

To: All Actuaries

From: PSoA Discount Rate Committee

Date: January 5, 2015

Subject: Discount Rate Guidance at December 31, 2014

Per PSoA's Guidance Note entitled "**Guidance Note on Selection of Discount Rate for Accounting of Post-Employment Benefits Scheme**", PSoA's Discount Rate Committee makes the following recommendation for the discount rate at December 31, 2014:

Post-Employment Scheme Effective Duration	Annual Discount Rate Recommendation at December 31
Duration < 10 Years	10.50%
10 Years <= Duration < 15 Years	11.25%
15 Years <= Duration < 20 Years	11.75%
Duration >= 20+ Years	12.00%

Example:

For a post-employment scheme with duration of 9 years, the applicable discount rate at December 31 is 10.50%. If the duration of the post-employment scheme is 16 years, the applicable discount rate will be 11.75%.