

Source Document

Return On Plan Assets 8.00%

	Pension Benefits					
	U.S.	2011 International	U.S.	2010 International	U.S.	2009 International
Actuarial assumptions used to determine net periodic benefit cost for the year ended December 31:						
Discount rate	5.00 %	5.00 %	5.50 %	6.00 %	6.00 %	6.50 %
Expected annual return on plan assets	8.00 %	7.50 %	8.00 %	7.43 %	8.00 %	7.42 %
Increase in compensation rate	4.00 %	3.00 %	4.00 %	3.00 %	4.00 %	3.00 %

	Other Benefits					
	U.S.	2011 International	U.S.	2010 International	U.S.	2009 International
Discount rate	5.00 %	5.00 %	5.50 %	6.00 %	6.00 %	6.50 %
Expected annual return on plan assets	8.00 %	n/a	8.00 %	n/a	8.00 %	n/a
Increase in compensation rate	4.00 %	3.00 %	4.00 %	3.00 %	4.00 %	3.00 %

The discount rate reflects the current rate at which the pension and other benefit liabilities could be effectively settled at the measurement date. In setting the domestic rates, we utilize several AAA and AA corporate bond indices as an indication of interest rate movements and levels, and we also consider an internally calculated rate determined by matching our expected benefit payments to payments from a stream of AA or higher rated zero coupon corporate bonds theoretically