

REQUIRED SUPPLEMENTARY INFORMATION

(UNAUDITED)

PENSION PLAN

Changes in the reported net pension liability for the years ended June 30 are summarized as follows (amounts in thousands):

	2020	2019	2018	2017
Total Pension Liability				
Interest cost	\$ 4,957	\$ 4,930	\$ 5,013	\$ 4,482
Changes in assumptions	3,713	(273)	(822)	(24,906)
Differences between expected and actual plan experience	(124)	1,361	(767)	2,067
Benefit payments	(6,791)	(4,489)	(4,712)	(4,089)
Net change in total pension liability	1,755	1,529	(1,288)	(22,446)
Total pension liability, beginning of year	74,209	72,680	73,968	96,414
Total pension liability, end of year	\$ 75,964	\$ 74,209	\$ 72,680	\$ 73,968
Plan Fiduciary Net Position				
Benefit payments	\$ (6,791)	\$ (4,489)	\$ (4,712)	\$ (4,089)
Contributions from the employer	1,244	1,047	2,171	2,903
Net investment income:				
Expected investment earnings	5,205	5,234	4,848	3,166
Differences between expected and actual investment earnings	426	(1,168)	3,664	1,316
Net change in plan fiduciary net position	84	624	5,971	3,296
Plan fiduciary net position, beginning of year	77,127	76,503	70,532	67,236
Plan fiduciary net position, end of year	\$ 77,211	\$ 77,127	\$ 76,503	\$ 70,532
Net pension liability, end of year	\$ (1,247)	\$ (2,918)	\$ (3,823)	\$ 3,436
Plan fiduciary net position as a percentage of the total pension liability	102%	104%	105%	95%

Employer contributions in relation to actuarially determined contributions for the years ended June 30 are as follows:

(in thousands)	Employer Contributions*	Actuarially Determined Contributions	(Deficient) Excess Contributions
2020	\$ 900	\$ 1,336	\$ (436)
2019	\$ 1,244	\$ 393	\$ 851
2018	\$ 1,047	\$ 1,622	\$ (575)
2017	\$ 2,171	\$ 1,754	\$ 417

* Reflects no employer contributions after April 30 of the respective fiscal year

Significant methods and assumptions used to calculate the actuarially determined contributions for the years ended June 30 are as follows:

<i>Actuarially determined contributions</i>	The plan is subject to funding requirements under the provisions of ERISA and the Pension Protection Act of 2006 (including MAP-21, HATFA and BBA). The actuarially determined contributions represent the IRC Section 430 minimum required contributions.				
<i>Contributions in relation to actuarially determined contributions</i>	Under IRC Section 430, the due date to pay minimum required contributions for the plan year is generally 8 ½ months after the end of the plan year. For the plan years ended September 30, contributions are due by June 15 of the following year.				
<i>Actuarial cost method</i>	Unit Credit method				
<i>Asset valuation method</i>	24-month smoothed value of assets				
<i>Interest rate</i>		First Segment Rate	Second Segment Rate	Third Segment Rate	Effective Rate
	2020	3.92%	5.52%	6.29%	5.73%
	2019	4.16%	5.72%	6.48%	5.94%
	2018	4.16%	5.72%	6.48%	5.93%
	2017	4.43%	5.91%	6.65%	6.13%
<i>Mortality</i>	Prescribed by the Secretary of Treasury and described in Treasury regulation 1.430(h)(3)-1. Based on the RP-2000 gender distinct table that reflects projected mortality improvements 15 years into the future from the valuation date for nonannuitants and seven years into the future for annuitants.				

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POSTEMPLOYMENT BENEFITS

The historical reconciliation of the total reported liability for postemployment benefits obligations for the years ended June 30 is summarized as follows (amounts in thousands):

	2020	2019	2018	2017
Service cost	\$ 134,115	\$ 141,933	\$ 143,787	\$ 122,073
Interest cost	124,023	121,800	94,153	108,561
Changes in assumptions	154,777	(383,315)	(107,874)	255,041
Differences between expected and actual plan experience	38,230	17,535	52,721	14,028
Benefit payments	(87,712)	(87,638)	(77,374)	(72,302)
Net change	\$ 363,433	\$ (189,685)	\$ 105,413	\$ 427,401
Total liability, end of year	\$ 3,477,488	\$ 3,114,055	\$ 3,303,740	\$ 3,198,327
Covered employee payroll	\$ 4,214,627	\$ 4,013,983	\$ 3,792,553	\$ 3,568,918
Total liability, as a percentage of covered employee payroll	83%	78%	87%	90%

Discount rates used in determining the reported total liability for postemployment benefits obligations at June 30 are as follows:

2020	3.50%
2019	3.87%
2018	3.58%
2017	2.85%
2016	3.80%