Position Title: _____

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Does this position require active fire suppression or prevention? Yes No

Section 2: For Employees With a CERS Participation Date On or After September 1, 2008

Employer: CITY OF WINCHESTER

Position Title: Police Officer II

Please select the appropriate classification and answer all that are applicable.

Police Officer

Firefighter Does this position require active fire suppression? Yes No

Paramedic

Correctional Officer Does this position routinely require face to face contact with inmates? Yes No

Other Specify: _____

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Emergency Medical Technician (If this position is selected please complete the remainder of this page, if not skip to page 2.)

Does this position require frequent exposure to a high degree of danger or peril? Yes No

Does this position require a high degree of physical conditioning? Yes No

Are the employee's duties primarily clerical or administrative? Yes No

Position Duty: Clerical or Administrative (Complete only if EMT is selected):

Percentage of Time Spent: _____

Description of Duties:

Agency Head Signature: *John M. [Signature]*

Date: 1-23-2020

Agency Head Title: City Manager

Employer: CITY OF WINCHESTER

Position Title: Police Officer II

Section 3: For All Positions

- 1. List the exact position title as it appears on your job description.
- 2. List the position's duties (i.e. training, field duties, etc.), the percentage of time spent performing each duty (percentages must equal 100% including the clerical/administrative duties on the first page (for EMT positions), and a description of each duty in the box provided.
- 3. BE AS DETAILED AS POSSIBLE. The Board of Trustees will use this document in determining if the position meets the definition of hazardous duty per KRS 61.592.

Position Duty: Field Duty

Percentage of Time Spent: 80%

Description of Duties:

Includes patrol, enforcing traffic & criminal laws, making arrests, assisting motorists, citizen complaints, calls for police services, investigating crime scenes & police related emergency assistances, special assigned duties related to criminal complaints & general law enforcement

Position Duty: Training

Percentage of Time Spent: 15%

Description of Duties:

Includes schooling in enforcement of local, state, & federal laws, skills in firearms, vehicle operations, safety & defense, proper use of hazardous materials & other techniques for emergency services

Position Duty: Administrative

Percentage of Time Spent: 5%

Description of Duties:

Preparing reports for case follow-ups, arrest records, citizen interaction & presentations, testifying at district & circuit courts, includes meetings & maintenance of equipment to prepare for duty status

Agency Head Signature: _____

[Handwritten Signature]
City Manager

Date: 1-23-2020

Agency Head Title: _____

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 25-15

Page 1 of 4

CLASS TITLE: Police Officer II

CHARACTERISTICS OF CLASS: Performs general patrol duties in the protection of life and property through the enforcement of laws and ordinances: Responsible for the prevention of crimes, and general enforcement of laws and ordinances within guidelines of WPD rules and regulations and KRS. Performs police work of considerable difficulty in protecting life and property, suppressing and detecting crime and serving the community. May have to act in situations that may include extreme danger or peril. Work assignments are general, patrol, traffic or criminal investigations or other specialized functions on an assigned shift. Must be able to act without direct supervision and exercise independent discretion. Assignments and general and special instructions are received from superior officers. Work methods and results are reviewed through personal inspections, reports and discussions.

EXAMPLES OF WORK:

- Must make passing grade on Kentucky Law Enforcement Council's required hours of Basic Training at EKU.
- Must complete 8 weeks in the Field Training Officer's Program.
- Advises the public on laws and ordinances and general information.
- Participates in individual and group training activities.
- Learns firearms use and safety practices.
- Directs vehicle and pedestrian traffic.
- Maintains assigned cruiser and firearms in safe operating condition.
- Schedules routine maintenance with City Garage.
- Clears major repairs through Chief or assigned officer.
- Learns City Streets and County Roads and must score 80% on written test.
- Participates in random drug testing program.
- Ability to process information concerning multiple issues simultaneously and react using sound judgment.
- Ability to function as an active Law Enforcement Officer
- Must be free from color blindness and have 20/50 vision, correctable to 20/20. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus.
- Must have adequate mental ability, muscular and hand-eye coordination, ability to operate computers and various pieces of office equipment.
- Work is performed out of doors including periods of inclement weather with exposure to heat and cold, varying noise levels, blood born pathogens, fumes, dust and odors.
- Ability to patrol a designated area of the City of Winchester by operating the patrol vehicle/motorcycle, walking, observing, watching for traffic violators, and providing customer service.
- Ability to respond to calls for service and complaints.

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 25-15

Page 2 of 4

- Ability to secure the scene of a crime or accident; administers first aid; lifts latent prints; gathers and identifies evidence; makes photographs and diagrams on the scene; obtains witnesses; and makes arrests.
- Ability to conduct a criminal investigation.
- Ability to inspect doors and windows of businesses, vacant buildings, schools and unoccupied residences.
- Ability to interview persons with complaints and inquiries and attempts to make proper disposition or direct them to the proper authorities; gives advice on laws and ordinances and general information to the public; and gathers information on crimes and offenses through interviews and interrogations.
- Ability to serve warrants, summonses, subpoenas and other legal notices; issues traffic citations; and prepares traffic accident and criminal offense reports.
- Ability to work with social service agencies with the care and placement of abandoned, neglected, physically and sexually abused children.
- Ability to testify as a witness in court in connection with arrests and citations made.
- Ability to transport prisoners to and from jail, court, doctor appointments and other destinations.
- Ability to administer breathalyzer tests or conduct polygraph tests when assigned.
- Ability to study and analyze crime patterns; and performs critical on-site security analyses of buildings and surroundings.
- Ability to lecture and give demonstrations to schools, civic groups, business groups and in public gathering events.
- Ability to work with other agencies
- Performs related duties as assigned and required by a superior officer.

MINIMUM REQUIREMENTS

TRAINING AND EXPERIENCE: Graduation from an accredited high school or G.E.D. Have not been convicted at any time of a felony; Must be at least 21 years of age; Must possess a valid driver's license; Must submit fingerprints for a criminal background check; Must not be prohibited by federal or state law from possessing a firearm; Must have read and sign the peace officers Code of Ethics; Must have not received a dishonorable discharge or general discharge under other than honorable conditions; Applicants also must not have not had certification as a peace officer permanently revoked in another state, have a medical examination, have a background investigation, be interviewed by their potential employing agency's executive or designee, take a written suitability screener, pass a drug screen test and take a polygraph examination. Must satisfy all requirements of KRS.

SPECIAL KNOWLEDGE, SKILLS AND ABILITIES: Must be able to develop thorough knowledge of modern police methods, principles, practices and procedures of police work, State and Federal laws and City ordinances, Standard Operating Procedures and Rules and Regulations of the Winchester Police Department. Must attain thorough knowledge of the geography of the City and the County and the location of major buildings. Ability to

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 25-15

Page 3 of 4

understand and carry out oral and written instructions; ability to develop skill in the use of firearms; ability to deal courteously and firmly with the general public; ability to react quickly and calmly in emergency situations; Must be in, and maintain good physical, mental and emotional health. Must maintain a valid Kentucky driver's license.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour/week	N = Never Never occurs.
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PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Directing traffic, crowd control
Sitting	F	Deskwork, driving
Walking	F	Foot patrol, conducting searches
Lifting	O	Changing tires, barricades, equipment
Carrying	F	Equipment, gear, evidence, property
Pushing/Pulling	R	Vehicles, barricades, equipment
Reaching	F	Radio, equipment, suspects
Handling	F	Firearms, evidence, suspects
Fine Dexterity	F	Computer keyboard, writing, firearms
Kneeling	F	Taking cover, pursue/arrest suspects
Crouching	F	Taking cover, pursue/arrest suspects
Crawling	F	Taking cover, pursue/arrest suspects
Bending	F	Confrontations with suspects
Twisting	O	Confrontations with suspects
Climbing	R	Ladders, trees, fences, stairs, walls
Balancing	O	On ladders, during chases
Vision	C	Patrolling, reading, driving, firearms
Hearing	C	Communicating with personnel/public
Talking	F	Communicating with personnel/public
Foot Controls	F	Driving
Running	F	Chasing suspects in various conditions
Jumping	F	Chasing suspects in various conditions
Driving	F	Defensive driving techniques

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 25-15
Page 4 of 4

The examples of duties are intended only as illustrations of the various types of work performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

NOTE: Appointees will be subject to completion of a standard probationary period.

I have read the job description and understand the job description does not constitute an employment agreement between the employer and the employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Employee: _____
Date: _____

Grade 24-1
40-hour week
Shift Work

Eligible to go to Police Officer III 18 months from hire date

Order No. 2008-171 Effective: 10/07/2008
Order No. 96-18 Effective: 3/5/96
Supersedes 8/08/89
Supersedes 11/01/82
Ordinance No. 14-89



KENTUCKY RETIREMENT SYSTEMS
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Form 7025
Revised 09/2010

Position Questionnaire

Instructions

To petition the Board for approval of hazardous duty positions for KERS employees, complete Sections 1 and 3.

To petition for CERS employees with a CERS participation date prior to 9/1/2008, complete Sections 1 and 3.

To petition for CERS employees with a CERS participation date on or after 9/1/2008, complete Sections 2 and 3.

Section 1: For KERS Employees or Employees With a CERS Participation Date Prior to September 1, 2008

Employer: CITY OF WINCHESTER

Position Title: _____

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Does this position require active fire suppression or prevention? Yes No

Section 2: For Employees With a CERS Participation Date On or After September 1, 2008

Employer: CITY OF WINCHESTER

Position Title: Police Officer III

Please select the appropriate classification and answer all that are applicable.

Police Officer

Firefighter Does this position require active fire suppression? Yes No

Paramedic

Correctional Officer Does this position routinely require face to face contact with inmates? Yes No

Other Specify: _____

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Emergency Medical Technician (If this position is selected please complete the remainder of this page, if not skip to page 2.)

Does this position require frequent exposure to a high degree of danger or peril? Yes No

Does this position require a high degree of physical conditioning? Yes No

Are the employee's duties primarily clerical or administrative? Yes No

Position Duty: Clerical or Administrative (Complete only if EMT is selected):

Percentage of Time Spent: _____

Description of Duties:

[Empty box for Description of Duties]

Agency Head Signature: [Signature]

Date: 1-23-2020

Agency Head Title: City Manager

Employer: CITY OF WINCHESTER

Position Title: Police Officer III

Section 3: For All Positions

- 1. List the exact position title as it appears on your job description.
- 2. List the position's duties (i.e. training, field duties, etc.), the percentage of time spent performing each duty (percentages must equal 100%, including the clerical/administrative duties on the first page (for EMT positions), and a description of each duty in the box provided.
- 3. BE AS DETAILED AS POSSIBLE. The Board of Trustees will use this document in determining if the position meets the definition of hazardous duty per KRS 61.592.

Position Duty: Field Duty

Percentage of Time Spent: 80%

Description of Duties:

Includes patrol, enforcing traffic & criminal laws, making arrests, assisting motorists, citizen complaints, calls for police services, investigating crime scenes & police related emergency assistances, special assigned duties related to criminal complaints & general law enforcement

Position Duty: Training

Percentage of Time Spent: 15%

Description of Duties:

Includes schooling in enforcement of local, state, & federal laws, skills in firearms, vehicle operations, safety & defense, proper use of hazardous materials & other techniques for emergency services

Position Duty: Administrative

Percentage of Time Spent: 5%

Description of Duties:

Preparing reports for case follow-ups, arrest records, citizen interaction & presentations, testifying at district & circuit courts, includes meetings & maintenance of equipment to prepare for duty status

Agency Head Signature:

[Handwritten Signature]

Date:

1-23-2020

Agency Head Title:

City Manager

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 25-15
Page 1 of 4

CLASS TITLE: Police Officer III

CHARACTERISTICS OF CLASS: Performs general patrol duties in the protection of life and property through the enforcement of laws and ordinances: Responsible for the prevention of crimes, and general enforcement of laws and ordinances within guidelines of WPD rules and regulations and KRS. Performs police work of considerable difficulty in protecting life and property, suppressing and detecting crime and serving the community. May have to act in situations that may include extreme danger or peril. Work assignments are general, patrol, traffic or criminal investigations or other specialized functions on an assigned shift. Must be able to act without direct supervision and exercise independent discretion. Assignments and general and special instructions are received from superior officers. Work methods and results are reviewed through personal inspections, reports and discussions.

EXAMPLES OF WORK:

- Must make passing grade on Kentucky Law Enforcement Council's required hours of Basic Training at EKU.
- Must complete 8 weeks in the Field Training Officer's Program.
- Advises the public on laws and ordinances and general information.
- Participates in individual and group training activities.
- Learns firearms use and safety practices.
- Directs vehicle and pedestrian traffic.
- Maintains assigned cruiser and firearms in safe operating condition.
- Schedules routine maintenance with City Garage.
- Clears major repairs through Chief or assigned officer.
- Learns City Streets and County Roads and must score 80% on written test.
- Participates in random drug testing program.
- Ability to process information concerning multiple issues simultaneously and react using sound judgment.
- Ability to function as an active Law Enforcement Officer
- Must be free from color blindness and have 20/50 vision, correctable to 20/20. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus.
- Must have adequate mental ability, muscular and hand-eye coordination, ability to operate computers and various pieces of office equipment.
- Work is performed out of doors including periods of inclement weather with exposure to heat and cold, varying noise levels, blood born pathogens, fumes, dust and odors.
- Ability to patrol a designated area of the City of Winchester by operating the patrol vehicle/motorcycle, walking, observing, watching for traffic violators, and providing customer service.
- Ability to respond to calls for service and complaints.

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 25-15
Page 2 of 4

- Ability to secure the scene of a crime or accident; administers first aid; lifts latent prints; gathers and identifies evidence; makes photographs and diagrams on the scene; obtains witnesses; and makes arrests.
- Ability to conduct a criminal investigation.
- Ability to inspect doors and windows of businesses, vacant buildings, schools and unoccupied residences.
- Ability to interview persons with complaints and inquiries and attempts to make proper disposition or direct them to the proper authorities; gives advice on laws and ordinances and general information to the public; and gathers information on crimes and offenses through interviews and interrogations.
- Ability to serve warrants, summonses, subpoenas and other legal notices; issues traffic citations; and prepares traffic accident and criminal offense reports.
- Ability to work with social service agencies with the care and placement of abandoned, neglected, physically and sexually abused children.
- Ability to testify as a witness in court in connection with arrests and citations made.
- Ability to transport prisoners to and from jail, court, doctor appointments and other destinations.
- Ability to administer breathalyzer tests or conduct polygraph tests when assigned.
- Ability to study and analyze crime patterns; and performs critical on-site security analyses of buildings and surroundings.
- Ability to lecture and give demonstrations to schools, civic groups, business groups and in public gathering events.
- Ability to work with other agencies
- Performs related duties as assigned and required by a superior officer.

MINIMUM REQUIREMENTS

TRAINING AND EXPERIENCE: Graduation from an accredited high school or G.E.D. Have not been convicted at any time of a felony; Must be at least 21 years of age; Must possess a valid driver's license; Must submit fingerprints for a criminal background check; Must not be prohibited by federal or state law from possessing a firearm; Must have read and sign the peace officers Code of Ethics; Must have not received a dishonorable discharge or general discharge under other than honorable conditions; Applicants also must not have not had certification as a peace officer permanently revoked in another state, have a medical examination, have a background investigation, be interviewed by their potential employing agency's executive or designee, take a written suitability screener, pass a drug screen test and take a polygraph examination. Must satisfy all requirements of KRS.

SPECIAL KNOWLEDGE, SKILLS AND ABILITIES: Must be able to develop thorough knowledge of modern police methods, principles, practices and procedures of police work, State and Federal laws and City ordinances, Standard Operating Procedures and Rules and Regulations of the Winchester Police Department. Must attain thorough knowledge of the geography of the City and the County and the location of major buildings. Ability to

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 25-15

Page 3 of 4

understand and carry out oral and written instructions; ability to develop skill in the use of firearms; ability to deal courteously and firmly with the general public; ability to react quickly and calmly in emergency situations; Must be in, and maintain good physical, mental and emotional health. Must maintain a valid Kentucky driver's license.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

C = Continuously 2/3 or more of the time	F = Frequently From 1/3 to 2/3 of the time	O = Occasionally Up to 1/3 of the time	R = Rarely Less than 1 hour/week	N = Never Never occurs.
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PHYSICAL DEMANDS	FREQUENCY CODE	DESCRIPTION
Standing	F	Directing traffic, crowd control
Sitting	F	Deskwork, driving
Walking	F	Foot patrol, conducting searches
Lifting	O	Changing tires, barricades, equipment
Carrying	F	Equipment, gear, evidence, property
Pushing/Pulling	R	Vehicles, barricades, equipment
Reaching	F	Radio, equipment, suspects
Handling	F	Firearms, evidence, suspects
Fine Dexterity	F	Computer keyboard, writing, firearms
Kneeling	F	Taking cover, pursue/arrest suspects
Crouching	F	Taking cover, pursue/arrest suspects
Crawling	F	Taking cover, pursue/arrest suspects
Bending	F	Confrontations with suspects
Twisting	O	Confrontations with suspects
Climbing	R	Ladders, trees, fences, stairs, walls
Balancing	O	On ladders, during chases
Vision	C	Patrolling, reading, driving, firearms
Hearing	C	Communicating with personnel/public
Talking	F	Communicating with personnel/public
Foot Controls	F	Driving
Running	F	Chasing suspects in various conditions
Jumping	F	Chasing suspects in various conditions
Driving	F	Defensive driving techniques

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 25-15
Page 4 of 4

The examples of duties are intended only as illustrations of the various types of work performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

NOTE: Appointees will be subject to completion of a standard probationary period.

I have read the job description and understand the job description does not constitute an employment agreement between the employer and the employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Employee: _____
Date: _____

Grade 23-1
40-hour week
Shift Work

KLC certified laterals or returning certified Peace Officers start at Police Officer III

Order No. 2008-171 Effective: 10/07/2008
Order No. 96-18 Effective: 3/5/96
Supersedes 8/08/89
Supersedes 11/01/82
Ordinance No. 14-89



KENTUCKY RETIREMENT SYSTEMS
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Form 7025
Revised 09/2010

Position Questionnaire

Instructions

To petition the Board for approval of hazardous duty positions for KERS employees, complete Sections 1 and 3.

To petition for CERS employees with a CERS participation date prior to 9/1/2008, complete Sections 1 and 3.

To petition for CERS employees with a CERS participation date on or after 9/1/2008, complete Sections 2 and 3.

Section 1: For KERS Employees or Employees With a CERS Participation Date Prior to September 1, 2008

Employer: CITY OF WINCHESTER

Position Title: Firefighter I / EMT / Paramedic

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Does this position require active fire suppression or prevention? Yes No

Section 2: For Employees With a CERS Participation Date On or After September 1, 2008

Employer: CITY OF WINCHESTER

Position Title: _____

Please select the appropriate classification and answer all that are applicable.

Police Officer

Firefighter Does this position require active fire suppression? Yes No

Paramedic

Correctional Officer Does this position routinely require face to face contact with inmates? Yes No

Other Specify: _____

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Emergency Medical Technician (If this position is selected please complete the remainder of this page, if not skip to page 2.)

Does this position require frequent exposure to a high degree of danger or peril? Yes No

Does this position require a high degree of physical conditioning? Yes No

Are the employee's duties primarily clerical or administrative? Yes No

Position Duty: Clerical or Administrative (Complete only if EMT is selected):

Percentage of Time Spent: _____

Description of Duties:

[Empty box for Description of Duties]

Agency Head Signature: [Signature]

Date: 1-23-2020

Agency Head Title: City Manager

Employer: CITY OF WINCHESTER

Position Title: Firefighter I/EMT/Paramedic

Section 3: For All Positions

- 1. List the exact position title as it appears on your job description.
- 2. List the position's duties (i.e. training, field duties, etc.); the percentage of time spent performing each duty (percentages must equal 100% including the clerical/administrative duties on the first page, for EMT positions) and a description of each duty in the box provided.
- 3. BE AS DETAILED AS POSSIBLE. The Board of Trustees will use this document in determining if the position meets the definition of hazardous duty, per KRS 61.592.

Position Duty: Training

Percentage of Time Spent: 90%

Description of Duties:

Includes attending required recruit class consisting of extensive basic training & skills development, participates in classes & drills on fire suppression & EMS fundamentals

Position Duty: Field Duty

Percentage of Time Spent: 5%

Description of Duties:

Responds to all emergency calls as directed by superior officers

Position Duty: Administrative

Percentage of Time Spent: 5%

Description of Duties:

Studies prescribed training materials
Performs wide variety of housekeeping chores & other assigned duties

Agency Head Signature:

[Handwritten Signature]
City Manager

Date: 1-23-2020

Agency Head Title:

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 26-33
Page 1 of 4

CLASS TITLE: FIREFIGHTER I /EMT/ PARAMEDIC

CHARACTERISTICS OF CLASS: Recruit - This is a probationary position for fire department employees. Position requires attending a Recruit Class consisting of extensive basic training and skills development to establish firefighter proficiency at the Firefighter I level as prescribed in NFPA Standard 1001 within six (6) months following date of employment. Employment may be terminated at any time for unsatisfactory performance during this probation period. Recruit participates in emergency operations commensurate with attained level of training. Recruit is closely supervised by company and shift commanders and is instructed by senior firefighters. Works an assigned shift schedule offering the greatest opportunity for training.

EXAMPLES OF WORK:

- Performs fire-fighting tasks (e.g., hoseline operations, extensive crawling, lifting and carrying heavy objects, ventilating roofs or walls using power or hand tools, rescue operations, EMS patient care incidents, and other emergency response actions under stressful conditions while wearing personal protective ensembles (PPE) and self-contained breathing apparatus (SCBA), including working in extreme temperature and weather conditions for prolonged time periods.
- Participates in classes and drills on fire suppression and EMS fundamentals.
- Responds to all emergency calls with their company or any other company as directed by superior officers.
- ▣ Studies all prescribed training materials as well as location of City streets, County roads, and fire hydrants (Must score 80% on all tests in Recruit Class).
- Learns all departmental and City of Winchester rules and regulations and abides by same.
- Performs a wide variety of housekeeping chores and any other duties assigned by a superior officer.
- Performs routine general maintenance work as assigned by a superior officer.
- Attends training schools or classes as recommended by the superior officers.
- Performs all tasks under direct supervision of a superior officer and follows all orders consistent with the overall mission of the WFD.
- Participates in physical fitness program of the department.
- Performs all requirements to maintain certification.
- Performs basic life support when necessary if an EMT.
- Performs advanced life support when necessary, if a Paramedic.
- Operates as both a member of a team and independently.
- ▣ Performs critical, time sensitive, complex problem solving during physical exertion in stressful, hazardous environments, including hot, dark, tightly enclosed spaces, that is further aggravated by fatigue, flashing lights, sirens, and other distractions.

MINIMUM REQUIREMENTS

TRAINING AND EXPERIENCE: High School graduate or GED. Must have a valid Kentucky Operator's License and a good driving record. Must meet requirements established by Kentucky Revised Statutes for third class cities and the City of Winchester Personnel Code for firefighters. Must have a valid Kentucky Board of Emergency Medical

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 26-33

Page 2 of 4

Services (KBEMS) EMT or Paramedic card. Must have a current Candidate Physical Ability Testing (CPAT) card approved by the Ky Fire Commission.

SPECIAL KNOWLEDGE, SKILLS AND ABILITIES: Must be in excellent physical condition with no impairment. Candidate may have corrected vision. Must have ability to understand and follow difficult oral or written instructions in English language. Must be able to learn to use firefighting tools and appliances. Must have the mental capacity to retain and utilize instructions offered in lecture, demonstration and practical exercise training presentations.

JOB RESPONSIBILITIES RELATED TO PATIENT PRIVACY

1. The employee is expected to protect the privacy of all patient information in accordance with the City of Winchester's Fire/EMS privacy policies, procedures, and practices, as required by federal [and state] law, and in accordance with general principles of professionalism as a health care provider. Failure to comply with the City of Winchester's, Fire/EMS policies and procedures on patient privacy may result in disciplinary action up to and including termination of employment or of membership or association with City of Winchester.
2. The employee may access protected health information and other patient information only to the extent that is necessary to complete your job duties. The employee may only share such information with those who have a need to know specific patient information you have in your possession to complete their job responsibilities related to treatment, payment or other City of Winchester, Fire/EMS operations.
3. The employee is encouraged and expected to report, without the threat of retaliation, any concerns regarding the City of Winchester's, Fire/EMS policies and procedures on patient privacy and any observed practices in violation of that policy to the designated Privacy Officer.
4. The employee is expected to actively participate in City of Winchester, Fire/EMS privacy training and is required to communicate privacy policy information to coworkers, students, patients and others in accordance with City of Winchester's, Fire/EMS policy.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to sit; talk or hear; stand; walk; use hands to finger, handle, or operate objects, tools, or controls; and reach with hands and arms. The employee is occasionally required to climb or balance; stoop, kneel, crouch, or crawl; and taste or smell.

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 26-33
Page 3 of 4

Ability to communicate (give and comprehend verbal orders) while wearing PPE/SCBA under conditions of high background noise, poor visibility and unpredictable distracting factors. . Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Wear a SCBA which includes a demand valve-type positive pressure facepiece or HEPA filter mask, which requires the ability to tolerate increased respiratory workloads.

Climb flights of stairs or ladders, operating from heights, or crawling in the dark along narrow, uneven surfaces, while wearing PPE weighing at least 50lbs and carrying equipment weighing an additional 10-40 lbs.

Searching, finding, and rescue-dragging or carrying victims ranging from newborns to adults weighing over 200 lbs to safety despite hazardous conditions and low visibility.

Operating fire/ems emergency vehicles in emergency mode with lights and sirens.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work is performed primarily in office, vehicles, and outdoor settings, in all weather conditions, including temperature extremes, during day and night shifts. Work is often performed in emergency and stressful situations. Individual is exposed to hearing alarms and hazards associated with fighting fires and rendering emergency medical assistance, including smoke, noxious odors, fumes, chemicals, liquid chemicals, solvents and oils. Unpredictable emergency requirements for prolonged periods of extreme physical exertion without the benefit of warm-up, scheduled rest breaks, meals, access to medications, or hydration.

The employee occasionally works near moving mechanical parts and in high, precarious places and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, toxic or caustic chemicals, risk of electrical shock, and vibration.

Functioning as an integral component of a team, where sudden incapacitation of a member can result in mission failure or in risk of injury or death to civilians or other team members.

The examples of duties are intended only as illustrations of the various types of work performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 26-33
Page 4 of 4

NOTE: Appointees will be subject to completion of a standard probationary period.

The above is intended to describe the general content of and the requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, requirements, or responsibilities.

I have read the job description and understand the job description does not constitute an employment agreement between the employer and the employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Employee: _____ Date: _____

Non-Exempt Position

Shift 24/48

Grade 23-4 FFI/EMT

Grade 23-10 FFI/Paramedic

Eligible to go to FFII/EMT/Paramedic 6 months from hire date with satisfactory evaluation

EEO Classification: 6

Order No. 2013-36	Effective:	03/19/2013
Order No. 2005-165	Effective:	09/06/2005
Order No. 96-18	Effective:	03/05/96
Order No. 95-173	Effective :	11/07/95
Ordinance No. 12-93	Effective :	05/28/93
Ordinance No. 35-90	Supersedes:	09/20/90
Ordinance No.	Supersedes:	01/26/88
Ordinance No.	Supersedes :	11/01/82



Kentucky Retirement Systems

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Form 7025
Revised 09/2010

Position Questionnaire

Instructions

To petition the Board for approval of hazardous duty positions for KERS employees, complete Sections 1 and 3.

To petition for CERS employees with a CERS participation date prior to 9/1/2008, complete Sections 1 and 3.

To petition for CERS employees with a CERS participation date on or after 9/1/2008, complete Sections 2 and 3.

Section 1: For KERS Employees or Employees With a CERS Participation Date Prior to September 1, 2008

Employer: CITY OF WINCHESTER

Position Title: Firefighter II / EMT / Paramedic

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Does this position require active fire suppression or prevention? Yes No

Section 2: For Employees With a CERS Participation Date On or After September 1, 2008

Employer: CITY OF WINCHESTER

Position Title: _____

Please select the appropriate classification and answer all that are applicable.

Police Officer

Firefighter Does this position require active fire suppression? Yes No

Paramedic

Correctional Officer Does this position routinely require face to face contact with inmates? Yes No

Other Specify: _____

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Emergency Medical Technician (If this position is selected please complete the remainder of this page, if not skip to page 2.)

Does this position require frequent exposure to a high degree of danger or peril? Yes No

Does this position require a high degree of physical conditioning? Yes No

Are the employee's duties primarily clerical or administrative? Yes No

Position Duty: Clerical or Administrative (Complete only if EMT is selected):

Percentage of Time Spent: _____

Description of Duties:

[Empty box for Description of Duties]

Agency Head Signature: [Handwritten Signature]

Date: 1-23-2020

Agency Head Title: City Manager

Employer: CITY OF WINCHESTER

Position Title: Firefighter II | EMT | Paramedic

Section 3: For All Positions

- 1. List the exact position title as it appears on your job description.
- 2. List the position's duties (i.e. training, field duties, etc.), the percentage of time spent performing each duty (percentages must equal 100% including the clerical/administrative duties on the first page (for EMT positions), and a description of each duty in the box provided.
- 3. BE AS DETAILED AS POSSIBLE. The Board of Trustees will use this document in determining if the position meets the definition of hazardous duty per KRS 61.592.

Position Duty: Field Duty

Percentage of Time Spent: 50%

Description of Duties:

Participates fully in emergency responses as viable member

Position Duty: Training

Percentage of Time Spent: 40%

Description of Duties:

Extensive training in fire suppression techniques, EMS skills development & initial apparatus operation instruction including actual driving experience.

Position Duty: Administrative

Percentage of Time Spent: 10%

Description of Duties:

Prepares reports & records as directed by superior officers

Agency Head Signature: [Handwritten Signature]

Date: 1-23-2020

Agency Head Title: City Manager

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 26-32
Page 1 of 4

CLASS TITLE: Firefighter II/EMT/Paramedic

Characteristics of Class: This is an intermediate level firefighter position requiring skills development and technical knowledge to establish firefighter proficiency as prescribed in NFPA Standard 1001 within twelve (12) months following date of employment. Extensive training in fire suppression techniques, EMS skills development and initial apparatus operation instruction including actual driving experience are continued during this period. Participates fully in emergency responses and assumes an increasing number of job responsibilities closely supervised by superior officers. Works an assigned shift.

EXAMPLES OF WORK:

- All examples listed in Firefighter I EMT/Paramedic.
- Participates in all emergency responses as a viable member of a fire/EMS company.
- Attends regular classes in intensive training programs for skills development and technical knowledge.
- Performs housekeeping duties as prescribed instructed by superior officers.
- Spends considerable time practicing acquired skills with tools and appliances.
- Participates in Wellness and Fitness Program of the department.
- Knows and abides by departmental and City of Winchester rules and regulations.
- Performs general maintenance on buildings, apparatus and appliances as directed by a superior officer.
- Attends training schools and classes as directed by superior officers.
- Prepares reports and records as directed by superior officers.
- Performs limited work in pre-fire planning and fire prevention programs.
- Takes all actions and carries out all orders of superior officers consistent with the mission and purpose of the Fire Department.
- Trains in control of hazardous materials and responds at Operation/Decontamination Level to hazardous material incidents.
- Continues to train on City streets, County roads, and fire hydrants.
- Performs basic life support when necessary if an EMT when hired.
- Performs advanced life support when necessary if a paramedic when hired.

MINIMUM REQUIREMENTS

TRAINING AND EXPERIENCE: Must have completed all of the requirements for a Firefighter I. Must have worked six (6) months in the Winchester Fire Department with a satisfactory record as a Firefighter I. Must continue to possess the requirements for a firefighter in a third class City as set forth in Kentucky Revised Statutes and the Personnel Code of the City of Winchester, Kentucky. Must maintain a satisfactory driving record. Maintains EMT or Paramedic certification.

SPECIAL KNOWLEDGE, SKILLS AND ABILITIES: Must remain in excellent physical and mental condition. May wear corrective lenses for vision. Must possess ability to follow written and oral instructions. Must possess the manual dexterity necessary to use firefighting and EMS tools and appliances and the mechanical skills to operate portable motorized or other power equipment. Must possess mental capacity to retain and utilize training offered in lectures, demonstrations and practical exercise presentations.

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 26-32
Page 2 of 4

JOB RESPONSIBILITIES RELATED TO PATIENT PRIVACY

1. The employee is expected to protect the privacy of all patient information in accordance with the City of Winchester's Fire/EMS privacy policies, procedures, and practices, as required by federal [and state] law, and in accordance with general principles of professionalism as a health care provider. Failure to comply with the City of Winchester's, Fire/EMS policies and procedures on patient privacy may result in disciplinary action up to and including termination of employment or of membership or association with City of Winchester.
2. The employee may access protected health information and other patient information only to the extent that is necessary to complete your job duties. The employee may only share such information with those who have a need to know specific patient information you have in your possession to complete their job responsibilities related to treatment, payment or other City of Winchester, Fire/EMS operations.
3. The employee is encouraged and expected to report, without the threat of retaliation, any concerns regarding the City of Winchester's, Fire/EMS policies and procedures on patient privacy and any observed practices in violation of that policy to the designated Privacy Officer.
4. The employee is expected to actively participate in City of Winchester, Fire/EMS privacy training and is required to communicate privacy policy information to coworkers, students, patients and others in accordance with City of Winchester's, Fire/EMS policy.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to sit; talk or hear; stand; walk; use hands to finger, handle, or operate objects, tools, or controls; and reach with hands and arms. The employee is occasionally required to climb or balance; stoop, kneel, crouch, or crawl; and taste or smell.

Ability to communicate (give and comprehend verbal orders) while wearing PPE/SCBA under conditions of high background noise, poor visibility and unpredictable distracting factors. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Wear a SCBA which includes a demand valve-type positive pressure facepiece or HEPA filter mask, which requires the ability to tolerate increased respiratory workloads.

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 26-32

Page 3 of 4

Climb flights of stairs or ladders, operating from heights, or crawling in the dark along narrow, uneven surfaces, while wearing PPE weighing at least 50lbs and carrying equipment weighing an additional 10-40 lbs.

Searching, finding, and rescue-dragging or carrying victims ranging from newborns to adults weighing over 200 lbs to safety despite hazardous conditions and low visibility.

Operating fire/ems emergency vehicles in emergency mode with lights and sirens.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work is performed primarily in office, vehicles, and outdoor settings, in all weather conditions, including temperature extremes, during day and night shifts. Work is often performed in emergency and stressful situations. Individual is exposed to hearing alarms and hazards associated with fighting fires and rendering emergency medical assistance, including smoke, noxious odors, fumes, chemicals, liquid chemicals, solvents and oils. Unpredictable emergency requirements for prolonged periods of extreme physical exertion without the benefit of warm-up, scheduled rest breaks, meals, access to medications, or hydration.

The employee occasionally works near moving mechanical parts and in high, precarious places and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, toxic or caustic chemicals, risk of electrical shock, and vibration.

Functioning as an integral component of a team, where sudden incapacitation of a member can result in mission failure or in risk of injury or death to civilians or other team members.

The examples of duties are intended only as illustrations of the various types of work performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

SERVICE PERFORMANCE: To qualify for the rank of Firefighter II an employee must meet the requirements as set forth in Section 5, Promotions, of the Fire Department Rules and Regulations.

The above is intended to describe the general content of and the requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, requirements, or responsibilities.

I have read the job description and understand the job description does not constitute an employment agreement between the employer and the employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Employee: _____

Date: _____

**CITY OF WINCHESTER, KENTUCKY
POSITION DESCRIPTION**

Code No. 26-32
Page 4 of 4

Non-Exempt Position

Shift 24/48

Grade 24-4 FFII/EMT

Grade 24-10 FFII/Paramedic

Eligible to go to FFIII 6 months from advancement to FFII with satisfactory evaluation

EEO Classification: 6

Order No. 2015-171	Effective:	10/06/2015
Order No. 2013-36	Effective:	03/19-2013
Order No. 2005-165	Effective:	09/06/2005
Ordinance No. 12-93	Effective:	05/27/93
Ordinance No. 35-90	Supersedes:	09/20/90
Ordinance No.	Supersedes:	01/26/88
Ordinance No.	Supersedes:	11/01/82



KENTUCKY RETIREMENT SYSTEMS

1260 Louisville Road · Frankfort, Kentucky 40601
kyret.ky.gov · Phone: 502-696-8800 · Fax: 502-696-8822



Form 7025
Revised 09/2010

Position Questionnaire

Instructions

To petition the Board for approval of hazardous duty positions for KERS employees, complete Sections 1 and 3.

To petition for CERS employees with a CERS participation date prior to 9/1/2008, complete Sections 1 and 3.

To petition for CERS employees with a CERS participation date on or after 9/1/2008, complete Sections 2 and 3.

Section 1: For KERS Employees or Employees With a CERS Participation Date Prior to September 1, 2008

Employer: CITY OF WINCHESTER

Position Title: Firefighter III/EMT/Paramedic

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Does this position require active fire suppression or prevention? Yes No

Section 2: For Employees With a CERS Participation Date On or After September 1, 2008

Employer: CITY OF WINCHESTER

Position Title: _____

Please select the appropriate classification and answer all that are applicable.

Police Officer

Firefighter Does this position require active fire suppression? Yes No

Paramedic

Correctional Officer Does this position routinely require face to face contact with inmates? Yes No

Other Specify: _____

Is this position required to have Peace Officer Professional Standards and Certification? Yes No

If no, is this position required to carry a firearm? Yes No

Emergency Medical Technician (If this position is selected please complete the remainder of this page, if not skip to page 2.)

Does this position require frequent exposure to a high degree of danger or peril? Yes No

Does this position require a high degree of physical conditioning? Yes No

Are the employee's duties primarily clerical or administrative? Yes No

Position Duty: Clerical or Administrative (Complete only if EMT is selected):

Percentage of Time Spent: _____

Description of Duties:

Agency Head Signature: [Signature]

Date: 1-23-2020

Agency Head Title: City Manager

Employer: CITY OF WINCHESTER

Position Title: Firefighter III / EMT / Paramedic

Section 3: For All Positions

1. List the exact position title as it appears on your job description.
2. List the position's duties (i.e. training, field duties, etc.), the percentage of time spent performing each duty (percentages must equal 100% including the clerical/administrative duties on the first page (for EMT positions) and a description of each duty in the box provided.
3. BE AS DETAILED AS POSSIBLE. The Board of Trustees will use this document in determining if the position meets the definition of hazardous duty per KRS 6.592.

Position Duty: Field Duty

Percentage of Time Spent: 70%

Description of Duties:

Operates fire/EMS apparatus, tools, appliances & equipment. Participates in fire suppression activities, EMS patient care, determinations of fire origins & causes, & exercises considerable initiative in performance of assigned duties, participates in emergency operations as experienced member

Position Duty: Training

Percentage of Time Spent: 20%

Description of Duties:

Attends job related training courses
Continues to train on city streets, county roads, & fire hydrants

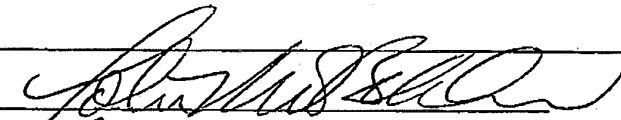
Position Duty: Administrative

Percentage of Time Spent: 10%

Description of Duties:

Performs cleaning & maintenance chores

Agency Head Signature: _____



Date: 1-23-2020

Agency Head Title: _____

City Manager

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 26-31
Page 1 of 4

CLASS TITLE: Firefighter III/EMT/Paramedic

CHARACTERISTICS OF CLASS: This is the senior level firefighter position requiring skills development and technical knowledge to establish firefighter proficiency at the firefighter III level as prescribed in NFPA Standard 1001. This position requires demonstrated knowledge of modern firefighting techniques, EMS operations, fire prevention programs and departmental operations. Must demonstrate ability to operate fire/EMS apparatus, tools, appliances and equipment. Participates in fire suppression activities, EMS patient care, determinations of fire origin and causes, and exercises considerable initiative in performance of assigned duties. Is supervised by company and superior officers. Works an assigned shift.

EXAMPLES OF WORK:

- Any examples of Firefighter I and Firefighter II
- Participates in emergency operations as experienced member of a firefighting/EMS unit.
- Performs responsible assignments in fire prevention programs, pre-fire planning and public fire safety projects.
- Attends job related training courses as directed.
- Operates all fire department apparatus and equipment.
- Assists others in learning to operate fire department apparatus and equipment.
- Performs cleaning and maintenance chores including routine checking of assigned apparatus.
- May be assigned to serve temporarily at rank above Firefighter III.
- Continues to train on City streets, County roads, and fire hydrants.
- Continues to participate in the Wellness and Fitness Program of the Department.
- Develops ability to work without supervision.
- Responds to all emergency situations that are consistent with the overall objectives and mission of the Fire Department.
- Performs all duties and carries out all orders consistent with the overall mission of the WF/EMS.
- Trains in control of hazardous materials and responds as an Operations/Decontamination Level to hazardous material incidents.
- Performs basic life support when necessary if an EMT.
- Performs advanced life support when necessary if a paramedic.
- Performs all requirements to maintain certification.

MINIMUM REQUIREMENTS

TRAINING AND EXPERIENCE: If hired in as a Firefighter I, must have completed all requirements for Firefighter I and Firefighter II and have twelve months continuous service in the WF/EMS prior to promotion. Must continue to meet the requirements of Kentucky Revised Statutes for a firefighter in a third class city. Must remain in excellent physical and mental condition. Must maintain a satisfactory driving record. Must be a 400 hour certified firefighter by the Ky Fire Commission. Must meet and maintain all the requirements set forth in Fire Department Rules and Regulations, Section 5. If hired as a Lateral Firefighter, must have IFSAC Firefighter I & II Certifications, must be KY certified EMT or Paramedic, and must have been employed as a fulltime firefighter in a career department for at least 1 year, immediately prior to hire date. Candidate may be exempt from CPAT testing; but will pass departmental fitness testing.

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 26-31
Page 2 of 4

SPECIAL KNOWLEDGE, SKILLS AND ABILITIES: Must continue to maintain excellent physical condition. Can wear corrective lenses for vision impairment. Must possess mental resources to retain and utilize advanced technical training in hydraulics, building construction, EMS/rescue incident, special operations and supervisory techniques presented in lecture, demonstration and practical exercise presentations.

JOB RESPONSIBILITIES RELATED TO PATIENT PRIVACY

1. The employee is expected to protect the privacy of all patient information in accordance with the City of Winchester's Fire/EMS privacy policies, procedures, and practices, as required by federal [and state] law, and in accordance with general principles of professionalism as a health care provider. Failure to comply with the City of Winchester's, Fire/EMS policies and procedures on patient privacy may result in disciplinary action up to and including termination of employment or of membership or association with City of Winchester.
2. The employee may access protected health information and other patient information only to the extent that is necessary to complete your job duties. The employee may only share such information with those who have a need to know specific patient information you have in your possession to complete their job responsibilities related to treatment, payment or other City of Winchester, Fire/EMS operations.
3. The employee is encouraged and expected to report, without the threat of retaliation, any concerns regarding the City of Winchester's, Fire/EMS policies and procedures on patient privacy and any observed practices in violation of that policy to the designated Privacy Officer.
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PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to sit; talk or hear; stand; walk; use hands to finger, handle, or operate objects, tools, or controls; and reach with hands and arms. The employee is occasionally required to climb or balance; stoop, kneel, crouch, or crawl; and taste or smell.

Ability to communicate (give and comprehend verbal orders) while wearing PPE/SCBA under conditions of high background noise, poor visibility and unpredictable distracting factors.

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 26-31
Page 3 of 4

Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Wear a SCBA which includes a demand valve-type positive pressure facepiece or HEPA filter mask, which requires the ability to tolerate increased respiratory workloads.

Climb flights of stairs or ladders, operating from heights, or crawling in the dark along narrow, uneven surfaces, while wearing PPE weighing at least 50lbs and carrying equipment weighing an additional 10-40 lbs.

Searching, finding, and rescue-dragging or carrying victims ranging from newborns to adults weighing over 200 lbs to safety despite hazardous conditions and low visibility.

Operating fire/ems emergency vehicles in emergency mode with lights and sirens.

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The employee occasionally works near moving mechanical parts and in high, precarious places and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, toxic or caustic chemicals, risk of electrical shock, and vibration.

Functioning as an integral component of a team, where sudden incapacitation of a member can result in mission failure or in risk of injury or death to civilians or other team members.

The examples of duties are intended only as illustrations of the various types of work performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

SERVICE PERFORMANCE: To qualify for the rank of Firefighter III an employee must meet the requirements as set forth in Section 5, Promotions, of the Fire Department Rules and Regulations.

CITY OF WINCHESTER, KENTUCKY POSITION DESCRIPTION

Code No. 26-31
Page 4 of 4

The above is intended to describe the general content of and the requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, requirements, or responsibilities.

I have read the job description and understand the job description does not constitute an employment agreement between the employer and the employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Employee: _____ Date: _____

Non-Exempt Position

Shift 24/48

Grade 25-4 FFIII/EMT

Grade 25-10 FFIII/Paramedic

Eligible for Lateral Hire if guidelines are met with appropriate approval

EEO Classification: 6

Order No. 2015-171
Order No. 2013-36
Order No. 2005-165
Ordinance No. 12-93

Effective: 10/06/2015
Effective: 03/19/2013
Effective: 09/06/2005
Effective: 05/27/93

Ordinance No. 35-90
Supersedes 01/26/88
Supersedes 11/01/82

Supersedes: 09/20/90



KENTUCKY RETIREMENT SYSTEMS

Schedules of Employer Allocations and Pension Amounts by Employer

*For the Fiscal Year Ended June 30, 2019
With Report of Independent Auditors*

CONTENTS

	<u>PAGES</u>
REPORT OF INDEPENDENT AUDITORS.....	1 - 2
KENTUCKY EMPLOYEES RETIREMENT SYSTEM (NON-HAZARDOUS):	
SCHEDULE A - SCHEDULE OF EMPLOYER ALLOCATIONS.....	3 - 10
SCHEDULE B - SCHEDULE OF PENSION AMOUNTS BY EMPLOYER	11 - 13
KENTUCKY EMPLOYEES RETIREMENT SYSTEM (HAZARDOUS):	
SCHEDULE A - SCHEDULE OF EMPLOYER ALLOCATIONS.....	14
SCHEDULE B - SCHEDULE OF PENSION AMOUNTS BY EMPLOYER	15
COUNTY EMPLOYEES RETIREMENT SYSTEM (NON-HAZARDOUS):	
SCHEDULE A - SCHEDULE OF EMPLOYER ALLOCATIONS.....	16 - 43
SCHEDULE B - SCHEDULE OF PENSION AMOUNTS BY EMPLOYER	44 - 53
COUNTY EMPLOYEES RETIREMENT SYSTEM (HAZARDOUS):	
SCHEDULE A - SCHEDULE OF EMPLOYER ALLOCATIONS.....	54 - 60
SCHEDULE B - SCHEDULE OF PENSION AMOUNTS BY EMPLOYER	61 - 63
NOTES TO SCHEDULES OF EMPLOYER ALLOCATIONS AND PENSION AMOUNTS BY EMPLOYER	64 - 69
REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH <i>GOVERNMENT AUDITING STANDARDS</i>	70 - 71

Report of Independent Auditors

Audit Committee
Kentucky Retirement Systems
Frankfort, Kentucky

We have audited the accompanying schedules of employer allocations of Kentucky Retirement Systems' (KRS) Kentucky Employees Retirement System (KERS) Pension Fund and County Employees Retirement System (CERS) Pension Fund as of and for the fiscal year ended June 30, 2019, and the related notes. We have also audited the total for all entities of the columns titled net pension liability, total deferred outflows of resources, total deferred inflows of resources, and total pension expense (collectively, specified column totals) included in the accompanying schedules of pension amounts by employer of the KERS and CERS Pension Funds as of and for the fiscal year ended June 30, 2019, and the related notes.

Management's Responsibility for the Schedules

Management is responsible for the preparation and fair representation of these schedules in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of the schedules that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the schedules of employer allocations and the specified column totals included in the schedules of pension amounts by employer based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the schedules of employer allocations and specified column totals included in the schedules of pension amounts by employer are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the schedules of employer allocation and specified column totals included in the schedules of pension amounts by employer. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the schedules of employer allocation and specified column totals included in the schedules of pension amounts by employer, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the schedules of employer allocations and specified column totals included in the schedules of pension amounts by employer in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the schedules of employer allocations and specified column totals included in the schedules of pension amounts by employer.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**Kentucky Retirement Systems
Report of Independent Auditors
(Continued)**

Opinion

In our opinion, the schedules referred to above present fairly, in all material respects, the employer allocations and net pension liability, total deferred outflows of resources, total deferred inflows of resources, and total pension expense for the total of all participating entities for the KERS and CERS Pension Funds as of and for the fiscal year ended June 30, 2019, in accordance with accounting principles generally accepted in the United States of America.

Other Matter

We have audited, in accordance with auditing standards generally accepted in the United States of America, the combining financial statements of the KRS Pension Funds as of and for the fiscal year ended June 30, 2019, and our report thereon, dated December 5, 2019, expressed an unmodified opinion on those financial statements.

Restriction on Use

Our report is intended solely for the information and use of KRS management, Audit Committee, Board of Trustees, KRS Pension Funds employers and their auditors and is not intended to be and should not be used by anyone other than these specified parties.

Lexington, Kentucky
February 20, 2020

DRAFT

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer Code	Employer Name	2019 Actual Employer Contributions	2019 Actual Employer Salary	2019 Employer Allocation Percentage
014A	BRECKINRIDGE CO ATTORNEY	\$ 66,330	\$ 93,383	0.006384%
024A	CHRISTIAN COUNTY ATTORNEY	16,081	22,640	0.001548%
031A	EDMONSON COUNTY ATTORNEY	26,718	37,615	0.002572%
060A	KNOTT COUNTY ATTORNEY	76,039	107,052	0.007319%
071A	LOGAN COUNTY ATTORNEY	73,174	103,018	0.007043%
086A	MONROE CO ATTORNEY	19,690	27,720	0.001895%
10005	LEGS GENERAL ASSEMBLY	871,558	1,223,477	0.083646%
10010	LEGS LEGISLATIVE RES COMM	13,944,462	19,633,808	1.342314%
116A	WAYNE COUNTY ATTORNEY	23,000	32,381	0.002214%
20020	JUDL JUDICIAL RET SYSTEM	127,675	179,748	0.012289%
20025	JUDL ADM OFF OF THE COURT	40,201,273	57,012,959	3.897832%
31030	UNIFIED PROSECUTORIAL SYS	35,699,345	50,362,755	3.443174%
31035	DEPT OF AGRICULTURE	6,303,950	8,875,366	0.606786%
31040	ATTORNEY GENERALS OFFICE	5,634,004	7,933,354	0.542383%
31045	AUDITOR OF PUBLIC ACCOUNT	4,667,565	6,574,355	0.449472%
31066	REGISTRY OF ELECTION	452,534	637,103	0.043557%
31070	GOVERNORS OFFICE	1,311,007	1,846,354	0.126231%
31074	DEPT OF VETERANS AFFAIRS	20,751,883	29,247,003	1.999544%
31076	MILITARY AFFAIRS COMM	79,414	111,804	0.007644%
31082	KY INFRASTRUCTURE	442,582	624,276	0.042680%
31085	LT GOVERNORS OFFICE	236,197	332,531	0.022734%
31089	AGRICULTURAL DEVELOP BD	490,768	690,930	0.047237%
31094	OFF OF HOMELAND SECURITY	574,034	808,157	0.055252%
31095	DEPT MILITARY AFFAIRS	12,307,819	17,334,895	1.185143%
31110	OFF OF SECRETARY TO CABIN	97,311	137,000	0.009366%
31112	GOV OFF LOCAL DEVELOPMENT	1,571,515	2,212,479	0.151262%
31120	SECRETARY OF STATE	932,470	1,312,783	0.089752%
31125	STATE TREASURERS OFFICE	1,136,007	1,599,334	0.109342%
31135	EARLY CHILDHOOD ADVISORY COUNCIL	278,441	392,005	0.026800%
31136	BOARD OF MEDICAL IMAGING & RADIATION TECHNOLOGY	73,598	104,178	0.007122%
31137	KY COMM NETWORK AUTH	570,405	803,049	0.054902%
31150	BOARD OF ACCOUNTANCY	141,638	199,406	0.013633%
31165	BOARD OF BARBERING	57,989	81,640	0.005582%
31170	BOARD OF CHIROPRACTIC EXM	80,158	112,851	0.007715%
31180	BOARD OF DENTISTRY	137,707	193,871	0.013254%
31185	BOARD OF ELECTIONS	369,575	520,834	0.035608%
31190	BRD OF EMBALMERS/FUN DIR	119,002	167,561	0.011456%
31200	BOARD OF EXM ARCHITECTS	115,191	165,431	0.011310%
31205	KY LANDSCAPE ARCH REG BD	17,449	24,565	0.001679%
31215	BD EXAMINERS OF SOCIAL WK	85,386	120,211	0.008219%
31225	BD OF HAIRDRESSERS/CSMTG	336,236	473,371	0.032363%
31245	BD OF MEDICAL LICENSURE	501,939	708,053	0.048408%
31250	BOARD OF NURSING	1,704,505	2,399,737	0.164064%
31260	BOARD OF OPTOMETRIC EXM	50,932	71,705	0.004902%
31263	KY RESPIRATORY CARE BD	62,657	88,212	0.006031%
31268	PERSONNEL BOARD	223,014	313,971	0.021465%
31270	KY BOARD OF PHARMACY	698,683	983,645	0.067249%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019	2019	2019
<u>Code</u>	<u>Employer Name</u>	<u>Actual</u>	<u>Actual</u>	<u>Employer</u>
		<u>Employer</u>	<u>Employer</u>	<u>Allocation</u>
		<u>Contributions</u>	<u>Salary</u>	<u>Percentage</u>
31275	BD OF PHYSICAL THERAPY	86,399	121,637	0.008316%
31290	BD OF PROF ENGINEERS & LA	363,999	512,458	0.035035%
31345	SCHOOL FAC CONSTR COMM	124,728	175,599	0.012005%
31354	EXECUTIVE BRANCH ETH COMM	196,281	276,335	0.018892%
31370	COMMISSION ON HUMAN RIGHT	633,913	894,640	0.061164%
31400	COMMISSION ON WOMEN	1,460	3,938	0.000269%
31415	KY COUNCIL POSTSEC EDUCAT	1,674,631	2,362,042	0.161487%
31765	OFFICE OF STATE BUD DIREC	913,595	1,286,210	0.087935%
35605	TRAN OFF OF THE SECRETARY	2,337,945	3,293,448	0.225165%
35607	TRAN OFFICE OF LEGAL SVC	1,441,185	2,028,980	0.138716%
35609	DIVISION OF FACILITY MANA	1,050,441	1,478,938	0.101111%
35615	TRAN DEPT OF AVIATION	791,589	1,114,443	0.076192%
35616	TRAN OFFICE OF PERSONNEL	1,160,551	1,633,313	0.111665%
35617	OFFICE OF INFORMAT TECHNO	1,452,500	2,063,194	0.141055%
35618	OFFICE OF AUDITS	1,214,233	1,709,466	0.116872%
35619	DOT PAYROLL DIVISION	473,052	665,989	0.045532%
35625	TRAN DEPT OF HIGHWAYS	120,113,435	169,218,351	11.569031%
35628	TRAN DEPT OF INTERGOV PRO	462,709	653,691	0.044691%
35630	TRAN DEPT OF VEH REGULATE	4,803,385	6,764,813	0.462493%
36635	CAB FOR ECONOMIC DEVELOPMENT	3,202,816	4,525,884	0.309423%
39075	KHEAA DIV OF FINANCIAL AF	604,423	852,612	0.058291%
39079	COMMONWEALTH OF TECHNOL	12,769,822	17,985,326	1.229611%
39084	KY RIVER AUTHORITY	227,068	320,899	0.021939%
39103	OFFICE OF PVA'S	19,764,697	27,828,778	1.902583%
39130	DEPT OF REVENUE	23,303,462	32,818,245	2.243701%
39750	OFFICE OF SECRETARY	3,585,130	5,052,062	0.345397%
39757	FIN OFFICE OF INSP GENERAL	331,256	466,361	0.031884%
39758	OFF OF THE CONTROLLER	2,388,558	3,365,580	0.230096%
39785	DEPT FACILITIES SUPP SVCS	6,688,009	9,419,647	0.643997%
50235	KY STATE FAIR BOARD	6,079,706	8,563,809	0.585486%
50410	COMM KY HERITAGE COUNCIL	583,180	821,034	0.056132%
50529	KY ARTS COUNCIL	343,302	484,632	0.033133%
50550	KY HISTORICAL SOCIETY	1,195,686	1,691,969	0.115676%
50660	DEPT OF FISH & WILDLIFE	9,951,232	14,012,064	0.957969%
50665	COMM KY HORSE PARK	1,795,996	2,530,685	0.173017%
50670	DEPT OF PARKS	15,602,204	21,969,285	1.501985%
50850	COMM OFFICE OF SECRETARY	940,569	1,324,185	0.090531%
50852	KY ARTISANS CTR AT BEREA	326,991	460,356	0.031473%
50860	DEPT OF TOURISM	829,449	1,167,856	0.079843%
51183	EDUC PROF STANDARDS BD	42,097	59,302	0.004054%
51340	KY COMM DEAF/HARD OF HEAR	379,409	534,153	0.036519%
51407	KY ENVIRONMENTAL EDUC COU	56,134	79,029	0.005403%
51530	EDUC OFFICE OF SECRETARY	2,927,164	4,201,485	0.287245%
51531	DEPT WORKFORCE INVESTMENT	12,394,259	17,463,081	1.193907%
51532	KY COMM ON PROPRIETARY ED	57,239	80,584	0.005509%
51540	EDUC DEPT OF EDUCATION	7,275,256	10,258,465	0.701345%
51545	KY EDUCATIONAL TV AUTHOR	3,931,860	5,543,220	0.378976%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer Code	Employer Name	2019 Actual Employer Contributions	2019 Actual Employer Salary	2019 Employer Allocation Percentage
51555	KY DEPT LIBRARY & ARCHIVE	1,553,152	2,187,500	0.149554%
53713	OFFICE OF THE KY HEALTH BENEFIT EXCHANGE	23	63	0.000004%
53721	H&FS OFF OF THE SECRETARY	12,000,861	16,907,437	1.155919%
53723	OFFICE INSPECTOR GENERAL	7,032,765	9,918,555	0.678107%
53725	DEPT OF AGING/INDEP LIVIN	4,719,429	6,656,610	0.455096%
53727	DEPT FOR INCOME SUPPORT	11,724,324	16,553,742	1.131738%
53728	DEPT FOR PUBLIC HEALTH	11,781,917	16,637,647	1.137474%
53729	OFF HUMAN RESOURCE MANAGE	11,419,991	16,092,881	1.100230%
53730	SERVE KY	515,931	726,356	0.049659%
53736	H&FS DEPT FOR COMM BASE S	121,468,610	171,334,099	11.713683%
53739	HEALTH DATA AND ANALYTICS	623,105	875,587	0.059862%
53746	DEPT FOR MEDICAID SERVICE	4,928,319	6,943,879	0.474735%
53767	OFFICE FOR CHILDREN WITH SPECIAL HEALTH CARE NEEDS	4,039,072	5,688,642	0.388918%
54500	J&PS OFF OF SECRETARY	4,374,877	6,159,195	0.421089%
54515	DEPT OF PUBLIC ADVOCACY	17,343,588	24,421,471	1.669634%
54520	J&PS DEPT OF KY STATE POL	21,449,765	30,272,634	2.069664%
54523	J&PS OF JUVENILE JUSTICE	31,661,418	44,667,253	3.053787%
54525	DEPT OF CRIMINAL JUST TRN	4,664,202	6,568,225	0.449053%
54527	J&PS DEPT OF CORRECTIONS	10,136,952	14,279,230	0.976235%
55790	OFFICE OF THE SECRETARY	3,858,281	5,432,609	0.371414%
55793	DEPT PERSONNEL ADMIN	1,218,065	1,715,186	0.117263%
55794	DEPT FOR EMPLOYEE INS	1,646,133	2,317,601	0.158449%
56102	OFFICE OF THE SECRETARY	2,574,424	3,630,680	0.248220%
56106	DEPT OF WRKPLACE STANDARD	3,184,557	4,492,552	0.307144%
56107	DEPT OF WORKERS CLAIMS	4,212,453	5,931,384	0.405514%
56113	KY OSH REVIEW COMMISSION	162,081	228,187	0.015601%
56114	WORKERS COMP FUNDING COMM	561,609	790,512	0.054045%
57122	MINE SAFETY REV COMM	-	-	0.000000%
57123	KY PUBLIC SVC COMMISSION	2,592,681	3,650,199	0.249555%
57124	KY STATE NATURE PRES COMM	11,320	28,455	0.001945%
57126	OFFICE OF THE SECRETARY	1,502,972	2,115,967	0.144663%
57127	DEPT FOR ENERGY DEV & IND	8,624	23,263	0.001590%
57128	DEPT FOR NATURAL RESOURCE	14,712,043	20,736,302	1.417689%
57129	DEPT FOR ENVIRONM PROTECT	19,725,063	27,775,347	1.898930%
57139	OFFICE OF ADMINISTRATIVE SERVICES	2,416,060	3,401,465	0.232550%
57140	KY NATURE PRESERVES	451,380	635,479	0.043446%
57141	OFFICE OF ENERGY POLICY	181,187	255,085	0.017440%
58374	KY HORSE RACING AUTHORITY	1,407,497	1,981,553	0.135474%
58671	KY CLAIMS COMMISSION	251,179	353,590	0.024174%
58675	OFFICE OF THE SECRETARY	1,921,668	2,708,774	0.185192%
58676	DEPT OF INSURANCE	2,920,160	4,111,238	0.281075%
58677	OFF OF OCCUP & PROFESSION	946,059	1,334,276	0.091221%
58678	KY BOXING & WRESTLING AUT	35,160	49,500	0.003384%
58680	DEPT OF ALCOHOL & BEVERA	572,219	807,570	0.055212%
58681	DEPT OF CHARITABLE GAMING	693,497	977,679	0.066841%
58685	DEPT OF FINANCIAL INSTITU	3,405,278	4,798,403	0.328055%
58690	DEPT OF HOUSING & BUILD C	5,706,520	8,039,858	0.549665%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Actual Employer Salary	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>			
7718	MASTER COMM BOONE CO	123,679	174,123	0.011904%
7720	MASTER COMM CAMPBELL CO	79,232	111,547	0.007626%
7724	MASTER COMM CHRISTIAN CO	27,003	38,016	0.002599%
7725	MASTER COMM CLARK CO	15,509	21,834	0.001493%
7727	MASTER COMM CLINTON/CUMBE	27,560	38,800	0.002653%
7730	MASTER COMM DAVIESS CO	77,085	108,524	0.007420%
7734	MASTER COMM FAYETTE CO	151,110	212,741	0.014545%
7740	MASTER COMM GARRARD CO	13,775	19,394	0.001326%
7741	MASTER COMM GRANT CO	51,667	72,739	0.004973%
7743	MASTER COMM GRAYSON CO	23,485	33,063	0.002260%
7747	MASTER COMM HARDIN CO	120,270	169,324	0.011576%
7750	MASTER COMMISSIONER HART COUNTY	18,872	26,569	0.001816%
7752	HENRY/ TRIMBLE MASTER COM	49,129	69,167	0.004729%
7753	MASTER COMM HOPKINS CO	63,716	89,703	0.006133%
7756	MASTER COMM JEFF CIRCUIT	344,781	485,403	0.033186%
7757	MASTER COMMISSIONER OF JESSAMINE COUNTY	70,858	99,758	0.006820%
7759	MASTER COMM KENTON CO	136,085	191,588	0.013098%
7763	MASTER COMM LAUREL CO	48,300	68,000	0.004649%
7773	MASTER COMM MCCracken CO	72,988	102,756	0.007025%
7776	MASTER COMM MADISON CO	74,461	104,831	0.007167%
7782	MASTER COMM MEADE CO	60,181	84,726	0.005793%
7790	MASTER COMM NELSON CO	63,655	89,617	0.006127%
7793	MASTER COMM OLDHAM CO	64,223	90,417	0.006182%
7794	MASTER COMM OWEN CO	27,739	39,053	0.002670%
7798	MASTER COMM PIKE CO	62,021	87,316	0.005970%
7799	MASTER COMM FOR FLEMING	5,841	8,224	0.000562%
7805	MASTER COMM SCOTT CO	76,687	107,965	0.007381%
7807	MASTER COMM SIMPSON CO	46,288	65,167	0.004455%
7814	MASTER COMM WARREN CO	103,927	146,314	0.010003%
7817	LOGAN CO MASTER COM	36,403	51,250	0.003504%
7819	MASTER COMM FLOYD CO	18,823	26,500	0.001812%
7820	MASTER COMM BARREN CO	44,199	62,226	0.004254%
7821	MASTER COMM MUHLENBERG CO	53,446	75,244	0.005144%
W002	ALLEN COUNTY ATTORNEY	62,987	88,677	0.006063%
W003	ANDERSON COUNTY ATTORNEY	4,490	6,321	0.000432%
W005	BARREN COUNTY ATTORNEY	173,131	243,743	0.016664%
W007	BELL COUNTY ATTORNEY	121,802	171,480	0.011724%
W008	BOONE COUNTY ATTORNEY	430,840	606,560	0.041469%
W011	BOYLE COUNTY ATTORNEY	6,547	9,217	0.000630%
W015	BULLITT COUNTY ATTORNEY	24,232	34,115	0.002332%
W021	CARROLL COUNTY ATTORNEY	53,927	75,921	0.005191%
W022	CHILD SUPPORT ENFORCEMENT	63,944	90,024	0.006155%
W023	CASEY COUNTY ATTORNEY	49,626	69,866	0.004777%
W025	CLARK COUNTY ATTORNEY	100,466	141,442	0.009670%
W028	CRITTENDEN CO ATTORNEY	17,658	24,860	0.001700%
W030	DAVIESS COUNTY ATTORNEY	32,541	45,813	0.003132%
W036	FLOYD COUNTY ATTORNEY	68,477	96,406	0.006591%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer Code	Employer Name	2019 Actual Employer Contributions	2019 Actual Employer Salary	2019 Employer Allocation Percentage
W037	FRANKLIN COUNTY ATTORNEY	183,593	258,473	0.017671%
W040	GARRARD COUNTY ATTORNEY	53,710	75,616	0.005170%
W041	GRANT COUNTY CHILD SUPPOR	20,973	29,527	0.002019%
W042	GRAVES COUNTY ATTORNEY	124,595	175,411	0.011992%
W046	HANCOCK COUNTY ATTORNEY	15,785	22,223	0.001519%
W049	HARRISON COUNTY ATTORNEY	57,808	81,385	0.005564%
W053	HICKMAN COUNTY ATTORNEY	24,314	34,230	0.002340%
W054	HOPKINS COUNTY ATTORNEY	199,985	281,550	0.019249%
W055	JACKSON COUNTY ATTORNEY	9,935	13,987	0.000956%
W056	JEFFERSON CO ATTORNEY	56,923	82,281	0.005625%
W062	LARUE COUNTY ATTORNEY	70,200	98,831	0.006757%
W063	LAUREL COUNTY ATTORNEY	23,156	32,600	0.002229%
W065	LEE COUNTY ATTORNEY	33,350	46,953	0.003210%
W073	MCCRACKEN COUNTY ATTORNEY	16,733	23,558	0.001611%
W074	MCCREARY COUNTY ATTORNEY	89,835	126,474	0.008647%
W076	MADISON COUNTY ATTORNEY	455,809	641,713	0.043872%
W077	MAGOFFIN CO ATTORNEY	55,062	77,520	0.005300%
W082	MEADE COUNTY ATTORNEY	66,202	93,203	0.006372%
W083	MENIFEE COUNTY ATTORNEY	11,720	16,500	0.001128%
W084	MERCER COUNTY ATTORNEY	23,649	33,294	0.002276%
W087	MONTGOMERY CO ATTORNEY	70,296	98,967	0.006766%
W088	MORGAN COUNTY ATTORNEY	65,561	92,301	0.006310%
W093	OLDHAM COUNTY ATTORNEY	173,015	243,580	0.016653%
W094	OWEN COUNTY ATTORNEY	39,001	54,908	0.003754%
W100	PULASKI COUNTY ATTORNEY	163,769	230,562	0.015763%
W102	ROCKCASTLE CO ATTORNEY	81,241	114,376	0.007820%
W103	ROWAN COUNTY ATTORNEY	76,538	107,754	0.007367%
W106	SHELBY COUNTY ATTORNEY	47,650	67,085	0.004586%
W107	SIMPSON COUNTY ATTORNEY	41,362	58,232	0.003981%
W108	SPENCER COUNTY ATTORNEY	48,293	67,990	0.004648%
W110	TODD COUNTY ATTORNEY	728	1,964	0.000134%
W111	TRIGG COUNTY ATTORNEY	67,737	95,364	0.006520%
W112	TRIMBLE COUNTY ATTORNEY	43,879	61,775	0.004223%
W113	UNION COUNTY ATTORNEY	61,448	86,510	0.005914%
W117	WEBSTER COUNTY ATTORNEY	72,499	102,068	0.006978%
W118	WHITLEY COUNTY ATTORNEY	131,297	184,847	0.012638%
X034	FAYETTE CO ATTORNEY OFF	84,059	118,343	0.008091%
X059	KENTON COUNTY ATTORNEY	52,743	74,254	0.005077%
1430	EASTERN KY UNIV	6,460,150	15,757,726	1.077316%
1433	KET FOUNDATION	743,955	1,811,873	0.123873%
1435	CHILD WATCH ADVOCACY CTR	87,667	213,508	0.014597%
1436	LOTUS	324,547	790,421	0.054039%
1437	SANCTUARY INC	258,042	628,451	0.042966%
1438	O A S I S	258,536	629,654	0.043048%
1439	BARREN RIVER CHILD ADVOCA	41,640	101,412	0.006933%
1440	MOREHEAD STATE UNIVERSITY	2,205,267	5,370,840	0.367191%
1445	MURRAY STATE UNIV	4,990,354	12,153,969	0.830936%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Actual Employer Salary	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>			
1450	NORTHERN KY UNIVERSITY	14,024,620	34,156,404	2.335187%
1451	SILVERLEALF	166,400	405,261	0.027707%
1452	SPRINGHAVEN INC	190,702	464,446	0.031753%
1453	SAFE HARBOR	290,255	706,905	0.048329%
1454	D.O.V.E.S.	177,899	433,266	0.029621%
1455	GATEWAY CHILD ADVOCACY	13,960	34,000	0.002324%
1456	JUDI'S PLACE FOR KIDS, INC.	136,589	332,657	0.022743%
1457	KY RIVER CHILD ADVOCACY	40,045	97,527	0.006668%
1458	BLUEGRASS RAPE CRISIS CTR	271,292	660,720	0.045172%
1459	NURSING HOME OMBUDSMAN	96,649	235,384	0.016093%
1465	WESTERN KENTUCKY UNIV	6,772,816	16,494,924	1.127716%
1480	KASAP	188,540	459,182	0.031393%
1481	KDVA	338,887	825,347	0.056427%
1483	PENNYRILE CHILD ADV CTR	61,957	150,894	0.010316%
1484	BUFFALO TR CHILD ADV INC	34,179	83,242	0.005691%
1485	CUMBERLAND V C A CENTER	120,861	294,352	0.020124%
1486	LAKE CUMB CHILD ADV CTR	73,261	178,425	0.012198%
1487	B.R.A.S.S.	292,766	713,021	0.048747%
1488	WOMEN AWARE	88,500	215,538	0.014736%
1489	BETHANY HOUSE ABUSE SHELTER	199,570	486,045	0.033230%
1490	HOPE HARBOR INC	132,079	321,674	0.021992%
1491	CHILD ADV CTR OF GRN RVR	60,257	146,752	0.010033%
1492	CSG HEADQUARTERS	1,568,245	3,819,400	0.261123%
1994	KY HIGHER ED STUD LN CORP	4,924,142	11,992,554	0.819901%
3022	LEX FAYETTE CO HLTH DEPT	2,672,876	6,509,684	0.445051%
3023	LAKE CUMBERLAND DISTRICT	2,374,146	5,782,137	0.395310%
3024	WEDCO DIST HEALTH DEPT	1,171,315	2,852,691	0.195031%
3025	NORTHERN KY DIST HLTH DEPT	2,690,203	6,551,882	0.447936%
3026	BARREN RVR DIST HLTH DEPT	2,229,106	5,428,899	0.371160%
3027	GREEN RVR DIST HLTH DEPT	2,670,024	6,502,737	0.444576%
3028	LINCOLN TRL DIST HLTH DEPT	1,481,533	3,608,214	0.246685%
3029	PURCHASE DIST HLTH DEPT	855,978	2,084,701	0.142526%
3030	MERCER CO HEALTH DEPT	281,948	686,674	0.046946%
3031	CUMBERLAND VLY DIST HEALT	1,103,656	2,687,911	0.183766%
3033	KY RIVER DIST HEALTH DEPT	1,282,914	3,124,485	0.213613%
3034	BOURBON CO HEALTH CENTER	223,988	545,514	0.037295%
3035	CLARK CO HEALTH DEPT	775,539	1,888,794	0.129132%
3036	GATEWAY DIST HEALTH DEPT	874,801	2,130,543	0.145660%
3037	BOYLE CO HEALTH DEPT	226,395	551,376	0.037696%
3038	PIKE CO HEALTH DEPT	840,940	2,048,075	0.140022%
3039	FLOYD CO HEALTH CENTER	452,539	1,102,142	0.075351%
3040	MARTIN CO HEALTH DEPT	188,728	459,640	0.031424%
3042	BUFFALO TRACE HEALTH DEPT	355,854	866,667	0.059252%
3044	N CENTRAL DIST HLTH DEPT	658,298	1,603,259	0.109611%
3045	PENNYRILE DIST HLTH DEPT	720,670	1,755,252	0.120002%
3047	BREATHITT CO HEALTH DEPT	571,882	1,392,796	0.095222%
3048	GREENUP CO HLTH DEPT	401,494	977,821	0.066851%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019	2019	2019
<u>Code</u>	<u>Employer Name</u>	<u>Actual</u> <u>Employer</u> <u>Contributions</u>	<u>Actual</u> <u>Employer</u> <u>Salary</u>	<u>Employer</u> <u>Allocation</u> <u>Percentage</u>
3049	WHITLEY CO HEALTH DEPT	860,545	2,095,823	0.143286%
3050	LAUREL CO HEALTH DEPT	498,895	1,215,040	0.083069%
3051	KNOX CO HEALTH DEPT	819,108	1,994,904	0.136387%
3052	MONROE CO HEALTH DEPT	155,735	379,286	0.025931%
3053	BULLITT CO HEALTH DEPT	505,190	1,230,370	0.084117%
3054	THREE RIVERS DIST HLTH	651,004	1,585,494	0.108396%
3055	ESTILL CO HEALTH DEPT	200,403	488,074	0.033368%
3056	OLDHAM CO HEALTH DEPT	419,671	1,022,093	0.069878%
3057	LEWIS CO HEALTH DEPT	232,994	567,448	0.038795%
3058	FLEMING CO HEALTH DEP	152,016	370,229	0.025312%
3059	JESSAMINE CO HEALTH DEPT	414,895	1,010,460	0.069083%
3060	POWELL CO HEALTH DEPT	122,669	298,757	0.020425%
3061	ANDERSON CO HEALTH DEPT	181,023	440,874	0.030141%
3062	MADISON CO HEALTH DEP	1,603,767	3,905,911	0.267037%
3064	JOHNSON CO HEALTH DEPT	538,493	1,311,479	0.089663%
3065	MAGOFFIN CO HEALTH DEPT	194,157	472,861	0.032328%
3066	ALLEN CO HEALTH DEPT	334,955	815,769	0.055772%
3067	FRANKLIN CO HEALTH DEPT	1,022,401	2,490,018	0.170236%
3068	LINCOLN CO HEALTH DEPT	178,227	434,066	0.029676%
3069	WOODFORD CO HEALTH DEPT	219,982	535,757	0.036628%
3072	MUHLENBERG CO.HEALTH DEPT	305,380	743,742	0.050848%
3073	MARSHALL CO HEALTH DEPT	634,401	1,545,060	0.105632%
3074	CHRISTIAN CO HEALTH DEPT	566,532	1,379,765	0.094331%
3075	HOPKINS CO HEALTH DEPT	607,549	1,479,661	0.101161%
3076	TODD CO HEALTH DEPT	224,184	545,992	0.037328%
3077	BRACKEN CO HEALTH DEPT	141,491	344,596	0.023559%
3078	MONTGOMERY CO HEALTH DEPT	642,983	1,565,959	0.107061%
3079	GARRARD COUNTY HEALTH DPT	151,135	368,083	0.025165%
3080	BRECKINRIDGE CO HEALTH BD	223,543	544,429	0.037221%
3081	ASHLAND BOYD CO HEALTH DP	460,110	1,120,580	0.076611%
3082	LAWRENCE CO HEALTH DEPT	301,433	734,128	0.050190%
3083	GRAVES CO HEALTH CENTER	448,025	1,091,148	0.074599%
3084	CALLOWAY CO HEALTH DEPT	260,641	634,782	0.043398%
3085	BELL CO HEALTH DEPT	392,437	955,764	0.065343%
3086	GRAYSON COUNTY HEALTH DEPT	205,064	499,426	0.034144%
3087	HARLAN CO HEALTH DEPT	381,836	929,946	0.063578%
3088	CARTER CO HEALTH DEPT	142,416	346,849	0.023713%
3801	KENTUCKY STATE UNIVERSITY	1,789,240	4,357,622	0.297920%
5470	KCTCS	8,204,981	19,982,901	1.366180%
7403	ASST OF COMMONWEALTH ATTY	401,707	978,342	0.066887%
7407	KENTUCKY HOUSING CORP	4,224,995	10,289,808	0.703488%
7408	FRANKLIN CO COUNCIL AGING	50,152	122,142	0.008351%
7409	MUN ELEC POW ASSOC OF KY	55,684	135,616	0.009272%
7415	HIGHSCHOOL ATHLETIC ASSOC	92,247	224,665	0.015360%
7416	KY OFFICE OF BAR ADMISSIO	82,904	201,910	0.013804%
7417	KY ASSOC OF REGIONAL PROG	48,759	118,750	0.008119%
8202	NORTHERN KY REG MHMR BD	61,020	148,611	0.010160%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Actual Employer Salary	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>			
8204	COMMUNICARE INC	2,386,626	5,812,533	0.397388%
8205	ADANTA/BEHAVIORAL HLTH SR	2,482,783	6,046,718	0.413399%
8208	CUMBERLAND RIVER MHMR	4,890,199	11,909,884	0.814249%
8209	WESTERN KY REG MHMR ADV	1,485,304	3,617,401	0.247313%
8210	NEW VISTA OF THE BLUEGRASS, INC.	15,885,522	38,688,558	2.645039%
8211	PENNYROYAL REG MHMR BD	2,798,761	6,816,271	0.466011%
8213	GREEN RVR REG MHMR BD	1,239,122	3,017,831	0.206321%
8216	COMPREHEND INC REG MHMR B	1,874,011	4,564,080	0.312035%
8220	LIFESKILLS INC	3,661,971	8,918,584	0.609741%
8221	MOUNTAIN COMP CARE CENTER	2,281,456	5,556,395	0.379877%
		<u>\$ 935,458,695</u>	<u>\$ 1,462,683,829</u>	<u>100.000000%</u>

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Board Meeting - February 20, 2020 - Audit Committee Report

Kentucky Retirement Systems Schedule B - Schedule of Pension Amounts by Employer Fiscal Year Ended June 30, 2019

Kentucky Employer Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and in each reporting category may appear on multiple schedules.

Table with columns: Participating Employer, Participating Employer Name, Net Pension Liability at 6/30/2019, and various financial metrics for 2020, 2021, 2022, 2023, and 2024. The table is organized into sections for Net Pension Liability at 6/30/2019, Pension Expense, and Outstanding Balance of Deferred Obligations of Resources.

The accompanying notes are an integral part of these schedules.

Board Meeting - February 20, 2020 - Audit Committee Report

Kentucky Retirement Systems Schedule B - Schedule of Pension Amounts by Employer Fiscal Year Ended June 30, 2019 (Continued)

Kentucky Retirement Systems (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and each reporting category appear on multiple schedules.

Table with columns for Participating Employer Code, Participating Employer Name, Net Pension Liability at June 30, 2019, and various components of the liability. It includes sub-sections for Net Pension Liability at June 30, 2019, and Outstanding Balance of Deferred Inflows of Resources for 2019-2025.

The accompanying notes are an integral part of these schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019

Kentucky Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
1430	EASTERN KY UNIV	\$ 393,578	0.723604%
1440	MOREHEAD STATE UNIVERSITY	151,405	0.278362%
1445	MURRAY STATE UNIV	217,297	0.399507%
1450	NORTHERN KY UNIVERSITY	203,163	0.373520%
1465	WESTERN KENTUCKY UNIV	377,822	0.694636%
31040	ATTORNEY GENERALS OFFICE	273,479	0.502798%
31095	DEPT MILITARY AFFAIRS	567,991	1.044266%
35615	TRAN DEPT OF AVIATION	49,599	0.091189%
3801	KENTUCKY STATE UNIVERSITY	39,137	0.071955%
39079	COMMONWEALTH OF TECHNOL	125,098	0.229995%
50660	DEPT OF FISH & WILDLIFE	1,760,729	3.237147%
50665	COMM KY HORSE PARK	111,051	0.204170%
50670	DEPT OF PARKS	457,252	0.840670%
53729	OFF HUMAN RESOURCE MANAGE	1,172,352	2.155401%
54520	J&PS DEPT OF KY STATE POL	1,765,075	3.245138%
54527	J&PS DEPT OF CORRECTIONS	46,115,031	84.783722%
58676	DEPT OF INSURANCE	126,651	0.232851%
58680	DEPT OF ALCOHOL & BEVERA	484,665	0.891069%
		\$ 54,391,373	100.000000%

The accompanying notes are an integral part of the schedules.

Board Meeting - February 20, 2020 - Audit Committee Report

Kentucky Retirement Systems
Schedule B - Schedule of Pension Amounts by Employer
Fiscal Year Ended June 30, 2019

Kentucky Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Participating Employer Code	Participating Employer Name	Net Pension Liability as of June 30, 2019					F Pension Expense					Outstanding Balance of Deferred Outflows of Resources					Outstanding Balance of Deferred Inflows of Resources					Recognition of Existing Deferred Outflows (Inflows) of Resources for Future Measurement Period Ending June 30,							
		Discount Rate 6.25%	Discount Rate Less 1.00% 5.25%	Discount Rate Plus 1.00% 7.25%	Proportionate Share of Aggregate Plan F Pension Expense	Deferred Amounts from Changes in Proportion & Differences Between Employer Contrib. & Proportionate Share of Plan Contributions	Gross Employer Pension Expense	Proportionate Share of Nonemployer Contributions	Net Employer Expense	Liability Experience	Assumption Changes	Investment Experience	Change in Proportion & Differences Between Employer Contrib. & Proportionate Share of Plan Contributions	Total Deferred Outflow of Resources	Liability Experience	Assumption Changes	Investment Experience	Change in Proportion & Differences Between Employer Contrib. & Proportionate Share of Plan Contributions	Total Deferred Inflow of Resources	2020	2021	2022	2023	2024	Thereafter				
																				\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1400	EASTERN KY UNIV	\$ 3,053,000	\$ 3,097,273	\$ 3,010,055	\$ 882,208	\$ 792,204	\$ 1,415,412	\$ 1,415,412	\$ 75,266	\$ 277,048	\$ 83,878	\$ 366,294	\$ 782,428	\$ -	\$ -	\$ -	\$ 13,847	\$ 13,847	\$ 13,302	\$ 162,522	\$ 411,412	\$ 194,417	\$ (14,723)	\$ 5,691	\$ -	\$ -	\$ -		
1440	MCKEAD STATE UNIVERSITY	1,520,673	1,960,923	1,139,087	341,491	290,044	(51,447)	290,044	-	290,044	-	290,044	29,203	29,203	32,247	167,775	-	-	58,414	43,203	441,617	41,296	(11,664)	(5,664)	2,190	-	-		
1445	MURRAY STATE UNIV	2,162,480	2,814,136	1,663,329	498,110	(7,490)	490,362	-	498,262	43,322	152,965	46,510	321,889	272,941	-	-	78,638	78,485	39,485	28,485	158,306	19,361	68,126	3,341	-	-	-		
1450	NORTHERN KY UNIVERSITY	2,040,515	2,451,130	1,593,521	458,220	(14,300)	423,920	-	423,920	30,821	143,011	43,298	21,399	248,519	-	-	78,363	43,893	122,378	115,600	11,532	67,605	2,509	-	-	-	-		
1465	WESTERN KENTUCKY UNIV	3,794,750	4,893,118	2,802,433	852,170	(56,114)	796,056	-	796,056	72,195	265,957	80,520	228,014	446,736	-	-	143,768	22,875	169,644	332,231	154,503	(14,133)	5,403	-	-	-	-		
3001	KENTUCKY STATE UNIVERSITY	393,885	506,862	297,617	88,273	51,688	146,264	-	146,264	7,478	27,558	8,341	191,623	234,392	-	-	15,100	130,298	341,398	30,632	(142,739)	(1,644)	566	-	-	-	-		
3100	UNFHDD PROSECUTORIAL SYS	-	-	-	-	(14,875)	(14,875)	-	(14,875)	-	-	-	-	-	-	-	-	-	1,785	1,785	-	(1,785)	-	-	-	-	-		
31040	ATTORNEY GENERALS OFFICE	2,746,752	3,541,763	2,090,628	616,626	(245,718)	371,108	-	371,108	52,257	192,388	58,263	-	303,148	-	-	105,511	61,522	191,668	79,373	39,668	(10,240)	3,953	-	-	-	-		
31095	DEPT MILITARY AFFAIRS	9,704,935	7,265,964	4,348,977	1,281,692	1,194,876	(1,194,876)	-	1,194,876	108,533	399,851	121,689	140,469	799,812	-	-	291,157	20,142	239,358	361,112	158,463	(21,247)	8,214	-	-	-	-		
35615	TRAN DEPT OF AVIATION	498,159	642,349	379,707	111,869	(54,354)	57,315	-	57,315	4,477	34,914	10,570	-	54,961	-	-	19,136	89,147	108,323	(19,728)	(32,496)	(1,855)	717	-	-	-	-		
36079	COMMONWEALTH OF REVENUE	1,256,847	1,621,119	957,699	282,155	(243,199)	33,957	-	33,957	23,964	80,059	26,640	-	136,623	-	-	48,264	265,912	364,377	(155,418)	(67,274)	16,698	1,610	-	-	-	-		
50660	DEPT OF FISH & WILDLIFE	17,684,317	22,801,941	13,479,335	3,971,289	(332,640)	3,638,249	-	3,638,249	336,444	1,259,416	375,242	-	1,953,102	-	-	679,310	548,505	1,227,615	707,414	56,576	(65,864)	25,461	-	-	-	-		
50665	COMM KY HORSE PARK	1,115,567	1,428,294	850,155	250,473	(2,084)	248,389	-	248,389	21,220	79,171	23,667	-	169,584	-	-	42,845	23,132	65,977	67,284	38,670	(14,154)	1,606	-	-	-	-		
50670	DEPT OF PARKS	4,595,234	5,521,853	3,384,513	1,011,323	(8,374)	1,002,949	-	1,002,949	87,273	323,470	97,448	-	523,791	-	-	174,433	103,831	186,436	283,399	94,379	(17,104)	6,612	-	-	-	-		
53279	OFF HUMAN RESOURCE MANAGE	11,774,911	15,182,962	8,974,993	2,644,217	(246,168)	2,398,049	-	2,398,049	224,016	825,245	199,849	-	1,299,110	-	-	432,307	403,646	855,953	452,361	17,496	(4,854)	16,764	-	-	-	-		
54230	HAPS DEPT OF KY STATE POL	17,727,971	22,859,240	13,524,089	3,981,692	(1,149,253)	2,832,439	-	2,832,437	107,278	1,242,476	374,348	-	1,955,019	-	-	681,967	1,563,990	2,284,977	39,980	(107,436)	(69,120)	25,524	-	-	-	-		
54232	HAPS DEPT OF CORRECTIONS	463,167,792	597,279,083	353,053,821	104,811,549	(1,116,344)	103,695,205	-	103,695,205	8,811,589	28,466,491	9,825,919	-	53,825,015	-	-	17,591,716	95,826	17,885,862	28,727,676	8,276,336	(17,258,043)	869,864	-	-	-	-		
58076	DEPT OF INSURANCE	1,272,049	1,640,237	960,541	285,169	(42,394)	348,253	-	348,253	34,301	89,152	26,902	-	288,342	-	-	48,863	139,997	280,342	47,392	74,007	(4,728)	1,833	-	-	-	-		
58080	DEPT OF ALCOHOL & TOBACCO	4,887,658	6,276,841	3,743,371	1,093,152	(70,755)	1,022,397	-	1,022,397	92,611	343,566	103,291	-	629,768	-	-	146,969	178,197	363,168	247,218	2,513	(48,138)	7,689	-	-	-	-		
TOTAL		\$ 846,293,297	\$ 784,414,738	\$ 616,393,522	\$ 122,678,677	\$	\$ 122,678,677	\$	\$ 122,680,394	\$	\$ 122,680,394	\$	\$ 10,393,233	\$ 38,287,302	\$ 11,991,782	\$	\$ 4,003,476	\$ 64,273,783	\$	\$	\$ 20,984,820	\$ 3,996,163	\$ 24,980,909	\$ 31,903,948	\$ 8,548,918	\$ (2,034,633)	\$ 786,549	\$	\$



The accompanying notes are an integral part of these schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
014A	BRECKINRIDGE CO ATTORNEY	\$ 2,258	0.000552%
20025	JUDL ADM OFF OF THE COURT	10,018,001	2.448567%
39931	JEFFERSON CO CLERK	1,433,500	0.350372%
39932	JEFFERSON CO SHERIFF	345,182	0.084368%
39933	KENTON CO COURT CLERK	185,596	0.045363%
39934	KENTON CO SHERIFF	80,873	0.019767%
39935	CAMPBELL COUNTY CLERK	151,588	0.037051%
39936	CAMPBELL CO SHERIFF	69,770	0.017053%
39937	FAYETTE CO CLERK	544,720	0.133139%
39938	FAYETTE CO SHERIFF	320,348	0.078298%
39939	DAVISS CO CLERK	175,591	0.042917%
39940	DAVISS CO SHERIFF	34,342	0.008394%
39941	PIKE CO CLERK	92,147	0.022522%
39942	PIKE CO SHERIFF	123,651	0.030222%
39943	HARDIN COUNTY CLERK OFFIC	192,520	0.047055%
39944	HARDIN COUNTY SHERIFF	76,849	0.018783%
39945	WARREN COUNTY CLERKS OFF	185,044	0.045228%
39946	WARREN COUNTY SHERIFF	254,731	0.062260%
39947	BOONE COUNTY CLERK	188,957	0.046184%
39948	BOONE COUNTY SHERIFF	55,325	0.013522%
39949	CHRISTIAN COUNTY CLERK	90,728	0.022175%
39950	CHRISTIAN COUNTY SHERIFF	269,478	0.065865%
39951	MADISON COUNTY CLERK	139,042	0.033984%
39952	MADISON COUNTY SHERIFF	39,810	0.009730%
39961	BULLITT COUNTY CLERK	155,123	0.037915%
39962	BULLITT CO SHERIFF	174,328	0.042609%
A051	HENDERSON CO TOURIST COMM	13,668	0.003341%
A073	HOUSING AUTH OF PADUCAH	186,515	0.045587%
A113	MORGANFIELD HOUSING AUTH	3,878	0.000948%
A156	CITY OF ANCHORAGE	75,060	0.018346%
AB19	BELLEVUE/DAYTON FIRE	5,482	0.001340%
B008	BURLINGTON FIRE PRO DIST	7,384	0.001805%
B010	HOUSING AUTHORITY OF CATLETTSBURG	39,194	0.009580%
B015	CITY OF HILLVIEW	70,351	0.017195%
B017	PENNYRILE EMER ASST CTR	42,275	0.010333%
B018	W KY ED COOPERATIVE	28,748	0.007026%
B024	OAK GROVE TOURISM/CONVENTION COMMISSION	33,748	0.008249%
B030	OWENSBORO/DAV CO ECO DEV	26,002	0.006355%
B035	GTR FLEMING CO WATER COMM	16,443	0.004019%
B038	CITY OF HICKMAN	60,150	0.014702%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
B042	HOUSING AUTH OF MAYFIELD	92,164	0.022526%
B043	GRAYSON CO CONSERV DIST	4,453	0.001088%
B045	CITY OF BELLEFONTE	664	0.000162%
B048	CITY OF HARLAN	136,016	0.033245%
B051	HENDERSON CITY/CO PLANNIN	53,089	0.012976%
B052	HENRY CO WATER DIST #2	137,243	0.033544%
B054	CITY OF NORTONVILLE	15,529	0.003795%
B058	JOHNSON CO FISCAL COURT	265,854	0.064979%
B061	KNOX CO UTILITIES COMM	57,269	0.013997%
B072	LAKE BARKLEY TOUR COMM	7,056	0.001725%
B078	MARION CO WATER DISTRICT	50,814	0.012420%
B084	N MERCER WATER DISTRICT	73,285	0.017912%
B087	MONTGOMERY CO FIRE DIST	411,160	0.100494%
B097	KY RIVER REGIONAL JAIL	160,485	0.039225%
B098	PIKE CO SENIOR CITIZEN PR	43,319	0.010588%
B100	CITY OF SCIENCE HILL	19,634	0.004799%
B104	RUSSELL CO AMBULANCE SER	85,745	0.020957%
B106	NORTH SHELBY WATER CO	76,361	0.018664%
B109	CAMPBELL/TAYLOR CO I D A	13,771	0.003366%
B113	UNION CO ECONOMIC DEVELOP	10,989	0.002686%
B116	MONTICELLO/WAYNE TELE BOA	31,880	0.007792%
B118	WHITLEY CO CONSERV DIST	14,558	0.003558%
B124	HOPKINS-CHRIST CO PLANNIN	149,015	0.036422%
B156	LOU POLICE RETIRE FUND	16,977	0.004149%
B179	HOUSING AUTH OF BENTON	31,651	0.007736%
B230	RIVERPARK CTR OWENSBORO	74,898	0.018306%
B256	BUECHEL FIRE PROTECT DIST	4,866	0.001189%
B259	CITY OF LUDLOW	55,613	0.013593%
B356	CITY OF DOUGLASS HILLS	20,051	0.004901%
B456	ANCHORAGE MIDDLETOWN FIRE AND EMS	20,436	0.004995%
B656	LOUISVILLE AIRPORT AUTHOR	1,188,143	0.290402%
B756	LEGAL AID SOCIETY INC	316,029	0.077243%
B856	JEFF CO SOIL/CONSER DIST	4,428	0.001082%
B956	LAKE DREAMLAND FIRE DIST	4,563	0.001115%
C025	WINCHESTER CLARK COUNTY INDUSTRIAL AUTHORITY	16,286	0.003980%
C079	JONATHAN CREEK WATER DIST	52,068	0.012726%
C087	CITY OF JEFFERSONVILLE	35,948	0.008786%
C105	CITY OF SADIEVILLE	4,958	0.001212%
C106	CITY OF SIMPSONVILLE	65,366	0.015977%
C118	HOUSING AUTH OF CORBIN	39,692	0.009701%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
C230	HOUSING AUTH OF OWENSBORO	193,314	0.047249%
C256	LOUISVILLE/JEFF CO METRO	24,366,205	5.955508%
D017	CALDWELL CO WATER DISTRIC	33,447	0.008175%
D025	WINCHESTER-CLARK COUNTY TOURISM	11,578	0.002830%
D052	CITY OF PLEASUREVILLE	8,036	0.001964%
D071	CITY OF LEWISBURG	35,648	0.008713%
D079	NORTH MARSHALL WATER DIST	82,300	0.020115%
D084	GTR H/MERCER PL&ZONING CO	9,656	0.002360%
D098	CITY OF COAL RUN VILLAGE	20,431	0.004994%
D113	UNION CO WATER DISTRICT	38,848	0.009495%
D118	WHITLEY CO WATER DIST	28,868	0.007056%
D135	WESTERN FLEMING WATER DIS	36,300	0.008872%
G015	ZONETON FIRE PROT DIST	4,332	0.001059%
GS06	SHELBY CO SUB FIRE DIST	10,652	0.002604%
J001	ADAIR CO BD OF EDUCATION	542,553	0.132609%
J002	CITY OF SCOTTSVILLE	235,117	0.057467%
J003	CITY OF LAWRENCEBURG	344,875	0.084293%
J004	BALLARD CO BD OF ED	288,296	0.070464%
J005	GLASGOW BD OF EDUCATION	410,629	0.100365%
J006	BATH CO BD OF EDUC	423,382	0.103482%
J007	CITY OF MIDDLESBORO	206,705	0.050522%
J008	BOONE CO WATER DISTRICT	218,312	0.053359%
J009	BOURBON CO BD OF EDUCATIO	630,690	0.154151%
J010	FAIRVIEW BD OF EDUCATION	110,594	0.027031%
J011	DANVILLE CITY BD OF ED	460,935	0.112660%
J012	BRACKEN CO BD OF EDUC	212,594	0.051961%
J013	BREATHITT CO BD OF ED	404,119	0.098773%
J014	BRECKINRIDGE CO BD OF ED	614,480	0.150189%
J015	BULLITT CO BD OF ED	2,632,502	0.643428%
J016	BUTLER CO BD OF ED	400,089	0.097788%
J017	CALDWELL CO BD EDUCATION	448,897	0.109718%
J018	CALLOWAY CO BD OF EDUC	518,730	0.126786%
J019	SANITATION DISTRICT N0 1	2,117,219	0.517484%
J021	CARROLL CO BD OF ED	648,261	0.158446%
J022	CARTER CO BD OF ED	974,209	0.238113%
J023	CASEY CO BD OF ED	569,606	0.139221%
J024	CITY OF HOPKINSVILLE	660,515	0.161441%
J025	CLARK CO BD OF ED	1,097,302	0.268199%
J026	CLAY CO BD OF ED	702,097	0.171604%
J027	CLINTON CO BD OF ED	423,100	0.103413%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019	2019
		Actual	Employer
<u>Code</u>	<u>Employer Name</u>	<u>Employer</u>	<u>Allocation</u>
		<u>Contributions</u>	<u>Percentage</u>
J028	CRITTENDEN CO BD OF ED	295,835	0.072307%
J029	CUMBERLAND CO BD OF ED	213,455	0.052172%
J030	DAVIESS CO LIBRARY DIST	258,159	0.063098%
J031	EDMONSON CO BD OF EDUC	411,737	0.100636%
J032	ELLIOTT CO BD OF ED	185,901	0.045437%
J033	ESTILL CO CONSERVATION DI	3,748	0.000916%
J034	GREATER LEX CONV&VISITOR	267,456	0.065371%
J035	FLEMING CO BD OF ED	455,184	0.111255%
J037	CITY OF FRANKFORT	1,093,823	0.267349%
J038	FULTON COUNTY BD OF EDUC	90,907	0.022219%
J039	GALLATIN CO BD OF EDUC	411,237	0.100513%
J040	CITY OF LANCASTER	128,574	0.031426%
J041	WILLIAMSTOWN INDEPDNT SC	241,762	0.059091%
J042	GRAVES CO LIBRARY	33,255	0.008128%
J043	GRAYSON CO BD OF ED	892,930	0.218247%
J044	GREEN CO BD OF EDUCATION	377,222	0.092199%
J045	RUSSELL INDPT BD OF ED	432,892	0.105806%
J046	HANCOCK CO BD EDUCATION	427,884	0.104582%
J047	HARDIN CO SOIL CN DIST	4,230	0.001034%
J048	HARLAN CO BD OF EDUCATION	924,285	0.225911%
J049	HARRISON CO BD OF ED	609,761	0.149036%
J050	HART CO BD OF ED	501,861	0.122663%
J051	HENDERSON PUBLIC LIBRARY	164,490	0.040204%
J052	EMINENCE INDEP BD OF EDUC	198,295	0.048467%
J053	HICKMAN CO BD OF ED	159,128	0.038894%
J054	HOPKINS CO BD OF ED	1,448,518	0.354042%
J055	JACKSON CO BD OF ED	485,424	0.118646%
J056	JEFF CO METRO SEWER DIST	7,380,221	1.803850%
J057	JESSAMINE CO BD OF ED	1,820,927	0.445065%
J058	PAINTSVILLE GAS/WATER SYS	254,252	0.062143%
J059	KENTON COUNTY AIRPORT BD	3,248,319	0.793944%
J060	KNOTT CO BD OF EDUCATION	589,607	0.144110%
J061	KNOX CO BD OF EDUCATION	1,044,417	0.255273%
J062	LARUE CO PUBLIC LIBRARY	20,111	0.004915%
J063	CITY OF LONDON	409,575	0.100107%
J064	LAWRENCE CO BD OF ED	506,462	0.123788%
J065	LEE CO BD OF ED	205,697	0.050276%
J066	LESLIE CO BD OF ED	357,789	0.087450%
J067	CITY OF WHITESBURG	144,825	0.035398%
J068	ELEC PLT BD OF VANCEBURG	162,779	0.039786%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
J069	LINCOLN CO BD OF EDUC	859,833	0.210158%
J070	LIVINGSTON CO BD OF ED	387,590	0.094733%
J071	LOGAN CO BD OF EDUCATION	626,742	0.153186%
J072	LYON CO. PUBLIC LIBRARY	17,839	0.004360%
J073	PADUCAH WATER WORKS	494,294	0.120814%
J074	MCCREARY CO BD OF EDUCATN	641,099	0.156695%
J075	MCLEAN CO BD OF ED	286,035	0.069912%
J076	MADISON CO BD OF ED	2,219,397	0.542458%
J077	MAGOFFIN CO BD OF ED	505,503	0.123553%
J078	MARION CO BD OF EDUCATION	566,993	0.138583%
J079	MARSHALL COUNTY BD OF ED	897,073	0.219260%
J080	MARTIN CO BD OF ED	510,752	0.124836%
J081	MASON CO BD OF ED	545,841	0.133413%
J082	MEADE CO PUBLIC LIBRARY	52,821	0.012910%
J083	MENIFEE CO BD OF ED	234,593	0.057339%
J084	CITY OF HARRODSBURG	436,690	0.106734%
J085	METCALFE CO BD OF ED	372,172	0.090965%
J086	MONROE CO BOARD OF ED	510,122	0.124682%
J087	MT STERLING WATER WORKS	231,632	0.056615%
J088	MORGAN CO BD OF EDUCATION	450,277	0.110055%
J089	MUHLENBERG CO LIB BD DIST	70,003	0.017110%
J090	CITY OF BARDSTOWN	743,367	0.181691%
J091	NICHOLAS CO BD OF ED	223,012	0.054508%
J092	OHIO CO BD OF ED	877,610	0.214503%
J093	OLDHAM COUNTY BD OF ED	2,618,191	0.639930%
J094	OWEN CO BD OF ED	405,653	0.099148%
J095	OWSLEY CO BD OF EDUCATION	262,985	0.064278%
J096	PENDLETON CO BD OF ED	497,209	0.121526%
J097	HAZARD CITY SCHOOLS	170,287	0.041621%
J098	PIKE CO BD OF EDUCATION	2,246,293	0.549032%
J099	POWELL CO BD OF EDUCATION	501,261	0.122517%
J100	CITY OF SOMERSET	993,963	0.242941%
J101	ROBERTSON CO BD OF ED	89,039	0.021763%
J102	ROCKCASTLE CO BD OF ED	629,033	0.153746%
J103	ROWAN CO BD OF ED	843,160	0.206082%
J104	RUSSELL CO BD OF ED	670,078	0.163778%
J105	SCOTT CO BOARD OF ED	1,948,093	0.476147%
J106	SHELBY CO LIBRARY	52,470	0.012824%
J107	SIMPSON CO BD OF ED	673,131	0.164524%
J108	SPENCER CO BD OF EDUC	695,620	0.170021%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
J109	TAYLOR CO BD OF ED	605,796	0.148067%
J110	TODD CO BD OF ED	481,996	0.117808%
J111	TRIGG CO BD OF ED	425,199	0.103926%
J112	TRIMBLE CO BD OF ED	276,265	0.067524%
J113	CITY OF MORGANFIELD	356,157	0.087051%
J115	SPRINGFIELD WATER & SEWER	126,856	0.031006%
J117	CITY OF SEBREE	45,372	0.011090%
J118	CITY OF CORBIN	278,297	0.068020%
J119	WOLFE CO BD OF EDUCATION	270,226	0.066048%
J120	WOODFORD CO BD OF ED	940,470	0.229867%
J124	PENNYRILE NAR TASK FORCE	7,966	0.001947%
J134	LEX-FAY CO HUM RIGHTS COM	28,914	0.007067%
J135	FLEMING CO EMS	64,177	0.015686%
J154	CITY OF EARLINGTON	30,842	0.007538%
J156	CITY OF JEFFERSONTOWN	516,373	0.126210%
J178	LEBANON HOUSING AUTHORITY	44,188	0.010800%
J179	MARSHALL CO TOURIST COMM	17,526	0.004284%
J190	CITY OF BLOOMFIELD	37,985	0.009284%
J200	SOMERSET-PULASKI CONV & V	23,440	0.005729%
J203	FRONTIER HOUSING INC	48,534	0.011863%
J205	GEORGETOWN-SCOTT CO P COM	83,185	0.020332%
J210	BOYD CO AMBULANCE SERVICE	7,755	0.001895%
J214	COMM ACTION SOUTHERN KY	687,387	0.168009%
J217	CITY OF PROVIDENCE	200,983	0.049124%
J219	CAMPBELL CO PUBLIC LIBRAR	295,852	0.072311%
J224	HOUSING AUTH OF HOPKINSVL	149,508	0.036542%
J234	LFUC HOUSING AUTHORITY	512,041	0.125151%
J256	CITY OF ST MATTHEWS	220,564	0.053910%
J259	CITY OF PARK HILLS	18,355	0.004486%
J305	SCOTT CO SOIL CONSER DIST	456	0.000111%
J310	CANNONSBURG WATER DIST	60,957	0.014899%
J314	BOWL GRN WARREN AIRPRT BD	34,956	0.008544%
J317	PROVIDENCE MUN HOUSING AU	18,064	0.004415%
J319	CITY OF ALEXANDRIA	112,296	0.027447%
J324	CITY OF OAK GROVE	90,067	0.022014%
J334	CENTRAL KY ED COOPERATIVE	22,609	0.005526%
J356	CITY OF WEST BUECHEL	34,813	0.008509%
J359	CITY OF FORT WRIGHT	60,477	0.014782%
J405	GEORGETOWN HOUSING AUTHOR	79,590	0.019453%
J414	WARREN CO PLANNING COMM	109,637	0.026797%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
J417	WEBSTER CO CONSER DIST	11,860	0.002899%
J419	CITY OF COLD SPRING	41,535	0.010152%
J424	CITY OF CROFTON	6,820	0.001667%
J434	KY LEAGUE OF CITIES	916,251	0.223947%
J456	CITY OF SHIVELY	119,009	0.029088%
J459	N KY AREA PLAN COMMISSION	468,351	0.114473%
J510	CITY OF CATLETTSBURG	60,868	0.014877%
J514	BARREN RIVER AREA DEV	207,166	0.050635%
J519	NORTHERN KY COOP ED SER	197,467	0.048264%
J524	HOPKINSVILLE S W AUTHORI	399,371	0.097613%
J534	BLUEGRASS AREA DEV DISRIC	424,397	0.103730%
J556	LOUISVILLE CONV BUREAU	782,997	0.191378%
J559	CITY OF CRESCENT SPRINGS	52,692	0.012879%
J610	BOYD CO CONSERVATION DIST	6,209	0.001517%
J614	BOWL GRN CONV & VISIT BUR	59,090	0.014443%
J619	CITY OF FORT THOMAS	295,359	0.072191%
J656	OHIO VALLEY ED COOP	381,784	0.093314%
J710	BIG SANDY WATER DISTRICT	38,427	0.009392%
J714	BOWLING GR/WARREN COMM ED	63,096	0.015422%
J719	CITY OF SOUTHGATE	38,153	0.009325%
J756	CITY OF PROSPECT	53,389	0.013049%
J759	N KY COMMUNITY ACT COMM	549,806	0.134382%
J810	HOUSING AUTH OF ASHLAND	96,745	0.023646%
J814	HOUSING AUTH BOWLING GRN	231,032	0.056468%
J819	CITY OF BELLEVUE	96,549	0.023598%
J834	KY LEGAL SERVICE PROGRAMS	67,371	0.016466%
J856	LOUISVILLE WATER COMPANY	5,165,137	1.262446%
J859	CITY OF VILLA HILLS	48,855	0.011941%
J910	SANITATION DISTRICT #4	68,113	0.016648%
J914	BOWLING GRN HUM RIGHT COM	11,399	0.002786%
J919	CITY OF DAYTON	62,034	0.015162%
J956	OKOLONA FIRE DISTRICT	6,874	0.001680%
J959	CITY OF INDEPENDENCE	134,488	0.032871%
K001	CITY OF COLUMBIA	99,898	0.024417%
K002	ALLEN CO BD OF ED	642,631	0.157070%
K003	ANDERSON CO BD OF ED	668,826	0.163472%
K004	CITY OF WICKLIFFE	39,846	0.009739%
K005	BARREN CO BD OF EDUCATION	1,102,657	0.269508%
K006	CITY OF OWINGSVILLE	75,198	0.018380%
K007	BELL CO BD OF ED	664,265	0.162358%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
K009	PARIS BD OF EDUCATION	172,432	0.042145%
K010	CITY OF ASHLAND	1,257,537	0.307363%
K011	CITY OF DANVILLE	510,620	0.124804%
K012	AUGUSTA BD OF ED	43,034	0.010518%
K013	JACKSON CITY SCHOOLS	99,434	0.024303%
K014	CLOVERPORT INDEPENDENT SC	94,422	0.023078%
K015	BULLITT CO PUBLIC LIBRARY	271,764	0.066424%
K016	CITY OF MORGANTOWN	128,628	0.031439%
K017	GEORGE COON PUBLIC LIBRAR	22,613	0.005527%
K018	CITY OF MURRAY	694,171	0.169667%
K019	CITY OF NEWPORT	353,656	0.086439%
K020	CARLISLE CO BD OF ED	149,947	0.036650%
K021	CARROLL CO PUBLIC LIBRARY	66,938	0.016361%
K022	CARTER CO EMER AMBUL DIST	170,843	0.041757%
K023	CASEY CO AMBULANCE SERV	72,344	0.017682%
K025	CLARK CO LIBRARY BD	145,498	0.035562%
K026	CITY OF MANCHESTER	159,588	0.039006%
K027	CLINTON CO PUBLIC LIBRARY	12,144	0.002968%
K028	CITY OF MARION	146,629	0.035839%
K029	CITY OF BURKESVILLE	102,740	0.025111%
K030	OWENSBORO BD OF ED	1,236,075	0.302117%
K032	ELLIOTT CO AMB SERVICE	28,314	0.006920%
K033	ESTILL CO BD OF EDUCATION	515,368	0.125965%
K034	LEX/FAYETTE URBAN CO GOVT	12,637,612	3.088844%
K035	LICKING VALLEY COM ACTION	294,811	0.072057%
K036	FLOYD CO SCHOOLS	1,408,447	0.344248%
K038	FULTON CITY SCHOOLS	70,072	0.017127%
K039	GALLATIN CO PUBLIC LIB	28,776	0.007033%
K040	GARRARD CO BD OF ED	512,776	0.125331%
K041	CITY OF WILLIAMSTOWN	277,449	0.067813%
K042	GRAVES CO BD OF ED	906,658	0.221602%
K043	CITY OF LEITCHFIELD	231,160	0.056499%
K044	CITY OF GREENSBURG	118,550	0.028976%
K045	GREENUP CO BD OF ED	634,428	0.155065%
K046	CITY OF HAWESVILLE	53,945	0.013185%
K047	HARDIN CO BD OF ED	3,305,197	0.807846%
K048	HARLAN INDEPENDENT SCHOOL	97,837	0.023913%
K049	CITY OF CYNTHIANA	224,112	0.054777%
K050	CAVERNA INDEPENDENT SCH	158,071	0.038635%
K052	HENRY CO BD OF EDUCATION	464,284	0.113479%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
K057	JESSAMINE CO PUBLIC LIBRA	211,001	0.051572%
K058	JOHNSON CO BD OF ED	706,786	0.172750%
K060	LKLP COMM ACTION COUNCIL	1,375,294	0.336145%
K061	BARBOURVILLE CITY SCHOOLS	89,184	0.021798%
K062	LARUE CO BD OF EDUCATION	473,323	0.115688%
K063	LONDON UTILITY COMM	214,619	0.052456%
K064	CITY OF LOUISA	82,697	0.020213%
K065	CITY OF BEATTYVILLE	108,582	0.026539%
K066	LESLIE CO PUBLIC LIBRARY	40,326	0.009856%
K067	LETCHER CO BD OF ED	765,574	0.187119%
K068	LEWIS CO BD OF ED	448,041	0.109509%
K069	LINCOLN CO PUBLIC LIBRARY	32,319	0.007899%
K070	LIVINGSTON CO CONSERV DIS	6,544	0.001600%
K071	CITY OF RUSSELLVILLE	299,376	0.073173%
K072	LYON CO BD OF EDUCATION	224,742	0.054931%
K073	PADUCAH BOARD OF ED	779,922	0.190626%
K074	MCCREARY CO WATER DIST	181,003	0.044240%
K075	CITY OF CALHOUN	32,111	0.007848%
K077	MAGOFFIN CO LIBRARY	8,961	0.002190%
K078	CITY OF LEBANON	242,275	0.059216%
K079	CITY OF BENTON	243,824	0.059595%
K080	MARTIN COUNTY LIBRARY	30,956	0.007566%
K082	CITY OF MULDRAUGH	50,982	0.012461%
K083	CITY OF FRENCHBURG	41,800	0.010217%
K085	METCALFE HEALTH CARE CTN	289,798	0.070832%
K086	MONROE CO CONSERV DIST	9,265	0.002265%
K087	MONTGOMERY CO BD OF ED	942,422	0.230344%
K088	GATEWAY COMM SER ORGANIZ	506,807	0.123872%
K089	MUHLENBERG CO BD OF ED	1,244,515	0.304180%
K090	NELSON COUNTY BD OF ED	960,475	0.234756%
K091	CITY OF CARLISLE	100,302	0.024515%
K092	OHIO CO LIBRARY	54,052	0.013211%
K093	OLDHAM CO LIBRARY BD	137,468	0.033599%
K094	OWEN CO PUBLIC LIBRARY	32,421	0.007924%
K095	OWSLEY CO PUBLIC LIBRARY	6,273	0.001533%
K096	PENDLETON CO LIBRARY	41,717	0.010196%
K097	PERRY CO BD OF EDUCATION	980,430	0.239634%
K098	PIKEVILLE INDEPENDENT SCH	189,156	0.046233%
K099	CITY OF STANTON	39,453	0.009643%
K100	SOMERSET BD OF EDUCATION	290,935	0.071109%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
K101	CITY OF MOUNT OLIVET	3,333	0.000815%
K102	ROCKCASTLE CONSERV DIST	3,913	0.000956%
K103	CITY OF MOREHEAD	235,707	0.057611%
K104	RUSSELL CO CONS DIST	4,853	0.001186%
K105	CITY OF GEORGETOWN	559,830	0.136832%
K106	CITY OF SHELBYVILLE	244,795	0.059832%
K107	FRANKLIN/SIMPSON PARKS BD	25,900	0.006330%
K108	CITY OF TAYLORSVILLE	136,826	0.033443%
K109	CAMPBELLSVLE MUN WTR&SEWR	256,357	0.062658%
K110	TODD COUNTY WATER DIST	51,072	0.012483%
K111	CITY OF CADIZ	177,882	0.043477%
K112	TRIMBLE CO LIBRARY	32,000	0.007821%
K113	UNION CO BD OF EDUCATION	568,139	0.138863%
K114	CITY OF BOWLING GREEN	1,738,739	0.424977%
K115	CITY OF SPRINGFIELD	113,671	0.027783%
K116	WAYNE CO BD OF ED	715,521	0.174885%
K117	WEBSTER CO PUBLIC LIBRARY	25,020	0.006115%
K118	WHITLEY CO BD OF ED	1,007,909	0.246350%
K119	WOLFE COUNTY LIBRARY	12,646	0.003091%
K120	CITY OF VERSAILLES	373,135	0.091200%
K137	KY MAGISTRATES/COMM ASSOC	30,872	0.007546%
K141	GRANT CO PLANNING COMM	8,037	0.001964%
K181	WESTERN LEWIS-RECTORVILLE	29,760	0.007274%
K214	GREEN RIVER EDUC COOP	21,062	0.005148%
K219	NORTHERN KY WATER SER DIS	1,353,646	0.330854%
K237	KY CO JUDGE/EX ASSOC	30,858	0.007542%
K256	JEFFERSONTOWN FIRE DIST	8,842	0.002161%
K314	KY LEGAL AID	283,223	0.069224%
K315	MT WASHINGTON FIRE P DIST	9,438	0.002307%
K319	CITY OF SILVER GROVE	15,199	0.003715%
K356	ST MATTHEWS FIRE DIST.	11,700	0.002860%
K419	ALEXANDRIA FIRE DISTRICT	11,766	0.002876%
K459	CITY OF LAKESIDE PARK	6,474	0.001582%
K519	CITY OF MELBOURNE	5,540	0.001354%
K559	CITY OF TAYLOR MILL	77,104	0.018846%
K614	WARREN CO PUBLIC LIBRARY	197,024	0.048156%
K619	CAMPBELL CO CONS DISPATCH	229,712	0.056145%
K659	CITY OF EDGEWOOD	134,640	0.032908%
K719	CENTRAL CAMPBELL CO FIRE	4,864	0.001189%
K759	LAKESIDE/CRESTVIEWHLS POL	8,830	0.002158%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
K856	HIGHVIEW FIRE DISTRICT	9,623	0.002352%
K859	CITY OF FORT MITCHELL	87,784	0.021456%
K959	HOUSING AUTH OF COVINGTON	158,021	0.038623%
L002	ALLEN CO CONSERVATION DIS	5,401	0.001320%
L003	ANDERSON PUBLIC LIBRARY	53,311	0.013030%
L004	CITY OF BARLOW	16,068	0.003927%
L005	CITY OF GLASGOW	487,350	0.119116%
L006	BATH CO WATER DISTRICT	57,275	0.013999%
L007	BELL CO COURT CLERK	39,610	0.009681%
L008	BOONE CO BD OF ED	4,322,019	1.056374%
L009	CITY OF PARIS	686,669	0.167833%
L010	FIVCO AREA DEVELOPMT DIST	184,080	0.044992%
L011	DANVILLE BOYLE CO REC	21,816	0.005332%
L012	BRACKEN COUNTY PUB LIBRAR	19,676	0.004809%
L013	BREATHITT CO PUBLIC LIB	27,159	0.006638%
L014	BRECKINRIDGE CO CLERK OFF	49,359	0.012064%
L015	CITY OF MT WASHINGTON	304,915	0.074526%
L016	BUTLER CO AMBULANCE SVC	86,994	0.021263%
L018	MURRAY PUBLIC SCHOOLS	598,348	0.146246%
L021	CITY OF CARROLLTON	223,875	0.054719%
L022	NORTHEAST KY CAA	423,995	0.103632%
L023	CITY OF LIBERTY	130,585	0.031917%
L024	HOPKINSVLE CHRIST LIBRARY	52,523	0.012837%
L025	CITY OF WINCHESTER	345,349	0.084409%
L026	DANIEL BOONE COMM AGENCY	545,734	0.133387%
L027	CITY OF ALBANY	171,578	0.041937%
L028	CRITTENDEN/LIV CO WAT DIS	79,104	0.019334%
L029	CUMBERLAND CO SOIL & WAT	4,460	0.001090%
L031	EDMONSON CO AMBULANCE DIS	44,362	0.010843%
L032	SANDY HOOK WATER DISTRICT	33,042	0.008076%
L033	CITY OF IRVINE	79,522	0.019436%
L035	CITY OF FLEMINGSBURG	100,846	0.024648%
L036	FLOYD CO LIBRARY	77,841	0.019026%
L038	FULTON CO LIBRARY	22,211	0.005429%
L039	CITY OF WARSAW	32,530	0.007951%
L041	GRANT CO PUBLIC LIBRARY	69,162	0.016904%
L042	MAYFIELD CITY SCHOOLS	515,359	0.125962%
L043	LEITCHFIELD UTILITY COMM	204,967	0.050097%
L044	GREEN CO AMBULANCE SVC	36,540	0.008931%
L045	RACELAND BOARD OF EDUC	175,454	0.042884%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
L046	HANCOCK CO PUBLIC LIBRARY	33,552	0.008201%
L047	WEST POINT INDEPENDENT SC	28,899	0.007063%
L049	CYNTHIANA/HARRISON LIBRAR	37,975	0.009282%
L050	CITY OF MUNFORDVILLE	48,119	0.011761%
L051	HENDERSON CO WATER DIST	71,576	0.017494%
L052	CITY OF EMINENCE	53,936	0.013183%
L054	DAWSON SPRINGS PUBLIC SCH	134,837	0.032956%
L057	CITY OF NICHOLASVILLE	853,112	0.208515%
L058	PAINTSVILLE BD OF ED	136,437	0.033348%
L060	KNOTT CO SOIL CONV DIST	4,807	0.001175%
L061	CITY OF BARBOURVILLE	90,761	0.022183%
L062	CITY OF HODGENVILLE	133,686	0.032675%
L063	LAUREL CO PUBLIC LIB DIST	134,689	0.032920%
L064	LOUISA WATER & SEWER COMM	73,369	0.017933%
L065	LEE CO PUBLIC LIBRARY	12,500	0.003055%
L066	CITY OF HYDEN	17,989	0.004397%
L067	LETCHER COUNTY CONS DIST	5,057	0.001236%
L068	HOUSING AUTH OF VANCEBURG	13,799	0.003373%
L069	STANFORD WATER COMMISSION	87,549	0.021398%
L071	RUSSELLVILLE CITY SCHOOLS	244,616	0.059788%
L072	CITY OF EDDYVILLE	52,912	0.012933%
L073	CITY OF PADUCAH	1,308,843	0.319903%
L074	HOUSING AUTH MCREARY CO	23,475	0.005738%
L075	CITY OF LIVERMORE	30,162	0.007372%
L076	BEREA BD OF ED	262,480	0.064154%
L077	CITY OF SALYERSVILLE	120,924	0.029556%
L078	MARION FREE PUBLIC LIBRAR	45,824	0.011200%
L079	MARSHALL CO SOIL & WATER	4,561	0.001115%
L080	MARTIN CO CONSERV DIST	3,711	0.000907%
L082	MEADE CO BD OF ED	1,040,550	0.254328%
L083	MENIFEE CO PUBLIC LIBRARY	8,300	0.002029%
L084	BURGIN INDEPENDENT SCH	106,544	0.026041%
L085	METCALFE CO PUBLIC LIB	23,511	0.005746%
L086	CITY OF TOMPKINSVILLE	161,462	0.039464%
L087	MONTGOMERY CO SAN DIST #2	9,421	0.002303%
L088	MORGAN COUNTY LIBRARY	21,079	0.005152%
L090	CITY OF NEW HAVEN	17,428	0.004260%
L091	NICHOLAS COUNTY LIBRARY	8,334	0.002037%
L092	OHIO CO WATER DIST	145,958	0.035675%
L093	LAGRANGE UTILITY COMM	88,880	0.021724%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
L096	PENDLETON COUNTY WATER	56,737	0.013868%
L099	POWELLS VALLEY WATER DIST	37,962	0.009279%
L100	SCIENCE HILL BD OF ED	97,831	0.023912%
L102	CITY OF MOUNT VERNON	213,073	0.052078%
L103	MOREHEAD UTILITY PLANT BD	328,356	0.080256%
L104	LAKE CUMBERLAND ADD	457,140	0.111733%
L105	GEORGETOWN/SCOTT CO PARKS	126,958	0.031031%
L106	TRIPLE S PLANNING & ZONIN	25,207	0.006161%
L107	CITY OF FRANKLIN	352,079	0.086054%
L108	SPENCER CO FIRE DIST	5,818	0.001422%
L109	CAMPBELLSVILLE CITY SCHOO	231,423	0.056564%
L110	CITY OF ELKTON	93,608	0.022879%
L111	HOUSING AUTH OF CADIZ	17,669	0.004319%
L112	CITY OF BEDFORD	15,391	0.003762%
L113	UNION CO PLANNING COMM	18,215	0.004452%
L114	WARREN COUNTY BD OF ED	2,886,753	0.705571%
L115	WASHINGTON CO SCHOOLS	340,323	0.083181%
L118	CORBIN BD OF ED	513,325	0.125465%
L119	CITY OF CAMPTON	65,231	0.015943%
L120	FALLING SPRINGS ARTS	81,453	0.019908%
L141	CORINTH WATER DISTRICT	14,676	0.003587%
L156	CITY OF LYNDON	32,095	0.007844%
L159	ELSMERE FIRE PROTECTION	7,509	0.001835%
L256	CITY OF HURSTBOURNE	21,987	0.005374%
L356	EASTWOOD FIRE PROT DIST	5,983	0.001462%
L456	HARRODS CREEK FIRE DIST	1,548	0.000378%
L656	FERN CREEK FIRE PROT DIST	10,364	0.002533%
L756	PLEASURE RIDGE PARK FIRE	30,961	0.007568%
L959	NORTHERN KY CONV CTR CORP	204,713	0.050035%
M001	COLUMBIA/ADAIR UTILITIES	159,939	0.039092%
M003	LAWBG-ANDERSON PLAN COMM	2,696	0.000659%
M005	GLASGOW WATER COMPANY	365,239	0.089271%
M006	GATEWAY AREA DEV DISTRICT	113,501	0.027741%
M007	MIDDLESBORO CITY SCHOOL	247,609	0.060520%
M008	WALTON/VERONA BD OF ED	334,890	0.081853%
M009	PARIS BOURBON CO LIBRARY	53,915	0.013178%
M010	BOYD CO BD OF ED	906,529	0.221571%
M011	BOYLE COUNTY BD OF EDUC	484,316	0.118375%
M012	EAST PENDLETON WATER DIST	49,912	0.012199%
M013	BREATHITT CO SOIL CONSERV	2,261	0.000553%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019	2019
<u>Code</u>	<u>Employer Name</u>	<u>Actual</u> <u>Employer</u> <u>Contributions</u>	<u>Employer</u> <u>Allocation</u> <u>Percentage</u>
M014	CITY OF HARDINSBURG	40,300	0.009850%
M015	BULLITT CO FISCAL COURT	823,005	0.201156%
M017	CITY OF FREDONIA	3,365	0.000823%
M018	CALLOWAY CO PUBLIC LIBRAR	53,947	0.013185%
M019	CAMPBELL CO COURTHOUSE	10,672	0.002608%
M020	CITY OF BARDWELL	58,556	0.014312%
M021	CARROLL CO WATER DISTRICT	75,196	0.018379%
M022	CITY OF OLIVE HILL	162,873	0.039809%
M023	E CASEY CO WATER DISTRICT	41,418	0.010123%
M024	CHRISTIAN CO BD OF ED	1,936,608	0.473339%
M025	WINCHESTER MUNICIPAL UTIL	526,474	0.128679%
M026	CLAY COUNTY 911 BOARD	35,909	0.008777%
M027	HOUSING AUTH OF ALBANY	25,210	0.006162%
M029	CUMBERLAND CO FISCAL CT	158,024	0.038624%
M030	DAVISS CO BD OF EDUC	2,616,211	0.639446%
M031	EDMONSON CO CONSERV DIST	2,504	0.000612%
M033	IRVINE MUNICIPAL UTILITY	104,521	0.025547%
M034	FAYETTE CO BD EDUCATION	9,691,632	2.368797%
M035	FLEMING COUNTY LIBRARY	25,605	0.006258%
M037	FRANKLIN CO BD OF ED	1,591,925	0.389093%
M038	HICKMAN/FULTON RIV PRT AU	50,281	0.012290%
M039	GALLATIN CO WATER DIS	41,352	0.010107%
M040	GARRARD CO PUBLIC LIBRARY	28,036	0.006852%
M041	GRANT CO BD OF ED	879,696	0.215012%
M042	CITY OF MAYFIELD	154,162	0.037680%
M043	CITY OF CANEYVILLE	21,554	0.005268%
M044	GREEN/TAYLOR WATER DIST	89,223	0.021808%
M045	CITY OF FLATWOODS	187,533	0.045836%
M046	CITY OF LEWISPORT	95,332	0.023301%
M047	HARDIN CO PUBLIC LIBRARY	55,873	0.013656%
M048	CITY OF BENHAM	30,830	0.007535%
M049	HARRISON CO CONSERVA DIST	7,482	0.001829%
M050	HART CO CONSERVATION DIST	6,980	0.001706%
M051	HENDERSON CO BD OF ED	1,602,523	0.391683%
M052	HENRY CO LIBRARY	33,704	0.008238%
M054	CITY OF DAWSON SPRINGS	85,941	0.021005%
M056	JEFF CO MED CTR STM & CHL	208,832	0.051042%
M057	NICH-VLE/JESS CO PK & REC	42,246	0.010326%
M058	CITY OF PAINTSVILLE	426,825	0.104323%
M059	KENTON COUNTY FISCAL CT	1,520,628	0.371667%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
M060	CITY OF HINDMAN	16,087	0.003932%
M061	KNOX CO E M S	191,922	0.046909%
M062	LARUE CO WATER DIST #1	38,710	0.009461%
M064	HOUSING AUTH/ LAWRENCE CO	25,936	0.006339%
M065	LEE CO SOIL CONSERV DIST	6,717	0.001642%
M067	JENKINS BD OF ED	80,816	0.019753%
M068	CITY OF VANCEBURG	66,382	0.016225%
M069	CITY OF STANFORD	24,116	0.005894%
M070	LEDBETTER WATER DISTRICT	41,067	0.010037%
M073	W MCCRACKEN CO WATER DIST	14,739	0.003602%
M075	CITY OF SACRAMENTO	23,577	0.005763%
M076	CITY OF RICHMOND	739,437	0.180731%
M077	MAGOFFIN CO COURT CLERK	33,689	0.008234%
M078	LEBANON WATER WORKS	110,702	0.027057%
M079	MARSHALL CO REF DISP DIST	100,614	0.024592%
M081	CITY OF MAYSVILLE	471,293	0.115192%
M082	CITY OF BRANDENBURG	94,666	0.023138%
M084	MERCER CO BOARD OF ED	571,768	0.139750%
M085	CITY OF EDMONTON	115,773	0.028297%
M087	MT STERL/MONTGOMERY LIB	48,438	0.011839%
M088	MORGAN CO CONSERVAT DIST	5,501	0.001345%
M090	BARDSTOWN BD OF ED	736,360	0.179979%
M091	NICHOLAS CO WATER DIST	20,099	0.004912%
M092	CITY OF BEAVER DAM	118,637	0.028997%
M093	OLDHAM CO WATER DIST	160,750	0.039290%
M096	CITY OF FALMOUTH	142,087	0.034728%
M097	E KY CONCEN EMPLOY PRO	337,621	0.082520%
M098	PIKE CO HOUSING AUTHORITY	39,039	0.009542%
M099	BEECH FORK WATER COMM	47,889	0.011705%
M100	PULASKI CO BD OF ED	1,949,159	0.476407%
M104	RUSSELL CO PUBLIC LIBRARY	32,064	0.007837%
M105	SCOTT COUNTY LIBRARY	144,436	0.035303%
M106	SHELBY CO BD OF ED	1,316,254	0.321714%
M107	FRANKLIN ELECTRIC PLNT BD	169,142	0.041341%
M108	SPENCER CO PUBLIC LIB	35,078	0.008574%
M109	CITY OF CAMPBELLSVILLE	439,384	0.107393%
M110	CITY OF GUTHRIE	58,260	0.014240%
M111	TRIGG CO CONS DISTRICT	5,599	0.001369%
M112	CITY OF MILTON	44,678	0.010920%
M113	CITY OF STURGIS	69,950	0.017097%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019	2019
<u>Code</u>	<u>Employer Name</u>	<u>Actual</u> <u>Employer</u> <u>Contributions</u>	<u>Employer</u> <u>Allocation</u> <u>Percentage</u>
M115	WASHINGTON CO LIBRARY BD	21,290	0.005204%
M116	WAYNE CO PUBLIC LIBRARY	40,798	0.009972%
M117	WEBSTER CO BD OF ED	504,097	0.123210%
M118	WHITLEY CO FISCAL COURT	606,527	0.148245%
M119	WOLFE CO FISCAL COURT	180,150	0.044032%
M120	WOODFORD COUNTY LIBRARY	83,827	0.020489%
M215	SHEPHER/BULLIT CO TOURIST	83,513	0.020412%
M315	CITY OF PIONEER VILLAGE	6,061	0.001482%
M415	BULLITT CO SANITATION DIS	57,096	0.013955%
N001	ADAIR CO CONSERVATION DIS	10,255	0.002506%
N006	HOUSING AUTH OWINGSVILLE	14,053	0.003435%
N007	PINEVILLE BD OF EDUCATION	88,345	0.021593%
N008	CITY OF FLORENCE	750,215	0.183365%
N009	CITY OF MILLERSBURG	4,849	0.001185%
N010	BOYD CO PUBLIC LIBRARY	120,656	0.029490%
N011	CITY OF PERRYVILLE	4,365	0.001067%
N012	CITY OF BROOKSVILLE	41,873	0.010235%
N013	MIDDLE KY COMM ACT PART	348,741	0.085238%
N014	CITY OF IRVINGTON	54,577	0.013340%
N015	BULLITT CO CONSERVAT DIST	5,809	0.001420%
N017	PRINCETON ELECTRIC PL BD	198,005	0.048396%
N018	MURRAY/CALLOWAY CO AIRPRT	6,904	0.001687%
N020	CARLISLE CO SANIT DIST 1	12,229	0.002989%
N021	CARROLLTON UTILITIES COMM	269,294	0.065820%
N022	CITY OF GRAYSON	151,113	0.036935%
N025	EAST CLARK CO WATER DIST	44,397	0.010851%
N029	CUMBERLAND CO PUBLIC LIB	18,429	0.004504%
N033	ESTILL CO WATER DIST NO 1	41,332	0.010102%
N035	HOUSING AUTH FLEMINGSBURG	8,706	0.002128%
N036	PRESTONSBURG CITY UTIL	439,407	0.107399%
N037	FRANKFORT INDEP SCHOOLS	199,818	0.048839%
N038	HOUSING AUTH OF HICKMAN	29,952	0.007321%
N041	BULLOCK PEN WATER DIST	121,182	0.029619%
N042	PURCHASE AREA DEV DIST	288,326	0.070472%
N043	GRAYSON CO LIBRARY	42,185	0.010311%
N044	HOUSING AUTH OF GREENSBUR	955	0.000233%
N045	KENTUCKY ED DEV CORP	108,011	0.026400%
N047	ELIZABETHTOWN BD OF EDUC	478,358	0.116919%
N049	CYNTHIANA HARRISON CO JPC	14,666	0.003585%
N050	CITY OF HORSE CAVE	55,288	0.013513%

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Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
N051	CITY OF HENDERSON	1,240,922	0.303302%
N052	CITY OF NEW CASTLE	20,638	0.005044%
N054	CITY OF MADISONVILLE	1,298,676	0.317418%
N057	NICHOLASVILLE HOUSING AUT	14,183	0.003467%
N058	JOHNSON CO LIBRARY	46,465	0.011357%
N060	KNOTT CO WATER & SEWER	77,165	0.018860%
N061	KNOX CO SOIL CONSERV DIS	5,991	0.001464%
N063	CUMBERLAND VAL AREA DEV	160,161	0.039146%
N065	THREE FORKS REG JAIL	194,329	0.047497%
N067	HOUSING ORIENTED MINISTRI	49,305	0.012051%
N068	GAR,QUI,KY-O-HTS WTR DIST	37,430	0.009149%
N069	CITY OF CRAB ORCHARD	13,601	0.003324%
N071	CITY OF AUBURN	61,616	0.015060%
N072	LYON CO AMBULANCE SERVICE	97,194	0.023756%
N075	CITY OF ISLAND	18,831	0.004603%
N076	MADISON CO EMS	12,587	0.003076%
N077	MAGOFFIN CO WATER DIST	56,048	0.013699%
N078	CENTRAL KY COMM ACTION	871,699	0.213058%
N079	BENTON ELECTRIC SYSTEM	125,228	0.030608%
N080	MARTIN CO WATER DISTRICT	101,193	0.024733%
N081	BUFFALO TRACE AR DEV DIST	214,291	0.052376%
N082	MEADE CO WATER DISTRICT	67,732	0.016555%
N084	MERCER CO PUBLIC LIBRARY	65,847	0.016094%
N085	METCALFE CO CONSERV DIST	5,386	0.001317%
N087	CITY OF MT STERLING	148,684	0.036341%
N088	MORGAN CO AMBULANCE SERV	50,445	0.012330%
N089	MUHLENBERG CO WATER DIST	112,708	0.027548%
N090	BARDSTOWN-NELSON CO TOURI	35,541	0.008687%
N092	CITY OF HARTFORD	113,941	0.027849%
N093	CITY OF LAGRANGE	96,240	0.023523%
N094	CITY OF OWENTON	14,236	0.003479%
N097	KY VALLEY ED COOPERATIVE	13,942	0.003408%
N098	PIKE CO LIBRARY DISTRICT	78,582	0.019207%
N099	CITY OF CLAY CITY	24,164	0.005906%
N100	CITY OF BURNSIDE	41,164	0.010061%
N103	HOUSING AUTH OF MOREHEAD	56,947	0.013919%
N104	CITY OF JAMESTOWN	154,341	0.037723%
N106	W SHELBY WATER DISTRICT	36,500	0.008921%
N107	SIMPSON CO CONSER DIST	3,880	0.000948%
N110	LOGAN/TODD REG. WATER COM	77,529	0.018949%

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Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

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Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
N111	BARKLEY LAKE WATER DIST	102,340	0.025014%
N112	TRIMBLE CO WATER DIST	19,258	0.004707%
N113	UNION CO LIBRARY BD	49,541	0.012109%
N114	BOWLING GRN MUNICIPAL UTI	2,065,493	0.504841%
N115	WASHINGTON CO CONSER DIST	4,631	0.001132%
N116	MONTICELLO UTILITY COMM	177,029	0.043269%
N117	CITY OF DIXON	12,760	0.003119%
N118	CITY OF WILLIAMSBURG	318,353	0.077811%
N119	WOLFE CO CONSER DISTRICT	6,538	0.001598%
N120	WOODFORD CO PLAN ZONING	39,270	0.009598%
N959	N KY CONV & VISITORS BUR	197,394	0.048246%
P001	HOUSING AUTH OF COLUMBIA	23,704	0.005794%
P005	GLASGOW ELECTRIC PLANT BD	607,152	0.148398%
P006	BATH COUNTY E.M.S.	87,315	0.021341%
P007	CITY OF PINEVILLE	41,951	0.010253%
P008	BOONE CO PLANNING COMM	159,534	0.038993%
P009	HOUSING AUTHORITY PARIS	40,050	0.009789%
P010	REGIONAL PUBLIC SAFETY	117,014	0.028600%
P011	CITY OF JUNCTION CITY	33,088	0.008087%
P013	CITY OF JACKSON	203,931	0.049844%
P014	BRECKINRIDGE CO PUBLIC LI	32,965	0.008057%
P015	CITY OF LEBANON JUNCTION	32,961	0.008056%
P017	PRINCETON WATER/WASTEWATE	116,963	0.028588%
P018	MURRAY/CALLOWAY TRANS AUT	60,255	0.014727%
P022	RATTLESNAKE RIDGE WATER	91,333	0.022323%
P025	CLARK CO CONSVATION DIST	3,681	0.000900%
P035	FLEMING CO DISPATCH	25,315	0.006187%
P037	COMMUNITY ACTION KENTUCKY	101,283	0.024755%
P038	HICKMAN ELECTRIC SYSTEM	67,528	0.016505%
P041	CITY OF DRY RIDGE	52,302	0.012783%
P043	CITY OF CLARKSON	20,119	0.004918%
P045	GREENUP CO ENVIR COMM	22,408	0.005477%
P047	CITY OF WEST POINT	40,794	0.009971%
P048	HARLAN COUNTY C A A	179,503	0.043874%
P049	HOUSING AUTHORITY OF CYNT	97,099	0.023733%
P050	HART CO SOLID WASTE SVC	92,334	0.022568%
P051	HENDERSON MUN POWER&LIGHT	534,391	0.130614%
P052	LITTLE KY RV WS CONV DIST	10,770	0.002632%
P054	HOUSING AUTH DAWSON SPG	42,073	0.010283%
P057	VALLEY VIEW FERRY AUTHORI	18,767	0.004587%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
P061	BARBOURVILLE UTILITY COMM	354,527	0.086652%
P063	LAUREL CO WATER DIST #2	124,965	0.030544%
P068	LEWIS CO PUBLIC LIBRARY	14,439	0.003529%
P069	LINCOLN CO CLERK	55,646	0.013601%
P071	LOGAN CO CONS DISTRICT	10,549	0.002578%
P072	LYON CO WATER DISTRICT	30,135	0.007366%
P075	MCLEAN CO REG WATER COMM	25,297	0.006183%
P076	MADISON CO PUBLIC LIBRARY	166,676	0.040738%
P077	SALYERS/MAG CO JOINT HOUS	18,279	0.004468%
P078	MARION CO CONSERVAT DIST	4,723	0.001154%
P079	CITY OF CALVERT CITY	196,189	0.047952%
P081	MASON COUNTY LIBRARY	37,095	0.009067%
P084	ANDERSON-DEAN COMM PARK	16,761	0.004097%
P087	MONTGOMERY CTY WATER DIST	11,276	0.002756%
P088	MORGAN CO WATER DIST	28,262	0.006908%
P089	MUHLENBERG WATER DIST #3	37,436	0.009150%
P090	NORTH NELSON WATER DIST	33,517	0.008192%
P092	OHIO CO REG WASTEWATER D	33,619	0.008217%
P097	KY RIVER AREA DEV DIST	218,269	0.053349%
P100	LAKE CUMBERLAND CAA, INC	483,584	0.118196%
P103	MOREHEAD TOURISM COMMISSI	41,851	0.010229%
P104	RUSSELL CO TOURIST COMM	8,760	0.002141%
P105	GEORGETOWN/SCOTT TOURISM	23,195	0.005669%
P106	MULTI PURPOSE COMM ACTION	41,274	0.010088%
P107	SIMPSON CO LIBRARY DIST	31,530	0.007707%
P110	TODD COUNTY CONSERVATION DISTRICT	6,073	0.001484%
P111	JOHN L STREET LIBRARY	14,862	0.003633%
P113	STURGIS HOUSING AUTHORITY	10,697	0.002614%
P115	HOUSING AUTH SPRINGFIELD	14,831	0.003625%
P116	CITY OF MONTICELLO	59,820	0.014621%
P117	CITY OF CLAY	39,066	0.009548%
P120	WOODFORD CO CONSERV DIST	6,771	0.001655%
P959	CITY OF CRESTVIEW HILLS	37,213	0.009095%
R003	SOUTH ANDERSON WATER DIST	33,798	0.008261%
R005	BARREN CO SOIL CONS DIS	4,832	0.001181%
R008	BOONE CO LIBRARY DIST	464,406	0.113509%
R010	ASHLAND BD OF ED	837,321	0.204655%
R011	DANVILLE BOYLE PLANNING	14,938	0.003651%
R013	BREATHITT COUNTY WATER DISTRICT	27,147	0.006635%
R015	CITY OF SHEPHERDSVILLE	200,137	0.048917%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
R017	CITY OF PRINCETON	99,583	0.024340%
R018	MURRAY ELECTRIC SYSTEM	441,170	0.107829%
R019	FORT THOMAS BOARD OF ED	558,896	0.136603%
R021	CARROLLTON/CARR CO REC TR	7,698	0.001882%
R024	CHRISTIAN CO WATER DIST	86,136	0.021053%
R030	DAVIESS CO AIRPORT BD	51,248	0.012526%
R033	CITY OF RAVENNA	11,940	0.002918%
R034	LEXINGTON PUBLIC LIBRARY	871,925	0.213113%
R036	CITY OF PRESTONSBURG	388,513	0.094959%
R037	PAUL SAWYIER LIBRARY	183,634	0.044883%
R038	CITY OF FULTON	193,810	0.047370%
R041	CITY OF CRITTENDEN	17,932	0.004383%
R042	MAYFIELD ELEC & WATER SYS	520,741	0.127278%
R045	CITY OF RUSSELL	163,044	0.039851%
R047	LINCOLN TRAIL AREA DEV DI	210,984	0.051568%
R048	HARLAN CO CONSERV DIST	6,120	0.001496%
R050	HART CO AMB SERVICE	180,676	0.044160%
R051	HENDERSON MUN W & S DEPT	633,190	0.154762%
R052	CITY OF CAMPBELLSBURG	8,057	0.001969%
R054	SOUTH HOPKINS WATER DIST	45,152	0.011036%
R057	CITY OF WILMORE	156,874	0.038343%
R058	HOUSING AUTH OF PAINTSVLE	80,698	0.019724%
R061	KY COMM ECONOMIC OPPORT	933,317	0.228118%
R063	WOODCREEK WATER DISTRICT	323,992	0.079189%
R071	LOGAN CO PUBLIC LIBRARY	78,969	0.019301%
R072	LYON CO HOUSING AUTHORITY	39,962	0.009767%
R073	MCCRACKEN CO BD OF ED	1,458,597	0.356506%
R076	RICHMOND UTILITIES	526,534	0.128694%
R078	CITY OF LORETTO	3,922	0.000959%
R079	MARSHALL CO PUB LIBRARY	120,963	0.029565%
R088	CITY OF WEST LIBERTY	201,031	0.049135%
R089	CENTRAL CITY MUN WTR&SEWR	146,568	0.035824%
R090	NELSON CO PUBLIC LIBRARY	155,823	0.038086%
R093	TRI CO COMM ACTION AGENCY	37,795	0.009238%
R097	PERRY COUNTY PUBLIC LIB	101,585	0.024829%
R103	ROWAN CO PUBLIC LIBRARY	53,855	0.013163%
R104	CITY OF RUSSELL SPRINGS	131,910	0.032241%
R106	SHELBY CO PARK RECREATION	66,079	0.016151%
R109	TAYLOR CO PUBLIC LIBRARY	56,313	0.013764%
R114	BOWLING GREEN PUBLIC SCHO	1,039,929	0.254176%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
R115	S W E D A	10,255	0.002507%
R116	WAYNE CO CONSERV DIST	6,276	0.001534%
R117	WEBSTER COUNTY WATER DIST	66,768	0.016319%
R118	WILLIAMSBURG IND BD OF ED	165,917	0.040553%
R120	CITY OF MIDWAY	41,922	0.010247%
R959	N KY LEGAL AID SOCIETY	344,000	0.084079%
T036	FLOYD COUNTY CONSV DIST	15,298	0.003739%
V001	ADAIR COUNTY FISCAL COURT	287,259	0.070211%
V002	ALLEN COUNTY FISCAL COURT	393,963	0.096291%
V003	ANDERSON CO FISCAL COURT	388,429	0.094939%
V004	BALLARD COUNTY FISCAL CT	339,576	0.082998%
V005	BARREN CO FISCAL CT	274,223	0.067025%
V006	BATH CO FISCAL COURT	208,130	0.050871%
V007	BELL CO FISCAL CT	364,405	0.089067%
V008	BOONE CO FISCAL CT	1,564,204	0.382318%
V009	BOURBON CO FISCAL COURT	353,158	0.086318%
V010	BOYD COUNTY FISCAL COURT	1,076,834	0.263196%
V011	BOYLE COUNTY FISCAL COURT	502,511	0.122822%
V012	BRACKEN CO FISCAL COURT	198,809	0.048592%
V013	BREATHITT CO FISCAL COURT	207,725	0.050772%
V014	BRECKINRIDGE CO FISCAL CT	374,373	0.091503%
V016	BUTLER COUNTY FISCAL CT	338,849	0.082820%
V017	CALDWELL CO FISCAL COURT	227,518	0.055609%
V018	CALLOWAY CO FISCAL COURT	634,490	0.155080%
V019	CAMPBELL CO FISCAL CT	1,370,860	0.335061%
V020	CARLISLE CO FISCAL COURT	159,795	0.039057%
V021	CARROLL CO FISCAL CT	414,589	0.101332%
V022	CARTER CO FISCAL CT	521,960	0.127576%
V023	CASEY CO FISCAL COURT	372,953	0.091156%
V024	CHRISTIAN CO FISCAL COURT	560,873	0.137087%
V025	CLARK COUNTY FISCAL COURT	534,680	0.130685%
V026	CLAY COUNTY FISCAL CT	614,327	0.150152%
V027	CLINTON CO FISCAL COURT	345,694	0.084493%
V028	CRITTENDEN CO FIS CT	324,441	0.079299%
V030	DAVISS CO FISCAL COURT	987,939	0.241469%
V031	EDMONSON CO FISCAL CRT	231,664	0.056622%
V032	ELLIOTT CO FISCAL CT	122,916	0.030043%
V033	ESTILL CO FISCAL COURT	273,063	0.066741%
V035	FLEMING CO FISCAL COURT	182,272	0.044550%
V036	FLOYD CO FISCAL COURT	577,474	0.141144%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
V037	FRANKLIN CO FISCAL COURT	785,797	0.192062%
V038	FULTON COUNTY FIS CT	495,623	0.121138%
V039	GALLATIN CO FISCAL COURT	312,150	0.076295%
V040	GARRARD CO FISCAL COURT	342,890	0.083808%
V041	GRANT COUNTY FISCAL COURT	424,110	0.103660%
V042	GRAVES COUNTY FISCAL CT	654,360	0.159937%
V043	GRAYSON CO FISCAL COURT	617,865	0.151016%
V044	GREEN COUNTY FISCAL COURT	125,363	0.030641%
V045	GREENUP CO FISCAL CT	701,581	0.171478%
V046	HANCOCK CO FISCAL COURT	357,287	0.087327%
V047	HARDIN CO FISCAL COURT	511,434	0.125003%
V048	HARLAN CO FIS CT	592,920	0.144920%
V049	HARRISON CO FISCAL COURT	216,410	0.052894%
V050	HART COUNTY FISCAL COURT	405,212	0.099041%
V051	HENDERSON CO FISCAL COURT	1,085,892	0.265410%
V052	HENRY CO FISCAL COURT	242,712	0.059323%
V053	HICKMAN CO FISCAL COURT	174,867	0.042740%
V054	HOPKINS CO FISCAL COURT	732,980	0.179152%
V055	JACKSON CO FISCAL COURT	390,257	0.095385%
V057	JESSAMINE CO FISCAL COURT	900,715	0.220150%
V060	KNOTT CO FISCAL CT	254,169	0.062123%
V061	KNOX CO FISCAL CT	465,870	0.113866%
V062	LARUE CO FISCAL COURT	334,842	0.081841%
V063	LAUREL COUNTY FISCAL COUR	944,997	0.230973%
V064	LAWRENCE CO FISCAL CT	331,640	0.081058%
V065	LEE COUNTY FISCAL COURT	177,573	0.043402%
V066	LESLIE CO FISCAL COURT	458,764	0.112130%
V067	LETCHER CO FISCAL COURT	350,773	0.085735%
V068	LEWIS COUNTY FISCAL COURT	319,334	0.078051%
V069	LINCOLN CO FISCAL COURT	316,173	0.077278%
V070	LIVINGSTON CO FISCAL CT	343,660	0.083996%
V071	LOGAN COUNTY FISCAL COURT	572,818	0.140006%
V072	LYON COUNTY FISCAL COURT	158,048	0.038630%
V073	MCCRACKEN CO FISCAL COURT	587,891	0.143690%
V074	MCCREARY CO FISCAL CT	376,010	0.091903%
V075	MCLEAN COUNTY FISCAL CT	332,607	0.081295%
V076	MADISON CO FISCAL COURT	845,949	0.206764%
V077	MAGOFFIN CO FISCAL COURT	238,792	0.058365%
V078	MARION CO FISCAL COURT	710,064	0.173551%
V079	MARSHALL CO FISCAL COURT	693,023	0.169386%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
V080	MARTIN CO FISCAL COURT	228,751	0.055911%
V081	MASON CO FIS CT	487,325	0.119110%
V082	MEADE COUNTY FISCAL COURT	786,335	0.192193%
V083	MENIFEE CO FISCAL COURT	130,286	0.031844%
V084	MERCER COUNTY FISCAL COUR	290,443	0.070989%
V085	METCALFE CO FISCAL COURT	177,323	0.043341%
V086	MONROE CO FISCAL COURT	149,272	0.036485%
V087	MONTGOMERY CO FISCAL CT	515,120	0.125904%
V088	MORGAN CO FISCAL CT	177,243	0.043321%
V089	MUHLENBERG CO FISCAL CT	756,063	0.184794%
V090	NELSON CO FISCAL CT	946,172	0.231260%
V091	NICHOLAS CO FISCAL COURT	177,933	0.043490%
V092	OHIO COUNTY FISCAL CRT	443,934	0.108505%
V093	OLDHAM CO FISCAL COURT	652,319	0.159438%
V094	OWEN COUNTY FISCAL COURT	266,757	0.065200%
V095	OWSLEY CO FISCAL COURT	129,337	0.031612%
V096	PENDLETON CO FISCAL COURT	239,321	0.058494%
V097	PERRY COUNTY FISCAL COURT	663,942	0.162278%
V098	PIKE COUNTY FISCAL COURT	1,236,153	0.302136%
V099	POWELL CO FISCAL CT	498,523	0.121847%
V100	PULASKI CO FISCAL CT	984,905	0.240727%
V101	ROBERTSON CO FISCAL CT	85,173	0.020818%
V102	ROCKCASTLE CO FISCAL CT	411,705	0.100628%
V103	ROWAN CO FISCAL COURT	588,007	0.143719%
V104	RUSSELL CO FISCAL COURT	380,208	0.092929%
V105	SCOTT CO FISCAL CT	553,910	0.135385%
V106	SHELBY CO FISCAL COURT	510,226	0.124708%
V107	SIMPSON CO FISCAL COURT	463,907	0.113387%
V108	SPENCER CO TREASURER	208,833	0.051042%
V109	TAYLOR COUNTY FISCAL COUR	450,446	0.110097%
V110	TODD COUNTY FISCAL COURT	301,099	0.073594%
V111	TRIGG COUNTY FISCAL COURT	339,902	0.083078%
V112	TRIMBLE CO FISCAL COURT	154,307	0.037715%
V113	UNION COUNTY FISCAL COURT	420,700	0.102826%
V114	WARREN COUNTY FISCAL COUR	1,369,289	0.334677%
V115	WASHINGTON CO FIS COURT	249,474	0.060976%
V116	WAYNE COUNTY FISCAL COURT	598,794	0.146355%
V117	WEBSTER CO FISCAL COURT	460,007	0.112433%
V119	CITY OF HIGHLAND HEIGHTS	45,676	0.011164%
V120	WOODFORD CO FISCAL COURT	493,975	0.120736%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
V122	FAMILY HEALTH CENTER	2,727,698	0.666695%
V125	LOUISVILLE MEM COMM	23,824	0.005823%
V126	LOU & JEFF CO RIVERPORT	22,708	0.005550%
V127	LOU LABOR MANAGER COM	10,440	0.002552%
V129	T A R C	5,402,628	1.320493%
V130	ANCHORAGE BD OF EDUCATION	138,082	0.033750%
V136	MOUNTAIN ARTS CENTER	11,684	0.002856%
V137	FRANKLIN CO CONS DIST	13,454	0.003289%
V145	CITY OF WURLAND	11,994	0.002932%
V147	HARDIN CO WATER DIST #2	593,092	0.144962%
V151	HOUSING AUTH OF HENDERSON	173,567	0.042423%
V156	JEFF CO BD OF ED	31,084,962	7.597689%
V158	BIG SANDY AREA COMM PRO	322,385	0.078796%
V159	CITY OF ERLANGER	301,405	0.073669%
V163	EAST BERNSTADT BD OF ED	56,493	0.013808%
V171	CITY OF ADAIRVILLE	24,739	0.006047%
V176	MADISON CO CONSERVAT DIST	6,086	0.001488%
V179	MARSHALL CO SEN CITIZENS	10,106	0.002470%
V189	CITY OF CENTRAL CITY	219,495	0.053648%
V196	CITY OF BUTLER	6,205	0.001517%
V197	CITY OF HAZARD	562,933	0.137590%
V198	MOUNTAIN WATER DISTRICT	345,465	0.084437%
V200	PULASKI COUNTY LIBRARY	89,841	0.021959%
V205	BARREN/METCALFE CO AMB SR	13,224	0.003232%
V206	SHELBYVLE MUN WATER&SEWER	205,919	0.050330%
V207	BELL CO PUBLIC LIBRARY	42,188	0.010311%
V208	CITY OF WALTON	60,264	0.014730%
V218	MURRAY TOURISM COMMISSION	14,074	0.003440%
V219	BELLEVUE BD OF EDUCATION	131,843	0.032225%
V224	PENNYROYAL AREA MUSEUM	19,480	0.004761%
V230	OWENSBORO RIVERPORT AUTH	388,265	0.094898%
V236	BIG SANDY AREA DEV DIST	382,936	0.093596%
V237	BLUE GRASS COMM ACTION	732,676	0.179078%
V247	HARDIN CO WATER DIST #1	630,962	0.154218%
V251	HENDERSON CO RIVER AUTH	117,273	0.028664%
V259	KENTON CO PUBLIC LIBRARY	812,183	0.198511%
V263	LAUREL CO BD OF EDUCATION	1,597,225	0.390388%
V271	RUSSELLVILLE ELEC PL BD	187,626	0.045859%
V281	HOUSING AUTH OF MAYSVILLE	57,794	0.014126%
V298	CITY OF PIKEVILLE	440,193	0.107591%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
V300	HOUSING AUTH OF SOMERSET	84,595	0.020677%
V305	CITY OF CAVE CITY	100,774	0.024631%
V306	HOUSING AUTH OF SHELBYVLE	15,116	0.003695%
V308	NORTHERN KY AREA DEV.DIST	506,422	0.123778%
V319	CAMPBELL CO BD OF ED	1,207,558	0.295147%
V324	CHRISTIAN CO CONS DIST	5,398	0.001319%
V330	CITY OF OWENSBORO	1,706,880	0.417190%
V336	SANDY VALLEY TRANS SER IN	347,289	0.084883%
V337	FRANKFORT ELEC WATER BD	1,973,292	0.482306%
V347	CITY OF RADCLIFF	394,439	0.096408%
V359	CITY OF ELSMERE	71,464	0.017467%
V363	LONDON LAUREL CO COMM CTR	114,666	0.028026%
V373	PADUCAH MCCRACKEN CO TOUR	46,574	0.011383%
V376	CITY OF BERE A	1,062,297	0.259643%
V398	CITY OF ELKHORN CITY	30,351	0.007418%
V400	PULASKI CO SOIL CONS DIST	16,824	0.004112%
V405	MARY W WELDON MEM PUB LIB	34,161	0.008350%
V407	BELL/WHITLEY COMM ACTION	440,981	0.107783%
V419	DAYTON CITY SCHOOLS	203,377	0.049709%
V424	PENNYRILE ALLIED COMM SER	533,683	0.130441%
V430	OWENSBORO MUN UTILITIES	3,046,212	0.744545%
V436	APPALACHIAN RES & DEFENSE	280,411	0.068537%
V437	FKT/FKLN CO TOUR&CONV COM	23,032	0.005630%
V447	CITY OF ELIZABETHTOWN	1,236,734	0.302278%
V459	LUDLOW BD OF EDUCATION	120,763	0.029516%
V463	LONDON LAUREL TOURIST COM	20,315	0.004965%
V473	PADUCAH POWER SYSTEM	933,816	0.228240%
V476	KY RIVER FOOTHILLS DEV CO	1,065,264	0.260368%
V500	WEST PULASKI WATER DISTR	58,322	0.014255%
V505	CITY OF PARK CITY	4,386	0.001072%
V507	BELL CO SOLID WASTE OFFIC	29,954	0.007321%
V508	CITY OF UNION	16,916	0.004135%
V524	HOPKINSVL WATER ENV ATH	535,347	0.130848%
V530	AUDUBON AREA COMM SER INC	2,281,754	0.557699%
V537	CAPITAL COMMUNITY E I D A	15,520	0.003793%
V547	ELIZABETHTOWN TOUR/CON BU	40,175	0.009819%
V559	BEECHWOOD BOARD OF EDUC	208,082	0.050859%
V563	LONDON-LAUREL CO IDA	16,544	0.004044%
V576	SOUTHERN MADISON WATER DT	54,376	0.013290%
V607	PINEVILLE UTILITY COMM	193,199	0.047221%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019	2019
<u>Code</u>	<u>Employer Name</u>	Actual	Employer
		<u>Employer</u>	<u>Allocation</u>
		<u>Contributions</u>	<u>Percentage</u>
V619	SOUTHGATE BD OF ED	38,306	0.009363%
V624	HOPKINSVL ELECTRIC SYSTEM	587,332	0.143554%
V630	CITY OF WHITESVILLE	26,859	0.006565%
V637	FARMDALE WATER DISTRICT	13,654	0.003337%
V647	CITY OF VINE GROVE	95,901	0.023440%
V659	KENTON CO BD OF ED	3,096,874	0.756928%
V663	LAUREL CO CONSERV DIST	8,713	0.002130%
V673	PADUCAH-MCCRACKEN CO JOIN	228,898	0.055946%
V676	MADISON CO UTILITIES DIST	95,341	0.023303%
V707	BELL CO CONSERVATION DIST	2,314	0.000566%
V708	HEBRON FIRE PROTECTION DI	12,188	0.002979%
V719	SILVER GROVE BD OF ED	34,714	0.008485%
V724	PENNYRILE AREA DEVP DIST	274,817	0.067170%
V730	GREEN RIV AREA DEL DIST	366,545	0.089590%
V737	KY ASSOC OF CO (KACO)	607,848	0.148568%
V756	JEFF CO MED CENTER LAUNDR	372,648	0.091081%
V759	ERLANGER/ELSMERE BD OF ED	546,906	0.133673%
V773	MCCRACKEN CO PUB LIBRARY	168,604	0.041210%
V808	POINT PLEASANT FIRE DIST	474	0.000116%
V819	NEWPORT BD OF ED	491,834	0.120213%
V830	REGIONAL WTR RESOURCE AGY	754,622	0.184442%
V856	KYIANA REG PLANNING DEV	634,469	0.155075%
V859	COVINGTON BD OF ED	1,496,296	0.365720%
V873	PADUCAH-MCRACKEN CO RIV	84,816	0.020731%
V919	CITY OF WILDER	33,198	0.008114%
V930	OWENSBORO METRO PLAN COMM	90,180	0.022042%
V937	HOUSING AUTH OF FRANKFORT	102,807	0.025128%
V959	CITY OF COVINGTON	1,055,024	0.257865%
W001	ADAIR COUNTY ATTORNEY	22,156	0.005415%
W003	ANDERSON COUNTY ATTORNEY	7,731	0.001890%
W004	BALLARD COUNTY ATTORNEY	13,063	0.003193%
W010	BOYD COUNTY ATTORNEY	40,221	0.009831%
W011	BOYLE COUNTY ATTORNEY	10,469	0.002559%
W013	BREATHITT CO ATTORNEY	11,810	0.002887%
W015	BULLITT COUNTY ATTORNEY	66,607	0.016280%
W016	BUTLER COUNTY ATTORNEY	7,032	0.001719%
W017	CALDWELL COUNTY ATTORNEY	18,504	0.004523%
W018	CALLOWAY COUNTY ATTORNEY	34,401	0.008408%
W019	CAMPBELL COUNTY ATTORNEY	81,789	0.019990%
W020	CARLISLE COUNTY ATTORNEY	547	0.000134%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
W021	CARROLL COUNTY ATTORNEY	4,828	0.001180%
W022	CHILD SUPPORT ENFORCEMENT	12,204	0.002983%
W024	CHRISTIAN COUNTY ATTORNEY	63,703	0.015570%
W026	CLAY COUNTY ATTORNEY	23,425	0.005726%
W027	CLINTON CO ATTORNEY	13,464	0.003291%
W029	CUMBERLAND CO ATTORNEY	11,992	0.002931%
W031	EDMONSON COUNTY ATTORNEY	4,189	0.001024%
W032	ELLIOTT COUNTY ATTORNEY	10,017	0.002448%
W033	ESTILL COUNTY ATTORNEY	18,567	0.004538%
W035	FLEMING COUNTY ATTORNEY	33,544	0.008199%
W039	GALLATIN COUNTY ATTORNEY	10,921	0.002669%
W041	GRANT COUNTY CHILD SUPPOR	17,100	0.004179%
W043	GRAYSON COUNTY ATTORNEY	15,811	0.003865%
W044	GREEN COUNTY ATTORNEY	13,294	0.003249%
W045	GREENUP CO ATTY/CHILD SUP	23,073	0.005639%
W047	HARDIN COUNTY ATTORNEY	117,916	0.028821%
W048	HARLAN COUNTY ATTORNEY	59,171	0.014462%
W050	HART COUNTY ATTORNEY	31,471	0.007692%
W051	HENDERSON CO ATTORNEY	49,886	0.012193%
W052	HENRY COUNTY ATTORNEY	4,686	0.001145%
W055	JACKSON COUNTY ATTORNEY	9,799	0.002395%
W056	JEFFERSON CO ATTORNEY	924,881	0.226057%
W058	JOHNSON CO ATTORNEY	23,566	0.005760%
W060	KNOTT COUNTY ATTORNEY	17,666	0.004318%
W061	KNOX COUNTY ATTORNEY	32,969	0.008058%
W063	LAUREL COUNTY ATTORNEY	63,948	0.015630%
W064	LAWRENCE COUNTY ATTORNEY	18,195	0.004447%
W066	LESLIE COUNTY ATTORNEY	12,277	0.003001%
W067	LETCHER COUNTY ATTORNEY	24,463	0.005979%
W069	LINCOLN COUNTY ATTORNEY	22,834	0.005581%
W070	LIVINGSTON CO ATTORNEY	10,032	0.002452%
W071	LOGAN COUNTY ATTORNEY	2,526	0.000617%
W073	MCCRACKEN COUNTY ATTORNEY	5,904	0.001443%
W076	MADISON COUNTY ATTORNEY	7,384	0.001805%
W077	MAGOFFIN CO ATTORNEY	2,899	0.000709%
W079	MARSHALL COUNTY ATTORNEY	6,183	0.001511%
W080	MARTIN COUNTY ATTORNEY	17,079	0.004174%
W082	MEADE COUNTY ATTORNEY	16,781	0.004102%
W083	MENIFEE COUNTY ATTORNEY	7,129	0.001742%
W084	MERCER COUNTY ATTORNEY	20,106	0.004914%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
W085	METCALFE COUNTY ATTORNEY	14,890	0.003639%
W087	MONTGOMERY CO ATTORNEY	1,622	0.000396%
W090	NELSON COUNTY ATTORNEY	41,940	0.010251%
W091	NICHOLAS COUNTY ATTORNEY	6,862	0.001677%
W092	OHIO COUNTY ATTORNEY	15,790	0.003859%
W095	OWSLEY COUNTY ATTORNEY	8,800	0.002151%
W096	PENDLETON COUNTY ATTORNEY	13,662	0.003339%
W097	PERRY COUNTY ATTORNEY	44,337	0.010837%
W098	PIKE COUNTY ATTORNEY	108,302	0.026471%
W099	POWELL COUNTY ATTORNEY	19,630	0.004798%
W103	ROWAN COUNTY ATTORNEY	389	0.000095%
W104	RUSSELL COUNTY ATTORNEY	21,341	0.005216%
W105	SCOTT COUNTY ATTORNEY	12,269	0.002999%
W106	SHELBY COUNTY ATTORNEY	8,467	0.002069%
W107	SIMPSON COUNTY ATTORNEY	1,717	0.000420%
W109	TAYLOR COUNTY ATTORNEY	21,338	0.005215%
W110	TODD COUNTY ATTORNEY	667	0.000163%
W113	UNION COUNTY ATTORNEY	2,238	0.000547%
W114	WARREN CO ATTY/CHILD SUPP	92,454	0.022597%
W115	WASHINGTON CO ATTORNEY	10,687	0.002612%
W119	WOLFE COUNTY ATTORNEY	12,379	0.003026%
W120	WOODFORD COUNTY ATTORNEY	27,000	0.006599%
X030	OWENSBORO DAVIESS CO TOUR	51,987	0.012707%
X034	FAYETTE CO ATTORNEY OFF	273,766	0.066913%
116A	WAYNE COUNTY ATTORNEY	13,715	0.003352%
35628	TRAN DEPT OF INTERGOV PRO	3,983	0.000974%
AC19	CAMPBELL CO FIRE DIST 1	350	0.000085%
G090	NELSON CO. DISPATCH	33,248	0.008126%
W036	FLOYD COUNTY ATTORNEY	7,213	0.001763%
W075	MCLEAN COUNTY ATTORNEY	2,076	0.000507%
W078	MARION COUNTY ATTORNEY	2,215	0.000541%
X059	KENTON COUNTY ATTORNEY	162,776	0.039785%
X105	GEORGETOWN WATER & SEWER	502,810	0.122895%
X956	LOU FIREFIGHTERS PENS FUN	28,988	0.007085%
		<u>\$ 409,137,270</u>	<u>100.000000%</u>

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019

County Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
39932	JEFFERSON CO SHERIFF	\$ 1,671,862	1.180374%
39934	KENTON CO SHERIFF	390,752	0.275880%
39936	CAMPBELL CO SHERIFF	36,121	0.025502%
39938	FAYETTE CO SHERIFF	619,590	0.437445%
39940	DAVISS CO SHERIFF	485,730	0.342937%
39944	HARDIN COUNTY SHERIFF	285,091	0.201281%
39946	WARREN COUNTY SHERIFF	512,570	0.361886%
39948	BOONE COUNTY SHERIFF	2,106,925	1.487538%
39952	MADISON COUNTY SHERIFF	236,608	0.167051%
39962	BULLITT CO SHERIFF	352,016	0.248531%
A156	CITY OF ANCHORAGE	51,535	0.036385%
AB19	BELLEVUE/DAYTON FIRE	265,540	0.187477%
AC19	CAMPBELL CO FIRE DIST 1	149,440	0.105508%
AD19	SOUTHERN CAMPBELL F DIST	109,358	0.077209%
AS02	ALLEN CO AMBULANCE SVC	178,174	0.125795%
AS20	WOODFORD CO FIRE DISTRICT	43,784	0.030912%
B008	BURLINGTON FIRE PRO DIST	352,456	0.248842%
B015	CITY OF HILLVIEW	188,086	0.132793%
B045	CITY OF BELLEFONTE	41,364	0.029204%
B256	BUECHEL FIRE PROTECT DIST	272,986	0.192734%
B259	CITY OF LUDLOW	217,195	0.153344%
B456	ANCHORAGE MIDDLETOWN FIRE AND EMS	1,307,443	0.923085%
B656	LOUISVILLE AIRPORT AUTHOR	525,270	0.370853%
B956	LAKE DREAMLAND FIRE DIST	34,601	0.024429%
C106	CITY OF SIMPSONVILLE	55,775	0.039379%
C156	FAIRDALE FIRE DISTRICT	212,546	0.150063%
C256	LOUISVILLE/JEFF CO METRO	37,967,231	26.805756%
C356	INDIAN HILLS POLICE DEPT	52,522	0.037082%
D024	CITY OF PEMBROKE	318	0.000224%
D071	CITY OF LEWISBURG	12,225	0.008631%
D098	CITY OF COAL RUN VILLAGE	34,862	0.024613%
D106	SIMPSONVILLE RURAL FIRE	80,687	0.056967%
G015	ZONETON FIRE PROT DIST	205,695	0.145226%
GS06	SHELBY CO SUB FIRE DIST	18,097	0.012777%
J002	CITY OF SCOTTSVILLE	145,611	0.102805%
J003	CITY OF LAWRENCEBURG	171,504	0.121086%
J007	CITY OF MIDDLESBORO	515,344	0.363845%
J024	CITY OF HOPKINSVILLE	2,179,350	1.538672%
J037	CITY OF FRANKFORT	2,099,562	1.482340%
J040	CITY OF LANCASTER	65,637	0.046341%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
J059	KENTON COUNTY AIRPORT BD	2,093,069	1.477755%
J063	CITY OF LONDON	536,281	0.378627%
J067	CITY OF WHITESBURG	87,506	0.061781%
J084	CITY OF HARRODSBURG	99,753	0.070428%
J090	CITY OF BARDSTOWN	506,342	0.357489%
J100	CITY OF SOMERSET	1,281,700	0.904910%
J113	CITY OF MORGANFIELD	41,396	0.029226%
J118	CITY OF CORBIN	447,084	0.315652%
J156	CITY OF JEFFERSONTOWN	990,923	0.699615%
J210	BOYD CO AMBULANCE SERVICE	496,177	0.350312%
J256	CITY OF ST MATTHEWS	501,232	0.353881%
J259	CITY OF PARK HILLS	56,185	0.039668%
J319	CITY OF ALEXANDRIA	221,752	0.156562%
J324	CITY OF OAK GROVE	185,779	0.131164%
J356	CITY OF WEST BUECHEL	89,104	0.062910%
J359	CITY OF FORT WRIGHT	335,617	0.236953%
J410	CANNONSBURG VOL FIRE DEPT	16,789	0.011853%
J419	CITY OF COLD SPRING	134,502	0.094962%
J456	CITY OF SHIVELY	1,005,292	0.709760%
J510	CITY OF CATLETTSBURG	128,317	0.090595%
J619	CITY OF FORT THOMAS	998,633	0.705058%
J719	CITY OF SOUTHGATE	13,933	0.009837%
J756	CITY OF PROSPECT	30,522	0.021549%
J819	CITY OF BELLEVUE	146,103	0.103152%
J859	CITY OF VILLA HILLS	138,586	0.097845%
J919	CITY OF DAYTON	153,634	0.108469%
J956	OKOLONA FIRE DISTRICT	521,518	0.368204%
J959	CITY OF INDEPENDENCE	469,756	0.331659%
K001	CITY OF COLUMBIA	160,411	0.113254%
K010	CITY OF ASHLAND	1,565,676	1.105404%
K011	CITY OF DANVILLE	686,741	0.484855%
K016	CITY OF MORGANTOWN	62,820	0.044353%
K018	CITY OF MURRAY	911,894	0.643819%
K019	CITY OF NEWPORT	1,396,564	0.986007%
K026	CITY OF MANCHESTER	100,900	0.071238%
K029	CITY OF BURKESVILLE	59,832	0.042243%
K034	LEX/FAYETTE URBAN CO GOVT	3,414,771	2.410908%
K041	CITY OF WILLIAMSTOWN	93,041	0.065689%
K043	CITY OF LEITCHFIELD	232,797	0.164360%
K049	CITY OF CYNTHIANA	389,313	0.274864%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
K065	CITY OF BEATTYVILLE	47,736	0.033703%
K071	CITY OF RUSSELLVILLE	372,143	0.262741%
K078	CITY OF LEBANON	165,897	0.117127%
K079	CITY OF BENTON	82,424	0.058193%
K090	NELSON COUNTY BD OF ED	11,844	0.008362%
K091	CITY OF CARLISLE	51,568	0.036408%
K099	CITY OF STANTON	82,547	0.058280%
K103	CITY OF MOREHEAD	244,523	0.172639%
K105	CITY OF GEORGETOWN	1,438,484	1.015603%
K106	CITY OF SHELBYVILLE	558,181	0.394089%
K108	CITY OF TAYLORSVILLE	34,961	0.024684%
K111	CITY OF CADIZ	106,042	0.074868%
K114	CITY OF BOWLING GREEN	3,559,396	2.513017%
K115	CITY OF SPRINGFIELD	89,901	0.063472%
K120	CITY OF VERSAILLES	646,279	0.456288%
K256	JEFFERSONTOWN FIRE DIST	1,110,676	0.784163%
K315	MT WASHINGTON FIRE P DIST	229,889	0.162307%
K356	ST MATTHEWS FIRE DIST.	1,419,292	1.002054%
K414	CITY OF SMITHS GROVE	11,414	0.008059%
K419	ALEXANDRIA FIRE DISTRICT	254,317	0.179554%
K456	CAMP TAYLOR FIRE PRO DIST	99,185	0.070027%
K559	CITY OF TAYLOR MILL	233,442	0.164816%
K659	CITY OF EDGEWOOD	439,198	0.310084%
K719	CENTRAL CAMPBELL CO FIRE	377,892	0.266801%
K759	LAKESIDE/CRESTVIEWHLS POL	200,502	0.141559%
K856	HIGHVIEW FIRE DISTRICT	174,515	0.123212%
K859	CITY OF FORT MITCHELL	465,352	0.328549%
L001	ADAIR CO AMBULANCE SER	140,570	0.099246%
L005	CITY OF GLASGOW	781,575	0.551810%
L009	CITY OF PARIS	289,711	0.204543%
L015	CITY OF MT WASHINGTON	307,069	0.216798%
L025	CITY OF WINCHESTER	1,231,809	0.869686%
L031	EDMONSON CO AMBULANCE DIS	68,413	0.048301%
L035	CITY OF FLEMINGSBURG	66,041	0.046627%
L044	GREEN CO AMBULANCE SVC	74,370	0.052507%
L050	CITY OF MUNFORDVILLE	26,787	0.018912%
L052	CITY OF EMINENCE	75,843	0.053547%
L057	CITY OF NICHOLASVILLE	1,448,384	1.022593%
L061	CITY OF BARBOURVILLE	63,205	0.044624%
L072	CITY OF EDDYVILLE	59,886	0.042281%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
L073	CITY OF PADUCAH	2,170,545	1.532455%
L077	CITY OF SALYERSVILLE	40,787	0.028796%
L086	CITY OF TOMPKINSVILLE	104,302	0.073640%
L090	CITY OF NEW HAVEN	11,759	0.008302%
L107	CITY OF FRANKLIN	248,919	0.175743%
L108	SPENCER CO FIRE DIST	30,900	0.021816%
L110	CITY OF ELKTON	27,159	0.019175%
L159	ELSMERE FIRE PROTECTION	157,406	0.111132%
L356	EASTWOOD FIRE PROT DIST	250,815	0.177081%
L456	HARRODS CREEK FIRE DIST	576,414	0.406962%
L656	FERN CREEK FIRE PROT DIST	306,675	0.216519%
L756	PLEASURE RIDGE PARK FIRE	662,667	0.467858%
L956	WORTHINGTON FIRE DEPT	572,727	0.404358%
M014	CITY OF HARDINSBURG	55,691	0.039319%
M015	BULLITT CO FISCAL COURT	104,548	0.073814%
M042	CITY OF MAYFIELD	784,639	0.553973%
M054	CITY OF DAWSON SPRINGS	44,825	0.031648%
M059	KENTON COUNTY FISCAL CT	750,093	0.529583%
M069	CITY OF STANFORD	97,304	0.068699%
M076	CITY OF RICHMOND	1,579,053	1.114848%
M081	CITY OF MAYSVILLE	641,574	0.452966%
M085	CITY OF EDMONTON	64,110	0.045263%
M096	CITY OF FALMOUTH	13,856	0.009783%
M109	CITY OF CAMPBELLSVILLE	370,684	0.261711%
M110	CITY OF GUTHRIE	4,432	0.003129%
M118	WHITLEY CO FISCAL COURT	38,342	0.027070%
M315	CITY OF PIONEER VILLAGE	57,606	0.040671%
N008	CITY OF FLORENCE	2,251,640	1.589710%
N011	CITY OF PERRYVILLE	8,634	0.006096%
N012	CITY OF BROOKSVILLE	19,081	0.013472%
N051	CITY OF HENDERSON	1,590,268	1.122767%
N054	CITY OF MADISONVILLE	1,466,402	1.035314%
N076	MADISON CO EMS	629,839	0.444681%
N087	CITY OF MT STERLING	278,650	0.196734%
N088	MORGAN CO AMBULANCE SERV	60,670	0.042834%
N093	CITY OF LAGRANGE	174,283	0.123048%
N094	CITY OF OWENTON	22,336	0.015770%
N100	CITY OF BURNSIDE	41,686	0.029431%
N104	CITY OF JAMESTOWN	25,899	0.018285%
P007	CITY OF PINEVILLE	82,643	0.058348%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
P015	CITY OF LEBANON JUNCTION	24,728	0.017458%
P033	ESTILL COUNTY EMS	132,434	0.093502%
P041	CITY OF DRY RIDGE	174,034	0.122872%
P043	CITY OF CLARKSON	10,914	0.007706%
P079	CITY OF CALVERT CITY	105,782	0.074685%
P093	SOUTH OLDHAM FIRE DEPT	192,540	0.135938%
P116	CITY OF MONTICELLO	125,601	0.088677%
P117	CITY OF CLAY	13,383	0.009449%
R015	CITY OF SHEPHERDSVILLE	826,565	0.583574%
R017	CITY OF PRINCETON	176,064	0.124305%
R045	CITY OF RUSSELL	230,758	0.162921%
R057	CITY OF WILMORE	110,148	0.077767%
R104	CITY OF RUSSELL SPRINGS	119,013	0.084026%
R105	CITY OF STAMPING GROUND	11,870	0.008380%
TS59	INDEPENDENCE FIRE DIST	634,407	0.447906%
V001	ADAIR COUNTY FISCAL COURT	112,231	0.079238%
V002	ALLEN COUNTY FISCAL COURT	107,169	0.075664%
V003	ANDERSON CO FISCAL COURT	134,290	0.094812%
V005	BARREN CO FISCAL CT	405,387	0.286212%
V007	BELL CO FISCAL CT	76,342	0.053899%
V008	BOONE CO FISCAL CT	596,289	0.420994%
V009	BOURBON CO FISCAL COURT	74,754	0.052778%
V011	BOYLE COUNTY FISCAL COURT	412,700	0.291376%
V012	BRACKEN CO FISCAL COURT	39,537	0.027914%
V013	BREATHITT CO FISCAL COURT	30,766	0.021721%
V014	BRECKINRIDGE CO FISCAL CT	86,868	0.061331%
V017	CALDWELL CO FISCAL COURT	98,096	0.069258%
V019	CAMPBELL CO FISCAL CT	518,682	0.366201%
V023	CASEY CO FISCAL COURT	66,512	0.046959%
V025	CLARK COUNTY FISCAL COURT	465,341	0.328542%
V030	DAVIESS CO FISCAL COURT	973,479	0.687299%
V035	FLEMING CO FISCAL COURT	73,669	0.052012%
V037	FRANKLIN CO FISCAL COURT	1,003,004	0.708144%
V041	GRANT COUNTY FISCAL COURT	188,685	0.133216%
V043	GRAYSON CO FISCAL COURT	570,137	0.402530%
V047	HARDIN CO FISCAL COURT	1,043,766	0.736923%
V049	HARRISON CO FISCAL COURT	113,799	0.080345%
V052	HENRY CO FISCAL COURT	73,429	0.051842%
V054	HOPKINS CO FISCAL COURT	396,255	0.279765%
V057	JESSAMINE CO FISCAL COURT	737,318	0.520564%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
V060	KNOTT CO FISCAL CT	50,802	0.035868%
V062	LARUE CO FISCAL COURT	60,051	0.042397%
V063	LAUREL COUNTY FISCAL COUR	86,698	0.061211%
V067	LETCHER CO FISCAL COURT	104,620	0.073864%
V070	LIVINGSTON CO FISCAL CT	70,505	0.049778%
V072	LYON COUNTY FISCAL COURT	45,342	0.032012%
V073	MCCRACKEN CO FISCAL COURT	976,170	0.689199%
V076	MADISON CO FISCAL COURT	188,883	0.133356%
V078	MARION CO FISCAL COURT	84,719	0.059813%
V079	MARSHALL CO FISCAL COURT	526,677	0.371847%
V081	MASON CO FIS CT	135,722	0.095823%
V083	MENIFEE CO FISCAL COURT	40,534	0.028618%
V087	MONTGOMERY CO FISCAL CT	169,977	0.120008%
V088	MORGAN CO FISCAL CT	24,376	0.017210%
V090	NELSON CO FISCAL CT	339,063	0.239386%
V093	OLDHAM CO FISCAL COURT	970,651	0.685302%
V094	OWEN COUNTY FISCAL COURT	40,621	0.028679%
V096	PENDLETON CO FISCAL COURT	76,135	0.053753%
V100	PULASKI CO FISCAL CT	651,427	0.459923%
V103	ROWAN CO FISCAL COURT	169,836	0.119908%
V105	SCOTT CO FISCAL CT	1,692,335	1.194828%
V106	SHELBY CO FISCAL COURT	833,430	0.588421%
V107	SIMPSON CO FISCAL COURT	148,354	0.104741%
V108	SPENCER CO TREASURER	200,318	0.141429%
V109	TAYLOR COUNTY FISCAL COUR	106,331	0.075072%
V112	TRIMBLE CO FISCAL COURT	13,092	0.009243%
V113	UNION COUNTY FISCAL COURT	51,982	0.036701%
V115	WASHINGTON CO FIS COURT	85,223	0.060170%
V119	CITY OF HIGHLAND HEIGHTS	168,696	0.119103%
V120	WOODFORD CO FISCAL COURT	211,219	0.149125%
V159	CITY OF ERLANGER	1,008,176	0.711796%
V171	CITY OF ADAIRVILLE	11,120	0.007851%
V196	CITY OF BUTLER	11,911	0.008410%
V197	CITY OF HAZARD	15,453	0.010910%
V205	BARREN/METCALFE CO AMB SR	398,278	0.281193%
V298	CITY OF PIKEVILLE	333,218	0.235259%
V330	CITY OF OWENSBORO	2,764,947	1.952117%
V347	CITY OF RADCLIFF	816,618	0.576552%
V359	CITY OF ELSMERE	184,117	0.129991%
V408	UNION EMERGENCY SERVICES	416,886	0.294331%

The accompanying notes are an integral part of the schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
V447	CITY OF ELIZABETHTOWN	1,425,980	1.006775%
V608	WALTON FIRE DIST/EMS	382,530	0.270075%
V647	CITY OF VINE GROVE	35,172	0.024833%
V708	HEBRON FIRE PROTECTION DI	745,786	0.526542%
V808	POINT PLEASANT FIRE DIST	236,952	0.167294%
V919	CITY OF WILDER	348,421	0.245993%
V959	CITY OF COVINGTON	4,277,444	3.019975%
		<u>\$ 141,638,368</u>	<u>100.000000%</u>

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Kentucky Retirement Systems

Kentucky Employees Retirement System (KERS)

County Employees Retirement System (CERS)

State Police Retirement System (SPRS) – Single Employer

Notes to Schedules of Employer Allocations and Pension Amounts by Employer

For the Fiscal Year Ended June 30, 2019

Organization

Under the provisions of Kentucky Revised Statute Section 61.645, the Board of Trustees (the Board) of Kentucky Retirement Systems (KRS) administers the Kentucky Employees Retirement System (KERS), County Employees Retirement System (CERS), and State Police Retirement System (SPRS). Although the assets of the systems are invested as a whole, each system's assets are accounted for separately, invested according to plan-specific asset allocation goals, and are used only for the payment of benefits to the members of that plan and a pro rata share of administrative costs, in accordance with the provisions of Kentucky Revised Statute Sections 16.555, 61.570, and 78.630.

The Board of Trustees, as of December 5, 2019, is comprised of David L. Harris, Chair, Governor Appointee; Keith Percy, Vice Chair, elected by SPRS; W. Joe Brothers, Governor Appointee; John E. Chilton, Governor Appointee; Kelly Downard, Governor Appointee; Joseph L. Grossman, Governor Appointee; C. Prewitt Lane, Governor Appointee; J.T. Fulkerson, Governor Appointee; Matthew Monteiro, Governor Appointee; Thomas B. Stephens, Personnel Secretary Ex-Officio; and two vacant Governor Appointee positions; Raymond Campbell Connell, elected by KERS; Sherry Lynn Kremer, elected by KERS; Betty Pendergrass, elected by CERS; Jerry W. Powell, elected by CERS; and David Rich, elected by CERS.

KERS and CERS are cost-sharing multiple-employer defined benefit plans that cover all regular full-time members employed in non-hazardous and hazardous positions of any state department, board, agency, county, city, school board, and any additional eligible local agencies electing to participate. The plans provide for retirement, disability, and death benefits to plan members. Retirement benefits may be extended to beneficiaries of plan members under certain circumstances.

SPRS is a single-employer defined benefit plan that covers all full-time state troopers employed in a hazardous duty position by the Kentucky State Police. The plan provides for retirement, disability, and death benefits to plan members. Retirement benefits may be extended to beneficiaries of plan members under certain circumstances. No schedule has been presented for SPRS, since it is a single-employer defined benefit pension plan.

Relationship to Combining Financial Statements

The components associated with pension expense and deferred outflows and inflows of resources have been determined based on the net increase in fiduciary net position as shown in the Combining Statement of Changes in Fiduciary Net Position and in accordance with requirements promulgated by Governmental Accounting Standards Board (GASB) Statements No. 67 and 68. The net pension liability at June 30, 2019, is reported in the Notes to Combining Financial Statements and Required Supplementary Information.

Kentucky Retirement Systems
Notes to Schedules of Employer Allocations and Pension Amounts by Employer
For the Fiscal Year Ended June 30, 2019
(Continued)

Based on guidance issued by GASB in connection with GASB statement No. 74, the 1% of pay member contribution for Tier 2 and Tier 3 members to a 401(h) subaccount are considered as an OBEB asset. As a result, the reported fiduciary net positions as of June 30, 2017 and later are net of the 401(h) asset balance.

Summary of Significant Accounting Policies

Employer contributions to KRS are calculated based upon creditable compensation for active members reported by employers. Employer contributions are accrued when earned and the employer has made a formal commitment to provide the contributions.

The Schedule of Employer Allocations reflects employer contributions received for the fiscal year ended June 30, 2019, and includes the following for each individual employer:

- employer contributing entity and reporting code;
- the amount of the employer contributing entity's contributions; and,
- the employer contributing entity's contributions as a percentage of total employer contributions, as defined by this allocation.

House Bill 265, passed during the 2018 legislative session, allowed certain employers within the KERS Non-Hazardous System to contribute less than the actuarially determined contribution in the 2018/2019 fiscal year. Since this is not expected to be an ongoing contribution reduction, determining the KERS Non-Hazardous employers' proportionate share based on the employers' actual contributions would not be reflective of the employers' long-term contribution effort. Instead, the proportionate share calculations for employers of the KERS Non-Hazardous System were based on the employers' covered payroll provided for fiscal year ending June 30, 2019, which would result in the same proportionate share allocation if all participating employers contributed the same contribution rate.

The Employer Allocation Percentage has been rounded to six decimal places.

The components of the net pension liability of KERS and CERS for participating employers as of June 30, 2019, calculated in accordance with GASB Statement No. 67, are as follows (dollars in thousands):

	KERS Non-Hazardous	KERS Hazardous	CERS Non-Hazardous	CERS Hazardous
Total Pension Liability	\$ 16,356,674	\$ 1,227,226	\$ 14,192,966	\$ 5,176,003
Fiduciary Net Position	2,233,672	680,932	7,159,921	2,413,708
Net Pension Liability	<u>\$ 14,123,002</u>	<u>\$ 546,294</u>	<u>\$ 7,033,045</u>	<u>\$ 2,762,295</u>

Actuarial Methods and Assumptions for Determining the Total Pension Liability and Net Pension Liability

For financial reporting, the actuarial valuation as of June 30, 2019, was performed by Gabriel Roeder Smith (GRS). The total pension liability, net pension liability, and sensitivity information as of June 30, 2019 were based on an

Kentucky Retirement Systems
Notes to Schedules of Employer Allocations and Pension Amounts by Employer
For the Fiscal Year Ended June 30, 2019
(Continued)

actuarial valuation date of June 30, 2018. The total pension liability was rolled-forward from the valuation date (June 30, 2018) to the plan's fiscal year ending June 30, 2019, using generally accepted actuarial principles.

The Board of Trustees adopted new actuarial assumptions since June 30, 2018. These assumptions are documented in the report titled "Kentucky Retirement Systems 2018 Actuarial Experience Study for the Period Ending June 30, 2018". The Total Pension liability as of June 30, 2019, was determined using these updated assumptions.

The actuarial assumptions are:

Inflation	2.30%
Payroll Growth Rate	0.0% for KERS non-hazardous and hazardous, and 2.0% for CERS non-hazardous and hazardous
Salary Increases	3.30% to 15.30%, varies by service for KERS non-hazardous; 3.55% to 20.05% varies by service for KERS hazardous 3.30% to 10.30%, varies by service for CERS non-hazardous 3.55% to 19.05%, varies by service for CERS hazardous
Investment Rate of Return	6.25% for CERS Non-hazardous, and hazardous, and KERS Hazardous, 5.25% for KERS Non-hazardous

The mortality table used for active members was a Pub-2010 General Mortality table, for the Non-Hazardous System, and the Pub-2010 Public Safety Mortality table for the Hazardous System, projected with the ultimate rates from the MP-2014 mortality improvement scale using a base year of 2010. The mortality table used for healthy retired members was a system-specific mortality table based on mortality experience from 2013-2018, projected with the ultimate rates from MP-2014 mortality improvement scale using a base year of 2019. The mortality table used for the disabled members was PUB-2010 Disabled Mortality table, with a 4-year set-forward for both male and female rates, projected with the ultimate rates from the MP-2014 mortality improvement scale using a base year of 2010.

House Bill 1 passed during the 2019 Special Legislative Session allows certain employers in the KERS Non-hazardous plan to elect to cease participating in the System as of June 30, 2020. Since each employer's election was unknown at the time of the valuation, and the legislation was enacted after the June 30, 2019 measurement date, no adjustments were made to the Total Pension Liability to reflect this legislation. There were no other plan provision changes.

Discount Rate

The projection of cash flows used to determine the discount rate of 5.25% for the KERS Non-hazardous, and 6.25% for KERS Hazardous, assumes that local employers would contribute the actuarially determined contribution rate of projected compensation over the remaining 24 years (closed) amortization period of the unfunded actuarial accrued liability.

The projection of cash flows used to determine the discount rate of 6.25% for CERS Non-hazardous and CERS Hazardous assumes that the funds receive the required employer contributions each future year, as determined by

Kentucky Retirement Systems
Notes to Schedules of Employer Allocations and Pension Amounts by Employer
For the Fiscal Year Ended June 30, 2019
(Continued)

the current funding policy established in Statute as last amended by House Bill 362 (passed in 2018). The discount rate determination does not use a municipal bond rate. The target asset allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the Comprehensive Annual Financial Report (CAFR).

Basis of Accounting

The underlying financial information used to prepare allocation schedules is based on KRS's combining financial statements. KRS's combining financial statements for all plans are prepared using the accrual basis of accounting and are prepared in accordance with accounting principles generally accepted in the United State of America (GAAP) that apply to governmental accounting for fiduciary funds.

Use of Estimates in Preparation of the Schedules

The preparation of the schedules in conformity with GAAP requires management to make estimates and assumptions that affect certain amounts and disclosures. KRS accrues employer contributions using estimates based on historical data. Actual results could differ from those estimates.

Reconciliation of Employer Contributions

The reconciliation between the employer contributions used for the Schedule of Employer Allocations and the Combining Statements of Changes in Fiduciary Net Position as of June 30, 2019, are presented below (\$ in thousands):

	KERS Non-Hazardous	KERS Hazardous	CERS Non-Hazardous	CERS Hazardous
Per Schedule A	\$ 935,459	\$ 54,391	\$ 409,137	\$ 141,638
Retired Reemployed	24,738	2,477	7,518	2,594
Other Employer Contributions	(27,851)	(789)	(1,823)	(98)
Accruals	25,613	1,655	1,167	778
Interest	21	4	72	(124)
Write-Offs/Refunds	(15,951)	(919)	(85)	(46)
Employer Pay Credit	(11,719)	(3,484)	(25,996)	(9,205)
Sick Leave	8,303	1,894	3,266	2,127
Outstanding Checks	55	-	46	-
KRS	9,310	-	-	-
KTRS	888	-	-	-
Total	\$ 948,866	\$ 55,229	\$ 393,302	\$ 137,664
Employer Contributions per Statement of Change in Fiduciary Net Position	948,866	55,229	393,302	137,664
	\$ -	\$ -	\$ -	\$ -

Kentucky Retirement Systems
Notes to Schedules of Employer Allocations and Pension Amounts by Employer
For the Fiscal Year Ended June 30, 2019
(Continued)

The items listed above are included in the contributions on the Combining Statements of Changes in Fiduciary Net Position, but are not included in the Schedule A (GRS reports). The contributions per Schedule A (GRS reports) represent actual contributions made related to the measurement period.

Actuarial Methods and Assumptions used to determine the Actuarial Determined Contributions for the Fiscal Year 2019

The following actuarial methods and assumptions were used to determine the actuarially determined contributions effective for fiscal year ending June 30, 2019:

Valuation Date	June 30, 2017
Experience Study	July 1, 2008 - June 30, 2013
Actuarial Cost Method	Entry Age Normal
Amortization Method	Level percent of pay
Remaining Amortization Period	26 years , Closed
Payroll Growth Rate	0.0% for KERS non-hazardous and hazardous, and 2.0% for CERS non-hazardous and hazardous
Asset Valuation Method	20% of the difference between the market value of assets and the expected actuarial value of assets is recognized
Inflation	2.30%
Salary Increase	3.55% to 15.55%, varies by service for KERS non-hazardous; 3.55% to 19.55%, varies by service for KERS hazardous; 3.30% to 11.55%, varies by service, for CERS non-hazardous; 3.05% to 18.55%, varies by service for CERS hazardous
Investment Rate of Return	6.25% for CERS Non-hazardous and hazardous, and KERS Hazardous, 5.25% for KERS Non-hazardous

The mortality table used for active members is RP-2000 Combined Mortality Table projected with Scale BB to 2013 (multiplied by 50% for males and 30% for females). For healthy retired members and beneficiaries, the mortality table used is the RP-2000 Combined Mortality Table projected with Scale BB to 2013 (set-back for one year for females). For disabled members, the RP-2000 Combined Disabled Mortality Table projected with Scale BB to 2013 (set-back four years for males) is used for the period after disability retirement.

Deferred Inflows and Outflows of Resources

The Deferred Inflows and Outflows of Resources, and Pension Expense included in the Schedule of Pension Amounts by Employer include only certain categories of deferred outflows of resources and deferred inflows of resources. These include differences between expected and actual experience, changes of assumptions and differences between projected and actual earnings on plan investments. The Schedule of Pension Amounts by Employer does not include deferred outflows/inflows of resources for changes in the employer's proportionate share of contributions or employer contributions made subsequent to the measurement date. The net pension liability as of June 30, 2019, is based on the June 30, 2018, actuarial valuation rolled forward. Deferred outflows and

Kentucky Retirement Systems
Notes to Schedules of Employer Allocations and Pension Amounts by Employer
For the Fiscal Year Ended June 30, 2019
(Continued)

inflows related to differences between projected and actual earnings on plan investments are amortized over a closed five-year period.

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**REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND
OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN
ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS**

Report of Independent Auditors

Board of Trustees
Kentucky Retirement Systems
Frankfort, Kentucky

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the schedule of employer allocations of the Kentucky Retirement Systems' (KRS) Kentucky Employees Retirement System (KERS) Pension Fund and County Employees Retirement System (CERS) Pension Fund as of and for the year ended June 30, 2019, and the related notes to the schedules. We have also audited the total for all entities of the columns titled net pension liability, total deferred outflows of resources, total deferred inflows of resources, and total pension expense (specified column totals) included in the accompanying schedule of pension amounts by employer of the KERS and CERS Pension Funds as of and for the year ended June 30, 2019, and have issued our report thereon dated February 20, 2020.

Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered KRS' internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of KRS' internal control. Accordingly, we do not express an opinion on the effectiveness of KRS' internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control over financial reporting that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

**Kentucky Retirement Systems
Report on Internal Control
(Continued)**

Compliance and Other Matters

As part of obtaining reasonable assurance about whether KRS' financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Lexington, Kentucky
February 20, 2020

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KENTUCKY RETIREMENT SYSTEMS

Schedules of Employer Allocations and OPEB Amounts by Employer

*For the Fiscal Year Ended June 30, 2019
With Report of Independent Auditors*

CONTENTS

	<u>PAGES</u>
REPORT OF INDEPENDENT AUDITORS	1 - 2
KENTUCKY EMPLOYEES RETIREMENT SYSTEM (NON-HAZARDOUS):	
SCHEDULE A - SCHEDULE OF EMPLOYER ALLOCATIONS.....	3 - 10
SCHEDULE B - SCHEDULE OF OPEB AMOUNTS BY EMPLOYER	11 - 13
KENTUCKY EMPLOYEES RETIREMENT SYSTEM (HAZARDOUS):	
SCHEDULE A - SCHEDULE OF EMPLOYER ALLOCATIONS.....	14
SCHEDULE B - SCHEDULE OF OPEB AMOUNTS BY EMPLOYER	15
COUNTY EMPLOYEES RETIREMENT SYSTEM (NON-HAZARDOUS):	
SCHEDULE A - SCHEDULE OF EMPLOYER ALLOCATIONS.....	16 - 43
SCHEDULE B - SCHEDULE OF OPEB AMOUNTS BY EMPLOYER	44 - 53
COUNTY EMPLOYEES RETIREMENT SYSTEM (HAZARDOUS):	
SCHEDULE A - SCHEDULE OF EMPLOYER ALLOCATIONS.....	54 - 60
SCHEDULE B - SCHEDULE OF OPEB AMOUNTS BY EMPLOYER	61 - 63
NOTES TO SCHEDULES OF EMPLOYER ALLOCATIONS AND OPEB AMOUNTS BY EMPLOYER.....	64 - 69
REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS	70 - 71

Report of Independent Auditors

Audit Committee
Kentucky Retirement Systems
Frankfort, Kentucky

We have audited the accompanying schedules of employer allocations of Kentucky Retirement Systems' (KRS) Kentucky Employees Retirement System (KERS) Insurance Fund and County Employees Retirement System (CERS) Insurance Fund as of and for the fiscal year ended June 30, 2019, and the related notes. We have also audited the total for all entities of the columns titled net Other Postemployment Benefits (OPEB) liability, total deferred outflows of resources, total deferred inflows of resources, and total OPEB expense (collectively, specified column totals) included in the accompanying schedules of OPEB amounts by employer of the KERS and CERS Insurance Fund as of and for the fiscal year ended June 30, 2019, and the related notes.

Management's Responsibility for the Schedules

Management is responsible for the preparation and fair representation of these schedules in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of the schedules that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the schedules of employer allocations and the specified column totals included in the schedules of OPEB amounts by employer based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the schedules of employer allocations and specified column totals included in the schedules of OPEB amounts by employer are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the schedules of employer allocation and specified column totals included in the schedules of OPEB amounts by employer. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the schedules of employer allocation and specified column totals included in the schedules of OPEB amounts by employer, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the schedules of employer allocations and specified column totals included in the schedules of OPEB amounts by employer in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the schedules of employer allocations and specified column totals included in the schedules of OPEB amounts by employer.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**Kentucky Retirement Systems
Report of Independent Auditors
(Continued)**

Opinion

In our opinion, the schedules referred to above present fairly, in all material respects, the employer allocations and net OPEB liability, total deferred outflows of resources, total deferred inflows of resources, and total OPEB expense for the total of all participating entities for the KERS and CERS Insurance Fund as of and for the fiscal year ended June 30, 2019, in accordance with accounting principles generally accepted in the United States of America.

Other Matter

We have audited, in accordance with auditing standards generally accepted in the United States of America, the combining financial statements of the KRS Insurance Fund as of and for the fiscal year ended June 30, 2019, and our report thereon, dated December 5, 2019, expressed an unmodified opinion on those financial statements.

Restriction on Use

Our report is intended solely for the information and use of KRS management, Audit Committee, Board of Trustees, KRS Insurance Fund employers and their auditors and is not intended to be and should not be used by anyone other than these specified parties.

Lexington, Kentucky
February 20, 2020

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Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer Code	Employer Name	2019 Actual Employer Contributions	2019 Actual Employer Salary	2019 Employer Allocation Percentage
1430	EASTERN KY UNIV	\$ 1,325,225	\$ 15,757,726	1.077316%
1433	KET FOUNDATION	152,379	1,811,873	0.123873%
1435	CHILD WATCH ADVOCACY CTR	17,956	213,508	0.014597%
1436	LOTUS	66,474	790,421	0.054039%
1437	SANCTUARY INC	52,853	628,451	0.042966%
1438	O A S I S	52,954	629,654	0.043048%
1439	BARREN RIVER CHILD ADVOCA	8,529	101,412	0.006933%
1440	MOREHEAD STATE UNIVERSITY	451,688	5,370,840	0.367191%
1445	MURRAY STATE UNIV	1,022,149	12,153,969	0.830936%
1450	NORTHERN KY UNIVERSITY	2,872,554	34,156,404	2.335187%
1451	SILVERLEALF	34,082	405,261	0.027707%
1452	SPRINGHAVEN INC	39,060	464,446	0.031753%
1453	SAFE HARBOR	59,451	706,905	0.048329%
1454	D.O.V.E.S.	36,438	433,266	0.029621%
1455	GATEWAY CHILD ADVOCACY	2,859	34,000	0.002324%
1456	JUDI'S PLACE FOR KIDS, INC.	27,976	332,657	0.022743%
1457	KY RIVER CHILD ADVOCACY	8,202	97,527	0.006668%
1458	BLUEGRASS RAPE CRISIS CTR	55,567	660,720	0.045172%
1459	NURSING HOME OMBUDSMAN	19,796	235,384	0.016093%
1465	WESTERN KENTUCKY UNIV	1,387,223	16,494,924	1.127716%
1480	KASAP	38,617	459,182	0.031393%
1481	KDVA	69,412	825,347	0.056427%
1483	PENNYRILE CHILD ADV CTR	12,690	150,894	0.010316%
1484	BUFFALO TR CHILD ADV INC	7,001	83,242	0.005691%
1485	CUMBERLAND V C A CENTER	24,755	294,352	0.020124%
1486	LAKE CUMB CHILD ADV CTR	15,006	178,425	0.012198%
1487	B.R.A.S.S.	59,965	713,021	0.048747%
1488	WOMEN AWARE	18,127	215,538	0.014736%
1489	BETHANY HOUSE ABUSE SHEL	40,876	486,045	0.033230%
1490	HOPE HARBOR INC	27,053	321,674	0.021992%
1491	CHILD ADV CTR OF GRN RVR	12,342	146,752	0.010033%
1492	CSG HEADQUARTERS	321,212	3,819,400	0.261123%
1994	KY HIGHER ED STUD LN CORP	1,008,574	11,992,554	0.819901%
3022	LEX FAYETTE CO HLTH DEPT	547,464	6,509,684	0.445051%
3023	LAKE CUMBERLAND DISTRICT	486,278	5,782,137	0.395310%
3024	WEDCO DIST HEALTH DEPT	239,911	2,852,691	0.195031%
3025	NORTHERN KY DIST HLTH DEP	551,013	6,551,882	0.447936%
3026	BARREN RVR DIST HLTH DEPT	456,570	5,428,899	0.371160%
3027	GREEN RVR DIST HLTH DEPT	546,880	6,502,737	0.444576%
3028	LINCOLN TRL DIST HLTH DEP	303,451	3,608,214	0.246685%
3029	PURCHASE DIST HLTH DEPT	175,323	2,084,701	0.142526%
3030	MERCER CO HEALTH DEPT	57,749	686,674	0.046946%
3031	CUMBERLAND VLY DIST HEALT	226,053	2,687,911	0.183766%

The accompanying notes are an integral part of these schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer Code	Employer Name	2019 Actual Employer Contributions	2019 Actual Employer Salary	2019 Employer Allocation Percentage
3033	KY RIVER DIST HEALTH DEPT	262,769	3,124,485	0.213613%
3034	BOURBON CO HEALTH CENTER	45,878	545,514	0.037295%
3035	CLARK CO HEALTH DEPT	158,848	1,888,794	0.129132%
3036	GATEWAY DIST HEALTH DEPT	179,179	2,130,543	0.145660%
3037	BOYLE CO HEALTH DEPT	46,371	551,376	0.037696%
3038	PIKE CO HEALTH DEPT	172,243	2,048,075	0.140022%
3039	FLOYD CO HEALTH CENTER	92,690	1,102,142	0.075351%
3040	MARTIN CO HEALTH DEPT	38,656	459,640	0.031424%
3042	BUFFALO TRACE HEALTH DEPT	72,887	866,667	0.059252%
3044	N CENTRAL DIST HLTH DEPT	134,834	1,603,259	0.109611%
3045	PENNYRILE DIST HLTH DEPT	147,617	1,755,252	0.120002%
3047	BREATHITT CO HEALTH DEPT	117,134	1,392,796	0.095222%
3048	GREENUP CO HLTH DEPT	82,235	977,821	0.066851%
3049	WHITLEY CO HEALTH DEPT	176,259	2,095,823	0.143286%
3050	LAUREL CO HEALTH DEPT	102,185	1,215,040	0.083069%
3051	KNOX CO HEALTH DEPT	167,771	1,994,904	0.136387%
3052	MONROE CO HEALTH DEPT	31,898	379,286	0.025931%
3053	BULLITT CO HEALTH DEPT	103,474	1,230,370	0.084117%
3054	THREE RIVERS DIST HLTH	133,340	1,585,494	0.108396%
3055	ESTILL CO HEALTH DEPT	41,047	488,074	0.033368%
3056	OLDHAM CO HEALTH DEPT	85,958	1,022,093	0.069878%
3057	LEWIS CO HEALTH DEPT	47,722	567,448	0.038795%
3058	FLEMING CO HEALTH DEP	31,136	370,229	0.025312%
3059	JESSAMINE CO HEALTH DEPT	84,980	1,010,460	0.069083%
3060	POWELL CO HEALTH DEPT	25,125	298,757	0.020425%
3061	ANDERSON CO HEALTH DEPT	37,078	440,874	0.030141%
3062	MADISON CO HEALTH DEP	328,487	3,905,911	0.267037%
3064	JOHNSON CO HEALTH DEPT	110,295	1,311,479	0.089663%
3065	MAGOFFIN CO HEALTH DEPT	39,768	472,861	0.032328%
3066	ALLEN CO HEALTH DEPT	68,606	815,769	0.055772%
3067	FRANKLIN CO HEALTH DEPT	209,410	2,490,018	0.170236%
3068	LINCOLN CO HEALTH DEPT	36,505	434,066	0.029676%
3069	WOODFORD CO HEALTH DEPT	45,057	535,757	0.036628%
3072	MUHLENBERG CO.HEALTH DEPT	62,549	743,742	0.050848%
3073	MARSHALL CO HEALTH DEPT	129,940	1,545,060	0.105632%
3074	CHRISTIAN CO HEALTH DEPT	116,038	1,379,765	0.094331%
3075	HOPKINS CO HEALTH DEPT	124,440	1,479,661	0.101161%
3076	TODD CO HEALTH DEPT	45,918	545,992	0.037328%
3077	BRACKEN CO HEALTH DEPT	28,981	344,596	0.023559%
3078	MONTGOMERY CO HEALTH DEPT	131,697	1,565,959	0.107061%
3079	GARRARD COUNTY HEALTH DPT	30,956	368,083	0.025165%
3080	BRECKINRIDGE CO HEALTH BD	45,787	544,429	0.037221%
3081	ASHLAND BOYD CO HEALTH DP	94,241	1,120,580	0.076611%

The accompanying notes are an integral part of these schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer Code	Employer Name	2019 Actual Employer Contributions	2019 Actual Employer Salary	2019 Employer Allocation Percentage
3082	LAWRENCE CO HEALTH DEPT	61,740	734,128	0.050190%
3083	GRAVES CO HEALTH CENTER	91,766	1,091,148	0.074599%
3084	CALLOWAY CO HEALTH DEPT	53,385	634,782	0.043398%
3085	BELL CO HEALTH DEPT	80,380	955,764	0.065343%
3086	GRAYSON COUNTY HEALTH DEPT	42,002	499,426	0.034144%
3087	HARLAN CO HEALTH DEPT	78,208	929,946	0.063578%
3088	CARTER CO HEALTH DEPT	29,170	346,849	0.023713%
3801	KENTUCKY STATE UNIVERSITY	366,476	4,357,622	0.297920%
5470	KCTCS	1,680,562	19,982,901	1.366180%
7403	ASST OF COMMONWEALTH ATTY	82,279	978,342	0.066887%
7407	KENTUCKY HOUSING CORP	865,373	10,289,808	0.703488%
7408	FRANKLIN CO COUNCIL AGING	10,272	122,142	0.008351%
7409	MUN ELEC POW ASSOC OF KY	11,405	135,616	0.009272%
7415	HIGHSCHOOL ATHLETIC ASSOC	18,894	224,665	0.015360%
7416	KY OFFICE OF BAR ADMISSIO	16,981	201,910	0.013804%
7417	KY ASSOC OF REGIONAL PROG	9,987	118,750	0.008119%
7718	MASTER COMM BOONE CO	21,591	174,123	0.011904%
7720	MASTER COMM CAMPBELL CO	13,832	111,547	0.007626%
7724	MASTER COMM CHRISTIAN CO	4,714	38,016	0.002599%
7725	MASTER COMM CLARK CO	2,707	21,834	0.001493%
7727	MASTER COMM CLINTON/CUMBE	4,811	38,800	0.002653%
7730	MASTER COMM DAVIESS CO	13,457	108,524	0.007420%
7734	MASTER COMM FAYETTE CO	26,380	212,741	0.014545%
7740	MASTER COMM GARRARD CO	2,405	19,394	0.001326%
7741	MASTER COMM GRANT CO	9,020	72,739	0.004973%
7743	MASTER COMM GRAYSON CO	4,100	33,063	0.002260%
7747	MASTER COMM HARDIN CO	20,996	169,324	0.011576%
7750	MASTER COMMISSIONER HART COUNTY	3,295	26,569	0.001816%
7752	HENRY/ TRIMBLE MASTER COM	8,577	69,167	0.004729%
7753	MASTER COMM HOPKINS CO	11,123	89,703	0.006133%
7756	MASTER COMM JEFF CIRCUIT	60,190	485,403	0.033186%
7757	MASTER COMMISSIONER OF JESSAMINE COUNTY	12,370	99,758	0.006820%
7759	MASTER COMM KENTON CO	23,757	191,588	0.013098%
7763	MASTER COMM LAUREL CO	8,432	68,000	0.004649%
7773	MASTER COMM MCCRACKEN CO	12,742	102,756	0.007025%
7776	MASTER COMM MADISON CO	12,999	104,831	0.007167%
7782	MASTER COMM MEADE CO	10,506	84,726	0.005793%
7790	MASTER COMM NELSON CO	11,113	89,617	0.006127%
7793	MASTER COMM OLDHAM CO	11,212	90,417	0.006182%
7794	MASTER COMM OWEN CO	4,843	39,053	0.002670%
7798	MASTER COMM PIKE CO	10,827	87,316	0.005970%
7799	MASTER COMM FOR FLEMING	1,020	8,224	0.000562%
7805	MASTER COMM SCOTT CO	13,388	107,965	0.007381%

The accompanying notes are an integral part of these schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer Code	Employer Name	2019 Actual Employer Contributions	2019 Actual Employer Salary	2019 Employer Allocation Percentage
7807	MASTER COMM SIMPSON CO	8,081	65,167	0.00455%
7814	MASTER COMM WARREN CO	18,143	146,314	0.010003%
7817	LOGAN CO MASTER COM	6,355	51,250	0.003504%
7819	MASTER COMM FLOYD CO	3,286	26,500	0.001812%
7820	MASTER COMM BARREN CO	7,716	62,226	0.004254%
7821	MASTER COMM MUHLENBERG CO	9,330	75,244	0.005144%
8202	NORTHERN KY REG MHMR BD	12,498	148,611	0.010160%
8204	COMMUNICARE INC	488,834	5,812,533	0.397388%
8205	ADANTA/BEHAVIORAL HLTH SR	508,529	6,046,718	0.413399%
8208	CUMBERLAND RIVER MHMR	1,001,621	11,909,884	0.814249%
8209	WESTERN KY REG MHMR ADV	304,223	3,617,401	0.247313%
8210	NEW VISTA OF THE BLUEGRASS, INC.	3,253,708	38,688,558	2.645039%
8211	PENNYROYAL REG MHMR BD	573,248	6,816,271	0.466011%
8213	GREEN RVR REG MHMR BD	253,800	3,017,831	0.206321%
8216	COMPREHEND INC REG MHMR B	383,839	4,564,080	0.312035%
8220	LIFESKILLS INC	750,053	8,918,584	0.609741%
8221	MOUNTAIN COMP CARE CENTER	467,293	5,556,395	0.379877%
10005	LEGS GENERAL ASSEMBLY	151,711	1,223,477	0.083646%
10010	LEGS LEGISLATIVE RES COMM	2,434,592	19,633,808	1.342314%
20020	JUDL JUDICIAL RET SYSTEM	22,289	179,748	0.012289%
20025	JUDL ADM OFF OF THE COURT	7,069,607	57,012,959	3.897832%
31030	UNIFIED PROSECUTORIAL SYS	6,244,982	50,362,755	3.443174%
31035	DEPT OF AGRICULTURE	1,100,545	8,875,366	0.606786%
31040	ATTORNEY GENERALS OFFICE	983,736	7,933,354	0.542383%
31045	AUDITOR OF PUBLIC ACCOUNT	815,220	6,574,355	0.449472%
31066	REGISTRY OF ELECTION	79,001	637,103	0.043557%
31070	GOVERNORS OFFICE	228,948	1,846,354	0.126231%
31074	DEPT OF VETERANS AFFAIRS	3,626,628	29,247,003	1.999544%
31076	MILITARY AFFAIRS COMM	13,864	111,804	0.007644%
31082	KY INFRASTRUCTURE	77,410	624,276	0.042680%
31085	LT GOVERNORS OFFICE	41,234	332,531	0.022734%
31089	AGRICULTURAL DEVELOP BD	85,675	690,930	0.047237%
31094	OFF OF HOMELAND SECURITY	100,211	808,157	0.055252%
31095	DEPT MILITARY AFFAIRS	2,149,527	17,334,895	1.185143%
31110	OFF OF SECRETARY TO CABIN	16,988	137,000	0.009366%
31112	GOV OFF LOCAL DEVELOPMENT	274,347	2,212,479	0.151262%
31120	SECRETARY OF STATE	162,785	1,312,783	0.089752%
31125	STATE TREASURERS OFFICE	198,317	1,599,334	0.109342%
31135	EARLY CHILDHOOD ADVISORY COUNCIL	48,609	392,005	0.026800%
31136	BOARD OF MEDICAL IMAGING & RADIATION TECHNOLOC	12,918	104,178	0.007122%
31137	KY COMM NETWORK AUTH	99,578	803,049	0.054902%
31150	BOARD OF ACCOUNTANCY	24,726	199,406	0.013633%
31165	BOARD OF BARBERING	10,123	81,640	0.005582%

The accompanying notes are an integral part of these schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer Code	Employer Name	2019 Actual Employer Contributions	2019 Actual Employer Salary	2019 Employer Allocation Percentage
31170	BOARD OF CHIROPRACTIC EXM	13,993	112,851	0.007715%
31180	BOARD OF DENTISTRY	24,040	193,871	0.013254%
31185	BOARD OF ELECTIONS	64,583	520,834	0.035608%
31190	BRD OF EMBALMERS/FUN DIR	20,778	167,561	0.011456%
31200	BOARD OF EXM ARCHITECTS	20,513	165,431	0.011310%
31205	KY LANDSCAPE ARCH REG BD	3,046	24,565	0.001679%
31215	BD EXAMINERS OF SOCIAL WK	14,906	120,211	0.008219%
31225	BD OF HAIRDRESSERS/CSMTG	58,698	473,371	0.032363%
31245	BD OF MEDICAL LICENSURE	87,799	708,053	0.048408%
31250	BOARD OF NURSING	297,567	2,399,737	0.164064%
31260	BOARD OF OPTOMETRIC EXM	8,891	71,705	0.004902%
31263	KY RESPIRATORY CARE BD	10,938	88,212	0.006031%
31268	PERSONNEL BOARD	38,932	313,971	0.021465%
31270	KY BOARD OF PHARMACY	121,972	983,645	0.067249%
31275	BD OF PHYSICAL THERAPY	15,083	121,637	0.008316%
31290	BD OF PROF ENGINEERS & LA	63,545	512,458	0.035035%
31345	SCHOOL FAC CONSTR COMM	21,774	175,599	0.012005%
31354	EXECUTIVE BRANCH ETH COMM	34,266	276,335	0.018892%
31370	COMMISSION ON HUMAN RIGHT	110,935	894,640	0.061164%
31400	COMMISSION ON WOMEN	488	3,938	0.000269%
31415	KY COUNCIL POSTSEC EDUCAT	292,893	2,362,042	0.161487%
31765	OFFICE OF STATE BUD DIREC	159,490	1,286,210	0.087935%
35605	TRAN OFF OF THE SECRETARY	408,388	3,293,448	0.225165%
35607	TRAN OFFICE OF LEGAL SVC	251,594	2,028,980	0.138716%
35609	DIVISION OF FACILITY MANA	183,388	1,478,938	0.101111%
35615	TRAN DEPT OF AVIATION	138,191	1,114,443	0.076192%
35616	TRAN OFFICE OF PERSONNEL	202,531	1,633,313	0.111665%
35617	OFFICE OF INFORMAT TECHNO	255,836	2,063,194	0.141055%
35618	OFFICE OF AUDITS	211,974	1,709,466	0.116872%
35619	DOT PAYROLL DIVISION	82,583	665,989	0.045532%
35625	TRAN DEPT OF HIGHWAYS	20,983,076	169,218,351	11.569031%
35628	TRAN DEPT OF INTERGOV PRO	81,058	653,691	0.044691%
35630	TRAN DEPT OF VEH REGULATE	838,837	6,764,813	0.462493%
36635	CAB FOR ECONOMIC DEVELOPMENT	561,210	4,525,884	0.309423%
39075	KHEAA DIV OF FINANCIAL AF	105,724	852,612	0.058291%
39079	COMMONWEALTH OF TECHNOL	2,230,180	17,985,326	1.229611%
39084	KY RIVER AUTHORITY	39,791	320,899	0.021939%
39103	OFFICE OF PVA'S	3,450,768	27,828,778	1.902583%
39130	DEPT OF REVENUE	4,069,462	32,818,245	2.243701%
39750	OFFICE OF SECRETARY	626,456	5,052,062	0.345397%
39757	FIN OFFICE OF INSP GENERAL	57,829	466,361	0.031884%
39758	OFF OF THE CONTROLLER	417,332	3,365,580	0.230096%
39785	DEPT FACILITIES SUPP SVCS	1,168,036	9,419,647	0.643997%

The accompanying notes are an integral part of these schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer Code	Employer Name	2019 Actual Employer Contributions	2019 Actual Employer Salary	2019 Employer Allocation Percentage
50235	KY STATE FAIR BOARD	1,061,912	8,563,809	0.585486%
50410	COMM KY HERITAGE COUNCIL	101,808	821,034	0.056132%
50529	KY ARTS COUNCIL	60,094	484,632	0.033133%
50550	KY HISTORICAL SOCIETY	209,804	1,691,969	0.115676%
50660	DEPT OF FISH & WILDLIFE	1,737,496	14,012,064	0.957969%
50665	COMM KY HORSE PARK	313,805	2,530,685	0.173017%
50670	DEPT OF PARKS	2,724,191	21,969,285	1.501985%
50850	COMM OFFICE OF SECRETARY	164,199	1,324,185	0.090531%
50852	KY ARTISANS CTR AT BEREA	57,084	460,356	0.031473%
50860	DEPT OF TOURISM	144,814	1,167,856	0.079843%
51183	EDUC PROF STANDARDS BD	7,353	59,302	0.004054%
51340	KY COMM DEAF/HARD OF HEAR	66,235	534,153	0.036519%
51407	KY ENVIRONMENTAL EDUC COU	9,800	79,029	0.005403%
51530	EDUC OFFICE OF SECRETARY	520,984	4,201,485	0.287245%
51531	DEPT WORKFORCE INVESTMENT	2,165,422	17,463,081	1.193907%
51532	KY COMM ON PROPRIETARY ED	9,992	80,584	0.005509%
51540	EDUC DEPT OF EDUCATION	1,272,050	10,258,465	0.701345%
51545	KY EDUCATIONAL TV AUTHOR	687,359	5,543,220	0.378976%
51555	KY DEPT LIBRARY & ARCHIVE	271,250	2,187,500	0.149554%
53713	OFFICE OF THE KY HEALTH BENEFIT EXCHANGE	8	63	0.000004%
53721	H&FS OFF OF THE SECRETARY	2,096,522	16,907,437	1.155919%
53723	OFFICE INSPECTOR GENERAL	1,229,901	9,918,555	0.678107%
53725	DEPT OF AGING/INDEP LIVIN	825,420	6,656,610	0.455096%
53727	DEPT FOR INCOME SUPPORT	2,052,664	16,553,742	1.131738%
53728	DEPT FOR PUBLIC HEALTH	2,063,068	16,637,647	1.137474%
53729	OFF HUMAN RESOURCE MANAGE	1,995,517	16,092,881	1.100230%
53730	SERVE KY	90,068	726,356	0.049659%
53736	H&FS DEPT FOR COMM BASE S	21,245,428	171,334,099	11.713683%
53739	HEALTH DATA AND ANALYTICS	108,573	875,587	0.059862%
53746	DEPT FOR MEDICAID SERVICE	861,041	6,943,879	0.474735%
53767	OFFICE FOR CHILDREN WITH SPECIAL HEALTH CARE NEEI	705,392	5,688,642	0.388918%
54500	J&PS OFF OF SECRETARY	763,740	6,159,195	0.421089%
54515	DEPT OF PUBLIC ADVOCACY	3,028,262	24,421,471	1.669634%
54520	J&PS DEPT OF KY STATE POL	3,753,807	30,272,634	2.069664%
54523	J&PS OF JUVENILE JUSTICE	5,538,739	44,667,253	3.053787%
54525	DEPT OF CRIMINAL JUST TRN	814,460	6,568,225	0.449053%
54527	J&PS DEPT OF CORRECTIONS	1,770,625	14,279,230	0.976235%
55790	OFFICE OF THE SECRETARY	673,644	5,432,609	0.371414%
55793	DEPT PERSONNEL ADMIN	212,683	1,715,186	0.117263%
55794	DEPT FOR EMPLOYEE INS	287,382	2,317,601	0.158449%
56102	OFFICE OF THE SECRETARY	450,204	3,630,680	0.248220%
56106	DEPT OF WRKPLACE STANDARD	557,076	4,492,552	0.307144%
56107	DEPT OF WORKERS CLAIMS	735,492	5,931,384	0.405514%

The accompanying notes are an integral part of these schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer Code	Employer Name	2019 Actual Employer Contributions	2019 Actual Employer Salary	2019 Employer Allocation Percentage
56113	KY OSH REVIEW COMMISSION	28,295	228,187	0.015601%
56114	WORKERS COMP FUNDING COMM	98,024	790,512	0.054045%
57122	MINE SAFETY REV COMM	-	-	0.000000%
57123	KY PUBLIC SVC COMMISSION	452,625	3,650,199	0.249555%
57124	KY STATE NATURE PRES COMM	3,528	28,455	0.001945%
57126	OFFICE OF THE SECRETARY	262,380	2,115,967	0.144663%
57127	DEPT FOR ENERGY DEV & IND	2,885	23,263	0.001590%
57128	DEPT FOR NATURAL RESOURCE	2,571,301	20,736,302	1.417689%
57129	DEPT FOR ENVIRONM PROTECT	3,444,143	27,775,347	1.898930%
57139	OFFICE OF ADMINISTRATIVE SERVICES	421,782	3,401,465	0.232550%
57140	KY NATURE PRESERVES	78,799	635,479	0.043446%
57141	OFFICE OF ENERGY POLICY	31,631	255,085	0.017440%
58374	KY HORSE RACING AUTHORITY	245,713	1,981,553	0.135474%
58671	KY CLAIMS COMMISSION	43,845	353,590	0.024174%
58675	OFFICE OF THE SECRETARY	335,888	2,708,774	0.185192%
58676	DEPT OF INSURANCE	509,794	4,111,238	0.281075%
58677	OFF OF OCCUP & PROFESSION	165,450	1,334,276	0.091221%
58678	KY BOXING & WRESTLING AUT	6,138	49,500	0.003384%
58680	DEPT OF ALCOHOL & BEVERA	100,139	807,570	0.055212%
58681	DEPT OF CHARITABLE GAMING	121,232	977,679	0.066841%
58685	DEPT OF FINANCIAL INSTITU	595,002	4,798,403	0.328055%
58690	DEPT OF HOUSING & BUILD C	996,942	8,039,858	0.549665%
014A	BRECKINRIDGE CO ATTORNEY	11,579	93,383	0.006384%
024A	CHRISTIAN COUNTY ATTORNEY	2,807	22,640	0.001548%
031A	EDMONSON COUNTY ATTORNEY	4,664	37,615	0.002572%
060A	KNOTT COUNTY ATTORNEY	13,274	107,052	0.007319%
071A	LOGAN COUNTY ATTORNEY	12,774	103,018	0.007043%
086A	MONROE CO ATTORNEY	3,437	27,720	0.001895%
116A	WAYNE COUNTY ATTORNEY	4,015	32,381	0.002214%
W002	ALLEN COUNTY ATTORNEY	10,996	88,677	0.006063%
W003	ANDERSON COUNTY ATTORNEY	784	6,321	0.000432%
W005	BARREN COUNTY ATTORNEY	30,224	243,743	0.016664%
W007	BELL COUNTY ATTORNEY	21,264	171,480	0.011724%
W008	BOONE COUNTY ATTORNEY	75,213	606,560	0.041469%
W011	BOYLE COUNTY ATTORNEY	1,143	9,217	0.000630%
W015	BULLITT COUNTY ATTORNEY	4,230	34,115	0.002332%
W021	CARROLL COUNTY ATTORNEY	9,414	75,921	0.005191%
W022	CHILD SUPPORT ENCORCEMENT	11,163	90,024	0.006155%
W023	CASEY COUNTY ATTORNEY	8,663	69,866	0.004777%
W025	CLARK COUNTY ATTORNEY	17,539	141,442	0.009670%
W028	CRITTENDEN CO ATTORNEY	3,083	24,860	0.001700%
W030	DAVISS COUNTY ATTORNEY	5,681	45,813	0.003132%
W036	FLOYD COUNTY ATTORNEY	11,954	96,406	0.006591%

The accompanying notes are an integral part of these schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

Kentucky Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer Code	Employer Name	2019 Actual Employer Contributions	2019 Actual Employer Salary	2019 Employer Allocation Percentage
W037	FRANKLIN COUNTY ATTORNEY	32,051	258,473	0.017671%
W040	GARRARD COUNTY ATTORNEY	9,376	75,616	0.005170%
W041	GRANT COUNTY CHILD SUPPOR	3,661	29,527	0.002019%
W042	GRAVES COUNTY ATTORNEY	21,751	175,411	0.011992%
W046	HANCOCK COUNTY ATTORNEY	2,756	22,223	0.001519%
W049	HARRISON COUNTY ATTORNEY	10,092	81,385	0.005564%
W053	HICKMAN COUNTY ATTORNEY	4,245	34,230	0.002340%
W054	HOPKINS COUNTY ATTORNEY	34,912	281,550	0.019249%
W055	JACKSON COUNTY ATTORNEY	1,734	13,987	0.000956%
W056	JEFFERSON CO ATTORNEY	10,203	82,281	0.005625%
W062	LARUE COUNTY ATTORNEY	12,255	98,831	0.006757%
W063	LAUREL COUNTY ATTORNEY	4,042	32,600	0.002229%
W065	LEE COUNTY ATTORNEY	5,822	46,953	0.003210%
W073	MCCRACKEN COUNTY ATTORNEY	2,921	23,558	0.001611%
W074	MCCREARY COUNTY ATTORNEY	15,683	126,474	0.008647%
W076	MADISON COUNTY ATTORNEY	79,572	641,713	0.043872%
W077	MAGOFFIN CO ATTORNEY	9,612	77,520	0.005300%
W082	MEADE COUNTY ATTORNEY	11,557	93,203	0.006372%
W083	MENIFEE COUNTY ATTORNEY	2,046	16,500	0.001128%
W084	MERCER COUNTY ATTORNEY	4,129	33,294	0.002276%
W087	MONTGOMERY CO ATTORNEY	12,272	98,967	0.006766%
W088	MORGAN COUNTY ATTORNEY	11,445	92,301	0.006310%
W093	OLDHAM COUNTY ATTORNEY	30,204	243,580	0.016653%
W094	OWEN COUNTY ATTORNEY	6,809	54,908	0.003754%
W100	PULASKI COUNTY ATTORNEY	28,590	230,562	0.015763%
W102	ROCKCASTLE CO ATTORNEY	14,183	114,376	0.007820%
W103	ROWAN COUNTY ATTORNEY	13,361	107,754	0.007367%
W106	SHELBY COUNTY ATTORNEY	8,319	67,085	0.004586%
W107	SIMPSON COUNTY ATTORNEY	7,221	58,232	0.003981%
W108	SPENCER COUNTY ATTORNEY	8,431	67,990	0.004648%
W110	TODD COUNTY ATTORNEY	243	1,964	0.000134%
W111	TRIGG COUNTY ATTORNEY	11,825	95,364	0.006520%
W112	TRIMBLE COUNTY ATTORNEY	7,660	61,775	0.004223%
W113	UNION COUNTY ATTORNEY	10,727	86,510	0.005914%
W117	WEBSTER COUNTY ATTORNEY	12,656	102,068	0.006978%
W118	WHITLEY COUNTY ATTORNEY	22,921	184,847	0.012638%
X034	FAYETTE CO ATTORNEY OFF	14,675	118,343	0.008091%
X059	KENTON COUNTY ATTORNEY	9,208	74,254	0.005077%
		\$ 167,754,489	\$ 1,462,683,829	100.000000%

The accompanying notes are an integral part of these schedules.

Board Meeting - February 20, 2020 - Audit Committee Report

Kew-Forest Retirement Systems

Schedule B - Schedule of OPEB Amounts by Employer

Fiscal Year Ended June 30, 2019
(Continued)

Kew-Forest Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting date. There are separate schedules for Non-Hazardous and Hazardous and each reporting employer may appear on multiple schedules.

Participating Employer Code	Participating Employer Name	Net OPEB Liability as of June 30, 2019										Outstanding Balance of Deferred Obligations of Revenues						Outstanding Balance of Deferred Benefits of Revenues						Recognition of Existing Deferred Obligations of Revenues for Future Measurement Period Ending June 30,					
		Employer										Employer						Employer						Employer					
		Amount										Amount						Amount						Amount					
		Decommt Rate 4.75%	Decommt Rate 4.75%	Health Care Rate 4.75%	Health Care Rate 4.75%	Health Care Rate 4.75%	Health Care Rate 4.75%	Health Care Rate 4.75%	Health Care Rate 4.75%	Health Care Rate 4.75%	Health Care Rate 4.75%	Health Care Rate 4.75%	Liability of OPEB	Assumption of OPEB	Investment of OPEB	Total of OPEB	Liability of OPEB	Assumption of OPEB	Investment of OPEB	Total of OPEB	2020	2021	2022	2023	2024	Thereafter			
7867	MASTER COMB FOR FEEDING	12,493	14,875	10,351	10,433	14,706	1,038	(8,424)	(4,766)	---	(4,986)	185	1,438	35	6,691	1,993	28	135	17,407	19,439	(6,499)	(6,499)	(5,504)	(4,439)	---	---			
7868	MASTER COMB WFTY CO	104,472	124,114	179,100	180,311	179,800	11,978	8,107	8,107	8,107	8,107	8,107	8,107	8,107	8,107	8,107	8,107	8,107	8,107	8,107	8,107	8,107	8,107	8,107	8,107	8,107	8,107		
7999	MASTER COMB SIMPSON CO	12,993	12,795	85,483	84,133	177,851	8,354	(8,424)	(4,766)	---	(4,986)	1,984	1,438	35	6,691	1,993	28	135	17,407	19,439	(6,499)	(6,499)	(5,504)	(4,439)	---	---			
7963	MASTER COMB WFTY CO	222,736	266,746	188,249	188,249	192,414	4,025	(4,025)	(4,025)	(4,025)	(4,025)	4,025	4,025	4,025	4,025	4,025	4,025	4,025	4,025	4,025	4,025	4,025	4,025	4,025	4,025	4,025	4,025		
7947	LOGAN COMB STATE BK	77,890	97,435	65,842	64,173	157,430	6,934	(6,973)	(3,267)	---	(12,307)	489	4,362	101	21,229	37,751	12,624	234	841	211	13,708	1,965	3,965	4,241	2,912	---	---		
7948	LOGAN COMB STATE BK	42,929	47,849	27,945	28,223	62,749	4,495	(4,589)	(2,143)	---	(7,232)	499	4,362	101	21,229	37,751	12,624	234	841	211	13,708	1,965	3,965	4,241	2,912	---	---		
9462	MASTER COMB BARRIN CO	112,966	112,966	99,516	99,516	111,750	8,468	(8,468)	(4,234)	---	(14,702)	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180		
7921	MASTER COMB MILLBURN CO	111,340	111,340	96,394	97,144	113,154	9,880	(9,880)	(4,940)	---	(14,820)	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	
8202	NORTHERN KY REGULAR INC	721,946	746,873	640,782	640,782	706,944	19,224	(19,224)	(9,612)	---	(19,224)	2,922	2,922	2,922	2,922	2,922	2,922	2,922	2,922	2,922	2,922	2,922	2,922	2,922	2,922	2,922	2,922	2,922	
8208	MASTER COMB BARRIN CO	83,531	105,818	74,463	73,842	104,890	7,941	(8,061)	(4,031)	---	(12,092)	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	
8209	ADONIS LABORATIONAL BLDG SR	91,843	101,841	72,948	72,948	80,683	6,973	(7,140)	(3,570)	---	(10,710)	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	1,180	
8236	CUMBERLAND RIVER BRIDGE	14,909,400	21,581,732	15,238,326	15,377,902	22,300,593	1,532,328	(1,532,328)	(771,164)	---	(1,532,328)	214,184	214,184	214,184	214,184	214,184	214,184	214,184	214,184	214,184	214,184	214,184	214,184	214,184	214,184	214,184	214,184	214,184	
8259	HOSPITAL BY REG MEMBER INC	5,875,511	6,240,408	4,837,457	4,837,457	5,499,996	402,648	(402,648)	(201,324)	---	(402,648)	51,514	51,514	51,514	51,514	51,514	51,514	51,514	51,514	51,514	51,514	51,514	51,514	51,514	51,514	51,514	51,514	51,514	
8210	NEW STATE OF THE MILLS BLDG, INC.	8,965,749	10,095,949	7,695,576	7,695,576	8,495,434	649,706	(649,706)	(324,853)	---	(649,706)	81,215	81,215	81,215	81,215	81,215	81,215	81,215	81,215	81,215	81,215	81,215	81,215	81,215	81,215	81,215	81,215	81,215	
8211	FEDERAL HEALTHCARE INC	10,376,940	12,244,449	8,732,652	8,888,017	12,423,882	676,862	(676,862)	(338,431)	---	(676,862)	84,617	84,617	84,617	84,617	84,617	84,617	84,617	84,617	84,617	84,617	84,617	84,617	84,617	84,617	84,617	84,617	84,617	
8212	GREEN KY REGULAR INC	4,586,931	5,409,552	3,966,261	3,966,261	4,430,682	382,724	(382,724)	(191,362)	---	(382,724)	47,841	47,841	47,841	47,841	47,841	47,841	47,841	47,841	47,841	47,841	47,841	47,841	47,841	47,841	47,841	47,841	47,841	
8213	PERMANENT HEALTHCARE	6,939,214	8,209,653	5,947,272	5,947,272	6,838,443	587,216	(587,216)	(293,608)	---	(587,216)	73,397	73,397	73,397	73,397	73,397	73,397	73,397	73,397	73,397	73,397	73,397	73,397	73,397	73,397	73,397	73,397	73,397	
8214	LIFEBUILD INC	13,535,930	15,185,767	11,429,031	11,429,031	12,620,396	1,147,466	(1,147,466)	(573,733)	---	(1,147,466)	143,689	143,689	143,689	143,689	143,689	143,689	143,689	143,689	143,689	143,689	143,689	143,689	143,689	143,689	143,689	143,689	143,689	
8215	MCKENTAN COMP CAR CENTER	8,444,217	10,854,673	7,718,574	7,718,574	9,098,995	744,887	(744,887)	(372,444)	---	(744,887)	93,719	93,719	93,719	93,719	93,719	93,719	93,719	93,719	93,719	93,719	93,719	93,719	93,719	93,719	93,719	93,719	93,719	
7949	KY EMPLOYERS MUTUAL INSURANCE	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
10005	LEGA GENERAL ASSMBLY	1,858,348	2,211,982	1,567,453	1,579,433	2,197,217	175,431	(175,431)	(87,716)	---	(175,431)	22,414	22,414	22,414	22,414	22,414	22,414	22,414	22,414	22,414	22,414	22,414	22,414	22,414	22,414	22,414	22,414	22,414	
10010	LEGAL LEGALITY RES COM	29,248,245	33,263,749	25,113,631	25,149,599	32,367,937	2,526,689	(2,526,689)	(1,263,345)	---	(2,526,689)	316,549	316,549	316,549	316,549	316,549	316,549	316,549	316,549	316,549	316,549	316,549	316,549	316,549	316,549	316,549	316,549	316,549	
10011	KY JUDICIAL REG SYSTEM	27,132	32,248	23,245	23,245	32,245	3,212	(3,212)	(1,606)	---	(3,212)	403	403	403	403	403	403	403	403	403	403	403	403	403	403	403	403	403	
10012	KY JUDICIAL REG SYSTEM	27,132	32,248	23,245	23,245	32,245	3,212	(3,212)	(1,606)	---	(3,212)	403	403	403	403	403	403	403	403	403	403	403	403	403	403	403	403	403	
10013	KY JUDICIAL REG SYSTEM	27,132	32,248	23,245	23,245	32,245	3,212	(3,212)	(1,606)	---	(3,212)	403	403	403	403	403	403	403	403	403	403	403	403	403	403	403	403	403	
10014	ALDOTE OF PUBLIC ACCOUNT	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	(1,199,226)	(599,613)	---	(1,199,226)	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	
10015	ALDOTE OF PUBLIC ACCOUNT	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	(1,199,226)	(599,613)	---	(1,199,226)	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	
10016	ALDOTE OF PUBLIC ACCOUNT	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	(1,199,226)	(599,613)	---	(1,199,226)	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	
10017	ALDOTE OF PUBLIC ACCOUNT	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	(1,199,226)	(599,613)	---	(1,199,226)	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	
10018	ALDOTE OF PUBLIC ACCOUNT	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	(1,199,226)	(599,613)	---	(1,199,226)	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	
10019	ALDOTE OF PUBLIC ACCOUNT	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	(1,199,226)	(599,613)	---	(1,199,226)	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	
10020	ALDOTE OF PUBLIC ACCOUNT	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	(1,199,226)	(599,613)	---	(1,199,226)	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	
10021	ALDOTE OF PUBLIC ACCOUNT	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	1,199,226	(1,199,226)	(599,613)	---	(1,199,226)	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	149,847	
10022	ALDOTE OF PUBLIC ACCOUNT																												

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019

Kentucky Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
1430	EASTERN KY UNIV	\$ 28,154	0.722071%
1440	MOREHEAD STATE UNIVERSITY	10,830	0.277772%
1445	MURRAY STATE UNIV	15,566	0.399241%
1450	NORTHERN KY UNIVERSITY	14,533	0.372729%
1465	WESTERN KENTUCKY UNIV	27,027	0.693165%
3801	KENTUCKY STATE UNIVERSITY	2,800	0.071803%
31040	ATTORNEY GENERALS OFFICE	19,569	0.501906%
31095	DEPT MILITARY AFFAIRS	40,886	1.048625%
35615	TRAN DEPT OF AVIATION	3,551	0.091069%
39079	COMMONWEALTH OF TECHNOL	8,983	0.230397%
50660	DEPT OF FISH & WILDLIFE	125,923	3.229617%
50665	COMM KY HORSE PARK	7,948	0.203855%
50670	DEPT OF PARKS	32,708	0.838890%
53729	OFF HUMAN RESOURCE MANAGE	83,896	2.151722%
54520	J&PS DEPT OF KY STATE POL	126,196	3.236625%
54527	J&PS DEPT OF CORRECTIONS	3,305,427	84.776185%
58676	DEPT OF INSURANCE	10,309	0.264411%
58680	DEPT OF ALCOHOL & BEVERA	34,698	0.889917%
		\$ 3,899,004	100.000000%

The accompanying notes are an integral part of these schedules. 14

Board Meeting - February 20, 2020 - Audit Committee Report

Kentucky Retirement Systems
Schedule B - Schedule of OPEB Amounts by Employer
Fiscal Year Ending June 30, 2019

Kentucky Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting rate. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Participating Employer Code	Participating Employer Name	Net OPEB Liability as of June 30, 2019					OPEB Expense					Implicit Subsidy 6/30/2019	Outstanding Balance of Deferred Outflows of Resources					Outstanding Balance of Deferred Inflows of Resources					Recognition of Existing Deferred Outflows (Inflows) of Resources for Future Measurement Period Ending June 30						
		Discount Rate	Discount Rate Less 1.00%	Discount Rate Plus 1.00%	Health Care Trend Rate % Decrease	Health Care Trend Rate % Increase	Proportionate Share of OPEB Expense	Change in Proportionate Share of OPEB Expense	Cost Employer OPEB Expense	Proportionate Share of OPEB Expense	Net Employer OPEB Expense		Liability Experience	Assumption Changes	Investment Experience	Total Deferred Outflow of Resources	Liability Experience	Assumption Changes	Investment Experience	Total Deferred Inflow of Resources	2020	2021	2022	2023	2024	Thereafter			
		5.60%	4.60%	6.60%	1%	1%	\$	\$	\$	\$	\$		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
1430	EASTERN KY UNIV	193,867	233,674	614,290	694,811	26,527	67,913	86,900	-	26,986	4,615	282,962	31,092	351,054	286,124	2,472	133,602	48,364	156,293	4,744	4,544	4,192	4,544	4,544	18,940	18,940	18,940		
1440	MOREHEAD STATE UNIVERSITY	74,579	123,263	236,279	216,960	98,683	26,125	508	26,633	3,499	-	203,870	8,114	6,142	218,126	133,150	1,105	51,319	2,298	5,843	5,843	20,841	615	(3,290)	404				
1445	MURKAY STATE UNIV	107,191	180,089	339,681	311,480	143,437	37,530	14,377	34,957	3,574	-	293,022	11,662	398	305,272	197,376	1,588	73,764	11,864	4,494	4,494	26,051	1,089	(7,122)	197				
1450	NORTHERN KY UNIVERSITY	630,673	165,111	317,650	295,139	132,414	35,056	23,687	22,869	8,181	-	273,563	83,808	1,316	285,706	179,667	1,483	68,863	11,334	4,691	4,691	28,817	(2,281)	66,361	167				
1465	WESTERN KENTUCKY UNIV	186,107	312,837	689,618	541,432	246,208	65,194	(9,832)	55,362	9,230	-	388,747	20,248	-	328,995	332,268	2,737	129,060	46,373	3,480	3,480	40,907	(9,777)	(17,336)	(12,203)				
3381	KENTUCKY STATE UNIVERSITY	192,276	32,366	61,677	66,085	25,569	6,733	(3,515)	3,218	3,218	-	52,760	2,997	57,917	34,419	286	13,266	46,393	1,744	(2,136)	(2,136)	1,744	(3,526)	2,449	1,964				
31040	ATTORNEY GENERAL'S OFFICE	134,756	226,373	426,930	392,039	178,310	47,206	667	47,873	4,663	-	368,373	14,664	10,643	383,877	248,588	1,997	92,729	7,555	10,306	10,306	37,486	847	(7,889)	(69)				
31095	DEPT MILITARY AFFAIRS	281,543	472,399	891,979	819,382	372,541	98,626	(9,734)	88,892	13,963	-	769,836	30,631	800,267	502,657	4,171	193,737	44,966	745,511	10,404	10,404	67,225	(9,354)	(22,922)	(974)				
31045	TRANSPORTATION	24,451	41,075	67,465	72,134	32,384	8,565	1,511	10,076	1,213	-	66,840	2,660	9,941	78,544	43,854	362	18,828	693	3,260	3,260	8,177	293	481					
30679	COMMONWEALTH OF TECHNOLOGY	61,899	102,915	195,980	179,963	81,852	21,669	8,535	30,204	3,068	-	169,099	8,730	43,734	219,563	110,440	916	42,567	2,117	156,040	12,960	12,960	25,440	8,770	2,227	1,301			
30660	DEPT OF FISH & WILDLIFE	667,144	1,406,547	2,747,170	2,222,559	1,147,293	303,794	(5,269)	301,465	43,084	-	2,070,569	94,839	25,484	2,498,112	1,548,113	12,847	596,683	28,026	2,186,560	58,755	56,755	283,138	(2,869)	(42,238)	2,381			
30665	COMMON KY HORSE PARK	54,733	91,944	173,463	159,231	72,423	19,173	(867)	18,306	2,714	-	149,619	5,955	3,743	155,317	97,718	811	37,863	4,426	3,048	3,048	14,055	(817)	(4,326)	(38)				
30670	DEPT OF PARKS	225,232	378,363	713,275	655,258	298,029	78,903	(4,876)	73,964	11,370	-	415,791	24,504	-	440,295	402,121	3,337	154,988	22,154	11,175	11,175	58,471	(4,799)	(16,999)	(578)				
31729	OFF HUMAN RESOURCE MGMT	577,712	970,486	1,830,263	1,689,713	784,414	202,375	(1,616)	200,759	26,615	-	1,579,251	62,453	11,327	1,643,431	1,031,625	8,539	397,538	20,460	1,457,862	39,707	39,707	155,889	(695)	(28,774)	1,779			
54520	HHS DEPT OF KY STATE POL	688,969	1,458,807	2,753,131	2,528,132	1,149,863	304,414	27,896	332,310	43,097	-	2,375,513	94,543	169,433	2,639,489	1,551,472	12,875	397,978	22,057	2,184,382	90,054	90,054	264,816	29,533	(25,975)	6,625			
54527	HHS DEPT OF CORRECTIONS	22,761,394	36,286,483	72,112,129	66,216,802	31,163,099	7,974,438	(964,753)	7,469,685	1,128,626	-	62,321,259	2,473,351	-	64,897,610	40,627,348	337,432	15,646,690	2,487,281	59,134,561	1,086,344	1,086,342	5,638,841	(54,861)	(1,616,363)	(14,212)			
58676	DEPT OF INSURANCE	79,991	139,257	226,613	208,326	93,886	24,869	38	24,867	3,521	-	194,984	7,724	35,323	232,111	126,745	1,652	66,850	29,632	296,288	5,116	5,116	19,983	112	(7,569)	(1,588)			
58680	DEPT OF ALCOHOL & BEVERA	238,932	403,377	756,979	695,115	316,137	83,699	(5,946)	77,753	11,850	-	653,152	25,995	11,454	690,601	426,581	3,540	164,415	33,656	11,145	11,145	59,196	(5,733)	(14,211)	871				
TOTAL		\$ 26,848,800	\$ 45,932,763	\$ 85,861,777	\$ 78,110,142	\$ 35,526,483	\$ 9,405,279	\$ (821,870)	\$ 8,623,403	\$ -	\$ 8,623,403	\$ 1,331,839	\$ -	\$ 75,394,740	\$ 2,921,047	\$ 366,072	\$ 76,681,809	\$ 47,934,866	\$ 397,790	\$ 16,473,541	\$ 2,872,252	\$ 69,688,251	\$ 1,338,930	\$ 1,338,930	\$ 6,738,096	\$ (537,970)	\$ 11,841,420	\$ (14,201)	

The accompanying notes are an integral part of these schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
20025	JUDL ADM OFF OF THE COURT	\$ 3,246,022	2.445879%
35628	TRAN DEPT OF INTERGOV PRO	1,292	0.000973%
39931	JEFFERSON CO CLERK	465,370	0.350657%
39932	JEFFERSON CO SHERIFF	111,939	0.084346%
39933	KENTON CO COURT CLERK	60,291	0.045429%
39934	KENTON CO SHERIFF	26,226	0.019762%
39935	CAMPBELL COUNTY CLERK	49,180	0.037057%
39936	CAMPBELL CO SHERIFF	22,628	0.017050%
39937	FAYETTE CO CLERK	176,649	0.133105%
39938	FAYETTE CO SHERIFF	103,896	0.078286%
39939	DAVISS CO CLERK	56,943	0.042906%
39940	DAVISS CO SHERIFF	11,137	0.008392%
39941	PIKE CO CLERK	29,882	0.022516%
39942	PIKE CO SHERIFF	40,104	0.030219%
39943	HARDIN COUNTY CLERK OFFIC	62,432	0.047043%
39944	HARDIN COUNTY SHERIFF	24,922	0.018778%
39945	WARREN COUNTY CLERKS OFF	60,019	0.045224%
39946	WARREN COUNTY SHERIFF	82,615	0.062251%
39947	BOONE COUNTY CLERK	61,277	0.046172%
39948	BOONE COUNTY SHERIFF	17,941	0.013519%
39949	CHRISTIAN COUNTY CLERK	29,429	0.022175%
39950	CHRISTIAN COUNTY SHERIFF	87,389	0.065848%
39951	MADISON COUNTY CLERK	45,090	0.033975%
39952	MADISON COUNTY SHERIFF	12,910	0.009728%
39961	BULLITT COUNTY CLERK	50,305	0.037905%
39962	BULLITT CO SHERIFF	56,700	0.042723%
014A	BRECKINRIDGE CO ATTORNEY	732	0.000552%
116A	WAYNE COUNTY ATTORNEY	4,448	0.003351%
A051	HENDERSON CO TOURIST COMM	4,432	0.003340%
A073	HOUSING AUTH OF PADUCAH	60,485	0.045576%
A113	MORGANFIELD HOUSING AUTH	1,258	0.000948%
A156	CITY OF ANCHORAGE	24,341	0.018341%
AB19	BELLEVUE/DAYTON FIRE	1,778	0.001340%
AC19	CAMPBELL CO FIRE DIST 1	113	0.000085%
B008	BURLINGTON FIRE PRO DIST	2,395	0.001804%
B010	HOUSING AUTHORITY OF CATLETTSBURG	12,710	0.009577%
B015	CITY OF HILLVIEW	22,814	0.017190%
B017	PENNYRILE EMER ASST CTR	13,709	0.010330%
B018	W KY ED COOPERATIVE	9,323	0.007025%
B024	OAK GROVE TOURISM/CONVENTION COMMISSION	10,944	0.008246%

The accompanying notes are an integral part of these schedules. 16

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
B030	OWENSBORO/DAV CO ECO DEV	8,432	0.006354%
B035	GTR FLEMING CO WATER COMM	5,332	0.004018%
B038	CITY OF HICKMAN	19,506	0.014698%
B042	HOUSING AUTH OF MAYFIELD	29,888	0.022521%
B043	GRAYSON CO CONSERV DIST	1,444	0.001088%
B045	CITY OF BELLEFONTE	215	0.000162%
B048	CITY OF HARLAN	44,109	0.033236%
B051	HENDERSON CITY/CO PLANNIN	17,216	0.012972%
B052	HENRY CO WATER DIST #2	44,507	0.033536%
B054	CITY OF NORTONVILLE	5,036	0.003795%
B058	JOHNSON CO FISCAL COURT	86,265	0.065001%
B061	KNOX CO UTILITIES COMM	18,572	0.013994%
B072	LAKE BARKLEY TOUR COMM	2,288	0.001724%
B078	MARION CO WATER DISTRICT	16,478	0.012416%
B084	N MERCER WATER DISTRICT	23,766	0.017907%
B087	MONTGOMERY CO FIRE DIST	133,335	0.100468%
B097	KY RIVER REGIONAL JAIL	52,044	0.039215%
B098	PIKE CO SENIOR CITIZEN PR	14,048	0.010585%
B100	CITY OF SCIENCE HILL	6,367	0.004798%
B104	RUSSELL CO AMBULANCE SER	27,853	0.020988%
B106	NORTH SHELBY WATER CO	24,763	0.018659%
B109	CAMPBELL/TAYLOR CO I D A	4,466	0.003365%
B113	UNION CO ECONOMIC DEVELOP	3,564	0.002685%
B116	MONTICELLO/WAYNE TELE BOA	10,338	0.007790%
B118	WHITLEY CO CONSERV DIST	4,721	0.003557%
B124	HOPKINS-CHRIST CO PLANNIN	48,324	0.036412%
B156	LOU POLICE RETIRE FUND	5,505	0.004148%
B179	HOUSING AUTH OF BENTON	10,264	0.007734%
B230	RIVERPARK CTR OWENSBORO	24,289	0.018301%
B256	BUECHEL FIRE PROTECT DIST	1,578	0.001189%
B259	CITY OF LUDLOW	18,035	0.013589%
B356	CITY OF DOUGLASS HILLS	6,502	0.004900%
B456	ANCHORAGE MIDDLETOWN FIRE AND EMS	6,627	0.004994%
B656	LOUISVILLE AIRPORT AUTHOR	385,337	0.290352%
B756	LEGAL AID SOCIETY INC	102,485	0.077223%
B856	JEFF CO SOIL/CONSER DIST	1,436	0.001082%
B956	LAKE DREAMLAND FIRE DIST	1,480	0.001115%
C025	WINCHESTER CLARK COUNTY INDUSTRIAL AUTHORITY	5,281	0.003979%
C079	JONATHAN CREEK WATER DIST	16,885	0.012723%
C087	CITY OF JEFFERSONVILLE	11,658	0.008784%

The accompanying notes are an integral part of these schedules. 17

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
C105	CITY OF SADIEVILLE	1,608	0.001211%
C106	CITY OF SIMPSONVILLE	21,198	0.015973%
C118	HOUSING AUTH OF CORBIN	12,872	0.009699%
C230	HOUSING AUTH OF OWENSBORO	62,690	0.047237%
C256	LOUISVILLE/JEFF CO METRO	7,902,902	5.954840%
D017	CALDWELL CO WATER DISTRIC	10,846	0.008173%
D025	WINCHESTER-CLARK COUNTY TOURISM	3,754	0.002829%
D052	CITY OF PLEASUREVILLE	2,887	0.002175%
D071	CITY OF LEWISBURG	11,560	0.008711%
D079	NORTH MARSHALL WATER DIST	26,689	0.020110%
D084	GTR H/MERCER PL&ZONING CO	3,131	0.002359%
D098	CITY OF COAL RUN VILLAGE	6,626	0.004992%
D113	UNION CO WATER DISTRICT	12,598	0.009493%
D118	WHITLEY CO WATER DIST	9,362	0.007054%
D135	WESTERN FLEMING WATER DIS	11,772	0.008870%
G015	ZONETON FIRE PROT DIST	1,405	0.001059%
G090	NELSON CO. DISPATCH	10,782	0.008124%
GS06	SHELBY CO SUB FIRE DIST	3,454	0.002603%
J001	ADAIR CO BD OF EDUCATION	175,945	0.132575%
J002	CITY OF SCOTTSVILLE	76,246	0.057452%
J003	CITY OF LAWRENCEBURG	111,840	0.084271%
J004	BALLARD CO BD OF ED	93,492	0.070446%
J005	GLASGOW BD OF EDUCATION	133,169	0.100343%
J006	BATH CO BD OF EDUC	137,300	0.103456%
J007	CITY OF MIDDLESBORO	67,033	0.050509%
J008	BOONE CO WATER DISTRICT	70,797	0.053345%
J009	BOURBON CO BD OF EDUCATIO	204,528	0.154112%
J010	FAIRVIEW BD OF EDUCATION	35,865	0.027024%
J011	DANVILLE CITY BD OF ED	149,595	0.112720%
J012	BRACKEN CO BD OF EDUC	68,942	0.051948%
J013	BREATHITT CO BD OF ED	131,052	0.098748%
J014	BRECKINRIDGE CO BD OF ED	199,270	0.150150%
J015	BULLITT CO BD OF ED	853,697	0.643261%
J016	BUTLER CO BD OF ED	129,745	0.097763%
J017	CALDWELL CO BD EDUCATION	145,571	0.109688%
J018	CALLOWAY CO BD OF EDUC	168,219	0.126753%
J019	SANITATION DISTRICT N0 1	686,637	0.517381%
J021	CARROLL CO BD OF ED	210,514	0.158622%
J022	CARTER CO BD OF ED	315,969	0.238082%
J023	CASEY CO BD OF ED	184,718	0.139185%

The accompanying notes are an integral part of these schedules. 18

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
J024	CITY OF HOPKINSVILLE	214,199	0.161399%
J025	CLARK CO BD OF ED	355,845	0.268129%
J026	CLAY CO BD OF ED	227,684	0.171560%
J027	CLINTON CO BD OF ED	138,239	0.104163%
J028	CRITTENDEN CO BD OF ED	95,937	0.072288%
J029	CUMBERLAND CO BD OF ED	69,221	0.052158%
J030	DAVISS CO LIBRARY DIST	83,719	0.063082%
J031	EDMONSON CO BD OF EDUC	133,523	0.100609%
J032	ELLIOTT CO BD OF ED	60,286	0.045426%
J033	ESTILL CO CONSERVATION DI	1,216	0.000916%
J034	GREATER LEX CONV&VISITOR	86,733	0.065354%
J035	FLEMING CO BD OF ED	147,612	0.111226%
J037	CITY OF FRANKFORT	354,788	0.267333%
J038	FULTON COUNTY BD OF EDUC	29,480	0.022213%
J039	GALLATIN CO BD OF EDUC	133,360	0.100487%
J040	CITY OF LANCASTER	41,695	0.031418%
J041	WILLIAMSTOWN INDEPNDNT SC	78,401	0.059075%
J042	GRAVES CO LIBRARY	10,784	0.008126%
J043	GRAYSON CO BD OF ED	289,569	0.218190%
J044	GREEN CO BD OF EDUCATION	122,330	0.092176%
J045	RUSSELL INDPT BD OF ED	140,383	0.105778%
J046	HANCOCK CO BD EDUCATION	138,759	0.104555%
J047	HARDIN CO SOIL CN DIST	1,372	0.001034%
J048	HARLAN CO BD OF EDUCATION	299,764	0.225872%
J049	HARRISON CO BD OF ED	197,740	0.148997%
J050	HART CO BD OF ED	162,749	0.122631%
J051	HENDERSON PUBLIC LIBRARY	53,343	0.040194%
J052	EMINENCE INDEP BD OF EDUC	64,305	0.048454%
J053	HICKMAN CO BD OF ED	51,604	0.038883%
J054	HOPKINS CO BD OF ED	469,741	0.353950%
J055	JACKSON CO BD OF ED	157,418	0.118615%
J056	JEFF CO METRO SEWER DIST	2,394,189	1.804023%
J057	JESSAMINE CO BD OF ED	590,518	0.444956%
J058	PAINTSVILLE GAS/WATER SYS	82,452	0.062127%
J059	KENTON COUNTY AIRPORT BD	1,053,400	0.793738%
J060	KNOTT CO BD OF EDUCATION	191,204	0.144072%
J061	KNOX CO BD OF EDUCATION	338,695	0.255207%
J062	LARUE CO PUBLIC LIBRARY	6,522	0.004914%
J063	CITY OF LONDON	132,822	0.100081%
J064	LAWRENCE CO BD OF ED	164,241	0.123756%

The accompanying notes are an integral part of these schedules. 19

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
J065	LEE CO BD OF ED	66,709	0.050266%
J066	LESLIE CO BD OF ED	116,028	0.087427%
J067	CITY OF WHITESBURG	46,965	0.035389%
J068	ELEC PLT BD OF VANCEBURG	52,788	0.039776%
J069	LINCOLN CO BD OF EDUC	278,836	0.210103%
J070	LIVINGSTON CO BD OF ED	125,715	0.094726%
J071	LOGAN CO BD OF EDUCATION	203,264	0.153159%
J072	LYON CO. PUBLIC LIBRARY	5,785	0.004359%
J073	PADUCAH WATER WORKS	160,295	0.120782%
J074	MCCREARY CO BD OF EDUCATN	207,903	0.156655%
J075	MCLEAN CO BD OF ED	92,759	0.069894%
J076	MADISON CO BD OF ED	719,740	0.542325%
J077	MAGOFFIN CO BD OF ED	163,930	0.123521%
J078	MARION CO BD OF EDUCATION	183,871	0.138547%
J079	MARSHALL COUNTY BD OF ED	290,915	0.219205%
J080	MARTIN CO BD OF ED	165,638	0.124809%
J081	MASON CO BD OF ED	177,011	0.133378%
J082	MEADE CO PUBLIC LIBRARY	17,129	0.012907%
J083	MENIFEE CO BD OF ED	76,076	0.057324%
J084	CITY OF HARRODSBURG	141,633	0.106720%
J085	METCALFE CO BD OF ED	120,692	0.090941%
J086	MONROE CO BOARD OF ED	165,428	0.124650%
J087	MT STERLING WATER WORKS	75,116	0.056600%
J088	MORGAN CO BD OF EDUCATION	146,021	0.110027%
J089	MUHLENBERG CO LIB BD DIST	22,701	0.017105%
J090	CITY OF BARDSTOWN	241,067	0.181644%
J091	NICHOLAS CO BD OF ED	72,321	0.054494%
J092	OHIO CO BD OF ED	284,601	0.214447%
J093	OLDHAM COUNTY BD OF ED	849,059	0.639766%
J094	OWEN CO BD OF ED	131,550	0.099123%
J095	OWSLEY CO BD OF EDUCATION	85,284	0.064261%
J096	PENDLETON CO BD OF ED	161,288	0.121531%
J097	HAZARD CITY SCHOOLS	55,223	0.041610%
J098	PIKE CO BD OF EDUCATION	728,500	0.548925%
J099	POWELL CO BD OF EDUCATION	162,555	0.122485%
J100	CITY OF SOMERSET	322,366	0.242903%
J101	ROBERTSON CO BD OF ED	28,875	0.021757%
J102	ROCKCASTLE CO BD OF ED	203,990	0.153707%
J103	ROWAN CO BD OF ED	273,444	0.206040%
J104	RUSSELL CO BD OF ED	217,310	0.163743%

The accompanying notes are an integral part of these schedules. 20

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
J105	SCOTT CO BOARD OF ED	631,749	0.476023%
J106	SHELBY CO LIBRARY	17,015	0.012821%
J107	SIMPSON CO BD OF ED	218,292	0.164483%
J108	SPENCER CO BD OF EDUC	225,583	0.169977%
J109	TAYLOR CO BD OF ED	196,454	0.148028%
J110	TODD CO BD OF ED	156,340	0.117802%
J111	TRIGG CO BD OF ED	137,888	0.103899%
J112	TRIMBLE CO BD OF ED	89,590	0.067506%
J113	CITY OF MORGANFIELD	115,502	0.087031%
J115	SPRINGFIELD WATER & SEWER	41,138	0.030998%
J117	CITY OF SEBREE	14,714	0.011087%
J118	CITY OF CORBIN	90,272	0.068020%
J119	WOLFE CO BD OF EDUCATION	87,632	0.066031%
J120	WOODFORD CO BD OF ED	304,986	0.229807%
J124	PENNYRILE NAR TASK FORCE	2,583	0.001947%
J134	LEX-FAY CO HUM RIGHTS COM	9,376	0.007065%
J135	FLEMING CO EMS	20,812	0.015682%
J154	CITY OF EARLINGTON	10,002	0.007536%
J156	CITY OF JEFFERSONTOWN	167,455	0.126177%
J178	LEBANON HOUSING AUTHORITY	14,330	0.010797%
J179	MARSHALL CO TOURIST COMM	5,683	0.004282%
J190	CITY OF BLOOMFIELD	12,343	0.009301%
J200	SOMERSET-PULASKI CONV & V	7,601	0.005728%
J203	FRONTIER HOUSING INC	15,739	0.011860%
J205	GEORGETOWN-SCOTT CO P COM	26,976	0.020327%
J210	BOYD CO AMBULANCE SERVICE	2,515	0.001895%
J214	COMM ACTION SOUTHERN KY	226,078	0.170350%
J217	CITY OF PROVIDENCE	65,177	0.049111%
J219	CAMPBELL CO PUBLIC LIBRAR	95,949	0.072297%
J224	HOUSING AUTH OF HOPKINSVL	48,488	0.036536%
J234	LFUC HOUSING AUTHORITY	166,050	0.125119%
J256	CITY OF ST MATTHEWS	71,527	0.053896%
J259	CITY OF PARK HILLS	5,952	0.004485%
J305	SCOTT CO SOIL CONSER DIST	148	0.000111%
J310	CANNONSBURG WATER DIST	19,768	0.014895%
J314	BOWL GRN WARREN AIRPRT BD	11,336	0.008542%
J317	PROVIDENCE MUN HOUSING AU	5,858	0.004414%
J319	CITY OF ALEXANDRIA	36,520	0.027518%
J324	CITY OF OAK GROVE	29,208	0.022008%
J334	CENTRAL KY ED COOPERATIVE	7,332	0.005525%

The accompanying notes are an integral part of these schedules. 21

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
J356	CITY OF WEST BUECHEL	11,451	0.008629%
J359	CITY OF FORT WRIGHT	19,612	0.014778%
J405	GEORGETOWN HOUSING AUTHOR	25,810	0.019448%
J414	WARREN CO PLANNING COMM	35,554	0.026790%
J417	WEBSTER CO CONSER DIST	3,846	0.002898%
J419	CITY OF COLD SPRING	13,469	0.010149%
J424	CITY OF CROFTON	2,212	0.001667%
J434	KY LEAGUE OF CITIES	297,132	0.223889%
J456	CITY OF SHIVELY	38,594	0.029080%
J459	N KY AREA PLAN COMMISSION	151,882	0.114443%
J510	CITY OF CATLETTSBURG	19,739	0.014873%
J514	BARREN RIVER AREA DEV	67,182	0.050622%
J519	NORTHERN KY COOP ED SER	64,037	0.048252%
J524	HOPKINSVILLE S W AUTHORI	129,522	0.097595%
J534	BLUEGRASS AREA DEV DISRIC	137,645	0.103715%
J556	LOUISVILLE CONV BUREAU	253,919	0.191328%
J559	CITY OF CRESCENT SPRINGS	17,087	0.012875%
J610	BOYD CO CONSERVATION DIST	2,013	0.001517%
J614	BOWL GRN CONV & VISIT BUR	19,162	0.014439%
J619	CITY OF FORT THOMAS	95,782	0.072172%
J656	OHIO VALLEY ED COOP	123,842	0.093315%
J710	BIG SANDY WATER DISTRICT	12,461	0.009390%
J714	BOWLING GR/WARREN COMM ED	20,463	0.015419%
J719	CITY OF SOUTHGATE	12,373	0.009323%
J756	CITY OF PROSPECT	17,314	0.013046%
J759	N KY COMMUNITY ACT COMM	178,336	0.134376%
J810	HOUSING AUTH OF ASHLAND	31,374	0.023640%
J814	HOUSING AUTH BOWLING GRN	74,922	0.056453%
J819	CITY OF BELLEVUE	31,310	0.023592%
J834	KY LEGAL SERVICE PROGRAMS	21,848	0.016462%
J856	LOUISVILLE WATER COMPANY	1,675,073	1.262168%
J859	CITY OF VILLA HILLS	15,843	0.011938%
J910	SANITATION DISTRICT #4	22,088	0.016644%
J914	BOWLING GRN HUM RIGHT COM	3,697	0.002785%
J919	CITY OF DAYTON	20,117	0.015158%
J956	OKOLONA FIRE DISTRICT	2,229	0.001680%
J959	CITY OF INDEPENDENCE	43,613	0.032863%
K001	CITY OF COLUMBIA	32,396	0.024410%
K002	ALLEN CO BD OF ED	208,400	0.157029%
K003	ANDERSON CO BD OF ED	216,894	0.163430%

The accompanying notes are an integral part of these schedules. 22

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
K004	CITY OF WICKLIFFE	12,922	0.009737%
K005	BARREN CO BD OF EDUCATION	358,829	0.270378%
K006	CITY OF OWINGSVILLE	24,386	0.018375%
K007	BELL CO BD OF ED	218,571	0.164693%
K009	PARIS BD OF EDUCATION	55,918	0.042134%
K010	CITY OF ASHLAND	408,039	0.307458%
K011	CITY OF DANVILLE	165,589	0.124772%
K012	AUGUSTA BD OF ED	14,006	0.010553%
K013	JACKSON CITY SCHOOLS	32,246	0.024297%
K014	CLOVERPORT INDEPENDENT SC	30,620	0.023072%
K015	BULLITT CO PUBLIC LIBRARY	88,158	0.066427%
K016	CITY OF MORGANTOWN	41,713	0.031431%
K017	GEORGE COON PUBLIC LIBRAR	7,333	0.005526%
K018	CITY OF MURRAY	225,114	0.169624%
K019	CITY OF NEWPORT	114,687	0.086417%
K020	CARLISLE CO BD OF ED	48,627	0.036640%
K021	CARROLL CO PUBLIC LIBRARY	21,707	0.016357%
K022	CARTER CO EMER AMBUL DIST	55,403	0.041746%
K023	CASEY CO AMBULANCE SERV	23,460	0.017677%
K025	CLARK CO LIBRARY BD	47,184	0.035553%
K026	CITY OF MANCHESTER	51,805	0.039035%
K027	CLINTON CO PUBLIC LIBRARY	3,938	0.002967%
K028	CITY OF MARION	47,550	0.035829%
K029	CITY OF BURKESVILLE	33,318	0.025105%
K030	OWENSBORO BD OF ED	400,848	0.302039%
K032	ELLIOTT CO AMB SERVICE	9,182	0.006919%
K033	ESTILL CO BD OF EDUCATION	167,129	0.125932%
K034	LEX/FAYETTE URBAN CO GOVT	4,098,952	3.088562%
K035	LICKING VALLEY COM ACTION	95,605	0.072038%
K036	FLOYD CO SCHOOLS	456,747	0.344159%
K038	FULTON CITY SCHOOLS	22,724	0.017122%
K039	GALLATIN CO PUBLIC LIB	9,332	0.007031%
K040	GARRARD CO BD OF ED	166,288	0.125298%
K041	CITY OF WILLIAMSTOWN	89,996	0.067812%
K042	GRAVES CO BD OF ED	294,021	0.221545%
K043	CITY OF LEITCHFIELD	74,963	0.056485%
K044	CITY OF GREENSBURG	38,445	0.028968%
K045	GREENUP CO BD OF ED	205,739	0.155025%
K046	CITY OF HAWESVILLE	17,494	0.013182%
K047	HARDIN CO BD OF ED	1,072,049	0.807790%

The accompanying notes are an integral part of these schedules. 23

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
K048	HARLAN INDEPENDENT SCHOOL	31,728	0.023907%
K049	CITY OF CYNTHIANA	72,678	0.054763%
K050	CAVERNA INDEPENDENT SCH	51,262	0.038626%
K052	HENRY CO BD OF EDUCATION	150,563	0.113449%
K057	JESSAMINE CO PUBLIC LIBRA	68,426	0.051559%
K058	JOHNSON CO BD OF ED	229,207	0.172708%
K060	LKLP COMM ACTION COUNCIL	446,025	0.336080%
K061	BARBOURVILLE CITY SCHOOLS	28,922	0.021792%
K062	LARUE CO BD OF EDUCATION	153,494	0.115658%
K063	LONDON UTILITY COMM	69,599	0.052443%
K064	CITY OF LOUISA	26,818	0.020207%
K065	CITY OF BEATTYVILLE	35,212	0.026532%
K066	LESLIE CO PUBLIC LIBRARY	13,077	0.009854%
K067	LETCHER CO BD OF ED	248,269	0.187071%
K068	LEWIS CO BD OF ED	145,296	0.109481%
K069	LINCOLN CO PUBLIC LIBRARY	10,481	0.007897%
K070	LIVINGSTON CO CONSERV DIS	2,122	0.001599%
K071	CITY OF RUSSELLVILLE	97,125	0.073184%
K072	LYON CO BD OF EDUCATION	72,882	0.054917%
K073	PADUCAH BOARD OF ED	252,948	0.190596%
K074	MCCREARY CO WATER DIST	58,698	0.044229%
K075	CITY OF CALHOUN	10,413	0.007846%
K077	MAGOFFIN CO LIBRARY	2,906	0.002190%
K078	CITY OF LEBANON	78,568	0.059201%
K079	CITY OF BENTON	79,070	0.059579%
K080	MARTIN COUNTY LIBRARY	10,039	0.007564%
K082	CITY OF MULDRUGH	16,533	0.012458%
K083	CITY OF FRENCHBURG	13,555	0.010214%
K085	METCALFE HEALTH CARE CTN	93,979	0.070813%
K086	MONROE CO CONSERV DIST	3,005	0.002264%
K087	MONTGOMERY CO BD OF ED	305,621	0.230285%
K088	GATEWAY COMM SER ORGANIZ	164,361	0.123846%
K089	MUHLENBERG CO BD OF ED	403,581	0.304098%
K090	NELSON COUNTY BD OF ED	311,477	0.234698%
K091	CITY OF CARLISLE	32,527	0.024509%
K092	OHIO CO LIBRARY	17,529	0.013208%
K093	OLDHAM CO LIBRARY BD	44,580	0.033591%
K094	OWEN CO PUBLIC LIBRARY	10,514	0.007922%
K095	OWSLEY CO PUBLIC LIBRARY	2,034	0.001533%
K096	PENDLETON CO LIBRARY	13,528	0.010194%

The accompanying notes are an integral part of these schedules. 24

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
K097	PERRY CO BD OF EDUCATION	317,945	0.239571%
K098	PIKEVILLE INDEPENDENT SCH	61,342	0.046221%
K099	CITY OF STANTON	12,794	0.009641%
K100	SOMERSET BD OF EDUCATION	94,348	0.071091%
K101	CITY OF MOUNT OLIVET	1,081	0.000814%
K102	ROCKCASTLE CONSERV DIST	1,269	0.000956%
K103	CITY OF MOREHEAD	76,455	0.057609%
K104	RUSSELL CO CONS DIST	1,574	0.001186%
K105	CITY OF GEORGETOWN	181,548	0.136796%
K106	CITY OF SHELBYVILLE	79,385	0.059816%
K107	FRANKLIN/SIMPSON PARKS BD	8,399	0.006329%
K108	CITY OF TAYLORSVILLE	44,371	0.033434%
K109	CAMPBELLSVLE MUN WTR&SEWR	83,134	0.062642%
K110	TODD COUNTY WATER DIST	16,562	0.012480%
K111	CITY OF CADIZ	57,686	0.043466%
K112	TRIMBLE CO LIBRARY	10,377	0.007819%
K113	UNION CO BD OF EDUCATION	184,396	0.138943%
K114	CITY OF BOWLING GREEN	563,860	0.424869%
K115	CITY OF SPRINGFIELD	36,862	0.027776%
K116	WAYNE CO BD OF ED	232,037	0.174840%
K117	WEBSTER CO PUBLIC LIBRARY	8,114	0.006114%
K118	WHITLEY CO BD OF ED	326,856	0.246286%
K119	WOLFE COUNTY LIBRARY	4,101	0.003090%
K120	CITY OF VERSAILLES	121,004	0.091177%
K137	KY MAGISTRATES/COMM ASSOC	10,012	0.007544%
K141	GRANT CO PLANNING COMM	2,606	0.001964%
K181	WESTERN LEWIS-RECTORVILLE	9,651	0.007272%
K214	GREEN RIVER EDUC COOP	6,830	0.005146%
K219	NORTHERN KY WATER SER DIS	438,975	0.330768%
K237	KY CO JUDGE/EX ASSOC	10,007	0.007540%
K256	JEFFERSONTOWN FIRE DIST	2,881	0.002171%
K314	KY LEGAL AID	91,847	0.069207%
K315	MT WASHINGTON FIRE P DIST	3,061	0.002306%
K319	CITY OF SILVER GROVE	4,929	0.003714%
K356	ST MATTHEWS FIRE DIST.	3,794	0.002859%
K419	ALEXANDRIA FIRE DISTRICT	3,816	0.002875%
K459	CITY OF LAKESIDE PARK	2,099	0.001582%
K519	CITY OF MELBOURNE	1,796	0.001354%
K559	CITY OF TAYLOR MILL	25,004	0.018841%
K614	WARREN CO PUBLIC LIBRARY	63,893	0.048144%

The accompanying notes are an integral part of these schedules. 25

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
K619	CAMPBELL CO CONS DISPATCH	74,510	0.056143%
K659	CITY OF EDGEWOOD	43,662	0.032900%
K719	CENTRAL CAMPBELL CO FIRE	1,577	0.001189%
K759	LAKESIDE/CRESTVIEWHLS POL	2,864	0.002158%
K856	HIGHVIEW FIRE DISTRICT	3,121	0.002352%
K859	CITY OF FORT MITCHELL	28,468	0.021450%
K959	HOUSING AUTH OF COVINGTON	51,245	0.038613%
L002	ALLEN CO CONSERVATION DIS	1,752	0.001320%
L003	ANDERSON PUBLIC LIBRARY	17,288	0.013027%
L004	CITY OF BARLOW	5,211	0.003926%
L005	CITY OF GLASGOW	158,106	0.119133%
L006	BATH CO WATER DISTRICT	18,574	0.013995%
L007	BELL CO COURT CLERK	12,845	0.009679%
L008	BOONE CO BD OF ED	1,401,604	1.056109%
L009	CITY OF PARIS	222,681	0.167790%
L010	FIVCO AREA DEVELOPMT DIST	59,696	0.044981%
L011	DANVILLE BOYLE CO REC	7,075	0.005331%
L012	BRACKEN COUNTY PUB LIBRAR	6,381	0.004808%
L013	BREATHITT CO PUBLIC LIB	8,807	0.006636%
L014	BRECKINRIDGE CO CLERK OFF	16,007	0.012061%
L015	CITY OF MT WASHINGTON	98,881	0.074507%
L016	BUTLER CO AMBULANCE SVC	28,211	0.021257%
L018	MURRAY PUBLIC SCHOOLS	194,099	0.146254%
L021	CITY OF CARROLLTON	72,601	0.054705%
L022	NORTHEAST KY CAA	139,145	0.104846%
L023	CITY OF LIBERTY	42,348	0.031909%
L024	HOPKINSVLE CHRIST LIBRARY	17,087	0.012875%
L025	CITY OF WINCHESTER	111,993	0.084387%
L026	DANIEL BOONE COMM AGENCY	176,977	0.133352%
L027	CITY OF ALBANY	55,641	0.041926%
L028	CRITTENDEN/LIV CO WAT DIS	25,653	0.019329%
L029	CUMBERLAND CO SOIL & WAT	1,447	0.001090%
L031	EDMONSON CO AMBULANCE DIS	14,386	0.010840%
L032	SANDY HOOK WATER DISTRICT	10,715	0.008074%
L033	CITY OF IRVINE	25,788	0.019431%
L035	CITY OF FLEMINGSBURG	32,703	0.024642%
L036	FLOYD CO LIBRARY	25,243	0.019021%
L038	FULTON CO LIBRARY	7,203	0.005427%
L039	CITY OF WARSAW	10,549	0.007949%
L041	GRANT CO PUBLIC LIBRARY	22,429	0.016900%

The accompanying notes are an integral part of these schedules. 26

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
L042	MAYFIELD CITY SCHOOLS	167,126	0.125930%
L043	LEITCHFIELD UTILITY COMM	66,497	0.050106%
L044	GREEN CO AMBULANCE SVC	11,849	0.008929%
L045	RACELAND BOARD OF EDUC	56,898	0.042873%
L046	HANCOCK CO PUBLIC LIBRARY	10,881	0.008199%
L047	WEST POINT INDEPENDENT SC	9,372	0.007062%
L049	CYNTHIANA/HARRISON LIBRAR	12,342	0.009300%
L050	CITY OF MUNFORDVILLE	15,605	0.011758%
L051	HENDERSON CO WATER DIST	23,211	0.017490%
L052	CITY OF EMINENCE	17,491	0.013180%
L054	DAWSON SPRINGS PUBLIC SCH	43,727	0.032948%
L057	CITY OF NICHOLASVILLE	276,657	0.208462%
L058	PAINTSVILLE BD OF ED	44,245	0.033339%
L060	KNOTT CO SOIL CONV DIST	1,559	0.001175%
L061	CITY OF BARBOURVILLE	29,437	0.022180%
L062	CITY OF HODGENVILLE	43,353	0.032667%
L063	LAUREL CO PUBLIC LIB DIST	43,684	0.032916%
L064	LOUISA WATER & SEWER COMM	23,793	0.017928%
L065	LEE CO PUBLIC LIBRARY	4,054	0.003054%
L066	CITY OF HYDEN	5,834	0.004396%
L067	LETCHER COUNTY CONS DIST	1,640	0.001236%
L068	HOUSING AUTH OF VANCEBURG	4,475	0.003372%
L069	STANFORD WATER COMMISSION	28,391	0.021393%
L071	RUSSELLVILLE CITY SCHOOLS	79,331	0.059776%
L072	CITY OF EDDYVILLE	17,159	0.012929%
L073	CITY OF PADUCAH	424,481	0.319847%
L074	HOUSING AUTH MCREARY CO	7,613	0.005736%
L075	CITY OF LIVERMORE	9,781	0.007370%
L076	BEREA BD OF ED	85,119	0.064137%
L077	CITY OF SALYERSVILLE	39,214	0.029548%
L078	MARION FREE PUBLIC LIBRAR	14,860	0.011197%
L079	MARSHALL CO SOIL & WATER	1,479	0.001114%
L080	MARTIN CO CONSERV DIST	1,203	0.000907%
L082	MEADE CO BD OF ED	337,441	0.254262%
L083	MENIFEE CO PUBLIC LIBRARY	2,692	0.002028%
L084	BURGIN INDEPENDENT SCH	34,551	0.026034%
L085	METCALFE CO PUBLIC LIB	7,624	0.005745%
L086	CITY OF TOMPKINSVILLE	52,361	0.039454%
L087	MONTGOMERY CO SAN DIST #2	3,055	0.002302%
L088	MORGAN COUNTY LIBRARY	6,836	0.005151%

The accompanying notes are an integral part of these schedules. 27

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
L090	CITY OF NEW HAVEN	5,652	0.004259%
L091	NICHOLAS COUNTY LIBRARY	2,703	0.002036%
L092	OHIO CO WATER DIST	47,333	0.035665%
L093	LAGRANGE UTILITY COMM	28,823	0.021718%
L096	PENDLETON COUNTY WATER	18,399	0.013864%
L099	POWELLS VALLEY WATER DIST	12,311	0.009276%
L100	SCIENCE HILL BD OF ED	31,726	0.023905%
L102	CITY OF MOUNT VERNON	69,097	0.052065%
L103	MOREHEAD UTILITY PLANT BD	106,536	0.080275%
L104	LAKE CUMBERLAND ADD	148,246	0.111704%
L105	GEORGETOWN/SCOTT CO PARKS	41,171	0.031023%
L106	TRIPLE S PLANNING & ZONIN	8,174	0.006159%
L107	CITY OF FRANKLIN	114,176	0.086032%
L108	SPENCER CO FIRE DIST	1,887	0.001422%
L109	CAMPBELLSVILLE CITY SCHOO	75,049	0.056549%
L110	CITY OF ELKTON	30,356	0.022873%
L111	HOUSING AUTH OF CADIZ	5,730	0.004317%
L112	CITY OF BEDFORD	4,991	0.003761%
L113	UNION CO PLANNING COMM	5,907	0.004451%
L114	WARREN COUNTY BD OF ED	936,166	0.705401%
L115	WASHINGTON CO SCHOOLS	110,364	0.083159%
L118	CORBIN BD OF ED	166,467	0.125433%
L119	CITY OF CAMPTON	21,154	0.015939%
L120	FALLING SPRINGS ARTS	26,414	0.019903%
L141	CORINTH WATER DISTRICT	4,759	0.003586%
L156	CITY OF LYNDON	10,408	0.007842%
L159	ELSMERE FIRE PROTECTION	2,435	0.001835%
L256	CITY OF HURSTBOURNE	7,130	0.005373%
L356	EASTWOOD FIRE PROT DIST	1,940	0.001462%
L456	HARRODS CREEK FIRE DIST	535	0.000403%
L656	FERN CREEK FIRE PROT DIST	3,361	0.002532%
L756	PLEASURE RIDGE PARK FIRE	10,041	0.007566%
L959	NORTHERN KY CONV CTR CORP	66,387	0.050022%
M001	COLUMBIA/ADAIR UTILITIES	51,867	0.039082%
M003	LAWBG-ANDERSON PLAN COMM	874	0.000659%
M005	GLASGOW WATER COMPANY	118,478	0.089273%
M006	GATEWAY AREA DEV DISTRICT	36,825	0.027747%
M007	MIDDLESBORO CITY SCHOOL	80,297	0.060504%
M008	WALTON/VERONA BD OF ED	108,602	0.081831%
M009	PARIS BOURBON CO LIBRARY	17,484	0.013174%

The accompanying notes are an integral part of these schedules. 28

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
M010	BOYD CO BD OF ED	293,979	0.221513%
M011	BOYLE COUNTY BD OF EDUC	157,064	0.118348%
M012	EAST PENDLETON WATER DIST	16,186	0.012196%
M013	BREATHITT CO SOIL CONSERV	733	0.000553%
M014	CITY OF HARDINSBURG	13,069	0.009847%
M015	BULLITT CO FISCAL COURT	266,893	0.201104%
M017	CITY OF FREDONIA	1,091	0.000822%
M018	CALLOWAY CO PUBLIC LIBRAR	17,494	0.013182%
M019	CAMPBELL CO COURTHOUSE	3,461	0.002608%
M020	CITY OF BARDWELL	18,989	0.014308%
M021	CARROLL CO WATER DISTRICT	24,385	0.018374%
M022	CITY OF OLIVE HILL	52,818	0.039799%
M023	E CASEY CO WATER DISTRICT	13,431	0.010121%
M024	CHRISTIAN CO BD OF ED	628,037	0.473226%
M025	WINCHESTER MUNICIPAL UTIL	170,731	0.128646%
M026	CLAY COUNTY 911 BOARD	11,645	0.008774%
M027	HOUSING AUTH OF ALBANY	8,175	0.006160%
M029	CUMBERLAND CO FISCAL CT	51,246	0.038614%
M030	DAVIESS CO BD OF EDUC	848,480	0.639330%
M031	EDMONSON CO CONSERV DIST	812	0.000612%
M033	IRVINE MUNICIPAL UTILITY	33,895	0.025540%
M034	FAYETTE CO BD EDUCATION	3,143,078	2.368311%
M035	FLEMING COUNTY LIBRARY	8,304	0.006257%
M037	FRANKLIN CO BD OF ED	516,261	0.389003%
M038	HICKMAN/FULTON RIV PRT AU	16,306	0.012286%
M039	GALLATIN CO WATER DIS	13,410	0.010104%
M040	GARRARD CO PUBLIC LIBRARY	9,092	0.006851%
M041	GRANT CO BD OF ED	285,277	0.214957%
M042	CITY OF MAYFIELD	49,993	0.037670%
M043	CITY OF CANEYVILLE	6,990	0.005267%
M044	GREEN/TAYLOR WATER DIST	28,934	0.021802%
M045	CITY OF FLATWOODS	60,815	0.045824%
M046	CITY OF LEWISPORT	30,915	0.023295%
M047	HARDIN CO PUBLIC LIBRARY	18,413	0.013874%
M048	CITY OF BENHAM	9,998	0.007533%
M049	HARRISON CO CONSERVA DIST	2,426	0.001828%
M050	HART CO CONSERVATION DIST	2,263	0.001705%
M051	HENDERSON CO BD OF ED	519,688	0.391585%
M052	HENRY CO LIBRARY	10,930	0.008236%
M054	CITY OF DAWSON SPRINGS	27,870	0.021000%

The accompanying notes are an integral part of these schedules. 29

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer <u>Contributions</u>	2019 Employer Allocation <u>Percentage</u>
<u>Code</u>	<u>Employer Name</u>		
M056	JEFF CO MED CTR STM & CHL	67,722	0.051029%
M057	NICH-VLE/JESS CO PK & REC	13,700	0.010323%
M058	CITY OF PAINTSVILLE	138,416	0.104296%
M059	KENTON COUNTY FISCAL CT	493,165	0.371600%
M060	CITY OF HINDMAN	5,217	0.003931%
M061	KNOX CO E M S	62,355	0.046985%
M062	LARUE CO WATER DIST #1	12,553	0.009459%
M064	HOUSING AUTH/ LAWRENCE CO	8,411	0.006337%
M065	LEE CO SOIL CONSERV DIST	2,178	0.001641%
M067	JENKINS BD OF ED	26,208	0.019748%
M068	CITY OF VANCEBURG	21,527	0.016221%
M069	CITY OF STANFORD	7,821	0.005893%
M070	LEDBETTER WATER DISTRICT	13,318	0.010035%
M073	W MCCRACKEN CO WATER DIST	4,780	0.003601%
M075	CITY OF SACRAMENTO	7,646	0.005761%
M076	CITY OF RICHMOND	239,916	0.180777%
M077	MAGOFFIN CO COURT CLERK	10,925	0.008232%
M078	LEBANON WATER WORKS	35,900	0.027050%
M079	MARSHALL CO REF DISP DIST	32,628	0.024585%
M081	CITY OF MAYSVILLE	152,849	0.115172%
M082	CITY OF BRANDENBURG	30,699	0.023132%
M084	MERCER CO BOARD OF ED	185,419	0.139713%
M085	CITY OF EDMONTON	37,545	0.028290%
M087	MT STERL/MONTGOMERY LIB	15,708	0.011836%
M088	MORGAN CO CONSERVAT DIST	1,784	0.001344%
M090	BARDSTOWN BD OF ED	238,795	0.179932%
M091	NICHOLAS CO WATER DIST	6,518	0.004911%
M092	CITY OF BEAVER DAM	38,473	0.028989%
M093	OLDHAM CO WATER DIST	52,130	0.039280%
M096	CITY OF FALMOUTH	46,485	0.035026%
M097	E KY CONCEN EMPLOY PRO	109,488	0.082499%
M098	PIKE CO HOUSING AUTHORITY	12,660	0.009539%
M099	BEECH FORK WATER COMM	15,530	0.011702%
M100	PULASKI CO BD OF ED	641,469	0.483347%
M104	RUSSELL CO PUBLIC LIBRARY	10,398	0.007835%
M105	SCOTT COUNTY LIBRARY	46,839	0.035294%
M106	SHELBY CO BD OF ED	426,849	0.321631%
M107	FRANKLIN ELECTRIC PLNT BD	54,851	0.041330%
M108	SPENCER CO PUBLIC LIB	11,375	0.008571%
M109	CITY OF CAMPBELLSVILLE	142,488	0.107365%

The accompanying notes are an integral part of these schedules. 30

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
M110	CITY OF GUTHRIE	18,893	0.014236%
M111	TRIGG CO CONS DISTRICT	1,816	0.001368%
M112	CITY OF MILTON	14,489	0.010917%
M113	CITY OF STURGIS	22,684	0.017093%
M115	WASHINGTON CO LIBRARY BD	6,904	0.005202%
M116	WAYNE CO PUBLIC LIBRARY	13,230	0.009969%
M117	WEBSTER CO BD OF ED	163,515	0.123209%
M118	WHITLEY CO FISCAL COURT	196,691	0.148207%
M119	WOLFE CO FISCAL COURT	58,530	0.044102%
M120	WOODFORD COUNTY LIBRARY	27,184	0.020483%
M215	SHEPHER/BULLIT CO TOURIST	27,083	0.020407%
M315	CITY OF PIONEER VILLAGE	1,966	0.001481%
M415	BULLITT CO SANITATION DIS	18,516	0.013952%
N001	ADAIR CO CONSERVATION DIS	3,325	0.002506%
N006	HOUSING AUTH OWINGSVILLE	4,557	0.003434%
N007	PINEVILLE BD OF EDUCATION	28,650	0.021587%
N008	CITY OF FLORENCE	243,352	0.183366%
N009	CITY OF MILLERSBURG	1,573	0.001185%
N010	BOYD CO PUBLIC LIBRARY	39,128	0.029483%
N011	CITY OF PERRYVILLE	1,433	0.001080%
N012	CITY OF BROOKSVILLE	13,579	0.010232%
N013	MIDDLE KY COMM ACT PART	113,125	0.085240%
N014	CITY OF IRVINGTON	17,699	0.013336%
N015	BULLITT CO CONSERVAT DIST	1,884	0.001419%
N017	PRINCETON ELECTRIC PL BD	64,211	0.048383%
N018	MURRAY/CALLOWAY CO AIRPRT	2,239	0.001687%
N020	CARLISLE CO SANIT DIST 1	3,966	0.002988%
N021	CARROLLTON UTILITIES COMM	87,380	0.065840%
N022	CITY OF GRAYSON	49,005	0.036925%
N025	EAST CLARK CO WATER DIST	14,397	0.010849%
N029	CUMBERLAND CO PUBLIC LIB	5,976	0.004503%
N033	ESTILL CO WATER DIST NO 1	13,404	0.010100%
N035	HOUSING AUTH FLEMINGSBURG	2,823	0.002127%
N036	PRESTONSBURG CITY UTIL	142,496	0.107371%
N037	FRANKFORT INDEP SCHOOLS	64,799	0.048826%
N038	HOUSING AUTH OF HICKMAN	9,713	0.007319%
N041	BULLOCK PEN WATER DIST	39,298	0.029611%
N042	PURCHASE AREA DEV DIST	93,502	0.070453%
N043	GRAYSON CO LIBRARY	13,680	0.010308%
N044	HOUSING AUTH OF GREENSBUR	310	0.000233%

The accompanying notes are an integral part of these schedules. 31

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
N045	KENTUCKY ED DEV CORP	35,027	0.026393%
N047	ELIZABETHTOWN BD OF EDUC	155,151	0.116907%
N049	CYNTHIANA HARRISON CO JPC	4,756	0.003584%
N050	CITY OF HORSE CAVE	17,956	0.013530%
N051	CITY OF HENDERSON	402,530	0.303307%
N052	CITY OF NEW CASTLE	6,693	0.005043%
N054	CITY OF MADISONVILLE	421,165	0.317348%
N057	NICHOLASVILLE HOUSING AUT	4,600	0.003466%
N058	JOHNSON CO LIBRARY	15,068	0.011354%
N060	KNOTT CO WATER & SEWER	25,024	0.018856%
N061	KNOX CO SOIL CONSERV DIS	1,943	0.001464%
N063	CUMBERLAND VAL AREA DEV	51,939	0.039136%
N065	THREE FORKS REG JAIL	63,019	0.047485%
N067	HOUSING ORIENTED MINISTRI	15,989	0.012048%
N068	GAR,QUI,KY-O-HTS WTR DIST	12,138	0.009146%
N069	CITY OF CRAB ORCHARD	4,411	0.003323%
N071	CITY OF AUBURN	19,982	0.015056%
N072	LYON CO AMBULANCE SERVICE	31,519	0.023750%
N075	CITY OF ISLAND	6,107	0.004601%
N076	MADISON CO EMS	4,082	0.003076%
N077	MAGOFFIN CO WATER DIST	18,203	0.013716%
N078	CENTRAL KY COMM ACTION	282,754	0.213056%
N079	BENTON ELECTRIC SYSTEM	40,610	0.030600%
N080	MARTIN CO WATER DISTRICT	32,816	0.024727%
N081	BUFFALO TRACE AR DEV DIST	69,546	0.052403%
N082	MEADE CO WATER DISTRICT	21,965	0.016551%
N084	MERCER CO PUBLIC LIBRARY	21,353	0.016090%
N085	METCALFE CO CONSERV DIST	1,747	0.001316%
N087	CITY OF MT STERLING	48,217	0.036331%
N088	MORGAN CO AMBULANCE SERV	16,359	0.012326%
N089	MUHLENBERG CO WATER DIST	36,550	0.027541%
N090	BARDSTOWN-NELSON CO TOURI	11,526	0.008685%
N092	CITY OF HARTFORD	36,952	0.027843%
N093	CITY OF LAGRANGE	31,222	0.023526%
N094	CITY OF OWENTON	4,617	0.003479%
N097	KY VALLEY ED COOPERATIVE	4,553	0.003431%
N098	PIKE CO LIBRARY DISTRICT	25,484	0.019202%
N099	CITY OF CLAY CITY	7,836	0.005905%
N100	CITY OF BURNSIDE	13,349	0.010059%
N103	HOUSING AUTH OF MOREHEAD	18,467	0.013915%

The accompanying notes are an integral part of these schedules. 32

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
N104	CITY OF JAMESTOWN	50,051	0.037714%
N106	W SHELBY WATER DISTRICT	11,836	0.008919%
N107	SIMPSON CO CONSER DIST	1,258	0.000948%
N110	LOGAN/TODD REG. WATER COM	25,142	0.018944%
N111	BARKLEY LAKE WATER DIST	33,188	0.025007%
N112	TRIMBLE CO WATER DIST	6,245	0.004706%
N113	UNION CO LIBRARY BD	16,066	0.012105%
N114	BOWLING GRN MUNICIPAL UTI	669,821	0.504710%
N115	WASHINGTON CO CONSER DIST	1,502	0.001132%
N116	MONTICELLO UTILITY COMM	57,409	0.043258%
N117	CITY OF DIXON	4,138	0.003118%
N118	CITY OF WILLIAMSBURG	103,239	0.077791%
N119	WOLFE CO CONSER DISTRICT	2,120	0.001598%
N120	WOODFORD CO PLAN ZONING	12,735	0.009596%
N959	N KY CONV & VISITORS BUR	64,013	0.048234%
P001	HOUSING AUTH OF COLUMBIA	7,687	0.005792%
P005	GLASGOW ELECTRIC PLANT BD	196,894	0.148360%
P006	BATH COUNTY E.M.S.	28,316	0.021336%
P007	CITY OF PINEVILLE	13,604	0.010251%
P008	BOONE CO PLANNING COMM	51,735	0.038983%
P009	HOUSING AUTHORITY PARIS	12,988	0.009786%
P010	REGIONAL PUBLIC SAFETY	37,946	0.028593%
P011	CITY OF JUNCTION CITY	10,730	0.008085%
P013	CITY OF JACKSON	66,133	0.049831%
P014	BRECKINRIDGE CO PUBLIC LI	10,690	0.008055%
P015	CITY OF LEBANON JUNCTION	10,689	0.008054%
P017	PRINCETON WATER/WASTEWATE	37,930	0.028580%
P018	MURRAY/CALLOWAY TRANS AUT	19,540	0.014724%
P022	RATTLESNAKE RIDGE WATER	29,618	0.022317%
P025	CLARK CO CONSVATION DIST	1,194	0.000900%
P035	FLEMING CO DISPATCH	8,209	0.006186%
P037	COMMUNITY ACTION KENTUCKY	32,845	0.024749%
P038	HICKMAN ELECTRIC SYSTEM	21,899	0.016501%
P041	CITY OF DRY RIDGE	16,961	0.012780%
P043	CITY OF CLARKSON	6,525	0.004916%
P045	GREENUP CO ENVIR COMM	7,267	0.005476%
P047	CITY OF WEST POINT	13,229	0.009968%
P048	HARLAN COUNTY C A A	58,211	0.043862%
P049	HOUSING AUTHORITY OF CYNT	31,488	0.023727%
P050	HART CO SOLID WASTE SVC	29,943	0.022562%

The accompanying notes are an integral part of these schedules. 33

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
P051	HENDERSON MUN POWER&LIGHT	173,298	0.130580%
P052	LITTLE KY RV WS CONV DIST	3,492	0.002632%
P054	HOUSING AUTH DAWSON SPG	13,644	0.010281%
P057	VALLEY VIEW FERRY AUTHORI	6,086	0.004586%
P061	BARBOURVILLE UTILITY COMM	114,970	0.086630%
P063	LAUREL CO WATER DIST #2	40,525	0.030536%
P068	LEWIS CO PUBLIC LIBRARY	4,682	0.003528%
P069	LINCOLN CO CLERK	18,046	0.013597%
P071	LOGAN CO CONS DISTRICT	3,421	0.002578%
P072	LYON CO WATER DISTRICT	9,773	0.007364%
P075	MCLEAN CO REG WATER COMM	8,204	0.006181%
P076	MADISON CO PUBLIC LIBRARY	54,052	0.040728%
P077	SALYERS/MAG CO JOINT HOUS	5,928	0.004467%
P078	MARION CO CONSERVAT DIST	1,532	0.001154%
P079	CITY OF CALVERT CITY	63,623	0.047940%
P081	MASON COUNTY LIBRARY	12,030	0.009064%
P084	ANDERSON-DEAN COMM PARK	5,436	0.004096%
P087	MONTGOMERY CTY WATER DIST	3,657	0.002755%
P088	MORGAN CO WATER DIST	9,175	0.006914%
P089	MUHLENBERG WATER DIST #3	12,140	0.009148%
P090	NORTH NELSON WATER DIST	10,869	0.008190%
P092	OHIO CO REG WASTEWATER D	10,902	0.008215%
P097	KY RIVER AREA DEV DIST	70,783	0.053335%
P100	LAKE CUMBERLAND CAA, INC	156,910	0.118231%
P103	MOREHEAD TOURISM COMMISSI	13,572	0.010226%
P104	RUSSELL CO TOURIST COMM	2,841	0.002140%
P105	GEORGETOWN/SCOTT TOURISM	7,522	0.005668%
P106	MULTI PURPOSE COMM ACTION	13,385	0.010086%
P107	SIMPSON CO LIBRARY DIST	10,225	0.007705%
P110	TODD COUNTY CONSERVATION DISTRICT	1,969	0.001484%
P111	JOHN L STREET LIBRARY	4,820	0.003632%
P113	STURGIS HOUSING AUTHORITY	3,469	0.002614%
P115	HOUSING AUTH SPRINGFIELD	4,810	0.003624%
P116	CITY OF MONTICELLO	19,399	0.014617%
P117	CITY OF CLAY	12,669	0.009546%
P120	WOODFORD CO CONSERV DIST	2,196	0.001654%
P959	CITY OF CRESTVIEW HILLS	12,068	0.009093%
R003	SOUTH ANDERSON WATER DIST	10,960	0.008259%
R005	BARREN CO SOIL CONS DIS	1,567	0.001181%
R008	BOONE CO LIBRARY DIST	150,616	0.113489%

The accompanying notes are an integral part of these schedules. 34

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
R010	ASHLAND BD OF ED	271,536	0.204603%
R011	DANVILLE BOYLE PLANNING	4,844	0.003650%
R013	BREATHITT COUNTY WATER DISTRICT	8,803	0.006633%
R015	CITY OF SHEPHERDSVILLE	64,902	0.048904%
R017	CITY OF PRINCETON	32,294	0.024334%
R018	MURRAY ELECTRIC SYSTEM	143,067	0.107801%
R019	FORT THOMAS BOARD OF ED	181,245	0.136568%
R021	CARROLLTON/CARR CO REC TR	2,497	0.001881%
R024	CHRISTIAN CO WATER DIST	27,933	0.021048%
R030	DAVISS CO AIRPORT BD	16,619	0.012523%
R033	CITY OF RAVENNA	3,872	0.002918%
R034	LEXINGTON PUBLIC LIBRARY	282,764	0.213063%
R036	CITY OF PRESTONSBURG	125,991	0.094934%
R037	PAUL SAWYIER LIBRARY	59,551	0.044872%
R038	CITY OF FULTON	62,911	0.047403%
R041	CITY OF CRITTENDEN	5,815	0.004382%
R042	MAYFIELD ELEC & WATER SYS	168,872	0.127245%
R045	CITY OF RUSSELL	52,874	0.039840%
R047	LINCOLN TRAIL AREA DEV DI	68,420	0.051555%
R048	HARLAN CO CONSERV DIST	1,985	0.001496%
R050	HART CO AMB SERVICE	58,591	0.044149%
R051	HENDERSON MUN W & S DEPT	205,338	0.154722%
R052	CITY OF CAMPBELLSBURG	2,613	0.001969%
R054	SOUTH HOPKINS WATER DIST	14,642	0.011033%
R057	CITY OF WILMORE	50,880	0.038338%
R058	HOUSING AUTH OF PAINTSVLE	26,170	0.019719%
R061	KY COMM ECONOMIC OPPORT	302,701	0.228086%
R063	WOODCREEK WATER DISTRICT	105,068	0.079168%
R071	LOGAN CO PUBLIC LIBRARY	25,609	0.019296%
R072	LYON CO HOUSING AUTHORITY	12,959	0.009765%
R073	MCCRACKEN CO BD OF ED	473,010	0.356413%
R076	RICHMOND UTILITIES	170,750	0.128660%
R078	CITY OF LORETTO	1,272	0.000958%
R079	MARSHALL CO PUB LIBRARY	39,227	0.029558%
R088	CITY OF WEST LIBERTY	65,193	0.049123%
R089	CENTRAL CITY MUN WTR&SEWR	47,531	0.035814%
R090	NELSON CO PUBLIC LIBRARY	50,532	0.038076%
R093	TRI CO COMM ACTION AGENCY	12,256	0.009235%
R097	PERRY COUNTY PUBLIC LIB	32,943	0.024823%
R103	ROWAN CO PUBLIC LIBRARY	17,467	0.013161%

The accompanying notes are an integral part of these schedules. 35

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
R104	CITY OF RUSSELL SPRINGS	42,777	0.032233%
R106	SHELBY CO PARK RECREATION	21,429	0.016147%
R109	TAYLOR CO PUBLIC LIBRARY	18,262	0.013760%
R114	BOWLING GREEN PUBLIC SCHO	337,281	0.254141%
R115	S W E D A	3,326	0.002506%
R116	WAYNE CO CONSERV DIST	2,035	0.001534%
R117	WEBSTER COUNTY WATER DIST	21,652	0.016315%
R118	WILLIAMSBURG IND BD OF ED	53,805	0.040542%
R120	CITY OF MIDWAY	13,595	0.010244%
R959	N KY LEGAL AID SOCIETY	111,596	0.084088%
T036	FLOYD COUNTY CONSV DIST	4,961	0.003738%
V001	ADAIR COUNTY FISCAL COURT	93,260	0.070271%
V002	ALLEN COUNTY FISCAL COURT	127,759	0.096266%
V003	ANDERSON CO FISCAL COURT	125,981	0.094927%
V004	BALLARD COUNTY FISCAL CT	110,121	0.082977%
V005	BARREN CO FISCAL CT	88,928	0.067007%
V006	BATH CO FISCAL COURT	67,495	0.050857%
V007	BELL CO FISCAL CT	118,174	0.089044%
V008	BOONE CO FISCAL CT	507,312	0.382260%
V009	BOURBON CO FISCAL COURT	114,526	0.086295%
V010	BOYD COUNTY FISCAL COURT	349,268	0.263174%
V011	BOYLE COUNTY FISCAL COURT	162,977	0.122803%
V012	BRACKEN CO FISCAL COURT	64,536	0.048628%
V013	BREATHITT CO FISCAL COURT	67,363	0.050758%
V014	BRECKINRIDGE CO FISCAL CT	121,427	0.091495%
V016	BUTLER COUNTY FISCAL CT	109,886	0.082799%
V017	CALDWELL CO FISCAL COURT	73,782	0.055595%
V018	CALLOWAY CO FISCAL COURT	205,760	0.155040%
V019	CAMPBELL CO FISCAL CT	444,557	0.334974%
V020	CARLISLE CO FISCAL COURT	51,820	0.039046%
V021	CARROLL CO FISCAL CT	134,447	0.101306%
V022	CARTER CO FISCAL CT	169,267	0.127543%
V023	CASEY CO FISCAL COURT	120,945	0.091132%
V024	CHRISTIAN CO FISCAL COURT	181,886	0.137052%
V025	CLARK COUNTY FISCAL COURT	173,444	0.130690%
V026	CLAY COUNTY FISCAL CT	199,277	0.150155%
V027	CLINTON CO FISCAL COURT	115,253	0.086843%
V028	CRITTENDEN CO FIS CT	105,215	0.079280%
V030	DAVISS CO FISCAL COURT	320,393	0.241416%
V031	EDMONSON CO FISCAL CRT	75,126	0.056608%

The accompanying notes are an integral part of these schedules. 36

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
V032	ELLIOTT CO FISCAL CT	39,861	0.030035%
V033	ESTILL CO FISCAL COURT	88,562	0.066732%
V035	FLEMING CO FISCAL COURT	59,114	0.044542%
V036	FLOYD CO FISCAL COURT	187,280	0.141115%
V037	FRANKLIN CO FISCAL COURT	254,854	0.192033%
V038	FULTON COUNTY FIS CT	160,751	0.121126%
V039	GALLATIN CO FISCAL COURT	101,227	0.076275%
V040	GARRARD CO FISCAL COURT	111,196	0.083786%
V041	GRANT COUNTY FISCAL COURT	137,566	0.103656%
V042	GRAVES COUNTY FISCAL CT	212,265	0.159942%
V043	GRAYSON CO FISCAL COURT	200,379	0.150985%
V044	GREEN COUNTY FISCAL COURT	40,654	0.030633%
V045	GREENUP CO FISCAL CT	227,516	0.171434%
V046	HANCOCK CO FISCAL COURT	115,865	0.087304%
V047	HARDIN CO FISCAL COURT	165,861	0.124976%
V048	HARLAN CO FIS CT	192,279	0.144882%
V049	HARRISON CO FISCAL COURT	70,180	0.052881%
V050	HART COUNTY FISCAL COURT	131,407	0.099015%
V051	HENDERSON CO FISCAL COURT	352,272	0.265437%
V052	HENRY CO FISCAL COURT	78,710	0.059308%
V053	HICKMAN CO FISCAL COURT	56,848	0.042835%
V054	HOPKINS CO FISCAL COURT	237,699	0.179106%
V055	JACKSON CO FISCAL COURT	126,557	0.095361%
V057	JESSAMINE CO FISCAL COURT	292,137	0.220126%
V060	KNOTT CO FISCAL CT	82,427	0.062109%
V061	KNOX CO FISCAL CT	151,090	0.113846%
V062	LARUE CO FISCAL COURT	108,589	0.081822%
V063	LAUREL COUNTY FISCAL COUR	306,454	0.230914%
V064	LAWRENCE CO FISCAL CT	107,652	0.081116%
V065	LEE COUNTY FISCAL COURT	57,585	0.043391%
V066	LESLIE CO FISCAL COURT	148,773	0.112101%
V067	LETCHER CO FISCAL COURT	113,780	0.085734%
V068	LEWIS COUNTY FISCAL COURT	103,557	0.078030%
V069	LINCOLN CO FISCAL COURT	102,532	0.077258%
V070	LIVINGSTON CO FISCAL CT	111,446	0.083974%
V071	LOGAN COUNTY FISCAL COURT	186,598	0.140602%
V072	LYON COUNTY FISCAL COURT	51,254	0.038620%
V073	MCCRACKEN CO FISCAL COURT	190,658	0.143661%
V074	MCCREARY CO FISCAL CT	121,937	0.091880%
V075	MCLEAN COUNTY FISCAL CT	107,864	0.081276%

The accompanying notes are an integral part of these schedules. 37

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
V076	MADISON CO FISCAL COURT	274,362	0.206732%
V077	MAGOFFIN CO FISCAL COURT	77,444	0.058354%
V078	MARION CO FISCAL COURT	230,267	0.173506%
V079	MARSHALL CO FISCAL COURT	224,741	0.169343%
V080	MARTIN CO FISCAL COURT	74,182	0.055896%
V081	MASON CO FIS CT	158,095	0.119125%
V082	MEADE COUNTY FISCAL COURT	255,001	0.192144%
V083	MENIFEE CO FISCAL COURT	42,250	0.031836%
V084	MERCER COUNTY FISCAL COUR	94,188	0.070971%
V085	METCALFE CO FISCAL COURT	57,504	0.043330%
V086	MONROE CO FISCAL COURT	48,408	0.036475%
V087	MONTGOMERY CO FISCAL CT	167,049	0.125871%
V088	MORGAN CO FISCAL CT	57,478	0.043310%
V089	MUHLENBERG CO FISCAL CT	245,237	0.184786%
V090	NELSON CO FISCAL CT	306,835	0.231200%
V091	NICHOLAS CO FISCAL COURT	57,702	0.043479%
V092	OHIO COUNTY FISCAL CRT	143,964	0.108477%
V093	OLDHAM CO FISCAL COURT	211,582	0.159427%
V094	OWEN COUNTY FISCAL COURT	86,507	0.065183%
V095	OWSLEY CO FISCAL COURT	41,946	0.031607%
V096	PENDLETON CO FISCAL COURT	77,610	0.058479%
V097	PERRY COUNTY FISCAL COURT	215,319	0.162243%
V098	PIKE COUNTY FISCAL COURT	401,223	0.302322%
V099	POWELL CO FISCAL CT	161,673	0.121820%
V100	PULASKI CO FISCAL CT	319,400	0.240668%
V101	ROBERTSON CO FISCAL CT	27,621	0.020812%
V102	ROCKCASTLE CO FISCAL CT	133,550	0.100630%
V103	ROWAN CO FISCAL COURT	190,685	0.143682%
V104	RUSSELL CO FISCAL COURT	123,781	0.093269%
V105	SCOTT CO FISCAL CT	179,628	0.135350%
V106	SHELBY CO FISCAL COURT	165,482	0.124691%
V107	SIMPSON CO FISCAL COURT	150,462	0.113373%
V108	SPENCER CO TREASURER	67,723	0.051029%
V109	TAYLOR COUNTY FISCAL COUR	146,075	0.110068%
V110	TODD COUNTY FISCAL COURT	97,771	0.073670%
V111	TRIGG COUNTY FISCAL COURT	110,227	0.083056%
V112	TRIMBLE CO FISCAL COURT	50,044	0.037708%
V113	UNION COUNTY FISCAL COURT	136,432	0.102802%
V114	WARREN COUNTY FISCAL COUR	444,070	0.334607%
V115	WASHINGTON CO FIS COURT	80,902	0.060960%

The accompanying notes are an integral part of these schedules. 38

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
V116	WAYNE COUNTY FISCAL COURT	194,183	0.146317%
V117	WEBSTER CO FISCAL COURT	149,202	0.112424%
V119	CITY OF HIGHLAND HEIGHTS	14,812	0.011161%
V120	WOODFORD CO FISCAL COURT	160,237	0.120739%
V122	FAMILY HEALTH CENTER	884,582	0.666533%
V125	LOUISVILLE MEM COMM	7,726	0.005821%
V126	LOU & JEFF CO RIVERPORT	7,364	0.005549%
V127	LOU LABOR MANAGER COM	3,386	0.002551%
V129	T A R C	1,752,051	1.320171%
V130	ANCHORAGE BD OF EDUCATION	44,779	0.033741%
V136	MOUNTAIN ARTS CENTER	3,789	0.002855%
V137	FRANKLIN CO CONS DIST	4,363	0.003288%
V145	CITY OF WURLAND	3,890	0.002931%
V147	HARDIN CO WATER DIST #2	192,334	0.144924%
V151	HOUSING AUTH OF HENDERSON	56,286	0.042412%
V156	JEFF CO BD OF ED	10,080,570	7.595696%
V158	BIG SANDY AREA COMM PRO	104,583	0.078803%
V159	CITY OF ERLANGER	98,266	0.074043%
V163	EAST BERNSTADT BD OF ED	18,320	0.013804%
V171	CITY OF ADAIRVILLE	8,023	0.006045%
V176	MADISON CO CONSERVAT DIST	1,974	0.001487%
V179	MARSHALL CO SEN CITIZENS	3,277	0.002470%
V189	CITY OF CENTRAL CITY	71,180	0.053634%
V196	CITY OF BUTLER	2,012	0.001516%
V197	CITY OF HAZARD	182,667	0.137640%
V198	MOUNTAIN WATER DISTRICT	112,031	0.084416%
V200	PULASKI COUNTY LIBRARY	29,135	0.021953%
V205	BARREN/METCALFE CO AMB SR	4,289	0.003231%
V206	SHELBYVLE MUN WATER&SEWER	66,778	0.050317%
V207	BELL CO PUBLIC LIBRARY	13,681	0.010309%
V208	CITY OF WALTON	19,543	0.014726%
V218	MURRAY TOURISM COMMISSION	4,564	0.003439%
V219	BELLEVUE BD OF EDUCATION	42,756	0.032216%
V224	PENNYROYAL AREA MUSEUM	6,317	0.004760%
V230	OWENSBORO RIVERPORT AUTH	125,938	0.094894%
V236	BIG SANDY AREA DEV DIST	124,183	0.093572%
V237	BLUE GRASS COMM ACTION	237,695	0.179103%
V247	HARDIN CO WATER DIST #1	204,615	0.154178%
V251	HENDERSON CO RIVER AUTH	38,031	0.028656%
V259	KENTON CO PUBLIC LIBRARY	263,384	0.198460%

The accompanying notes are an integral part of these schedules. 39

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
V263	LAUREL CO BD OF EDUCATION	517,983	0.390300%
V271	RUSSELLVILLE ELEC PL BD	60,845	0.045847%
V281	HOUSING AUTH OF MAYSVILLE	18,742	0.014122%
V298	CITY OF PIKEVILLE	142,755	0.107566%
V300	HOUSING AUTH OF SOMERSET	27,434	0.020671%
V305	CITY OF CAVE CITY	32,680	0.024624%
V306	HOUSING AUTH OF SHELBYVLE	4,902	0.003694%
V308	NORTHERN KY AREA DEV.DIST	164,228	0.123746%
V319	CAMPBELL CO BD OF ED	391,600	0.295071%
V324	CHRISTIAN CO CONS DIST	1,751	0.001319%
V330	CITY OF OWENSBORO	553,535	0.417089%
V336	SANDY VALLEY TRANS SER IN	112,623	0.084861%
V337	FRANKFORT ELEC WATER BD	640,033	0.482265%
V347	CITY OF RADCLIFF	127,913	0.096383%
V359	CITY OF ELSMERE	23,175	0.017463%
V363	LONDON LAUREL CO COMM CTR	37,185	0.028019%
V373	PADUCAH MCCRACKEN CO TOUR	15,103	0.011380%
V376	CITY OF BERA	344,519	0.259595%
V398	CITY OF ELKHORN CITY	9,842	0.007416%
V400	PULASKI CO SOIL CONS DIST	5,456	0.004111%
V405	MARY W WELDON MEM PUB LIB	11,078	0.008347%
V407	BELL/WHITLEY COMM ACTION	143,063	0.107798%
V419	DAYTON CITY SCHOOLS	65,953	0.049696%
V424	PENNYRILE ALLIED COMM SER	173,091	0.130424%
V430	OWENSBORO MUN UTILITIES	987,882	0.744370%
V436	APPALACHIAN RES & DEFENSE	90,935	0.068519%
V437	FKT/FKLN CO TOUR&CONV COM	7,469	0.005628%
V447	CITY OF ELIZABETHTOWN	401,080	0.302214%
V459	LUDLOW BD OF EDUCATION	39,162	0.029509%
V463	LONDON LAUREL TOURIST COM	6,588	0.004964%
V473	PADUCAH POWER SYSTEM	302,841	0.228191%
V476	KY RIVER FOOTHILLS DEV CO	345,466	0.260309%
V500	WEST PULASKI WATER DISTR	18,913	0.014251%
V505	CITY OF PARK CITY	1,422	0.001072%
V507	BELL CO SOLID WASTE OFFIC	9,714	0.007319%
V508	CITY OF UNION	5,486	0.004134%
V524	HOPKINSVL WATER ENV ATH	173,608	0.130814%
V530	AUDUBON AREA COMM SER INC	740,045	0.557625%
V537	CAPITAL COMMUNITY E I D A	5,033	0.003792%
V547	ELIZABETHTOWN TOUR/CON BU	13,286	0.010011%

The accompanying notes are an integral part of these schedules. 40

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
V559	BEECHWOOD BOARD OF EDUC	67,479	0.050846%
V563	LONDON-LAUREL CO IDA	5,365	0.004043%
V576	SOUTHERN MADISON WATER DT	17,634	0.013287%
V607	PINEVILLE UTILITY COMM	62,653	0.047209%
V619	SOUTHGATE BD OF ED	12,422	0.009360%
V624	HOPKINSVL ELECTRIC SYSTEM	190,467	0.143517%
V630	CITY OF WHITESVILLE	8,710	0.006563%
V637	FARMDALE WATER DISTRICT	4,428	0.003336%
V647	CITY OF VINE GROVE	31,100	0.023434%
V659	KENTON CO BD OF ED	1,004,298	0.756739%
V663	LAUREL CO CONSERV DIST	2,825	0.002129%
V673	PADUCAH-MCCRACKEN CO JOIN	74,230	0.055932%
V676	MADISON CO UTILITIES DIST	30,918	0.023297%
V707	BELL CO CONSERVATION DIST	751	0.000566%
V708	HEBRON FIRE PROTECTION DI	4,055	0.003055%
V719	SILVER GROVE BD OF ED	11,257	0.008482%
V724	PENNYRILE AREA DEVP DIST	89,121	0.067152%
V730	GREEN RIV AREA DEL DIST	118,867	0.089567%
V737	KY ASSOC OF CO (KACO)	197,120	0.148530%
V756	JEFF CO MED CENTER LAUNDR	120,846	0.091058%
V759	ERLANGER/ELSMERE BD OF ED	177,357	0.133638%
V773	MCCRACKEN CO PUB LIBRARY	54,684	0.041205%
V808	POINT PLEASANT FIRE DIST	154	0.000116%
V819	NEWPORT BD OF ED	159,497	0.120181%
V830	REGIONAL WTR RESOURCE AGY	244,723	0.184399%
V856	KYIANA REG PLANNING DEV	205,752	0.155035%
V859	COVINGTON BD OF ED	485,279	0.365658%
V873	PADUCAH-MCRACKEN CO RIV	27,505	0.020725%
V919	CITY OF WILDER	10,766	0.008112%
V930	OWENSBORO METRO PLAN COMM	29,245	0.022036%
V937	HOUSING AUTH OF FRANKFORT	33,340	0.025121%
V959	CITY OF COVINGTON	342,241	0.257878%
W001	ADAIR COUNTY ATTORNEY	7,185	0.005414%
W003	ANDERSON COUNTY ATTORNEY	2,507	0.001889%
W004	BALLARD COUNTY ATTORNEY	4,236	0.003192%
W010	BOYD COUNTY ATTORNEY	13,043	0.009828%
W011	BOYLE COUNTY ATTORNEY	3,395	0.002558%
W013	BREATHITT CO ATTORNEY	4,126	0.003109%
W015	BULLITT COUNTY ATTORNEY	21,600	0.016276%
W016	BUTLER COUNTY ATTORNEY	2,281	0.001718%

The accompanying notes are an integral part of these schedules. 41

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
W017	CALDWELL COUNTY ATTORNEY	6,001	0.004521%
W018	CALLOWAY COUNTY ATTORNEY	11,156	0.008406%
W019	CAMPBELL COUNTY ATTORNEY	26,523	0.019985%
W020	CARLISLE COUNTY ATTORNEY	178	0.000134%
W021	CARROLL COUNTY ATTORNEY	1,566	0.001180%
W022	CHILD SUPPORT ENFORCEMENT	3,958	0.002982%
W024	CHRISTIAN COUNTY ATTORNEY	20,658	0.015566%
W026	CLAY COUNTY ATTORNEY	7,597	0.005724%
W027	CLINTON CO ATTORNEY	4,366	0.003290%
W029	CUMBERLAND CO ATTORNEY	3,889	0.002930%
W031	EDMONSON COUNTY ATTORNEY	1,358	0.001024%
W032	ELLIOTT COUNTY ATTORNEY	3,248	0.002448%
W033	ESTILL COUNTY ATTORNEY	6,021	0.004537%
W035	FLEMING COUNTY ATTORNEY	10,878	0.008197%
W036	FLOYD COUNTY ATTORNEY	2,339	0.001763%
W039	GALLATIN COUNTY ATTORNEY	3,542	0.002669%
W041	GRANT COUNTY CHILD SUPPOR	5,545	0.004178%
W043	GRAYSON COUNTY ATTORNEY	5,127	0.003864%
W044	GREEN COUNTY ATTORNEY	4,311	0.003249%
W045	GREENUP CO ATTY/CHILD SUP	7,482	0.005638%
W047	HARDIN COUNTY ATTORNEY	38,239	0.028813%
W048	HARLAN COUNTY ATTORNEY	19,189	0.014459%
W050	HART COUNTY ATTORNEY	10,206	0.007690%
W051	HENDERSON CO ATTORNEY	16,178	0.012190%
W052	HENRY COUNTY ATTORNEY	1,520	0.001145%
W055	JACKSON COUNTY ATTORNEY	3,178	0.002394%
W056	JEFFERSON CO ATTORNEY	299,957	0.226018%
W058	JOHNSON CO ATTORNEY	7,642	0.005758%
W060	KNOTT COUNTY ATTORNEY	5,729	0.004317%
W061	KNOX COUNTY ATTORNEY	10,692	0.008056%
W063	LAUREL COUNTY ATTORNEY	20,738	0.015626%
W064	LAWRENCE COUNTY ATTORNEY	5,900	0.004446%
W066	LESLIE COUNTY ATTORNEY	3,981	0.003000%
W067	LETCHER COUNTY ATTORNEY	7,933	0.005978%
W069	LINCOLN COUNTY ATTORNEY	7,405	0.005580%
W070	LIVINGSTON CO ATTORNEY	3,253	0.002451%
W071	LOGAN COUNTY ATTORNEY	819	0.000617%
W073	MCCRACKEN COUNTY ATTORNEY	1,915	0.001443%
W075	MCLEAN COUNTY ATTORNEY	673	0.000507%
W076	MADISON COUNTY ATTORNEY	2,395	0.001804%

The accompanying notes are an integral part of these schedules. 42

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Non-Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
W077	MAGOFFIN CO ATTORNEY	940	0.000708%
W078	MARION COUNTY ATTORNEY	718	0.000541%
W079	MARSHALL COUNTY ATTORNEY	2,005	0.001511%
W080	MARTIN COUNTY ATTORNEY	5,538	0.004173%
W082	MEADE COUNTY ATTORNEY	5,442	0.004101%
W083	MENIFEE COUNTY ATTORNEY	2,312	0.001742%
W084	MERCER COUNTY ATTORNEY	6,520	0.004913%
W085	METCALFE COUNTY ATTORNEY	4,829	0.003638%
W087	MONTGOMERY CO ATTORNEY	526	0.000396%
W090	NELSON COUNTY ATTORNEY	13,601	0.010248%
W091	NICHOLAS COUNTY ATTORNEY	2,225	0.001677%
W092	OHIO COUNTY ATTORNEY	5,121	0.003858%
W095	OWSLEY COUNTY ATTORNEY	2,854	0.002150%
W096	PENDLETON COUNTY ATTORNEY	4,430	0.003338%
W097	PERRY COUNTY ATTORNEY	14,378	0.010834%
W098	PIKE COUNTY ATTORNEY	35,121	0.026464%
W099	POWELL COUNTY ATTORNEY	6,366	0.004797%
W103	ROWAN COUNTY ATTORNEY	126	0.000095%
W104	RUSSELL COUNTY ATTORNEY	6,921	0.005215%
W105	SCOTT COUNTY ATTORNEY	3,979	0.002998%
W106	SHELBY COUNTY ATTORNEY	2,746	0.002069%
W107	SIMPSON COUNTY ATTORNEY	557	0.000419%
W109	TAYLOR COUNTY ATTORNEY	6,920	0.005214%
W110	TODD COUNTY ATTORNEY	252	0.000190%
W113	UNION COUNTY ATTORNEY	726	0.000547%
W114	WARREN CO ATTY/CHILD SUPP	29,982	0.022591%
W115	WASHINGTON CO ATTORNEY	3,466	0.002611%
W119	WOLFE COUNTY ATTORNEY	4,014	0.003025%
W120	WOODFORD COUNTY ATTORNEY	8,756	0.006598%
X030	OWENSBORO DAVIESS CO TOUR	16,859	0.012703%
X034	FAYETTE CO ATTORNEY OFF	88,780	0.066896%
X059	KENTON COUNTY ATTORNEY	52,787	0.039775%
X105	GEORGETOWN WATER & SEWER	163,057	0.122863%
X956	LOU FIREFIGHTERS PENS FUN	9,400	0.007083%
		<u>\$ 132,713,925</u>	<u>100.000000%</u>

The accompanying notes are an integral part of these schedules. 43

Board Meeting - February 20, 2020 - Audit Committee Report

County Employee Retirement System (Non-Hazardous)

Kentucky Retirement Systems Schedule B - Schedule of OPEB Annuities by Employer Fiscal Year Ended June 30, 2019 (Continued)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as each reporting employer may appear on multiple schedules.

Main table with columns for Participating Employer Code, Participating Employer Name, Net OPEB Liability as of June 30, 2019, OPEB Expense, and various Other Assets and Liabilities. Includes sub-headers for Net OPEB Liability, OPEB Expense, and Recipient of Excess Deferred Outflows.

The accompanying notes are an integral part of these schedules.

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019

County Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
39932	JEFFERSON CO SHERIFF	\$ 703,882	1.180219%
39934	KENTON CO SHERIFF	164,502	0.275825%
39936	CAMPBELL CO SHERIFF	15,206	0.025497%
39938	FAYETTE CO SHERIFF	260,841	0.437359%
39940	DAVISS CO SHERIFF	204,487	0.342869%
39944	HARDIN COUNTY SHERIFF	120,020	0.201241%
39946	WARREN COUNTY SHERIFF	215,873	0.361961%
39948	BOONE COUNTY SHERIFF	887,051	1.487342%
39952	MADISON COUNTY SHERIFF	99,603	0.167006%
39962	BULLITT CO SHERIFF	148,224	0.248531%
A156	CITY OF ANCHORAGE	21,696	0.036377%
AB19	BELLEVUE/DAYTON FIRE	111,789	0.187440%
AC19	CAMPBELL CO FIRE DIST 1	62,913	0.105487%
AD19	SOUTHERN CAMPBELL F DIST	46,038	0.077194%
AS02	ALLEN CO AMBULANCE SVC	75,009	0.125770%
AS20	WOODFORD CO FIRE DISTRICT	18,432	0.030906%
B008	BURLINGTON FIRE PRO DIST	148,380	0.248793%
B015	CITY OF HILLVIEW	79,182	0.132767%
B045	CITY OF BELLEFONTE	17,414	0.029199%
B256	BUECHEL FIRE PROTECT DIST	114,976	0.192784%
B259	CITY OF LUDLOW	91,437	0.153314%
B456	ANCHORAGE MIDDLETOWN FIRE AND EMS	550,773	0.923497%
B656	LOUISVILLE AIRPORT AUTHOR	221,133	0.370779%
B956	LAKE DREAMLAND FIRE DIST	14,567	0.024424%
C106	CITY OF SIMPSONVILLE	23,481	0.039371%
C156	FAIRDALE FIRE DISTRICT	89,480	0.150033%
C256	LOUISVILLE/JEFF CO METRO	15,984,485	26.801637%
C356	INDIAN HILLS POLICE DEPT	22,111	0.037074%
D024	CITY OF PEMBROKE	134	0.000224%
D071	CITY OF LEWISBURG	5,147	0.008630%
D098	CITY OF COAL RUN VILLAGE	14,676	0.024608%
D106	SIMPSONVILLE RURAL FIRE	33,969	0.056956%
G015	ZONETON FIRE PROT DIST	86,596	0.145197%
GS06	SHELBY CO SUB FIRE DIST	7,619	0.012774%
J002	CITY OF SCOTTSVILLE	61,301	0.102785%
J003	CITY OF LAWRENCEBURG	72,201	0.121062%
J007	CITY OF MIDDLESBORO	216,954	0.363774%
J024	CITY OF HOPKINSVILLE	917,482	1.538368%
J037	CITY OF FRANKFORT	884,054	1.482318%
J040	CITY OF LANCASTER	27,632	0.046332%

The accompanying notes are an integral part of these schedules. 54

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
J059	KENTON COUNTY AIRPORT BD	881,159	1.477464%
J063	CITY OF LONDON	225,768	0.378552%
J067	CITY OF WHITESBURG	36,839	0.061769%
J084	CITY OF HARRODSBURG	41,995	0.070414%
J090	CITY OF BARDSTOWN	213,164	0.357419%
J100	CITY OF SOMERSET	539,654	0.904853%
J113	CITY OF MORGANFIELD	17,427	0.029221%
J118	CITY OF CORBIN	188,282	0.315698%
J156	CITY OF JEFFERSONTOWN	417,168	0.699477%
J210	BOYD CO AMBULANCE SERVICE	208,885	0.350243%
J256	CITY OF ST MATTHEWS	211,013	0.353812%
J259	CITY OF PARK HILLS	23,653	0.039660%
J319	CITY OF ALEXANDRIA	93,355	0.156531%
J324	CITY OF OAK GROVE	78,211	0.131138%
J356	CITY OF WEST BUECHEL	37,512	0.062897%
J359	CITY OF FORT WRIGHT	141,291	0.236906%
J410	CANNONSBURG VOL FIRE DEPT	7,068	0.011851%
J419	CITY OF COLD SPRING	56,633	0.094959%
J456	CITY OF SHIVELY	423,217	0.709620%
J510	CITY OF CATLETTSBURG	54,020	0.090577%
J619	CITY OF FORT THOMAS	420,414	0.704919%
J719	CITY OF SOUTHGATE	5,866	0.009835%
J756	CITY OF PROSPECT	12,849	0.021545%
J819	CITY OF BELLEVUE	61,508	0.103132%
J859	CITY OF VILLA HILLS	58,343	0.097826%
J919	CITY OF DAYTON	64,678	0.108448%
J956	OKOLONA FIRE DISTRICT	220,069	0.368995%
J959	CITY OF INDEPENDENCE	197,762	0.331594%
K001	CITY OF COLUMBIA	67,531	0.113231%
K010	CITY OF ASHLAND	659,292	1.105454%
K011	CITY OF DANVILLE	289,110	0.484759%
K016	CITY OF MORGANTOWN	26,447	0.044344%
K018	CITY OF MURRAY	383,897	0.643692%
K019	CITY OF NEWPORT	587,938	0.985812%
K026	CITY OF MANCHESTER	42,478	0.071224%
K029	CITY OF BURKESVILLE	25,189	0.042234%
K034	LEX/FAYETTE URBAN CO GOVT	1,437,592	2.410451%
K041	CITY OF WILLIAMSTOWN	39,169	0.065676%
K043	CITY OF LEITCHFIELD	98,005	0.164328%
K049	CITY OF CYNTHIANA	163,897	0.274810%

The accompanying notes are an integral part of these schedules. 55

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
K065	CITY OF BEATTYVILLE	20,096	0.033696%
K071	CITY OF RUSSELLVILLE	156,668	0.262690%
K078	CITY OF LEBANON	69,841	0.117104%
K079	CITY OF BENTON	34,700	0.058182%
K090	NELSON COUNTY BD OF ED	4,986	0.008360%
K091	CITY OF CARLISLE	21,710	0.036401%
K099	CITY OF STANTON	34,751	0.058268%
K103	CITY OF MOREHEAD	102,941	0.172605%
K105	CITY OF GEORGETOWN	605,586	1.015403%
K106	CITY OF SHELBYVILLE	235,067	0.394143%
K108	CITY OF TAYLORSVILLE	14,718	0.024679%
K111	CITY OF CADIZ	44,643	0.074853%
K114	CITY OF BOWLING GREEN	1,498,511	2.512595%
K115	CITY OF SPRINGFIELD	37,847	0.063459%
K120	CITY OF VERSAILLES	272,077	0.456198%
K256	JEFFERSONTOWN FIRE DIST	467,600	0.784037%
K315	MT WASHINGTON FIRE P DIST	96,781	0.162275%
K356	ST MATTHEWS FIRE DIST.	597,507	1.001856%
K414	CITY OF SMITHS GROVE	4,805	0.008057%
K419	ALEXANDRIA FIRE DISTRICT	107,065	0.179518%
K456	CAMP TAYLOR FIRE PRO DIST	41,756	0.070013%
K559	CITY OF TAYLOR MILL	98,277	0.164783%
K659	CITY OF EDGEWOOD	184,898	0.310023%
K719	CENTRAL CAMPBELL CO FIRE	159,089	0.266748%
K759	LAKESIDE/CRESTVIEWHLS POL	84,409	0.141531%
K856	HIGHVIEW FIRE DISTRICT	73,469	0.123187%
K859	CITY OF FORT MITCHELL	195,925	0.328513%
L001	ADAIR CO AMBULANCE SER	59,179	0.099227%
L005	CITY OF GLASGOW	329,068	0.551757%
L009	CITY OF PARIS	121,965	0.204503%
L015	CITY OF MT WASHINGTON	129,273	0.216756%
L025	CITY OF WINCHESTER	518,578	0.869514%
L031	EDMONSON CO AMBULANCE DIS	28,801	0.048291%
L035	CITY OF FLEMINGSBURG	27,803	0.046618%
L044	GREEN CO AMBULANCE SVC	31,309	0.052497%
L050	CITY OF MUNFORDVILLE	11,277	0.018909%
L052	CITY OF EMINENCE	31,929	0.053537%
L057	CITY OF NICHOLASVILLE	609,754	1.022391%
L061	CITY OF BARBOURVILLE	26,609	0.044615%
L072	CITY OF EDDYVILLE	25,211	0.042273%

The accompanying notes are an integral part of these schedules. 56

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
L073	CITY OF PADUCAH	913,926	1.532405%
L077	CITY OF SALYERSVILLE	17,171	0.028791%
L086	CITY OF TOMPKINSVILLE	43,910	0.073625%
L090	CITY OF NEW HAVEN	4,950	0.008300%
L107	CITY OF FRANKLIN	104,792	0.175708%
L108	SPENCER CO FIRE DIST	13,009	0.021812%
L110	CITY OF ELKTON	11,434	0.019171%
L159	ELSMERE FIRE PROTECTION	66,266	0.111110%
L356	EASTWOOD FIRE PROT DIST	105,590	0.177046%
L456	HARRODS CREEK FIRE DIST	242,664	0.406881%
L656	FERN CREEK FIRE PROT DIST	129,107	0.216477%
L756	PLEASURE RIDGE PARK FIRE	278,975	0.467766%
L956	WORTHINGTON FIRE DEPT	241,112	0.404279%
M014	CITY OF HARDINSBURG	23,445	0.039312%
M015	BULLITT CO FISCAL COURT	44,014	0.073799%
M042	CITY OF MAYFIELD	330,324	0.553864%
M054	CITY OF DAWSON SPRINGS	18,871	0.031641%
M059	KENTON COUNTY FISCAL CT	315,800	0.529511%
M069	CITY OF STANFORD	40,964	0.068685%
M076	CITY OF RICHMOND	668,438	1.120788%
M081	CITY OF MAYSVILLE	270,095	0.452876%
M085	CITY OF EDMONTON	26,990	0.045254%
M096	CITY OF FALMOUTH	5,833	0.009781%
M109	CITY OF CAMPBELLSVILLE	156,054	0.261660%
M110	CITY OF GUTHRIE	1,866	0.003128%
M118	WHITLEY CO FISCAL COURT	16,141	0.027065%
M315	CITY OF PIONEER VILLAGE	24,252	0.040663%
N008	CITY OF FLORENCE	947,933	1.589426%
N011	CITY OF PERRYVILLE	3,683	0.006175%
N012	CITY OF BROOKSVILLE	8,033	0.013469%
N051	CITY OF HENDERSON	669,486	1.122545%
N054	CITY OF MADISONVILLE	617,339	1.035110%
N076	MADISON CO EMS	265,259	0.444767%
N087	CITY OF MT STERLING	117,309	0.196695%
N088	MORGAN CO AMBULANCE SERV	25,541	0.042826%
N093	CITY OF LAGRANGE	73,371	0.123023%
N094	CITY OF OWENTON	9,403	0.015767%
N100	CITY OF BURNSIDE	17,549	0.029425%
N104	CITY OF JAMESTOWN	10,903	0.018282%
P007	CITY OF PINEVILLE	34,792	0.058336%

The accompanying notes are an integral part of these schedules. 57

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
P015	CITY OF LEBANON JUNCTION	10,410	0.017455%
P033	ESTILL COUNTY EMS	55,753	0.093483%
P041	CITY OF DRY RIDGE	73,267	0.122848%
P043	CITY OF CLARKSON	4,595	0.007704%
P079	CITY OF CALVERT CITY	44,533	0.074670%
P093	SOUTH OLDHAM FIRE DEPT	81,057	0.135911%
P116	CITY OF MONTICELLO	52,876	0.088659%
P117	CITY OF CLAY	5,634	0.009447%
R015	CITY OF SHEPHERDSVILLE	348,068	0.583615%
R017	CITY OF PRINCETON	74,121	0.124281%
R045	CITY OF RUSSELL	97,147	0.162888%
R057	CITY OF WILMORE	46,371	0.077752%
R104	CITY OF RUSSELL SPRINGS	50,103	0.084010%
R105	CITY OF STAMPING GROUND	4,997	0.008379%
TS59	INDEPENDENCE FIRE DIST	267,079	0.447818%
V001	ADAIR COUNTY FISCAL COURT	47,248	0.079222%
V002	ALLEN COUNTY FISCAL COURT	45,117	0.075649%
V003	ANDERSON CO FISCAL COURT	56,535	0.094793%
V005	BARREN CO FISCAL CT	170,663	0.286156%
V007	BELL CO FISCAL CT	32,139	0.053889%
V008	BOONE CO FISCAL CT	251,046	0.420936%
V009	BOURBON CO FISCAL COURT	31,471	0.052768%
V011	BOYLE COUNTY FISCAL COURT	173,759	0.291346%
V012	BRACKEN CO FISCAL COURT	16,645	0.027908%
V013	BREATHITT CO FISCAL COURT	13,643	0.022876%
V014	BRECKINRIDGE CO FISCAL CT	36,644	0.061442%
V017	CALDWELL CO FISCAL COURT	41,297	0.069244%
V019	CAMPBELL CO FISCAL CT	218,359	0.366129%
V023	CASEY CO FISCAL COURT	28,001	0.046950%
V025	CLARK COUNTY FISCAL COURT	195,904	0.328477%
V030	DAVISS CO FISCAL COURT	409,859	0.687222%
V035	FLEMING CO FISCAL COURT	31,014	0.052002%
V037	FRANKLIN CO FISCAL COURT	422,376	0.708209%
V041	GRANT COUNTY FISCAL COURT	79,434	0.133190%
V043	GRAYSON CO FISCAL COURT	240,021	0.402450%
V047	HARDIN CO FISCAL COURT	439,433	0.736809%
V049	HARRISON CO FISCAL COURT	47,908	0.080329%
V052	HENRY CO FISCAL COURT	30,913	0.051832%
V054	HOPKINS CO FISCAL COURT	166,858	0.279775%
V057	JESSAMINE CO FISCAL COURT	310,407	0.520469%

The accompanying notes are an integral part of these schedules. 58

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
V060	KNOTT CO FISCAL CT	21,387	0.035861%
V062	LARUE CO FISCAL COURT	25,281	0.042389%
V063	LAUREL COUNTY FISCAL COUR	36,499	0.061198%
V067	LETCHER CO FISCAL COURT	44,044	0.073850%
V070	LIVINGSTON CO FISCAL CT	29,682	0.049768%
V072	LYON COUNTY FISCAL COURT	19,088	0.032006%
V073	MCCRACKEN CO FISCAL COURT	411,015	0.689160%
V076	MADISON CO FISCAL COURT	79,521	0.133334%
V078	MARION CO FISCAL COURT	35,666	0.059802%
V079	MARSHALL CO FISCAL COURT	221,762	0.371834%
V081	MASON CO FIS CT	57,138	0.095804%
V083	MENIFEE CO FISCAL COURT	17,064	0.028612%
V087	MONTGOMERY CO FISCAL CT	71,558	0.119984%
V088	MORGAN CO FISCAL CT	10,262	0.017206%
V090	NELSON CO FISCAL CT	142,742	0.239339%
V093	OLDHAM CO FISCAL COURT	408,742	0.685350%
V094	OWEN COUNTY FISCAL COURT	17,101	0.028674%
V096	PENDLETON CO FISCAL COURT	32,052	0.053743%
V100	PULASKI CO FISCAL CT	274,264	0.459865%
V103	ROWAN CO FISCAL COURT	71,499	0.119884%
V105	SCOTT CO FISCAL CT	712,474	1.194624%
V106	SHELBY CO FISCAL COURT	350,881	0.588332%
V107	SIMPSON CO FISCAL COURT	62,512	0.104816%
V108	SPENCER CO TREASURER	84,332	0.141401%
V109	TAYLOR COUNTY FISCAL COUR	44,762	0.075053%
V112	TRIMBLE CO FISCAL COURT	5,511	0.009241%
V113	UNION COUNTY FISCAL COURT	21,884	0.036693%
V115	WASHINGTON CO FIS COURT	35,878	0.060158%
V119	CITY OF HIGHLAND HEIGHTS	71,019	0.119080%
V120	WOODFORD CO FISCAL COURT	88,921	0.149096%
V159	CITY OF ERLANGER	424,813	0.712295%
V171	CITY OF ADAIRVILLE	4,681	0.007849%
V196	CITY OF BUTLER	5,015	0.008408%
V197	CITY OF HAZARD	6,506	0.010908%
V205	BARREN/METCALFE CO AMB SR	167,671	0.281138%
V298	CITY OF PIKEVILLE	140,281	0.235213%
V330	CITY OF OWENSBORO	1,164,027	1.951756%
V347	CITY OF RADCLIFF	343,787	0.576438%
V359	CITY OF ELSMERE	77,511	0.129965%
V408	UNION EMERGENCY SERVICES	175,505	0.294273%

The accompanying notes are an integral part of these schedules. 59

Kentucky Retirement Systems
Schedule A - Schedule of Employer Allocations
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Employer		2019 Actual Employer Contributions	2019 Employer Allocation Percentage
<u>Code</u>	<u>Employer Name</u>		
V447	CITY OF ELIZABETHTOWN	600,364	1.006647%
V608	WALTON FIRE DIST/EMS	161,041	0.270022%
V647	CITY OF VINE GROVE	14,807	0.024828%
V708	HEBRON FIRE PROTECTION DI	317,048	0.531603%
V808	POINT PLEASANT FIRE DIST	99,754	0.167261%
V919	CITY OF WILDER	146,918	0.246341%
V959	CITY OF COVINGTON	1,800,831	3.019503%
		<u>\$ 59,639,976</u>	<u>100.000000%</u>

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Board Meeting - February 20, 2019 - Audit Committee Report

Kentucky Retirement Systems Schedule B - Schedule of OPEB Amounts by Employer Fiscal Year Ended June 30, 2019 (Continued)

County Employees Retirement System (Hazards)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and in each reporting employer may appear on multiple schedules.

Table with columns: Participating Employer, Net OPEB Liability at June 30, 2019, OPEB Expense, and Recognition of Deferred Outflows (Inflow) of Resources for Future Measurement Period Ending June 30. Rows include various cities like Louisville, Lexington, and Henderson.

The accompanying notes are an integral part of these schedules.

Board Meeting - February 20, 2020 - Audit Committee Report

Kentucky Retirement Systems
Schedule B - Schedule of OPEB Amounts by Employer
Fiscal Year Ended June 30, 2019
(Continued)

County Employees Retirement System (Hazardous)

Employers are presented in order by assigned employer reporting code. There are separate schedules for Non-Hazardous and Hazardous and as such reporting employers may appear on multiple schedules.

Participating Employer Code	Participating Employer Name	Net OPEB Liability as of June 30, 2019					OPEB Expense					Implicit/Explicit Subsidy Year Ending 6/30/2020	Outstanding Balance of Deferred Outflows of Resources					Outstanding Balance of Deferred Inflows of Resources					Recognition of Existing Deferred Outflows (Inflows) of Resources for Future Measurement Period Ending June 30						
		Discount Rate	Discount Rate Less 1.00%	Discount Rate Plus 1.00%	Health Care Trend Rate % Decrease	Health Care Trend Rate % Increase	Proportionate Share of OPEB Expense	Proportionate Share of OPEB Expense	Proportionate Share of OPEB Expense	Proportionate Share of OPEB Expense	Proportionate Share of OPEB Expense		Liability Experience	Assumption Changes	Investment Experience	Proportionate Share of Plan Contributions	Total Deferred Inflow of Resources	Liability Experience	Assumption Changes	Investment Experience	Proportionate Share of Plan Contributions	Total Deferred Inflow of Resources	2019	2020	2021	2022	2023	2024	Thereafter
		5.60%	4.60%	6.60%	1% Decrease	1% Increase	OPERS	OPERS	OPERS	OPERS	OPERS																		
V026	CITY OF FLORENCE	1,741,246	2,427,994	1,181,995	12,010,000	2,380,623	509,839	(73,583)	186,256	286,256	1,316	522,895	11,892	323,743	3,205	113,943	241,909	483,292	30,927	(15,591)	(101,988)	(113,582)	-	-	-	-	-	-	-
V330	CITY OF OWENSBORO	14,448,258	20,147,069	9,807,985	10,047,749	19,798,879	2,239,080	145,691	2,384,771	-	2,384,771	10,342	-	4,363,791	98,678	457,603	4,926,262	2,686,359	27,341	928,899	1,303	3,643,902	1,962,934	294,865	(162,874)	101,436	-	-	
V347	CITY OF BUCKLEFF	4,244,823	5,930,301	2,676,722	2,267,335	5,847,468	681,297	(1,774)	679,523	-	679,523	3,054	-	1,208,413	29,144	6,736	1,321,610	793,398	8,675	274,344	11,643	1,087,460	268,927	42,091	(91,677)	14,695	-	-	
V389	CITY OF MORGENTHAU	961,269	1,341,568	653,001	699,067	1,234,580	149,096	941	150,043	-	150,043	809	-	290,579	6,971	66,564	363,234	179,841	1,921	44,854	43,493	286,689	62,022	10,879	(14,074)	1,804	-	-	
V408	UNION EMERGENCY SERVICES	2,177,208	3,037,643	1,478,794	1,514,934	2,981,445	337,094	(9,121)	328,473	-	328,473	1,509	-	687,942	14,879	342	673,162	405,032	4,122	140,053	32,488	581,695	129,175	13,375	(54,533)	3,452	-	-	
V547	CITY OF ELIZABETHTOWN	7,447,276	10,396,189	5,694,413	5,582,275	10,213,584	1,134,838	43,843	1,200,681	-	1,200,681	5,336	-	2,226,685	39,963	148,473	2,405,662	1,265,538	14,402	479,983	988	1,879,613	348,924	22,286	(164,328)	41,249	-	-	
V608	WALTON FIRE DISTRICTS	1,997,784	2,752,312	1,316,917	1,390,088	2,729,140	309,773	32,098	341,871	-	341,871	1,431	-	403,721	13,652	88,444	705,817	371,653	3,793	128,511	173	504,120	158,997	52,734	(21,159)	11,124	-	-	
V647	CITY OF VINE GROVE	183,692	256,288	124,766	127,816	251,899	28,483	(8,993)	27,490	-	27,490	135	-	55,511	1,255	-	56,766	34,173	348	11,806	23,439	89,296	4,875	(9,993)	(10,241)	(23,576)	-	-	
V706	HERBON FIRE PROTECTION DI	3,933,117	5,495,499	2,671,417	2,756,722	5,392,651	609,862	67,496	697,268	-	697,268	2,817	-	1,188,539	26,877	359,013	1,514,440	731,498	7,447	251,006	72,093	1,044,234	317,257	108,624	(1,087)	66,843	-	-	
V808	POINT PLEASANT FIRE DIST	1,237,497	1,728,558	840,522	861,069	1,696,718	191,884	41,011	232,895	-	232,895	886	-	373,966	8,456	139,238	521,660	230,215	2,343	79,684	97	332,259	119,617	53,791	12,416	23,577	-	-	
V919	CITY OF WILDER	1,622,578	2,242,964	1,237,915	1,268,177	2,499,972	282,168	(13,727)	268,469	-	268,469	1,335	-	500,775	12,455	41,849	605,679	339,059	3,451	117,241	63,056	524,867	102,023	5,986	(40,251)	13,365	-	-	
V999	CITY OF COVINGTON	22,240,089	31,168,925	15,173,628	15,544,571	30,630,250	3,464,013	42,253	3,506,266	-	3,506,266	15,999	-	6,751,075	152,661	479,216	7,382,952	4,155,986	42,299	1,437,071	256,063	5,971,418	1,461,282	273,067	(84,887)	159,032	-	-	
TOTAL		\$ 799,639,800	\$ 1,032,253,485	\$ 502,521,039	\$ 524,865,609	\$ 1,014,413,423	\$ 114,721,283	\$ 11,487,879	\$ 113,233,408	\$ -	\$ 113,233,408	\$ 829,870	\$ -	\$ 223,862,128	\$ 4,038,841	\$ 20,847,629	\$ 246,483,798	\$ 137,638,070	\$ 1,400,833	\$ 47,592,963	\$ 25,168,828	\$ 211,800,714	\$ 43,507,889	\$ 6,236,632	\$ 16,512,210	\$ 2,332,777	\$ -	\$ -	

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The accompanying notes are an integral part of these schedules.

Kentucky Retirement Systems

Kentucky Employees Retirement System (KERS)

County Employees Retirement System (CERS)

State Police Retirement System (SPRS) – Single Employer

Agent Multiple-Employer Other Postemployment Benefits Plans

Notes to the Schedules of Employer Allocations and OPEB Amounts by Employer

For the Fiscal Year Ended June 30, 2019

Organization

Under the provisions of Kentucky Revised Statute Sections 61.645 and 61.701, the Board of Trustees (the Board) of Kentucky Retirement Systems (KRS) administers the Kentucky Employees Retirement System (KERS), County Employees Retirement System (CERS), and State Police Retirement System (SPRS). Although the assets of the systems are invested as a whole, each system's assets are accounted for separately, invested according to plan-specific asset allocation goals, and are used only for the payment of benefits to the members of that plan and the administrative costs incurred by those receiving an insurance benefit, in accordance with the provisions of Kentucky Revised Statute Sections 16.510, 61.515, 61.702, 78.520, and 78.630.

The Board of Trustees, as of December 5, 2019, is comprised of David L. Harris, Chair, Governor Appointee; Keith Peercy, Vice Chair, elected by SPRS; W. Joe Brothers, Governor Appointee; John E. Chilton, Governor Appointee; Kelly Downard, Governor Appointee; Joseph L. Grossman, Governor Appointee; C. Prewitt Lane, Governor Appointee; J.T. Fulkerson, Governor Appointee; Matthew Monteiro, Governor Appointee; Thomas B. Stephens, Personnel Secretary Ex-Officio; and two vacant Governor Appointee positions; Raymond Campbell Connell, elected by KERS; Sherry Lynn Kremer, elected by KERS; Betty Pendergrass, elected by CERS; Jerry W. Powell, elected by CERS; and David Rich, elected by CERS.

KERS Non-hazardous, KERS Hazardous, CERS Non-hazardous, and CERS Hazardous Insurance Plans are cost-sharing multiple-employer defined benefit Other Postemployment Benefits (OPEB) plans. The plans cover all regular full-time members employed in non-hazardous and hazardous duty positions of any state department, board, agency, county, city, school board, and any additional eligible local agencies electing to participate. The plans provide for health insurance benefits to plan members. OPEB may be extended to beneficiaries of plan members under certain circumstances.

SPRS is a single-employer defined benefit OPEB plan that covers all full-time state troopers employed in a hazardous duty position by the Kentucky State Police. The plan provides for health insurance benefits to plan members. OPEB may be extended to beneficiaries of plan members under certain circumstances. No schedule has been presented for SPRS, since it is a single-employer defined benefit OPEB plan.

Relationship to Combining Financial Statements

The Schedule was reconciled to the Plan's Combining Statement of Changes in Fiduciary Net Position – Insurance Fund in KRS' Comprehensive Annual Financial Report (CAFR) for the fiscal year ended June 30, 2019, with the following difference.

- The 1% of pay member contribution for Tier 2 and Tier 3 members to a 401(h) subaccount on the Pension Funds is considered as an OPEB asset. As a result, the reported plan fiduciary net position for the Insurance Fund as of June 30, 2019, includes the 401(h) asset balance.

Kentucky Retirement Systems
Notes to Schedules of Employer Allocations and OPEB Amounts by Employer
For the Fiscal Year Ended June 30, 2019
(Continued)

The components associated with OPEB expense and deferred outflows and inflows of resources have been determined based on the net increase in fiduciary net position as shown in the Combining Statement of Changes in Fiduciary Net Position and in accordance with requirements promulgated by Governmental Accounting Standards Board (GASB) Statements No. 74 and 75. The net OPEB liability at June 30, 2019, is reported in the Notes to Combining Financial Statements and Required Supplementary Information.

Summary of Significant Accounting and Reporting Policies

Measurement Focus, Basis of Accounting and Basis of Presentation

The accompanying Schedules were prepared in accordance with U.S generally accepted accounting principles as applicable to governmental organizations. In doing so, KRS adheres to the reporting requirements established by GASB.

The KERS Non-hazardous, KERS Hazardous, CERS Non-hazardous, CERS Hazardous Insurance Funds are reported as OPEB trust funds, and are accounted for on the accrual basis of accounting. OPEB contributions are determined by the KRS Board and required by the employers, and the employees contributions are set by Kentucky Revised Statute 61.702(2)(b)(1). KRS recognized employer and employee contributions to the plans through June 30, 2019. OPEB expenses are recognized as the benefits come due for the KERS Non-hazardous, KERS Hazardous, CERS Non-hazardous, and CERS Hazardous Insurance Plans, which includes payments made to the Department of Employee Insurance (DEI), and Humana Inc. for OPEB costs incurred for the fiscal year ended June 30, 2019. KRS contracts with DEI and Humana to administer the claims. DEI administers retiree claims for retirees under the age of 65, and Humana administers retiree claims for members 65 and over. Since, the average cost of providing health care benefits to retirees under age 65 is higher than the average cost of providing health care benefits to active employees, there is an implicit employer subsidy for the non-Medicare eligible retirees. GASB 74 requires that the liability associated with this implicit subsidy be included in the calculation of the Total OPEB Liability.

Net investment income represents realized and unrealized gains and losses based on the fair value of investments, interest, and dividends, net of investment expenses. Investment income/loss is allocated to each plan based on the plan's ownership in the respective investment account.

The systems are charged administrative expenses based on the number of members and dependents electing an insurance policy provided by DEI or Humana, on a monthly basis. The administrative expenses are reported in KRS' basic financial statements included in its CAFR for the Insurance Fund.

The Schedule of Employer Allocations reflects employer contributions received for the fiscal year ended June 30, 2019, and includes the following for each individual employer:

- employer contributing entity and reporting code;
- the amount of the employer contributing entity's contributions; and,
- the employer contributing entity's contributions as a percentage of total employer contributions, defined by this allocation.

House Bill 265, passed during the 2018 legislative session, allowed certain employers within the KERS Non-Hazardous System to contribute less than the actuarially determined contribution in the 2018/2019 fiscal year. Since

Kentucky Retirement Systems
Notes to Schedules of Employer Allocations and OPEB Amounts by Employer
For the Fiscal Year Ended June 30, 2019
(Continued)

this is not expected to be an ongoing contribution reduction, determining the KERS Non-Hazardous employers' proportionate share based on the employers' actual contributions would not be reflective of the employers' long-term contribution effort. Instead, the proportionate share calculations for employers of the KERS Non-Hazardous System were based on the employers' covered payroll provided for fiscal year ending June 30, 2019, which would result in the same proportionate share allocation if all participating employers contributed the same contribution rate.

The Employer Allocation Percentage has been rounded to six decimal places.

The components of the net OPEB liability of KERS and CERS for participating employers as of June 30, 2019, calculated in accordance with GASB Statement No. 74, are as follows (dollars in thousands):

	KERS Non-Hazardous	KERS Hazardous	CERS Non-Hazardous	CERS Hazardous
Total OPEB Liability	\$ 3,217,985	\$ 507,204	\$ 4,251,466	\$ 2,080,574
Fiduciary Net Position	995,089	534,053	2,569,511	1,340,714
Net OPEB Liability	<u>\$ 2,222,896</u>	<u>\$ (26,849)</u>	<u>\$ 1,681,955</u>	<u>\$ 739,860</u>

Actuarial Methods and Assumptions to Determine the Total OPEB Liability and the Net OPEB Liability

For financial reporting, the actuarial valuation as of June 30, 2019, was performed by Gabriel Roeder Smith (GRS). The total OPEB liability, net OPEB liability, and sensitivity information as of June 30, 2019, were based on an actuarial valuation date of June 30, 2018. The total OPEB liability was rolled-forward from the valuation date (June 30, 2018) to the plan's fiscal year ending June 30, 2019, using the generally accepted actuarial principles.

The Board of Trustees adopted new actuarial assumptions since June 30, 2018. These assumptions are documented in the report titled "Kentucky Retirement Systems 2018 Actuarial Experience Study for the Period Ending June 30, 2018". The Total OPEB Liability as of June 30, 2019, is determined using these updated assumptions.

Kentucky Retirement Systems
Notes to Schedules of Employer Allocations and OPEB Amounts by Employer
For the Fiscal Year Ended June 30, 2019
(Continued)

The following actuarial assumptions were used in performing the actuarial valuation as of June 30, 2019:

Inflation	2.30%
Payroll Growth Rate	0.0% for KERS non-hazardous and hazardous, and 2.0% for CERS non-hazardous and hazardous
Salary Increases	3.30% to 15.30%, varies by service for KERS non-hazardous; 3.55% to 20.05%, varies by service for KERS hazardous; 3.30% to 10.30%, varies by service for CERS non-hazardous; and, 3.55% to 19.05%, varies by service for CERS hazardous
Investment Rate of Return	6.25%
Healthcare Trend Rates	
Pre - 65	Initial trend starting at 7.00% at January 1, 2020, and gradually decreasing to an ultimate trend rate of 4.05% over a period of 12 years.
Post - 65	Initial trend starting at 5.00% at January 1, 2020, and gradually decreasing to an ultimate trend rate of 4.05% over a period of 10 years
Mortality	
Pre-retirement	PUB-2010 General Mortality table, for the Non-Hazardous Systems, and the PUB-2010 Public Safety Mortality table for the Hazardous Systems, projected with the ultimate rates from the MP-2014 mortality improvement scale using a base year of 2010
Post-retirement (non-disabled)	System-specific mortality table based on mortality experience from 2013-2018, projected with the ultimate rates from MP-2014 mortality improvement scale using a base year of 2019
Post-retirement (disabled)	PUB-2010 Disabled Mortality table, with a 4-year set-forward for both male and female rates, projected with the ultimate rates from the MP-2014 mortality improvement scale using a base year of 2010

House Bill 1 passed during the 2019 Special Legislative Session allows certain employers in the KERS Non-hazardous plan to elect to cease participating in the System as of June 30, 2020. Since each employer's election was unknown at the time of the valuation, and the legislation was enacted after the June 30, 2019 measurement date, no adjustments were made to the Total Pension Liability to reflect this legislation. There were no other plan provision changes.

Discount Rate

The projection of cash flows used to determine the discount rate of 5.73% for KERS Non-hazardous, 5.66% for KERS Hazardous, 5.68% for CERS Non-hazardous, and 5.69% for CERS Hazardous assumed that local employers would contribute the actuarially determined contribution rate of projected compensation over the remaining 24 years (closed) amortization period of the unfunded actuarial accrued liability. The discount rate determination used an expected rate of return of 6.25%, and a municipal bond rate of 3.13%, as reported in Fidelity Index's "20-Year Municipal GO AA Index" as of June 28, 2019. However, the cost associated with the implicit employer subsidy was not included in the calculation of the KRS' actuarial determined contributions, and any cost associated with the implicit subsidy will not be paid out of the KRS' trusts. Therefore, the municipal bond rate was applied to future expected benefit payments associated with the implicit subsidy. The target asset allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the CAFR.

Kentucky Retirement Systems
Notes to Schedules of Employer Allocations and OPEB Amounts by Employer
For the Fiscal Year Ended June 30, 2019
(Continued)

Use of Estimates in the Preparation of the Schedules

The preparation of the Schedules in conformity with U.S. generally accepted accounting principles requires management to make significant estimates and assumptions that affect the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

Reconciliation of Employer Contributions

The reconciliation between the employer contributions used for the Schedule of Employer Allocations and the Combining Statements of Changes in Plan Net Position as of June 30, 2019, are presented below (dollars in thousands):

	KERS Non-Hazardous	KERS Hazardous	CERS Non-Hazardous	CERS Hazardous
Per Schedule A	\$ 167,754	\$ 3,899	\$ 132,714	\$ 59,640
Retired Reemployed	3,438	63	2,439	1,093
Transfers	-	(350)	350	-
Other Employer Contributions	(2,571)	94	(411)	33
Accruals	3,173	19	478	340
Write-Offs/Refunds	1	-	-	-
KRS	1,626	-	-	-
KTRS	155	-	-	-
Total	\$ 173,576	\$ 3,725	\$ 135,570	\$ 61,106
Employer Contributions per Statement of Change in Fiduciary Net Position	173,576	3,725	135,570	61,106
	\$ -	\$ -	\$ -	\$ -

The items listed above are included in the contributions on the Combining Statements of Changes in Fiduciary Net Position, but are not included in the Schedule A (GRS reports). The contributions per Schedule A (GRS reports) represents actual contributions made related to the measurement period.

Kentucky Retirement Systems
Notes to Schedules of Employer Allocations and OPEB Amounts by Employer
For the Fiscal Year Ended June 30, 2019
(Continued)

Actuarial Methods and Assumptions used to determine the Actuarial Determined Contribution for the Fiscal Year 2019

The following actuarial methods and assumptions, for actuarially determined contributions effective for fiscal year ending June 30, 2019:

Valuation Date	June 30, 2017
Experience Study	July 1, 2008 - June 30, 2013
Actuarial Cost Method	Entry Age Normal
Amortization Method	Level Percent of Pay
Remaining Amortization Period	26 Years, Closed
Payroll Growth Rate	0.0% for KERS non-hazardous and hazardous, and 2.0% for CERS non-hazardous and hazardous
Asset Valuation Method	20% of the difference between the market value of assets and the expected actuarial value of assets is recognized
Inflation	2.30%
Salary Increases	3.55% to 15.55%, varies by service for KERS non-hazardous; 3.55% to 19.55% varies by service for KERS hazardous; 3.30% to 11.55%, varies by service for CERS non-hazardous; 3.05% to 18.55%, varies by service for CERS hazardous
Investment Rate of Return	6.25%
Healthcare Trend Rates	
Pre - 65	Initial trend starting at 7.25% at January 1, 2019 and gradually decreasing to an ultimate trend rate of 4.05% over a period of 13 years.
Post - 65	Initial trend starting at 5.10% at January 1, 2019 and gradually decreasing to an ultimate trend rate of 4.05% over a period of 11 years.
Phase-in Provision	Board certified rate is phased into the actuarially determined rate in accordance with HB 362 enacted in 2018 for CERS non-hazardous and hazardous

The mortality table used for active members is RP-2000 Combined Mortality Table projected with Scale BB to 2013 (multiplied by 50% for males and 30% for females). For healthy retired members and beneficiaries, the mortality table used is the RP-2000 Combined Mortality Table projected with Scale BB to 2013 (set-back for one year for females). For disabled members, the RP-2000 Combined Disabled Mortality Table projected with Scale BB to 2013 (set-back four years for males) is used for the period after disability retirement.

Deferred Inflows and Outflows of Resources

The Deferred Inflows and Outflows of Resources, and OPEB Expense included in the Schedule of OPEB Amounts by Employer include only certain categories of deferred outflows of resources and deferred inflows of resources. These include differences between expected and actual experience, changes of assumptions and differences between projected and actual earnings on plan investments. The Schedule of OPEB Amounts by Employer does not include deferred outflows/inflows of resources for changes in the employer's proportionate share of contributions or employer contributions made subsequent to the measurement date. The net OPEB liability as of June 30, 2019, is based on the June 30, 2018, actuarial valuation rolled forward. Deferred outflows and inflows related to differences between projected and actual earnings on plan investments are amortized over a closed five-year period.

**REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND
OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN
ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS**

Report of Independent Auditors

Board of Trustees
Kentucky Retirement Systems
Frankfort, Kentucky

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the schedule of employer allocations of the Kentucky Retirement Systems' (KRS) Kentucky Employees Retirement System (KERS) Insurance Fund and County Employees Retirement System (CERS) Insurance Fund as of and for the year ended June 30, 2019, and the related notes to the schedules. We have also audited the total for all entities of the columns titled net Other Postemployment Benefits (OPEB) liability, total deferred outflows of resources, total deferred inflows of resources, and total OPEB expense (specified column totals) included in the accompanying schedule of OPEB amounts by employer of the KERS and CERS Insurance Funds as of and for the year ended June 30, 2019, and have issued our report thereon dated February 20, 2020.

Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered KRS' internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of KRS' internal control. Accordingly, we do not express an opinion on the effectiveness of KRS' internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control over financial reporting that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

**Kentucky Retirement Systems
Report of Internal Control
(Continued)**

Compliance and Other Matters

As part of obtaining reasonable assurance about whether KRS' financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report



The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Lexington, Kentucky
February 20, 2020

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CASH FLOW – Pension Fund
(CERS-Haz and CERS-Haz)
December 31, 2019 (compared to December 31, 2018)
 (\$ in millions)

				
	FY19	FY20	FY19	FY20
Contributions				
<i>Member Contributions</i>	\$79.8	\$81.9	\$30.8	\$32.4
<i>Employer Contributions</i>	188.5	230.3	67.4	82.8
<i>Investment Income (Net of Expenses)</i>	56.6	74.2	19.2	25.1
Total Cash Inflows	324.9	386.4	117.4	140.3
<i>Benefit Payments/Refunds</i>	385.3	403.6	129.4	138.0
<i>Administrative Expenses</i>	10.2	10.6	0.7	0.9
Total Cash Outflows	395.5	414.2	130.1	138.9
NET Cash Flow Before Gains/(Losses)	(70.6)	(27.8)	(12.7)	1.4
<i>Realized Gain/Loss</i>	80.1	229.6	26.6	76.8
NET Cash Flow w/ Realized Gains/(Losses)	9.5	201.8	13.8	78.2
<i>Unrealized Gain/(Loss)</i>	(364.2)	95.8	(121.6)	31.1
NET CASH FLOWS	(\$354.7)	\$297.6	(\$107.7)	\$109.3





CASH FLOW – Pension Fund
(KERS Non-Haz, KERS Haz & SPRS)
December 31, 2019 (compared to December 31, 2018)
(\$ in millions)

						
	FY19	FY20	FY19	FY20	FY19	FY20
Contributions						
<i>Member Contributions</i>	\$49.9	\$51.9	\$9.3	\$9.4	\$2.6	\$2.4
<i>Employer Contributions/Appropriations</i>	456.7	538.6	28.1	32.3	35.2	32.1
<i>Investment Income (Net of Expenses)</i>	14.2	21.7	5.8	7.2	2.2	3.0
Total Cash Inflows	520.8	612.2	43.2	48.9	40.0	37.5
<i>Benefit Payments/Refunds</i>	497.8	505.9	35.8	37.7	30.4	31.1
<i>Administrative Expenses</i>	5.4	5.6	0.5	0.6	0.1	0.1
Total Cash Outflows	503.2	511.5	36.3	38.3	30.5	31.2
NET Cash Flow Before Gains/(Losses)	17.6	100.7	6.9	10.7	9.5	6.2
<i>Realized Gain/Loss</i>	17.9	58.0	7.0	21.1	2.3	7.8
NET Cash Flow w/ Realized Gains(Losses)	35.5	158.7	13.9	31.8	11.8	14.0
<i>Unrealized Gain/(Loss)</i>	(71.1)	31.8	(33.0)	9.7	(11.2)	3.6
NET CASH FLOWS	(\$35.6)	\$190.5	(\$19.1)	\$41.4	\$0.5	\$17.6






**CASH FLOW – Insurance Fund
(CERS Non-Haz and CERS-Haz)
December 31, 2019 (compared to December 31, 2018)
(in \$millions)**

				
	FY19	FY20	FY19	FY20
Contributions				
<i>Employer Contributions</i>	\$64.9	\$61.7	29.7	\$28.3
<i>Insurance Premiums</i>	3.9	0.3	0.5	-
<i>Retired Reemployed Healthcare</i>	2.3	2.7	0.6	0.6
<i>Health Insurance Contributions (HB1)</i>	-	6.1	-	1.3
<i>Investment Income (Net of Expenses)</i>	19.3	23.8	10.1	12.6
Total Cash Inflows	90.4	94.6	40.9	42.8
<i>Healthcare Premiums</i>	71.2	67.4	39.2	40.0
<i>Administrative Expenses</i>	0.4	0.5	0.2	0.2
Total Cash Outflows	71.6	67.9	39.4	40.2
NET Cash Flow Before Gains/(Losses)	18.8	26.7	1.5	2.6
<i>Realized Gain/Loss</i>	28.1	68.0	15.5	36.7
NET Cash Flow w/ Realized Gains/(Losses)	46.9	94.7	17.0	39.3
<i>Unrealized Gain/(Loss)</i>	(121.2)	43.4	(64.9)	21.6
NET CASH FLOWS	(\$74.3)	\$138.1	(\$47.9)	\$60.9



CASH FLOW – Insurance Fund
(KERS Non-Haz, KERS Haz & SPRS)
December 31, 2019 (compared to December 31, 2018)
 (\$ in millions)

						
	FY19	FY20	FY19	FY20	FY19	FY20
Contributions						
<i>Employer Contributions</i>	\$83.8	\$85.6	\$1.7	\$2.1	\$6.4	\$6.8
<i>Insurance Premiums</i>	3.2	0.1	0.2	-	0.1	-
<i>Retired Reemployed Healthcare</i>	1.9	2.2	0.6	0.6	-	-
<i>Health Insurance Contributions (HB1)</i>	-	3.1	-	0.5	-	0.1
<i>Investment Income (Net of Expenses)</i>	7.2	9.8	4.1	5.2	1.5	1.9
Total Cash Inflows	96.1	100.8	6.6	8.4	8.0	8.8
<i>Healthcare Premiums</i>	67.2	61.7	9.8	9.7	7.2	7.1
<i>Administrative Expenses</i>	0.5	0.4	-	-	-	-
Total Cash Outflows	67.7	62.1	9.8	9.7	7.2	7.1
NET Cash Flow Before Gains/(Losses)	28.4	38.7	(3.2)	(1.3)	0.8	1.6
<i>Realized Gain/Loss</i>	6.4	20.6	5.5	13.7	2.3	5.5
NET Cash Flow w/ Realized Gains/(Losses)	34.8	59.3	2.3	12.4	3.1	7.1
<i>Unrealized Gain/(Loss)</i>	(49.1)	21.3	(26.4)	8.7	(9.7)	3.4
NET CASH FLOWS	(\$14.3)	\$80.6	(\$24.1)	\$21.1	(\$6.6)	\$10.5

Board Meeting - February 20, 2020 - Audit Committee Report

KENTUCKY RETIREMENT SYSTEMS
COMBINING STATEMENTS OF FIDUCIARY NET POSITION
PENSION FUNDS
As of December 31, 2019
(Unaudited)(In Whole Dollars)

	CERS	CHAZ	KERS	KHAZ	SPRS	2020	2019		
ASSETS									
Cash and Short-term Investments									
Cash Deposits	\$ 1,331,171	\$ 748,682	\$ 3,067,522	\$ 125,286	\$ 45,928	\$ 5,318,589	\$ 2,148,995	147%	1
Short-term Investments	\$ 202,248,300	\$ 80,334,554	\$ 138,177,423	\$ 23,496,303	\$ 14,152,551	\$ 458,409,131	\$ 703,175,846	-35%	2
Total Cash and Short-term Investments	\$ 203,579,471	\$ 81,083,236	\$ 141,244,944	\$ 23,621,588	\$ 14,198,480	\$ 463,727,720	\$ 705,324,841		
RECEIVABLES									
Accounts Receivable	\$ 56,450,676	\$ 19,216,011	\$ 93,172,199	\$ 7,007,106	\$ 9,968,294	\$ 185,814,286	\$ 186,319,866	0%	
Accounts Receivable - Investments	\$ 88,737,570	\$ 30,096,167	\$ 34,899,709	\$ 9,274,987	\$ 4,703,989	\$ 167,712,421	\$ 65,126,623	158%	3
Total Receivables	\$ 145,188,245	\$ 49,312,178	\$ 128,071,908	\$ 16,282,093	\$ 14,672,282	\$ 353,526,707	\$ 251,446,489		
INVESTMENTS, AT FAIR VALUE									
Core Fixed Income	\$ 1,207,948,907	\$ 412,794,060	\$ 632,282,642	\$ 130,324,716	\$ 79,878,043	\$ 2,463,228,367	\$ 1,956,220,307	26%	4
Public Equities	\$ 3,069,235,341	\$ 1,027,588,050	\$ 775,829,136	\$ 292,445,297	\$ 98,483,202	\$ 5,263,581,026	\$ 4,125,449,762	28%	5
Specialty Credit	\$ 1,177,485,052	\$ 389,466,784	\$ 305,353,964	\$ 110,052,476	\$ 43,468,891	\$ 2,025,827,166	\$ 1,844,969,913	10%	
Private Equities	\$ 635,815,179	\$ 217,022,236	\$ 187,120,466	\$ 58,317,367	\$ 17,740,087	\$ 1,116,015,335	\$ 1,245,543,427	-10%	
Absolute Return	\$ 111,728,205	\$ 35,391,477	\$ 35,903,991	\$ 9,367,561	\$ 3,777,566	\$ 196,168,801	\$ 314,242,966	-38%	6
Real Estate	\$ 311,668,448	\$ 99,789,445	\$ 94,061,634	\$ 29,369,092	\$ 12,234,877	\$ 547,123,496	\$ 478,628,848	14%	7
Real Return	\$ 657,394,522	\$ 223,921,208	\$ 169,697,434	\$ 59,406,346	\$ 23,464,151	\$ 1,133,883,660	\$ 980,539,962	16%	8
Opportunistic	\$ 104,892,570	\$ 34,675,859	\$ 30,672,073	\$ 9,509,233	\$ 3,788,599	\$ 183,538,333	\$ 96,028,783	91%	9
Derivatives	\$ (757,603)	\$ (251,582)	\$ (105,609)	\$ (65,053)	\$ (26,222)	\$ (1,206,069)	\$ (80,510)	1398%	10
Total Investments, at Fair Value	\$ 7,275,410,620	\$ 2,440,397,536	\$ 2,230,815,731	\$ 698,727,035	\$ 282,809,194	\$ 12,928,160,116	\$ 11,041,543,459		
CAPITAL/INTANGIBLE ASSETS									
Capital Assets	\$ 1,700,704	\$ 153,235	\$ 929,074	\$ 91,375	\$ 11,003	\$ 2,885,391	\$ 2,885,391		
Intangible Assets	\$ 9,960,922	\$ 826,734	\$ 5,919,584	\$ 493,581	\$ 100,005	\$ 17,300,826	\$ 17,300,826		
Accumulated Depreciation	\$ (1,642,365)	\$ (147,823)	\$ (896,862)	\$ (87,970)	\$ (11,123)	\$ (2,786,143)	\$ (2,688,274)		
Accumulated Amortization	\$ (8,793,347)	\$ (747,192)	\$ (5,169,915)	\$ (437,102)	\$ (104,899)	\$ (15,252,456)	\$ (13,656,259)		
Total Capital Assets	\$ 1,225,914	\$ 84,954	\$ 781,881	\$ 59,884	\$ (5,014)	\$ 2,147,619	\$ 3,841,684	-44%	11
Total Assets	\$ 7,625,404,251	\$ 2,570,877,904	\$ 2,500,914,464	\$ 738,690,600	\$ 311,674,942	\$ 13,747,562,162	\$ 12,002,156,473		
LIABILITIES									
Accounts Payable	\$ 3,314,014	\$ 701,190	\$ 1,932,349	\$ 158,544	\$ 203,111	\$ 6,309,209	\$ 12,665,463	-50%	12
Investment Accounts Payable	\$ 85,774,434	\$ 29,258,906	\$ 39,429,505	\$ 9,083,402	\$ 5,157,329	\$ 168,703,577	\$ 34,311,195	392%	13
Total Liabilities	\$ 89,088,448	\$ 29,960,096	\$ 41,361,854	\$ 9,241,947	\$ 5,360,441	\$ 175,012,785	\$ 46,976,658		
Total Fiduciary Net Position Restricted for Pensions	\$ 7,536,315,803	\$ 2,540,917,809	\$ 2,459,552,610	\$ 729,448,654	\$ 306,314,501	\$ 13,572,549,376	\$ 11,955,179,815		

NOTE - Variance Explanation

- 1 Variance is a result of continuous fluctuation of deposits and transactions that flow through the cash account. An effort is made to have minimal balances on hand at month end.
- 2 Short Term Investments is primarily comprised of the cash on hand with the custodial bank along with any small amounts of cash managers and brokers may have; therefore, the variance is driven by cash flow.
- 3 Variance is a result of transaction activity which is based on each individual manager.
- 4 The increase in Core Fixed Income is due to the funding of a new manager.
- 5 The increase in Public Equities is due to additional funds invested through new managers as well as an increase in realized and unrealized gains for FY20.
- 6 The decline in Absolute Return is due to the continued redemptions of multiple managers.
- 7 The increase in Real Estate is due to additional funds invested in current managers.
- 8 The increase in Real Return is due to additional funds invested through a new manager as well as an increase in unrealized gains for FY20.
- 9 The increase in Opportunistic is due to additional funds invested in current manager.
- 10 Derivatives include currency forwards/futures as permitted by KRS investment policy. Derivative income increases as the hedging investment offsets the strong US Dollar.
- 11 The decrease in total Fixed Assets is due to the increase in the amortization of the fixed assets.
- 12 The decrease in Accounts Payable is due to an effort to resolve outstanding employer invoices.
- 13 Variance is a result of transaction activity which is based on each individual manager.

Board Meeting - February 20, 2020 - Audit Committee Report

KENTUCKY RETIREMENT SYSTEMS
COMBINING STATEMENTS OF CHANGES IN FIDUCIARY NET POSITION
PENSION FUNDS
For the Quarter Ended December 31, 2019
(Unaudited)(In Whole Dollars)

	CERS	CHAZ	KERS	KHAZ	SPRS	2020	2019	
ADDITIONS								
Member Contributions	\$ 81,944,121	\$ 32,392,830	\$ 51,838,259	\$ 9,441,372	\$ 2,431,133	\$ 178,047,715	\$ 162,286,782	10%
Employer Contributions	\$ 226,313,743	\$ 84,679,554	\$ 520,475,769	\$ 32,391,952	\$ 32,361,657	\$ 896,222,675	\$ 827,666,222	8%
General Fund Appropriations	\$ -	\$ -	\$ -	\$ -	\$ 1,086,200	\$ 1,086,200	\$ 1,086,200	0%
Pension Spiking Contributions	\$ 68,405	\$ 132,664	\$ 6,884	\$ 16,902	\$ 1,887	\$ 226,743	\$ 362,616	-37% 1
Northern Trust Settlement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100,888	-100%
Health Insurance Contributions (HB1)	\$ 5,686	\$ 818	\$ 2,656	\$ 2,956	\$ -	\$ 12,116	\$ 10,139,055	-100% 2
Total Contributions	\$ 308,331,955	\$ 117,205,867	\$ 572,323,568	\$ 41,853,182	\$ 35,880,877	\$ 1,075,595,449	\$ 1,001,641,763	
INVESTMENT INCOME								
From Investing Activities								
Net Appreciation in FV of Investments	\$ 325,349,396	\$ 107,886,317	\$ 89,819,507	\$ 30,766,750	\$ 11,412,517	\$ 565,234,488	\$ (467,347,692)	-221% 3
Interest/Dividends	\$ 99,476,459	\$ 33,430,348	\$ 28,642,311	\$ 9,569,085	\$ 3,922,489	\$ 175,040,692	\$ 146,414,809	20% 4
Total Investing Activities Income	\$ 424,825,855	\$ 141,316,665	\$ 118,461,819	\$ 40,335,836	\$ 15,335,006	\$ 740,275,180	\$ (320,932,883)	
Investment Expense	\$ 17,129,185	\$ 5,645,445	\$ 3,565,480	\$ 1,561,646	\$ 573,914	\$ 28,475,670	\$ 25,528,798	12% 5
Performance Fee/Carried Interest	\$ 9,295,332	\$ 2,952,097	\$ 2,988,610	\$ 842,033	\$ 354,666	\$ 16,432,738	\$ 21,095,333	-22% 6
Net Income from Investing Activities	\$ 398,401,338	\$ 132,719,123	\$ 111,907,728	\$ 37,932,157	\$ 14,406,426	\$ 695,366,773	\$ (367,557,015)	
From Securities Lending Activities								
Securities Lending Income	\$ 2,447,943	\$ 822,670	\$ 667,592	\$ 232,259	\$ 95,413	\$ 4,265,877	\$ 4,922,324	
Securities Lending Expense	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Securities Lending Borrower Rebates	\$ 1,532,191	\$ 515,111	\$ 425,079	\$ 146,514	\$ 62,312	\$ 2,681,207	\$ 3,718,454	
Securities Lending Agent Fee	\$ 107,220	\$ 36,065	\$ 29,149	\$ 10,072	\$ 4,000	\$ 186,506	\$ 180,408	
Net Income from Securities Lending	\$ 808,532	\$ 271,494	\$ 213,364	\$ 75,673	\$ 29,101	\$ 1,398,164	\$ 1,023,463	37% 7
Total Investment Income	\$ 399,209,870	\$ 132,990,618	\$ 112,121,093	\$ 38,007,830	\$ 14,435,528	\$ 696,764,937	\$ (366,533,552)	
Total Additions	\$ 707,541,825	\$ 250,196,484	\$ 684,444,661	\$ 79,861,012	\$ 50,316,404	\$ 1,772,360,386	\$ 635,108,211	
DEDUCTIONS								
Benefit Payments	\$ 395,199,450	\$ 135,704,675	\$ 499,011,813	\$ 35,845,625	\$ 31,099,392	\$ 1,096,860,955	\$ 1,062,292,993	3%
Refunds	\$ 8,438,033	\$ 2,237,629	\$ 6,876,970	\$ 1,885,108	\$ 17,634	\$ 19,455,375	\$ 16,563,148	17% 8
Administrative Expenses	\$ 10,563,338	\$ 949,180	\$ 5,628,066	\$ 558,929	\$ 127,429	\$ 17,826,940	\$ 16,928,852	5%
Total Deductions	\$ 414,200,821	\$ 138,891,484	\$ 511,516,849	\$ 38,289,662	\$ 31,244,454	\$ 1,134,143,270	\$ 1,095,784,993	
Net Increase (Decrease) in Fiduciary Net Position	\$ 293,341,004	\$ 111,305,000	\$ 172,927,812	\$ 41,571,350	\$ 19,071,950	\$ 638,217,116	\$ (460,676,782)	
FIDUCIARY NET POSITION HELD IN TRUST FOR PENSION BENEFITS								
Beginning of Period	\$ 7,242,974,797	\$ 2,429,612,808	\$ 2,286,624,798	\$ 687,877,305	\$ 287,242,561	\$ 12,934,332,269	\$ 12,415,856,606	
End of Period	\$ 7,536,315,801	\$ 2,540,917,809	\$ 2,459,552,610	\$ 729,448,655	\$ 306,314,511	\$ 13,572,549,385	\$ 11,955,179,824	

NOTE - Variance Explanation

- 1 Pension Spiking contributions decreased due to a change in statute. Pension spiking is now the member's responsibility.
- 2 Health Insurance Contributions will continue to decrease in the Pension Funds, as they are now qualified in the Insurance Fund.
- 3 The increase in net appreciation is a result of unrealized losses in FY19 compared to unrealized gains in FY20. Primarily within Public Equity.
- 4 Interest and Dividends are up as a result of an increase in interest from Core Fixed Income and Partnership Income from Private Equity.
- 5 The slight increase in Investment Expenses are a result of higher market values. Management fees are based on market value; therefore, as they rise so do the fees.
- 6 The decline in Performance fees are a result of the redemption of absolute return managers and unrealized losses in private equity.
- 7 Securities Lending Activity is driven by the demand of certain securities in the market, KRS' collateral amount depends on the demand for the securities KRS holds.
- 8 Increase in refunds taken by members not eligible for retirement benefit.

Board Meeting - February 20, 2020 - Audit Committee Report

KENTUCKY RETIREMENT SYSTEMS
COMBINING STATEMENTS OF FIDUCIARY NET POSITION
INSURANCE FUNDS
As of December 31, 2019
(Unaudited)(In Whole Dollars)

	CERS	CHAZ	KERS	KHAZ	SPRS	2020	2019		
ASSETS									
Cash and Short-Term Investments									
Cash Deposits	\$ 747,951	\$ 23,253	\$ 271,903	\$ 25,238	\$ 18,641	\$ 1,086,985	\$ 653,019	66%	1
Short-term Investments	\$ 68,353,690	\$ 33,689,515	\$ 29,857,956	\$ 11,116,633	\$ 5,244,049	\$ 148,261,842	\$ 234,277,804	-37%	2
Total Cash and Short-term Investments	\$ 69,101,640	\$ 33,712,768	\$ 30,129,858	\$ 11,141,870	\$ 5,262,690	\$ 149,348,827	\$ 234,930,823		
RECEIVABLES									
Accounts Receivable	\$ 13,273,268	\$ 5,060,228	\$ 16,758,700	\$ 767,585	\$ 1,223,729	\$ 37,083,510	\$ 36,772,717	1%	
Investment Accounts Receivable	\$ 26,484,300	\$ 13,399,540	\$ 11,591,518	\$ 5,420,434	\$ 2,087,552	\$ 58,983,345	\$ 23,551,551	150%	3
Total Receivables	\$ 39,757,568	\$ 18,459,769	\$ 28,350,218	\$ 6,188,019	\$ 3,311,280	\$ 96,066,855	\$ 60,324,269		
INVESTMENTS, AT FAIR VALUE									
Fixed Income	\$ 448,121,303	\$ 222,343,188	\$ 197,645,543	\$ 88,983,995	\$ 35,445,215	\$ 992,539,245	\$ 779,519,092	27%	4
Public Equities	\$ 1,046,883,789	\$ 559,320,312	\$ 434,463,050	\$ 223,274,256	\$ 83,604,881	\$ 2,347,546,288	\$ 1,830,469,820	28%	5
Specialty Credit	\$ 373,007,604	\$ 198,596,164	\$ 156,360,737	\$ 85,709,900	\$ 30,392,508	\$ 844,066,913	\$ 752,045,634	12%	6
Private Equities	\$ 268,236,366	\$ 151,319,143	\$ 50,897,596	\$ 50,612,141	\$ 22,890,769	\$ 543,956,015	\$ 565,947,498	-4%	
Absolute Return	\$ 36,000,636	\$ 20,169,970	\$ 12,681,897	\$ 8,421,043	\$ 3,157,938	\$ 80,431,483	\$ 128,989,849	-38%	7
Real Estate	\$ 104,401,634	\$ 57,205,527	\$ 32,754,117	\$ 24,064,673	\$ 9,191,706	\$ 227,617,657	\$ 197,814,172	15%	8
Real Return	\$ 224,471,510	\$ 116,842,644	\$ 78,469,219	\$ 46,584,256	\$ 16,232,451	\$ 482,600,081	\$ 418,517,428	15%	9
Opportunistic	\$ 42,353,385	\$ 23,073,627	\$ 15,142,477	\$ 9,413,322	\$ 3,476,037	\$ 93,458,849	\$ 48,898,448	91%	10
Derivatives	\$ (226,396)	\$ (124,877)	\$ (77,537)	\$ (51,560)	\$ (18,621)	\$ (498,991)	\$ (56,634)	781%	11
Total Investments, at Fair Value	\$ 2,543,249,831	\$ 1,348,745,699	\$ 978,337,098	\$ 537,012,026	\$ 204,372,884	\$ 5,611,717,538	\$ 4,722,145,306		
Total Assets	\$ 2,652,109,040	\$ 1,400,918,235	\$ 1,036,817,174	\$ 554,341,915	\$ 212,946,855	\$ 5,857,133,220	\$ 5,017,400,397		
LIABILITIES									
Accounts Payable	\$ 164,591	\$ 56,499	\$ 258,521	\$ 9,104	\$ 5,319	\$ 494,033	\$ 963,711	-49%	12
Investment Accounts Payable	\$ 28,564,103	\$ 14,264,088	\$ 12,810,727	\$ 5,746,126	\$ 2,257,581	\$ 63,642,625	\$ 11,355,628	460%	13
Total Liabilities	\$ 28,728,694	\$ 14,320,587	\$ 13,069,248	\$ 5,755,230	\$ 2,262,900	\$ 64,136,659	\$ 12,319,339		
Total Fiduciary Net Position Restricted for Insurance	\$ 2,623,380,347	\$ 1,386,597,648	\$ 1,023,747,926	\$ 548,586,686	\$ 210,683,955	\$ 5,792,996,561	\$ 5,005,081,059		

NOTE - Variance Explanation

- 1 Variance is a result of continuous fluctuation of deposits and transactions that flow through the cash account. An effort is made to have minimal balances on hand at month end.
- 2 Short Term Investments is primarily comprised of the cash that is on hand with the custodial bank along with any small amounts of cash managers and brokers may have; therefore, the variance is driven by cash flow.
- 3 Variance is a result of transaction activity which is based on each individual manager.
- 4 The increase in Core Fixed Income is due to the funding of a new manager.
- 5 The increase in Public Equities is due to additional funds invested through new managers as well as an increase in realized and unrealized gains for FY20.
- 6 The increase in Specialty Credit is due to additional funds invested in current managers.
- 7 The decline in Absolute Return is due to the continued redemptions of multiple managers.
- 8 The increase in Real Estate is due to additional funds invested in current managers.
- 9 The increase in Real Return is due to additional funds invested through a new manager as well as an increase in unrealized gains for FY20.
- 10 The increase in Opportunistic is due to additional funds invested in current managers
- 11 Derivatives include currency forwards/futures as permitted by KRS investment policy. Derivative income increases as the hedging investment offsets the strong US Dollar.
- 12 The decrease in Accounts Payable is due to an effort to resolve outstanding employer invoices.
- 13 Variance is a result of transaction activity which is based on each individual manager.

KENTUCKY RETIREMENT SYSTEMS
COMBINING STATEMENTS OF CHANGES IN FIDUCIARY NET POSITION
INSURANCE FUNDS
For the Quarter Ended December 31, 2019
(Unaudited)(In Whole Dollars)

	CERS	CHAZ	KERS	KHAZ	SPRS	2020	2019	
ADDITIONS								
Employer Contributions	\$ 59,358,766	\$ 28,661,741	\$ 86,079,232	\$ 2,200,198	\$ 6,783,384	\$ 183,083,322	\$ 190,629,018	-4%
Medicare Drug Reimbursement	\$ 2,858	\$ 58	\$ 1,468	\$ 109	\$ 8	\$ 4,501	\$ 4,284	5%
Insurance Premiums	\$ 313,262	\$ (3,491)	\$ 100,780	\$ 3,854	\$ (1,827)	\$ 412,578	\$ 416,217	-1%
Humana Gain Share Payment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,514,065	
Retired Reemployed Healthcare	\$ 2,696,760	\$ 567,674	\$ 2,170,189	\$ 618,471	\$ -	\$ 6,053,094	\$ 5,401,750	12% 1
Health Insurance Contributions (HB1)	\$ 6,064,391	\$ 1,366,215	\$ 3,069,553	\$ 530,015	\$ 98,451	\$ 11,128,627	\$ -	2
Total Contributions	\$ 68,436,037	\$ 30,592,198	\$ 91,421,222	\$ 3,352,648	\$ 6,880,016	\$ 200,682,122	\$ 203,965,334	
INVESTMENT INCOME								
From Investing Activities								
Net Appreciation in FV of Investments	\$ 111,425,606	\$ 58,347,834	\$ 41,940,499	\$ 22,493,323	\$ 8,825,810	\$ 243,033,072	\$ (213,533,388)	-214% 3
Interest/Dividends	\$ 34,203,689	\$ 18,048,190	\$ 12,872,710	\$ 7,209,665	\$ 2,716,317	\$ 75,050,571	\$ 65,745,269	14% 4
Total From Investing Activities	\$ 145,629,295	\$ 76,396,024	\$ 54,813,209	\$ 29,702,988	\$ 11,542,127	\$ 318,083,644	\$ (147,788,119)	
Investment Expense								
Performance Fee	\$ 5,518,827	\$ 2,940,522	\$ 1,708,531	\$ 1,072,616	\$ 436,084	\$ 11,676,579	\$ 11,323,112	3% 5
Net Income from Investing Activities	\$ 3,993,096	\$ 2,148,391	\$ 865,706	\$ 784,416	\$ 337,035	\$ 8,128,643	\$ 9,683,708	-16% 6
From Securities Lending								
Securities Lending Income	\$ 803,008	\$ 423,253	\$ 332,682	\$ 172,223	\$ 64,150	\$ 1,795,316	\$ 1,928,671	
Securities Lending Expense								
Security Lending Borrower Rebates	\$ 528,324	\$ 277,829	\$ 219,305	\$ 113,050	\$ 42,526	\$ 1,181,034	\$ 1,409,732	
Security Lending Agent Fees	\$ 36,919	\$ 19,496	\$ 15,092	\$ 7,934	\$ 2,889	\$ 82,330	\$ 74,761	
Net Income from Securities Lending	\$ 237,765	\$ 125,928	\$ 98,285	\$ 51,239	\$ 18,735	\$ 531,951	\$ 444,178	20% 7
Total Net Income from Investments	\$ 136,355,137	\$ 71,433,039	\$ 52,337,257	\$ 27,897,195	\$ 10,787,743	\$ 298,810,372	\$ (168,350,761)	
Total Additions	\$ 204,791,175	\$ 102,025,237	\$ 143,758,480	\$ 31,249,843	\$ 17,667,760	\$ 499,492,494	\$ 35,614,573	
DEDUCTIONS								
Healthcare Premiums Subsidies	\$ 65,431,986	\$ 39,831,596	\$ 60,766,703	\$ 9,644,164	\$ 7,066,032	\$ 182,740,481	\$ 190,869,387	-4%
Administrative Expense	\$ 471,201	\$ 236,028	\$ 433,565	\$ 64,913	\$ 37,154	\$ 1,242,861	\$ 1,192,607	4%
Self Funded Healthcare Costs	\$ 1,965,692	\$ 168,905	\$ 945,925	\$ 62,167	\$ 8,863	\$ 3,151,551	\$ 3,650,355	-14% 8
Excise Tax Insurance	\$ -	\$ -	\$ 28	\$ -	\$ -	\$ 28	\$ -	
Total Deductions	\$ 67,868,878	\$ 40,236,529	\$ 62,146,193	\$ 9,771,245	\$ 7,112,049	\$ 187,134,894	\$ 195,712,349	
Net Increase (Decrease) in Fiduciary Net Position	\$ 136,922,296	\$ 61,788,707	\$ 81,612,287	\$ 21,478,598	\$ 10,555,711	\$ 312,357,600	\$ (160,097,776)	
FIDUCIARY NET POSITION HELD IN TRUST FOR INSURANCE BENEFITS								
Beginning of Period	\$ 2,486,458,049	\$ 1,324,808,941	\$ 942,135,657	\$ 527,108,088	\$ 200,128,245	\$ 5,480,638,979	\$ 5,165,178,825	
End of Period	\$ 2,623,380,346	\$ 1,386,597,648	\$ 1,023,747,944	\$ 548,586,686	\$ 210,683,956	\$ 5,792,996,579	\$ 5,005,081,049	

NOTE - Variance Explanation

- 1 Retired Reemployed Health Insurance contributions increased due to an increase in retired reemployed members reported.
- 2 Health Insurance Contributions will continue to increase, as they are now qualified in the Insurance Fund.
- 3 Net Appreciation is down due to unrealized losses within Public Equity as compared to unrealized gains in Q1 FY19.
- 4 Interest and Dividends are up as a result of increase interest from Core Fixed Income and Partnership Income from Private Equity.
- 5 The slight increase in Investment Expenses are a result of higher market values. Management fees are based on market value; therefore, as they rise so do the fees.
- 6 The decline in Performance fees are a result of the redemption of absolute return managers and unrealized losses in private equity.
- 7 Securities Lending Activity is driven by the demand of certain securities in the market, KRS' collateral amount depends on the demand for the securities KRS holds.
- 8 The decrease in Self Funded Healthcare costs is a result of a decrease in claims paid by Humana/billed to KRS.

KRS ADMINISTRATIVE BUDGET 2019-20					
SECOND QUARTER BUDGET-TO-ACTUAL ANALYSIS					
For the Period Ending December 31, 2019					
Acc't #	Account Name	Budgeted	Actual Expenditures	Remaining	% Remaining
	PERSONNEL				
111	Salaries	\$16,151,700	\$7,527,968	\$8,623,732	53.39%
115	Wages (Overtime)	\$594,500	\$155,651	\$438,849	73.82%
119	Wages (Block 50)	\$120,000	\$17,011	\$102,989	85.82%
121	Emp Paid FICA	\$1,200,000	\$549,721	\$650,279	54.19%
122	Emp Paid Retirement	\$12,000,000	\$6,085,258	\$5,914,742	49.29%
123	Emp Paid Health Ins	\$3,000,000	\$1,274,269	\$1,725,732	57.52%
124	Emp Paid Life Ins	\$12,000	\$1,751	\$10,249	85.41%
126	Health Insurance Admin Fee	\$18,100	\$0	\$18,100	100.00%
128	Emp Paid Sick Leave	\$75,000	(\$97)	\$75,097	100.13%
111A	Escrow For Admin Fees	\$0	(\$95,000)	(\$95,000)	0.00%
131	Workers Compensation	\$50,400	\$11,719	\$38,681	76.75%
132	Unemployment	\$10,000	\$0	\$10,000	100.00%
133	Tuition Assistance	\$35,000	\$6,398	\$28,602	81.72%
133I	Investment Tuition Assistance	\$5,000	\$0	\$5,000	100.00%
133T	Audit Tuition Assistance	\$2,500	\$0	\$2,500	100.00%
135	Bonds	\$3,000	\$0	\$3,000	100.00%
141	LEGAL & AUDITING SERVICES				
141A	Legal Hearing Officers	\$350,000	\$37,906	\$312,094	89.17%
141B	Legal (Stoll, Keenon)	\$1,200,000	\$74,075	\$1,125,925	93.83%
141C	Polsinelli Shugart	\$100,000	\$0	\$100,000	100.00%
141D	Frost Brown	\$120,000	\$59,283	\$60,717	50.60%
141E	Reinhart	\$500,000	\$31,837	\$468,164	93.63%
141F	Ice Miller	\$500,000	\$95,499	\$404,501	80.90%
141L	Legal Expense	\$150,000	\$114,045	\$35,955	23.97%
142	Auditing	\$360,000	\$53,341	\$306,659	85.18%
146	CONSULTING SERVICES				
146A	Medical Reviewers	\$400,000	\$90,668	\$309,333	77.33%
146B	Medical Reports	\$10,000	\$0	\$10,000	100.00%
146C	Medical Exams	\$35,000	\$0	\$35,000	100.00%
146E	Escrow for Actuary Fees	\$12,000	(\$47,500)	(\$35,500)	0.00%
150	CONTRACTUAL SERVICES				
150C	Miscellaneous Contracts	\$275,000	\$9,414	\$265,586	96.58%
150D	Health Consultant	\$130,000	\$0	\$130,000	100.00%
150G	Human Resources Consulting	\$100,000	\$6,767	\$93,233	93.23%
159	Actuarial Services	\$780,000	\$226,041	\$553,959	71.02%
162	Facility Security Charges	\$78,000	\$2,079	\$75,922	97.34%
193	Tuition Assistance	\$5,000	\$0	\$5,000	100.00%
	PERSONNEL SUBTOTAL	\$38,382,200	\$16,288,100	\$21,809,100	56.82%

KRS ADMINISTRATIVE BUDGET 2019-20					
SECOND QUARTER BUDGET-TO-ACTUAL ANALYSIS					
Acc't #	Account Name	Budgeted	Actual Expenditures	Remaining	% Remaining
	OPERATIONAL				
211	Natural Gas	\$48,000	\$5,520	\$42,481	88.50%
212	Electric	\$190,000	\$88,908	\$101,092	53.21%
221	Rent-NonState Building	\$70,000	\$32,521	\$37,479	53.54%
222	Building Rental - PPW	\$759,400	\$400,769	\$358,631	47.23%
223	Equipment Rental	\$15,000	\$0	\$15,000	100.00%
224	Copier Rental	\$100,000	\$36,035	\$63,965	63.97%
226	Rental Carpool	\$10,000	\$5,434	\$4,566	45.66%
232	Vehicle/Equip. Mainten.	\$29,000	\$1,204	\$27,796	95.85%
241	Postage	\$525,000	\$101,567	\$423,433	80.65%
242	Freight	\$1,200	\$0	\$1,200	100.00%
251	Printing (State)	\$12,000	\$6,566	\$5,434	45.29%
252	Printing (non-state)	\$300,000	\$52,828	\$247,172	82.39%
254	Insurance	\$250,000	\$0	\$250,000	100.00%
256	Garbage Collection	\$20,000	\$2,206	\$17,794	88.97%
259	Conference Expense	\$40,000	\$13,901	\$26,099	65.25%
259I	Conference Exp. Investment	\$12,600	\$0	\$12,600	100.00%
259T	Conference Exp. Audit	\$1,500	\$0	\$1,500	100.00%
300	MARS Usage	\$84,000	\$23,300	\$60,700	72.26%
321	Office Supplies	\$150,000	\$55,112	\$94,888	63.26%
343	Motor Fuels & Lubricants	\$3,000	\$0	\$3,000	100.00%
361	Travel (In-State)	\$75,000	\$22,365	\$52,635	70.18%
361I	Travel (In-State) Investment	\$1,500	\$67	\$1,433	95.54%
361T	Travel (In-State) Audit	\$500	\$0	\$500	100.00%
362	Travel (Out of State)	\$20,000	\$13,924	\$6,076	30.38%
362I	Travel (Out of State) Invest	\$50,000	\$25,897	\$24,103	48.21%
362T	Travel (Out of State) Audit	\$2,500	\$0	\$2,500	100.00%
381	Dues & Subscriptions	\$85,000	\$26,013	\$58,987	69.40%
381I	Dues & Subscriptions Invest	\$15,000	\$0	\$15,000	100.00%
381T	Dues & Subscriptions Audit	\$5,000	\$0	\$5,000	100.00%
399	Miscellaneous	\$75,100	\$1,447	\$73,653	98.07%
399I	Miscellaneous Investment	\$20,000	\$0	\$20,000	100.00%
399T	Miscellaneous Audit	\$2,000	\$0	\$2,000	100.00%
802	COT Charges	\$90,000	\$6,310	\$83,690	92.99%
814	Telephone - Wireless	\$8,000	\$2,288	\$5,712	71.39%
815	Telephone - Other	\$250,000	\$52,452	\$197,548	79.02%
847	Computer Equip./Software	\$6,000,000	\$1,067,603	\$4,932,397	82.21%
	OPERATIONAL SUBTOTAL	\$9,320,300	\$2,044,235	\$7,276,065	78.07%
	TOTALS	\$47,702,500	\$18,332,335	\$29,085,165	60.97%

KYRET\davis

Kentucky Retirement Systems
Open Invoices Report

From: 10/1/2019 To: 12/31/2019

Note: Delinquent Interest amounts are included in the totals for the invoice

<u>Invoice</u>		<u>Delinquent</u>	<u>Invoice</u>	<u>Invoice Due</u>	<u>Invoice</u>	<u>Employer Classification</u>	<u>Plan</u>	<u>Comments</u>
<u>Amount</u>	<u>Remaining Balance</u>	<u>Interest</u>	<u>Status Date</u>	<u>Date</u>	<u>Status</u>			
\$1,000.00	\$0.00	\$0.00	10/30/2019	10/28/2016	CANC	Conservation Districts	CERS	New employer reporting official
\$1,000.00	\$0.00	\$0.00	11/12/2019	1/19/2017	CANC	Libraries	CERS	Agency in good standing with KRS
\$1,000.00	\$0.00	\$0.00	10/9/2019	12/6/2017	CANC	Non-P1 State Agencies	KERS	Circumstances outside of agency control
\$1,000.00	\$0.00	\$0.00	10/22/2019	10/17/2019	CANC	County Attorneys	CERS	Circumstances outside of agency control
\$1,000.00	\$0.00	\$0.00	11/12/2019	10/18/2019	CANC	Libraries	CERS	Agency in good standing with KRS
\$1,000.00	\$0.00	\$0.00	10/1/2019	10/18/2019	CANC	Cities	CERS	KRS at fault
\$1,000.00	\$0.00	\$0.00	10/2/2019	10/23/2019	CANC	County Attorneys	KERS	Circumstances outside of agency control
\$1,000.00	\$0.00	\$0.00	11/18/2019	10/27/2019	CANC	Housing Authorities	CERS	New employer reporting official
\$1,000.00	\$0.00	\$0.00	10/7/2019	11/2/2019	CANC	Boards of Education	CERS	Agency in good standing with KRS
\$1,000.00	\$0.00	\$0.00	12/11/2019	12/1/2019	CANC	Fiscal Courts	CERS	New employer reporting official
\$1,000.00	\$0.00	\$0.00	11/22/2019	12/1/2019	CANC	Fiscal Courts	CERS	New employer reporting official
\$1,000.00	\$0.00	\$0.00	12/11/2019	12/20/2019	CANC	Conservation Districts	CERS	New employer reporting official
\$1,000.00	\$0.00	\$0.00	12/13/2019	12/25/2019	CANC	Fiscal Courts	CERS	Circumstances outside of agency control
\$1,000.00	\$0.00	\$0.00	12/20/2019	1/18/2020	CANC	County Attorneys	CERS & KERS	KRS at fault
\$1,000.00	\$0.00	\$0.00	12/20/2019	1/18/2020	CANC	County Attorneys	CERS & KERS	KRS at fault
TOTAL	\$15,000.00							
\$1,000.00	\$1,000.00	\$0.00	10/10/2019	11/9/2019	CRTD	Master Commissioner	KERS	
\$1,000.00	\$1,000.00	\$0.00	10/16/2019	11/15/2019	CRTD	County Attorneys	CERS	
\$1,000.00	\$1,000.00	\$0.00	10/16/2019	11/15/2019	CRTD	Non-P1 State Agencies	KERS	
\$1,000.00	\$1,000.00	\$0.00	10/18/2019	11/17/2019	CRTD	Sanitation Districts	CERS	
\$1,000.00	\$1,000.00	\$0.00	10/21/2019	11/20/2019	CRTD	Conservation Districts	CERS	
\$1,000.00	\$1,000.00	\$0.00	11/5/2019	12/5/2019	CRTD	Libraries	CERS	
\$1,000.00	\$1,000.00	\$0.00	11/18/2019	12/18/2019	CRTD	Cities	CERS	
\$1,000.00	\$1,000.00	\$0.00	11/18/2019	12/18/2019	CRTD	Cities	CERS	
\$1,000.00	\$1,000.00	\$0.00	11/18/2019	12/18/2019	CRTD	Cities	CERS	
\$1,000.00	\$1,000.00	\$0.00	11/18/2019	12/18/2019	CRTD	County Attorneys	CERS	
\$1,000.00	\$1,000.00	\$0.00	11/25/2019	12/25/2019	CRTD	County Attorneys	CERS	
\$1,000.00	\$1,000.00	\$0.00	11/25/2019	12/25/2019	CRTD	County Attorneys	CERS	
\$1,000.00	\$1,000.00	\$0.00	11/25/2019	12/25/2019	CRTD	County Attorneys	CERS	
\$1,000.00	\$1,000.00	\$0.00	11/25/2019	12/25/2019	CRTD	County Attorneys	CERS	
\$1,000.00	\$1,000.00	\$0.00	12/17/2019	1/16/2020	CRTD	Utility Boards	CERS	
\$1,000.00	\$1,000.00	\$0.00	12/19/2019	1/18/2020	CRTD	Conservation Districts	CERS	
\$1,000.00	\$1,000.00	\$0.00	12/26/2019	1/25/2020	CRTD	County Attorneys	CERS	
\$1,000.00	\$1,000.00	\$0.00	12/30/2019	1/29/2020	CRTD	Housing Authorities	CERS	
\$1,000.00	\$1,000.00	\$0.00	12/30/2019	1/29/2020	CRTD	Libraries	CERS	
TOTAL	\$19,000.00							

Board Meeting - February 20, 2020 - Audit Committee Report

\$1,000.00	\$0.00	\$0.00	12/9/2019	12/19/2019	PAID	Cities	CERS
\$1,000.00	\$0.00	\$0.00	10/8/2019	10/18/2019	PAID	Cities	CERS
\$6,430.59	\$0.00	\$0.00	10/29/2019	6/30/2017	PAID	Universities	KERS
\$1,000.00	\$0.00	\$0.00	10/8/2019	10/18/2019	PAID	Cities	CERS
\$1,000.00	\$0.00	\$0.00	10/29/2019	10/28/2017	PAID	Health Departments	KERS
\$1,000.00	\$0.00	\$0.00	10/23/2019	11/18/2017	PAID	Boards of Education	CERS
\$1,000.00	\$0.00	\$0.00	10/29/2019	8/17/2018	PAID	Health Departments	KERS
\$1,000.00	\$0.00	\$0.00	10/23/2019	9/16/2018	PAID	Boards of Education	CERS
\$1,000.00	\$0.00	\$0.00	10/23/2019	9/23/2018	PAID	Boards of Education	CERS
\$1,000.00	\$0.00	\$0.00	11/18/2019	8/30/2019	PAID	Cities	CERS
\$1,000.00	\$0.00	\$0.00	11/6/2019	9/20/2019	PAID	Cities	CERS
\$1,000.00	\$0.00	\$0.00	10/2/2019	10/12/2019	PAID	Cities	CERS
\$1,000.00	\$0.00	\$0.00	10/15/2019	9/29/2019	PAID	Boards of Education	CERS
\$1,000.00	\$0.00	\$0.00	10/7/2019	10/9/2019	PAID	Fiscal Courts	CERS
\$1,000.00	\$0.00	\$0.00	10/25/2019	10/19/2019	PAID	Community Action Agencies	CERS
\$1,000.00	\$0.00	\$0.00	11/14/2019	10/24/2019	PAID	Housing Authorities	CERS
\$3,076.72	\$0.00	\$0.00	10/8/2019	10/27/2019	PAID	Cities	CERS
\$1,000.00	\$0.00	\$0.00	10/25/2019	11/2/2019	PAID	Community Action Agencies	CERS
\$1,000.00	\$0.00	\$0.00	11/11/2019	11/9/2019	PAID	Cities	CERS
\$1,000.00	\$0.00	\$0.00	11/8/2019	11/16/2019	PAID	Fiscal Courts	CERS
\$1,000.00	\$0.00	\$0.00	11/27/2019	11/24/2019	PAID	Community Action Agencies	CERS
\$1,000.00	\$0.00	\$0.00	11/22/2019	12/2/2019	PAID	Fiscal Courts	CERS
\$1,000.00	\$0.00	\$0.00	11/20/2019	12/6/2019	PAID	Cities	CERS
\$1,000.00	\$0.00	\$0.00	11/12/2019	11/22/2019	PAID	Cities	CERS
\$1,000.00	\$0.00	\$0.00	12/10/2019	12/11/2019	PAID	Cities	CERS
\$1,000.00	\$0.00	\$0.00	12/9/2019	12/14/2019	PAID	Housing Authorities	CERS
\$1,000.00	\$0.00	\$0.00	12/9/2019	12/19/2019	PAID	Cities	CERS
\$1,034.85	\$0.00	\$0.00	12/23/2019	12/27/2019	PAID	Community Action Agencies	CERS
\$1,649.36	\$0.00	\$0.00	12/30/2019	1/12/2020	PAID	Boards of Education	CERS
TOTAL	\$37,191.52						

GRAND TOTAL \$71,191.52

Notes: Thirteen CERS agencies' penalty invoices were cancelled during the quarter.
 Seventeen CERS agencies' penalty invoices were created during the quarter.
 Twenty-six CERS agencies' penalty invoices were paid during the quarter.
 Four KERS agencies' penalty invoices were cancelled during the quarter.
 Two KERS agencies' penalty invoices were created during the quarter.
 Three KERS agencies' penalty invoices were paid during the quarter.

Invoice Status: CANC - Cancelled
 CRTD - Created
 PAID - Paid

KENTUCKY RETIREMENT SYSTEMS
Outstanding Invoices by Type and Employer

Invoice Type	12/31/2019	9/30/2019	Change H/(L)
Averaging Refund to Employer	\$ (87,030)	\$ (175,595)	-50%
Employer Free Military and Decompression Service	\$ 496,748	\$ 497,805	0%
Member Pension Spiking Refund	\$ (9,633)	\$ (11,838)	-19%
Monthly Reporting Invoice	\$ (60,971)	\$ 1,037,437	-106%
Penalty – Monthly Reporting	\$ 311,900	\$ 312,900	0%
Reinstatement	\$ 224,279	\$ 230,847	-3%
Total	\$ 919,123	\$ 1,935,296	-53%
Health Insurance Reimbursement	\$ 2,289,783	\$ 1,977,077	16%
Omitted Employer	\$ 1,041,519	\$ 852,742	22%
Pension Spiking*	\$ 2,041,653	\$ 2,117,376	-4%
Standard Sick Leave	\$ 7,471,978	\$ 6,456,988	16%
Total	\$ 12,844,933	\$ 11,404,183	13%
Grand Total	\$ 13,764,056	\$ 13,339,478	3%

*By statute Pension Spiking invoices are due 12 months from invoice date. Of the 370 outstanding invoices, 328 of them (totaling \$1,828,375) are greater than 12 months old.

Employer Name (Top Ten)	12/31/2019	9/30/2019	
Kentucky State Police	\$ 6,451,198	\$ 5,866,490	10%
Department of Highways	\$ 470,011	\$ 584,295	-20%
City of Covington	\$ 375,415	\$ 357,684	5%
Lexington Fayette Urban County Government	\$ 317,184	\$ 256,614	24%
Kenton County Airport Board	\$ 291,189	\$ 286,063	2%
Department of Corrections	\$ 263,040	\$ 237,191	11%
Kentucky River Regional Jail	\$ 230,955	\$ 230,995	0%
City of Villa Hills	\$ 212,533	\$ 212,533	0%
Department for Community Based Services	\$ 207,162	\$ (42,342)	589%
City of Fort Thomas	\$ 197,037	\$ 193,409	2%



KENTUCKY RETIREMENT SYSTEMS

David L. Eager, Executive Director

Perimeter Park West • 1260 Louisville Road • Frankfort, Kentucky 40601
kyret.ky.gov • Phone: 502-696-8800 • Fax: 502-696-8822



DATE: February 20, 2020

TO: David L. Harris, Chair
KRS Board of Trustees

FROM: Erin Surratt, Executive Director *ES*
Office of Benefits

RE: Final Decision on Gateway Children's Advocacy Center's Application
for Voluntary Cessation

This memorandum is to advise the Board of Trustees that Gateway Children's Advocacy Center (GCAC) has successfully completed the necessary requirements, including payment of administrative costs incurred, to voluntarily cease participation from the Kentucky Employees Retirement System under 61.522. Pursuant to the administrative regulation 105 KAR 1:145, after the employer has paid all the administrative costs, the Board of Trustees of Kentucky Retirement Systems shall approve or reject the employer's Form 7730, Application for Voluntary Cessation from CERS or KERS. On December 19, 2019, GRS Retirement Consulting provided a final cessation liability determination of \$45,272.00. If approved, GCAC will be required to pay the full actuarial cost by lump sum within thirty (30) days of the date the Board of Trustees of Kentucky Retirement Systems approves its application.

RECOMMENDATION: This matter is now ready for the Board of Trustees to vote to approve or reject cessation from participation. KRS staff recommends that the Board of Trustees approve cessation.



Gateway Children's Advocacy Center

310 East Main Street, Morehead, KY 40351

Phone: 606-780-7848
Fax: 606-780-0648

January 7, 2020

David L. Eager, Executive Director
Kentucky Retirement Systems
Perimeter Park West
1260 Louisville Road
Frankfort, Kentucky 40601

Re: Voluntary Cessation

Dear Mr. Eager;

Gateway Children's Advocacy Center (GCAC) has decided to move forward with the voluntary cessation. GCAC will be providing the lump-sum payment of the full actuarial cost from a line of credit secured with The Citizens Bank in Morehead, KY. GCAC has selected an alternate retirement program with Edward Jones in Morehead, KY.

Contract information:

The Citizens Bank
Sam Wright
114 West Main
Morehead, KY. 40351

Edward Jones
Wes, A Holland
222 Sun St.
Morehead, KY. 40351

If you need any additional information please don't hesitate to contact me.

Thank you,

Diane Rodgers, MS

Diane Rodgers, MS.
Executive Director



December 19, 2019

Mr. David Eager
 Executive Director
 Kentucky Retirement Systems
 1260 Louisville Road
 Frankfort, KY 40601

Re: Final Determination of Cessation Liability for Gateway Children's Advocacy Center

Below are the results of our calculation of the final full actuarial cost associated with the withdrawal of the Gateway Children's Advocacy Center (agency #1455) from the Kentucky Employees Retirement System (KERS).

Summary of Analysis

In summary, the agency's withdrawal liability is \$45,272. Below is a table providing the development of the estimated withdrawal liability for the KERS retirement and insurance funds.

Table 1: Full Actuarial Cost at June 30, 2019

	<u>Retirement Fund</u>	<u>Insurance Fund</u>	<u>Total</u>
1. Full Actuarial Cost for Active Members	\$ -	\$ -	\$ -
2. Full Actuarial Cost for Vested Inactive Members	17,408	30,446	47,854
3. Full Actuarial Cost for Inactive Members due a Refund	4,616	-	4,616
4. Full Actuarial Cost for Members in Receipt of Benefits	-	-	-
5. Full Actuarial Cost: (1) + (2) + (3) + (4)	\$ 22,024	\$ 30,446	\$ 52,470
6. Allocated Market Value of Assets	2,058	5,140	7,198
7. Unfunded Portion of Full Actuarial Cost (5) - (6)	\$ 19,966	\$ 25,306	\$ 45,272

In July 2018, an estimate of this calculation was performed, which provided an estimated withdrawal liability equal to \$44,679. Since that calculation was performed, the Board of Trustees of the Kentucky Retirement System adopted new actuarial assumptions, which have been used in this final calculation. Additionally, the estimated calculation used a higher discount rate, which was the yield on the 30-year Treasury bonds at the time the calculation was performed. The difference in the liability from the estimate to the final calculation can be attributed to these assumption changes, which were partially offset by demographic changes, including one active member who elected to remove their contributions from KERS and was therefore removed from the final calculation.

(Page 2 of 4)

Mr. David Eager
December 19, 2019
Page 2

Actuarial Analysis and Assumptions

The actuarial calculations were performed in accordance with KRS 61.522, as amended by HB 351, which requires that an employer who voluntarily elects to cease participation in its respective retirement system pay "the full actuarial cost of the benefits accrued by current and former employees". For purposes of performing this withdrawal calculation, we calculated the actuarial cost of the members as of June 30, 2019 using the discount rate prescribed by KRS 61.522 and then subtracting the allocated market value of assets. This analysis is performed separately for the pension funds and the insurance funds.

To identify the allocated market assets, we first determined the overall funded ratio of each fund on a market value of asset basis. Next we calculate the actuarial accrued liability for the agency's members on an ongoing basis based on the actuarial valuation assumptions (including the valuation discount rate of 5.25% for the retirement fund and 6.25% for the insurance fund). The market value of assets allocated to the agency is equal to the actuarial accrued liability of the agency's members (determined on an ongoing basis) multiplied by the overall funded ratio of the fund. The table below shows the development of the allocated market value of assets for each fund. The calculations below are based on assets and liability as of June 30, 2019.

Table 2: Development of the Allocated Market Value of Assets

<u>Fund</u>	<u>Overall Funded Ratio</u>	<u>On-Going Actuarial Accrued Liability</u>	<u>Allocated Market Value of Assets</u>
1. KERS Non-Haz Retirement	13.57%	\$ 15,169	\$ 2,058
2. KERS Non-Haz Insurance	36.41%	14,118	5,140

This full actuarial cost calculation is based on an effective cessation date of June 30, 2019. In other words, employees of Gateway Children's Advocacy Center will no longer be active members in KERS at June 30, 2019. For purposes of this calculation, the members' accrued benefit is determined on the effective cessation date, taking into account expected service and salaries earned through June 30, 2019. Employees who are eligible to commence their retirement and health insurance benefits are assumed to do so at July 1, 2019. Employees who are not eligible to commence their retirement benefit at July 1, 2019 are assumed to commence their retirement and insurance benefit at the first age they have satisfied the retirement eligibility criteria. Non-vested and inactive members due a refund are assumed to receive refunds of their member contributions.

The discount rate required under KRS 61.522 for use in the full actuarial cost calculation is the "lesser of the assumed rate of return utilized in the system's most recent actuarial valuation or the yield on a 30-year US Treasury bond as of the employer's cessation date, but shall in no case be lower than the assumed rate of return utilized in the system's most recent actuarial valuation minus 3.5%." The yield for 30-year Treasury bonds as of June 28, 2019 was 2.52%. As a result, actuarial cost for the retirement fund is based on 2.52% (i.e. 30-year Treasury rate) and the actuarial cost for the insurance fund is based on 2.75% (i.e. 6.25% less 3.50%). All other assumptions and methods used to determine the full actuarial cost are based on the June 30, 2019 actuarial valuation (including the 2020 health insurance premiums).



Mr. David Eager
 December 19, 2019
 Page 3

Membership Data

Census data was provided by the retirement system for this withdrawal liability calculation. The calculations were further based on the valuation census data provided for the June 30, 2019 valuation, which was reconciled to the census data provided by KRS for the withdrawal liability calculation. The following table provides a summary of the membership data used in this calculation.

Table 3: Membership Data

Active Members		
Number		-
Average Age at Cessation Date		N/A
Average Service at Cessation Date		N/A
Average Annual Salary		N/A
Deferred Vested		
Number		1
Average Age at Cessation Date		
Average Annual Deferred Benefit	\$	
Inactive Members Due a Refund		
Number		1
Accumulated Contributions	\$	
Retirees and Beneficiaries		
Number		-
Average Age at Cessation Date		N/A
Average Annual Benefit		N/A

Any active members who elected to remove their contributions from the System have been excluded from these calculations. Additionally, the calculations only include liability attributable to: (1) the accrued benefit payable to members who are currently active with Gateway Children’s Advocacy Center, (2) accrued benefits payable to inactive members in KERS whose last employment with a participating employer in KERS was with Gateway Children’s Advocacy Center, and (3) members who were last employed with Gateway Children’s Advocacy Center when they commenced their retirement allowance (which also includes former inactive members who commenced their retirement benefit after satisfying the retirement eligibility requirements). The calculated liability amounts do not include a liability attributable to members who earned service with Gateway Children’s Advocacy Center and subsequently became employed by another participating employer in KERS. There is also no liability for retirement benefits that a member may have earned while employed with another employer that participated in a different retirement system, such as the County Employees Retirement System (CERS).



(Page 4 of 4)

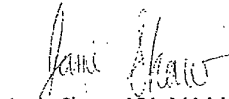
Mr. David Eager
December 19, 2019
Page 4

Certification

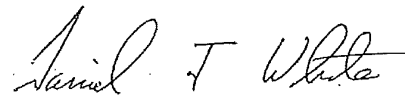
All of our work conforms with generally accepted actuarial principles and practices and the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, the methodology and processes used in these calculations are reasonable and comply with the applicable requirements of Kentucky State law.

The undersigned are independent actuaries and consultants. Mr. White is an Enrolled Actuary and both Mr. White and Ms. Shaw are Members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein. Both consultants below are experienced in performing valuations for large public retirement systems.

Sincerely,



Janie Shaw, ASA, MAAA
Consultant



Daniel J. White, FSA, EA, MAAA
Senior Consultant

cc: Erin Surratt, KRS
Joseph Bowman, KRS



07



DEPARTMENT OF THE TREASURY
INTERNAL REVENUE SERVICE
WASHINGTON, D.C. 20224

TAX EXEMPT AND
GOVERNMENT ENTITIES
DIVISION

Plan Description: Volume Submitter Profit Sharing Plan with CODA

BPD: 01 Plan: 003 Letter Serial No: M581697a
Date of Submission: 01/31/2006

BENEFITS ADMINISTRATORS LLC
301 EAST MAIN STREET SUITE 650
LEXINGTON, KY 40507

Contact Person:
Janell Hayes/Letitia Young
Telephone Number:
513-263-3602/513-263-3584
In Reference To:
TEGE:EP:7521
Date: 03/31/2008

Dear Applicant:

In our opinion, the form of the plan identified above is acceptable under section 401 of the Internal Revenue Code for use by employers for the benefit of their employees. This opinion relates only to the acceptability of the form of the plan under the Internal Revenue Code. It is not an opinion of the effect of other Federal or local statutes.

You must furnish a copy of this letter, a copy of the approved plan, and copies of any subsequent amendments to adopting employers if the practitioner is authorized to amend the plan on their behalf, to each employer who adopts this plan.

This letter considers the changes in qualification requirements contained in the 2004 Cumulative List of Notice 2004-84, 2004-2 C.B. 1030.

Our opinion on the acceptability of the form of the plan is not a ruling or determination as to whether an employer's plan qualifies under Code section 401(a). However, an employer that adopts this plan may rely on this letter with respect to the qualification of its plan under Code section 401(a), as provided for in Rev. Proc. 2005-16, 2005-1 C.B. 674 and outlined below. Please review Announcement 2008-23, I.R.B. 2008-14 to determine the items necessary for filing an application for a determination letter if one is required for reliance, or is otherwise desired. The terms of the plan must be followed in operation. Generally, the employer may request a determination letter by filing an application with Employee Plans Determinations on Form 5307, Application for Determination for Adopters of Master or Prototype, or Volume Submitter Plans.

Except as provided below, our opinion does not apply with respect to the requirements of: (a) Code sections 401(a)(4), 401(l), 410(b) and 414(b). Our opinion does not apply for purposes of Code section 401(a)(10)(B) and section 401(a)(16) if an employer ever maintained another qualified plan for one or more employees who are covered by this plan. For this purpose, the employer will not be considered to have maintained another plan merely because the employer has maintained another defined contribution plan(s), provided such other plan(s) has been terminated prior to the effective date of this plan and no annual additions have been credited to the account of any participant under such other plan(s) as of any date within the limitation year of this plan. See section 19.02(1) of Rev. Proc. 2005-16, 2005-1 C.B. 674 regarding volume submitter defined contribution plans and the repeal of Code section 415(e). Our opinion also does not apply for purposes of Code section 401(a)(16) if, after December 31, 1985, the employer maintains a welfare benefit fund defined in Code section 419(e), which provides postretirement medical benefits allocated to separate accounts for key employees as defined in Code section 419A(d)(3), or an individual medical account as defined in Code section 415(l)(2).

Letter 4335

BENEFITS ADMINISTRATORS-LLC
[REDACTED]

Page 2

Our opinion applies with respect to the requirement of Code section 410(b) if 100 percent of all nonexcludable employees benefit under the plan. Employers that elect a safe harbor allocation formula and a safe harbor compensation definition can also rely on an advisory letter with respect to the nondiscriminatory amounts requirement under Code section 401(a)(4).

This letter is not a ruling with respect to the tax treatment to be accorded contributions which are picked up by the governmental employing unit within the meaning of section 414(h)(2) of the Internal Revenue Code.

If you, the volume submitter/practitioner, have any questions concerning the IRS processing of this case, please call the above telephone number. This number is only for use of the practitioner. Individual participants and/or adopting employers with questions concerning the plan should contact the volume submitter/practitioner. The plan's adoption agreement, if applicable, must include the practitioner's address and telephone number for inquiries by adopting employers.

If you write to the IRS regarding this plan, please provide your telephone number and the most convenient time for us to call in case we need more information. Whether you call or write, please refer to the Letter Serial Number and File Folder Number shown in the heading of this letter.

You should keep this letter as a permanent record. Please notify us if you modify or discontinue sponsorship of this plan.

Sincerely yours,



Andrew Zuckerman
Director,
Employee Plans Rulings and Agreements

Letter 4335

Volume Submitter 401(k) Profit Sharing Plan

ADOPTION AGREEMENT FOR
BENEFITS ADMINISTRATORS, LLC
VOLUME SUBMITTER 401(K) PROFIT SHARING PLAN

CAUTION: Failure to properly fill out this Adoption Agreement may result in disqualification of the Plan.

EMPLOYER INFORMATION

(An amendment to the Adoption Agreement is not needed solely to reflect a change in this Employer Information Section.)

1. EMPLOYER'S NAME, ADDRESS, TELEPHONE NUMBER, TIN AND FISCAL YEAR

Name: Gateway Childrens Advocacy Center

Address: 310 E. Main Street
Street
Morehead Kentucky 40351
City State Zip

Telephone: (606) 780-7848

Taxpayer Identification Number (TIN): [REDACTED]

Employer's Fiscal Year ends: June 30th

2. TYPE OF ENTITY

- a. Corporation (including tax-exempt or non-profit Corporation)
- b. Professional Service Corporation
- c. S Corporation
- d. Limited Liability Company that is taxed as:
 - 1. a partnership or sole proprietorship
 - 2. a Corporation
 - 3. an S Corporation
- e. Sole Proprietorship
- f. Partnership (including limited liability)
- g. Other: _____ (must be a legal entity recognized under federal income tax laws)

3. AFFILIATED EMPLOYERS/PARTICIPATING EMPLOYERS (Plan Sections 1.7 and 1.61). Is the Employer an Affiliated Employer (i.e., a member of a controlled group or an affiliated service group (within the meaning of Code §414(b), (c), (m) or (o)))?

- a. No
- b. Yes, the Employer is a member of (select one or both of 1. - 2. AND select one of 3. - 4. below):
 - 1. A controlled group
 - 2. An affiliated service group

AND, will any of the Affiliated Employers adopt the Plan as Participating Employers?
3. Yes (Complete a participation agreement for each Participating Employer.)
4. No (The Plan could fail to satisfy the Code §410(b) coverage rules.)

MULTIPLE EMPLOYER PLAN (Plan Article XIV). Will any Employers who are not Affiliated Employers adopt this Plan as part of a multiple employer plan (MEP) arrangement?

- c. No
- d. Yes (Complete a participation agreement for each Participating Employer.)

PLAN INFORMATION

(An amendment to the Adoption Agreement is not needed solely to reflect a change in the information in Questions 9. through 11.)

4. PLAN NAME:

Gateway Childrens Advocacy Center 401(k) Plan

Volume Submitter 401(k) Profit Sharing Plan

- 5. PLAN STATUS
 - a. New Plan
 - b. Amendment and restatement of existing Plan
 - PPA RESTATEMENT (leave blank if not applicable)
 - 1. This is an amendment and restatement to bring a plan into compliance with the Pension Protection Act of 2006 ("PPA") and other legislative and regulatory changes (i.e., the 6-year pre-approved plan restatement).

- 6. EFFECTIVE DATE (Plan Section 1.25) (complete a. if new plan; complete a. AND b. if an amendment and restatement)
 - Initial Effective Date of Plan
 - a. July 1, 2019 (enter month day, year) (hereinafter called the "Effective Date" unless 6.b. is entered below)
 - Restatement Effective Date. If this is an amendment and restatement, the effective date of the restatement (hereinafter called the "Effective Date") is:
 - b. _____ (enter month day, year; may enter a restatement date that is the first day of the current Plan Year. Plan contains appropriate retroactive effective dates with respect to provisions for appropriate laws.)

- 7. PLAN YEAR (Plan Section 1.65) means, except as otherwise provided in d. below:
 - a. the calendar year
 - b. the twelve-month period ending on June 30th (e.g., June 30th)
 - c. other: _____ (e.g., a 52/53 week year ending on the date nearest the last Friday in December).

SHORT PLAN YEAR (Plan Section 1.76). Select below if there is a Short Plan Year (if the effective date of participation is based on a Plan Year, then coordinate with Question 15) (leave blank if not applicable):

- d. beginning on _____ (enter month day, year; e.g., July 1, 2013) and ending on _____ (enter month day, year).

- 8. VALUATION DATE (Plan Section 1.86) means:
 - a. every day that the Trustee (or Insurer), any transfer agent appointed by the Trustee (or Insurer) or the Employer, and any stock exchange used by such agent are open for business (daily valuation)
 - b. the last day of each Plan Year
 - c. the last day of each Plan Year half (semi-annual)
 - d. the last day of each Plan Year quarter.
 - e. other (specify day or days): _____ (must be at least once each Plan Year)

NOTE: The Plan always permits interim valuations.

- 9. PLAN NUMBER assigned by the Employer
 - a. 001
 - b. 002
 - c. Other: _____

- 10. TRUSTEE(S) OR INSURER(S) (Plan Sections 1.44 and 1.84):
 - a. Insurer. This Plan is funded exclusively with Contracts and the name of the Insurer(s) is:
 - (1) _____ (2) _____ (if more than 2, add names to signature page).
 - b. Individual Trustee(s). Individual Trustee(s) who serve as Trustee(s) over assets not subject to control by a corporate Trustee. (add additional Trustees as necessary)

Name(s)	Title(s)
<u>Diane Rodgers</u>	<u>Trustee</u>
_____	_____
_____	_____

Volume Submitter 401(k) Profit Sharing Plan

12. CONTRIBUTION TYPES

The selections made below must correspond with the selections made under the Contributions and Allocations Section of this Adoption Agreement.

FROZEN PLAN OR CONTRIBUTIONS HAVE BEEN SUSPENDED (Plan Section 4.1(c)) (optional)

- a. This is a frozen Plan (i.e., all contributions cease) (if this is a temporary suspension, select a.2):
 - 1. All contributions ceased as of, or prior to, the effective date of this amendment and restatement and the prior Plan provisions are not reflected in this Adoption Agreement (may enter effective date at 3. below and/or select contributions at b. - h. (optional), skip questions 13-19 and 23-31)
 - 2. All contributions ceased or were suspended and the prior Plan provisions are reflected in this Adoption Agreement (must enter effective date at 3. below and select contributions at b. - h.)

Effective date

- 3. as of _____ (effective date is optional unless a.2. has been selected above or this is the amendment or restatement to freeze the Plan).

CONTRIBUTIONS

The Plan permits the following contributions (select one or more):

- b. Elective Deferrals (Question 25). Also select below if Roth Elective Deferrals are permitted.
 - 1. Roth Elective Deferrals (Plan Section 1.73)
- c. 401(k) "ADP test safe harbor contributions" (Question 27)
 - 1. 401(k) "ADP test safe harbor contributions" (other than QACA "ADP test safe harbor contributions") (Match, Nonelective)
 - 2. QACA "ADP test safe harbor contributions"
- d. Employer matching contributions (Question 28)
- e. Employer profit sharing contributions (includes "prevailing wage contributions") (Questions 29-30)
- f. Rollover contributions (Question 46)
- g. After-tax voluntary Employee contributions (Question 47)
- h. SIMPLE 401(k) contributions (Plan Section 13.1) (may not be selected with 12.c., 12.d., 12.e. or 12.g.)

ELIGIBILITY REQUIREMENTS

13. ELIGIBLE EMPLOYEES (Plan Section 1.28) means all Employees (including Leased Employees) EXCEPT those Employees who are excluded below or elsewhere in the Plan:

- a. No excluded Employees. There are no additional excluded Employees under the Plan (skip to Question 14).
- b. Exclusions - same for all contribution types. The following Employees are not Eligible Employees for all contribution types (select one or more of e. - k. below; also select 1. for each exclusion selected at e. - j.):
- c. Exclusions - different exclusions apply. The following Employees are not Eligible Employees for the designated contribution types (select one or more of d. - k. below; also select 1. OR all that apply of 2. - 4. for each exclusion selected at d. - j.):

NOTE: Unless otherwise specified in this Section, Elective Deferrals include Roth Elective Deferrals, after-tax voluntary Employee contributions, and rollover contributions; Matching includes QMACs; and Nonelective Profit Sharing includes QNECs. "ADP test safe harbor contributions" (SH) (including those made pursuant to a QACA) and SIMPLE 401(k) contributions are subject to the exclusions for Elective Deferrals except as provided in Question 27.

Exclusions	All Contributions		Elective Deferrals/SH	Matching	Nonelective Profit Sharing
d. No exclusions	N/A		2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>
e. Union Employees (as defined in Plan Section 1.28)	1. <input type="checkbox"/>	OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>
f. Nonresident aliens (as defined in Plan Section 1.28)	1. <input type="checkbox"/>	OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>
g. Highly Compensated Employees (Plan Section 1.41)	1. <input type="checkbox"/>	OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>
h. Leased Employees (Plan Section 1.49)	1. <input type="checkbox"/>	OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>
i. Part-time/temporary/seasonal Employees. A part-time, temporary or seasonal Employee is an Employee whose regularly scheduled service is less than _____ Hours of Service in the relevant eligibility computation period (as defined in Plan Section 1.88). However, if any such excluded Employee actually completes a Year of Service, then such Employee will no longer be part of this excluded class.	1. <input type="checkbox"/>	OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>

Volume Submitter 401(k) Profit Sharing Plan

j. Other: 1. OR 2. 3. 4.

(must be definitely determinable, may not be based on age or length of service (except in a manner consistent with i. above) or level of Compensation, and, if using the average benefits test to satisfy Code §410(b) coverage testing, must be a reasonable classification)

k. Other: _____ (must (1) specify contributions to which exclusions apply, (2) be definitely determinable and not based on age or length of service (except in a manner consistent with i. above) or level of Compensation, and, (3) if using the average benefits test to satisfy Code §410(b) coverage testing, be a reasonable classification).

14. CONDITIONS OF ELIGIBILITY (Plan Section 3.1)

- a. No age or service required. No age or service required for all contribution types (skip to Question 15).
- b. Eligibility - same for all contribution types. An Eligible Employee will be eligible to participate in the Plan for all contribution types upon satisfaction of the following (select one or more of e. - n. below; also select 1. (All Contributions) for each condition selected at e. - m.):
- c. Eligibility - different conditions apply. An Eligible Employee will be eligible to participate in the Plan upon satisfaction of the following either for all contribution types or to the designated contribution type (select one or more of d. - n. below; also select 1. OR all that apply of 2. - 4. for each condition selected at d. - m.):

NOTE: Unless otherwise specified in this Section, Elective Deferrals include Roth Elective Deferrals, after-tax voluntary Employee contributions, and rollover contributions (unless otherwise selected at Question 46); Matching includes QMACs; and Nonelective Profit Sharing includes QNECs. "ADP test safe harbor contributions" (SH) (including those made pursuant to a QACA) and SIMPLE 401(k) contributions are subject to the conditions for Elective Deferrals except as provided in Question 27.

Eligibility Conditions	All Contributions		Elective Deferrals/SH	Matching	Nonelective Profit Sharing
d. No age or service required	N/A		2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>
e. Age 20 1/2	1. <input type="checkbox"/>	OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>
f. Age 21	1. <input type="checkbox"/>	OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>
g. Age _____ (may not exceed 21)	1. <input type="checkbox"/>	OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>
h. <u>three (3)</u> (not to exceed 12) months of service (elapsed time)	1. <input checked="" type="checkbox"/>	OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>
i. 1 Year of Service	1. <input type="checkbox"/>	OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>
j. 2 Years of Service	N/A	OR	N/A	3. <input type="checkbox"/>	4. <input type="checkbox"/>
k. _____ (not to exceed 12) consecutive month period from the Eligible Employee's employment commencement date and during which at least _____ (not to exceed 1,000) Hours of Service are completed. If an Employee does not complete the stated Hours of Service during the specified time period, the Employee is subject to the 1 Year of Service requirement in i. above.	1. <input type="checkbox"/>	OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>
l. _____ (not to exceed 12) consecutive months of employment from the Eligible Employee's employment commencement date. If an Employee does not complete the stated number of months, the Employee is subject to the 1 Year of Service requirement in i. above.	1. <input type="checkbox"/>	OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>
m. Other: _____	1. <input type="checkbox"/>	OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>

(e.g., date on which 1,000 Hours of Service is completed within the computation period) (must satisfy the Notes below)

n. Other: _____ (e.g., date on which 1,000 Hours of Service is completed within the computation period) (must specify contributions to which conditions apply and satisfy the Notes below)

NOTE: If m. or n. is selected, the condition must be an age or service requirement that is definitely determinable and may not exceed age 21 and for Elective Deferrals, 1 Year of Service; for Employer matching and/or Nonelective profit sharing contributions, may not exceed 2 Years of Service. If more than 1 Year of Service is required for Employer matching and/or Nonelective profit sharing contributions, 100% immediate vesting is required.

NOTE: If the service requirement is or includes a fractional year, then, except in a manner consistent with k., an Employee will

Volume Submitter 401(k) Profit Sharing Plan

not be required to complete any specified number of Hours of Service to receive credit for such fractional year. If expressed in months of service, then an Employee will not be required to complete any specified number of Hours of Service in a particular month, unless selected in k. above. In both cases, the Plan must use the elapsed time method to determine service, except that the Hours of Service method will be used for the 1 Year of Service override (e.g., options k. and l.). In such case, select the Hours of Service method at Question 17.

NOTE: Year of Service means Period of Service if elapsed time method is chosen.

Waiver of conditions. The service and/or age requirements specified above will be waived in accordance with the following (leave blank if there are no waivers of conditions):

- | Requirements waived | All
Contributions | Elective
Deferrals/SH | Matching | Nonelective
Profit Sharing | |
|--|-----------------------------|--------------------------|-----------------------------|-------------------------------|-----------------------------|
| o. <input type="checkbox"/> If employed on _____ the following requirements, and the entry date requirement, will be waived. The waiver applies to any Eligible Employee unless c. selected below. Such Employees will enter the Plan as of such date (select a. and/or b. AND c. if applicable; also select 1. OR all that apply of 2. - 4.): | 1. <input type="checkbox"/> | OR | 2. <input type="checkbox"/> | 3. <input type="checkbox"/> | 4. <input type="checkbox"/> |
| a. <input type="checkbox"/> service requirement (may let part-time Eligible Employees into the Plan) | | | | | |
| b. <input type="checkbox"/> age requirement | | | | | |
| c. <input type="checkbox"/> waiver is for: _____ (e.g., Employees of a specific division or Employees covered by a Code §410(b)(6)(C) acquisition) | | | | | |
| p. <input type="checkbox"/> If employed on _____ the following requirements, and the entry date requirement, will be waived. The waiver applies to any Eligible Employee unless c. selected below. Such Employees will enter the Plan as of such date (select a. and/or b. AND c. if applicable; also select 1. OR all that apply of 2. - 4.): | 1. <input type="checkbox"/> | OR | 2. <input type="checkbox"/> | 3. <input type="checkbox"/> | 4. <input type="checkbox"/> |
| a. <input type="checkbox"/> service requirement (may let part-time Eligible Employees into the Plan) | | | | | |
| b. <input type="checkbox"/> age requirement | | | | | |
| c. <input type="checkbox"/> waiver is for: _____ (e.g., Employees of a specific division or Employees covered by a Code §410(b)(6)(C) acquisition) | | | | | |

Amendment or restatement to change eligibility requirements

- q. This amendment or restatement (or a prior amendment and restatement) modified the eligibility requirements and the prior eligibility conditions continue to apply to the Eligible Employees specified below. If this option is NOT selected, then all Eligible Employees must satisfy the eligibility conditions set forth above.
1. The eligibility conditions above only apply to Eligible Employees who were not Participants as of the effective date of the modification.
 2. The eligibility conditions above only apply to individuals who were hired on or after the effective date of the modification.

15. **EFFECTIVE DATE OF PARTICIPATION (ENTRY DATE) (Plan Section 3.2)**

- a. **Entry date same for all contribution types.** An Eligible Employee who has satisfied the eligibility requirements will become a Participant in the Plan for all contribution types as of the entry date selected below (select one of c. - g., j. or k. below; also select 1. (All Contributions) for entry date selected at c. - g. or j.):
- b. **Entry date - different dates apply.** An Eligible Employee who has satisfied the eligibility requirements will become a Participant in the Plan for the designated contribution type as of the entry dates selected below (select one or more of c. - k. below; also select all that apply of 2. - 4. for each entry date selected at c. - j.)

NOTE: Option g. below can only be selected when eligibility for Elective Deferral purposes is six months of service or less and age is 20 1/2 or less. Options g.3. and g.4. may be selected when eligibility is 1 1/2 Years of Service or less and age is 20 1/2 or less and the Plan provides for 100% vesting.

NOTE: Unless otherwise specified in this Section or any other Section, Elective Deferrals include Roth Elective Deferrals, after-tax voluntary Employee contributions, and rollover contributions (unless otherwise selected at Question 46); Matching includes QMACs; and Nonelective Profit Sharing includes QNECs. **"ADP test safe harbor contributions" (SH) (including those made pursuant to a QACA) and SIMPLE 401(k) contributions are subject to the provisions for Elective Deferrals except as provided in Question 27.**

Volume Submitter 401(k) Profit Sharing Plan

Entry Date	All Contributions	OR	Elective Deferrals/SH	Matching	Nonselective Profit Sharing
c. Date requirements met	1. []	OR	2. []	3. []	4. []
d. First day of the month coinciding with or next following date requirements met	1. [X]	OR	2. []	3. []	4. []
e. First day of the Plan Year quarter coinciding with or next following date requirements met	1. []	OR	2. []	3. []	4. []
f. First day of Plan Year or first day of 7th month of Plan Year coinciding with or next following date requirements met	1. []	OR	2. []	3. []	4. []
g. First day of Plan Year coinciding with or next following date requirements met	1. []	OR	2. []	3. []	4. []
h. First day of Plan Year in which requirements met	N/A		N/A	3. []	4. []
i. First day of Plan Year nearest date requirements met	N/A		N/A	3. []	4. []
j. Other:	1. []	OR	2. []	3. []	4. []

(must be definitely determinable and satisfy Note below)

k. [] Other: _____ (must specify contributions to which the conditions apply and must be definitely determinable and satisfy Note below)

NOTE: If j, or k, above is selected, then it must be completed in a manner that ensures an Eligible Employee who has satisfied the maximum age (21) and service requirements (1 Year (or Period) of Service (or more than 1 year if full and immediate vesting)) and who is otherwise entitled to participate, will become a Participant not later than the earlier of (a) 6 months after such requirements are satisfied, or (b) the first day of the first Plan Year after such requirements are satisfied, unless the Employee separates from service before such participation date.

SERVICE

16. RECOGNITION OF SERVICE WITH OTHER EMPLOYERS (Plan Sections 1.62 and 1.88)

- a. [X] No service with other employers is recognized except as otherwise required by law (e.g., the Plan already provides for the recognition of service with Employers who have adopted this Plan as well as service with Affiliated Employers and predecessor Employers who maintained this Plan; skip to Question 17).
- b. [] Prior service with the designated employers is recognized as follows (answer c. and select one or more of c.1. - 3.; select d. - g. as applicable) (if more than 3 employers, attach an addendum to the Adoption Agreement or complete option 1. under Section B of Appendix A to the Adoption Agreement (Special Effective Dates and Other Permitted Elections)):

Other Employer	Eligibility	Vesting	Contribution Allocation
c. [] Employer name: _____	1. []	2. []	3. []
d. [] Employer name: _____	1. []	2. []	3. []
e. [] Employer name: _____	1. []	2. []	3. []
f. [] Any entity the Employer acquires whether by asset or stock purchase, but only with respect to individuals who are employees of the acquired entity at the time of the acquisition	1. []	2. []	3. []

Limitations

g. [] The following provisions or limitations apply with respect to the recognition of prior service: _____ (e.g., credit service with X only on/following 1/1/13 or credit all-service with entities the Employer acquires after 12/31/12)

NOTE: If the other Employer(s) maintained this qualified Plan, then Years (and/or Periods) of Service with such Employer(s) must be recognized pursuant to Plan Sections 1.62 and 1.88 regardless of any selections above.

17. SERVICE CREDITING METHOD (Plan Sections 1.62 and 1.88)

- NOTE:** The provisions set forth in the definition of Year of Service in Plan Section 1.88 will apply, including the following defaults, except as otherwise elected below:
 1. A Year of Service means completion of at least 1,000 Hours of Service during the applicable computation period.

Volume Submitter 401(k) Profit Sharing Plan

2. Hours of Service (Plan Section 1.43) will be based on actual Hours of Service.
 3. For eligibility purposes, the computation period will be as defined in Plan Section 1.88 (i.e., shift to the Plan Year if the eligibility condition is one (1) Year of Service or less).
 4. For vesting and allocation purposes, the computation period will be the Plan Year.
 5. The one-year hold-out rule after a 1-Year Break in Service will not be used.
- a. **Elapsed time method.** (Period of Service applies instead of Year of Service) Instead of Hours of Service, elapsed time will be used for:
1. all purposes (skip to Question 18)
 2. the following purposes (select one or more):
 - a. eligibility to participate
 - b. vesting
 - c. sharing in allocations or contributions
- b. **Alternative definitions for the Hours of Service method.** Instead of the defaults, the following alternatives will apply for the Hours of Service method (select one or more):
1. **Eligibility computation period.** Instead of shifting to the Plan Year, the eligibility computation period after the initial eligibility computation period will be based on each anniversary of the date the Employee first completes an Hour of Service
 2. **Vesting computation period.** Instead of the Plan Year, the vesting computation period will be the date an Employee first performs an Hour of Service and each anniversary thereof.
 3. **Equivalency method.** Instead of using actual Hours of Service, an equivalency method will be used to determine Hours of Service for:
 - a. all purposes
 - b. the following purposes (select one or more):
 1. eligibility to participate
 2. vesting
 3. sharing in allocations or contributions

Such method will apply to:

 - c. all Employees
 - d. Employees for whom records of actual Hours of Service are not maintained or available (e.g., salaried Employees)
 - e. other: _____ (e.g., per-diem Employees only)

Hours of Service will be determined on the basis of:

 - f. days worked (10 hours per day)
 - g. weeks worked (45 hours per week)
 - h. semi-monthly payroll periods worked (95 hours per semi-monthly pay period)
 - i. months worked (190 hours per month)
 - j. bi-weekly payroll periods worked (90 hours per bi-weekly pay period)
 - k. other: _____ (e.g., option f. is used for per-diem Employees and option g. is used for on-call Employees)
 4. **Number of Hours of Service required.** Instead of 1,000 Hours of Service, Year of Service means the applicable computation period during which an Employee has completed at least _____ (not to exceed 1,000) Hours of Service for:
 - a. all purposes
 - b. the following purposes (select one or more):
 1. eligibility to participate
 2. vesting
 3. sharing in allocations or contributions

VESTING

18. VESTING OF PARTICIPANT'S INTEREST (Plan Section 6.4(b))
- a. N/A (no Employer Nonelective profit sharing contributions (other than "prevailing wage contributions"), matching contributions or QACA "ADP test safe harbor contributions"; skip to Question 20)
 - b. The vesting provisions selected below apply to all Participants unless otherwise selected below. In addition, option m. under Section B of Appendix A to the Adoption Agreement (Special Effective Dates and Other Permitted Elections) can be used to specify any exceptions to the provisions below.
Vesting waiver. Employees who were employed on the date(s) indicated below and were Participants as of such date are 100% Vested. For Participants who enter the Plan after such date, the vesting provisions selected below apply (leave blank if no waiver applies):
 1. For all contributions. The vesting waiver applies to all contributions if employed on _____ (enter date)

Volume Submitter 401(k) Profit Sharing Plan

2. For designated contributions. The vesting waiver applies to (select one or more):
- a. Employer Nonelective profit sharing contributions if employed on _____
 - b. Employer matching contributions if employed on _____
 - c. QACA "ADP test safe harbor contributions" if employed on _____

Vesting for Employer Nonelective profit sharing contributions

- c. N/A (no Employer Nonelective profit sharing contributions (other than "prevailing wage contributions"); skip to f.)
- d. 100% vesting. Participants are 100% Vested in Employer Nonelective profit sharing contributions upon entering Plan (required if eligibility requirement is greater than one (1) Year (or Period) of Service).
- e. The following vesting schedule, based on a Participant's Years of Service (or Periods of Service if the elapsed time method is selected), applies to Employer Nonelective profit sharing contributions:
 - 1. 6 Year Graded: 0-1 year-0%; 2 years-20%; 3 years-40%; 4 years-60%; 5 years-80%; 6 years-100%
 - 2. 4 Year Graded: 1 year-25%; 2 years-50%; 3 years-75%; 4 years-100%
 - 3. 5 Year Graded: 1 year-20%; 2 years-40%; 3 years-60%; 4 years-80%; 5 years-100%
 - 4. 3 Year Cliff: 0-2 years-0%; 3 years-100%
 - 5. Other - Must be at least as liberal as either 1. or 4. above in each year without switching between the two schedules:

Years (or Periods) of Service	Percentage
_____	_____%
_____	_____%
_____	_____%
_____	_____%
_____	_____%
_____	_____%

Vesting for Employer matching contributions

- f. N/A (no Employer matching contributions; skip to j.)
- g. The schedule above will also apply to Employer matching contributions.
- h. 100% vesting. Participants are 100% Vested in Employer matching contributions upon entering Plan. (required if eligibility requirement is greater than 1 Year (or Period) of Service)
- i. The following vesting schedule, based on a Participant's Years of Service (or Periods of Service if the elapsed time method is selected), applies to Employer matching contributions:
 - 1. 6 Year Graded: 0-1 year-0%; 2 years-20%; 3 years-40%; 4 years-60%; 5 years-80%; 6 years-100%
 - 2. 4 Year Graded: 1 year-25%; 2 years-50%; 3 years-75%; 4 years-100%
 - 3. 5 Year Graded: 1 year-20%; 2 years-40%; 3 years-60%; 4 years-80%; 5 years-100%
 - 4. 3 Year Cliff: 0-2 years-0%; 3 years-100%
 - 5. Other - must be at least as liberal as either 1. or 4. above in each year without switching between the two schedules:

Years (or Periods) of Service	Percentage
_____	_____%
_____	_____%
_____	_____%
_____	_____%
_____	_____%
_____	_____%

Vesting for QACA safe harbor contributions

- j. N/A (no QACA "ADP test safe harbor contributions"; skip to Question 19)
- k. 100% vesting. Participants are 100% Vested in QACA "ADP test safe harbor contributions" upon entering Plan (skip to Question 19).
- 1. The following vesting schedule, based on a Participant's Years of Service (or Periods of Service if the elapsed time method is selected), applies to the Participant's Qualified Automatic Contribution Safe Harbor Account:
 - 1. 100% after two years: 0-1 year-0%; 2 years-100%
 - 2. Other - Must be at least as liberal as 1. above in each year:

Years (or Periods) of Service	Percentage
Less than 1	_____%
1	_____%
2	100%

19. VESTING OPTIONS

Excluded vesting service. The following Years of Service will be disregarded for vesting purposes (select all that apply; leave blank if none apply):

- a. Service prior to the initial Effective Date of the Plan or a predecessor plan (as defined in Regulations §1.411(a)-5(b)(3))
- b. Service prior to the computation period in which an Employee has attained age 18

Volume Submitter 401(k) Profit Sharing Plan

Vesting for death, Total And Permanent Disability and Early Retirement Date. Regardless of the vesting schedule, a Participant will become fully Vested upon (select all that apply; leave blank if none apply):

- c. Death
 d. Total and Permanent Disability
 e. Early Retirement Date

NOTE: Unless otherwise elected at option v. under Section B of Appendix A to the Adoption Agreement (Special Effective Dates and Other Permitted Elections), the options above apply to QACA "ADP test safe harbor contributions," if any, as well as to Employer Nonelective profit sharing contributions and matching contributions.

RETIREMENT AGES

20. **NORMAL RETIREMENT AGE ("NRA")** (Plan Section 1.55) means:
 a. **Specific age.** The date a Participant attains age 65 (see Note below).
 b. **Age/participation.** The later of the date a Participant attains age _____ (see Note below) or the _____ (not to exceed 5th) anniversary of the first day of the Plan Year in which participation in the Plan commenced.

NOTE: A Participant's age specified above may not exceed 65 and, if this Plan includes transferred pension assets, may not be less than age 62 unless the Employer has evidence that the representative typical retirement age for the adopting Employer's industry is a lower age, but may be no less than age 55.

21. **NORMAL RETIREMENT DATE** (Plan Section 1.56) means, with respect to any Participant, the:
 a. date on which the Participant attains "NRA"
 b. first day of the month coinciding with or next following the Participant's "NRA"
 c. first day of the month nearest the Participant's "NRA"
 d. Anniversary Date coinciding with or next following the Participant's "NRA"
 e. Anniversary Date nearest the Participant's "NRA"
 f. Other: _____ (e.g., first day of the month following the Participant's "NRA").
22. **EARLY RETIREMENT DATE** (Plan Section 1.23)
 a. N/A (no early retirement provision provided)
 b. Early Retirement Date means the:
 1. date on which a Participant satisfies the early retirement requirements
 2. first day of the month coinciding with or next following the date on which a Participant satisfies the early retirement requirements
 3. Anniversary Date coinciding with or next following the date on which a Participant satisfies the early retirement requirements
Early retirement requirements
 4. Participant attains age _____
AND, completes... (leave blank if not applicable)
 a. at least _____ Years (or Periods) of Service for vesting purposes
 b. at least _____ Years (or Periods) of Service for eligibility purposes

COMPENSATION

23. **COMPENSATION** with respect to any Participant is defined as follows (Plan Sections 1.18 and 1.40).
Base definition
 a. Wages, tips and other compensation on Form W-2
 b. Code §3401(a) wages (wages for withholding purposes)
 c. 415 safe harbor compensation
NOTE: Plan Sections 1.18(d) and 1.40 provide that the base definition of Compensation includes deferrals that are not included in income due to Code §§401(k), 125, 132(f)(4), 403(b), 402(h)(1)(B)(SEP), 414(h)(2), & 457.
Determination period. Compensation will be based on the following "determination period" (this will also be the Limitation Year unless otherwise elected at option i. under Section B of Appendix A to the Adoption Agreement (Special Effective Dates and Other Permitted Elections)):
 d. the Plan Year
 e. the Fiscal Year coinciding with or ending within the Plan Year
 f. the calendar year coinciding with or ending within the Plan Year
Adjustments to Compensation (for Plan Section 1.18). Compensation will be adjusted by:
 g. **No adjustments.** No adjustments to Compensation for all contribution types (skip to v. below).
 h. **Adjustments - same for all contribution types.** The following Compensation adjustments apply to all contribution types (select one or more of l. - u. below; also select l. (All Contributions) for each adjustment selected at l. - t.):
 i. **Adjustments - different adjustments apply.** The following Compensation adjustments for the designated contribution

Volume Submitter 401(k) Profit Sharing Plan

type (select one or more of j. - u. below; also select 1. OR all that apply of 2. - 5. for each adjustment selected at j. - t):

NOTE: Elective Deferrals include Roth Elective Deferrals, Matching includes QMACs and matching "ADP test safe harbor contributions" (including those made pursuant to a QACA), and Nonelective Profit Sharing includes QNECs unless specified otherwise. ADP Safe Harbor Nonelective includes nonelective "ADP test safe harbor contributions" (including those made pursuant to a QACA).

Adjustments	All Contributions	Elective Deferrals	Matching	Nonelective Profit Sharing	ADP Safe Harbor Nonelective
j. no Adjustments	N/A	2. []	3. []	4. []	5. []
k. excluding salary reductions (401(k), 125, 132(f)(4), 403(b), SEP, 414(h)(2) pickup, & 457)	N/A	N/A	N/A	4. []	5. []
l. excluding reimbursements or other expense allowances, fringe benefits (cash or non-cash), moving expenses, deferred compensation (other than deferrals specified in k. above) and welfare benefits.	1. [X] OR	2. []	3. []	4. []	5. []
m. excluding Compensation paid during the "determination period" while not a Participant in the component of the Plan for which the definition applies.	1. [] OR	2. []	3. []	4. []	5. []
n. excluding Compensation paid during the "determination period" while not a Participant in <i>any</i> component of the Plan for which the definition applies.	1. [X] OR	2. []	3. []	4. []	5. []
o. excluding Military Differential Pay	1. [] OR	2. []	3. []	4. []	5. []
p. excluding overtime	1. [] OR	2. []	3. []	4. []	5. []
q. excluding bonuses	1. [] OR	2. []	3. []	4. []	5. []
r. excluding commissions	1. [] OR	2. []	3. []	4. []	5. []
s. excluding Compensation paid by an Affiliated Employer that has not adopted this Plan.	1. [] OR	2. []	3. []	4. []	5. []
t. other:	1. [] OR	2. []	3. []	4. []	5. []

(e.g., describe Compensation from the elections available above or a combination thereof as to a Participant group (e.g., no exclusions as to Division A Employees and exclude bonuses as to Division B Employees); and/or describe another exclusion (e.g., exclude shift differential pay))

u. other: _____ (e.g., describe Compensation from the elections available above or a combination thereof as to a contribution source and Participant group (e.g., no exclusions as to Division A Employees and exclude bonuses as to Division B Employees); and/or describe another exclusion (e.g., exclude shift differential pay)).

NOTE: If p., q., r., s., t. or u. is selected, the definition of Compensation could violate the nondiscrimination rules. In addition, p., q., r., s., t. or u. are not recommended if the Plan is using the ADP/ACP safe harbor provisions.

Military Differential Pay special effective date (leave blank if not applicable)

v. [] If this is a PPA restatement and the provisions above regarding Military Differential Pay (included unless o. is selected) have a later effective date than Plan Years beginning after December 31, 2008, then enter the date such provisions were first effective: _____ (may not be earlier than January 1, 2009; for Plan Years beginning prior to January 1, 2009, Military Differential Pay is treated in accordance with the post-severance compensation provisions in the following Question).

24. **POST-SEVERANCE COMPENSATION (415 REGULATIONS)**
 The following optional provision of the 415 Regulations will apply to Limitation Years beginning on or after July 1, 2007 unless otherwise elected below:

415 Compensation (post-severance compensation adjustments) (select all that apply at a. - b.; leave blank if none apply)

NOTE: Unless otherwise elected under a. below, the following defaults apply: 415 Compensation will include (to the extent provided in Plan Section 1.40), post-severance regular pay, leave cash-outs and payments from nonqualified unfunded deferred compensation plans.

- a. The defaults listed above apply except for the following (select one or more):
1. Leave cash-outs will be excluded
 2. Nonqualified unfunded deferred compensation will be excluded
 3. Military Differential Pay will be included (Plan automatically includes for Limitation Years beginning after December 31, 2008)
 4. Disability continuation payments will be included for:
 - a. Nonhighly Compensated Employees only
 - b. all Participants and the salary continuation will continue for the following fixed or determinable period: _____
- b. The last paycheck ("administrative delay") rule will be applied (amounts paid in the first few weeks of a Limitation Year due to administrative delay relate back to the prior Limitation Year).

Plan Compensation (post-severance compensation adjustments)

- c. **Defaults apply.** For all contribution types, Compensation will include (to the extent provided in Plan Section 1.18 and to the extent such amounts would be included in Compensation if paid prior to severance of employment) post-severance regular pay, leave cash-outs, and payments from nonqualified unfunded deferred compensation plans (skip to n. below).
- d. **Exclude all post-severance compensation.** Exclude all post-severance compensation for all contribution types (skip to n. below).
- e. **Post-severance adjustments - same for all contribution types.** The defaults listed at c. apply except for the following for all contribution types (select one or more of i. - m. below; also select 1. (All Contributions) for each adjustment selected):
- f. **Post-severance adjustments - different adjustments apply.** The defaults listed at c. apply except for the following for the designated contribution type (select one or more of g. - m. below; also select 1. OR all that apply of 2. - 5. for each adjustment selected):

Adjustments	All Contributions	Elective Deferrals	Matching	Nonelective Profit Sharing	ADP Safe Harbor Nonelective
g. Defaults apply	N/A	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>	5. <input type="checkbox"/>
h. Exclude all post-severance compensation (may violate the nondiscrimination requirements)	N/A	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>	5. <input type="checkbox"/>
i. Regular pay will be excluded (may violate the nondiscrimination requirements)	1. <input type="checkbox"/> OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>	5. <input type="checkbox"/>
j. Leave cash-outs will be excluded	1. <input type="checkbox"/> OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>	5. <input type="checkbox"/>
k. Nonqualified unfunded deferred compensation will be excluded	1. <input type="checkbox"/> OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>	5. <input type="checkbox"/>
l. Military Differential Pay will be included	1. <input type="checkbox"/> OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>	5. <input type="checkbox"/>
m. Disability continuation payments will be included for:	1. <input type="checkbox"/> OR	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>	5. <input type="checkbox"/>
a. <input type="checkbox"/> Nonhighly Compensated Employees only					
b. <input type="checkbox"/> all Participants and the salary continuation will continue for the following fixed or determinable period: _____					

NOTE: The above treatment of Military Differential Pay only applies to Plan Years beginning prior to January 1, 2009. For Plan Years beginning after such date, Military Differential Pay is not considered post-severance compensation and the provisions of Question 23 apply.

Post-severance compensation special effective date (leave blank if not applicable)

- n. If this is a PPA restatement and the post-severance compensation adjustments above for 415 Compensation or Plan Compensation applied other than the first day of the Plan Year beginning on or after July 1, 2007, then enter the date such provisions were first effective: _____

CONTRIBUTIONS AND ALLOCATIONS

25. SALARY DEFERRAL ARRANGEMENT - ELECTIVE DEFERRALS (Plan Section 12.2) (skip if Elective Deferrals NOT selected at Question 12.b.) (Roth Elective Deferrals are permitted if selected at Question 12.b.1)
- A. **Elective Deferral limit.** Each Participant may elect to have Compensation deferred by:
- up to _____%
 - from _____% (may not be less than 1%) to _____%
 - up to the maximum amount allowed by law (i.e., Code §§402(g) and 415)
- B. **Additional Elective Deferral limits.** Regardless of the above limits (if any), the following apply (select all that apply; leave blank if none apply):
- If a. or b. above is selected, a Participant may make a separate election to defer up to _____% of any irregular pay (e.g., bonus) regardless of the limitation in a. or b. above
 - For Participants who are HCEs determined as of the beginning of a Plan Year, then instead of 25.A. applying, the Elective Deferral limit is (must be equal to or lower than limit selected in 25.A.; may not be selected if HCEs are excluded at 13.g.1 or 13.g.2):
 - _____% of Compensation
 - the percentage equal to the Elective Deferral limit in effect under Code §402(g)(3) for the calendar year that begins with or within the Plan Year divided by the annual compensation limit in effect for the Plan Year under Code §401(a)(17)
 - other: _____ (e.g., must be a specific limit that only applies to some or all HCEs)
- C. **Catch-Up Contributions** (Plan Section 1.15). May eligible Participants make Catch-Up Contributions?
- No (skip to D. below)
 - Yes, and the following provisions apply:

Matching Catch-Up Contributions. Will Catch-Up Contributions be taken into account in applying any matching contribution under the Plan?

 - Yes
 - No (may not be selected if this Plan provides for matching "ADP test safe harbor contributions" or "ACP test safe harbor matching contributions")

Special effective date (may be left blank if effective date is same as the Plan or Restatement Effective Date)

 - The effective date of the Catch-Up Contribution provisions is _____ (enter special effective date)

Applying limits. If the amount of Elective Deferrals that may be made to the Plan is limited in A. and/or B. above, are Catch-Up Contributions aggregated with other Elective Deferrals in applying such limits?

 - No or N/A (there are no limits or Catch-Up Contributions may be made in addition to any imposed limits)
 - Yes (if selected, the limits in A. and/or B. must not be less than 75% of Compensation)
- D. **Elective Deferral special effective date** (may be left blank if effective date is same as the Plan or Restatement Effective Date)
- The effective date of the Elective Deferral component of the Plan is August 1, 2019 (enter month day, year; may not be earlier than the date on which the Employer first adopts the Elective Deferral component of the Plan).
26. AUTOMATIC CONTRIBUTION ARRANGEMENT (Plan Section 12.2 and 12.9) (skip if Elective Deferrals are NOT selected at Question 12.b.)
- A. **Automatic Deferral provisions.** Will the Plan include Automatic Deferral provisions?
- No (skip to Question 27)
 - Yes, this Plan includes (select one):
 - A traditional Automatic Contribution Arrangement (not an Eligible Automatic Contribution Arrangement (EACA) or a Qualified Automatic Contribution Arrangement (QACA))
 - An Eligible Automatic Contribution Arrangement (EACA) but not a Qualified Automatic Contribution Arrangement (QACA)
 - A Qualified Automatic Contribution Arrangement (QACA) (a QACA, by definition, satisfies the requirements of an Eligible Automatic Contribution Arrangement (EACA)) (must be selected if QACA safe harbor contributions is selected at 12.c.2.)
- B. **Participants subject to the Automatic Deferral provisions.** The Automatic Deferral provisions apply to Employees who become Participants on or after the effective date of the Automatic Deferral provisions, except as otherwise provided herein.
- Application to existing Participants.** For Employees who became Participants prior to the effective date of the Automatic Deferral provisions (if an EACA and not a QACA, see the Note below; skip if new Plan):
- Provisions do not apply to existing Participants (may not be selected with QACA)
 - Provisions apply to existing Participants in accordance with the following (select one):
 - All Participants.** All Participants, regardless of any prior Salary Deferral Agreement.
 - Affirmative Election of at least Automatic Deferral amount.** All Participants, except those who have an Affirmative Election in effect on the effective date of the Automatic Deferral provisions that is at least equal to the Automatic Deferral amount and except as otherwise provided below with respect to the escalation of deferral provisions.

Volume Submitter 401(k) Profit Sharing Plan

- 3. **No existing Affirmative Election.** All Participants, except those who have an Affirmative Election in effect on the effective date of the Automatic Deferral provisions and except as otherwise provided below with respect to the escalation of deferral provisions.
- 4. **Escalation only.** Escalation provisions in Part D. below apply to all Participants, including those who become Participants on or after the effective date of the escalation provisions, who have Affirmative Elections. No other Automatic Deferral provisions apply. If selected, complete 26.f. under Part C. below with the percentage at which escalation applies and complete 26.j. under Part D. (may not be selected with QACA)
- e. **Other (may not be used if a QACA):** _____ (must be definitely determinable in accordance with Regulation §1.401-1(b)(1)(ii)).

NOTE: Option E.k.3. may be used to exclude other Participants from the Automatic Deferral provisions.

NOTE: If an EACA and not a QACA and c. is selected (i.e., EACA does not apply to existing Participants), then the six-month period for relief from the excise tax under Code §4979(f)(1) will not apply. In addition, effective for Plan Years beginning on or after January 1, 2010, the six-month period for relief from the excise tax will only apply if all HCEs and NHCs are covered Employees under the EACA for the entire Plan Year (or for the portion of the Plan Year that such Employees are Eligible Employees under the Plan within the meaning of Code §410(b)).

C. Automatic Deferral amount. Unless a Participant makes an Affirmative Election, the Employer will withhold the following Automatic Deferral amount (only select one):

- f. _____% of Compensation for each payroll period (if a QACA, must not be more than 10% and may not be less than 3% if escalation provisions used in j. below or 6% if no escalation provisions are selected)
- g. \$_____ for each payroll period (may not be selected if a QACA or EACA)
- h. **QACA statutory minimum schedule** (may select even if Plan is not a QACA). Unless a modified QACA statutory schedule is selected below, the Employer will withhold from a Participant's Compensation each payroll period the percentage of Compensation set forth in the following, which is based on the Plan Year of application to a Participant: 1-2 years-3%; 3 years-4%; 4 years-5%; 5 or more-6%. (if selected, skip D.)

1. The following modified QACA statutory schedule will apply:

<u>Plan Year of application to a Participant</u>	<u>Automatic Deferral Percentage</u>
1 - 2	_____ % (not less than 3)
3	_____ % (not less than 4)
4	_____ % (not less than 5)
5	_____ % (not less than 6 and not more than 10)
6 and thereafter	_____ % (not less than 6 and not more than 10)

NOTE: If Plan only applies escalation provisions to Participants with Affirmative Elections then select f. above and enter the percentage at which escalation applies (e.g., if escalation only applies to Participants who have an Affirmative Election of 3% or greater, then enter 3%).

D. Escalation of Automatic Deferral amount (may not be selected with 26.h.)

- i. No escalation
- j. **Scheduled increases.** The initial Automatic Deferral amount will increase as selected below (may not be selected with h. above):
 - 1. by _____% of Compensation up to a maximum of _____% of Compensation (may not be selected if a QACA)
 - 2. by \$_____ up to a maximum of \$_____ (may not be selected if a QACA or EACA)
 - 3. other: _____ (in order to satisfy the QACA requirements (if applicable), an alternative Automatic Deferral amount schedule (i) must be uniform based on the number of years, or portions of years, since the beginning of the initial period for a Participant, (ii) must satisfy the minimum percentage requirement in h. above throughout the Plan Year, and (iii) must not exceed 10% of Compensation)

Timing of escalation

- 4. N/A (entry at j.3. includes timing provision)
- 5. The escalation provision above will apply as of:
 - a. each anniversary of the Participant's date of hire
 - b. each anniversary of the Participant's Entry Date
 - c. the first day of each Plan Year
 - d. the first day of each calendar year
 - e. other: _____ (must be a specified date that occurs at least annually after the Plan Year in which the Participant is first subject to the Automatic Contribution Arrangement).

First period of application. Unless selected below, the escalation provision above will apply as of the second period specified above that begins after the period in which the Participant first has contributions made pursuant to a default election.

- f. The escalation provision will apply as of the first period after the Participant first has contributions made pursuant to a default election (or the date of Affirmative Election if 6. or 7. below is selected).

Volume Submitter 401(k) Profit Sharing Plan

Application to Participants with Affirmative Elections

Unless selected below, the escalation provisions will not apply to Participants with an Affirmative Election.

6. The escalation provisions apply to Participants with an Affirmative Election of at least _____% of Compensation.
7. The escalation provisions apply to Participants with an Affirmative Election in accordance with the following rules: _____ (must be definitely determinable in accordance with Regulation §1.401-1(b)(1)(ii) and if an EACA, must be uniform).

E. **Other Automatic Deferral elections** (leave blank if none apply)k. **Optional elections** (select one or more)

Type of Elective Deferral. The Automatic Deferral is a Pre-Tax Elective Deferral unless selected below (may only be selected if Roth Elective Deferrals are selected at 12.b.1.):

1. the Automatic Deferral is a Roth Elective Deferral
2. other: _____ (e.g., 50% Pre-Tax and 50% Roth Elective Deferrals)

Excluded Participants. If this is not a QACA, then the following Participants are excluded from the Automatic Deferral provisions:

3. _____ (must be definitely determinable; e.g., union Employees or Participants employed in Division A) (may not be selected if a QACA). If this option is elected and the Plan is an EACA, then the six-month period for relief from the excise tax under Code §4979(f)(1) will not apply.

F. **EACA elections** (skip if NOT a QACA or EACA)

Permissible withdrawals. Does the Plan permit Participant permissible withdrawals (as described in Plan Section 12.2(b)(4)) within 90 days (or less) of first Automatic Deferral?

- l. No
- m. Yes, within 90 days of first Automatic Deferral
- n. Yes, within: _____ days (may not be less than 30 nor more than 90 days)

Affirmative Election. For Plan Years beginning on or after January 1, 2010, will Participants who make an Affirmative Election continue to be covered by the EACA provisions (i.e., their Affirmative Election will remain intact but they must receive an annual notice)? (skip if a QACA)

- o. Yes (if selected, then the annual notice must be provided to Participants)
- p. No (if selected, then the Plan cannot use the six-month period for relief from the excise tax of Code §4979(f)(1))

G. **Special effective date** (may be left blank if the effective date is the same as the Effective Date)

- q. The Automatic Deferral provisions are effective for Plan Years beginning after _____ (if using an EACA or QACA and this is a PPA restatement and the provisions were effective prior to the Restatement Effective Date, then enter the date such provisions were first effective; may not be earlier than December 31, 2007)
- r. Other: _____ (If using an EACA or QACA and this is a PPA restatement and the provisions were effective prior to the Restatement Effective Date, then enter the date such provisions were first effective; may not be earlier than December 31, 2007. If there are multiple retroactive special effective dates (e.g., for a PPA restatement), complete this Question 26 based on the current Plan provisions and then duplicate this Question 26 and attach as an Appendix to indicate the special retroactive effective dates and provisions that applied.)

27. **401(k) ADP TEST SAFE HARBOR PROVISIONS** (Plan Sections 12.8 and 12.9) (skip if "ADP test safe harbor contributions" are NOT selected at Question 12.c.)

NOTE: If the Employer wants the discretion to determine whether the provisions will apply on a year-by-year basis, then the Employer may select 27.a. or b. and 27.d.3.

A. **ADP and ACP test safe harbor.** For any Plan Year in which any type of matching contribution is made, will the "ADP and ACP test safe harbor" provisions be used?

- a. No. Only the "ADP (and NOT the ACP) test safe harbor" provisions will be used.
- b. Yes. Both the "ADP and ACP test safe harbor" provisions will be used for any Plan Year in which any type of matching contribution is made. (If selected, complete the provisions of the Adoption Agreement relating to Employer matching contributions (i.e., Question 28) that will apply in addition to any selections made in c. below. Also, no allocation conditions may be imposed at 28.E. unless no HCEs are eligible to receive the matching contribution)

B. **Safe harbor contribution.** The Employer will make the following "ADP test safe harbor contribution" for the Plan Year:

NOTE: The "ACP test safe harbor" is automatically satisfied if the only matching contribution made to the Plan is either, as described below, (1) a basic matching contribution (traditional or QACA) or (2) an enhanced matching contribution (traditional or QACA) that does not provide a match on Elective Deferrals in excess of 6% of Compensation.

- c. **Safe harbor matching contribution** (select one of 1. - 4. AND one of 5. - 9.). The Employer will make matching "ADP test safe harbor contributions" to the Account of each "eligible Participant" as elected below.
1. **Traditional basic matching contribution** (may not be selected if a QACA). The Employer will contribute an amount equal to the sum of 100% of the amount of the Participant's Elective Deferrals that do not exceed

Volume Submitter 401(k) Profit Sharing Plan

3% of the Participant's Compensation, plus 50% of the amount of the Participant's Elective Deferrals that exceed 3% of the Participant's Compensation but do not exceed 5% of the Participant's Compensation.

2. **Traditional enhanced matching contribution** (may not be selected if a QACA). The Employer will contribute an amount equal to the sum of:
- a. _____% (may not be less than 100%) of the Participant's Elective Deferrals that do not exceed _____% (may not be less than 3%; if over 6% or if left blank, the ACP test will still apply) of the Participant's Compensation, plus
 - b. _____% of the Participant's Elective Deferrals that exceed _____% (must be the same % entered at a.) of the Participant's Compensation but do not exceed _____% (if over 6% or if left blank, the ACP test will still apply) of the Participant's Compensation, plus
 - c. _____% of the Participant's Elective Deferrals that exceed _____% (must be the same % entered at b.) of the Participant's Compensation but do not exceed _____% (if over 6% or if left blank, the ACP test will still apply) of the Participant's Compensation.

NOTE: a., b. and c. must be completed so that, at any rate of Elective Deferrals, the matching contribution is at least equal to what the matching contribution would be if the Employer were making basic matching contributions (as defined in 27.c.1. above), but the rate of match cannot increase as Elective Deferrals increase. For example, if a. is completed to provide a matching contribution equal to 100% of Elective Deferrals up to 4% of Compensation, then b. and c. need not be completed.

3. **QACA basic matching contribution.** The Employer will contribute an amount equal to the sum of 100% of a Participant's Elective Deferrals that do not exceed 1% of Participant's Compensation, plus 50% of the Participant's Elective Deferrals that exceed 1% of the Participant's Compensation but do not exceed 6% of the Participant's Compensation.

4. **QACA enhanced matching contribution.** The Employer will contribute an amount equal to the sum of:
- a. _____% (may not be less than 100%) of the Participant's Elective Deferrals that do not exceed _____% (may not be less than 1%; if over 6% or if left blank, the ACP test will still apply) of the Participant's Compensation, plus
 - b. _____% of the Participant's Elective Deferrals that exceed _____% (must be the same % entered at a.) of the Participant's Compensation but do not exceed _____% (if over 6% or if left blank, the ACP test will still apply) of the Participant's Compensation, plus
 - c. _____% of the Participant's Elective Deferrals that exceed _____% (must be the same % entered at b.) of the Participant's Compensation but do not exceed _____% (if over 6% or if left blank, the ACP test will still apply) of the Participant's Compensation.

NOTE: a., b. and c. must be completed so that, at any rate of Elective Deferrals, the matching contribution is at least equal to what the matching contribution would be if the Employer were making QACA basic matching contributions (as defined in 27.c.3. above), but the rate of match cannot increase as Elective Deferrals increase. For example, if a. is completed to provide a matching contribution equal to 100% of Elective Deferrals up to 4% of Compensation, then b. and c. need not be completed.

Determination period. The matching "ADP test safe harbor contribution" above will be applied on the following basis (and Elective Deferrals and any Compensation or dollar limitation used in determining the matching contribution will be based on the applicable period):

- 5. the Plan Year
- 6. each payroll period
- 7. each month
- 8. each Plan Year quarter
- 9. each payroll unit (e.g., hour)

d. **Safe harbor nonelective contributions** (select one)

- 1. **3% contribution.** The Employer will make a nonelective "ADP test safe harbor contribution" for the Plan Year to the Account of each "eligible Participant" in an amount equal to 3% of each Participant's Compensation.
- 2. **Stated contribution.** The Employer will make a nonelective "ADP test safe harbor contribution" to the Account of each "eligible Participant" in an amount equal to _____% (may not be less than 3%) of each Participant's Compensation.
- 3. **"Maybe" election.** The Employer may elect to make a nonelective "ADP test safe harbor contribution" after a Plan Year has commenced in accordance with the provisions of Plan Section 12.8(h). If this option d.3. is selected, the nonelective "ADP test safe harbor contribution" will be required only for a Plan Year for which the Plan is amended to provide for such contribution and the appropriate supplemental notice is provided to Participants.

- e. **Safe harbor contribution to another Plan.** The Employer will make a nonelective or matching "ADP test safe harbor contribution" to another defined contribution plan maintained by the Employer (specify the name of the other plan):

C. **Excluded Participants.** For purposes of the "ADP test safe harbor contribution," the term "eligible Participant" means any

Volume Submitter 401(k) Profit Sharing Plan

Participant who is eligible to make Elective Deferrals unless otherwise excluded below (leave blank if no exclusions):

- f. Exclusions (select one or more):
1. Highly Compensated Employees (HCEs). The Employer may, however, make a discretionary "ADP test safe harbor contribution" for the HCEs in a percentage that does not exceed the amount (or in the case of a matching "ADP test safe harbor contribution," the rate) provided to the NHCEs.
 2. Employees who have not satisfied the greatest minimum age and service conditions permitted under Code §410(a) (i.e., age 21 and 1 Year of Service), with the following deemed effective date of participation:
 - a. the earlier of the first day of the first month or the first day of the seventh month of the Plan Year immediately following the date such conditions are satisfied
 - b. the first day of the Plan Year in which the requirements are met
 - c. other: _____ (not later than the earlier of (a) 6 months after such requirements are satisfied, or (b) the first day of the first Plan Year after such requirements are satisfied)
 3. Union Employees (as defined in Plan Section 1.28)
 4. Other: _____ (must be an HCE or an Employee who can be excluded under the permissive or mandatory disaggregation rules of Regulations §§1.401(k)-1(b)(4) and 1.401(m)-1(b)(4); e.g., Employees who have not completed 6 months of service)

- D. **Special effective dates** (may be left blank if no special effective dates need to be specified in this Plan)
- g. **Safe harbor provisions (other than QACA)**. The "ADP and ACP test safe harbor" provisions are effective for Plan Years beginning on and after: _____ (enter the first day of the Plan Year for which the provisions are effective and, if necessary, enter any other special effective dates that apply with respect to the provisions).
 - h. **QACA provisions**. The QACA provisions are effective for Plan Years beginning after: _____ (if this is a PPA restatement and the provisions were effective prior to the Restatement Effective Date, then enter the date such provisions were first effective; may not be earlier than December 31, 2007)
 - i. **Other**: _____ (If there are multiple retroactive special effective dates (e.g., for a PPA restatement), complete this Question 27 based on the current Plan provisions and then duplicate this Question 27 and attach as an Appendix to indicate the special retroactive effective dates and provisions that applied.)

E. **Elective Deferrals considered for matching contribution**. If a matching contribution is selected above, then the Plan will disregard a Participant's Elective Deferrals that are made prior to the date the matching contribution component of the Plan is effective with respect to such Participant unless otherwise elected below.

- j. The Plan will include a Participant's Elective Deferrals that are made prior to the date the matching contribution component of the Plan is effective with respect to such Participant.

28. **EMPLOYER MATCHING CONTRIBUTIONS** (Plan Section 12.1(a)(2)) (skip if matching contributions are NOT selected at Question 12.d.)

If the "ACP test safe harbor" provisions are being used (i.e., Question 27.b. is selected), then the Plan will only take into account Elective Deferrals up to 6% of Compensation in applying the matching contribution set forth below and the maximum discretionary matching contribution that may be made on behalf of any Participant is 4% of Compensation.

A. **Matching formula.**

- a. Employer matching contribution as follows (select 1. or 2.):
1. **Discretionary**. The Employer may make matching contributions equal to a discretionary percentage, to be determined by the Employer, of the Participant's Elective Deferrals.
 - a. **Discretionary based on business units or location**. The Employer may determine a separate discretionary matching contribution for Participants working in different business units or locations.
 2. **Fixed - uniform rate/amount**. The Employer will make matching contributions equal to _____% (e.g., 50) of the Participant's Elective Deferrals, plus (select a. or leave blank if not applicable):
 - a. an additional matching contribution of a discretionary percentage determined by the Employer,
 1. but not to exceed _____% of Compensation (leave blank if not applicable)

Matching limit on Elective Deferrals. In determining the Employer matching contribution above, only the following will be matched. Elective Deferrals up to (select 3. OR 4.; leave blank if not applicable):

3. the percentage or dollar amount specified below (select one or both)
 - a. _____% of a Participant's Compensation.
 - b. \$_____.
4. a discretionary percentage of a Participant's Compensation or a discretionary dollar amount, the percentage or dollar amount to be determined by the Employer on a uniform basis for all Participants.

- b. **Discretionary - tiered**. The Employer may make matching contributions equal to a discretionary percentage of a Participant's Elective Deferrals, to be determined by the Employer, of each tier, to be determined by the Employer. The tiers may be based on the rate of a Participant's Elective Deferrals or Years of Service.

Volume Submitter 401(k) Profit Sharing Plan

c. **Fixed - tiered.** The Employer will make matching contributions equal to a uniform percentage of each tier of each Participant's Elective Deferrals, determined as follows:

NOTE: Fill in only percentages or dollar amounts, but not both. If percentages are used, each tier represents the amount of the Participant's applicable contributions that equals the specified percentage of the Participant's Compensation (add additional tiers if necessary):

Tiers of Contributions (indicate \$ or %)	Matching Percentage
First _____	_____ %
Next _____	_____ %
Next _____	_____ %
Next _____	_____ %

d. **Fixed - Years of Service.** The Employer will make matching contributions equal to a uniform percentage of each Participant's Elective Deferrals based on the Participant's Years of Service (or Periods of Service if the elapsed time method is selected), determined as follows (add additional tiers if necessary):

Years (or Periods) of Service	Matching Percentage
_____	_____ %
_____	_____ %
_____	_____ %

For purposes of the above matching contribution formula, a Year (or Period) of Service means a Year (or Period) of Service for:

1. vesting purposes
2. eligibility purposes

In determining the Employer matching contribution above, only Elective Deferrals up to the percentage or dollar amount specified below will be matched (select all that apply; leave blank if not applicable):

3. _____% of a Participant's Compensation.
4. \$_____.

e. **Other:** _____ (the formula described must satisfy the definitely determinable requirement under Reg. §1.401-1(b). If the formula is non-uniform, it is not a design-based safe harbor for nondiscrimination purposes.)

NOTE: If b., c., d. or e. above is selected, the Plan may violate the Code §401(a)(4) nondiscrimination requirements if the rate of matching contributions increases as a Participant's Elective Deferrals or Years (or Periods) of Service increase.

Maximum matching contribution. The matching contribution made on behalf of any Participant for any Plan Year will not exceed (leave blank if no limit on matching contribution):

- f. \$_____.
- g. _____% of Compensation.

B. **Elective Deferrals considered for matching contribution.** The Plan will disregard a Participant's Elective Deferrals that are made prior to the date the matching contribution component of the Plan is effective with respect to such Participant unless otherwise elected below.

h. The Plan will include a Participant's Elective Deferrals that are made prior to the date the matching contribution component of the Plan is effective with respect to such Participant.

C. **Period of determination.** The matching contribution formula will be applied on the following basis (and Elective Deferrals and any Compensation or dollar limitation used in determining the matching contribution will be based on the applicable period):

- i. the Plan Year
- j. each payroll period
- k. each month
- l. each Plan Year quarter
- m. each payroll unit (e.g., hour)
- n. N/A (Plan only provides for discretionary matching contributions; i.e., a.1. or b. is selected above)

NOTE: For any discretionary match, the Employer will determine the calculation methodology at the time the matching contribution is determined.

D. **QMACs (Plan Section 1.69).** The matching contributions will NOT be Qualified Matching Contributions (QMACs) unless otherwise selected below (leave blank if not applicable).

o. The matching contributions will be QMACs (fully Vested and subject to restrictions on withdrawals as set forth in the Plan). Such contributions may be used in either the ADP or ACP test.

Volume Submitter 401(k) Profit Sharing Plan

- E. **Allocation conditions** (Plan Section 12.3). Select p. OR q. and all that apply of r. - x. (Note: If the "ACP test safe harbor" provisions are being used (Question 27.b.), option p. below (no conditions) must be selected, unless no HCEs are eligible to receive the matching contribution.)
- p. **No conditions.** All Participants share in the allocations regardless of service completed during the Plan Year or employment status on the last day of the Plan Year (skip r. - x.).
- q. **Allocation conditions apply** (select one of 1. - 5. AND one of 6. - 9. below)
Conditions for Participants NOT employed on the last day of the Plan Year.
1. A Participant must complete more than _____ (not to exceed 500) Hours of Service (or _____ (not to exceed 3) months of service if the elapsed time method is selected).
 2. A Participant must complete a Year of Service (or Period of Service if the elapsed time method is selected). (could cause the Plan to violate coverage requirements under Code §410(b))
 3. Participants will NOT share in the allocations, regardless of service. (could cause the Plan to violate coverage requirements under Code §410(b)).
 4. Participants will share in the allocations, regardless of service.
 5. Other: _____ (must be definitely determinable, not subject to Employer discretion and may not require more than one Year of Service (or Period of Service if the elapsed time method is selected))
- Conditions for Participants employed on the last day of the Plan Year** (options 7., 8. and 9. could cause the Plan to violate coverage requirements under Code §410(b))
6. No service requirement.
 7. A Participant must complete a Year of Service (or Period of Service if the elapsed time method is selected).
 8. A Participant must complete at least _____ (not to exceed 1,000) Hours of Service during the Plan Year.
 9. Other: _____ (must be definitely determinable, not subject to Employer discretion and may not require more than one Year of Service (or Period of Service if the elapsed time method is selected)).
- Waiver of conditions for Participants NOT employed on the last day of the Plan Year.** If q.1., 2., 3., or 5. is selected, Participants who are not employed on the last day of the Plan Year in which one of the following events occur will be eligible to share in the allocations regardless of the above conditions (select all that apply; leave blank if none apply):
- r. Death
 - s. Total and Permanent Disability
 - t. Termination of employment on or after Normal Retirement Age
 1. or Early Retirement Date
- Code §410(b) fail-safe.** If q.2., 3., 5. and/or q.7., 8. or 9. is selected, the Code §410(b) ratio percentage fail-safe provisions (Plan Section 12.3(f)) will NOT apply unless selected below (leave blank if not applicable or fail-safe will not be used):
- u. The Plan will use the Code §410(b) fail-safe provisions and must satisfy the "ratio percentage test" of Code §410(b).
- Conditions based on period other than Plan Year.** The allocation conditions above will be applied based on the Plan Year unless otherwise selected below. If selected, the above provisions will be applied by substituting the term Plan Year with the specified period (e.g., if Plan Year quarter is selected below and the allocation condition is 250 Hours of Service per quarter, enter 250 hours (not 1000) at q.8. above). (may not be selected with q.2. or q.7.)
- v. The Plan Year quarter.
 - w. Payroll period.
 - x. Other: _____ (must be definitely determinable and not subject to Employer discretion and may not be longer than a twelve month period).
- F. **Additional matching contributions.** No additional matching contribution may be made unless otherwise selected below (leave blank if not applicable).
- y. Additional matching contributions may be made (e.g., a matching contribution made on a periodic basis as well as a matching contribution based on the end of the Plan Year). Specify the additional matching contribution by attaching an addendum to the Adoption Agreement that duplicates this entire Question 28. If selected, the additional matching contribution applies to all Participants eligible to share in matching contributions except as otherwise specified in the addendum or below.
1. The additional matching contribution only applies to the following Participants: _____ (must be definitely determinable). (If the additional matching contribution is in lieu of the matching contribution set forth in 28A - E above then use Eligible Employee question to exclude these Participants from such matching contribution.)
- G. **True-up contributions.** Under Period of determination above, if j. - m. is selected, does the Employer have the discretion to true-up the Employer matching contribution (i.e., apply the Employer matching contribution on a Plan Year basis)? (leave blank if not applicable).
- z. Yes (may not be elected if the "ADP and/or ACP test safe harbor" provisions are being used).

29. EMPLOYER PROFIT SHARING CONTRIBUTIONS (Plan Section 12.1(a)(3)) (skip Questions 29 and 30 if Employer profit

Volume Submitter 401(k) Profit Sharing Plan

sharing contributions are NOT selected at Question 12.e.)

- A. **Profit sharing formula** (c. may be selected in addition to a., b. or d.)
- a. **Discretionary.** Discretionary contribution, to be determined by the Employer.
1. **Discretionary based on business units or location.** The Employer may determine a separate discretionary contribution for Participants working in different business units or locations.
- b. **Fixed.** Fixed contribution equal to _____% of Compensation of Participants eligible to share in allocations.
- c. **Prevailing wage contribution.** The Employer will make a "prevailing wage contribution" on behalf of each Participant who performs services subject to the Service Contract Act, Davis-Bacon Act or similar federal, state, or municipal prevailing wage statutes. The "prevailing wage contribution" will be an amount equal to the remaining balance of the prevailing wage defined bona-fide fringe benefit amount, based on the Participant's employment classification as designated on the appropriate prevailing wage determination, after the application of other prevailing wage defined bona-fide fringe payments. Specify the "prevailing wage contribution" by attaching an appendix to the Adoption Agreement that indicates the contribution rate(s) applicable to the prevailing wage employment/job classification(s). The "prevailing wage contribution" will not be subject to any age or service requirements set forth in Question 14, entry date provisions at Question 15, nor to any service or employment conditions set forth in Question 30 and will be 100% Vested.
- Additional "prevailing wage contribution" provisions** (select all that apply; leave blank if none apply)
1. **Offset.** The "prevailing wage contribution" made on behalf of a Participant for a Plan Year will reduce (offset) other Employer contributions allocated or contributed on behalf of such Participant for the Plan.
 2. **Exclude Highly Compensated Employees.** Highly Compensated Employees will be excluded from receiving a "prevailing wage contribution."
 3. **QNEC.** The "prevailing wage contribution" is considered a Qualified Nonelective Contribution (QNEC).
- d. **Other:** _____ (the formula described must satisfy the definitely determinable requirement under Reg. §1.401-1(b). If the formula is non-uniform, it is not a design-based safe harbor for nondiscrimination purposes.)
- B. **Contribution allocations.** If a., b., or d. above is selected, the Employer Nonelective profit sharing contribution for a Plan Year will be allocated as follows:
- e. **INCORPORATION OF CONTRIBUTION FORMULA.** In accordance with the contribution formula specified above (may only be selected if b. or d. above is selected).
- f. **NON-INTEGRATED ALLOCATION**
1. in the same ratio as each Participant's Compensation bears to the total of such Compensation of all Participants
 2. in the same dollar amount to all Participants (per capita)
 3. in the same dollar amount per Hour of Service completed by each Participant
 4. in the same proportion that each Participant's points bears to the total of such points of all Participants. A Participant's points with respect to any Plan Year will be computed as follows (select all that apply):
 - a. _____ point(s) will be allocated for each Year of Service (or Period of Service).
However, the maximum Years (or Periods if elapsed time method is selected) of Service taken into account will not exceed:
 1. _____ (leave blank if no limit on service applies).
Year of Service (or Period of Service if applicable), means:
 2. service for eligibility purposes
 3. service for vesting purposes
 - b. _____ point(s) will be allocated for each full \$_____ (may not exceed \$200) of Compensation
 - c. _____ point(s) will be allocated for each year of age as of the last day of the Plan Year
- g. **INTEGRATED (PERMITTED DISPARITY) ALLOCATION**
In accordance with Plan Section 4.3(b)(2) based on a Participant's Compensation in excess of:
1. the Taxable Wage Base
 2. _____% (not to exceed 100%) of the Taxable Wage Base (see Note below)
 3. 80% of the Taxable Wage Base plus \$1.00
 4. \$_____ (not greater than the Taxable Wage Base) (see Note below)
- NOTE:** The integration percentage of 5.7% will be reduced to:
1. 4.3% if 2. or 4. above is more than 20% and less than or equal to 80% of the Taxable Wage Base.
 2. 5.4% if 3. is selected or if 2. or 4. above is more than 80% of the Taxable Wage Base.
- h. **NON-SAFE HARBOR ALLOCATION METHODS**
1. **Grouping method.** Pursuant to Plan Section 4.3(b)(3)(vi), the classifications are (select a. or b.):
 - a. Each Participant constitutes a separate classification.
 - b. Participants will be divided into the following classifications with the allocation methods indicated under each classification.
Definition of classifications. Define each classification and specify the method of allocating the contribution among members of each classification. Classifications specified below must be clearly defined in a manner that will not violate the definitely determinable allocation requirement of Regulation §1.401-1(b)(1)(ii). The design of the groups cannot be such that the only NHCEs benefiting under the Plan are those with the lowest amount of Compensation and/or the shortest

Volume Submitter 401(k) Profit Sharing Plan

periods of service and who may represent the minimum number of these Employees necessary to satisfy coverage under Code §410(b).

Classification A will consist of _____
 The allocation method will be: pro rata based on Compensation
 equal dollar amounts (per capita)

Classification B will consist of _____
 The allocation method will be: pro rata based on Compensation
 equal dollar amounts (per capita)

Classification C will consist of _____
 The allocation method will be: pro rata based on Compensation
 equal dollar amounts (per capita)

Classification D will consist of _____
 The allocation method will be: pro rata based on Compensation
 equal dollar amounts (per capita)

Additional classifications: _____ (specify the classifications and which of the above allocation methods (pro rata or per capita) will be used for each classification).

NOTE: In the case of Self-Employed Individuals (i.e., sole proprietors or partners), the requirements of Regulation §1.401(k)-1(a)(6) continue to apply and the allocation method should not be such that a cash or deferred election is created for a Self-Employed Individual as a result of application of the allocation method.

NOTE: If more than four (4) classifications, the additional classifications and allocation methods may be attached as an addendum to the Adoption Agreement or may be entered under Additional Classifications above.

Determination of applicable group. If a Participant shifts from one classification to another during a Plan Year, then unless selected below, the Participant is in a classification based on the Participant's status as of the last day of the Plan Year, or if earlier, the date of termination of employment. If selected below, the Administrator will apportion the Participant's allocation during a Plan Year based on the following:

1. Beginning of Plan Year. The classification will be based on the Participant's status as of the beginning of the Plan Year.
 2. Months in each classification. Pro rata based on the number of months the Participant spent in each classification.
 3. Days in each classification. Pro rata based on the number of days the Participant spent in each classification.
 4. One classification only. The Employer in a nondiscriminatory manner will direct the Administrator to place the Participant in only one classification for the entire Plan Year during which the shift occurs.
2. **Age-weighted method.** The Schedule of Age-Weighted Allocation Factors is set forth in attached Exhibit A (which is hereby incorporated by reference and made a part of the Plan) and will be based on the following interest rate (if no selection is made, c. will be deemed to have been selected):
- a. 7.5% interest
 - b. 8.0% interest
 - c. 8.5% interest
3. **Other:** _____ (the formula described must satisfy the definitely determinable requirement under Reg. §1.401-1(b). If the formula is non-uniform, it is not a design-based safe harbor for nondiscrimination purposes.)

30. **ALLOCATION CONDITIONS (Plan Section 12.3).** Requirements to share in allocations of Employer Nonelective profit sharing contributions and QNECs (as permitted by Plan Section 12.1(a)(4)) (select a. OR b. and all that apply of c. - f.)

- a. **No conditions.** All Participants share in the allocations regardless of service completed during the Plan Year or employment status on the last day of the Plan Year (skip to Question 31).
- b. **Allocation conditions apply** (select one of 1. - 5. AND one of 6. - 9. below)
Conditions for Participants NOT employed on the last day of the Plan Year
 1. A Participant must complete more than _____ (not to exceed 500) Hours of Service (or _____ (not to exceed 3) months of service if the elapsed time method is selected).
 2. A Participant must complete a Year of Service (or Period of Service if the elapsed time method is selected). (could cause the Plan to violate coverage requirements under Code §410(b))
 3. Participants will NOT share in the allocations, regardless of service. (could cause the Plan to violate coverage requirements under Code §410(b))
 4. Participants will share in the allocations, regardless of service.
 5. Other: _____ (must be definitely determinable, not subject to Employer discretion and may not require more than one Year of Service (or Period of Service if the elapsed time

Volume Submitter 401(k) Profit Sharing Plan

method is selected)).

Conditions for Participants employed on the last day of the Plan Year (options 7., 8. and 9. could cause the Plan to violate coverage requirements under Code §410(b))

6. No service requirement.
 7. A Participant must complete a Year of Service (or Period of Service if the elapsed time method is selected).
 8. A Participant must complete at least _____ (not to exceed 1,000) Hours of Service during the Plan Year.
 9. Other: _____ (must be definitely determinable, not subject to Employer discretion and may not require more than one Year of Service (or Period of Service if the elapsed time method is selected)).

Waiver of conditions for Participants NOT employed on the last day of the Plan Year. If b.1., 2., 3., or 5. is selected, Participants who are not employed on the last day of the Plan Year in which one of the following events occur will be eligible to share in the allocations regardless of the above conditions (select all that apply; leave blank if none apply):

- c. Death
 d. Total and Permanent Disability
 e. Termination of employment on or after Normal Retirement Age
 1. or Early Retirement Date

Code §410(b) fail-safe. If b.2., 3., 5. and/or b.7., 8. or 9. is selected, the Code §410(b) ratio percentage fail-safe provisions will NOT apply (Plan Section 4.3(m)) unless selected below (leave blank if not applicable or fail-safe will not be used):

- f. The Plan will use the Code §410(b) fail-safe provisions and must satisfy the ratio percentage test of Code §410(b).

31. FORFEITURES (Plan Sections 1.37 and 4.3(e))

Except as provided in Plan Section 1.37, a Forfeiture will occur:

- a. N/A (may only be selected if all contributions are fully Vested (default provisions at Plan Section 4.3(e) apply); skip to Question 32)
 b. As of the earlier of (1) the last day of the Plan Year in which the former Participant incurs five (5) consecutive 1-Year Breaks in Service, or (2) the distribution of the entire Vested portion of the Participant's Account.
 c. As of the last day of the Plan Year in which the former Participant incurs five (5) consecutive 1-Year Breaks in Service.

NOTE: (1) Forfeitures are disposed of in accordance with Employer direction that is consistent with Section 4.3(e).
 (2) Effective for Plan Years beginning after the Plan Year in which this Plan document is adopted, Forfeitures may not be used to reduce Employer contributions which are required pursuant to the Code to be fully Vested when contributed to the Plan (such as QMACs, QNECs and "ADP test safe harbor contributions" other than QACA "ADP test safe harbor contributions"). The reallocation of Forfeitures could affect the Plan's top-heavy exemption (see Plan Section 12.8(f)). One approach to avoid this result is to provide for a discretionary matching contribution that satisfies the "ACP test safe harbor" provisions (i.e., select Question 27A.b. and select a discretionary matching contribution at Question 28) and then allocate Forfeitures as a matching contribution.

32. ALLOCATION OF EARNINGS (Plan Section 4.3(c))

Allocation of earnings with respect to amounts which are not subject to Participant investment direction and which are contributed to the Plan after the previous Valuation Date will be determined:

- a. N/A. (all assets in the Plan are subject to Participant investment direction)
 b. by using a weighted average based on the amount of time that has passed between the date a contribution or distribution is made and the prior Valuation Date
 c. by treating one-half of all such contributions as being a part of the Participant's nonsegregated Account balance as of the previous Valuation Date
 d. by using the method specified in Plan Section 4.3(c) (balance forward method)
 e. other: _____ (must be a definite predetermined formula that is not based on Compensation, that satisfies the nondiscrimination requirements of Regulation §1.401(a)(4)-4, and that is applied uniformly to all Participants)

33. TOP-HEAVY MINIMUM ALLOCATION

The minimum allocation requirements for any Top-Heavy Plan Year will be applied only to Non-Key Employee Participants unless selected below:

- a. The Top-Heavy minimum will be provided to both Key and Non-Key Employee Participants.

DISTRIBUTIONS

34. FORM OF DISTRIBUTIONS (Plan Sections 6.5 and 6.6)

Distributions under the Plan may be made in (select all that apply; must select at least one from a. - e. unless g. is selected below)

- a. lump-sums
 b. substantially equal installments
 c. partial withdrawals, provided the minimum withdrawal is \$_____ (leave blank if no minimum)
 d. partial withdrawals or installments are only permitted for Participants or Beneficiaries who must receive required minimum distributions under Code §401(a)(9) except for the following (e.g., partial is not permitted for death benefits;

Volume Submitter 401(k) Profit Sharing Plan

leave blank if no exceptions):

1. _____
 e. other: _____ (must be definitely determinable and not subject to Employer discretion)

NOTE: Regardless of the above, a Participant is not required to request a withdrawal of his or her total Account for an in-service distribution, a hardship distribution, or a distribution from the Participant's Rollover Account.

Annuities. Is the annuity form of distribution the normal form of distribution?

NOTE: If this Plan includes transferred pension assets, f. 1. or g. below must be selected.

- f. **Annuities are not allowed or are not the normal form of distribution** (except as indicated below). Plan Section 6.13(b) will apply and the joint and survivor rules of Code §§401(a)(11) and 417 will not apply to the Plan.

Special rules. An annuity form of distribution is available to certain Participants and/or with respect to only a portion of the Plan assets according to the following: (select all that apply)

1. **Pension assets.** Annuities are the normal form of distribution for assets that are transferred pension assets (Plan Section 6.13(a)).
 2. **Annuity selected by Participant.** Plan Section 6.13(c) will apply and the joint and survivor rules of Code §§401(a)(11) and 417 will apply only if an annuity form of distribution is selected by a Participant.

However, the Participant may only select an annuity distribution according to the following:

- a. _____ (leave blank if no conditions apply).
 g. **Annuities are the normal form of distribution.** The qualified Joint and Survivor Annuity and Qualified Pre-Retirement Survivor Annuity provisions apply (Plan Section 6.13 will not apply and the joint and survivor rules of Code §§401(a)(11) and 417 will automatically apply).

Pre-Retirement Survivor Annuity

If the Plan permits an annuity form of payment under option f. 1. or g. above, the Pre-Retirement Survivor Annuity (minimum Spouse's death benefit) will be equal to 50% of a Participant's interest in the Plan unless a different percentage is selected below (leave blank if default applies)

- h. 100% of a Participant's interest in the Plan.
 i. _____% (may not be less than 50%) of a Participant's interest in the Plan.

Cash or property. Distributions may be made in:

- j. cash only, except for (select all that apply; leave blank if none apply):
 1. insurance Contracts
 2. annuity Contracts
 3. Participant loans
 4. property in an open brokerage window or similar arrangement
 k. cash or property, except that the following limitation(s) apply: (leave blank if there are no limitations on property distributions):
 1. _____

35. **CONDITIONS FOR DISTRIBUTIONS UPON SEVERANCE OF EMPLOYMENT.** Distributions upon severance of employment pursuant to Plan Section 6.4(a) will not be made unless the following conditions have been satisfied:

A. Accounts in excess of \$5,000

- a. Distributions may be made as soon as administratively feasible following severance of employment.
 b. Distributions may be made as soon as administratively feasible after the Participant has incurred _____ 1-Year Break(s) in Service (or Period(s) of Severance if the elapsed time method is selected).
 c. Distributions may be made as soon as administratively feasible after the last day of the Plan Year coincident with or next following severance of employment.
 d. Distributions may be made as soon as administratively feasible after the last day of the Plan Year quarter coincident with or next following severance of employment.
 e. Distributions may be made as soon as administratively feasible after the Valuation Date coincident with or next following severance of employment.
 f. Distributions may be made as soon as administratively feasible after _____ months have elapsed following severance of employment.
 g. No distributions may be made until a Participant has reached Early or Normal Retirement Date.
 h. Other: _____ (must be objective conditions which are ascertainable and are not subject to Employer discretion except as otherwise permitted in Regulation §1.411(d)-4 and may not exceed the limits of Code §401(a)(14) as set forth in Plan Section 6.7)

B. Accounts of \$5,000 or less

- i. Same as above
 j. Distributions may be made as soon as administratively feasible following severance of employment.
 k. Distributions may be made as soon as administratively feasible after the Participant has incurred _____ 1-Year Break(s) in Service (or Period(s) of Severance if the elapsed time method is selected).
 l. Distributions may be made as soon as administratively feasible after the last day of the Plan Year coincident with or

Volume Submitter 401(k) Profit Sharing Plan

- next following severance of employment.
- m. Other: _____ (must be objective conditions which are ascertainable and are not subject to Employer discretion except as otherwise permitted in Regulation §1.411(d)-4 and may not exceed the limits of Code §401(a)(14) as set forth in Plan Section 6.7)
- C. **Timing after initial distributable event.** If a distribution is not made in accordance with the above provisions upon the occurrence of the distributable event, then a Participant may elect a subsequent distribution at any time after the time the amount was first distributable (assuming the amount is still distributable), unless otherwise selected below (may not be selected with 35.g. and 35.i.):
- n. Other: _____ (e.g., a subsequent distribution request may only be made in accordance with l. above (i.e., the last day of another Plan Year); must be objective conditions which are ascertainable and are not subject to Employer discretion except as otherwise permitted in Regulation §1.411(d)-4 and may not exceed the limits of Code §401(a)(14) as set forth in Plan Section 6.7)
- D. **Participant consent (i.e., involuntary cash-outs).** Should Vested Account balances less than a certain dollar threshold be automatically distributed without Participant consent (mandatory distributions)?
- NOTE:** The Plan provides that distributions of amounts of \$5,000 or less do not require spousal consent and are only paid as lump-sums.
- o. No, Participant consent is required for all distributions.
- p. Yes, Participant consent is required only if the distribution is over:
1. \$5,000
 2. \$1,000
 3. \$_____ (less than \$1,000)
- NOTE:** If 2. or 3. is selected, rollovers will be included in determining the threshold for Participant consent.
- Automatic IRA rollover.** With respect to mandatory distributions of amounts that are \$1,000 or less, if a Participant makes no election, the amount will be distributed as a lump-sum unless selected below.
4. If a Participant makes no election, then the amount will be automatically rolled over to an IRA provided the amount is at least \$_____ (e.g., \$200).
- E. **Rollovers in determination of \$5,000 threshold.** Unless otherwise elected below, amounts attributable to rollover contributions (if any) will be included in determining the \$5,000 threshold for timing of distributions, form of distributions or consent rules.
- q. Exclude rollovers (rollover contributions will be excluded in determining the \$5,000 threshold)
- NOTE:** Regardless of the above election, if the Participant consent threshold is \$1,000 or less, then the Administrator must include amounts attributable to rollovers for such purpose. In such case, an election to exclude rollovers above will apply for purposes of the timing and form of distributions.
- F. **Mandatory distribution at Normal Retirement Age.** Regardless of the above elections other than any mandatory distributions provided for in p. above, unless otherwise selected below, a Participant who has severed employment may elect to delay a distribution beyond the later of age 62 or the Participant's Normal Retirement Age (subject to Plan Section 6.8).
- r. A Participant who has severed employment may not elect to delay a distribution beyond the later of age 62 or the Participant's Normal Retirement Age.
36. **DISTRIBUTIONS UPON DEATH (Plan Section 6.8(b)(2))**
Distributions upon the death of a Participant prior to the "required beginning date" will:
- a. be made pursuant to the election of the Participant or "designated Beneficiary"
 - b. begin within 1 year of death for a "designated Beneficiary" and be payable over the life (or over a period not exceeding the "life expectancy") of such Beneficiary, except that if the "designated Beneficiary" is the Participant's Spouse, begin prior to December 31st of the year in which the Participant would have attained age 70 1/2
 - c. be made within 5 (or if lesser _____) years of death for all Beneficiaries
 - d. be made within 5 (or if lesser _____) years of death for all Beneficiaries, except that if the "designated Beneficiary" is the Participant's Spouse, begin prior to December 31st of the year in which the Participant would have attained age 70 1/2 and be payable over the life (or over a period not exceeding the "life expectancy") of such "surviving Spouse"
- NOTE:** The elections above must be coordinated with the Form of distributions (e.g., if the Plan only permits lump-sum distributions, then options a., b. and d. would not be applicable).
37. **HARDSHIP DISTRIBUTIONS (Plan Sections 6.12 and/or 12.10)**
- a. Hardship distributions are NOT permitted (skip to Question 38).
 - b. Hardship distributions are permitted from the following Participant Accounts:
 1. all Accounts
 2. only from the following Accounts (select one or more):
 - a. Pre-Tax Elective Deferral Account
 - b. Roth Elective Deferral Account
 - c. Account(s) attributable to Employer matching contributions
 - d. Account attributable to Employer Nonelective profit sharing contributions

Volume Submitter 401(k) Profit Sharing Plan

- e. Rollover Account
 f. Transfer Account (other than amounts attributable to a money purchase pension plan)
 g. Other: _____ (specify Account(s) and conditions in a manner that is definitely determinable and not subject to Employer discretion)

NOTE: Distributions from a Participant's Elective Deferral Account are limited to the portion of such Account attributable to such Participant's Elective Deferrals (and earnings attributable thereto up to December 31, 1988). Hardship distributions are NOT permitted from a Participant's Qualified Nonelective Contribution Account, Qualified Matching Contribution Account, Accounts attributable to "ADP test safe harbor contributions" or Transfer Account attributable to pension assets (e.g., from a money purchase pension plan).

Additional limitations. The following limitations apply to hardship distributions:

3. N/A (no additional limitations)
 4. Additional limitations (select one or more):
 a. The minimum amount of a distribution is \$ _____ (may not exceed \$1,000).
 b. No more than _____ distribution(s) may be made to a Participant during a Plan Year.
 c. Distributions may only be made from Accounts which are fully Vested.
 d. A Participant does not include a Former Employee at the time of the hardship distribution.
 e. Hardship distributions may be made subject to the following provisions: _____ (must be definitely determinable and not subject to Employer discretion).

Beneficiary Hardship. Hardship distributions for Beneficiary expenses are NOT allowed unless otherwise selected below.

5. Hardship distributions for expenses of Beneficiaries are allowed
Special effective date (may be left blank if effective date is same as the Plan or Restatement Effective Date; select a. and, if applicable, b.)
 a. effective as of _____ (if this is a PPA restatement and the provisions were effective prior to the Restatement Effective Date, then enter the date such provisions were first effective; may not be earlier than August 17, 2006)
 b. eliminated effective as of _____

Safe harbor hardship rules. Will the safe harbor hardship rules of Plan Section 12.10 apply to hardship distributions from all Accounts?

6. Yes. The provisions of Plan Section 12.10 apply to all hardship distributions.
 7. No. The provisions of Plan Section 6.12 apply to hardship distributions from all Accounts other than a Participant's Elective Deferral Account.
 8. No. The provisions of Plan Section 6.12 apply to all hardship distributions.

38. IN-SERVICE DISTRIBUTIONS (Plan Section 6.11)

- a. In-service distributions are NOT permitted (except as otherwise selected for Hardship Distributions).
 b. In-service distributions may be made to a Participant who has not separated from service provided any of the following conditions have been satisfied (select one or more):
 1. Age
 a. the Participant has attained age 59 1/2
 b. the Participant has reached Normal Retirement Age
 2. the Participant has been a Participant in the Plan for at least _____ years (may not be less than five (5))
 3. the amounts being distributed have accumulated in the Plan for at least 2 years
 4. other: _____ (must satisfy the definitely determinable requirement under Regulations §401-1(b); may not be subject to Employer discretion; must be nondiscriminatory; and must be limited to a combination of items b.1. – b.3. or a Participant's disability)

More than one condition. If more than one condition is selected above, then a Participant only needs to satisfy one of the conditions, unless selected below:

5. A Participant must satisfy each condition

NOTE: Regardless of any elections above, distributions from a Participant's Elective Deferral Account, Qualified Matching Contribution Account, Qualified Nonelective Contribution Account and Accounts attributable to "ADP test safe harbor contributions" are subject to restrictions and generally may not be distributed prior to age 59 1/2. Distributions from a Transfer Account attributable to a money purchase pension plan are not permitted prior to age 62.

Account restrictions. In-service distributions are permitted from the following Participant Accounts:

6. all Accounts
 7. only from the following Accounts (select one or more):
 a. Pre-Tax Elective Deferral Account
 b. Roth Elective Deferral Account
 c. Account(s) attributable to Employer matching contributions (includes matching "ADP test safe harbor contributions")

Volume Submitter 401(k) Profit Sharing Plan

- d. Account attributable to Employer Nonelective profit sharing contributions
- e. Qualified Nonelective Contribution Account (includes nonelective "ADP test safe harbor contributions")
- f. Rollover Account
- g. Transfer Account attributable to (select one or both):
 - 1. non-pension assets
 - 2. pension assets (e.g., from a money purchase pension plan)
- h. Other: _____ (specify Account(s) and conditions in a manner that is definitely determinable and not subject to Employer discretion)

Limitations. The following limitations apply to in-service distributions:

- 8. N/A (no additional limitations)
- 9. Additional limitations (select one or more):
 - a. The minimum amount of a distribution is \$ _____ (may not exceed \$1,000).
 - b. No more than _____ distribution(s) may be made to a Participant during a Plan Year.
 - c. Distributions may only be made from Accounts which are fully Vested.
 - d. Distributions from the Roth Elective Deferral Account (38.b.6. or 38.b.7.b. selected), may only be made if the distribution is a "qualified distribution."
 - e. In-service distributions may be made subject to the following provisions: _____ (must be definitely determinable and not subject to discretion).

39. AGE 62 IN-SERVICE DISTRIBUTIONS FOR TRANSFERRED MONEY PURCHASE ASSETS (Plan Section 6.11)
 In-service distributions at age 62 will NOT be allowed (except as otherwise permitted under the Plan without regard to this provision) unless selected below (applies only for Transfer Accounts from a money purchase pension plan):

- a. In-service distributions will be allowed for Participants at age 62.
 Special effective date. If this is a PPA restatement and the provision applied other than as of the first day of the 2007 Plan Year, then enter the date such provision was first effective: (leave blank if not applicable):
 1. _____ (may not be earlier than the first day of the 2007 Plan Year).

Limitations. The following limitations apply to these in-service distributions:

- 2. The Plan already provides for in-service distributions and the restrictions set forth in the Plan (e.g., minimum amount of distributions or frequency of distributions) are applicable to in-service distributions at age 62.
- 3. N/A (no limitations)
- 4. The following elections apply to in-service distributions at age 62 (select one or more):
 - a. The minimum amount of a distribution is \$ _____ (may not exceed \$1,000).
 - b. No more than _____ distribution(s) may be made to a Participant during a Plan Year.
 - c. Distributions may only be made from Accounts which are fully Vested.
 - d. In-service distributions may be made subject to the following provisions: _____ (must be definitely determinable and not subject to discretion).

40. IN-PLAN ROTH ROLLOVER CONTRIBUTIONS (Plan Section 12.11) (skip if Roth Elective Deferrals NOT selected at Question 12.b.1.)

- a. In-Plan Roth rollover contributions are NOT permitted (skip to Question 41).
- b. In-Plan Roth rollover contributions are permitted according to the following provisions.
 Special effective date. (may be left blank if same as Plan or Restatement Effective Date)
 1. _____ (if this is a PPA restatement and the provisions were effective prior to the Restatement Effective Date, then enter the date such provisions were first effective; may not be earlier than September 28, 2010)

Eligibility and type of rollover. Any Participant may elect an in-Plan Roth rollover contribution by direct rollover except as selected below (select all that apply; leave blank if none apply):

- c. **In-service distribution only.** Only Participants who are Employees may elect an in-Plan Roth rollover contribution. (if not selected, Terminated Participants may make an in-Plan Roth rollover contribution but only when entitled to an actual cash distribution)
- d. **No transfer of loans.** Loans may not be distributed as part of an in-Plan Roth rollover contribution. (if not selected, any loans may be transferred)

In-service distribution provisions. The Employer elects the following regarding in-service distributions from the Plan solely for purposes of making an in-Plan Roth rollover contribution:

- e. N/A (Plan's existing in-service distribution provisions apply) (may only be selected if Plan permits in-service distributions; skip to Question 41)
- f. In-service distribution provisions. The Employer elects to permit in-service distributions as follows solely for purposes of making an in-Plan Roth rollover contribution (select one or more):
 - 1. the Participant has attained age _____
 - 2. the Participant has _____ months of participation (specify minimum of 60 months)
 - 3. the amounts being distributed have accumulated in the Plan for at least _____ years (at least 2)
 - 4. other (describe): _____ (must satisfy the definitely determinable requirement under Regulations §401-1(b); may not be subject to Employer discretion; must be nondiscriminatory; and must be limited to a combination

Volume Submitter 401(k) Profit Sharing Plan

of items f.1. – f.3. or a Participant's disability)

More than one condition. If more than one condition is selected above, then a Participant only needs to satisfy one of the conditions, unless selected below:

5. A Participant must satisfy each condition

NOTE: Regardless of any election above to the contrary, in-Plan Roth rollover contributions are not permitted from a Participant's Elective Deferral Account, Qualified Matching Contribution Account, Qualified Nonelective Contribution Account and Accounts attributable to "ADP test safe harbor contributions" prior to age 59 1/2. Distributions from a Transfer Account attributable to a money purchase pension plan are not permitted prior to age 62.

Source of in-Plan Roth rollover contribution. Plan permits a direct rollover from the following qualifying sources:

6. all Accounts

7. only from the following qualifying sources (select one or more):

- a. Pre-Tax Elective Deferral Account
- b. Account(s) attributable to Employer matching contributions (includes any matching "ADP test safe harbor contributions")
- c. Account attributable to Employer Nonelective profit sharing contributions
- d. Qualified Nonelective Contribution Account (includes any nonelective "ADP test safe harbor contributions")
- e. Rollover Account
- f. Transfer Account
- g. Other: _____ (specify Account(s) and conditions in a manner that is definitely determinable and not subject to Employer discretion; e.g., a Participant's Pre-Tax Deferral Account or Matching Contribution Account, but not the Participant's Nonelective Contribution Account)

Other limitations on direct in-Plan Roth rollover contribution (leave blank if none apply)

8. The following limitations apply (select one or more):

- a. The minimum amount that may be rolled over is \$ _____ (may not exceed \$1,000).
- b. Distributions may only be made from Accounts which are fully Vested.
- c. In-service distributions may be made subject to the following provisions: _____ (describe - must be definitely determinable and not subject to discretion).

Withholding. If the Plan does not permit an actual distribution upon the event triggering the right to elect the in-Plan Roth rollover contribution, then a Participant may not elect to have a portion of the amount that may be distributed as an in-Plan Roth rollover contribution distributed for tax withholding purposes unless selected below (leave blank if not applicable):

9. **Distribution for withholding.** A Participant may elect to have a portion of the amount that may be distributed as an in-Plan Roth rollover contribution distributed solely for purposes of federal or state income tax withholding related to the in-Plan Roth rollover contribution.

41. QUALIFIED RESERVIST DISTRIBUTIONS (Plan Section 6.18)

- a. Qualified reservist distributions are NOT permitted
- b. Qualified reservist distributions are permitted

Special effective date (may be left blank if same as Plan or Restatement Effective Date)

- 1. January 1, 2016 (if this is a PPA restatement and the provisions were effective prior to the Restatement Effective Date, then enter the date such provisions were first effective; may not be earlier than September 12, 2001)

42. HEART ACT PROVISIONS (Plan Section 6.18)

Continued benefit accruals.

- a. Continued benefit accruals will NOT apply
- b. Continued benefit accruals will apply

Special effective date. If this is a PPA restatement and the provision applied other than as of the first day of the 2007 Plan Year, then enter the date such provision was first effective: (leave blank if not applicable)

- c. _____ (may not be earlier than the first day of the 2007 Plan Year)

Distributions for deemed severance of employment

- d. The Plan does NOT permit distributions for deemed severance of employment
- e. The Plan permits distributions for deemed severance of employment

Special effective date (may be left blank if same as Plan or Restatement Effective Date)

- 1. January 1, 2016 (if this is a PPA restatement and the provisions were effective prior to the Restatement Effective Date, then enter the date such provisions were first effective; may not be earlier than January 1, 2007)

Volume Submitter 401(k) Profit Sharing Plan

NONDISCRIMINATION TESTING

43. **HIGHLY COMPENSATED EMPLOYEE** (Plan Section 1.41)
Top-Paid Group election and calendar year data election are not used unless selected below (the selections made for the latest year will continue to apply to subsequent Plan Years unless the Plan is amended) (select all that apply; leave blank if none apply):
- Top-Paid Group election will be used.
 - Calendar year data election will be used (only applicable to non-calendar year Plan Year).

44. **ADP AND ACP TESTS** (Plan Sections 12.4 and 12.6)

NOTE: The selections made below for the latest year will continue to apply to subsequent Plan Years unless the Plan is amended. Also, the prior method will not apply if the Employer uses the discretionary nonelective "ADP test safe harbor contribution" described in Section 12.8(h) or if the Plan is amended during a Plan Year to eliminate an "ADP test safe harbor contribution."

ADP test. If applicable, the ADP ratio for NHCEs will be based on the current year ratio unless prior year testing method is selected below (leave blank if current year testing method is being used):

- Prior year testing method.** The prior year ratio will be used. If this selection is made for the first year the Code §401(k) feature is added to this Plan (unless this Plan is a successor plan), then for the first Plan Year only, the amount taken into account as the ADP of Nonhighly Compensated Employees for the preceding Plan Year will be the greater of 3% or the actual percentage for the initial Plan Year.

ACP test. If applicable, the ACP ratio for NHCEs will be based on the current year ratio unless prior year testing method is selected below (leave blank if current year testing method is being used):

- Prior year testing method.** The prior year ratio will be used. If this selection is made for the first year the Code §401(m) feature is added to this Plan (unless this Plan is a successor plan), then for the first Plan Year only, the amount taken into account as the ACP of NHCEs for the preceding Plan Year will be the greater of 3% or the actual percentage for the initial Plan Year.

Effective dates. (optional)

- Current year testing method.** If the current year testing method is currently being used, enter the date it was first effective (used for purposes of applying the five year restriction on amending to the prior year testing method):
 - ADP test: _____ (may not be selected with 44.a.)
 - ACP test: _____ (may not be selected with 44.b.)

MISCELLANEOUS

45. **LOANS TO PARTICIPANTS** (Plan Section 7.6)

- New loans are NOT permitted.
- New loans are permitted.

NOTE: Regardless of whether new loans are permitted, if the Plan permits rollovers, then the Administrator may, in a uniform and nondiscriminatory manner, accept rollovers of loans into this Plan.

46. **ROLLOVERS** (Plan Section 4.6) (skip if rollover contributions are NOT selected at 12.f.)

Eligibility. Rollovers may be accepted from all Participants who are Employees as well as the following (select all that apply; leave blank if not applicable):

- Any Eligible Employee, even prior to meeting eligibility conditions to be a Participant
- Participants who are Former Employees

Distributions. When may distributions be made from a Participant's Rollover Account?

- At any time
- Only when the Participant is otherwise entitled to a distribution under the Plan

47. **AFTER-TAX VOLUNTARY EMPLOYEE CONTRIBUTIONS** (Plan Section 4.8) (skip if after-tax voluntary Employee contributions NOT selected at Question 12.g.)

Matching after-tax voluntary Employee contributions. There are no Employer matching contributions on after-tax voluntary Employee contributions unless elected below.

- After-tax voluntary Employee contributions are aggregated with Elective Deferrals for purposes of applying any matching contributions under the Plan.

PPA TRANSITION RULES

The following questions only apply if this is a PPA restatement (i.e., Question 5.b.1. is selected). If this is not a PPA restatement, then this Plan will not be considered an individually designed plan merely because the following questions are deleted from the Adoption Agreement.

NOTE: The following provisions are designed to be left unanswered if the selections do not apply to the Plan.

Volume Submitter 401(k) Profit Sharing Plan

48. PRIOR VESTING SCHEDULE FOR EMPLOYER NONELECTIVE PROFIT SHARING CONTRIBUTIONS. The vesting schedule for amounts attributable to Employer Nonelective profit sharing contributions made prior to Plan Years beginning after December 31, 2006, is (leave blank if not applicable):
- a. _____ (enter the vesting schedule that applied prior to the Plan Year beginning in 2007; such schedule must satisfy 5-year cliff or 7-year graded and, if applicable, must provide for a top-heavy minimum schedule)
49. WRERA - RMD WAIVERS FOR 2009 (Plan Section 6.8(f))
- Suspension/continuation of RMDs. Unless otherwise elected below, required minimum distributions (RMDs) for 2009 were suspended unless a Participant or Beneficiary elected to receive such distributions:
- a. RMDs for 2009 were suspended for any Participant or Beneficiary who was scheduled to receive his/her first RMD for 2009 or who did not make a continuing election prior to 2009 to receive his/her RMD (unless the Participant or Beneficiary made an election to receive such distribution). RMDs for 2009 were continued for any Participant or Beneficiary who had made a continuing election to receive an RMD prior to 2009 (unless the Participant or Beneficiary made an election to suspend such distribution).
- b. RMDs continued unless otherwise elected by a Participant or Beneficiary.
- c. RMDs continued in accordance with the terms of the Plan (i.e., no election available to Participants or Beneficiaries).
- d. Other: _____
- Direct rollovers. The Plan also treated the following as "eligible rollover distributions" in 2009 (If no election is made, then a "direct rollover" was only offered for "2009 RMDs"):
- e. "2009 RMDs" and "Extended 2009 RMDs."
- f. "2009 RMDs" but only if paid with an additional amount that is an "eligible rollover distribution" without regard to Code §401(a)(9)(H).
50. NON-SPOUSAL ROLLOVERS (Plan Section 6.15(d)). Non-spousal rollovers are permitted effective for distributions after December 31, 2006 unless an alternative effective date is selected at a. below:
- a. Non-spousal rollovers are allowed effective _____ (may not be earlier than January 1, 2007 and not later than January 1, 2010; the Plan already provides for non-spousal rollovers effective as of January 1, 2010)

Volume Submitter 401(k) Profit Sharing Plan

The adopting Employer may rely on an advisory letter issued by the Internal Revenue Service as evidence that the Plan is qualified under Code §401 only to the extent provided in Rev. Proc. 2011-49 or subsequent guidance.

The Employer may not rely on the advisory letter in certain other circumstances or with respect to certain qualification requirements, which are specified in the advisory letter issued with respect to the Plan and in Rev. Proc. 2011-49 or subsequent guidance. In order to have reliance in such circumstances or with respect to such qualification requirements, application for a determination letter must be made to Employee Plans Determinations of the Internal Revenue Service.

This Adoption Agreement may be used only in conjunction with the Volume Submitter basic Plan document #07. This Adoption Agreement and the basic Plan document will together be known as Benefits Administrators, LLC Volume Submitter 401(k) Profit Sharing Plan #003.

The adoption of this Plan, its qualification by the IRS, and the related tax consequences are the responsibility of the Employer and its independent tax and legal advisors.

Benefits Administrators, LLC will notify the Employer of any amendments made to the Plan or of the discontinuance or abandonment of the Plan. Furthermore, in order to be eligible to receive such notification, the Employer agrees to notify Benefits Administrators, LLC of any change in address. In addition, this Plan is provided to the Employer either in connection with investment in a product or pursuant to a contract or other arrangement for products and/or services. Upon cessation of such investment in a product or cessation of such contract or arrangement, as applicable, the Employer is no longer considered to be an adopter of this Plan and Benefits Administrators, LLC no longer has any obligations to the Employer that relate to the adoption of this Plan.

With regard to any questions regarding the provisions of the Plan, adoption of the Plan, or the effect of an advisory letter from the IRS, call or write (this information must be completed by the sponsor of this Plan or its designated representative):

Name: Benefits Administrators, LLC
Address: 269 West Main Street, Suite 700
Lexington Kentucky 40507
Telephone: (859) 255-1154

The Employer and Trustee (or Insurer), by executing below, hereby adopt this Plan:

EMPLOYER: Gateway Childrens Advocacy Center

By: *Diane Rodgers*

7/9/2019
DATE SIGNED

TRUSTEE (OR INSURER):

The signature of the Trustee or Insurer appears on a separate agreement or Contract,

OR (add additional Trustee signature lines as necessary)

Diane Rodgers
Diane Rodgers
TRUSTEE OR INSURER

7/9/2019
DATE SIGNED

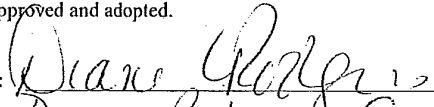
ADOPTING RESOLUTION

The undersigned authorized representative of Gateway Childrens Advocacy Center (the Employer) hereby certifies that the following resolutions were duly adopted by the Employer on the date specified below, and that such resolutions have not been modified or rescinded as of the signature date below:

RESOLVED, that the form of 401(k) Profit Sharing Plan and Trust effective July 1, 2019, presented to this meeting is hereby approved and adopted and that an authorized representative of the Employer is hereby authorized and directed to execute and deliver to the Administrator of the Plan one or more counterparts of the Plan.

The undersigned further certifies that attached hereto are true copies of Gateway Childrens Advocacy Center 401(k) Plan, the Summary Plan Description and the Funding Policy and Method which are hereby approved and adopted.

Date: 7/10/2019

By: 
Diane Rodgers Executive Director
[print name/title]

**APPENDIX A
SPECIAL EFFECTIVE DATES AND OTHER PERMITTED ELECTIONS**

- A. **Special effective dates/spin-offs/mergers** (the following elections are optional; select any that apply):
- a. **Employer matching contributions.** The Employer matching contribution provisions under Question 28. are effective: _____.
 - b. **Employer profit sharing contributions.** The Employer profit sharing contribution provisions under Questions 29. and 30. are effective: _____.
 - c. **Distribution elections.** The distribution elections under Questions _____ (Choose 34. - 42. as applicable) are effective: _____.
 - d. **Other special effective date(s):** _____. For periods prior to the specified special effective date(s), the Plan terms in effect prior to its restatement under this Adoption Agreement will control for purposes of the designated provisions. A special effective date may not result in the delay of a Plan provision beyond the permissible effective date under any applicable law.
 - e. **Spin-off.** The Plan was a spin-off from the _____ (enter name of plan), which was originally effective _____ (enter effective date of original plan).
 - f. **Merged plans.** The following plan(s) are merged into this Plan (enter applicable information; attach addendum if more than 4 merged plans):

	Name of merged plan	Merger date	Original effective date of merged plan
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____

- B. **Other permitted elections** (the following elections are optional):
- a. **No other permitted elections**
- The following elections apply (select one or more):
- b. **Deemed 125 compensation** (Plan Section 1.40). Deemed 125 compensation will be included in Compensation and 415 Compensation.
 - c. **Reemployed after five (5) 1-Year Breaks in Service ("rule of parity" provisions)** (Plan Section 3.5(d)). The "rule of parity" provisions in Plan Section 3.5(d) will not apply for (select one or both):
 - 1. eligibility purposes
 - 2. vesting purposes
 - d. **The "one-year hold-out" rule** described in Plan Section 3.5(e) will apply to (select one or both):
 - 1. determine eligibility (for all contributions types except Elective Deferrals)
 - 2. determine vesting
 - e. **Normal form of annuity.** If the Plan permits an annuity form of payment (e.g., if 34.f.1., f.2. or g. is selected), instead of a joint and 50% survivor annuity, the normal form of the qualified Joint and Survivor Annuity will be:
 - 1. joint and 100% survivor annuity
 - 2. joint and 75% survivor annuity
 - 3. joint and 66 2/3% survivor annuity
 - f. **Beneficiary if no beneficiary elected by Participant** (Plan Section 6.2(e)). In the event no valid designation of Beneficiary exists, then in lieu of the order set forth in Plan Section 6.2(e), the following order of priority will be used: _____ (specify an order of beneficiaries; e.g., children per stirpes, parents, and then step-children).
 - g. **Common, collective or pooled trust funds** (Plan Sections 7.2(c)(5) and/or 7.3(b)(6)). The name(s) of the common, collective or pooled trust funds available under the Plan is (are): _____.
 - h. **"Section 411(d)(6) protected benefits"** (Plan Section 8.1(b)). The following are Code §411(d)(6) protected benefits that are preserved under this Plan: _____ (specify the protected benefits and the accrued benefits that are subject to the protected benefits).
 - i. **Limitation Year** (Plan Section 1.50). The Limitation Year for Code §415 purposes will be _____ (must be a consecutive twelve month period) instead of the "determination period" for Compensation.

Volume Submitter 401(k) Profit Sharing Plan

- j. **415 Limits when 2 or more defined contribution plans are maintained** (Plan Section 4.4). If any Participant is covered under another qualified defined contribution plan maintained by the Employer or an Affiliated Employer, or if the Employer or an Affiliated Employer maintains a welfare benefit fund, as defined in Code §419(e), or an individual medical account, as defined in Code §415(l)(2), under which amounts are treated as "annual additions" with respect to any Participant in this Plan, then the provisions of Plan Section 4.4(b) will apply unless otherwise specified below:
1. Specify, in a manner that precludes Employer discretion, the method under which the plans will limit total "annual additions" to the "maximum permissible amount" and will properly reduce any "excess amounts": _____

- k. **Top-heavy duplications (select one or more)**
1. **Top-heavy duplications when 2 or more defined contribution plans are maintained** (Plan Section 4.3(f)). When a Non-Key Employee is a Participant in this Plan and another defined contribution plan maintained by the Employer that is subject to the top-heavy rules, indicate which method will be utilized to avoid duplication of top-heavy minimum benefits:
- a. The full top-heavy minimum will be provided in each plan.
- b. A minimum, non-integrated contribution of 3% of each Non-Key Employee's 415 Compensation will be provided in the Money Purchase Plan (or other plan subject to Code §412).
- c. Specify the method under which the plans will provide top-heavy minimum benefits for Non-Key Employees that will preclude Employer discretion and avoid inadvertent omissions, including any adjustments required under Code §415: _____

NOTE: If b. or c. is selected then (1) an Employer may not rely on the advisory letter issued by the Internal Revenue Service with respect to the requirements of Code §416, and (2), if the plans do not benefit the same Participants, the uniformity requirement of the Regulations under Code §401(a)(4) may be violated.

2. **Top-heavy duplications when a defined benefit plan is maintained** (Plan Section 4.3(i)). When a Non-Key Employee is a Participant in this Plan and a non-frozen defined benefit plan maintained by the Employer that is subject to the top-heavy rules, indicate which method will be utilized to avoid duplication of top-heavy minimum benefits: (select one of a. - d. AND complete e. or select f.)
- a. The full top-heavy minimum will be provided in each plan (if selected, Plan Section 4.3(i) will not apply).
- b. 5% defined contribution minimum
- c. 2% defined benefit minimum will be made in the _____ (enter the name of the other plan)
- d. Specify the method under which the plans will provide top-heavy minimum benefits for Non-Key Employees that will preclude Employer discretion and avoid inadvertent omissions: _____

NOTE: If b., c., or d. is selected then (1) an Employer may not rely on the advisory letter issued by the Internal Revenue Service with respect to the requirements of Code §416, and (2), if the plans do not benefit the same Participants, the uniformity requirement of the Regulations under Code §401(a)(4) may be violated.

AND, the "present value" (Plan Section 9.2) for top-heavy purposes will be based on:

- e. Interest Rate: _____
- Mortality Table: _____
- f. The interest rate and mortality table specified to determine "present value" for top-heavy purposes in the defined benefit plan.

AND, a Participant must be employed on the last day of the Plan Year in order to receive the top-heavy minimum (Plan Section 4.3(h)) unless elected below.

- g. A Participant is not required to be employed by the Employer on the last day of the Plan Year.

1. **Recognition of Service with other employers** (Plan Sections 1.62 and 1.88). Service with the following employers (in addition to those specified at Question 16) will be recognized as follows (select one or more; if more than 6 employers, attach an addendum to the Adoption Agreement):

	Eligibility	Vesting	Contribution Allocation
1. <input type="checkbox"/> Employer name: _____	a. <input type="checkbox"/>	b. <input type="checkbox"/>	c. <input type="checkbox"/>
2. <input type="checkbox"/> Employer name: _____	a. <input type="checkbox"/>	b. <input type="checkbox"/>	c. <input type="checkbox"/>
3. <input type="checkbox"/> Employer name: _____	a. <input type="checkbox"/>	b. <input type="checkbox"/>	c. <input type="checkbox"/>
4. <input type="checkbox"/> Employer name: _____	a. <input type="checkbox"/>	b. <input type="checkbox"/>	c. <input type="checkbox"/>
5. <input type="checkbox"/> Employer name: _____	a. <input type="checkbox"/>	b. <input type="checkbox"/>	c. <input type="checkbox"/>

Volume Submitter 401(k) Profit Sharing Plan

6. Employer name: _____ a. b. c.

Limitations

7. The following provisions or limitations apply with respect to the recognition of prior service: _____ a. b. c.
 (e.g., credit service with X only on/following 1/1/13 or credit all service with entities the Employer acquires after 12/31/12)

m. **Other vesting provisions.** The following vesting provisions apply to the Plan (select one or more):

- 1. **Special vesting provisions.** The following special provisions apply to the vesting provisions of the Plan: _____ (must be definitely determinable, non-discriminatory under Code §401(a)(4) and otherwise satisfy the parameters set forth in Questions 18 and 19 and Plan Section 6.4.; e.g., rather than the schedule specified at Question 18, the 5-year graded schedule applies to amounts merged into the Plan from the XYZ Plan.)
- 2. **Pre-amendment vesting schedule.** (Plan Section 6.4(h)). If the vesting schedule has been amended and a different vesting schedule other than the schedule at Question 18 applies to any Participants, then the following provisions apply (must select one of a. - d. AND complete e.):

Applicable Participants. The vesting schedules in Question 18 only apply to:

- a. Participants who are Employees as of _____ (enter date).
- b. Participants in the Plan who have an Hour of Service on or after _____ (enter date).
- c. Participants (even if not an Employee) in the Plan on or after _____ (enter date).
- d. Other: _____ (e.g., Participants in division A)

Vesting schedule

e. The schedule that applies to Participants not subject to the vesting schedule in Question 18 is:

Years (or Periods) of Service	Percentage
_____	_____ %
_____	_____ %
_____	_____ %
_____	_____ %
_____	_____ %
_____	_____ %

3. **Prior vesting schedule for Employer matching contributions.** The vesting schedule for amounts attributable to Employer matching contributions made prior to Plan Years beginning after December 31, 2001 is: _____ (enter the vesting schedule that applied prior to the Plan Year beginning in 2002; such schedule must satisfy 5-year cliff or 7-year graded and, if applicable, must provide for a top-heavy minimum schedule)

n. **Top-heavy vesting schedule** (Plan Section 6.4(e)).

Instead of any other vesting schedules set forth in the Plan, if this Plan becomes a Top-Heavy Plan, the following vesting schedule, based on number of Years of Service (or Periods of Service if the elapsed time method is selected) will apply:

- 1. 6 Year Graded: 0-1 year-0%; 2 years-20%; 3 years-40%; 4 years-60%; 5 years-80%; 6 years-100%
- 2. 3 Year Cliff: 0-2 years-0%; 3 years-100%
- 3. Other - Must be at least as liberal as either 1. or 2. above in each year without switching between the two schedules. (if a different top-heavy schedule applies to different contribution sources, attach an addendum specifying the schedule that applies to each source):

Years (or Periods) of Service	Percentage
_____	_____ %
_____	_____ %
_____	_____ %
_____	_____ %
_____	_____ %
_____	_____ %

NOTE: This Section does not apply to the Account balance of any Participant who does not have an Hour of Service after the Plan has initially become top-heavy. Such Participant's Vested Account balance will be determined without regard to this Section.

o. **Leased Employees** (Plan Section 1.49)

- 1. **Offset of contributions to leasing organization plan.** The Employer will reduce allocations to this Plan for any Leased Employee to the extent that the leasing organization contributes to or provides benefits under a leasing organization plan to or for the Leased Employee and which are attributable to the Leased Employee's services for the Employer.

Volume Submitter 401(k) Profit Sharing Plan

2. **Disregard one year requirement.** The definition of Leased Employee shall be applied by disregarding the requirement of performing services for at least one year, for the following contributions (select a. or all that apply of b.1. - b.3.) (Elective Deferrals include Roth Elective Deferrals, "ADP test safe harbor contributions" (including those made pursuant to a QACA) and SIMPLE 401(k) contributions, after-tax voluntary Employee contributions, and rollover contributions; Matching includes QMACs; and Nonelective Profit Sharing includes QNECs):
- a. All contributions
 - b. The following contributions (select all that apply)
 - 1. Elective Deferrals
 - 2. Matching contributions
 - 3. Nonelective Profit Sharing contributions
- p. **Minimum distribution transitional rules** (Plan Section 6.8(e)(5))
- NOTE:** This Section does not apply to (1) a new Plan, (2) an amendment or restatement of an existing Plan that never contained the provisions of Code §401(a)(9) as in effect prior to the amendments made by the Small Business Job Protection Act of 1996 (SBJPA), or (3) a Plan where the transition rules below do not affect any current Participants.
- The "required beginning date" for a Participant who is not a "five percent (5%) owner" is:
- 1. April 1st of the calendar year following the year in which the Participant attains age 70 1/2. (pre-SBJPA rules continue to apply)
 - 2. April 1st of the calendar year following the later of the year in which the Participant attains age 70 1/2 or retires (the post-SBJPA rules), with the following exceptions (select one or both; leave blank if both applied effective as of January 1, 1996):
 - a. A Participant who was already receiving required minimum distributions under the pre-SBJPA rules as of _____ (may not be earlier than January 1, 1996) was allowed to stop receiving distributions and have them recommence in accordance with the post-SBJPA rules. Upon the recommencement of distributions, if the Plan permits annuities as a form of distribution then the following apply:
 - 1. N/A (annuity distributions are not permitted)
 - 2. Upon the recommencement of distributions, the original Annuity Starting Date will be retained.
 - 3. Upon the recommencement of distributions, a new Annuity Starting Date is created.
 - b. A Participant who had not begun receiving required minimum distributions as of _____ (may not be earlier than January 1, 1996) may elect to defer commencement of distributions until retirement. The option to defer the commencement of distributions (i.e., to elect to receive in-service distributions upon attainment of age 70 1/2) applies to all such Participants unless selected below:
 - 1. The in-service distribution option was eliminated with respect to Participants who attained age 70 1/2 in or after the calendar year that began after the later of (1) December 31, 1998, or (2) the adoption date of the restatement to bring the Plan into compliance with the SBJPA.
- q. **Other spousal provisions** (select one or more)
- 1. **One-year marriage rule.** For purposes of the Plan, other than for purposes of determining eligible hardship distribution expenses, an individual is treated as Spouse only if such individual was married throughout the one year period ending on the earlier of the Annuity Starting Date or the date of the Participant's death.
 - 2. **Definition of Spouse.** The term Spouse includes a spouse under federal law as well as the following:

 - 3. **Automatic revocation of spousal designation** (Plan Section 6.2(f)). The automatic revocation of a spousal Beneficiary designation in the case of divorce does not apply.
 - 4. **Timing of QDRO payment.** A distribution to an Alternate Payee shall not be permitted prior to the time a Participant would be entitled to a distribution.
- r. **Applicable law.** Instead of using the applicable laws set forth in Plan Section 10.4(a), the Plan will be governed by the laws of: _____
- s. **Total and Permanent Disability.** Instead of the definition at Plan Section 1.83, Total and Permanent Disability means: _____ (must be definitely determinable).
- t. **Other Trust provisions** (select any that apply)
- 1. **Special Trustee for collection of contributions.** The Employer appoints the following Special Trustee with the responsibility to collect delinquent contributions pursuant to Plan Section 7.1(b):
Name: _____
Title _____
 - a. _____
Address and telephone number _____
 - b. Use Employer address and telephone number

Volume Submitter 401(k) Profit Sharing Plan

c. Use address and telephone number below:

Address: _____
Street

_____ City _____ State _____ Zip _____

Telephone: _____

NOTE: The Trustee named above is hereby appointed as a Trustee for the Plan, and is referred to as the Special Trustee. The sole responsibility of the Special Trustee is to collect contributions the Employer owes to the Plan. No other Trustee has any duty to ensure that the contributions received comply with the provisions of the Plan or is obliged to collect any contributions from the Employer. No Trustee, other than the Special Trustee, is obliged to ensure that funds deposited are deposited according to the provisions of the Plan. The Special Trustee must accept its position and agree to its obligations hereunder.

2. **Permissible Trust (or Custodian) modifications.** The Employer makes the following modifications to the Trust (or Custodial) provisions as permitted under Rev. Proc. 2011-49 (or subsequent IRS guidance) (select one or more of a. - c. below):

NOTE: Any elections below must not: (i) conflict with any Plan provision unrelated to the Trust or Trustee; or (ii) cause Plan to violate Code §401(a). In addition, this may not be used to substitute all of the Trust provisions in the Plan.

a. **Investments.** The Employer amends the Trust provisions relating to Trust investments as follows: _____

b. **Duties.** The Employer amends the Trust provisions relating to Trustee (or Custodian) duties as follows: _____

c. **Other administrative provisions.** The Employer amends the other administrative provisions of the Trust as follows: _____

u. **Other provisions for matching contributions** (select one or more)

1. **Match applied to elective deferrals to 403(b) arrangement.** In applying any matching contributions in this Plan, elective deferrals to a Code §403(b) arrangement will be aggregated with Elective Deferrals to this Plan.

2. **Matching contributions not used to satisfy top-heavy contribution** (Plan Section 4.3(j)). Employer matching contributions will NOT be taken into account for purposes of satisfying the minimum contribution requirements of Code §416(c)(2) and the Plan.

v. **QACA safe harbor contributions vesting options.** The vesting options selected at Question 19 on the Adoption Agreement also apply to the Participant's Qualified Automatic Contribution Safe Harbor Account unless otherwise selected below (select all that apply):

Excluded service prior to initial Effective Date of Plan or a predecessor plan (as defined in Regulations §1.411(a)-5(b)(3))

- 1. applies
- 2. does not apply

Excluded service prior to the computation period in which an Employee has attained age 18

- 3. applies
- 4. does not apply

Full vesting upon death

- 5. applies
- 6. does not apply

Full vesting upon Total and Permanent Disability

- 7. applies
- 8. does not apply

Volume Submitter 401(k) Profit Sharing Plan

ADMINISTRATIVE PROCEDURES

The following are optional administrative provisions. The Administrator may implement procedures that override any elections in this Section without a formal Plan amendment. In addition, modifications to these procedures will not affect an Employer's reliance on the Plan.

A. Loan limitations. Note: the separate loan program required by the DOL will override any inconsistent selections made below. (complete only if loans to Participants are permitted)

- a. Limitations (select one or more; leave blank if none apply):
1. Loans will be treated as Participant directed investments.
 2. Loans will only be made for hardship or financial necessity as defined below (select a. or b.)
 - a. hardship reasons specified in Plan Section 12.10
 - b. other: _____ (specify financial necessity)
 3. The minimum loan will be \$_____ (may not exceed \$1,000).
 4. A Participant may only have _____ (e.g., one (1)) loan(s) outstanding at any time.
 5. All outstanding loan balances will become due and payable in their entirety upon severance of employment unless directly rolled over (if otherwise permitted) to another employer's plan.
 6. **Account restrictions.** Loans will only be permitted from the following Participant Accounts (select all that apply or leave blank if no limitations apply):
 - a. Pre-Tax Elective Deferral Account
 - b. Roth Elective Deferral Account
 - c. Account(s) attributable to Employer matching contributions (includes matching "ADP test safe harbor contributions")
 - d. Account attributable to Employer Nonelective profit sharing contributions
 - e. Qualified Nonelective Contribution Account (includes nonelective "ADP test safe harbor contributions")
 - f. Rollover Account
 - g. Transfer Account attributable to (select one or both):
 1. non-pension assets
 2. pension assets (e.g., from a money purchase pension plan)
 - h. Voluntary Contribution Account
 - i. Other: _____

AND, if loans are restricted to certain Accounts, the limitations of Code §72(p) and the adequate security requirement of the DOL Regulations will be applied:

- j. by determining the limits by only considering the restricted Accounts.
- k. by determining the limits taking into account a Participant's entire interest in the Plan.

Additional loan provisions (select all that apply; leave blank if none apply)

- b. **Loan payments.** Loans are repaid by (if left blank, then payroll deduction applies unless Participant is not subject to payroll; e.g., partner who only has a draw):
1. payroll deduction
 2. ACH (Automated Clearing House)
 3. check
 - a. Only for prepayment
- c. **Interest rate.** Loans will be granted at the following interest rate (if left blank, then 3. below applies):
1. _____ percentage points over the prime interest rate
 2. _____%
 3. the Administrator establishes the rate in a nondiscriminatory manner
- d. **Refinancing.** Loan refinancing is allowed.

B. Life insurance. (Plan Section 7.5)

- a. Life insurance may not be purchased.
- b. Life insurance may be purchased...
1. at the option of the Administrator
 2. at the option of the Participant

Limitations

3. N/A (no limitations)
4. The purchase of initial or additional life insurance will be subject to the following limitations (select one or more):
 - a. Each initial Contract will have a minimum face amount of \$_____.
 - b. Each additional Contract will have a minimum face amount of \$_____.
 - c. The Participant has completed _____ Years (or Periods) of Service.
 - d. The Participant has completed _____ Years (or Periods) of Service while a Participant in the Plan.
 - e. The Participant is under age _____ on the Contract issue date.
 - f. The maximum amount of all Contracts on behalf of a Participant may not exceed \$_____.
 - g. The maximum face amount of any life insurance Contract will be \$_____.

Volume Submitter 401(k) Profit Sharing Plan

C. Plan expenses and Forfeitures

Plan expenses. Will the Plan assess against an individual Participant's Account certain Plan expenses that are incurred by, or are attributable to, a particular Participant based on use of a particular Plan service?

- a. No
b. Yes

Use of Forfeitures

Other than Employer matching contributions. Forfeitures of amounts attributable to Employer contributions other than Employer matching contributions will be:

- c. added to any Employer discretionary contribution (e.g., matching or profit sharing) and allocated in the same manner
d. used to reduce any Employer contribution (other than contributions that must be fully Vested when contributed such as QNECs, QMACs and "ADP test safe harbor" contributions that are not made pursuant to a QACA) (see Note below)
e. added to any Employer matching contribution and allocated as an additional matching contribution
f. allocated to all Participants eligible to share in the allocations of profit sharing contributions or Forfeitures in the same proportion that each Participant's Compensation for the Plan Year bears to the Compensation of all Participants for such year
g. other: _____ (describe the treatment of Forfeitures in a manner that is definitely determinable and not subject to Employer discretion; e.g., Forfeitures attributable to transferred balances from Plan X are allocated as additional discretionary contributions only to former Plan X Participants)

Matching contributions. Forfeitures of amounts attributable to Employer matching contributions will be:

- h. N/A (same as above or no Employer matching contributions)
i. used to reduce the Employer matching contribution (other than contributions that must be fully Vested when contributed such as QNECs, QMACs and "ADP test safe harbor" contributions that are not made pursuant to a QACA) (see Note below)
j. added to any Employer matching contribution and allocated as an additional matching contribution
k. added to any Employer discretionary profit sharing contribution
l. used to reduce any Employer contribution (other than contributions that must be fully Vested when contributed such as QNECs, QMACs and "ADP test safe harbor" contributions that are not made pursuant to a QACA) (see Note below)
m. other: _____ (describe the treatment of Forfeitures in a manner that is definitely determinable and not subject to Employer discretion; e.g., Forfeitures attributable to transferred balances from Plan X are allocated as additional discretionary contributions only to former Plan X Participants)

NOTE: Effective for Plan Years beginning after the Plan Year in which this Plan document is adopted, Forfeitures may not be used to reduce Employer contributions which are required pursuant to the Code to be fully Vested when contributed to the Plan (such as QMACs, QNECs and "ADP test safe harbor contributions" other than QACA "ADP test safe harbor contributions"). The reallocation of Forfeitures could affect the Plan's top-heavy exemption (see Plan Section 12.8(f)). One approach to avoid this result is to provide for a discretionary matching contribution that satisfies the "ACP test safe harbor" provisions (i.e., select Question 27A.b and select a discretionary matching contribution at Question 28) and then allocate Forfeitures as a matching contribution.

D. Directed investments (Plan Section 4.10)

- a. Participant directed investments are NOT permitted.
b. Participant directed investments are permitted from the following Participant Accounts:
1. all Accounts
2. only from the following Accounts (select one or more):
a. Pre-Tax Elective Deferral Account
b. Roth Elective Deferral Account
c. Account(s) attributable to Employer matching contributions (includes matching "ADP test safe harbor contributions")
d. Account attributable to Employer Nonelective profit sharing contributions
e. Qualified Nonelective Contribution Account (includes nonelective "ADP test safe harbor contributions")
f. Rollover Account
g. Transfer Account
h. Voluntary Contribution Account
i. Other: _____ (specify Account(s) and conditions in a manner that is definitely determinable and not subject to Employer discretion)

Directed investment options (If directed investments are permitted, select all that apply; leave blank if none apply)

- c. ERISA Section 404(c). It is intended that the Plan comply with ERISA Section 404(c) with respect to the Accounts subject to Participant investment directions.
d. QDIA. Plan will include a qualified default investment alternative.

Volume Submitter 401(k) Profit Sharing Plan

E. **Rollover limitations.** Will the Plan specify which sources of rollovers will be accepted? (skip if rollover contributions are NOT selected at 12.f.)

- a. No, Administrator determines in operation which sources will be accepted.
b. Yes

Rollover sources. Indicate the sources of rollovers that will be accepted (select one or more)

1. **Direct rollovers.** Plan will accept a direct rollover of an eligible rollover distribution from (select one or more):
- a qualified plan described in Code §401(a) (including a 401(k) plan, profit sharing plan, defined benefit plan, stock bonus plan and money purchase plan), excluding after-tax employee contributions
 - a qualified plan described in Code §401(a) (including a 401(k) plan, profit sharing plan, defined benefit plan, stock bonus plan and money purchase plan), including after-tax employee contributions
 - a plan described in Code §403(a) (an annuity plan), excluding after-tax employee contributions
 - a plan described in Code §403(a) (an annuity plan), including after-tax employee contributions
 - a plan described in Code §403(b) (a tax-sheltered annuity), excluding after-tax employee contributions
 - a plan described in Code §403(b) (a tax-sheltered annuity), including after-tax employee contributions
 - a governmental plan described in Code §457(b) (eligible deferred compensation plan)
 - if this Plan permits Roth Elective Deferrals, a Roth Elective Deferral Account from (select one or more):
 - a qualified plan described in Code §401(a)
 - a plan described in Code §403(b) (a tax-sheltered annuity)

Direct rollovers of Participant loan. The Plan will NOT accept a direct rollover of a Participant loan from another plan unless selected below (leave blank if default applies)

- i. The Plan will accept a direct rollover of a Participant loan
- only in the following situation(s): _____ (e.g., only from Participants who were employees of an acquired organization; leave blank if not applicable).
2. **Participant rollover contributions from other plans (i.e., not via a direct plan-to-plan transfer).** The Plan will accept a contribution of an eligible rollover distribution (select one or more):
- a qualified plan described in Code §401(a) (including a 401(k) plan, profit sharing plan, defined benefit plan, stock bonus plan and money purchase plan)
 - a plan described in Code §403(a) (an annuity plan)
 - a plan described in Code §403(b) (a tax-sheltered annuity)
 - a governmental plan described in Code §457(b) (eligible deferred compensation plan)
3. **Participant rollover contributions from IRAs:** The Plan will accept a rollover contribution of the portion of a distribution from a traditional IRA that is eligible to be rolled over and would otherwise be includible in gross income. Rollovers from Roth IRAs or a Coverdell Education Savings Account (formerly known as an Education IRA) are not permitted because they are not traditional IRAs. A rollover from a SIMPLE IRA is allowed if the amounts are rolled over after the individual has been in the SIMPLE IRA for at least two years.

F. **Elective Deferral procedure.** Participants may commence Elective Deferrals on the effective date of participation.

Optional date. Participants may also commence making Elective Deferrals on (leave blank if not applicable):

- a. the first day of the Plan Year (must be at least once each calendar year)

Elective Deferral modifications. Participants may modify Elective Deferral elections:

- as of each payroll period
- on the first day of each month
- on the first day of each Plan Year quarter
- on the first day of the Plan Year or the first day of the 7th month of the Plan Year
- other: the first day of the Plan Year (must be at least once each calendar year)

Irregular pay (e.g., bonuses). Unless the Administrator has implemented separate procedures or selected below, a Participant is permitted to make a separate Elective Deferral election for irregular pay and the Participant's existing Elective Deferral election will not apply to such irregular pay.

- A Participant's existing Elective Deferral election will apply to irregular pay (provided such irregular pay is Compensation for Elective Deferral purposes) unless the Participant makes a different Elective Deferral election for such irregular pay.
- A Participant is not permitted to make a separate Elective Deferral election for irregular pay and the Participant's existing Elective Deferral election will apply to such irregular pay (provided such irregular pay is Compensation for Elective Deferral purposes).

Volume Submitter 401(k) Profit Sharing Plan

Escalation (leave blank if not applicable)

i. Include option for Participants to elect to automatically escalate an Affirmative Election in accordance with the following:

Escalation amount. A Participant's Affirmative Election will increase by:

1. _____% of Compensation
 - a. up to a maximum of _____% of Compensation (leave blank if no limit)
2. other: _____

Timing of escalation. The escalation will apply as of:

3. first day of each Plan Year
4. anniversary of date of participation
5. other: _____

First period of application. Unless selected below, the escalation provision above will apply as of the second period specified above that begins after the period in which the Participant first has contributions made pursuant to a default election.

6. The escalation provision will apply as of the first period after the Participant first has contributions made pursuant to a default election.

Suspended Elective Deferrals. If a Participant's Elective Deferrals must be suspended pursuant to a provision of the Plan (e.g., due to a hardship distribution or due to a distribution due to military leave covered by the HEART Act), then a Participant is deemed to have made as of the date the suspension period begins, an Affirmative Election to have no Elective Deferrals made to the Plan unless otherwise selected below.

- j. the Participant's Affirmative Election will resume after the suspension period.
- k. the Participant is deemed to have no Affirmative Election after the suspension period (e.g., for purposes of applying any Automatic Deferral provisions).

Lapse of Affirmative Elections. Affirmative Elections will remain in effect until revoked or modified by a Participant unless selected below.

- l. Affirmative Elections lapse at the end of each Plan Year.

Volume Submitter 401(k) Profit Sharing Plan

BENEFITS ADMINISTRATORS, LLC VOLUME SUBMITTER MODIFICATIONS

GATEWAY CHILDRENS ADVOCACY CENTER 401(K) PLAN

The enclosed Plan is being submitted for expedited review as a Volume Submitter Plan.

No modifications from the approved specimen plan have been made to this Plan.



**KENTUCKY RETIREMENT SYSTEMS
INVESTMENTS**



To: KRS Board of Trustees
From: Richard Robben, Executive Director – Office of Investments
Date: February 20th, 2020
Subject: Report on Recent Investment Committee Activities

Investment Activity

None.

Other Activities

At the February 4th 2020 meeting, the Investment Committee approved a new Investment Policy Statement. Wilshire, in conjunction with staff, has been working to update the IPS for the last few months, making interim progress reports to the IC at both the August and November meetings. In November, then IC chairman Dave Harris appointed an IPS sub-committee consisting of Prewitt Lane, Kelly Downard, and Matt Monteiro to work with staff and Wilshire to finalize the new document. The purpose of the review and revisions by Wilshire was to ensure that our investment policies are up to date and reflect the current best practices of other leading public pension plans around the country. This review, which has taken over 6 months to complete, has resulted in the attached document.

Asset Allocation - Pension

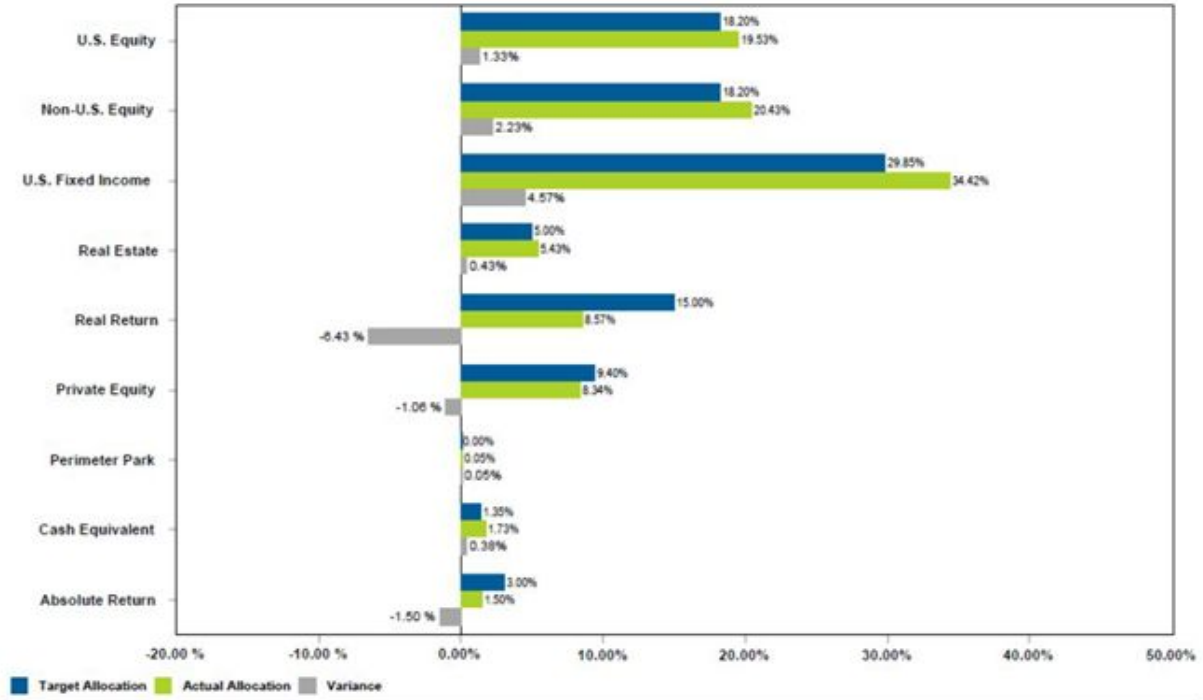
Wilshire Consulting



Asset Allocation Compliance

KRS Pension Plan

Periods Ended As of December 31, 2019



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Asset Allocation - Insurance

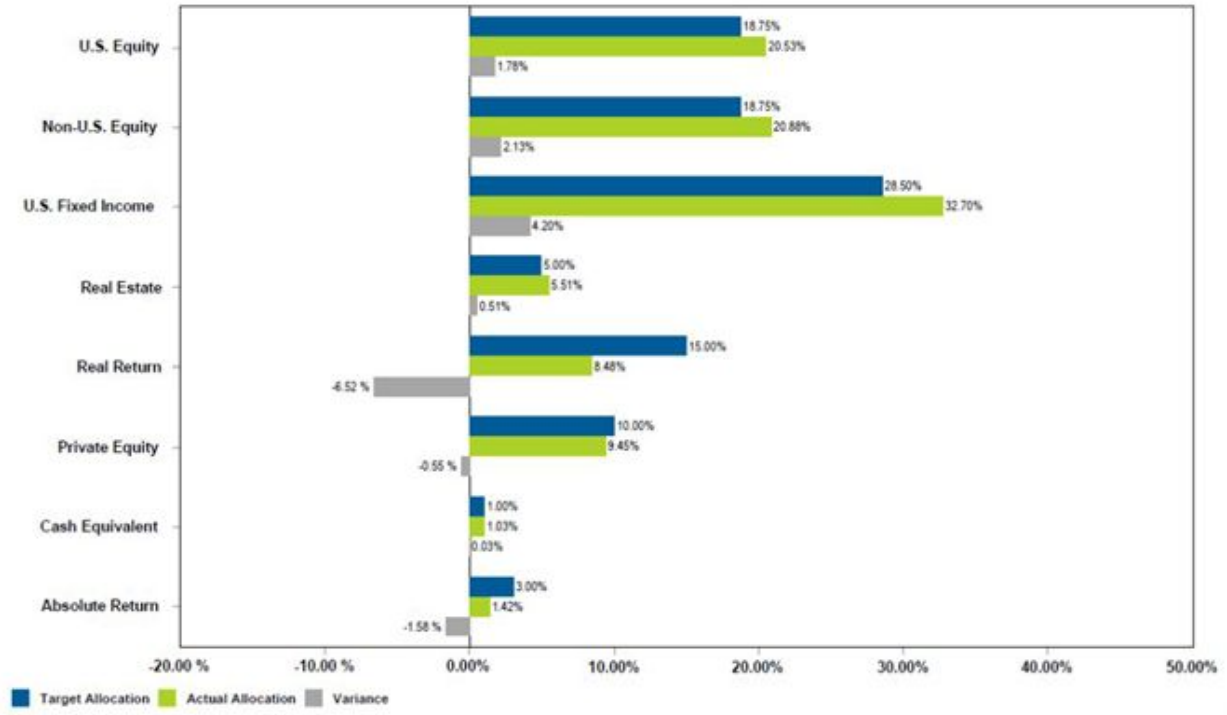
Wilshire Consulting



Asset Allocation Compliance

KRS Insurance Plan

Periods Ended As of December 31, 2019



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Performance

Performance through the first quarter of the fiscal year has been above each systems benchmark, but below the assumed rate of return for each plan with the exception of the KERS plan, where the FYTD performance is slightly ahead of the prorated assumed rate of return. Private Equity, Real Estate, and Fixed Income have been the best performing asset classes over the last quarter.

Performance - Pension

Wilshire Consulting



Asset Allocation & Performance

KRS Pension Plan

Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees							
	Market Value \$	%	1 Month	QTD	FYTD	1 Year	3 Years	5 Years	Since Inception	Inception Date
KRS Pension Plan	13,385,578,004	100.00	1.96	4.23	5.56	15.16	9.37	7.12	9.08	4/1/1984
KRS Allocation Index			2.13	4.23	5.07	15.06	8.99	7.09	9.19	
Value Added			-0.17	0.00	0.49	0.10	0.38	0.03	-0.11	
KRS IPS Index			2.08	3.98	5.07	15.22				
Value Added			-0.12	0.25	0.49	-0.06				
KERS Pension Plan	2,364,463,359	17.66	1.63	3.54	4.99	13.21	8.51	6.48	9.00	4/1/1984
KERS Allocation Index			1.95	3.76	4.94	14.20	8.34	6.47	9.10	
Value Added			-0.32	-0.22	0.05	-0.99	0.17	0.01	-0.10	
KERS IPS Index			1.88	3.53	4.73	14.24				
Value Added			-0.25	0.01	0.26	-1.03				
Assumed Rate 5.25%			0.43	1.29	2.59	5.25				
Value Added	1.20	2.25	2.40	7.96						
KERS (H) Pension Plan	722,414,923	5.40	1.96	4.25	5.54	15.17	9.38	7.17	9.08	4/1/1984
KERS (H) Allocation Index			2.17	4.31	5.14	15.25	9.32	7.16	9.20	
Value Added			-0.21	-0.06	0.40	-0.08	0.06	0.01	-0.12	
KERS (H) IPS Index			2.11	4.07	5.15	15.42				
Value Added			-0.15	0.18	0.39	-0.25				
Assumed Rate 6.25%			0.51	1.53	3.08	6.25				
Value Added	1.45	2.72	2.46	8.92						
CERS Pension Plan	7,480,622,061	55.89	2.00	4.36	5.64	15.48	9.50	7.22	9.09	4/1/1984
CERS Allocation Index			2.18	4.32	5.12	15.25	9.33	7.16	9.20	
Value Added			-0.18	0.04	0.52	0.23	0.17	0.06	-0.11	
CERS IPS Index			2.12	4.08	5.13	15.42				
Value Added			-0.12	0.28	0.51	0.06				
Assumed Rate 6.25%			0.51	1.53	3.08	6.25				
Value Added	1.49	2.83	2.56	9.23						

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Performance – Pension Cont.

Wilshire Consulting



Asset Allocation & Performance

KRS Pension Plan

Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees							
	Market Value \$	%	1 Month	QTD	FYTD	1 Year	3 Years	5 Years	Since Inception	Inception Date
CERS (H) Pension Plan	2,521,569,353	18.84	1.98	4.31	5.56	15.42	9.48	7.24	9.09	4/1/1984
CERS (H) Allocation Index			2.17	4.31	5.09	15.25	9.35	7.18	9.20	
Value Added			-0.19	0.00	0.47	0.17	0.13	0.06	-0.11	
CERS (H) IPS Index			2.11	4.07	5.09	15.42				
Value Added			-0.13	0.24	0.47	0.00				
Assumed Rate 6.25%			0.51	1.53	3.08	6.25				
Value Added			1.47	2.78	2.48	9.17				
SPRS Pension Plan			296,508,406	2.22	1.70	3.68	5.08	13.91	8.69	
SPRS Allocation Index	2.11	3.94			5.35	14.41	9.00	6.97	9.17	
Value Added	-0.41	-0.26			-0.27	-0.50	-0.31	-0.55	-0.19	
SPRS IPS Index	1.95	3.61			4.83	14.45				
Value Added	-0.25	0.07			0.25	-0.54				
Assumed Rate 5.25%	0.43	1.29			2.59	5.25				
Value Added	1.27	2.39			2.49	8.66				

Performance – Insurance

Wilshire Consulting



Asset Allocation & Performance

KRS Insurance Plan

Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees							
	Market Value \$	%	1 Month	QTD	FYTD	1 Year	3 Years	5 Years	Since Inception	Inception Date
KRS Insurance Plan	5,755,320,058	100.00	1.95	4.34	5.54	15.26	9.51	7.28	7.47	4/1/1987
KRS Allocation Index			2.14	4.37	5.06	15.31	9.28	7.43	7.84	
Value Added			-0.19	-0.03	0.48	-0.06	0.23	-0.15	-0.37	
KRS IPS Index			2.07	4.09	5.04	15.33				
Value Added			-0.12	0.25	0.50	-0.07				
KERS Insurance Plan	1,006,975,844	17.50	1.88	4.40	5.35	15.23	8.77	6.74	7.37	4/1/1987
KERS Allocation Index			2.13	4.53	5.02	15.50	8.98	7.16	7.80	
Value Added			-0.25	-0.13	0.33	-0.27	-0.21	-0.42	-0.43	
KERS IPS Index			1.91	3.92	4.76	14.67				
Value Added			-0.03	0.48	0.59	0.56				
Assumed Rate 6.25%			0.51	1.53	3.08	6.25				
Value Added			1.37	2.87	2.27	8.98				
KERS (H) Insurance Plan	547,802,966	9.52	1.91	4.31	5.45	15.13	9.40	7.19	7.46	4/1/1987
KERS (H) Allocation Index			2.09	4.27	4.96	15.04	9.24	7.32	7.82	
Value Added			-0.18	0.04	0.49	0.09	0.16	-0.13	-0.36	
KERS (H) IPS Index			2.04	4.05	4.98	15.22				
Value Added			-0.13	0.26	0.47	-0.09				
Assumed Rate 6.25%			0.51	1.53	3.08	6.25				
Value Added			1.40	2.78	2.37	8.88				
CERS Insurance Plan	2,609,523,718	45.34	1.94	4.27	5.49	15.10	9.58	7.34	7.48	4/1/1987
CERS Allocation Index			2.15	4.34	5.09	15.27	9.35	7.38	7.83	
Value Added			-0.21	-0.07	0.40	-0.17	0.23	-0.04	-0.35	
CERS IPS Index			2.10	4.11	5.10	15.44				
Value Added			-0.16	0.16	0.39	-0.34				
Assumed Rate 6.25%			0.51	1.53	3.08	6.25				
Value Added			1.43	2.74	2.41	8.85				

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Performance – Insurance Cont.

Wilshire Consulting



Asset Allocation & Performance

KRS Insurance Plan

Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees										
	Market Value \$	%	1 Month	QTD	FYTD	1 Year	3 Years	5 Years	Since Inception	Inception Date			
CERS (H) Insurance Plan	1,381,570,665	24.01	1.94	4.29	5.50	15.14	9.66	7.42	7.49	4/1/1987			
CERS (H) Allocation Index			2.14	4.32	5.05	15.24	9.34	7.38	7.83				
Value Added			-0.20	-0.03	0.45	-0.10	0.32	0.04	-0.34				
CERS (H) IPS Index			2.09	4.10	5.07	15.41							
Value Added			-0.15	0.19	0.43	-0.27							
Assumed Rate 6.25%			0.51	1.53	3.08	6.25							
Value Added			1.43	2.76	2.42	8.89							
SPRS Insurance Plan			209,446,904	3.64	1.89	4.22	5.48	15.07	9.63		7.38	7.49	4/1/1987
SPRS Allocation Index					2.13	4.31	5.05	15.19	9.31		7.36	7.83	
Value Added					-0.24	-0.09	0.43	-0.12	0.32		0.02	-0.34	
SPRS IPS Index	2.07	4.09			5.07	15.37							
Value Added	-0.18	0.13			0.41	-0.30							
Assumed Rate 6.25%	0.51	1.53			3.08	6.25							
Value Added	1.38	2.69			2.40	8.82							

Investment Guideline Waivers

The Investment Committee granted 3 guideline waivers at the February 6th meeting and agreed to review each of these waivers at all subsequent meetings. Two of these waivers are still in effect:

1. Staff was granted a waiver of the requirement that each of our external investment managers should be visited annually on-site by KRS staff.
2. Staff was granted a waiver of the requirement to rebalance assets within the Absolute Return, Real Estate, and Fixed Income asset classes as the transition to our new asset allocation policy is ongoing, and staff has not found any compelling investment opportunities within the Absolute Return and Real Return asset classes.



WILSHIRE ASSOCIATES

Wilshire Consulting



Kentucky Retirement Systems

Quarterly Board Summary

December 31, 2019



Wilshire Consulting

YOU'RE INVITED!

38th Annual Client Conference

Sunday, April 5th – Tuesday, April 7th

The Ritz-Carlton
Marina del Rey, California



Designed to review the current market environment, propose thought-leading investment strategies, and provide networking opportunities for our clients.



Wilshire Consulting

DECEMBER 2019 ASSET CLASS ASSUMPTIONS

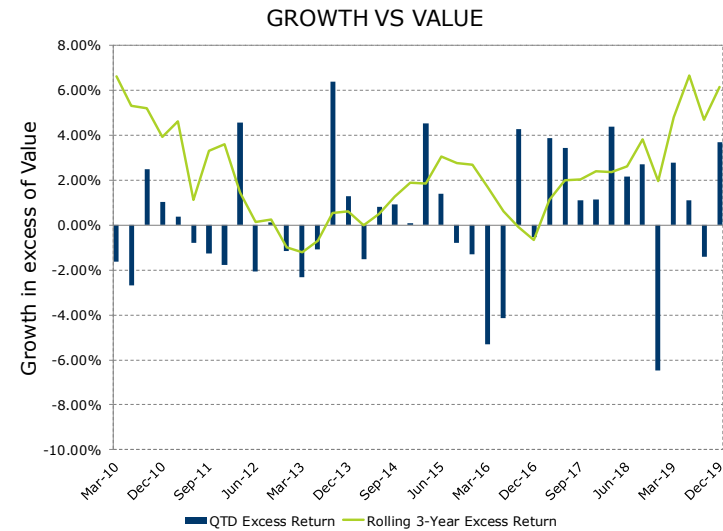
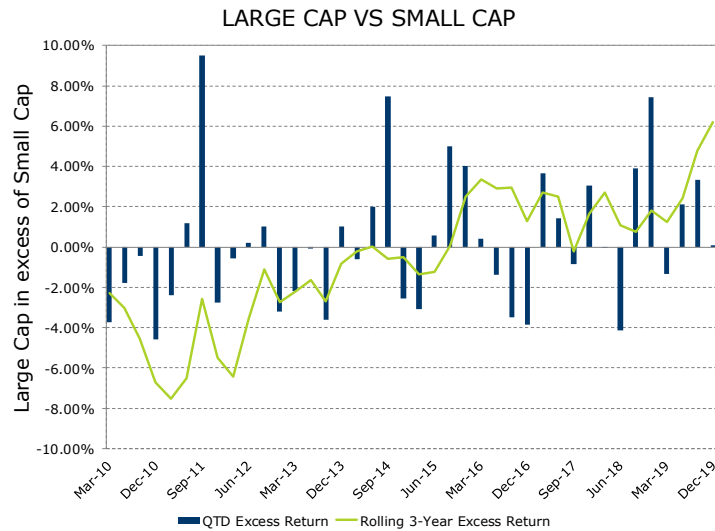
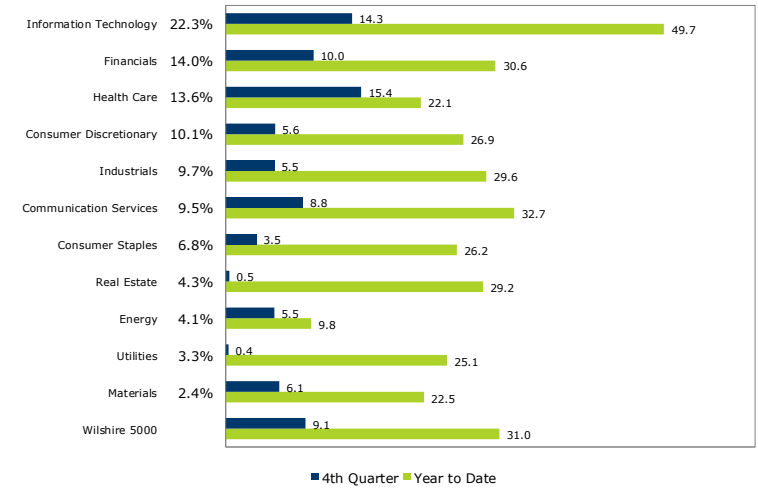
	EQUITY						FIXED INCOME					REAL ASSETS							
	US Stock	Dev	Emg Stock	Global	Global Stock	Private Equity	Cash	Core Bond	LT	High Yield	Dev ex- US Bond (Hdg)	Real Estate			Cmdty	Real Assets	US CPI		
		ex-US Stock		ex-US Stock					Core Bond			TIPS	US RES	Global RES				Private RE	
COMPOUND RETURN (%)	5.75	6.25	6.25	6.50	6.20	7.95	1.85	2.85	3.25	2.15	4.30	1.05	5.00	5.20	6.60	3.60	5.90	1.75	
ARITHMETIC RETURN (%)	7.05	7.70	9.20	8.10	7.55	11.30	1.85	3.00	3.70	2.35	4.75	1.10	6.35	6.35	7.50	4.65	6.25	1.75	
EXPECTED RISK (%)	17.00	18.00	26.00	18.95	17.10	28.00	1.25	5.15	9.85	6.00	10.00	3.50	17.00	15.80	14.00	15.00	8.75	1.75	
CASH YIELD (%)	1.75	3.25	2.50	3.05	2.30	0.00	1.85	3.10	4.30	2.45	7.80	1.70	3.70	3.70	2.55	1.85	2.50	0.00	
CORRELATIONS																			
US Stock	1.00																		
Dev ex-US Stock (USD)	0.81	1.00																	
Emerging Mkt Stock	0.74	0.74	1.00																
Global ex-US Stock	0.83	0.96	0.87	1.00															
Global Stock	0.95	0.92	0.83	0.94	1.00														
Private Equity	0.74	0.64	0.62	0.67	0.74	1.00													
Cash Equivalents	-0.05	-0.09	-0.05	-0.08	-0.07	0.00	1.00												
Core Bond	0.28	0.13	0.00	0.09	0.20	0.31	0.19	1.00											
LT Core Bond	0.31	0.16	0.01	0.12	0.23	0.32	0.11	0.93	1.00										
TIPS	-0.05	0.00	0.15	0.05	0.00	-0.03	0.20	0.60	0.47	1.00									
High Yield Bond	0.54	0.39	0.49	0.45	0.51	0.34	-0.10	0.25	0.32	0.05	1.00								
Dev ex-US Bond (Hdg)	0.16	0.25	-0.01	0.18	0.18	0.26	0.10	0.67	0.66	0.39	0.26	1.00							
US RE Securities	0.59	0.47	0.44	0.49	0.56	0.50	-0.05	0.17	0.23	0.10	0.56	0.05	1.00						
Global RE Securities	0.65	0.59	0.56	0.62	0.66	0.58	-0.05	0.17	0.22	0.11	0.62	0.03	0.94	1.00					
Private Real Estate	0.54	0.44	0.44	0.47	0.52	0.51	-0.05	0.19	0.25	0.09	0.57	0.05	0.78	0.76	1.00				
Commodities	0.25	0.34	0.39	0.38	0.32	0.27	0.00	-0.02	-0.02	0.25	0.29	-0.10	0.25	0.28	0.25	1.00			
Real Assets	0.42	0.43	0.50	0.48	0.47	0.43	0.01	0.24	0.25	0.41	0.53	0.06	0.65	0.69	0.69	0.59	1.00		
Inflation (CPI)	-0.10	-0.15	-0.13	-0.15	-0.13	-0.10	0.10	-0.12	-0.12	0.15	-0.08	-0.08	0.05	0.03	0.05	0.44	0.26	1.00	



Wilshire Consulting U.S. EQUITY MARKET

AS OF DEC 31, 2019	QTR	YTD	1 YR	3 YR	5 YR	10 YR
WILSHIRE 5000 INDEX	9.1	31.0	31.0	14.5	11.4	13.4
WILSHIRE U.S. LARGE CAP	9.1	31.5	31.5	15.2	11.7	13.5
WILSHIRE U.S. SMALL CAP	9.0	26.2	26.2	8.5	8.3	12.6
WILSHIRE U.S. LARGE GROWTH	11.2	35.8	35.8	18.7	13.5	14.5
WILSHIRE U.S. LARGE VALUE	7.1	27.7	27.7	11.8	9.9	12.6
WILSHIRE U.S. SMALL GROWTH	10.1	29.5	29.5	11.8	9.1	13.3
WILSHIRE U.S. SMALL VALUE	8.0	23.1	23.1	5.2	7.3	11.7
WILSHIRE REIT INDEX	-1.1	25.8	25.8	7.6	6.9	11.9
MSCI USA MIN. VOL. INDEX	2.9	27.1	27.1	14.9	11.8	13.5
FTSE RAFI U.S. 1000 INDEX	8.3	28.0	28.0	11.0	9.4	12.9

WILSHIRE 5000 SECTOR WEIGHT & RETURN (%)



Data sources: Wilshire Compass, Wilshire Atlas

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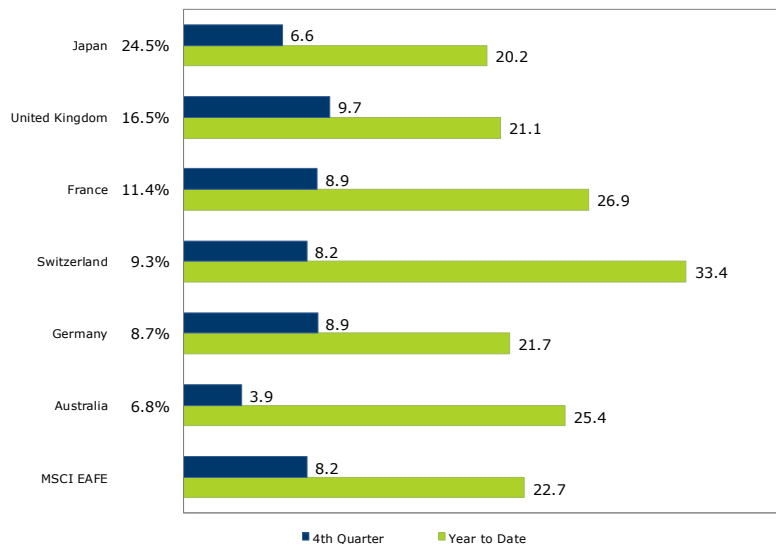


Wilshire Consulting

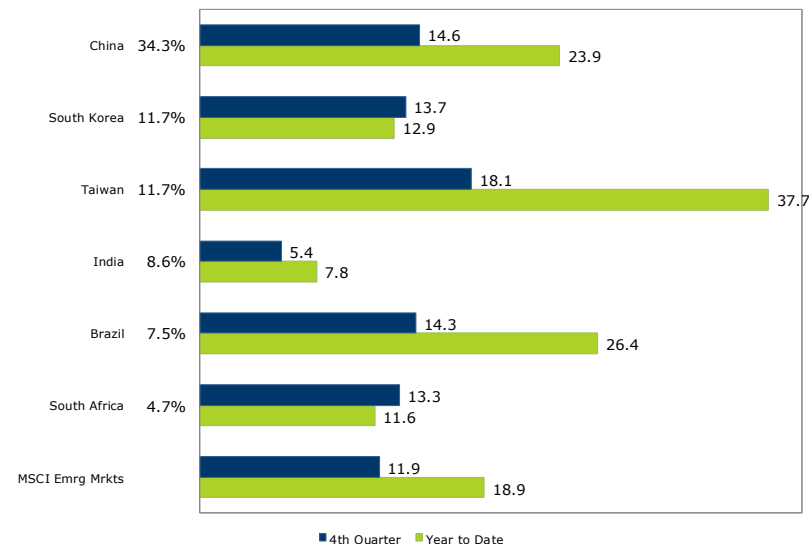
NON-U.S. EQUITY MARKET

AS OF DEC 31, 2019	QTR	YTD	1 YR	3 YR	5 YR	10 YR
MSCI ACWI EX-US (\$G)	9.0	22.1	22.1	10.4	6.0	5.4
MSCI EAFE (\$G)	8.2	22.7	22.7	10.1	6.2	6.0
MSCI EMERGING MARKETS (\$G)	11.9	18.9	18.9	12.0	6.0	4.0
MSCI FRONTIER MARKETS (\$G)	6.6	18.3	18.3	9.5	3.1	5.7
MSCI ACWI EX-US GROWTH (\$G)	9.6	27.8	27.8	13.3	7.7	6.6
MSCI ACWI EX-US VALUE (\$G)	8.3	16.5	16.5	7.5	4.3	4.2
MSCI ACWI EX-US SMALL (\$G)	11.1	22.9	22.9	10.1	7.5	7.4
MSCI ACWI MINIMUM VOLATILITY	3.1	21.8	21.8	12.7	9.9	10.9
MSCI EAFE MINIMUM VOLATILITY	4.5	17.4	17.4	10.8	7.7	8.1
FTSE RAFI DEVELOPED EX-US	8.2	18.8	18.8	8.5	5.5	5.2
MSCI EAFE LC (G)	5.2	22.3	22.3	8.2	7.2	7.7

MSCI EAFE: LARGEST COUNTRIES & RETURN (USD)



MSCI EM: LARGEST COUNTRIES & RETURN (USD)



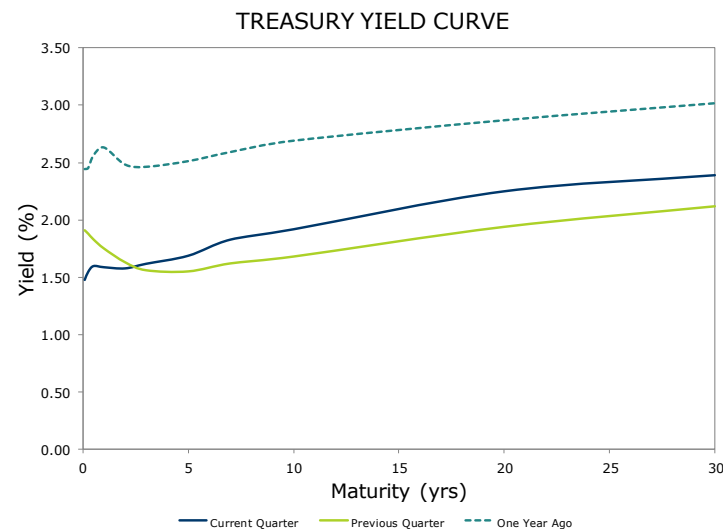
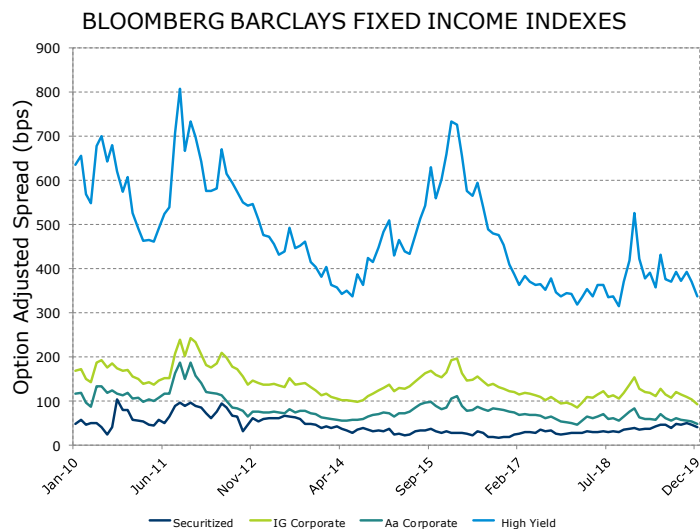
Data sources: Wilshire Compass



Wilshire Consulting U.S. FIXED INCOME

AS OF DEC 31, 2019	YTM	DURATION	QTR	YTD	1 YR	3 YR	5 YR	10 YR
BLOOMBERG BARCLAYS AGGREGATE	2.3	5.9	0.2	8.7	8.7	4.0	3.1	3.7
BLOOMBERG BARCLAYS TREASURY	1.8	6.5	-0.8	6.9	6.9	3.3	2.4	3.1
BLOOMBERG BARCLAYS GOV'T-REL.	2.4	5.9	0.2	9.0	9.0	4.4	3.1	3.5
BLOOMBERG BARCLAYS SECURITIZED	2.5	3.3	0.6	6.4	6.4	3.3	2.6	3.3
BLOOMBERG BARCLAYS CORPORATE	2.9	7.9	1.2	14.5	14.5	5.9	4.6	5.5
BLOOMBERG BARCLAYS LT G/C	3.1	15.8	-1.1	19.6	19.6	8.1	5.4	7.6
BLOOMBERG BARCLAYS LT TREASURY	2.3	18.1	-4.1	14.8	14.8	7.0	4.1	7.0
BLOOMBERG BARCLAYS LT GOV'T-REL.	3.6	12.7	-0.1	18.7	18.7	8.8	5.6	7.7
BLOOMBERG BARCLAYS LT CORP.	3.6	14.5	1.3	23.9	23.9	8.8	6.4	8.0
BLOOMBERG BARCLAYS U.S. TIPS *	1.9	7.6	0.8	8.4	8.4	3.3	2.6	3.4
BLOOMBERG BARCLAYS HIGH YIELD	6.0	3.0	2.6	14.3	14.3	6.4	6.1	7.6
TREASURY BILLS	1.6	0.25	0.5	2.3	2.3	1.7	1.1	0.6

* Yield and Duration statistics are for a proxy index based on similar maturity, the Bloomberg Barclays U.S. Treasury 7-10 Year Index



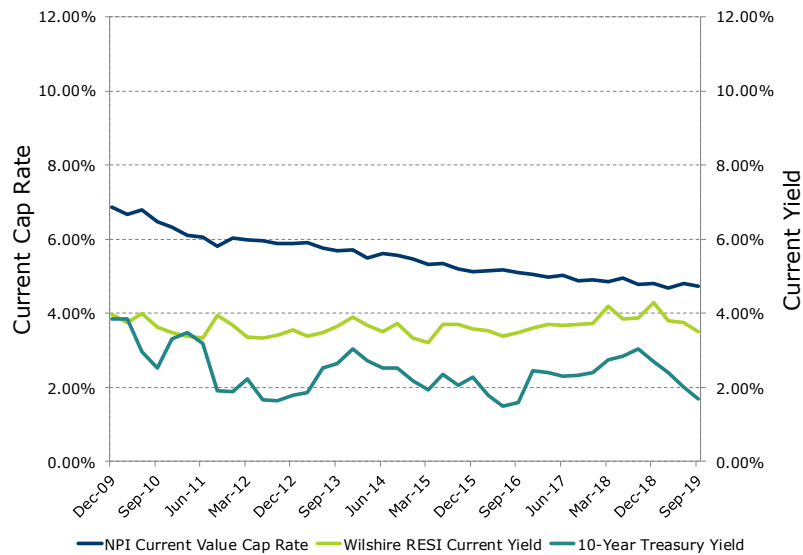
Data sources: Wilshire Compass, Bloomberg Barclays, U.S. Treasury



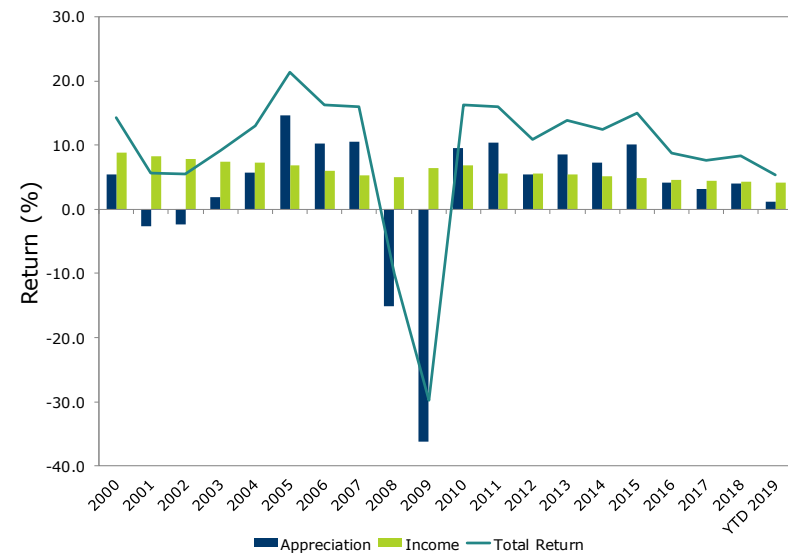
Wilshire Consulting REAL ASSETS

AS OF DEC 31, 2019	QTR	YTD	1 YR	3 YR	5 YR	10 YR
BLOOMBERG BARCLAYS U.S. TIPS	0.8	8.4	8.4	3.3	2.6	3.4
BLOOMBERG COMMODITY INDEX	4.4	7.7	7.7	-0.9	-3.9	-4.7
WILSHIRE GLOBAL RESI INDEX	1.2	24.2	24.2	9.0	6.8	10.5
NCREIF ODCE FUND INDEX	1.5	5.4	5.4	7.1	9.0	11.4
ALERIAN MLP INDEX (OIL & GAS)	-4.1	6.6	6.6	-4.4	-7.0	4.2

REAL ESTATE VALUATION



NCREIF ODCE FUND INDEX RETURN



Data sources: Wilshire Compass, National Council of Real Estate Investment Fiduciaries



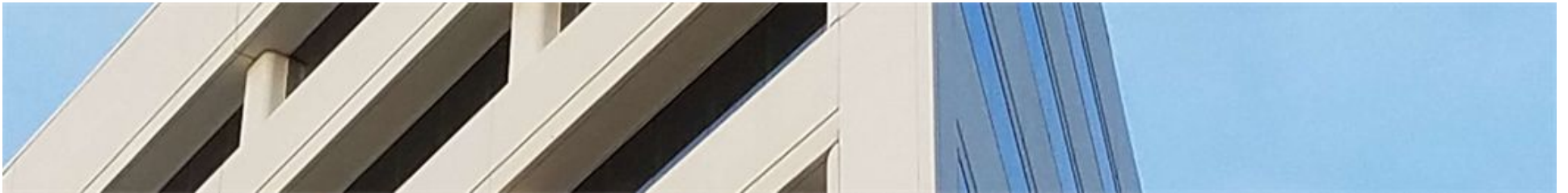
Wilshire Consulting

ASSET CLASS PERFORMANCE

ASSET CLASS RETURNS - BEST TO WORST						ANNUALIZED 5-YEAR AS OF 12/2019
2014	2015	2016	2017	2018	2019 YTD	
REITs 31.8%	REITs 4.2%	MLPs 18.3%	Emrg Mkts 37.7%	T-Bills 1.9%	U.S. Equity 31.0%	U.S. Equity 11.4%
U.S. Equity 12.7%	U.S. Equity 0.7%	High Yield 17.1%	Developed 25.6%	Core Bond 0.0%	REITs 25.8%	REITs 6.9%
Core Bond 6.0%	Core Bond 0.6%	U.S. Equity 13.4%	U.S. Equity 21.0%	U.S. TIPS -1.3%	Developed 22.7%	Developed 6.2%
MLPs 4.8%	T-Bills 0.1%	Commodities 11.8%	High Yield 7.5%	High Yield -2.1%	Emrg Mkts 18.9%	High Yield 6.1%
U.S. TIPS 3.6%	Developed -0.4%	Emrg Mkts 11.6%	REITs 4.2%	REITs -4.8%	High Yield 14.3%	Emrg Mkts 6.0%
High Yield 2.5%	U.S. TIPS -1.4%	REITs 7.2%	Core Bond 3.6%	U.S. Equity -5.3%	Core Bond 8.7%	Core Bond 3.1%
T-Bills 0.0%	High Yield -4.5%	U.S. TIPS 4.7%	U.S. TIPS 3.0%	Commodities -11.2%	U.S. TIPS 8.4%	U.S. TIPS 2.6%
Emrg Mkts -1.8%	Emrg Mkts -14.6%	Core Bond 2.6%	Commodities 1.7%	MLPs -12.4%	Commodities 7.7%	T-Bills 1.1%
Developed -4.5%	Commodities -24.7%	Developed 1.5%	T-Bills 0.8%	Developed -13.4%	MLPs 6.6%	Commodities -3.9%
Commodities -17.0%	MLPs -32.6%	T-Bills 0.3%	MLPs -6.5%	Emrg Mkts -14.2%	T-Bills 2.3%	MLPs -7.0%

Data sources: Wilshire Compass

Note: Developed asset class is developed equity markets ex-U.S., ex-Canada



KRS Pension Plan

Wilshire Consulting



Asset Allocation Bucketing

KRS Pension Plan

Periods Ended As of December 31, 2019

	Actual		Target	Difference	
	\$	%		\$	%
Growth	\$8,582,361,468	64.1%	60.7%	\$457,315,620	3.4%
U.S. Equity	\$2,613,928,930	19.5%	18.2%	\$177,753,733	1.3%
Non-U.S. Equity	\$2,735,016,510	20.4%	18.2%	\$298,841,313	2.2%
Private Equity	\$1,116,015,335	8.3%	9.4%	-\$142,228,997	-1.1%
High Yield/Specialty Credit	\$2,117,400,693	15.8%	15.0%	\$109,563,992	0.8%
Liquidity	\$2,721,466,214	20.3%	16.3%	\$539,616,999	4.0%
Core Fixed Income	\$2,489,660,834	18.6%	15.9%	\$361,353,931	2.7%
Cash	\$231,805,380	1.7%	1.4%	\$44,407,288	0.3%
Diversifying	\$2,081,750,322	15.6%	23.0%	-\$996,932,619	-7.4%
Real Estate	\$734,492,570	5.5%	5.0%	\$65,213,670	0.5%
Real Return	\$1,147,108,341	8.6%	15.0%	-\$860,728,360	-6.4%
Absolute Return	\$200,149,411	1.5%	3.0%	-\$201,417,929	-1.5%

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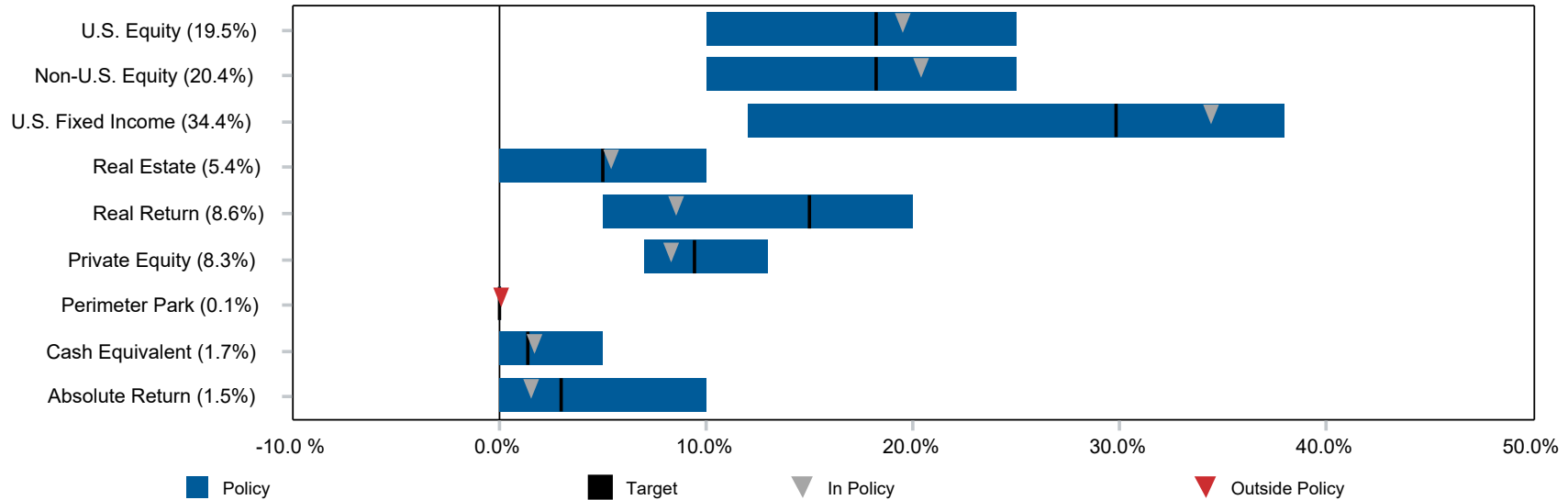


Asset Allocation Compliance

KRS Pension Plan

Periods Ended As of December 31, 2019

Executive Summary



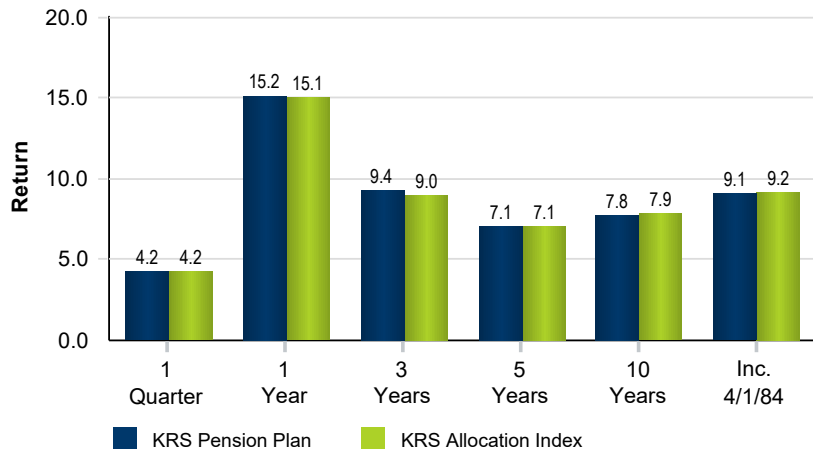
	Asset Allocation \$	Asset Allocation (%)	Minimum Allocation (%)	Maximum Allocation (%)	Target Allocation (%)	Target Rebalance \$
U.S. Equity	2,613,928,930	19.5	10.0	25.0	18.2	-177,753,733
Non-U.S. Equity	2,735,016,510	20.4	10.0	25.0	18.2	-298,841,313
U.S. Fixed Income	4,607,061,527	34.4	12.0	38.0	29.9	-611,466,493
Real Estate	727,192,570	5.4	0.0	10.0	5.0	-57,913,670
Real Return	1,147,108,341	8.6	5.0	20.0	15.0	860,728,359
Private Equity	1,116,015,335	8.3	7.0	13.0	9.4	142,228,998
Perimeter Park	7,300,000	0.1	0.0	0.0	0.0	-7,300,000
Cash Equivalent	231,805,380	1.7	0.0	5.0	1.4	-51,100,077
Absolute Return	200,149,411	1.5	0.0	10.0	3.0	201,417,929
Total Fund	13,385,578,004	100.0			100.0	

Total Fund Summary

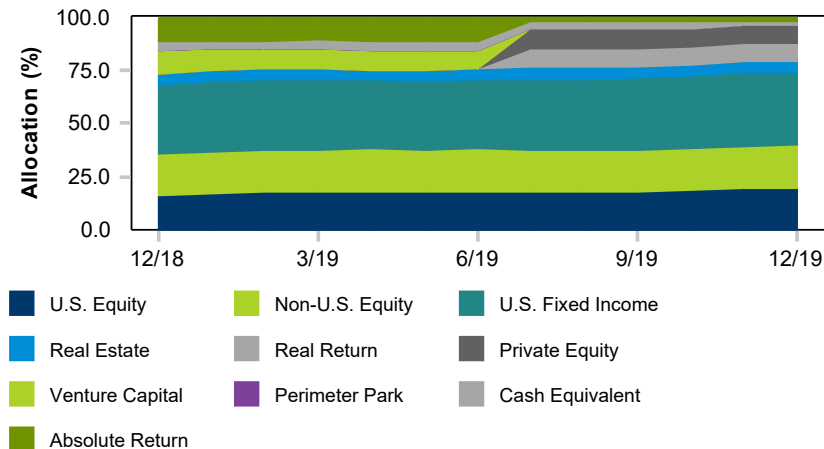
KRS Pension Plan

Periods Ended December 31, 2019

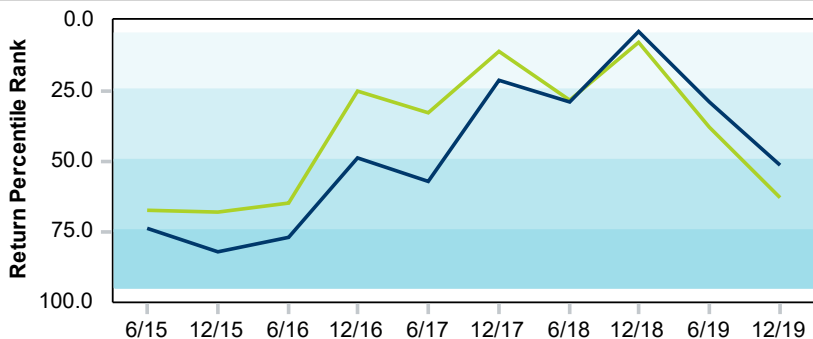
Comparative Performance



Historical Asset Allocation by Segment

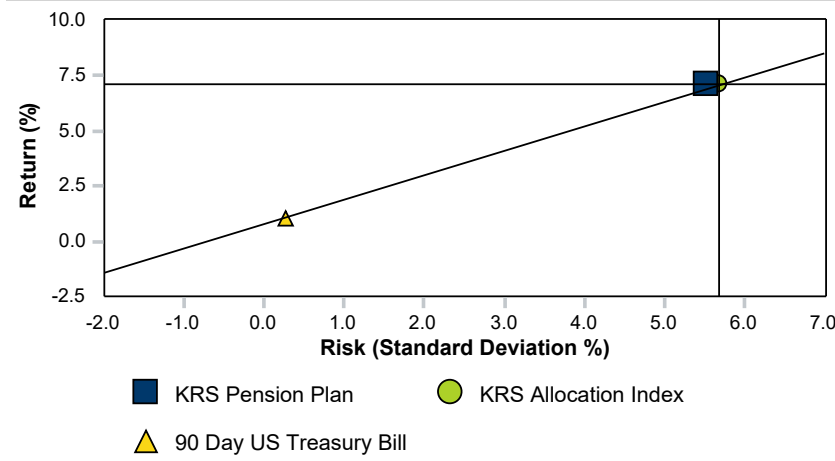


Rolling Percentile Rank: All Public Plans-Total Fund



	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
— KRS Pension Plan	10	2 (20%)	3 (30%)	3 (30%)	2 (20%)
— Benchmark	10	3 (30%)	3 (30%)	4 (40%)	0 (0%)

Risk and Return 01/1/15 - 12/31/19



Wilshire Consulting



Asset Allocation & Performance

KRS Pension Plan

Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees							
	Market Value \$	%	1 Month	QTD	FYTD	1 Year	3 Years	5 Years	Since Inception	Inception Date
KRS Pension Plan	13,385,578,004	100.00	1.96	4.23	5.56	15.16	9.37	7.12	9.08	4/1/1984
KRS Allocation Index			2.13	4.23	5.07	15.06	8.99	7.09	9.19	
Value Added			-0.17	0.00	0.49	0.10	0.38	0.03	-0.11	
KRS IPS Index			2.08	3.98	5.07	15.22				
Value Added			-0.12	0.25	0.49	-0.06				
KERS Pension Plan	2,364,463,359	17.66	1.63	3.54	4.99	13.21	8.51	6.48	9.00	4/1/1984
KERS Allocation Index			1.95	3.76	4.94	14.20	8.34	6.47	9.10	
Value Added			-0.32	-0.22	0.05	-0.99	0.17	0.01	-0.10	
KERS IPS Index			1.88	3.53	4.73	14.24				
Value Added			-0.25	0.01	0.26	-1.03				
Assumed Rate 5.25%			0.43	1.29	2.59	5.25				
Value Added			1.20	2.25	2.40	7.96				
KERS (H) Pension Plan	722,414,923	5.40	1.96	4.25	5.54	15.17	9.38	7.17	9.08	4/1/1984
KERS (H) Allocation Index			2.17	4.31	5.14	15.25	9.32	7.16	9.20	
Value Added			-0.21	-0.06	0.40	-0.08	0.06	0.01	-0.12	
KERS (H) IPS Index			2.11	4.07	5.15	15.42				
Value Added			-0.15	0.18	0.39	-0.25				
Assumed Rate 6.25%			0.51	1.53	3.08	6.25				
Value Added			1.45	2.72	2.46	8.92				
CERS Pension Plan	7,480,622,061	55.89	2.00	4.36	5.64	15.48	9.50	7.22	9.09	4/1/1984
CERS Allocation Index			2.18	4.32	5.12	15.25	9.33	7.16	9.20	
Value Added			-0.18	0.04	0.52	0.23	0.17	0.06	-0.11	
CERS IPS Index			2.12	4.08	5.13	15.42				
Value Added			-0.12	0.28	0.51	0.06				
Assumed Rate 6.25%			0.51	1.53	3.08	6.25				
Value Added			1.49	2.83	2.56	9.23				



Wilshire Consulting

Asset Allocation & Performance

KRS Pension Plan

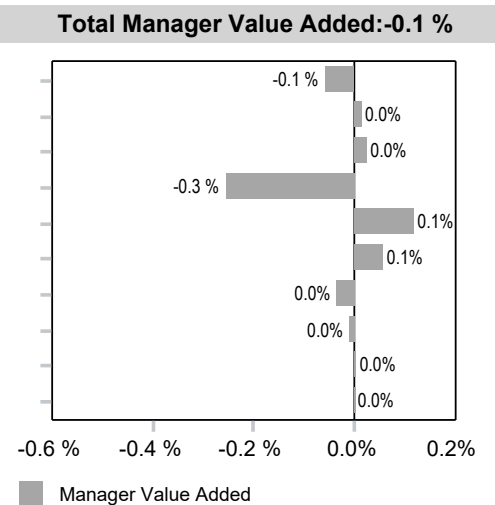
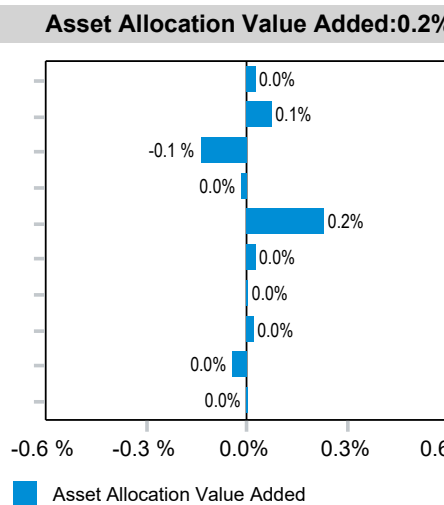
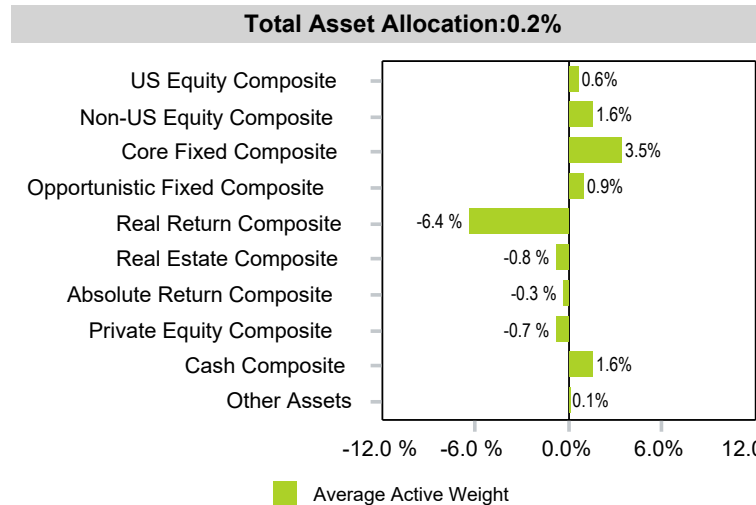
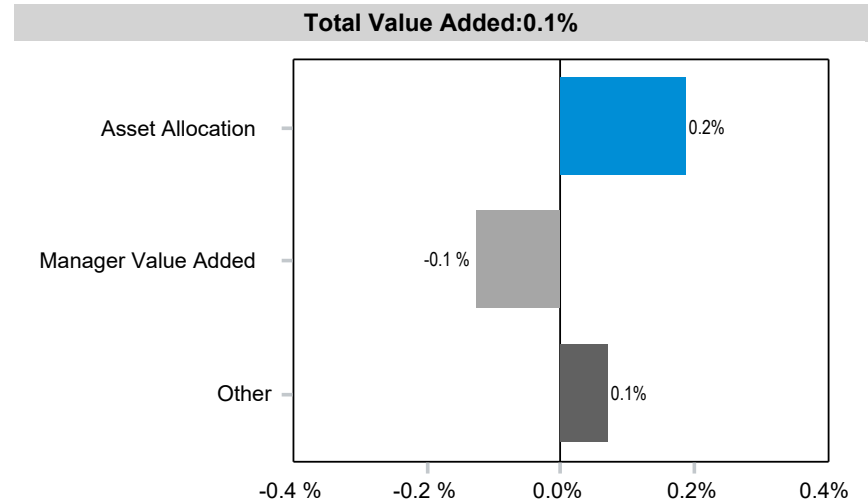
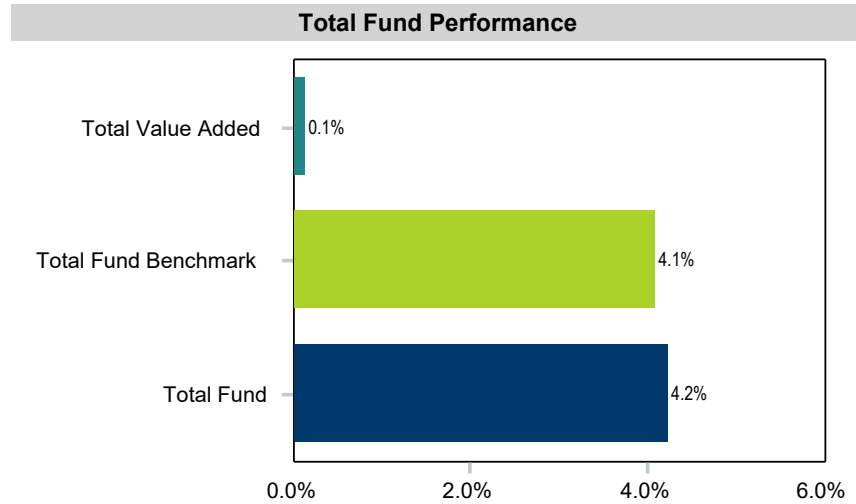
Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees							
	Market Value \$	%	1 Month	QTD	FYTD	1 Year	3 Years	5 Years	Since Inception	Inception Date
CERS (H) Pension Plan	2,521,569,353	18.84	1.98	4.31	5.56	15.42	9.48	7.24	9.09	4/1/1984
CERS (H) Allocation Index			2.17	4.31	5.09	15.25	9.35	7.18	9.20	
Value Added			-0.19	0.00	0.47	0.17	0.13	0.06	-0.11	
CERS (H) IPS Index			2.11	4.07	5.09	15.42				
Value Added			-0.13	0.24	0.47	0.00				
Assumed Rate 6.25%			0.51	1.53	3.08	6.25				
Value Added			1.47	2.78	2.48	9.17				
SPRS Pension Plan	296,508,406	2.22	1.70	3.68	5.08	13.91	8.69	6.42	8.98	4/1/1984
SPRS Allocation Index			2.11	3.94	5.35	14.41	9.00	6.97	9.17	
Value Added			-0.41	-0.26	-0.27	-0.50	-0.31	-0.55	-0.19	
SPRS IPS Index			1.95	3.61	4.83	14.45				
Value Added			-0.25	0.07	0.25	-0.54				
Assumed Rate 5.25%			0.43	1.29	2.59	5.25				
Value Added			1.27	2.39	2.49	8.66				

Total Fund Attribution

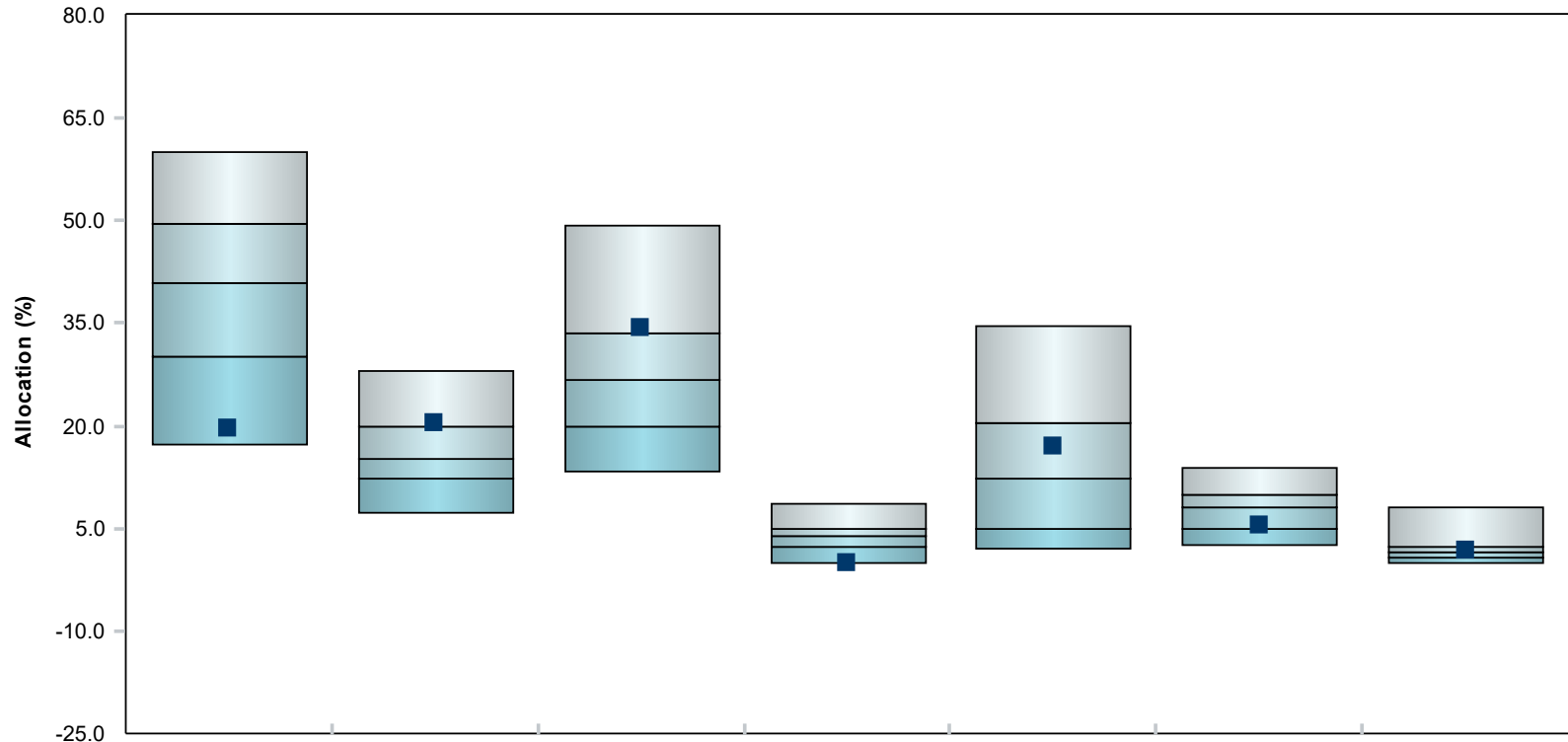
KRS Pension Plan

Periods Ended 1 Quarter Ending December 31, 2019



Plan Sponsor TF Asset Allocation

KRS Pension Plan vs All Public Plans-Total Fund
 Periods Ended December 31, 2019



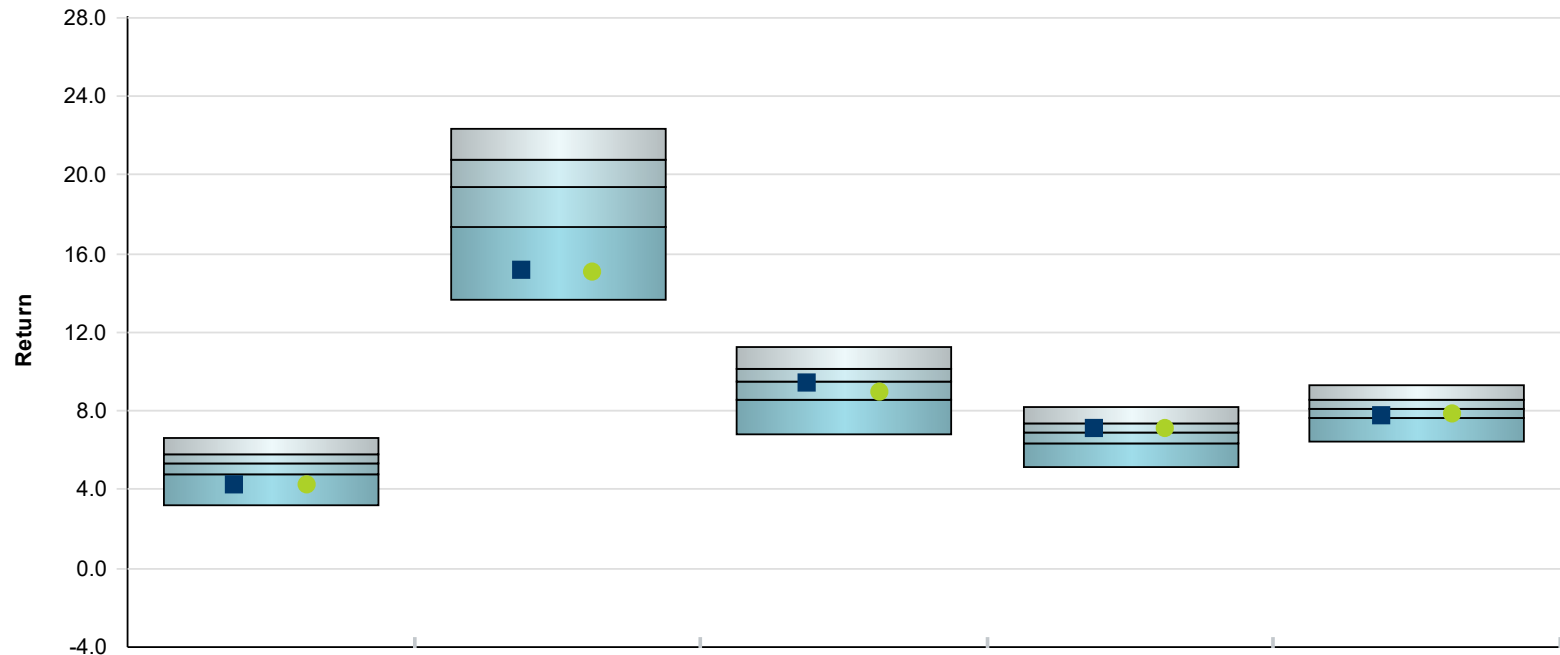
	US Equity	Intl. Equity	US Fixed Income	Intl. Fixed Income	Alternative Inv.	Real Estate	Cash
■ KRS Pension Plan	19.53	20.43	34.42	0.00	16.91	5.49	1.73
5th Percentile	60.14	28.10	49.34	8.71	34.54	13.73	8.17
1st Quartile	49.51	19.84	33.50	4.81	20.46	9.80	2.43
Median	40.85	15.17	26.64	3.92	12.31	8.16	1.39
3rd Quartile	30.19	12.33	19.94	2.36	5.02	5.01	0.61
95th Percentile	17.17	7.32	13.22	0.06	2.01	2.66	0.06

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Plan Sponsor Peer Group Analysis

KRS Pension Plan vs All Public Plans-Total Fund
 Periods Ended December 31, 2019



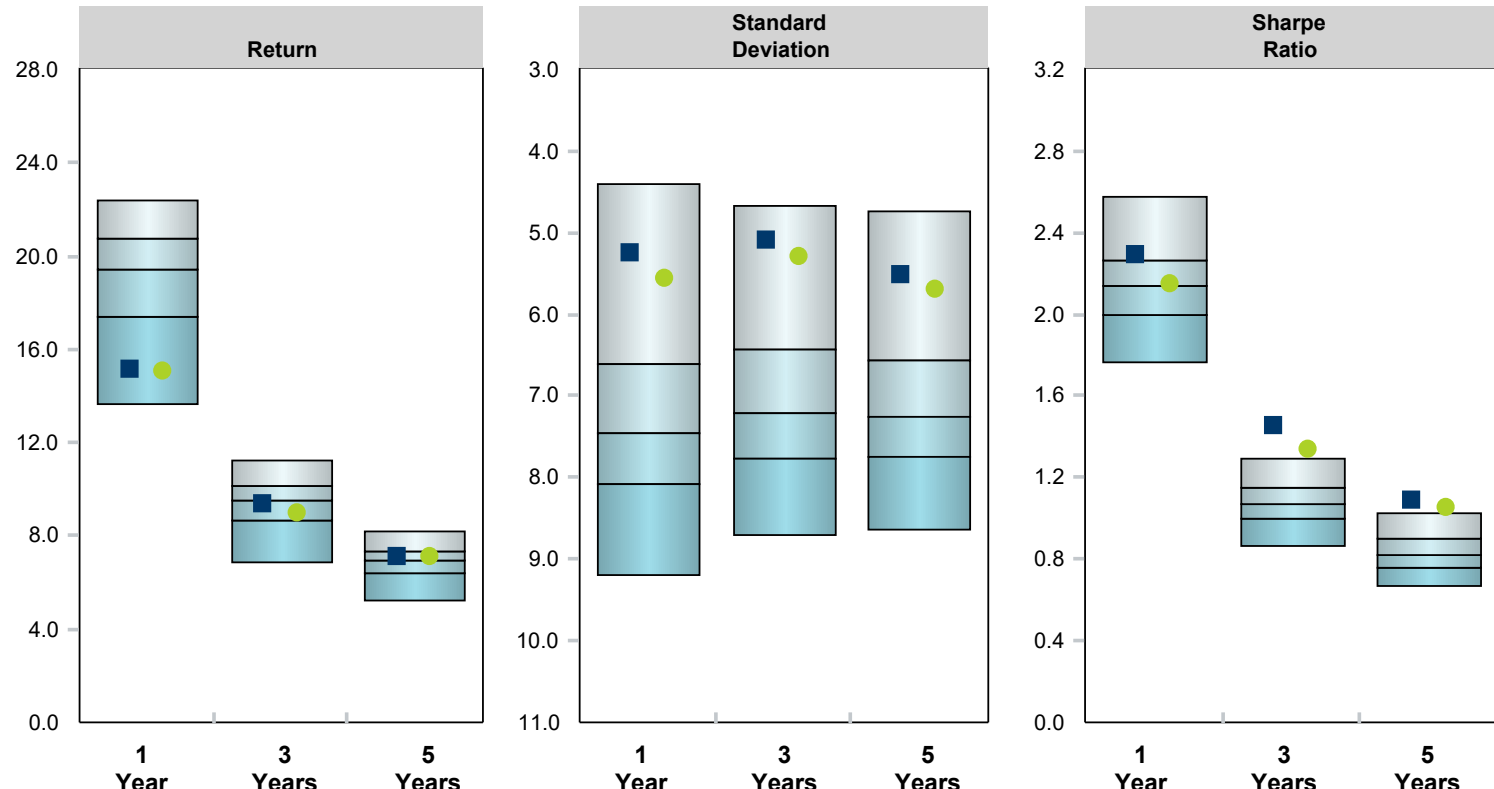
	QTD	1 Year	3 Years	5 Years	10 Years
■ KRS Pension Plan	4.23 (89)	15.16 (91)	9.37 (55)	7.12 (38)	7.76 (66)
● KRS Allocation Index	4.23 (89)	15.06 (92)	8.99 (66)	7.09 (39)	7.86 (63)
5th Percentile	6.61	22.38	11.26	8.18	9.30
1st Quartile	5.85	20.77	10.14	7.34	8.62
Median	5.37	19.44	9.50	6.92	8.10
3rd Quartile	4.81	17.36	8.62	6.39	7.62
95th Percentile	3.19	13.65	6.87	5.19	6.44
Population	425	419	398	366	300

Parentheses contain percentile rankings.
 Calculation based on monthly periodicity.

Plan Sponsor Peer Group Analysis-Multi Statistics

KRS Pension Plan

Periods Ended December 31, 2019



	1 Year	3 Years	5 Years
■ KRS Pension Plan	15.16 (91)	9.37 (55)	7.12 (38)
● KRS Allocation Index	15.06 (92)	8.99 (66)	7.09 (39)

	1 Year	3 Years	5 Years
■ KRS Pension Plan	5.26 (8)	5.10 (6)	5.52 (7)
● KRS Allocation Index	5.56 (10)	5.30 (7)	5.69 (9)

	1 Year	3 Years	5 Years
■ KRS Pension Plan	2.29 (21)	1.45 (2)	1.09 (3)
● KRS Allocation Index	2.15 (47)	1.34 (4)	1.05 (4)

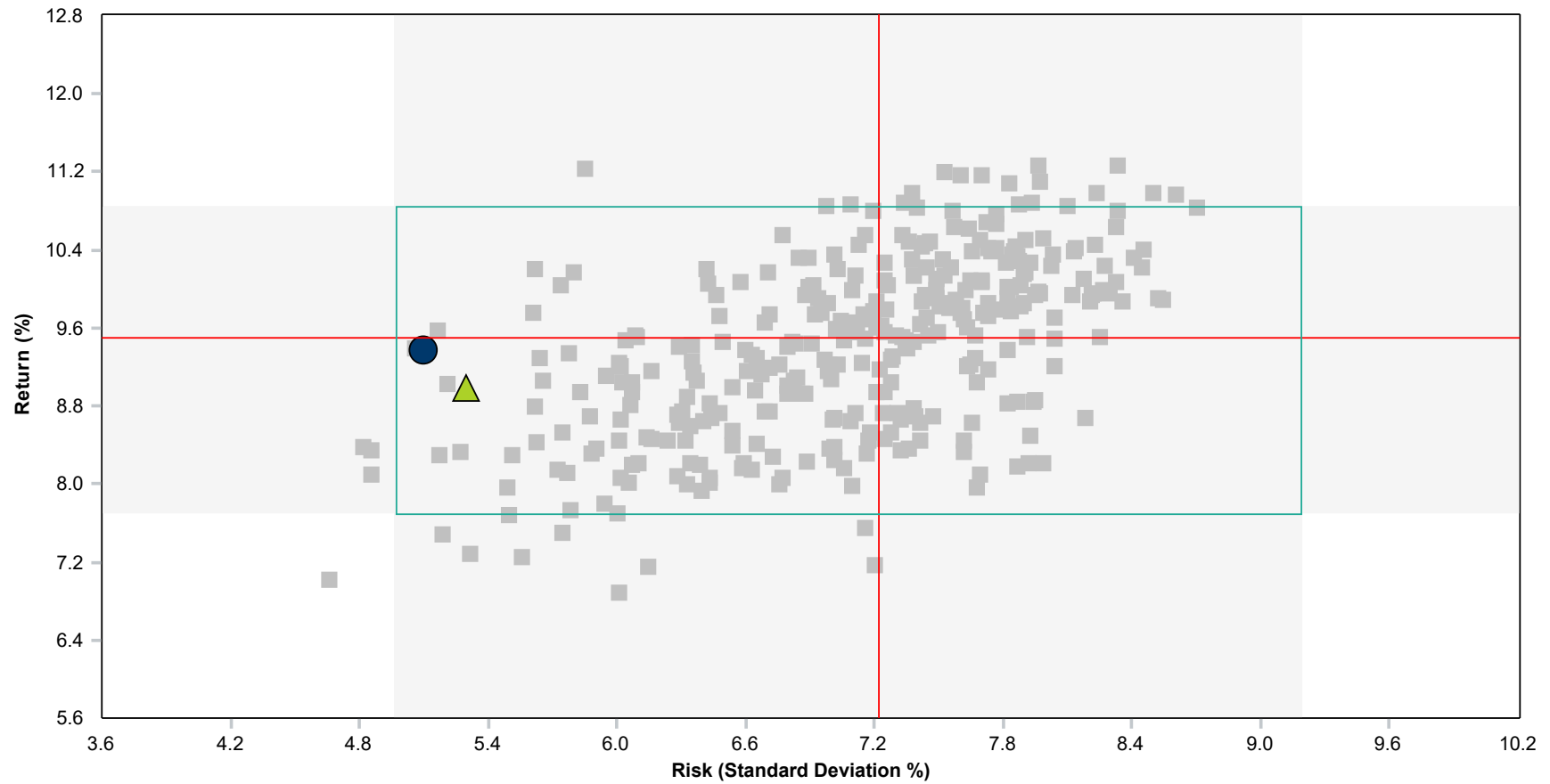
5th Percentile	22.38	11.26	8.18	4.40	4.66	4.75	2.57	1.29	1.03
1st Quartile	20.77	10.14	7.34	6.62	6.44	6.56	2.27	1.15	0.90
Median	19.44	9.50	6.92	7.46	7.22	7.25	2.14	1.07	0.82
3rd Quartile	17.36	8.62	6.39	8.07	7.78	7.76	2.00	1.00	0.76
95th Percentile	13.65	6.87	5.19	9.20	8.71	8.63	1.76	0.86	0.67

Parenteses contain percentile rankings.
Calculation based on monthly periodicity.

Plan Sponsor Scattergram

KRS Pension Plan vs All Public Plans-Total Fund

Periods Ended January 1, 2017 To December 31, 2019



	Return	Standard Deviation
● KRS Pension Plan	9.37	5.10
▲ KRS Allocation Index	8.99	5.30
— Median	9.50	7.22

Calculation based on monthly periodicity.



Wilshire Consulting

Asset Allocation & Performance

KRS Pension Plan

Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees						
	Market Value \$	%	1 Quarter	FYTD	1 Year	3 Years	5 Years	Since Inception	Inception Date
KRS Pension Plan	13,385,578,004	100.00	4.23	5.56	15.16	9.37	7.12	9.08	4/1/1984
KRS Allocation Index			4.23	5.07	15.06	8.99	7.09	9.19	
Value Added			0.00	0.49	0.10	0.38	0.03	-0.11	
KRS IPS Index			3.98	5.07	15.22				
Value Added			0.25	0.49	-0.06				
US Equity Composite	2,613,928,930	19.53	8.78	10.16	31.19	13.56	10.60	11.39	4/1/1984
Russell 3000 Index			9.10	10.37	31.02	14.57	11.24	11.27	
Value Added			-0.32	-0.21	0.17	-1.01	-0.64	0.12	
S&P 500 Index	1,376,139,105	10.28	9.07	10.90	31.52	15.41	11.72	7.91	7/1/2001
S&P 500			9.07	10.92	31.49	15.27	11.70	7.52	
Value Added			0.00	-0.02	0.03	0.14	0.02	0.39	
Scientific Beta	448,776,579	3.35	5.62	8.02	28.36	13.02		12.73	7/1/2016
S&P 500			9.07	10.92	31.49	15.27		15.41	
Value Added			-3.45	-2.90	-3.13	-2.25		-2.68	
River Road FAV	182,528,196	1.36	11.11	12.41	36.52	13.96		17.41	7/1/2016
Russell 3000 Value Index			7.48	8.80	26.26	9.32		11.32	
Value Added			3.63	3.61	10.26	4.64		6.09	
Westfield Capital	178,878,314	1.34	13.36	14.25	43.21	21.38	12.28	13.96	7/1/2011
Russell 3000 Growth Index			10.67	11.89	35.85	19.89	14.23	14.79	
Value Added			2.69	2.36	7.36	1.49	-1.95	-0.83	
Internal US Mid Cap	170,657,629	1.27	7.08	7.06	26.49	9.86	9.32	9.86	8/1/2014
S&P MidCap 400 Index			7.06	6.97	26.20	9.26	9.03	9.61	
Value Added			0.02	0.09	0.29	0.60	0.29	0.25	

Wilshire Consulting



Asset Allocation & Performance

KRS Pension Plan

Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees						
	Market Value \$	%	1 Quarter	FYTD	1 Year	3 Years	5 Years	Since Inception	Inception Date
NTGI Structured	197,645,830	1.48	9.23	7.69	26.16	9.91	9.25	10.12	10/1/1999
Russell 2000 Index			9.94	7.30	25.53	8.59	8.23	8.40	
Value Added			-0.71	0.39	0.63	1.32	1.02	1.72	
Next Century Growth	59,223,918	0.44							
Invesco	40,786	0.00							
Transition Account	38,572	0.00							
Non-US Equity Composite	2,735,016,510	20.43	9.29	8.02	24.03	11.60	6.90	3.62	7/1/2000
Policy Index			9.20	7.33	21.63	9.98	5.75	3.65	
Value Added			0.09	0.69	2.40	1.62	1.15	-0.03	
BlackRock World Ex US	784,834,541	5.86	8.10	6.16	20.82	9.87	5.63	7.05	7/1/2009
Policy Index			8.12	6.18	20.62	9.60	5.35	6.83	
Value Added			-0.02	-0.02	0.20	0.27	0.28	0.22	
American Century	390,385,910	2.92	10.61	11.30	33.79	16.39	8.39	6.38	7/1/2014
Policy Index			9.20	7.33	21.63	9.88	5.71	3.43	
Value Added			1.41	3.97	12.16	6.51	2.68	2.95	
Franklin Templeton	283,953,757	2.12	10.93	11.91	34.66	16.88	10.32	7.83	7/1/2014
Policy Index			9.20	7.33	21.63	9.88	5.71	3.43	
Value Added			1.73	4.58	13.03	7.00	4.61	4.40	
Lazard Asset Mgmt	493,619,441	3.69	8.49	6.40	22.04	11.36	6.61	4.69	7/1/2014
Policy Index			9.20	7.33	21.63	9.88	5.71	3.43	
Value Added			-0.71	-0.93	0.41	1.48	0.90	1.26	

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Asset Allocation & Performance

KRS Pension Plan

Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees						
	Market Value \$	%	1 Quarter	FYTD	1 Year	3 Years	5 Years	Since Inception	Inception Date
LSV Asset Mgmt	426,843,898	3.19	10.65	8.82	20.01	9.45	5.71	3.62	7/1/2014
Policy Index			9.20	7.33	21.63	9.88	5.71	3.43	
Value Added			1.45	1.49	-1.62	-0.43	0.00	0.19	
NTGI Int'l Small Cap	85,425,462	0.64	10.99	9.83	22.96	9.96	7.33	11.55	12/1/2008
MSCI AC World ex USA Small Cap (Net)			11.01	9.69	22.42	9.65	7.04	11.76	
Value Added			-0.02	0.14	0.54	0.31	0.29	-0.21	
JP Morgan Emerging Markets	133,214,713	1.00							
Pzena Emerging Markets	132,383,319	0.99							
Boston Company	722,107	0.01							
Pyramis Intl	2,093,279	0.02							
Non-US Equity Transition	1,540,081	0.01							
Fixed Income Composite	4,607,061,527	34.42	0.79	2.53	8.68	4.68	4.56	7.44	4/1/1984
Policy Index			1.18	2.92	10.12	5.00	5.12	7.30	
Value Added			-0.39	-0.39	-1.44	-0.32	-0.56	0.14	
Blmbg. Barc. Global Aggregate			0.49	1.20	6.84	4.27	2.31		
Value Added			0.30	1.33	1.84	0.41	2.25		
Core Fixed Composite	2,489,660,834	18.60	0.60	2.04	7.62			6.84	10/1/2018
Blmbg. Barc. U.S. Aggregate			0.18	2.45	8.72			8.31	
Value Added			0.42	-0.41	-1.10			-1.47	



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Asset Allocation & Performance

KRS Pension Plan

Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees						
	Market Value \$	%	1 Quarter	FYTD	1 Year	3 Years	5 Years	Since Inception	Inception Date
BNY IG Credit	105,289,397	0.79	0.90	2.63	9.51			4.37	12/1/2017
Blmbg. Barc. U.S. Intermediate Credit			0.98	2.70	9.52			4.59	
Value Added			-0.08	-0.07	-0.01			-0.22	
Loomis Sayles Intmd	581,463,547	4.34	0.50	1.88				5.99	2/1/2019
Blmbg. Barc. U.S. Intermediate Aggregate			0.47	1.85				5.78	
Value Added			0.03	0.03				0.21	
Lord Abbett	1,180,647,658	8.82	0.83	1.77	5.86			5.10	10/1/2018
ICE BofAML 1-3 Year U.S. Corporate			0.87	1.88	5.42			4.99	
Value Added			-0.04	-0.11	0.44			0.11	
NISA	622,260,233	4.65	0.22	2.49	8.91	4.15	3.27	4.25	2/1/2009
Blmbg. Barc. U.S. Aggregate			0.18	2.45	8.72	4.03	3.05	4.06	
Value Added			0.04	0.04	0.19	0.12	0.22	0.19	
Opportunistic Fixed Composite	2,117,400,693	15.82	1.04	3.13	9.92			6.72	10/1/2018
Policy Index			2.17	3.36	11.46			5.57	
Value Added			-1.13	-0.23	-1.54			1.15	
Arrowmark	183,538,333	1.37	2.48	5.05	10.88			9.95	6/1/2018
S&P/LSTA Leverage Loan Index			1.73	2.74	8.64			4.33	
Value Added			0.75	2.31	2.24			5.62	
BSP Private Credit	66,708,252	0.50	0.43	2.11	3.73			3.25	2/1/2018
S&P/LSTA Leverage Loan Index			1.73	2.74	8.64			4.14	
Value Added			-1.30	-0.63	-4.91			-0.89	



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Asset Allocation & Performance

KRS Pension Plan

Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees						
	Market Value \$	%	1 Quarter	FYTD	1 Year	3 Years	5 Years	Since Inception	Inception Date
BSP Coinvestment	11,495,821	0.09	0.00					0.00	10/1/2019
S&P/LSTA Leverage Loan Index			1.73					1.73	
Value Added			-1.73					-1.73	
Cerberus Capital Mgmt	119,630,876	0.89	1.68	4.35	9.00	8.74	8.83	8.49	9/1/2014
S&P/LSTA Leverage Loan Index			1.73	2.74	8.64	4.35	4.45	3.95	
Value Added			-0.05	1.61	0.36	4.39	4.38	4.54	
Columbia	366,068,949	2.73	3.00	5.29	17.65	6.91	6.36	7.24	11/1/2011
Blmbg. Barc. U.S. Corp: High Yield			2.61	3.98	14.32	6.37	6.13	6.90	
Value Added			0.39	1.31	3.33	0.54	0.23	0.34	
Manulife Asset Mgmt	474,831,526	3.55	1.27	3.39	11.05	4.13	3.48	4.29	12/1/2011
Policy Index			0.45	2.58	9.29	4.30	2.66	2.10	
Value Added			0.82	0.81	1.76	-0.17	0.82	2.19	
Marathon Bluegrass	347,554,125	2.60	-2.45	-0.29	3.57	3.23		6.37	1/1/2016
Blmbg. Barc. U.S. Corp: High Yield			2.61	3.98	14.32	6.37		8.96	
Value Added			-5.06	-4.27	-10.75	-3.14		-2.59	
Shenkman Capital	241,519,305	1.80	1.55	2.72	8.92	4.15	4.11	4.72	10/1/2010
S&P/LSTA Leverage Loan Index			1.73	2.74	8.64	4.35	4.45	4.69	
Value Added			-0.18	-0.02	0.28	-0.20	-0.34	0.03	
Waterfall	213,520,507	1.60	1.25	3.73	9.22	10.18	8.68	11.38	2/1/2010
Policy Index			1.67	2.71	9.43	4.97	4.58	5.25	
Value Added			-0.42	1.02	-0.21	5.21	4.10	6.13	
White Oak Yield Spectrum	92,492,948	0.69	1.38	3.04	5.59			4.55	3/1/2018
S&P/LSTA Leverage Loan Index			1.73	2.74	8.64			4.22	
Value Added			-0.35	0.30	-3.05			0.33	



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Asset Allocation & Performance

KRS Pension Plan

Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees						
	Market Value \$	%	1 Quarter	FYTD	1 Year	3 Years	5 Years	Since Inception	Inception Date
Loomis	40,051	0.00							
Real Return Composite	1,147,108,341	8.57	1.83	2.49	11.73	5.05	3.79	3.95	7/1/2011
Real Return Index (P)			0.47	1.26	9.72	3.25	2.51	2.85	
Value Added			1.36	1.23	2.01	1.80	1.28	1.10	
Internal TIPS	212,997,151	1.59	1.18	1.47	5.47	2.40	2.39	4.74	5/1/2002
BImbg. Barc. U.S. TIPS 1-10 Year			1.00	1.61	6.85	2.79	2.36	4.14	
Value Added			0.18	-0.14	-1.38	-0.39	0.03	0.60	
PIMCO All Asset	355,846,561	2.66	3.52	3.80	12.32	7.57	5.30	5.01	12/1/2011
BImbg. Barc. U.S. TIPS 1-10 Year			1.00	1.61	6.85	2.79	2.36	1.44	
Value Added			2.52	2.19	5.47	4.78	2.94	3.57	
Tortoise Capital	139,689,859	1.04	-1.37	-7.42	8.97	-3.12	-5.09	9.05	8/1/2009
Alerian MLP Index			-4.08	-8.90	6.56	-4.45	-7.00	5.71	
Value Added			2.71	1.48	2.41	1.33	1.91	3.34	
Nuveen Real Asset	228,991,465	1.71	3.49	7.42	23.11	9.55		6.78	2/1/2015
Policy Index			2.37	5.15	21.50	8.63		6.19	
Value Added			1.12	2.27	1.61	0.92		0.59	
Amerra AGRI Fund II	23,561,458	0.18	10.18	11.20	12.97	3.01	5.48	5.07	12/1/2012
Amerra AGRI Holdings	43,399,118	0.32	-0.76	1.29	1.05	-1.69		-1.07	8/1/2015
BTG Pactual	25,046,495	0.19	-1.75	-1.23	2.35	0.26	-6.95	-6.84	12/1/2014
IFM Infrastructure	40,643,468	0.30	1.78	2.86				2.86	7/1/2019

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Asset Allocation & Performance

KRS Pension Plan

Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees						
	Market Value \$	%	1 Quarter	FYTD	1 Year	3 Years	5 Years	Since Inception	Inception Date
Magnetar MTP EOF II	33,040,234	0.25	0.74	3.43	5.09	6.69		3.59	8/1/2015
Oberland Capital	7,615,550	0.06	0.17	19.36	11.12			11.92	8/1/2018
Taurus Mine Finance	35,501,150	0.27	-5.80	4.49	13.88	12.31		14.05	4/1/2015
TPF II	775,832	0.01	-0.09	-0.17	14.16	5.23	0.88	-2.04	10/1/2008
Real Estate Composite	562,263,597	4.20	2.48	5.79	8.57	9.39	9.30	6.17	7/1/1984
NCREIF ODCE NOF 1 Quarter Lag			1.08	1.86	4.64	6.34	8.36		
Value Added			1.40	3.93	3.93	3.05	0.94		
Baring	61,924,738	0.46	6.45	31.95	31.44			31.44	1/1/2019
Divcowest IV	3,014,943	0.02	-6.13	13.34	13.00	19.12	24.66	21.49	3/1/2014
Fundamental Partners III	46,527,759	0.35	5.19	10.53	15.85			9.70	5/1/2017
Greenfield Acq VI	1,438,532	0.01	-3.05	-27.38	-40.02	-18.97	-8.60	-2.63	12/1/2012
Greenfield Acq VII	18,872,415	0.14	0.99	11.42	16.97	14.93	14.57	12.70	7/1/2014
H/2 Credit Partner	85,110,301	0.64	1.64	1.49	-0.72	2.81	3.93	5.00	7/1/2011
Harrison Street	82,441,852	0.62	1.96	3.22	4.61	8.25	8.89	8.42	5/1/2012
Lubert Adler VII	28,659,028	0.21	-0.21	0.01	9.72	9.06	6.14	0.58	7/1/2014
Lubert Adler VII B	27,279,854	0.20	1.15	4.72	13.22			4.79	7/1/2017
Mesa West IV	20,145,215	0.15	1.97	4.72	6.21			5.49	3/1/2017
Mesa West Core Lend	59,673,457	0.45	1.68	5.14	7.09	7.79	7.83	7.01	5/1/2013

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Asset Allocation & Performance

KRS Pension Plan

Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees						
	Market Value \$	%	1 Quarter	FYTD	1 Year	3 Years	5 Years	Since Inception	Inception Date
Patron Capital	19,494,400	0.15	2.43	3.53	10.41	17.19		3.41	8/1/2016
Prologis Targeted US	142,158,826	1.06	4.66	7.68	14.59	17.86	16.33	15.49	10/1/2014
Rubenstein PF II	16,367,756	0.12	-4.94	0.65	3.12	10.79	8.91	12.39	7/1/2013
Stockbridge Sm/Mkts	89,800,254	0.67	1.67	3.04	7.16	8.18	9.26	9.00	5/1/2014
Walton St RE VI	12,633,912	0.09	-0.14	-0.51	-2.71	4.44	4.37	-15.73	5/1/2009
Walton St RE VII	11,649,330	0.09	-1.71	-2.69	-4.14	3.79	7.96	9.32	7/1/2013
Absolute Return Composite	383,687,744	2.87	1.34	0.90	1.40	2.61	1.85	3.54	4/1/2010
HFRI FOF Div 1 Month Lag			0.49	1.83	4.82	3.61	2.04	2.78	
Value Added			0.85	-0.93	-3.42	-1.00	-0.19	0.76	
Blackstone Strat Opp	2,819,807	0.02	0.60	-1.40	-6.02			0.07	8/1/2017
Credit Suisse	415,818	0.00	0.00	0.67	3.99			6.04	6/1/2017
Gotham Neutral Strategies	13,242,738	0.10	2.58	2.57	-0.50			-1.39	4/1/2017
Governors Lane Onshore	11,020,765	0.08	1.84	2.95	5.77			1.03	4/1/2017
Liquidalts H2O Force	18,015,854	0.13	5.37	6.67	6.89	4.82		6.93	8/1/2016
Luxor Capital	1,384,403	0.01	-13.64	-16.89	-9.17	10.43	2.50	1.12	4/1/2014
Myriad Opportunities	44,186,540	0.33	1.80	0.19	-3.89	1.42		2.60	5/1/2016
PAAMCO	7,095	0.00	0.00	0.05	28.02	-29.23	-19.37	-9.66	9/1/2011
Pine River	192,565	0.00	10.48	17.65	30.19	8.26	5.03	4.52	5/1/2014

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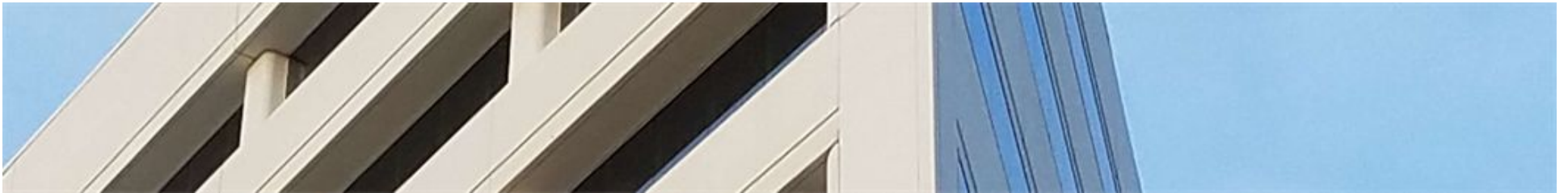


Asset Allocation & Performance

KRS Pension Plan

Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees						
	Market Value \$	%	1 Quarter	FYTD	1 Year	3 Years	5 Years	Since Inception	Inception Date
PRISMA Capital	96,376,598	0.72	0.00	-0.48	0.95	2.65	1.91	3.25	9/1/2011
SRS Partners US	8,922,436	0.07	6.85	6.04	11.27			11.36	8/1/2017
Tricadia Select	3,564,792	0.03	0.00	1.05	2.21			-10.38	9/1/2017
Private Equity Composite	1,116,015,335	8.34	1.33	6.48	7.91	13.85	11.64	11.26	7/1/2002
KRS Short-Term PE Index			1.33	6.48	7.91	13.85	11.64	11.26	
Value Added			0.00	0.00	0.00	0.00	0.00	0.00	
Russell 3000 +3% 1 Quarter Lag			1.91	6.87	6.01	16.22	13.76	11.20	
Value Added			-0.58	-0.39	1.90	-2.37	-2.12	0.06	
Cash Composite	231,805,380	1.73	0.78	1.41	2.83	2.11	1.49	3.55	1/1/1988
90 Day US Treasury Bill			0.46	1.02	2.28	1.67	1.05	3.16	
Value Added			0.32	0.39	0.55	0.44	0.44	0.39	
Perimeter Park	7,300,000	0.05							



KRS Insurance Plan

Wilshire Consulting



Asset Allocation Bucketing

KRS Insurance Plan

Periods Ended As of December 31, 2019

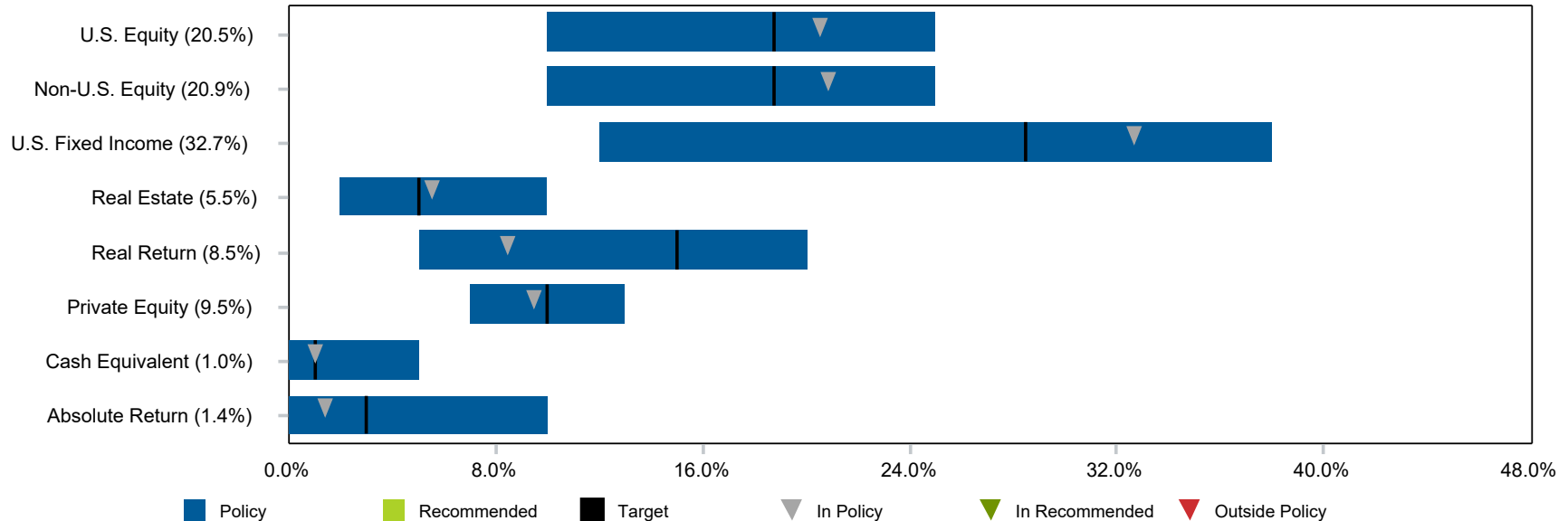
	Actual		Target	Difference	
	\$	%		\$	%
Growth	\$3,810,220,433	66.2%	60.7%	\$316,741,158	5.5%
U.S. Equity	\$1,181,340,736	20.5%	18.8%	\$102,218,225	1.8%
Non-U.S. Equity	\$1,201,824,405	20.9%	18.8%	\$122,701,894	2.1%
Private Equity	\$543,956,015	9.5%	10.0%	-\$31,575,991	-0.5%
High Yield/Specialty Credit	\$883,099,277	15.3%	15.0%	\$19,801,268	0.3%
Liquidity	\$1,057,937,252	18.4%	16.3%	\$119,820,083	2.1%
Core Fixed Income	\$998,806,805	17.4%	13.5%	\$221,838,597	3.9%
Cash	\$59,130,447	1.0%	1.0%	\$1,577,246	0.0%
Diversifying	\$887,162,373	15.4%	23.0%	-\$436,561,240	-7.6%
Real Estate	\$317,178,260	5.5%	5.0%	\$29,412,257	0.5%
Real Return	\$487,974,976	8.5%	15.0%	-\$375,323,033	-6.5%
Absolute Return	\$82,009,137	1.4%	3.0%	-\$90,650,465	-1.6%

Asset Allocation Compliance

KRS Insurance Plan

Periods Ended As of December 31, 2019

Executive Summary



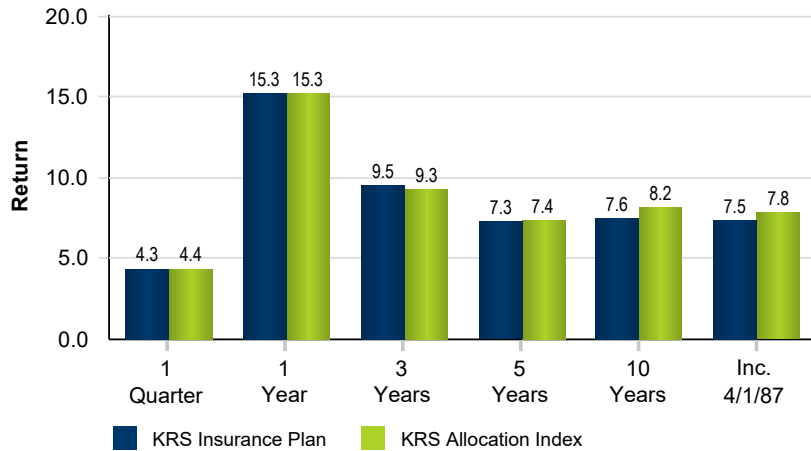
	Asset Allocation \$	Asset Allocation (%)	Minimum Allocation (%)	Maximum Allocation (%)	Target Allocation (%)	Target Rebalance \$
U.S. Equity	1,181,340,736	20.5	10.0	25.0	18.8	-102,218,225
Non-U.S. Equity	1,201,824,405	20.9	10.0	25.0	18.8	-122,701,894
U.S. Fixed Income	1,881,906,083	32.7	12.0	38.0	28.5	-241,639,866
Real Estate	317,178,260	5.5	2.0	10.0	5.0	-29,412,257
Real Return	487,974,976	8.5	5.0	20.0	15.0	375,323,033
Private Equity	543,956,015	9.5	7.0	13.0	10.0	31,575,991
Cash Equivalent	59,130,447	1.0	0.0	5.0	1.0	-1,577,247
Absolute Return	82,009,137	1.4	0.0	10.0	3.0	90,650,465
Total Fund	5,755,320,058	100.0			100.0	

Total Fund Summary

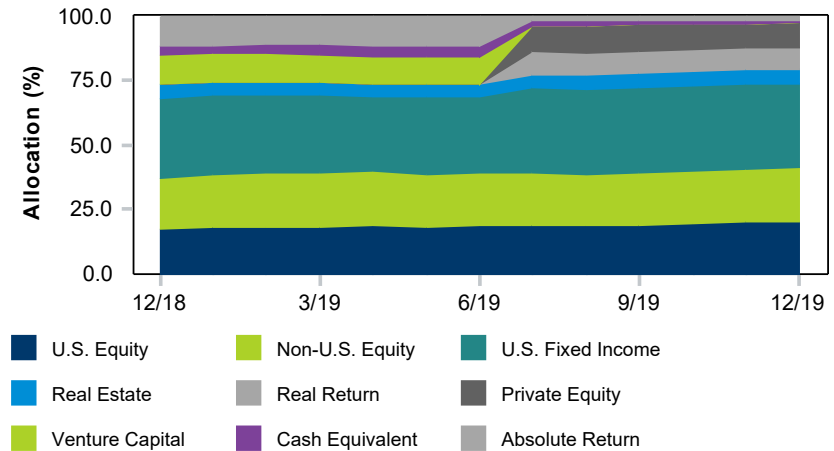
KRS Insurance Plan

Periods Ended December 31, 2019

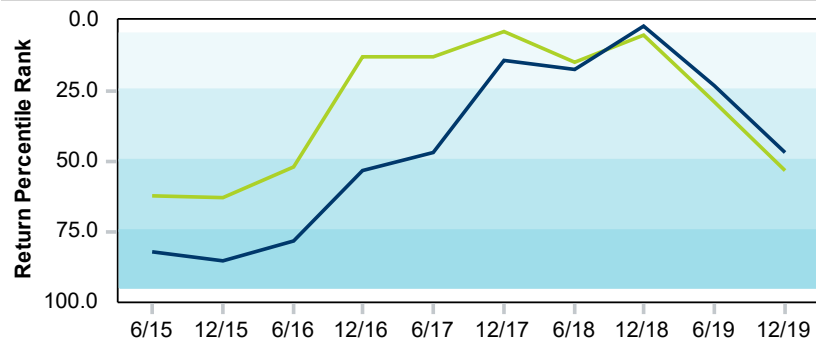
Comparative Performance



Historical Asset Allocation by Segment

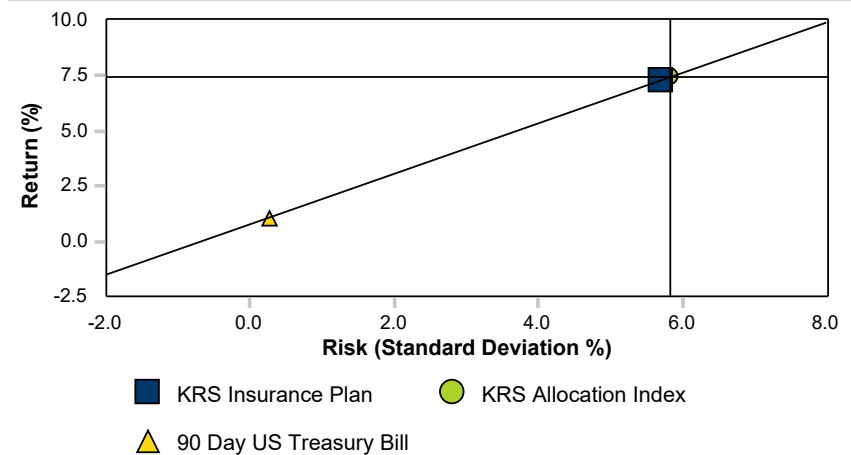


Rolling Percentile Rank: All Public Plans-Total Fund



	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
— KRS Insurance Plan	10	4 (40%)	2 (20%)	1 (10%)	3 (30%)
— Benchmark	10	5 (50%)	1 (10%)	4 (40%)	0 (0%)

Risk and Return 01/1/15 - 12/31/19



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Asset Allocation & Performance

KRS Insurance Plan

Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees							
	Market Value \$	%	1 Month	1 Quarter	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
KRS Insurance Plan	5,755,320,058	100.00	1.95	4.34	15.26	9.51	7.28	7.56	7.47	4/1/1987
KRS Allocation Index			2.15	4.39	15.32	9.29	7.43	8.17	7.84	
Value Added			-0.20	-0.05	-0.06	0.22	-0.15	-0.61	-0.37	
KRS IPS Index			2.07	4.09	15.34					
Value Added			-0.12	0.25	-0.08					
KERS Insurance Plan	1,006,975,844	17.50	1.88	4.40	15.23	8.77	6.74	7.23	7.37	4/1/1987
KERS Allocation Index			2.14	4.54	15.52	8.99	7.17	8.02	7.80	
Value Added			-0.26	-0.14	-0.29	-0.22	-0.43	-0.79	-0.43	
KERS IPS Index			1.92	3.93	14.68					
Value Added			-0.04	0.47	0.55					
Assumed Rate 6.25%			0.51	1.53	6.25					
Value Added			1.37	2.87	8.98					
KERS (H) Insurance Plan	547,802,966	9.52	1.91	4.31	15.13	9.40	7.19	7.53	7.46	4/1/1987
KERS (H) Allocation Index			2.10	4.29	15.05	9.25	7.32	8.10	7.82	
Value Added			-0.19	0.02	0.08	0.15	-0.13	-0.57	-0.36	
KERS (H) IPS Index			2.04	4.05	15.22					
Value Added			-0.13	0.26	-0.09					
Assumed Rate 6.25%			0.51	1.53	6.25					
Value Added			1.40	2.78	8.88					

Wilshire Consulting



Asset Allocation & Performance

KRS Insurance Plan

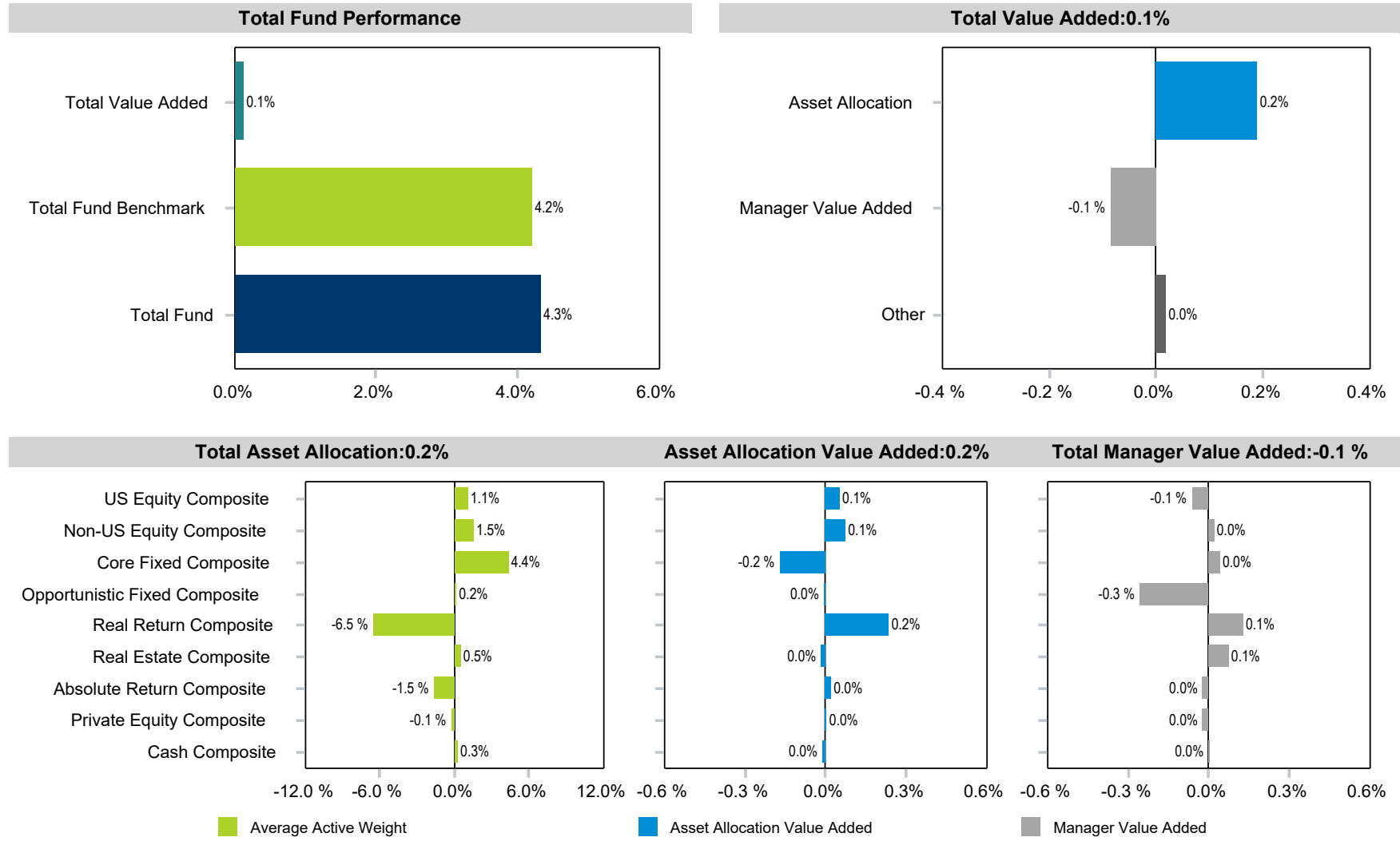
Periods Ended December 31, 2019

	Allocation		Performance (%) net of fees							
	Market Value \$	%	1 Month	1 Quarter	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
CERS Insurance Plan	2,609,523,718	45.34	1.94	4.27	15.10	9.58	7.34	7.60	7.48	4/1/1987
CERS Allocation Index			2.16	4.35	15.28	9.35	7.38	8.13	7.83	
Value Added			-0.22	-0.08	-0.18	0.23	-0.04	-0.53	-0.35	
CERS IPS Index			2.10	4.12	15.45					
Value Added			-0.16	0.15	-0.35					
Assumed Rate 6.25%			0.51	1.53	6.25					
Value Added			1.43	2.74	8.85					
CERS (H) Insurance Plan	1,381,570,665	24.01	1.94	4.29	15.14	9.66	7.42	7.64	7.49	4/1/1987
CERS (H) Allocation Index			2.15	4.34	15.25	9.35	7.38	8.13	7.83	
Value Added			-0.21	-0.05	-0.11	0.31	0.04	-0.49	-0.34	
CERS (H) IPS Index			2.09	4.10	15.42					
Value Added			-0.15	0.19	-0.28					
Assumed Rate 6.25%			0.51	1.53	6.25					
Value Added			1.43	2.76	8.89					
SPRS Insurance Plan	209,446,904	3.64	1.89	4.22	15.07	9.63	7.38	7.62	7.49	4/1/1987
SPRS Allocation Index			2.14	4.33	15.21	9.31	7.36	8.12	7.83	
Value Added			-0.25	-0.11	-0.14	0.32	0.02	-0.50	-0.34	
SPRS IPS Index			2.08	4.09	15.38					
Value Added			-0.19	0.13	-0.31					
Assumed Rate 6.25%			0.51	1.53	6.25					
Value Added			1.38	2.69	8.82					

Total Fund Attribution

KRS Insurance Plan

Periods Ended 1 Quarter Ending December 31, 2019

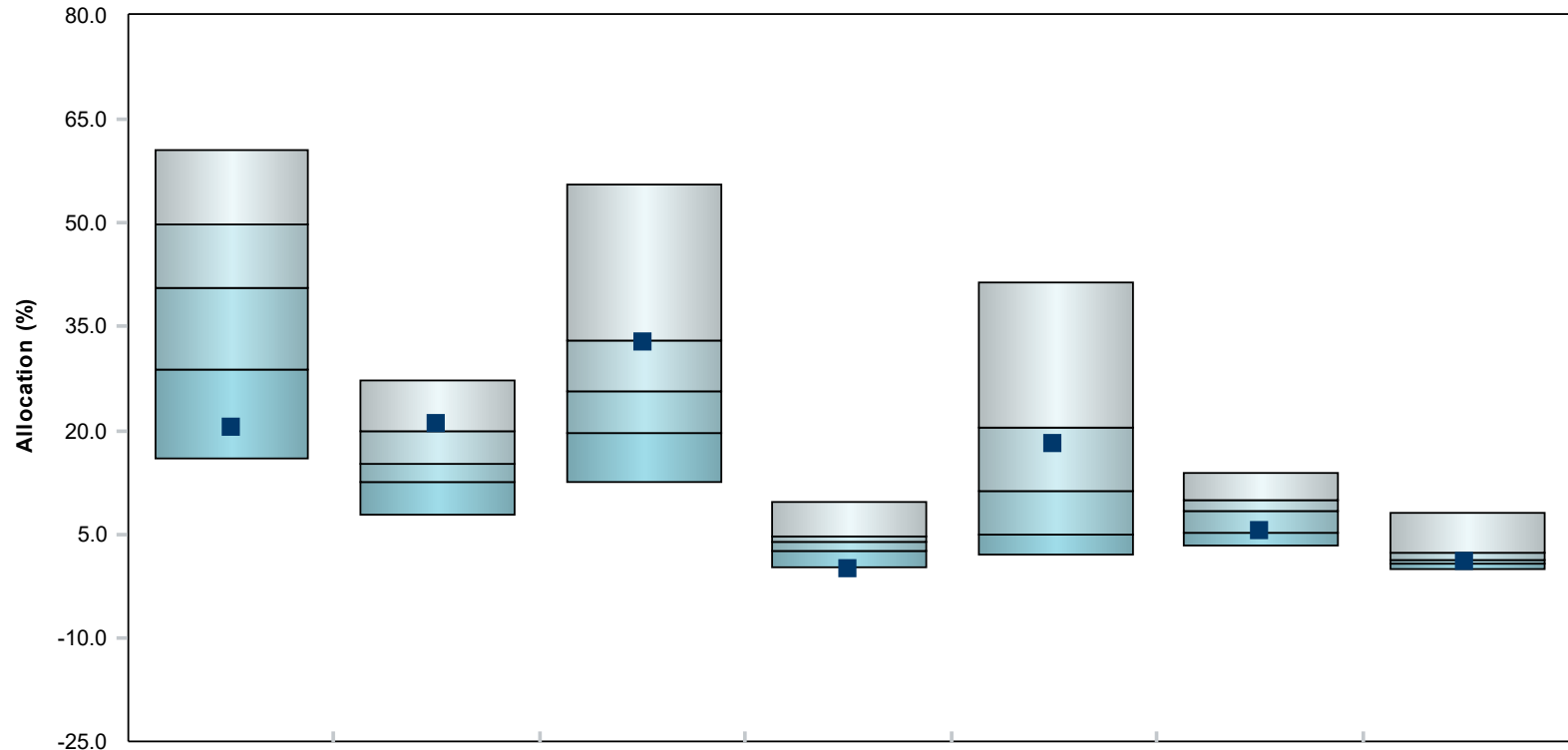


Wilshire Consulting



Plan Sponsor TF Asset Allocation

KRS Insurance Plan vs All Public Plans-Total Fund
 Periods Ended December 31, 2019

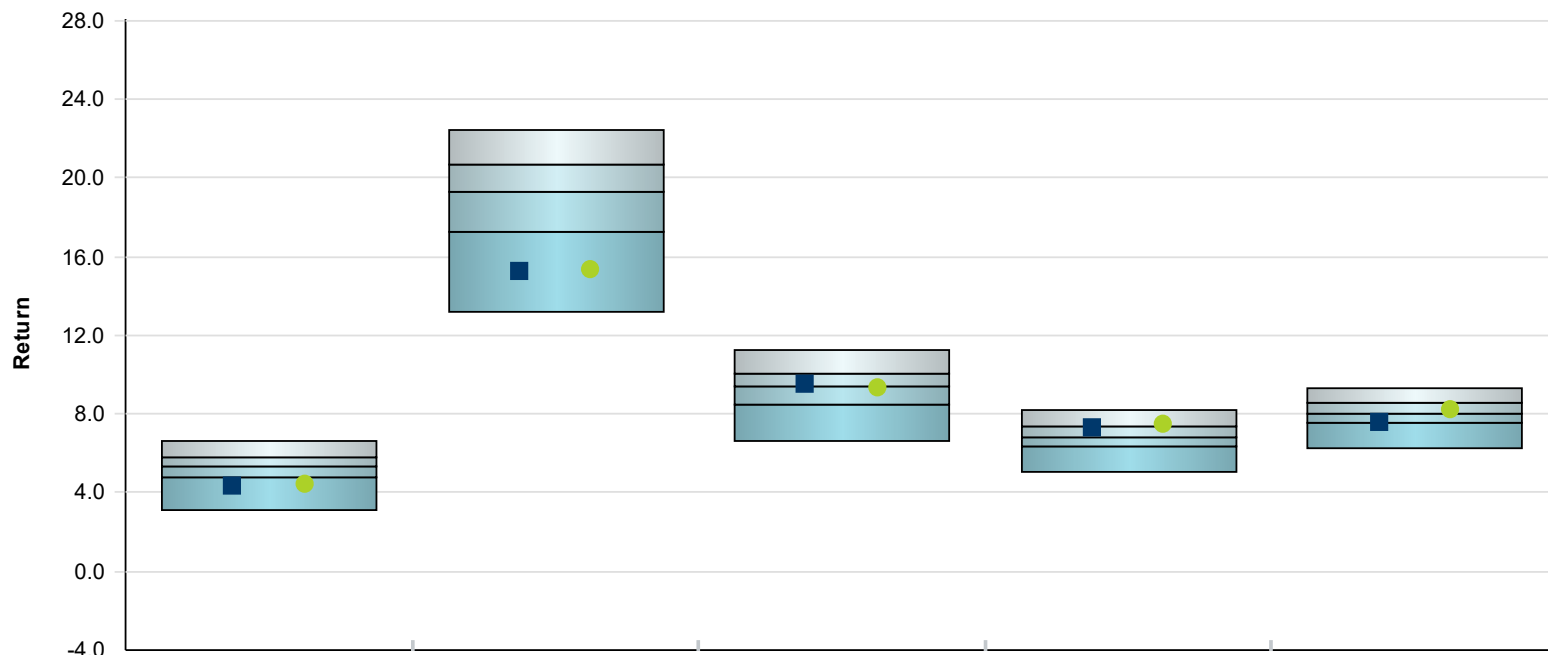


	US Equity	Intl. Equity	US Fixed Income	Intl. Fixed Income	Alternative Inv.	Real Estate	Cash
■ KRS Insurance Plan	20.53	20.88	32.70	0.00	17.93	5.51	1.03
5th Percentile	60.45	27.27	55.68	9.61	41.32	13.95	7.97
1st Quartile	49.78	19.91	32.92	4.75	20.46	9.88	2.42
Median	40.60	15.20	25.69	3.94	11.28	8.34	1.38
3rd Quartile	28.92	12.43	19.51	2.44	4.93	5.24	0.60
95th Percentile	16.05	7.70	12.44	0.07	1.99	3.37	0.06

Plan Sponsor Peer Group Analysis

KRS Insurance Plan vs All Public Plans-Total Fund

Periods Ended December 31, 2019



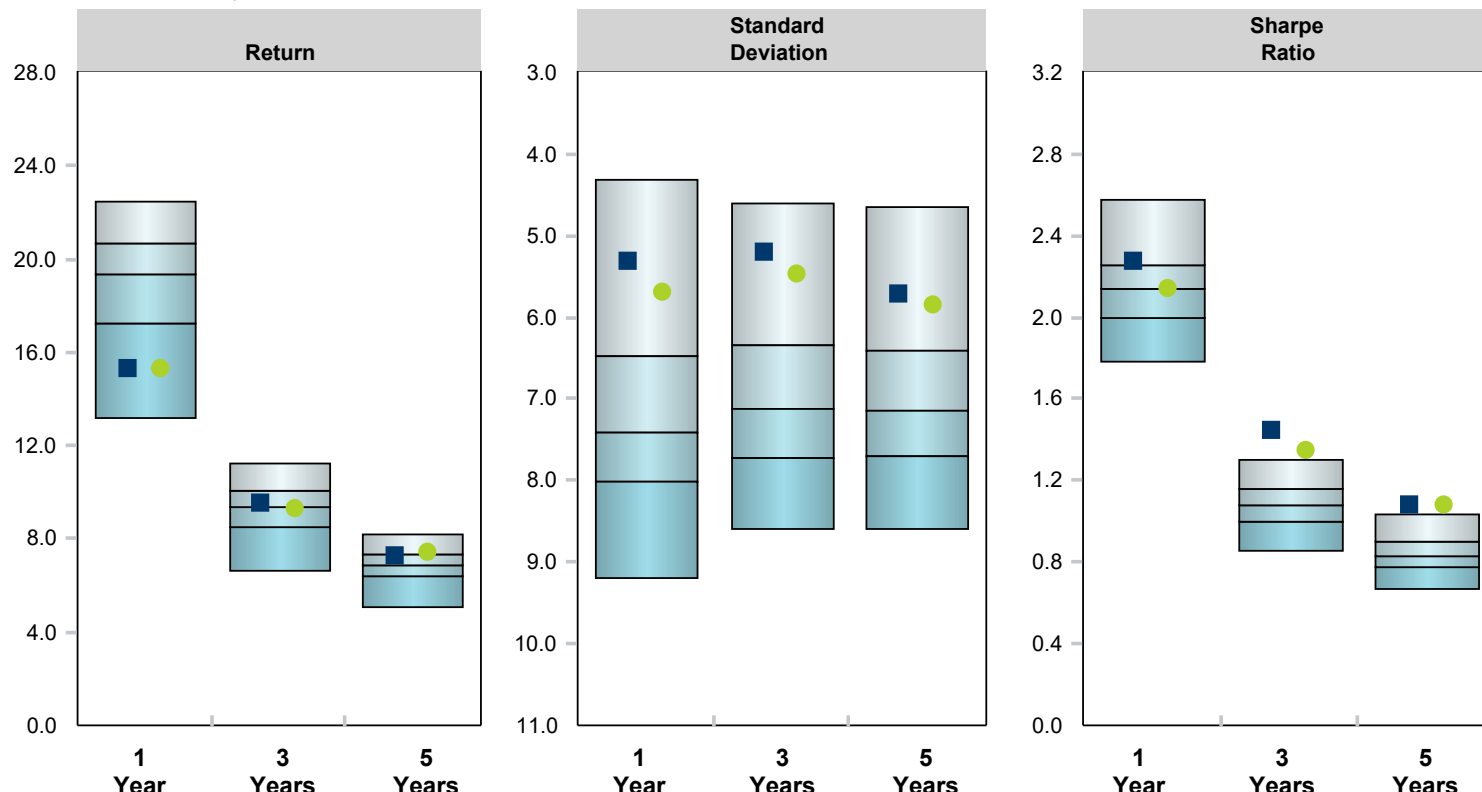
	QTD	1 Year	3 Years	5 Years	10 Years
■ KRS Insurance Plan	4.34 (87)	15.26 (90)	9.51 (47)	7.28 (28)	7.56 (75)
● KRS Allocation Index	4.39 (85)	15.32 (90)	9.29 (53)	7.43 (20)	8.17 (44)
5th Percentile	6.62	22.46	11.22	8.19	9.31
1st Quartile	5.84	20.65	10.06	7.33	8.62
Median	5.37	19.33	9.39	6.86	8.06
3rd Quartile	4.79	17.25	8.53	6.39	7.54
95th Percentile	3.15	13.18	6.65	5.07	6.22
Population	581	575	549	508	422

Parentheses contain percentile rankings.
Calculation based on monthly periodicity.

Plan Sponsor Peer Group Analysis-Multi Statistics

KRS Insurance Plan

Periods Ended December 31, 2019



	1 Year	3 Years	5 Years
■ KRS Insurance Plan	15.26 (90)	9.51 (47)	7.28 (28)
● KRS Allocation Index	15.32 (90)	9.29 (53)	7.43 (20)

	1 Year	3 Years	5 Years
■ KRS Insurance Plan	5.32 (8)	5.21 (8)	5.72 (10)
● KRS Allocation Index	5.70 (12)	5.46 (9)	5.84 (12)

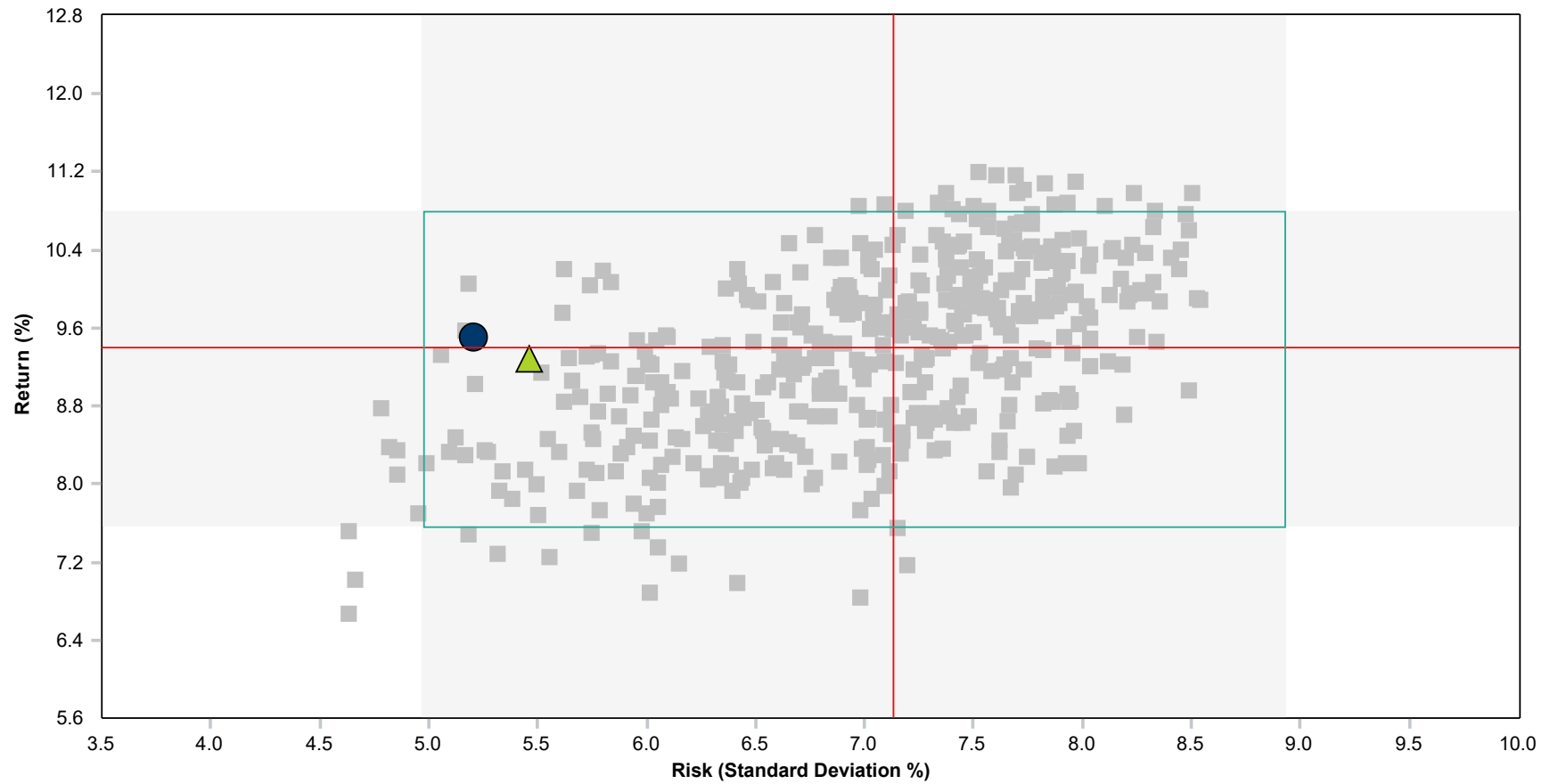
	1 Year	3 Years	5 Years
■ KRS Insurance Plan	2.28 (22)	1.45 (2)	1.08 (3)
● KRS Allocation Index	2.14 (51)	1.35 (4)	1.08 (3)

5th Percentile	22.46	11.22	8.19	4.32	4.60	4.64	2.57	1.30	1.03
1st Quartile	20.65	10.06	7.33	6.49	6.35	6.42	2.25	1.16	0.90
Median	19.33	9.39	6.86	7.41	7.13	7.15	2.14	1.08	0.83
3rd Quartile	17.25	8.53	6.39	8.02	7.71	7.70	2.00	0.99	0.77
95th Percentile	13.18	6.65	5.07	9.19	8.60	8.60	1.78	0.86	0.67

Parenteses contain percentile rankings.
Calculation based on monthly periodicity.


Plan Sponsor Scattergram

KRS Insurance Plan vs All Public Plans-Total Fund
 Periods Ended January 1, 2017 To December 31, 2019



	Return	Standard Deviation
● KRS Insurance Plan	9.51	5.21
▲ KRS Allocation Index	9.29	5.46
— Median	9.39	7.13

Calculation based on monthly periodicity.

	<p style="text-align: center;">Kentucky Retirement Systems Statement of Investment Policy Adopted February 4th, 2020</p>
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This Statement of Investment Policy is issued by the Board of Trustees of the Kentucky Retirement Systems (Systems) in connection with investing the pension and insurance funds of the Kentucky Employees Retirement Systems, the County Employees Retirement Systems and the State Police Retirement System. This document supersedes all prior documents entitled Statement of Investment Policy.

I. Introduction

A. Purpose

The purpose of this Investment Policy Statement (“Policy”) is to define the framework for investing the assets (“Portfolio”) of the Kentucky Retirement Systems (“Systems” or “Plan”). This Policy is intended to provide general principles for establishing the goals of the Plan, the allocation of assets, employment of outside asset management, and monitoring the results of the Plan.

The retirement plans administered by the Kentucky Retirement Systems are a “Qualified Pension Plan” under Section 401(a) of the Internal Revenue Code. Additionally, KRS 61.701 establishes health insurance benefits to recipients of the Kentucky Employees Retirement Systems, County Employees Retirement Systems and State Police Retirement System. KRS 61.702 provides that all amounts necessary to provide for insurance benefits shall be paid to the insurance fund. The Board shall administer the fund in the same manner as the retirement funds.

B. Philosophy

The Trustees of the Kentucky Retirement Systems recognize their fiduciary duty not only to invest the Systems' funds in formal compliance with the Prudent Person Rule but also to manage those funds in continued recognition of the basic long term nature of those systems. The Trustees interpret this to mean, in addition to the specific guidelines and restrictions set forth in this document, that the assets of the Systems shall be proactively managed -- that is, investment decisions regarding the particular asset classes, strategies, and securities to be purchased or sold shall be the result of the conscious exercise of discretion.

The Trustees recognize that asset allocation is the primary driver of long-term investment performance, and will therefore review asset allocation and asset-liability studies on a regular basis as outlined in Section III of this document. The asset allocation policy represents a strategic decision, with the primary aim that the portfolios meet their performance objectives in the long-term but understanding that they may not necessarily every year.

The Trustees recognize that there is generally an inverse relationship between market efficiency,

and the ability for active management to produce alpha. Therefore, investments in efficient markets, such as U.S. Large-Cap Equity and Core Fixed Income, will be made using index or index-like investments with the goal of replicating index returns with low management fees. Active management will be pursued in less efficient markets, such as U.S. Small-Cap Equity and High Yield/Specialty Credit mandates, accepting higher tracking error and paying higher management fees with the expectation of producing excess returns over the long term. This focuses staff and consultant(s) efforts on identifying, selecting, and monitoring managers, as well as the overall management fees paid, in the areas of the market most likely to produce excess returns.

The Trustees recognize that, commensurate with their overall objective of maximizing long-range return while maintaining a high standard of portfolio quality and consistency of return, it is necessary that proper diversification of assets be maintained both across and within the classes of securities held to minimize/mitigate overall portfolio risk. Consistent with carrying out their Fiduciary Responsibilities and the concept of Modern Portfolio Theory, the Trustees will not systematically exclude any investments in companies, industries, countries, or geographic areas unless required to do so by statute. Within this context of proactive management and the necessity for adherence to proper diversification, the Trustees rely upon appropriate professional advice from multiple service providers.

II. Responsibilities

The Trustees and other fiduciaries shall discharge their duties with respect to the Systems: (1) solely in the interest of the participants and beneficiaries; (2) for the exclusive purpose of providing benefits to participants and beneficiaries; (3) with the care, skill and caution under the circumstances then prevailing which a prudent person acting in a like capacity and familiar with those matters would use in the conduct of an activity of like character and purpose; (4) impartially; (5) incurring and paying appropriate and reasonable expenses of administration which may not necessarily be the lowest and (6) in accordance with a good faith interpretation of the laws, regulations and other instruments governing the Systems.

Additionally, the Trustees and other fiduciaries shall not engage in any transaction which results in a substantial diversion of the Systems income or assets without adequate security and reasonable rate of return to a disqualified person or in any other prohibited transaction described in Internal Revenue Code Section 503(b).

A. Board of Trustees

The Investment Committee is created by the Board of Trustees ("Board") as set forth in the Board's Statement of Bylaws and Committee Organization. The Chair authorizes and directs the appointment of an Investment Committee with full power to act for the Board in the acquisition, sale and management of the securities and funds of the Systems in accordance with the provisions of any applicable statutes, and policies of the Board. The Investment Committee has the power to act on behalf of the Board on all investment related matters, including the acquisition, sale, safeguarding, monitoring and management of the assets, securities and funds of the Systems. The Board shall review and ratify the actions of the Investment Committee at the Board meeting following the Investment Committee meeting where such action was taken.

B. Investment Committee

The Investment Committee consists of nine members of the Board of Trustees appointed by the Board Chair each Board Year. The members of the Investment Committee shall include the six (6) Board Trustees appointed by the Governor to the Board pursuant to KRS 61.645(1)(e)(5), and three (3) Board Trustees chosen by the Board Chair. The committee acts on behalf of the Board on investment related matters.

The Investment Committee has the following oversight responsibilities:

- A. Assure compliance with this policy and all applicable laws and regulations.
- B. Approve the selection and termination of service providers. If the need arises to terminate a manager between board meetings, the Chief Investment Officer will have discretion to do so after receiving approval from either the Board Chair or the Investment Committee Chair. The Investment Committee and the Board must be notified of the manager termination at the next scheduled Investment Committee and Board meetings.
- C. Meet no less than quarterly to evaluate whether this policy, the investment activities and management controls and processes continue to be consistent with meeting the Systems' goals. Mandate actions necessary to maintain the overall effectiveness of the program.
- D. Review assessment of investment program management processes and procedures, and this policy relative to meeting stated goals.

C. Staff

The Chief Investment Officer is responsible for the administration of investment assets of the Systems consistent with the policies, guidelines and limits established by the law, the Board, and the Investment Committee.

The Chief Investment Officer receives direction from and reports to the Investment Committee on all investment matters, including but not limited to the following:

- i. Maintaining the diversification and risk exposure of the funds consistent with policies and guidelines.
- ii. Assess and report on the performance and risk exposure of the overall investment program relative to goals, objectives, policies and guidelines.
- iii. Monitoring and assessing service providers to assure that they meet expectations and conform to policies and guidelines.
- iv. Recommend changes to service providers, statutes, policies or guidelines as needed to maintain a productive relationship between the investment program and its goals; act as liaison on all investment related matters.
- v. Communicating with the mass media and other agencies, entities or institutions regarding investment related issues.
- vi. Identify issues for consideration by the Investment Committee and prepare recommendations regarding such matters.
- vii. Preparing for each proposed investment a memo to the Investment Committee covering the pertinent details including but not limited to: Amount of the investment, type of investment, purpose, opportunity/goal, risks, volatility assumptions, liquidity, structure, fees, background of investment firm with reasons

for selection, list of other firms considered, which plans will invest, and the reasons why specific plans may be excluded.

The Chief Investment Officer or designee is authorized to execute trades on fixed income and equity securities (including ETF's) and to execute proxies for the Board consistent with this Policy.

To carry out this Policy and investment related decisions of the Board, the Executive Director, Chief Investment Officer or designee is authorized to execute agreements and other necessary or proper documents pertaining to investment managers, consultants, investment related transactions or other investment functions.

D. Investment Managers

In instances where the Investment Committee has determined it is desirable to employ the services of an external Investment Manager, the following shall be applicable:

- i. Investment Managers shall be qualified and agree to serve as a fiduciary to the Systems and should be of institutional quality as deemed by staff in conjuncture with the investment consultant(s)
- ii. Investment Managers shall manage assets in accordance with this Policy and any additional guidelines established by contract, as may be modified in writing from time to time.
- iii. Total assets assigned to the selected manager shall not exceed 25% of that firm's total assets under management and shall not exceed 25% of a firm's total assets under management in a commingled product. Separate accounts or funds of one are not included in this 25% limitation for commingled products.
- iv. The assets managed by any one active or passive investment manager shall not exceed 15% of the assets in the pension and insurance funds.
- v. All investment management services will be contracted according to the Systems' Investment Procurement Policy established by the Board.

E. Custody Bank

The Board shall hire custodians and other agents who will be fiduciaries to the Systems and who will assume responsibility for the safekeeping and accounting of all assets held on behalf of the Systems and other duties as agreed to by contract.

F. Investment Consultants

Qualified independent investment consultants may be retained by the Systems for asset allocation studies, asset allocation recommendations, performance reviews, manager searches and other investment related consulting functions and duties as set forth by contract.

G. Selection

Qualified investment managers, custody banks, investment consultants and other investment related service providers shall be selected by the Investment Committee in accordance with the Systems' Investment Procurement Policy. The selection shall be based upon the demonstrated ability of the professional(s) to provide the required expertise or assistance described in the RFP/RFI (if utilized). In order to create an efficient and effective process, the Investment Committee or Chief Investment Officer may, in their sole discretion, utilize RFI, RFP, third party proprietary software or database, review of existing service provider capabilities or any combination of these or other methods to select a service provider.

III. Asset Allocation Guidelines

In establishing asset allocation guidelines the Board recognizes that each system has its own capacity to tolerate investment volatility, or risk. Therefore, each system has been studied and asset allocation guidelines have been established on a system by system basis. The Board will cause the asset allocation guidelines of each system to be reviewed annually. The Board will provide the Investment Committee with the results of any asset liability study and guidance for determining the needs of the systems.

Based on an asset liability valuation study, which analyzed the expected returns, risk and correlations of various asset classes, projected liabilities, liquidity, and the risks associated with alternative asset mix strategies, the trustees have established the following Asset Allocation Policy, effective July 1, 2018. The asset classes are “bucketed” or grouped together into macro-asset class buckets (i.e. growth, liquidity and diversifying) based on their expected correlations to one another to create a better understanding of risk and diversification, and based on asset class exposures to the economic factors of growth and inflation.

Pension and Insurance Funds (excluding KERS and SPRS Pension Funds) – 6.25%			
Assumed Rate of Return			
Asset Class	Target	Minimum	Maximum
Growth	62.50%	60.00%	66.00%
US Equity	18.75%	10.00%	25.00%
Non US Equity	18.75%	10.00%	25.00%
Private Equity	10.00%	7.00%	13.00%
High Yield / Specialty Credit	15.00%	5.00%	20.00%
Liquidity	14.50%	10.00%	18.00%
Core Fixed Income	13.50%	7.00%	18.00%
Cash	1.00%	0.00%	5.00%
Diversifying	23.00%	15.00%	26.00%
Real Estate	5.00%	0.00%	10.00%
Opportunistic	3.00%	0.00%	10.00%
Real Return	15.00%	5.00%	20.00%

KERS and SPRS Pension Funds – 5.25% Assumed Rate of Return			
Asset Class	Target	Minimum	Maximum
Growth	53.50%	50.00%	65.00%
US Equity	15.75%	10.00%	25.00%
Non US Equity	15.75%	10.00%	25.00%
Private Equity	7.00%	5.00%	15.00%
High Yield / Specialty Credit	15.00%	10.00%	25.00%
Liquidity	23.50%	15.00%	26.00%
Core Fixed Income	20.50%	15.00%	26.00%
Cash	3.00%	0.00%	5.00%
Diversifying	23.00%	15.00%	26.00%
Real Estate	5.00%	0.00%	10.00%
Opportunistic	3.00%	0.00%	10.00%
Real Return	15.00%	5.00%	20.00%

The intent of the Board in allocating funds to the investment managers is for the investment managers to fully invest the funds. However, the Board is aware that from time to time the investment manager will require a portion of the allocated funds to be held in cash provided the cash holdings do not exceed five percent (5%) of the manager's allocation for any given quarter, unless such cash holdings are an integral part of a fixed income manager's investment strategy.

The individual plan level asset allocations of the each Pension and Insurance Fund constituent will be reviewed monthly by staff relative to its target asset class allocation, taking into account any tactical policy shift directed by the Investment Committee.

Regarding individual investment manager initial allocations, staff will get approval at the Investment Committee meeting for a specific dollar amount intended to be committed to a closed-end fund such as private equity or real estate funds and will get approval for a percent of the appropriate asset class target for open-end investments such as public equity, public fixed income, and Diversifying Strategies managers. For those open-end funds where assets can be added or subtracted, the Chief Investment Officer will have discretion to reduce or increase an investment manager's allocation between 50% and 150% of the approved target. The target will not be raised prior to the one-year anniversary of the amount approved by the Investment Committee, and must be reported to the Investment Committee at the next scheduled meeting. If the need arises to terminate a manager between board meetings, the Chief Investment Officer will have discretion to do so after receiving approval from either the Board Chair or the Investment Committee Chair. The Investment Committee and the Board must be notified of the manager termination at the next scheduled Investment Committee and Board meetings.

Short term market shifts may cause the asset mix to drift from the allocation targets. Should the target percentage fall out of the indicated range for a particular asset class, the staff shall direct rebalancing transactions to reallocate assets from the over-allocated asset class to the under-allocated asset class. Within the allowable ranges, staff should use regular cash flows

to rebalance toward targets to avoid incurring additional trading costs to correct minor deviations from policy targets. Except when there is a perceived extraordinary downside risk in a particular asset class, movement outside the normal ranges should be avoided.

Investments in private assets are generally less liquid than investments in public markets securities and are typically implemented via periodic commitments to funds with limited partnership structures. As a result, actual allocations to these asset classes may deviate from their strategic targets for extended periods. Actual vs. target deviations for these asset classes shall not be considered in violation of the Asset Allocation Policy. Under/overweights to these asset classes shall be invested in public markets securities with the most similar risk/return characteristics as a short-term proxy for the private asset classes.

In keeping with its responsibility as Trustee and wherever consistent with its fiduciary responsibility, the Board encourages the investment of the fund's assets in investments, funds, and securities of corporations which provide a positive contribution to the economy of the Commonwealth of Kentucky. However, where any security is not a prohibited investment under the governing laws and policies, discretion will be granted to the appointed investment managers in the selection of such securities and timing of transactions consistent with the following guidelines and restrictions.

A. Growth

US Equity

Investment may be made in common stock, securities convertible into common stock, preferred stock of publicly traded companies on stock markets, asset class relevant ETF's or any other type of security contained in a manager's benchmark. Each individual domestic equity account shall have a comprehensive set of investment guidelines prepared, which contains a listing of permissible investments, portfolio restrictions and standards of performance for the account.

The internally managed equity index funds are intended, consistent with the governing plan documents, to gain exposure to a broad asset sector to replicate the characteristics of the asset class, to minimize administrative expenses and to help achieve overall portfolio objectives. These objectives can be achieved through several management techniques, including but not limited to, portfolio optimization, non-reinvestment of index dividends and other management techniques intended to help achieve the objectives of the entire pension fund.

Non US Equity

Investments may be made in common stock, securities convertible into common stock, preferred stock of publicly traded companies on stock markets, asset class relevant ETF's or any other type of security contained in a manager's benchmark. Each individual international equity account shall have a comprehensive set of investment guidelines which shall contain a listing of permissible investments, portfolio restrictions and standards of performance for the account.

High Yield/Specialty Credit

High yield/specialty credit investments will be similar in type to those securities found in the Systems high yield benchmarks and the characteristics of the portfolio will be similar to the Systems high yield fixed income benchmarks. The high yield fixed income accounts may include, but are not limited to the following fixed income securities: non-investment grade U.S. corporate credit including both bonds and bank loans, non-investment grade non U.S. corporate credit including bonds and bank loans, municipal bonds, non-U.S. sovereign debt, mortgages including residential mortgage backed securities, commercial mortgage backed securities, and whole loans, asset-backed securities, and emerging market debt including both sovereign EMD and corporate EMD and asset class relevant ETF's.

Each individual high yield/specialty credit account shall have a comprehensive set of investment guidelines which contains a listing of permissible investments, portfolio restrictions, risk parameters, and standards of performance for the account.

Private Equity Investments

Subject to specific approval of the Investment Committee, investments may be made for the purpose of creating a diversified portfolio of alternative investments. Private equity investments are expected to achieve attractive risk-adjusted returns and, by definition, possess a higher degree of risk with a higher return potential than traditional investments. Accordingly, total rates of return from private equity investments are expected to be greater than those that might be obtained from conventional public equity or debt investments. Examples of such investments include, but are not limited to, private investments into venture capital, leveraged buyouts, special situations, distressed debt, private debt, timberland, oil and gas partnerships, infrastructure, commodities and private placements. While it is expected that the majority of these assets will be invested within the United States, a portion has been allocated to non-US investments. These non-U.S. investments are not restricted by geography.

Guidelines for Private Equity

The private equity market is highly sophisticated and specialized with respect to variety and types of investment structures. There exists major competition for deal flow on the part of both investor and general partners. To a great extent, market forces drive the bargaining of economic terms. Most investment vehicles are structured as commingled vehicles and often blind pool investment partnerships. The most common offering forms are equity private placements where the governing laws of the partnership impose a passive role of the limited partner investor. These contractual arrangements are long-term in nature and provide the general partner or sponsors a reasonable time horizon to wisely invest capital, add value through intensive operational management, then realize the proceeds of such an investment. Moreover, terms of the partnership are proposed by the general partner are critical to the economic incentives and ultimate net performance of the partnership.

Investment Strategy and Plan Guidelines

To strengthen the diversification of the investments, several guidelines will be utilized in Staff's formulation and recommended annual investment strategy and plan. These guidelines encompass annual commitment levels to the asset class, types of investment vehicles that can be utilized, controlling financing stage risks, industry, manager and geography concentration/diversification limits, acceptable contract negotiations, appropriate sizes for investments, and the preferred alignment of interests.

Investment Vehicles: The Systems will gain exposure to private equity investments by hiring external investment managers either directly or through participation in secondary private equity markets. Typically, the Fund will subscribe as a Limited Partner to limited partnership vehicles sponsored by such specialty external investment managers. The Fund will also at times structure separately managed accounts with specific investment objectives to be implemented by external investment managers. The Systems may also gain exposure by utilizing the following vehicles: limited liability companies and co-investments alongside the Fund's existing or potential limited partnerships.

Investment Timing Risks: Staff should limit the potential for any one investment to negatively impact the long-term results of the portfolio by investing across business cycles. Moreover, the portfolio must gain exposure to the array of financing stages by opportunistically exploiting the best investments at different stages of the business cycle. Staff may also consider purchasing secondary partnership interests to shorten the effective life of the partnership interest and therefore positively impacting the current and long term net return of the portfolio. In addition, mindful of vintage year diversification, the Systems should seek to identify attractive commitments annually, further ensuring the portfolio invests across business cycles.

General Partner Diversification: Staff will seek to work with a variety of general partners due to their specialized expertise in particular segments of the private equity market and source of their deal flow. No more than fifteen (15) percent of the Systems' Pension or Insurance total allocation to private equity investments may be committed to any one partnership, without the approval of the Board.

B. Fixed Income/Liquidity

Core Fixed Income

Core Fixed Income investments will be similar in type to those securities found in the Systems' core fixed income benchmark(s) and the characteristics of the Systems' core fixed income portfolio will be similar to the System' core fixed income benchmarks. The core fixed income accounts may include, but are not limited to the following fixed income securities: U.S. Government and Agency bonds, investment grade U.S. corporate credit, investment grade non-U.S. corporate credit, municipal bonds, non-U.S. sovereign debt, mortgages including residential mortgage backed securities, commercial mortgage backed securities, and whole loans, asset-backed securities, and asset class relevant ETF's.

Each individual core fixed income account shall have a comprehensive set of investment

guidelines which contains a listing of permissible investments, portfolio restrictions, risk parameters, and standards of performance for the account.

Cash Equivalent Securities

Selection of particular short-term instruments, whether viewed as liquidity reserves or as investment vehicles, should be determined primarily by the safety and liquidity of the investment and only secondarily by the available yield. The following short-term investment vehicles are considered acceptable: Publicly traded investment grade corporate bonds, variable rate demand notes, government and agency bonds, mortgages, municipal bonds, and collective STIFs, money market funds or instruments (including, but not limited to, certificates of deposit, bank notes, deposit notes, bankers' acceptances and commercial paper) and repurchase agreements relating to the above instruments. Instruments may be selected from among those having an investment grade rating at the time of purchase by at least one recognized bond rating service. In cases where the instrument has a split rating, the lower of the two ratings shall prevail. All instruments shall have a maturity at the time of purchase that does not exceed 397 days. Repurchase agreements shall be deemed to have a maturity equal to the period remaining until the date on which the repurchase of the underlying securities is scheduled to occur. Variable rate securities shall be deemed to have a maturity equal to the time left until the next interest rate reset occurs, but in no case will any security have a stated final maturity of more than three years.

The Systems' fixed income managers that utilize cash equivalent securities as an integral part of their investment strategy are exempt from the permissible investments contained in the preceding paragraph. Permissible short-term investments for fixed income managers shall be included in the investment manager's investment guidelines.

C. Diversifying Strategies

Real Estate

Subject to specific approval of the Investment Committee, investments may be made in equity and debt real estate for the purpose of achieving the highest total rate of return possible consistent with a prudent level of risk. Allowable real estate investments include open-end and closed-end commingled real estate funds, joint venture investments, public and private REITs (real estate investment trusts), public real estate operating companies, and real estate related debt.

The Systems has determined that the primary role of the real estate asset class is to provide for the following:

- Attractive risk adjusted returns through active management and ability to access managers with the expertise and capabilities to exploit market inefficiencies in the asset class. The illiquid nature of real estate investments combined with the complexity of investments makes it difficult for casual investors to effectively access the asset class effectively. It is our belief that through active management and by investing in top tier managers with interests aligned through co-investment and incentive based compensation, the Systems can maximize its risk adjusted returns. This active management approach will be pursued.

- Diversification benefits through low correlations with other asset classes, primarily the U.S. equity markets.
- Provide a hedge against unanticipated inflation, which real estate has historically provided due to lease structures and the increases in material and labor costs during inflationary periods.
- Permit the Systems to invest in unique opportunities that arise due to dislocations in markets that occur from time to time.

Real Return

The purpose of the Real Return Portfolio is to identify strategies that provide both favorable stand-alone risk-adjusted returns as well as the benefit of hedging inflation for the broader plans. Real return strategies are not necessarily a separate asset class but may include real assets, such as infrastructure, real estate, commodities, and natural resources among others, as well as financial assets that have a positive correlation to inflation. This can include “real” bonds such as TIPs (and other inflation linkers) or “real” stocks such as REITs, MLPs, and oil & gas stocks. Additionally, real return managers may attempt to add value by tactically allocating to various asset classes according to how each asset class performs across an economic cycle and the manager’s perception of where we are in the cycle. The goal is to invest in inflation sensitive assets during inflationary periods, and avoid those assets in deflationary periods, thus providing a positive real return across the cycle.

The real return opportunity set may include numerous vehicles to access a wide variety of investment styles and strategies. These investment vehicles may include mutual funds, ETFs, separately managed accounts as well as hedge funds (open-end limited partnerships) and private equity (close-end limited partnerships). The list of strategies that the Systems’ Real Return Portfolio may use includes, but is not limited to, the following:

- GTAA (Global Tactical Asset Allocation)/ Global Macro: GTAA or macro strategies are those that make directional bets on major markets or asset classes instead of individual securities. GTAA and macro strategies typically invest in all major assets classes including equity markets, credit and debt instruments, currencies/interest rates, and commodities. These strategies tend to focus on economic factors that would suggest an opportune time to invest in a given asset class, and will change their allocations actively over time. Within a real return portfolio, these strategies may use inflation as the economic factor to gain exposure to and will target a real rate of return over time.
- Inflation Linked Securities are securities that directly tie coupon payments or principal increases to an inflation index, such as CPI. These strategies could include not only US

TIPs, but also global sovereign inflation linked bonds, corporate or infrastructure inflation linked bonds, and possibly short duration floating rate bonds.

- Inflation Sensitive Equities include publicly traded equity and equity related securities in companies which have a high sensitivity to inflation in their profit margins via the nature of their operating assets, such as energy companies, basic materials and miners, natural resource stocks, and listed infrastructure. This category can also include REITs, MLPs as well as ETFs and index products on REITs, MLPs, natural resource stocks, etc.
- Commodities: Commodities are the raw materials that are physical inputs into the production process. Managers that invest in liquid commodity strategies using exchange traded futures can span from simple indexing (matching a long-only commodities index), to enhanced indexing or active long (selecting positions that vary from the index but within fairly tight ranges), as well as unconstrained long-short managers.
- Private Property: For the purposes of this policy, private property refers to the ownership of an idiosyncratic, physical asset that is predominately fixed and/or permanent or at least substantially long-lived. This includes real estate, such as land and any improvements to or on the land, as well as timberland and farmland. Timberland investing involves the institutional ownership of forest for the purpose of growing and harvesting the timber. The timber may be used for furniture, housing lumber, flooring, pulp for paper, woodchips, and charcoal, among other things. Farmland investing entails ownership of land used primarily if not exclusively for agricultural production both for crops, including row crops and permanent crops, as well as livestock. Private property can also include infrastructure investing, which refers to financing the manufacture or development of the underlying fundamental assets and basic systems that are necessary for an economy whereby such assets are largely fixed and long-lived. These tend to be high cost, capital intensive investments that are vital to a society's prosperity and facilitate the transfer, distribution, or production of basic goods and services.
- Natural Resources: Natural resources can include investing in the financing, development, extraction, and production of minerals, basic materials, petroleum products, and water as well as renewable resources such as agricultural commodities and solar energy. As opposed to property, the returns generated in these investment strategies come more from the actual production of the resource itself. Further, these are depleting and/or consumable assets that are also portable and fungible and which in the aggregate comprise a majority of the inputs into most measurements of inflation.

- **Private Assets:** Private assets can include tangible or intangible assets that are not easily sold in the regular course of a business's operations for cash, and which are held for their role in contributing directly to the business's ability to generate profit. As the useful life of the asset tends to extend across many years and the assets tend to be capital intensive as well, they have some similarity to private infrastructure. Further, given that the assets contribute directly to the production process as well as often retaining intrinsic value, there is a fundamental link to inflation somewhat similar to natural resources.
- **Other (Opportunistic Inflation Hedge):** Other/opportunistic strategies include those that have a propensity to provide a positive real return or positive correlation with inflation over time. Liquid strategies such as inflation swaps, diversified inflation hedging mutual funds, or nominal bonds backed by inflation sensitive assets may be included in this allocation, while other illiquid strategies that may provide the same real profile can include private equity in inflation sensitive companies, hard asset-backed private credit, and structured inflation-linked products among others.

Portfolio Guidelines

No more than 50% of the total net assets of the Real Return portfolio may be invested in any one registered investment vehicle, mutual fund, or separately managed account.

No more than 20% of the total net assets of the Real Return portfolio may be invested in any single closed-end or open-end limited partnership or other unregistered investment vehicle.

The relative allocations to the liquid and illiquid portfolios will be determined according to each individual Plan's liquidity needs, funding status, and allocation targets on an investment by investment basis.

Opportunistic

The purpose of the Opportunistic Portfolio is to identify strategies that provide both favorable stand-alone risk-adjusted returns as well as the benefit of diversification for the overall plan. Opportunistic strategies, by definition, are not necessarily a separate asset class, but broaden the opportunity set within existing asset classes such as stocks, bonds, currencies and commodities by going both long and short, employing derivatives and leverage, shortening and extending investment horizons, and moving across public and private markets, amongst others. By focusing on the idiosyncratic risks of security selection and often attempting to minimize systematic market risks through hedging activities, such managers can make investment decisions unconstrained by restrictive relative benchmarks such as the S&P 500 or Bloomberg

Barclay's Aggregate Bond Index, and add value to portfolios by achieving favorable risk-adjusted returns in most market environments while also reducing overall plan volatility. While there are exceptions, these investments generally exhibit low beta and low correlation to risk asset indices. More specifically, the Systems will target strategies that demonstrate the following investment characteristics:

- Expected returns that exceed the highest assumed rate of return of the plans invested
- Expected Sharpe Ratio of 1.0 or greater.
- Expected correlation to the S&P 500 Index less than 0.5.
- Expected correlation to the Bloomberg Barclays Global Aggregate Bond Index less than 0.5.

The opportunity set is generally considered to include hedge funds and other strategies attempting to achieve positive returns without heavy reliance on the assumption of traditional systematic risk factors. Investment vehicles used to access this opportunity set can include limited partnerships, but also mutual funds, ETFs, and separately managed accounts, amongst others. Opportunistic strategies are extremely heterogeneous, as managers have both greater variability within a strategy and the flexibility to evolve across styles and asset classes. This is a key benefit of the investment universe; however, it also makes strategy classifications less meaningful and manager selection significantly more important. It also necessitates relatively broader allowable strategy ranges than in other more traditional asset classes.

The list of strategies that the Systems' Opportunistic Portfolio may utilize includes, but is not limited to:

- **Equity Strategies:** Equity based hedge funds are those which primarily purchase listed stocks, long and short, using no to substantial leverage. These strategies may differ across multiple styles such as broad or sector based mandates, geographically focused or global, concentrated versus diversified, long biased or market neutral, or short term trading versus longer term fundamental positioning. Sub-strategies in this category would include fundamental long/short equity, short bias, tactical trading, and equity market neutral.
- **Event Driven:** Event driven strategies also invest in the securities of corporate issuers, including stocks and corporate bonds; however, these strategies will invest based upon specific corporate actions that will change the value of these securities, including mergers, spin-offs, tender and exchange offers and bankruptcy or restructuring. These strategies can be flexible across equity/credit, long/short as well as other style characteristics noted earlier. Another critical differentiator among event driven strategies is whether they pursue primarily hard versus soft catalysts. Examples of sub-strategies in this category include merger arbitrage, shareholder activism, multi-strategy event, special situations, and opportunistic value/soft catalyst.
- **Credit Strategies:** Credit strategies are those which focus on the debt side of the capital structure. They may have equity exposure, but the vast majority of the portfolio is invested in credit securities. Similarly, these strategies may be long biased or more hedged, may be more fundamentally based or more quantitative, focus on paying versus

non-performing, and shorter term trading versus longer term focused, however, some funds may be focused on structured credit markets, including RMBS and CMBS, and others may move opportunistically across various credit segments. Sub-strategies may include long/short corporate credit, structured credit, and distressed securities.

- **Relative Value:** Relative value strategies are those that do not invest in the intrinsic value of any individual security, but rather research the historical and/or mechanical relationships between related securities and invest in the spread. For example, they may bet on one bond being overvalued relative to another bond from the same issuer. These strategies are almost always market neutral, but may vary from moderately to highly leveraged, concentrated versus diversified, or from HFT (high frequency trading) to a longer term investment horizon. Examples of sub-strategies in this category include fixed income arbitrage, convertible arbitrage, and statistical arbitrage.
- **Multi-Strategy:** Multi-Strategy funds are those which will actively employ several of the other major hedge fund categories. Typically, hedge funds may do more than one thing, but to be a true multi-strategy, a hedge fund must have meaningful allocations of capital to at least 3 of the other four major categories: equity, credit/event, relative value, and macro/CTA. A true multi-strategy hedge fund should not have 50% to 70% of NAV invested in one strategy or 50% to 70% of the historical return attribution from one strategy. Finally, most multi-strategy hedge funds have their roots in one specific style and have evolved into multi-strategies over time.
- **Global Macro:** Macro strategies are those that make directional bets on major markets or asset classes instead of individual securities. Global macro funds are typically diversified across 3 of the 4 major liquid markets: equity indices, credit/debt, currencies/rates, and commodities. These strategies are often quantitative or discretionary, or shorter term/market timing versus longer term/macroeconomic focused. Finally, some traders may focus largely on certain markets, such as rates or currencies, trading on fundamental economic signals.
- **CTA/Commodity/Currency:** Managed Futures or CTAs will trade the same markets as global macro funds (i.e. equity indices, debt markets, currencies, and commodities) but will focus heavily on price or other technical signals, instead of fundamental or economic data. CTAs tend to be purely systematic (black-box) or discretionary, shorter to longer term and will employ either trend following/momentum strategies or counter-trend/ mean reversion. Similar to macro funds, some CTAs focus purely on certain markets, such as commodities or currencies.
- **Other:** Strategies in this category, sometimes referred to as alternatives to alternatives, tend to be the most highly uncorrelated strategies. These may not be true “alpha” generators, as they often are simply accessing extremely unique and non-competitive markets, looking to harvest systemic risk premia found in these markets. However, the “betas” they are accessing are truly idiosyncratic. These strategies are much smaller and tend to have a bit higher illiquidity than other hedge funds. Examples of sub-

strategies that fall in this category would include intellectual property, litigation finance, insurance-linked strategies, and others.

D. Co-Investment Policy

The CIO has discretion to make direct co-investments in companies alongside of current general partners. Any co-investment opportunity must also be part of the main account or fund into which the Systems has already invested before it can be considered. For purposes of this Policy, a direct co-investment is defined as a direct investment in a portfolio company alongside an existing Systems partnership deemed in good standing.

The maximum investment in any co-investment vehicle shall not exceed 50 percent of the total capital committed by all partners at the time of the final closing. The maximum investment in any single direct co-investment shall not exceed 20 percent of the original partnership commitment. Total investment in direct co-investments shall not exceed 20 percent of the asset class portfolio on a cost basis at the time of investment.

IV. Monitoring

Performance Measurement

The Systems overall fund performance is measured relative to the Systems' Pension or Insurance Total Fund Benchmark. The benchmark is calculated by means of a weighted average methodology. This method is consistent with the CFA Institute Global Investment Performance Standards (GIPS®), a set of standardized, industry-wide ethical principles that guide investment managers and asset owners on how to fairly calculate and present their investment results, with the goal of promoting performance transparency and comparability. It is the product of the various component weights (i.e., asset classes' percentages) by their respective performance (returns). Due to market fluctuations and acceptable divergence, the asset classes' weights (percentages) are often not equivalent to the benchmark's weights. Therefore, the performance may indicate that the Funds have outperformed (underperformed) relative to their respective benchmarks, even when the preponderance of lesser weighted categories have underperformed (outperformed) their indices.

The Systems measures its asset classes, sub-asset classes, sectors, strategies, portfolios, and instruments (investment) performance with indexes that are recognized and published (e.g., S&P 500 & Barclays Aggregate Bond Index). These indexes are determined to be appropriate measures of investments and composites of investments with identical or similar investments profiles, characteristics, and strategies. The benchmarks and indexes are intended to be objective, investable, replicable, representative and measurable of the investment mandate and, developed from publicly available information that is acceptable to the Systems and the investment manager/advisor as the neutral position consistent with the underlying investor status. The Systems' investment consultant and staff recommend the benchmarks and indexes. These measures shall be subject to the review and approval of the Investment Committee with ratification by the Board when asset allocation

studies are performed, or when a change to existing benchmarks is recommended by staff and the investment consultant. The current asset class benchmarks, effective as of July 1, 2018 with the adoption of the asset allocation, are as follows:

Asset Class	Benchmark
Growth	
US Equity	Russell 3000
Non US Equity	MSCI ACWI ex US IMI
Private Equity	Russell 3000 + 300 bps (lagged)
High Yield / Specialty Credit	50% Bloomberg Barclays US High Yield 50% S&P LSTA Leveraged Loan
Liquidity	
Core Fixed Income	Bloomberg Barclays US Aggregate
Cash	Citi Grp 3-mos Treasury Bill
Diversifying	
Real Estate	NCREIF ODCE
Opportunistic	Highest Assumed Rate of Participating Plans
Real Return	US CPI + 3%

The following descriptions represent general standards of measurement that will be used as guidelines for the various classes of investments and managers of the Systems. They are to be computed and expressed on a time-weighted total return basis:

Total Public Asset Class Allocations

Short-term

- For periods less than five years or a full market cycle, the Asset Class Allocation should exceed the returns of the appropriate Index.

Intermediate & Long-term

- For periods greater than five years or one market cycle, the Asset Class Allocation should exceed the appropriate Index, compare favorably on a risk-adjusted basis, and generate returns that rank above the median return of a relevant peer group. Volatility, as measured by the standard deviation of monthly returns, should be comparable to the Index.

Individual Public Security Portfolios: Individual portfolios shall be assigned a market goal or benchmark that is representative of the style or market capitalization of the assignment. Individual accounts should be monitored using the following Standards:

Short-term

- For periods less than five years or a full market cycle, individual portfolios should exceed the returns of their market goal or benchmark.

Intermediate & Long-term

- For periods greater than five years or one market cycle, individual portfolios should exceed the return of their market goal or benchmark, compare favorably on a risk-adjusted basis, and generate returns that rank above the median return of a relevant peer group. Volatility, as measured by the

standard deviation of monthly returns, should be comparable to the benchmark.

Alternative Assets:

Private Equity

The Private Equity portfolio should also seek to achieve the following:

Short-term

- Alternative investments should earn a Net IRR that place the investment above the median Net IRR of other similar funds, of the same vintage year, as reported by Venture Economics.

Intermediate & Long-term

- The private equity portfolio should earn a return that meets or exceeds the Systems Private Equity Index. Individual private equity investments should earn a Net IRR above the median Net IRR of other similar funds, of the same vintage year, as reported by Venture Economics.

Real Estate

Private real estate investments are unique and can be illiquid and long term in nature. Given that this may lead to large short term performance discrepancies versus public benchmarks, the Systems more appropriately measures its real estate investments based on both relative return and absolute return methodologies:

Relative Return: The real estate portfolio is expected to generate returns, net of all fees and expenses, in excess of the National Council of Real Estate Investment Fiduciaries Open End Diversified Core Equity Index (“NCREIF ODCE”) lagged 1 calendar quarter.

Absolute Return: The long term real return objective (returns adjusted for inflation) for the Systems’ real estate portfolio is five percent (5%) over the *Barclays Capital U.S. 7-10 Year Treasury Bond Index*, net of investment management fees. This return shall be calculated on a time-weighted basis using industry standard reporting methodologies.

Real Return

The total Real Return allocation shall seek to:

- (1) Short-term benchmark: For periods less than five (5) years or a full market cycle, the allocation should achieve an annual rate of return that exceeds the appropriate benchmark (the weighted average return of the underlying investment benchmarks) annually over a complete market cycle, net of all investment management fees.
- (2) Strategic objective: For periods greater than five (5) years or a full market cycle, the allocation should not only outperform the short-term benchmark, but also achieve a rate of return that exceeds (CPI + 300 basis points) as well.
- (3) Achieve a positive risk/reward trade-off when compared to similar style real return Investment Managers.

Opportunistic

The total Opportunistic allocation shall seek to:

- (1) Short-term benchmark: For periods less than five (5) years or a full market cycle, the allocation should achieve an annual rate of return that exceeds the highest assumed rate of return of the participating plans.
- (2) Strategic benchmark: For periods greater than five (5) years or a full market cycle, the allocation should achieve an annual rate of return that exceeds the highest assumed rate of return of the participating plans.

Performance Review

On a timely basis, but not less than quarterly, the Investment Committee will review the performance of the portfolio for determination of compliance with this Statement of Investment Policy. On an annual basis, a comprehensive review of each asset class and underlying portfolios shall be conducted by the staff and presented to the Investment Committee. The review shall consist of an organizational, performance and compliance assessment.

The Compliance Officer shall perform tests at least monthly to assure compliance with the restrictions imposed by this policy. These tests shall be performed at the asset class and total fund level. Quarterly, the Compliance Officer shall prepare a report to the Investment Committee detailing the restrictions tested, exceptions, the cause of the exception and the subsequent resolution. The Investment Committee shall report the findings to the Board at the next regularly scheduled meeting.

The following restrictions shall be tested at least monthly:

- ▶ The amount of stock in the domestic or international equity allocation in any single corporation shall not exceed 5% of the aggregate market value of the Systems' assets.
- ▶ The amount of stock held in the domestic or international equity allocation shall not exceed 3% of the outstanding shares of any single corporation.
- ▶ Investment in "frontier" markets (those countries not included in the MSCI EM Index) shall not exceed 5% of the Systems' international equity assets.
- ▶ The duration of the core fixed income portfolios combined shall not vary from that of the Systems' Fixed Income Index by more than +/- 25% duration as measured by effective duration, modified duration, or dollar duration except when the Investment Committee has determined a target duration to be used for an interim basis.
- ▶ The amount invested in the debt of a single issuer shall not exceed 5% of the total market value of the Systems' fixed income assets, with the exception of U.S. Government issued, guaranteed or agency obligations (or securities collateralized by same), and derivative securities used for exposure, cost efficiency, or risk management purposes in compliance with Section VII of this policy.

- ▶ 50% of the core fixed income assets must have stated liquidity that is trade date plus three days or better.

The Chief Investment Officer shall develop a comprehensive set of investment guidelines for each externally managed account. These guidelines should ensure, at the total fund and asset class level, that the restrictions set forth above are preserved.

V Additional Items

Derivatives Permitted Use:

The Systems permits external managers and Staff to invest in derivative securities, or strategies which make use of derivative investments, for exposure, cost efficiency and risk management purposes, if such investments do not cause the portfolio to be leveraged beyond a 100% invested position. Any derivative security shall be sufficiently liquid that it can be expected to be sold at, or near, its most recently quoted market price. Typical uses of derivatives in the portfolio are broadly defined below:

Exposure:

Derivatives are an effective way for a portfolio manager to gain exposure to a security that the manager does not want to purchase in the cash market. Reasons for gaining exposure to a security through the use of derivatives may include cheaper transactions costs, liquidity/lack of supply in the underlying market, and the flexibility to implement investment views with minimum portfolio disruption. An example is a cash equitization program.

Cost Efficiency:

Derivatives are often used due to the cost efficiency associated with the contract properties. Given the fact that derivatives can be used as a form of insurance, upfront trading costs must be sufficiently low for investors to purchase the contract and insure their portfolios efficiently. Furthermore, due to properties associated with derivatives and cash outlay characteristics (minimal cash outlay at inception of the contract) derivatives are generally a vehicle of gaining cost efficient exposure. An example is the cost (zero) to purchase a futures contract.

Risk Management:

Derivatives can be used for mitigating risk in the portfolio. When used as a risk management tool, derivatives can significantly reduce an identified financial risk or involuntary risk from investment areas by providing changes in fair values or cash flows that substantially offset the changes in fair values or cash flows of the associated item being hedged. An example is the use of currency forwards to offset periods of dollar strength when international equity markets increase in value, thereby protecting foreign asset gains in the portfolio.

Derivatives Restricted Use:

Settlement:

Investments in futures contracts are to be cash settled unless physically settled and stored by external managers. At no time shall the Systems agree to take physical delivery on a futures contract.

Position Limits:

Futures and options positions entered into by the Systems, or on its behalf, will comply with all position and aggregate limits established by the local governing authorities within each jurisdiction.

Over-the-Counter (OTC):

Investments in securities not traded on public exchanges that are deemed Over-the-Counter (OTC) in nature are allowed provided that a counterparty risk monitoring component is delineated in the manager's guideline section of the manager's contract. All counterparties must have a short-term credit rating of at least BBB (Standard and Poor's or Fitch) or Baa2 (Moody's).

All OTC derivative transactions, including those managed through Agency Agreements, must be subject to established International Swaps and Derivatives Association, Inc. (ISDA) Master Agreements and have full documentation of all legal obligations of the Systems under the transactions. All ISDA Master Agreements entered into by or on behalf of the Systems by the Investment Division (Staff) and external manager pursuant to an Agency Agreement shall provide that Netting applies. (Netting allows the parties to an ISDA Master Agreement to aggregate the amounts owed by each of them under all of the transactions outstanding under that ISDA Master Agreement and replace them with a single net amount payable by one party to the other.) The Staff and external managers may also use collateral arrangements to mitigate counterparty credit or performance risk. If an external manager utilizes a collateral arrangement to mitigate counterparty credit or performance risk the arrangement shall be delineated in the manager's guideline section of the manager's contract.

Derivatives Applications Not Permitted:**Speculation:**

Except for investments in alternative, Opportunistic Diversifying Strategies investments, and real return investments, derivatives may not be used for any activity for which the primary purpose is speculation or to profit while materially increasing risk to the Systems. Derivatives are considered speculative if their uses have no material relation to objectives and strategies specified by the Systems' IPS or applicable to the portfolio. Derivatives may not be used for circumventing any limitations or restrictions imposed by the Systems' IPS or applicable regulatory requirements.

Leverage:

Leverage is inherent in derivative contracts since only a small cash deposit is required to establish a much larger economic impact position. Thus, relative to the cash markets, where in most cases the cash outlay is equal to the asset acquired, derivative investments offer the possibility of establishing substantially larger market risk exposures with the same amount of cash as a traditional cash market portfolio. Therefore, risk management and control processes must focus on the total risk, i.e. the net notional value, assumed in a derivative investment.

The above is not intended to limit the Systems from borrowing to cover short-term cash flow needs nor prohibit the Systems from loaning securities in accordance with a securities lending agreement.

The Board recognizes that the voting of proxies is an important responsibility in assuring the overall performance of the Fund over a long time horizon. The Board has delegated the responsibility of voting all proxies to an outside Proxy Voting service provider or contracted external investment manager. The Board expects that the proxy voting service will execute all proxies in a timely fashion, and in accordance with the voting policy which has been formally adopted.

The Board has adopted the ISS U.S. Proxy Voting Guidelines as the Systems' approved Proxy Voting Policy for all internally voted items. This policy is updated at least annually by ISS and hereby incorporated by this reference. The policy can be found publically using the following link:

<http://www.issgovernance.com/files/2012USSummaryGuidelines1312012.pdf>

- A. Investment Procurement Policy Dated July 2017 is hereby incorporated by reference.
- B. Investment Brokerage Policy dated May 2011 is hereby incorporated by reference.
- C. Transactions Procedures Policy dated November 2014 is hereby incorporated by reference.
- D. Securities Litigation Policy and Procedures dated May 2011 is hereby incorporated by reference.
- E. Investment Securities Lending Guidelines dated May 2011 is hereby incorporated by reference.
- F. Securities Trading Policy for Trustees and Employees dated February 2015 is hereby incorporated by reference.
- G. Manager and Placement Agent Statement of Disclosure Policy dated August 2012 is hereby incorporated by reference.

Signatories

As Adopted by the Investment Committee

Date: _____
Signature: _____
Mr. C. Prewitt Lane
Chair, Investment Committee

As Adopted by the Board of Trustees

Date: _____
Signature: _____
Mr. David L. Harris
Chair, Board of Trustees

KENTUCKY RETIREMENT SYSTEMS

TO: Members of the of the Kentucky Retirement Systems Board of Trustees

FROM: Retiree Health Plan Committee

DATE: February 20, 2020

SUBJECT: Retiree Health Plan Committee Report

The Retiree Health Plan Committee met on Tuesday, February 11, 2020, and reviewed an informational presentation from Humana regarding Kentucky Retirement Systems (KRS) retiree engagement activities, KRS Diabetic Digital Outreach, STARS Quality Measure, and customer service call statistics. The KRS Medicare Advantage Plan is at a 4 star rating (range 1-5 Stars).

The Committee discussed the Medicare Advantage (MA) Request for Proposal (RFP) timeline for plan year 2022. The Committee also discussed the change to this process from past practice as KRS will be working with the Finance Cabinet under KRS 45A, Kentucky Model Procurement Code. The timeline of work starts in November 2020 and will be finalized in June 2021.

The Committee was provided an informational presentation of the statistics measured during the Fall Open Enrollment for Plan Year 2020. KRS staff provided outreach across the state, attending 33 retiree group meetings for the non-Medicare eligible and Medicare eligible plans. A new feature added to the outreach events was the availability of the laptop that allowed retirees to enroll electronically into the plan and also complete the Hazardous Duty verification Form 6256. This allowed the retiree to immediately see what the cost of coverage would be in the new year. KRS also provided a computer lab at our Frankfort office and assisted retirees with the web enrollment. Plans for the fall non-Medicare eligible Open Enrollment are to migrate to a mandatory web enrollment for insurance coverage and the completion of the Form 6256 for hazardous duty retirees with health insurance dependents. KRS staff will assist members in completing the web enrollment while out in the field, in the office and over the phone.

LEGISLATIVE UPDATE – FEBRUARY 20, 2020

OVERVIEW:

Today (Thursday, February 20, 2020) is Legislative Day 31 of the 2020 Regular Session of the Kentucky General Assembly. This is a 60-day Session, scheduled to adjourn *Sine Die* on April 15.

This is a budget-writing session, where the General Assembly will approve a state executive branch budget for the two-year period beginning on July 1, 2020 and extending through June 30, 2022 (FY Ended 2021 and FY Ended 2022).

KRS is currently tracking 25 bills or resolutions on the “Daily Legislative Update” List (bills with a direct potential impact on the Systems) and 31 bills on the “Other Retirement-Related Legislation” List (bills that may have an indirect effect on the Systems).

Each day when the General Assembly is in Session the updated Lists are emailed to KRS employees and the Board of Trustees. The lists are then posted to the KRS website, and announcements are posted to Facebook and Twitter with links to the Legislative home page.

SIGNIFICANT LEGISLATION:

1. **House Bill 352** (S. Rudy) is the State Executive Branch budget bill.
 - a. The bill was introduced on January 28 and contains money from the state to assist with the employer contribution rates for Regional Mental Health/Mental Retardation Boards; local and district health departments; and contracted entities (domestic violence shelters, rape crisis centers, and child advocacy centers);
 - b. The contribution rates for the Systems from July 1, 2020- June 30, 2022 are as follows:
 - i. KERS Nonhazardous: 93.01% (80.98% pension and 12.03% insurance)
 - ii. KERS Hazardous: 38.71% (all to pension, 0% to insurance)
 - iii. SPRS: 156.97% (136.12% pension and 20.85% insurance)
 - c. Quasi agencies will not be eligible to cease participation in KERS Nonhazardous. Their rate from July 1, 2020- June 30, 2022 will be 67.41% (all to pension, 0% to insurance) for all nonhazardous duty employees employed by Mental Health/Mental Retardation Boards, Local and District Health Departments, state supported universities and community colleges, domestic violence centers, rape crisis centers, child advocacy centers, and any other agency eligible to voluntarily cease participation in the Kentucky Employees Retirement System pursuant to KRS 61.522.
 - d. Finally, there is a provision in the bill that says KERS Nonhazardous, KERS Hazardous, and SPRS contribution rates may be amended during the biennium if a subsequent actuarial valuation determines lower contribution rates. Any excess money resulting from this action would be transferred to the Department of Education for preschool education programs and all-day kindergarten.

CURRENT STATUS: The bill has been posted in the House Appropriations and Revenue committee.

2. **House Bill 171** (J. DuPlessis, *et al*) concerns employer contribution rates. The bill contains an Emergency clause, meaning it would take effect immediately upon the signature of the Governor.
 - a. **The bill would provide critical financial relief to the Systems by changing the current method of calculating the employer contribution rate.** The method would change from a “percentage of pay” method for both the *normal cost contribution* and the *actuarially accrued liability contribution* (the two components used to calculate pension contributions) to a normal cost that is a percentage of pay and an actuarially accrued liability contribution that will be a set dollar value based upon the employer’s individual liability.
 - b. This change will not completely solve the funding problem, but it will protect the Systems from having skyrocketing contribution rates for most of the agencies that remain in KRS, who in turn have to cover the unfunded liabilities for agencies that leave KRS and/or reduce their covered payroll. Some agencies with very high liabilities will still see high rates.

The bill sponsors had requested that KRS email some background information about the fixed allocation component of the bill to all members of the General Assembly and some key members of the Governor’s staff. The email was sent last Thursday, February 13.

That same afternoon (February 13) **the bill passed the full House 90-0** and was sent to the Senate for their consideration.

3. **House Bill 194** (J. Miller) would establish additional requirements for the completion of an Actuarial Analysis required for bills pertaining to the state-administered retirement systems.

The additional requirements are:

- a. to project the annual employer costs to the systems of implementing the legislation over a 30 year period rather than 20 years;
- b. to complete the analysis in a format established by the Legislative Research Commission; and
- c. to require the front page of the analysis to include summary information.

The bill would also restrict requests for an actuarial analysis for pre-filed bills when the General Assembly is not in session, and would not require an AA to be completed until KRS is notified the bill has been posted in committee or will be on a Senate committee agenda.

GRS did not have any concerns about meeting the enhanced requirements, should the bill pass. KRS staff noted a possible change to administrative expenses because the Systems would not incur the expense of performing an actuarial analysis on pre-filed bills when the General Assembly is not in session, or on bills filed during a Session until the bill has been posted in committee or will be on a Senate committee agenda. Depending on the complexity and length of time required to complete the analysis this could save the Systems approximately \$210 to \$385 per hour in current rates for each analysis that would have otherwise been performed.

CURRENT STATUS: The bill passed the full House 60-35 on January 28 and was sent to the Senate, where it was assigned to the Senate State and Local Government committee.

4. **Senate Resolution 93** (J. Adams) confirmed the reappointment of Patrick Kelly Downard to the KRS Board of Trustees for a term expiring June 17, 2023. Gubernatorial appointments to the Board now require Senate approval.

CURRENT STATUS: Adopted 34-0 on February 10. Requires no further action.

5. **House Bill 207** (J. Miller) is our Housekeeping bill. The bill would clean up several issues:
 - a. **Death before retirement issue:** The bill would apply the alternate death calculation to, and reinstate, the Life Annuity, 60 months certain, Actuarial Refund, and Social Security Adjustment retirement options as written prior to 2009 legislation.
 - i. **BACKGROUND INFO:** KRS 61.640 and KRS 16.578 (the “death before retirement” statutes) define an alternate death calculation to be used when determining benefits payable to a beneficiary. The alternate death calculation is used for determining the Life Annuity, 60 Months Certain, 120 Months Certain, Actuarial Refund and Social Security Adjustment Option (SSAO).
 - ii. In 2009 legislation (House Bill 416) was passed that was intended to eliminate the “60 Months Certain” and “120 Months Certain” payment options for estates only: however, the legislation also removed the Life Annuity, 60 Months Certain, Actuarial Refund and SSAO from the alternate death calculation, leaving the alternate death calculation to only apply to the 120 Months Certain Option. We believe this was an unintended change, so the bill updates the alternate death calculation language to include all payment options as it was prior to the passage of HB 416.
 - b. **Member Pension Spiking issue:** The bill would establish a minimum salary increase of 10% plus \$1,000 over the prior year's salary in order for employee anti-pension spiking measures to apply.
 - i. **BACKGROUND INFO:** This would help reduce the frustration of members and the workload of KRS staff who have to pursue pension spiking cases that result in little financial benefit to KRS. Of the 474 pension spikers who have been processed (contributions returned and benefit adjusted), 250 of these spikers were for a change in salary of less than \$1,000 with an average decrease in the monthly benefit of \$3.49. Additionally, 141 of the 250 spikers were classified School Board employees which are some of the lowest paid members in the system.
 - c. **KRS Board elections issue:** The bill would remove the requirement that election ballots be returned to a Kentucky post office box, and remove the requirement that a ballot counting vendor be an audit firm.

- i. It is possible the vendor selected to handle the Trustee Election Services will be located outside of Kentucky. Requiring the PO Box to be accessible only to them, but located in Kentucky, could be an undue hardship.
 - ii. The bill would remove the word “auditing” from the statute. There is no definition of “auditing firm” but someone could potentially find issue if the vendor selected to handle the Trustee Election Services is not a classified auditing firm.
- d. **Volunteer definition issue:** The bill would amend KRS 61.510, 61.637, and 78.510 to change the period under which reemployment of a retiree would void their status as a volunteer from 24 months to 12 months. This would make the statute consistent with other retired reemployed categories;
 - e. **Form 2001 - Statement of Member and Employer issue:** Our 2017 housekeeping bill removed the Form 2001 requirement for retirements and refunds by changing “shall” to “may” in 61.526. However, the same change to 61.540 was missed, so this corrects that oversight.
 - f. **CERS employer rate issue:** The bill would amend KRS 61.565 to use as maximum the rate for employers participating in the County Employees Retirement System, a factor of 1.12 over the prior fiscal year's contribution rate instead of language referencing projected dollars.

CURRENT STATUS: The bill passed the full House 91-0 on January 29 and was assigned to the Senate State and Local Government committee.

OTHER NOTEWORTHY LEGISLATION:

- 6. **House Bill 104** (B. Wheatley) would allow a retiree to elect a new beneficiary and a new form of payment within 120 days of a qualifying event.
 - a. A “qualifying event” is specified to include marriage, remarriage, the birth or adoption of child, or the death of a designated beneficiary.
 - b. Retiree’s estate becomes beneficiary in the case of a divorce, annulment, or dissolution of marriage.
 - c. Because KRS 61.635 requires the amount of any optional retirement allowance offered by KRS to be actuarially equivalent, GRS determined that any new form of payment elected after a qualifying event would be actuarially equivalent to the allowance the retiree was receiving prior to the qualifying event. Therefore, there would be no measurable fiscal impact on KRS if the bill were to pass.
 - d. However, KRS staff have determined there would be an increase in administrative expenses to implement this bill. It would require multiple amendments to our technical programs and processes, as well as the need to hire additional retirement benefit

counselors. This concern has been communicated to the General Assembly via a cover letter attached to the GRS Actuarial Analysis, dated February 12, 2020.

CURRENT STATUS: The bill has been posted for passage in the Regular Orders of the Day for Thursday, February 20.

7. **House Bill 271** (J. Blanton) concerns death in-line-of-duty benefits. The bill would:
- a. Remove provisions that reduce the monthly payment to a surviving spouse of a member whose death was due to a duty-related injury upon remarriage of the spouse;
 - b. Restore the benefit to the original benefit amount for surviving spouses of members who died due to a duty-related injury who have already remarried (currently 1 person);
 - c. Increase the benefits for beneficiaries who chose to receive lifetime monthly benefits in lieu of the line-of-duty survivor benefits to the amount calculated under the line-of-duty survivor provisions (currently 13 beneficiaries).
 - d. Provides a window for a surviving spouse of a member who died prior to April 13, 2018, to make a claim for line-of-duty survivor benefits on or before January 1, 2021 (number unknown, but not expected to be many people eligible).

GRS determined the bill would increase benefits for approximately 14 surviving spouses to date, and the average benefit of these members would increase from \$1,100 per month to \$2,300 per month. There is no measurable fiscal impact on the Systems.

CURRENT STATUS: The bill passed the full House 91-0 on February 5 and was sent to the Senate, where it was assigned to the Senate State and Local Government committee.

8. **House Bill 89** (J. Tipton) concerns dually employed members. Currently if a member participating in a hazardous system becomes simultaneously employed with a different agency on a part-time basis in a position that is covered by a non-hazardous system, then that member makes contributions on the compensation earned in both positions, but only receives a total of one year of service that is pro-rated between the hazardous and non-hazardous systems.

House Bill 89 would allow a member in this situation to only make contributions to, and earn benefits in, the hazardous system unless the member elects to simultaneously participate in the non-hazardous system with respect to the member's part-time position that is eligible to earn benefits in the non-hazardous system.

GRS determined this would result in some Tier 1 and Tier 2 members earning a slightly larger benefit because they will receive a full year of service in the hazardous system. Tier 3 members would also be able to accrue a slightly larger cash balance retirement benefit because they would be allowed to contribute and earn benefits in the non-hazardous system in addition to the hazardous system. However, because the number of members eligible for this benefit is so small, GRS determined the bill would have no measurable fiscal impact on KRS.

CURRENT STATUS: The bill passed the full House 93-0 on January 23 and was sent to the Senate, where it was assigned to the Senate State and Local Government committee.

**KENTUCKY RETIREMENT SYSTEMS
BOARD OF TRUSTEES
PER DIEM AND REIMBURSEMENT POLICY**

Approval Date: ~~August 19, 2004~~ February 20, 2020

Section 1: Scope

- A. This policy is enacted pursuant to KRS 61.645, which provides that the Board of Trustees (“Board”) of the Kentucky Retirement Systems (“~~KRS Retirement Systems~~”) is permitted to adopt procedures necessary to conduct the business of Retirement Systems ~~KRS~~ as needed. As well, this policy is enacted consistent with the Bylaws of the Board of Trustees of Retirement Systems ~~KRS~~, which provides for reimbursement of the Board in their official duties for Retirement Systems ~~KRS~~.
- B. Previous revisions to the policies governing the payment of per diems and travel expenses were adopted on August 17, 1995, February 11, 1999, ~~and~~ November 18, 1999, ~~and August 19, 2004~~. This policy shall replace all previous versions, whether specifically named or not.
- C. Pursuant to KRS 16.640, 61.645(7), and 78.780(1), ~~Board members~~ Trustees who do not otherwise receive a salary from the State Treasury shall receive a per diem for each day they are in session or on official duty, and shall be reimbursed for their actual and necessary expenses in accordance with state administrative regulations and standards.
- D. All payments of per diem and/or reimbursement under this policy shall be made consistent with ~~the KRS Travel Policy, and the Retirement Systems~~ KRS Procurement Card Policy adopted by the Board, the Model Procurement Code as set forth in KRS Chapter 45A, 200 KAR 2:006, and the Executive Branch Code of Ethics as set forth in KRS Chapter 11A.
- E. In every event, ~~members of the Board of KRS~~ Trustees shall endeavor to conduct the official affairs of Retirement Systems ~~KRS~~ in such a manner as to minimize the cost of providing efficient guidance and administration of the funds entrusted to the Board.
- F. Nothing in this Policy shall be interpreted so as to prohibit or discourage Trustees ~~members of the Board~~ from attending all official functions of the Board or its Committees, or legislative or other functions, which such Trustee ~~member~~ wishes to attend at his or her own expense.

Section 2: Official Duty

- A. “In Session” shall include the following:
 - (1) Meetings of the full Board;
 - (2) Meetings of Committees of which the Trustee ~~Board member~~ is a member or alternate (if needed to make a quorum); and

Kentucky Retirement Systems
Board of Trustees Per Diem & Reimbursement Policy
Page 2

~~(3) — Meetings of Committees of which the Board member is not also a member.~~

- B. “Official Duty” shall include the following:
- (1) Preparation for Board or Committee meetings;
 - (2) New ~~Trustee Member~~ Orientation at the ~~KRS Retirement Systems~~ offices in Frankfort;
 - (3) ~~Training seminars; and~~ Self-selected training and training seminars in an amount not to exceed the training requirements in the Board Education Policy;
 - (4) Sessions of the General Assembly, the Legislative Research Commission, or another legislative subcommittee at the invitation of the Legislature, or a Legislator limited to the Chair or Vice Chair only.
- C. The following are not considered to be “in session” or “on official duty” in order to permit the ~~Trustee Board member~~ to seek a per diem reimbursement, unless specific permission is given by the Chair and the Executive Director or designee:
- (1) Group or Association meetings;
 - (2) Membership meetings;
 - (3) Other constituent meetings; and
 - (4) When requested to appear by a court or other government entity.
- D. ~~Trustees Board members~~ attending functions as described in Section 2, subsection (C) above shall only be considered to be official duty when attendance is at the written request, invitation or permission of the Chair of the Board and the Executive Director or designee. Approval will only be granted for a reasonable number of these functions per year.
- E. If the Chair requests authorization for functions as provided under Section 2, subsections (C) and (D) above, the Vice Chair shall approve such requests.

Section 3: Authorization

- A. ~~Prior to attending a non-Retirement Systems and/or non-State (e.g. industry conference) the~~ function, a ~~Board member~~ Trustee shall obtain authorization to ~~be reimbursed for attending such~~ a function on official business of ~~Retirement Systems~~ KRS by the Executive Director or designee.
- B. Authorization shall be obtained ~~through written or e-mailed communication on a Request for Travel and Per Diem form~~, and should contain the following information:
- (1) Name of ~~Board member~~ Trustee requesting authorization;
 - (2) Purpose of the function;
 - (3) Vicinity and length of time of travel;
 - (4) Estimated cost of travel;
 - (5) Signature of person requesting authorization; and
 - (6) Signature of Executive Director or designee.

Kentucky Retirement Systems
Board of Trustees Per Diem & Reimbursement Policy
Page 3

- C. Attendance at full Board meetings or Committee meetings of which the ~~Board member~~ Trustee is a member ~~is required~~ and no separate authorization ~~is required for these meetings.~~

Section 4: Preparation for Meetings

- A. Preparation for a meeting of the Board or a Committee of the Board shall include time spent reviewing written and/or video transcripts of formal administrative hearings or the records, exhibits, documents and memoranda provided to ~~members of the Board or Committee~~ Trustees by Retirement SystemsKRS prior to each Board or Committee meeting.

~~(2) Reimbursement for Board Meetings shall be based upon the number of hours spent in preparation, not to exceed three (3) hours.~~

~~(3) Reimbursement for the Disability Appeals Committee or the Administrative Appeals Committee shall be based upon the number of hours spent in preparation, not to exceed four (4) hours per case.~~

~~(4) Reimbursement for other Committees shall be based upon the number of hours spent in preparation, not to exceed two (2) hours.~~

E.B. Members ~~Trustees~~ shall be compensated for preparation for a meeting of the Board or a Committee of the Board as provided under Section 4, subsection (A), at an hourly rate equal to the per diem divided by seven and one-half (7 ½) hours. Each member of the Board or Committee shall report the number of hours spent in preparation on the Preparation Reimbursement Form provided by Retirement SystemsKRS.

~~F.C. Forms shall be submitted to the Chair of the Board at the Board Meeting or the Chair of the Committee at the Committee meeting. The Chair of the Board or of the Committee and the~~ The Executive Director or designee shall review all forms Preparation and Reimbursement Forms and approve all hours for payment as deemed appropriate for the required task.

~~———— If the Chair of the Board or of a Committee requests payment for preparation time as provided above, the Vice Chair of the Board or of the Committee shall approve such requests.~~

Section 5: Reimbursement

- A. Following the function, all travel expenses should be timely claimed on a the KRS Travel Voucher Form Commonwealth of Kentucky Finance and Administration Cabinet Travel Voucher form. In no event shall a ~~member~~ Trustee be reimbursed by Retirement SystemsKRS for any expenses also claimed reimbursable from another state agency.

- B. Actual and necessary travel expenses shall be paid in accordance with 200 KAR 2:006 the Travel Policy adopted by the Board.

Kentucky Retirement Systems
Board of Trustees Per Diem & Reimbursement Policy
Page 4

- C. Twice a month, the Executive Director or designee shall prepare the Per Diem Compensation Schedule and approve such payments.
- D. Reimbursement will be made only for individuals who are doing business on behalf of ~~KRS~~Retirement Systems.
- E. All reimbursement under this Section must be made consistent with the requirements of the Executive Branch Code of Ethics, KRS Chapter 11A. Please refer to the Executive Branch Ethics Commission web site for more information at: <http://ethics.ky.gov/>.

Section 6: Forms

- A. The following forms are attached and are incorporated by reference.
 - ~~(1)~~ Request for Travel and Per Diem
 - ~~(2)~~(1) Preparation Reimbursement Form - General
 - ~~(3)~~(2) Preparation Reimbursement Form – DAC/AAC
 - ~~(4)~~ KRS Travel Voucher
 - ~~(3)~~ Commonwealth of Kentucky Finance and Administration Cabinet Travel Voucher form
 - ~~(4)~~ All forms incorporated by reference in Per Diem Compensation Schedule200 KAR 2:006
 - (5) Per Diem Compensation Schedule
- B. These forms may be updated and amended as necessary without effect to this Policy.

**KENTUCKY RETIREMENT SYSTEMS
BOARD OF TRUSTEES
PER DIEM AND REIMBURSEMENT POLICY**

Approval Date: February 20, 2020

Section 1: Scope

- A. This policy is enacted pursuant to KRS 61.645, which provides that the Board of Trustees (“Board”) of the Kentucky Retirement Systems (“Retirement Systems”) is permitted to adopt procedures necessary to conduct the business of Retirement Systems as needed. As well, this policy is enacted consistent with the Bylaws of the Board of Trustees of Retirement Systems, which provide for reimbursement of the Board in their official duties for Retirement Systems.
- B. Previous revisions to the policies governing the payment of per diems and travel expenses were adopted on August 17, 1995, February 11, 1999, November 18, 1999, and August 19, 2004. This policy shall replace all previous versions, whether specifically named or not.
- C. Pursuant to KRS 16.640, 61.645(7), and 78.780(1), Trustees who do not otherwise receive a salary from the State Treasury shall receive a per diem for each day they are in session or on official duty, and shall be reimbursed for their actual and necessary expenses in accordance with state administrative regulations and standards.
- D. All payments of per diem and/or reimbursement under this policy shall be made consistent with the Model Procurement Code as set forth in KRS Chapter 45A, 200 KAR 2:006, and the Executive Branch Code of Ethics as set forth in KRS Chapter 11A.
- E. In every event, Trustees shall endeavor to conduct the official affairs of Retirement Systems in such a manner as to minimize the cost of providing efficient guidance and administration of the funds entrusted to the Board.
- F. Nothing in this Policy shall be interpreted so as to prohibit or discourage Trustees from attending all official functions of the Board or its Committees, or legislative or other functions, which such Trustee wishes to attend at his or her own expense.

Section 2: Official Duty

- A. “In Session” shall include the following:
 - (1) Meetings of the full Board;
 - (2) Meetings of Committees of which the Trustee is a member or alternate (if needed to make a quorum); and
- B. “Official Duty” shall include the following:
 - (1) Preparation for Board or Committee meetings;

Kentucky Retirement Systems
Board of Trustees Per Diem & Reimbursement Policy
Page 2

- (2) New Trustee Orientation at the Retirement Systems offices in Frankfort;
 - (3) Self-selected training and training seminars in an amount not to exceed the training requirements in the Board Education Policy;
 - (4) Sessions of the General Assembly, the Legislative Research Commission, or another legislative subcommittee at the invitation of the Legislature, or a Legislator limited to the Chair or Vice Chair only.
- C. The following are not considered to be “in session” or “on official duty” in order to permit the Trustee to seek a per diem reimbursement, unless specific permission is given by the Chair and the Executive Director or designee:
- (1) Group or Association meetings;
 - (2) Membership meetings;
 - (3) Other constituent meetings; and
 - (4) When requested to appear by a court or other government entity.
- D. Trustees attending functions as described in Section 2, subsection (C) above shall only be considered to be official duty when attendance is at the written request, invitation or permission of the Chair of the Board and the Executive Director or designee. Approval will only be granted for a reasonable number of these functions per year.
- E. If the Chair requests authorization for functions as provided under Section 2, subsections (C) and (D) above, the Vice Chair shall approve such requests.

Section 3: Authorization

- A. Prior to attending a non-Retirement Systems and/or non-State (e.g. industry conference) function, a Trustee shall obtain authorization to be reimbursed for attending such a function on official business of Retirement Systems by the Executive Director or designee.
- B. Authorization shall be obtained through written or e-mailed communication, and should contain the following information:
- (1) Name of Trustee requesting authorization;
 - (2) Purpose of the function;
 - (3) Vicinity and length of time of travel;
 - (4) Estimated cost of travel;
 - (5) Signature of person requesting authorization; and
 - (6) Signature of Executive Director or designee.
- C. Attendance at full Board meetings or Committee meetings of which the Trustee is a member requires no separate authorization.

Section 4: Preparation for Meetings

- A. Preparation for a meeting of the Board or a Committee of the Board shall include time spent reviewing written and/or video transcripts of formal administrative

Kentucky Retirement Systems
Board of Trustees Per Diem & Reimbursement Policy
Page 3

hearings or the records, exhibits, documents and memoranda provided to Trustees by Retirement Systems prior to each Board or Committee meeting.

- B. Trustees shall be compensated for preparation for a meeting of the Board or a Committee of the Board as provided under Section 4, subsection (A), at an hourly rate equal to the per diem divided by seven and one-half (7 ½) hours. Each member of the Board or Committee shall report the number of hours spent in preparation on the Preparation Reimbursement Form provided by Retirement Systems.
- C. The Executive Director or designee shall review all Preparation and Reimbursement Forms and approve all hours for payment as deemed appropriate for the required task.

Section 5: Reimbursement

- A. Following the function, all travel expenses should be timely claimed on a Commonwealth of Kentucky Finance and Administration Cabinet Travel Voucher form. In no event shall a Trustee be reimbursed by Retirement Systems for any expenses also claimed reimbursable from another state agency.
- B. Actual and necessary travel expenses shall be paid in accordance with 200 KAR 2:006.
- C. Twice a month, the Executive Director or designee shall prepare the Per Diem Compensation Schedule and approve such payments.
- D. Reimbursement will be made only for individuals who are doing business on behalf of Retirement Systems.
- E. All reimbursement under this Section must be made consistent with the requirements of the Executive Branch Code of Ethics, KRS Chapter 11A. Please refer to the Executive Branch Ethics Commission web site for more information at: <http://ethics.ky.gov/>.

Section 6: Forms

- A. The following forms are attached and are incorporated by reference.
 - (1) Preparation Reimbursement Form - General
 - (2) Preparation Reimbursement Form – DAC/AAC
 - (3) Commonwealth of Kentucky Finance and Administration Cabinet Travel Voucher form
 - (4) All forms incorporated by reference in 200 KAR 2:006
 - (5) Per Diem Compensation Schedule
- B. These forms may be updated and amended as necessary without effect to this Policy.

KENTUCKY RETIREMENT SYSTEMS

Board Meeting Public Participation Policy

The Kentucky Retirement Systems (KRS) Board of Trustees has adopted the following policies regarding public participation at meetings of the KRS Board:

1. Public comments may be allowed at meetings of the KRS Board of Trustees and its committees. ~~Public comments will not be accepted at KRS Board committee meetings.~~
2. The Board shall only accept comments regarding items that are included on the meeting agenda.
3. Public comments will only be accepted during the portion of the meeting set aside for public comments. The portion of the meeting set aside for public comments, if any, will be noted on the agenda of each meeting.
4. The Board shall allot no more than a total of thirty (30) minutes for public comments at any regular or special meeting. No individual presentation shall exceed three (3) minutes. The Board Chair shall have the authority to limit or extend the amount of time for public or individual comments set forth in this section, unless determined by a majority vote of the full Board. Statements shall be timed by the Board Chair or designee and time limits will be strictly enforced.
5. A person who desires to speak to the Board shall register at the Board meeting room on the day of the meeting. Registration sheets shall customarily be available at least thirty (30) minutes prior to the scheduled start of the Board meeting, and registration shall close five (5) minutes before the scheduled start of the meeting. Required registration information shall include the name and address of the person providing the comments, the name of the organization (if any) the person represents, the topic(s) to be discussed, and, if the person is a pension system member, the name of the pension system in which the person participates.
6. Public comments are subject to the following rules:
 - a. A person who has registered to speak shall, at the appropriate time, be acknowledged by the Board Chair. The person shall state his/her first and last name before speaking and state the topic to be addressed.
 - b. Written comments may be submitted to the Board Chair by a speaker and copies shall be distributed to the full Board following the meeting.
 - c. No person may speak more than once on the same topic.
 - d. Comments shall be directed to the Board, not to individual Board members. Questions to the Board or individual board members will not be entertained.

- e. Statements shall not be abusive or argumentative. No profane or vulgar language will be tolerated.
5. The Board chair shall enforce these rules and may, subject to appeal to the full Board, take actions necessary to maintain order at the Board meeting. Such actions may include, but are not limited to:
- a. interrupting a person making a statement, if the statement is too lengthy, unduly repetitive or otherwise violates these rules; and
 - b. limiting the total amount of time devoted to public statements based on the number of persons wishing to make statements and the length of the Board's agenda.