

To: All Actuaries

From: PSoA Discount Rate Committee

Date: July 4, 2016

Subject: Discount Rate Guidance at June 30, 2016

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 June 30, 2016:

Post-Employment Scheme Effective Duration	Annual Discount Rate Recommendation at June 30, 2016
Duration < 10 Years	7.25%
10 Years <= Duration < 15 Years	9.00%
15 Years <= Duration < 20 Years	10.50%
Duration >= 20+ Years	11.00%

Example:

For a post-employment scheme with duration of 9 years, the applicable discount rate at June 30 is 7.25%. If the duration of the post-employment scheme is 16 years, the applicable discount rate will be 10.50%.