

**DATAIR Treasury and PBGC Rates**

Month Yr	(1) 30-Year Treasury Rates	(2) 10-Year Treasury Rates	(3) IRC 404(o) Funding Segment Rates			PYB	(4) IRC 430(h) Funding Segment Rates			(5) IRC 417(E) Segment Rates			(6) PBGC Segment Rates			(7) (8) Applicable Federal Rates (AFR)	
			1st	2nd	3rd		1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd	175% Annual Mid-Term	120% Annual Mid-Term
<b>2024</b>																	
Jul 24		4.48	4.99	5.29	5.29	2023	4.99	5.29	5.74							7.92	5.40
Jul 24						2024	4.99	5.29	5.59								
Jun 24	4.45	4.41	4.93	5.27	5.26	2023	4.93	5.27	5.74	5.09	5.28	5.52	5.09	5.28	5.52	8.23	5.61
Jun 24						2024	4.93	5.27	5.59								
May 24	4.62	4.63	4.84	5.24	5.22	2023	4.84	5.24	5.74	5.18	5.41	5.62	5.18	5.41	5.62	7.80	5.31
May 24						2024	4.84	5.24	5.59								
Apr 24	4.66	4.33	4.75	5.18	5.16	2023	4.75	5.18	5.74	5.24	5.48	5.61	5.24	5.48	5.61	7.58	5.17
Apr 24						2024	4.75	5.18	5.59								
Mar 24	4.36	4.19	4.64	5.12	5.10	2023	4.75	5.12	5.74	4.99	5.19	5.37	4.99	5.19	5.37	7.29	4.97
Mar 24						2024	4.75	5.12	5.59								
Feb 24	4.38	3.87	4.52	5.05	5.04	2023	4.75	5.05	5.74	4.97	5.22	5.37	4.97	5.22	5.37	7.02	4.79
Feb 24						2024	4.75	5.05	5.59								
Jan 24	4.26	3.95	4.37	4.96	4.95	2022	4.75	5.18	5.92	4.89	5.14	5.29	4.89	5.14	5.29	7.70	5.25
Jan 24						2023	4.75	5.00	5.74								
Jan 24						2024	4.75	4.96	5.59								
<b>2023</b>																	
Dec 23	4.15	4.22	4.21	4.86	4.87	2022	4.75	5.18	5.92	5.01	5.13	5.15	5.01	5.13	5.15	8.50	5.79
Dec 23						2023	4.75	5.00	5.74								
Dec 23						2024	4.75	4.87	5.59								
Nov 23	4.66	4.77	4.02	4.73	4.75	2022	4.75	5.18	5.92	5.50	5.76	5.83	5.50	5.76	5.83	8.28	5.65
Nov 23						2023	4.75	5.00	5.74								
Nov 23						2024	4.75	4.87	5.59								
Oct 23	4.94	4.69	3.82	4.59	4.63	2022	4.75	5.18	5.92	5.77	6.14	6.19	5.77	6.14	6.19	7.82	5.33
Oct 23						2023	4.75	5.00	5.74								
Oct 23						2024	4.75	4.87	5.59								
Sep 23	4.47	4.18	3.62	4.46	4.52	2022	4.75	5.18	5.92	5.58	5.66	5.56	5.58	5.66	5.56	7.39	5.04
Sep 23						2023	4.75	5.00	5.74								
Sep 23						2024	4.75	4.87	5.59								
Aug 23	4.28	4.05	3.42	4.33	4.43	2022	4.75	5.18	5.92	5.45	5.52	5.43	5.45	5.52	5.43	7.22	4.92
Aug 23						2023	4.75	5.00	5.74								
Jul 23	3.96	3.86	3.22	4.22	4.34	2022	4.75	5.18	5.92	5.35	5.28	5.10	5.35	5.28	5.10	6.78	4.62

**DATAIR Treasury and PBGC Rates**

Month Yr	(1) 30-Year Treasury Rates	(2) 10-Year Treasury Rates	(3) IRC 404(o) Funding Segment Rates			PYB	(4) IRC 430(h) Funding Segment Rates			(5) IRC 417(E) Segment Rates			(6) PBGC Segment Rates			(7) (8) Applicable Federal Rates (AFR)	
			1st	2nd	3rd		1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd	175% Annual Mid-Term	120% Annual Mid-Term
Jul 23						2023	4.75	5.00	5.74								
Jun 23	3.86	3.61	3.03	4.11	4.27	2022	4.75	5.18	5.92	5.26	5.23	5.16	5.26	5.23	5.16	6.28	4.28
Jun 23						2023	4.75	5.00	5.74								
May 23	3.86	3.59	2.85	4.02	4.19	2022	4.75	5.18	5.92	4.91	5.15	5.34	4.91	5.15	5.34	6.30	4.30
May 23						2023	4.75	5.00	5.74								
Apr 23	3.68	3.43	2.68	3.93	4.12	2022	4.75	5.18	5.92	4.77	4.97	5.13	4.77	4.97	5.13	7.32	4.99
Apr 23						2023	4.75	5.00	5.74								
Mar 23	3.77	4.01	2.50	3.83	4.06	2022	4.75	5.18	5.92	5.00	5.20	5.15	5.00	5.20	5.15	6.52	4.45
Mar 23						2023	4.75	5.00	5.74								
Feb 23	3.80	3.39	2.31	3.72	4.00	2022	4.75	5.18	5.92	4.99	5.12	4.96	4.99	5.12	4.96	6.73	4.59
Feb 23						2023	4.75	5.00	5.74								
Jan 23	3.67	3.79	2.13	3.62	3.93	2021	3.32	4.79	5.47	4.74	4.98	4.84	4.74	4.98	4.84	6.78	4.62
Jan 23						2021-ARP	4.75	5.36	6.11								
Jan 23						2022	4.75	5.18	5.92								
Jan 23						2023	4.75	5.00	5.74								
<b>2022</b>																	
Dec 22	3.66	3.53	1.95	3.50	3.85	2021	3.32	4.79	5.47	4.84	5.15	4.85	4.84	5.15	4.85	7.54	5.14
Dec 22						2021-ARP	4.75	5.36	6.11								
Dec 22						2022	4.75	5.18	5.92								
Dec 22						2023	4.75	5.00	5.74								
Nov 22	3.99	4.07	1.76	3.36	3.76	2021	3.32	4.79	5.47	5.09	5.60	5.41	5.09	5.60	5.41	7.00	4.78
Nov 22						2021-ARP	4.75	5.36	6.11								
Nov 22						2022	4.75	5.18	5.92								
Nov 22						2023	4.75	5.00	5.74								
Oct 22	4.02	3.67	1.57	3.21	3.66	2021	3.32	4.79	5.47	5.10	5.83	5.68	5.10	5.83	5.68	5.77	3.94
Oct 22						2021-ARP	4.75	5.36	6.11								
Oct 22						2022	4.75	5.18	5.92								
Oct 22						2023	4.75	5.00	5.74								
Sep 22	3.55	3.26	1.41	3.09	3.58	2021	3.32	4.79	5.47	4.48	5.26	5.07	4.48	5.26	5.07	5.15	3.52
Sep 22						2021-ARP	4.75	5.36	6.11								
Sep 22						2022	4.75	5.18	5.92								
Sep 22						2023	4.75	5.00	5.74								
Aug 22	3.13	2.60	1.27	2.99	3.51	2021	3.32	4.79	5.47	3.79	4.62	4.69	3.79	4.62	4.69	5.56	3.80

**DATAIR Treasury and PBGC Rates**

Month Yr	(1) 30-Year Treasury Rates	(2) 10-Year Treasury Rates	(3) IRC 404(o) Funding Segment Rates			PYB	(4) IRC 430(h) Funding Segment Rates			(5) IRC 417(E) Segment Rates			(6) PBGC Segment Rates			(7) (8) Applicable Federal Rates (AFR)	
			1st	2nd	3rd		1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd	175% Annual Mid-Term	120% Annual Mid-Term
Aug 22						2021-ARP	4.75	5.36	6.11								
Aug 22						2022	4.75	5.18	5.92								
Jul 22	3.10	2.88	1.14	2.89	3.44	2021	3.32	4.79	5.47	3.67	4.67	4.73	3.67	4.67	4.73	5.27	3.59
Jul 22						2021-ARP	4.75	5.36	6.11								
Jul 22						2022	4.75	5.18	5.92								
Jun 22	3.24	2.94	1.02	2.80	3.38	2021	3.32	4.79	5.47	3.64	4.80	4.78	3.64	4.80	4.78	5.15	3.52
Jun 22						2021-ARP	4.75	5.36	6.11								
Jun 22						2022	4.75	5.18	5.92								
May 22	3.06	2.99	0.93	2.72	3.32	2021	3.32	4.79	5.47	3.23	4.59	4.69	3.23	4.59	4.69	4.41	3.01
May 22						2021-ARP	4.75	5.36	6.11								
May 22						2022	4.75	5.18	5.92								
Apr 22	2.81	2.39	0.87	2.67	3.29	2021	3.32	4.79	5.47	3.00	4.22	4.17	3.00	4.22	4.17	3.29	2.24
Apr 22						2021-ARP	4.75	5.36	6.11								
Apr 22						2022	4.75	5.18	5.92								
Mar 22	2.41	1.72	0.87	2.64	3.28	2021	3.32	4.79	5.47	2.44	3.71	3.94	2.44	3.71	3.94	3.05	2.09
Mar 22						2021-ARP	4.75	5.36	6.11								
Mar 22						2022	4.75	5.18	5.92								
Feb 22	2.25	1.81	0.86	2.61	3.26	2021	3.32	4.79	5.47	1.88	3.35	3.70	1.88	3.35	3.70	2.47	1.69
Feb 22						2021-ARP	4.75	5.36	6.11								
Feb 22						2022	4.75	5.18	5.92								
Jan 22	2.10	1.63	0.88	2.61	3.27	2020	3.64	5.21	5.94	1.41	3.02	3.36	1.41	3.02	3.36	2.29	1.57
Jan 22						2020-ARP	4.75	5.50	6.27								
Jan 22						2021	3.32	4.79	5.47								
Jan 22						2021-ARP	4.75	5.36	6.11								
Jan 22						2022	4.75	5.18	5.92								
<b>2021</b>																	
Dec 21	1.85	1.43	0.92	2.62	3.29	2020	3.64	5.21	5.94	1.16	2.72	3.10	1.16	2.72	3.10	2.22	1.52
Dec 21						2020-ARP	4.75	5.50	6.27								
Dec 21						2021	3.32	4.79	5.47								
Dec 21						2021-ARP	4.75	5.36	6.11								
Dec 21						2022	4.75	5.18	5.92								
Nov 21	1.94	1.58	0.96	2.64	3.32	2020	3.64	5.21	5.94	1.02	2.72	3.08	1.02	2.72	3.08	1.90	1.30
Nov 21						2020-ARP	4.75	5.50	6.27								

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			1st	2nd	3rd		1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd	175% Annual Mid-Term	120% Annual Mid-Term
Nov 21						2021	3.32	4.79	5.47								
Nov 21						2021-ARP	4.75	5.36	6.11								
Nov 21						2022	4.75	5.18	5.92								
Oct 21	2.06	1.48	1.01	2.65	3.34	2020	3.64	5.21	5.94	0.87	2.74	3.16	0.87	2.74	3.16	1.60	1.09
Oct 21						2020-ARP	4.75	5.50	6.27								
Oct 21						2021	3.32	4.79	5.47								
Oct 21						2021-ARP	4.75	5.36	6.11								
Oct 21						2022	4.75	5.18	5.92								
Sep 21	1.94	1.31	1.07	2.68	3.36	2020	3.64	5.21	5.94	0.70	2.55	3.06	0.70	2.55	3.06	1.52	1.03
Sep 21						2020-ARP	4.75	5.50	6.27								
Sep 21						2021	3.32	4.79	5.47								
Sep 21						2021-ARP	4.75	5.36	6.11								
Sep 21						2022	4.75	5.18	5.92								
Aug 21	1.92	1.20	1.13	2.70	3.38	2020	3.64	5.21	5.94	0.66	2.50	3.12	0.66	2.50	3.12	1.76	1.20
Aug 21						2020-ARP	4.75	5.50	6.27								
Aug 21						2021	3.32	4.79	5.47								
Aug 21						2021-ARP	4.75	5.36	6.11								
Jul 21	1.94	1.48	1.20	2.73	3.42	2020	3.64	5.21	5.94	0.63	2.51	3.10	0.63	2.51	3.10	1.76	1.20
Jul 21						2020-ARP	4.75	5.50	6.27								
Jul 21						2021	3.32	4.79	5.47								
Jul 21						2021-ARP	4.75	5.36	6.11								
Jun 21	2.16	1.62	1.27	2.77	3.45	2020	3.64	5.21	5.94	0.63	2.70	3.32	0.63	2.70	3.32	1.80	1.22
Jun 21						2020-ARP	4.75	5.50	6.27								
Jun 21						2021	3.32	4.79	5.47								
Jun 21						2021-ARP	4.75	5.36	6.11								
May 21	2.32	1.63	1.36	2.80	3.49	2020	3.64	5.21	5.94	0.61	2.84	3.54	0.61	2.84	3.54	1.88	1.28
May 21						2020-ARP	4.75	5.50	6.27								
May 21						2021	3.32	4.79	5.47								
May 21						2021-ARP	4.75	5.36	6.11								
Apr 21	2.30	1.69	1.45	2.85	3.52	2020	3.64	5.21	5.94	0.67	2.84	3.47	0.67	2.84	3.47	1.57	1.07
Apr 21						2020-ARP	4.75	5.50	6.27								
Apr 21						2021	3.32	4.79	5.47								
Apr 21						2021-ARP	4.75	5.36	6.11								
Mar 21	2.34	1.45	1.54	2.89	3.55	2020	3.64	5.21	5.94	0.69	2.92	3.69	0.69	2.92	3.69	1.09	0.74

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			1st	2nd	3rd		1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd	175% Annual Mid-Term	120% Annual Mid-Term
Mar 21						2020-ARP	4.75	5.50	6.27								
Mar 21						2021	3.32	4.79	5.47								
Mar 21						2021-ARP	4.75	5.36	6.11								
Feb 21	2.04	1.09	1.64	2.96	3.59	2020	3.64	5.21	5.94	0.51	2.54	3.45	0.51	2.54	3.45	0.98	0.67
Feb 21						2020-ARP	4.75	5.50	6.27								
Feb 21						2021	3.32	4.79	5.47								
Feb 21						2021-ARP	4.75	5.36	6.11								
Jan 21	1.82	0.93	1.75	3.04	3.65	2019	3.74	5.35	6.11	0.50	2.38	3.17	0.50	2.38	3.17	0.91	0.62
Jan 21						2020	3.64	5.21	5.94								
Jan 21						2020-ARP	4.75	5.50	6.27								
Jan 21						2021	3.32	4.79	5.47								
Jan 21						2021-ARP	4.75	5.36	6.11								
<b>2020</b>																	
Dec 20	1.67	0.92	1.87	3.12	3.72	2019	3.74	5.35	6.11	0.51	2.26	3.01	0.51	2.26	3.01	0.84	0.58
Dec 20						2020	3.64	5.21	5.94								
Dec 20						2020-ARP	4.75	5.50	6.27								
Dec 20						2021	3.32	4.79	5.47								
Dec 20						2021-ARP	4.75	5.36	6.11								
Nov 20	1.62	0.87	1.99	3.21	3.80	2019	3.74	5.35	6.11	0.53	2.31	3.09	0.53	2.31	3.09	0.68	0.47
Nov 20						2020	3.64	5.21	5.94								
Nov 20						2020-ARP	4.75	5.50	6.27								
Nov 20						2021	3.32	4.79	5.47								
Nov 20						2021-ARP	4.75	5.36	6.11								
Oct 20	1.57	0.68	2.11	3.30	3.86	2019	3.74	5.35	6.11	0.54	2.38	3.28	0.54	2.38	3.28	0.67	0.46
Oct 20						2020	3.64	5.21	5.94								
Oct 20						2020-ARP	4.75	5.50	6.27								
Oct 20						2021	3.32	4.79	5.47								
Oct 20						2021-ARP	4.75	5.36	6.11								
Sep 20	1.42	0.68	2.22	3.38	3.92	2019	3.74	5.35	6.11	0.51	2.31	3.15	0.51	2.31	3.15	0.61	0.42
Sep 20						2020	3.64	5.21	5.94								
Sep 20						2020-ARP	4.75	5.50	6.27								
Sep 20						2021	3.32	4.79	5.47								
Sep 20						2021-ARP	4.75	5.36	6.11								

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Month Yr	(1) 30-Year Treasury Rates	(2) 10-Year Treasury Rates	(3) IRC 404(o) Funding Segment Rates			PYB	(4) IRC 430(h) Funding Segment Rates			(5) IRC 417(E) Segment Rates			(6) PBGC Segment Rates			(7) (8) Applicable Federal Rates (AFR)	
			1st	2nd	3rd		1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd	175% Annual Mid-Term	120% Annual Mid-Term
Aug 20	1.36	0.56	2.33	3.46	3.98	2019	3.74	5.35	6.11	0.52	2.22	3.03	0.52	2.22	3.03	0.72	0.49
Aug 20						2020	3.64	5.21	5.94								
Aug 20						2020-ARP	4.75	5.50	6.27								
Jul 20	1.31	0.69	2.44	3.54	4.04	2019	3.74	5.35	6.11	0.59	2.25	3.01	0.59	2.25	3.01	0.79	0.54
Jul 20						2020	3.64	5.21	5.94								
Jul 20						2020-ARP	4.75	5.50	6.27								
Jun 20	1.49	0.66	2.54	3.61	4.09	2019	3.74	5.35	6.11	0.74	2.57	3.32	0.74	2.57	3.32	0.75	0.52
Jun 20						2020	3.64	5.21	5.94								
Jun 20						2020-ARP	4.75	5.50	6.27								
May 20	1.38	0.64	2.62	3.66	4.14	2019	3.74	5.35	6.11	1.08	2.78	3.47	1.08	2.78	3.47	1.02	0.70
May 20						2020	3.64	5.21	5.94								
May 20						2020-ARP	4.75	5.50	6.27								
Apr 20	1.27	0.62	2.68	3.71	4.19	2019	3.74	5.35	6.11	1.58	2.88	3.24	1.58	2.88	3.24	1.74	1.19
Apr 20						2020	3.64	5.21	5.94								
Apr 20						2020-ARP	4.75	5.50	6.27								
Mar 20	1.46	1.10	2.71	3.75	4.21	2019	3.74	5.35	6.11	2.22	3.08	3.73	2.22	3.08	3.73	2.68	1.83
Mar 20						2020	3.64	5.21	5.94								
Mar 20						2020-ARP	4.75	5.50	6.27								
Feb 20	1.97	1.54	2.75	3.80	4.26	2019	3.74	5.35	6.11	1.73	2.72	3.35	1.73	2.72	3.35	3.07	2.10
Feb 20						2020	3.64	5.21	5.94								
Feb 20						2020-ARP	4.75	5.50	6.27								
Jan 20	2.22	1.88	2.77	3.83	4.28	2018	3.92	5.52	6.29	1.91	2.93	3.54	1.91	2.93	3.54	2.96	2.03
Jan 20						2019	3.74	5.35	6.11								
Jan 20						2020	3.64	5.21	5.94								
Jan 20						2020-ARP	4.75	5.50	6.27								
<b>2019</b>																	
Dec 19	2.30	1.83	2.78	3.85	4.30	2018	3.92	5.52	6.29	2.03	3.06	3.59	2.03	3.06	3.59	2.96	2.03
Dec 19						2019	3.74	5.35	6.11								
Dec 19						2020	3.64	5.21	5.94								
Dec 19						2020-ARP	4.75	5.50	6.27								
Nov 19	2.28	1.73	2.79	3.87	4.33	2018	3.92	5.52	6.29	2.04	3.09	3.68	2.04	3.09	3.68	2.79	1.91
Nov 19						2019	3.74	5.35	6.11								
Nov 19						2020	3.64	5.21	5.94								

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			1st	2nd	3rd		1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd	175% Annual Mid-Term	120% Annual Mid-Term
Nov 19						2020-ARP	4.75	5.50	6.27								
Oct 19	2.19	1.65	2.79	3.90	4.35	2018	3.92	5.52	6.29	2.01	3.06	3.65	2.01	3.06	3.65	2.65	1.81
Oct 19						2019	3.74	5.35	6.11								
Oct 19						2020	3.64	5.21	5.94								
Oct 19						2020-ARP	4.75	5.50	6.27								
Sep 19	2.16	1.47	2.79	3.92	4.38	2018	3.92	5.52	6.29	2.13	3.07	3.65	2.13	3.07	3.65	3.12	2.13
Sep 19						2019	3.74	5.35	6.11								
Sep 19						2020	3.64	5.21	5.94								
Sep 19						2020-ARP	4.75	5.50	6.27								
Aug 19	2.12	1.90	2.78	3.94	4.41	2018	3.92	5.52	6.29	2.09	3.00	3.61	2.09	3.00	3.61	3.29	2.24
Aug 19						2019	3.74	5.35	6.11								
Jul 19	2.57	2.03	2.76	3.95	4.43	2018	3.92	5.52	6.29	2.34	3.38	4.01	2.34	3.38	4.01	3.65	2.50
Jul 19						2019	3.74	5.35	6.11								
Jun 19	2.57	2.07	2.74	3.96	4.44	2018	3.92	5.52	6.29	2.41	3.51	4.16	2.41	3.51	4.16	4.19	2.86
Jun 19						2019	3.74	5.35	6.11								
May 19	2.82	2.52	2.71	3.96	4.45	2018	3.92	5.52	6.29	2.72	3.76	4.33	2.72	3.76	4.33	4.17	2.85
May 19						2019	3.74	5.35	6.11								
Apr 19	2.94	2.49	2.68	3.95	4.46	2018	3.92	5.52	6.29	2.79	3.88	4.33	2.79	3.88	4.33	4.48	3.06
Apr 19						2019	3.74	5.35	6.11								
Mar 19	2.98	2.76	2.65	3.95	4.48	2018	3.92	5.52	6.29	2.86	4.00	4.42	2.86	4.00	4.42	4.55	3.10
Mar 19						2019	3.74	5.35	6.11								
Feb 19	3.02	2.70	2.60	3.94	4.49	2018	3.92	5.52	6.29	3.01	4.11	4.41	3.01	4.11	4.41	4.62	3.15
Feb 19						2019	3.74	5.35	6.11								
Jan 19	3.04	2.66	2.55	3.93	4.49	2017	4.16	5.72	6.48	3.19	4.25	4.60	3.19	4.25	4.60	5.08	3.47
Jan 19						2018	3.92	5.52	6.29								
Jan 19						2019	3.74	5.35	6.11								