



www.suaa-ui.org

The Annuitant

A publication of the UIUC Chapter
State Universities Annuitants Association

Fall 2022

Melinda Carr and Carol Livingstone, Co-Editors

Dean Jeff Brown and Dean Emerita Wynne Korr to Headline

SUAA – UIUC Fall Meeting & Reception

Debbie Kempfues

We are excited to offer a new look and feel to our Fall meeting. We are trying a new location, day and time. The meeting will be held on **Tuesday, October 25**, with doors opening at 6:30 p.m., and the presentation starting at 7:00 p.m. A **wine and cheese reception** will follow. There will be a Zoom option for those who cannot make the in-person meeting; our webpage (suaa-ui.org) will post the connection details.

We look forward to hearing from Dean Jeffrey Brown and Dean Emerita Wynne Korr. They will discuss the importance of being prepared, having goals, and then periodically reflecting on those goals. Dean Brown will focus on financial preparedness. Dean Korr will speak about the importance of time for reflection and re-adjustment and building resilience to life challenges.

Jeffrey Brown has served as the dean of Gies College of Business since 2015. He is the Josef and Margot Lakonishok Professor of Business, in the department of Finance, and his research focuses on the interaction of public and private insurance markets.

Wynne Korr served as dean of the School of Social Work from 2002-2017. She is a professor in Social Work. Her research focused on mental health policy and services.

Following the presentations will be a short status report on current proposals and changes affecting our SURS pensions and benefits.



We hope you will join us for a wonderful evening of thought-provoking discussion and reconnection with friends.

SUAA-UIUC CHAPTER LEADERSHIP 2022-23

*(Committee assignments are shown in italics;
indicates a member of the Executive Committee)

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Kathleen Holden - *Clark-Lindsey*

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Thomas Conry - *State Vice President*

H. F. (Bill) Williamson - *SUAA Foundation*

~ CHAPTER WEBSITE ~

<http://www.suaa-ui.org>.

President's Report

John Marlin, President, SUAA-UIUC

I'm happy to welcome two new members to the SUAA-UIUC Executive Committee. Donald Uchtmann and Debbie McCall were elected at the Spring meeting and will bring great new perspectives to the organization. I'm also appreciative that Melinda Carr, co-editor of this newsletter, and I were each re-elected to serve a second three-year term.

After two plus years of Zoom meetings due to COVID-19, our Executive committee resumed "in-person" meetings in May. I am particularly excited to welcome members and visitors to our first "in-person" general meeting since Fall, 2019 (see page 1) and look forward to seeing old friends and making new ones there. We will, however, continue to offer an on-line option for all our meetings; we've found that members who live further away or who continue to be cautious about COVID-19 are able to join us virtually.

Finally, as we go to press in late August, we have been alerted to a potential change in the insurance administrator for the health plan for some retirees on Medicare (the TRAIL Medicare Advantage PPO plan, currently administered by United Healthcare). Our state organization, SUAA, is monitoring this situation closely and will keep members informed. Our website (suaa-ui.org) and our Facebook page will have any recent developments.

Why did I get two copies of this newsletter?

The Fall edition of the Annuitant is mailed to all retirees on a SURS pension who were associated with the Urbana-Champaign campus of the University of Illinois or its affiliated agencies. We also mail it to our SUAA members who have not yet retired. Because of delays in SURS reporting retirements to SUAA, it is possible some members might be on both lists and would get two copies of the newsletter. Please don't worry. This should be corrected by next spring's edition. In the meantime, feel free to pass along the extra copy to someone else who might be interested!

SURS Leadership Duo Shares Latest News at SUAA-UIUC Spring Meeting

Melinda Carr

Suzanne Mayer, Executive Director of the State Universities Retirement System (SURS), and Kristen Houch, SURS Director of Legislative and Stakeholder Relations spoke via Zoom at our Spring Meeting.

Mayer noted that 61,000 of 240,307 total participants in the system, are receiving benefits; SURS pays out \$2.78 billion annually in benefits to retirees, those on disability, and survivors of employees. Fifty-seven percent of these recipients are in the Traditional Plan, 24% are in the Portable Plan, and 19% are in the Retirement Savings Plan, formerly known as the self-managed plan.

Of employees who are actively working, 53% joined the system prior to January 1, 2011 and are in “Tier I”; the remaining 47% are in “Tier II”. Over the next few years, the proportion of Tier II members will increase as Tier I employees retire or leave.

As of June 30, 2021, SURS assets stand at \$21.5 billion, with liabilities at \$48.9 billion.

In addition to a positive investment return over the last several years, Mayer reported that the FY23 state budget included a contribution of \$2.1 billion to SURS, the full amount required by law. She expects additional allocations as the governor adjusts the budget, which will help reduce SURS’ unfunded liability. Specifically, the General Assembly may provide another \$58 million or so this year and \$39 million next year, which, while small compared to the unfunded liability of \$27 billion, is “positive and promising” since additional contributions into SURS have not been made since the funding schedule was created in the nineties.

Given the current invasion of Ukraine by Russia, Mayer was asked how many of SURS’ assets were invested in Russian instruments. According to Mayer, less than .004% of the SURS portfolio is invested in Russia.

Mayer then turned to some recent internal changes and major initiatives at SURS:

- The Retirement Savings Plan (formerly called the self-managed plan) was streamlined from 29 to 16 investment options and the two recordkeepers were reduced to one (Voya Financial). A new lifetime income solution was implemented.
- An award-winning supplemental 457 (b) Deferred Compensation Plan was added and made available to all SURS participants. After July 1, 2023, all new hires will be automatically enrolled.
- A new decision tool was built to assist new employees select the retirement option best for them.
- The Pension Administration computer system is being replaced, with implementation expected in 2026. Claims processing time should be reduced, cybersecurity will be enhanced, and the entire web site will be ADA compliant and mobile device friendly.

Kristen Houch then provided updates on recent key pieces of legislation pending in Springfield:

- House Bill 4209 – allows police to transfer service credit from SURS to a downstate police pension fund between January 1 of 2023 and June 30 of 2023.
- House Bill 4292 – authorizes another \$1 million to finance the buyout options and extends their availability two years to June 30, 2026.
- House Bill 4320 – clarifies the rule requiring the university to submit payment to SURS for any employee whose pay increased more than 6%.
- Senate Bill 2991 – codifies SURS’ longstanding practice related to overpayment recovery.
- House Bill 1293 – requires SURS to divest from Russian and Belarusian assets.

Questions following the formal presentation were related to whether many members took advantage of the recent buyout option authorized by the legislature – taking a cash payment and forgoing the annual 3% cost of living increase (COLA) – and whether that option was adequate. Houch admitted that the acceptance rate for SURS buyouts is lower than that of our peers; nevertheless, Mayer noted they paid out SURS, *continued on page 10*

2022 Campus Charitable Fund Drive - Sept. 21 to Nov. 16

Just For Retirees

Frequently Asked Questions about the Campus Charitable Fund Drive

University of Illinois Urbana-Champaign

Thank you for your generosity!

Q. What are the dates of the 2022 CCFD Campaign?

- A. The 2022 CCFD Campaign runs from September 21 – November 16, 2022. We will accept contributions from retirees for the 2022 CCFD Campaign up until December 1, 2022.

Q. How do I donate?

- A. Complete the Pledge Form and return it with your check or money order. You may also make your pledge online at ccfd.illinois.edu. If your UIN is available, please have that number when you make an online contribution.

Q. What non-profits can I donate to?

- A. You may donate to one of the eleven CCFD agencies directly. You may also donate to any of the designated nonprofits listed under each agency. The complete list of CCFD Agencies and their designations can be found at www.ccfid.illinois.edu/agencies

Q. Does my gift count towards the goal for the University Department/Unit from which I retired?

- A. You may select which department/unit gets credit for your donation. The Retiree Pledge Form has a box to complete regarding whom you would like to receive credit for your contribution.

Q. How is Release of Information handled?

- A. You may specify how or if you wish to be contacted. On the Pledge Form, Select one of two boxes:

- ☐ I **DO NOT** wish to be contacted by the Agency
- ☐ I **DO** wish to receive acknowledgement from the Agency for my contribution

Q. I have given directly to the United Way in the past and plan to continue to do that this year. Can I receive CCFD credit for my direct contribution to United Way?

- A. If your contribution to United Way occurs during the 2022 CCFD Campaign, it may be counted. CCFD works closely with the United Way of Champaign County to ensure both campaigns give the donor credit for your generous contribution. When giving to United Way, let them know you are a University of Illinois retiree (including department) and would like to receive CCFD credit for your donation. If you give to United Way through the 2022 CCFD Campaign, United Way will be informed of your gift.

Q. What if I want to give to a charity that is not listed as part of the 11 umbrella agencies?

- A. In the past, CCFD has accepted Write-In donations to 501(c)3 organizations not listed under our umbrella federations. The Campus Charitable Fund Drive is no longer accepting donations made to other Non-Profit Organizations outside of the campaign. We have upgraded to a new, more complex system and this change will allow us to streamline the process. A full list of almost 700 CCFD-eligible agencies can be found at ccfd.illinois.edu/agencies

Q. Where do I mail or drop off my 2022 CCFD Pledge Form?

- A. Swanlund Admin Bldg., 5th Floor
601 E. John St. M/C 304
Champaign, IL 61820-571

Q. What if I need more information or have questions?

- A. Visit ccfd.illinois.edu, send us an email at ccfd@illinois.edu or call us at 217-265-6398

Participating Agencies



American Cancer Society

The American Cancer Society attacks cancer from every angle by launching breakthrough research and providing support like free rides to chemo, places to stay near hospitals, and our 24/7 helpline. Together with millions of our supporters worldwide, we're saving lives, celebrating lives, and leading the fight for a world without cancer.

(800) 227-2345

www.cancer.org | 25%

America's Best Charities

Feeding the hungry. Sheltering the homeless. Protecting the children. And healing the sick. America's Finest independent charities. Working with you to share – the American Way.

(800) 477-0733

www.best-charities.org | 6.3%

America's Charities

Working to build strong communities. Addressing needs of children, families, communities through member programs by helping employers and employees support our member charities' programs.

(800) 458-9505

www.charities.org | .08%

Black United Fund of Illinois

Uses funds to develop and empower the African American community through self-help to help break the cycle of economic dependency and social powerlessness that have characterized organizations and communities.

(773) 324-0494

www.bufi.org | 4%

Creating Healthier Communities

Building stronger communities and taking action to improve health and wellbeing through giving opportunities, volunteering, and health resources.

(800) 654-0845

www.chcimpact.org | 4.8%

Community Shares of Illinois

We are a diverse group of charities with a common mission - to make our world a better place. Our member organizations address the root causes of social problems facing our neighborhoods, our community, and our region.

(217) 352-6533

www.CommunitySharesIllinois.org |

25.0%

EarthShare Illinois

EarthShare delivers funding to environmental nonprofits working to protect our air and water, fight for environmental justice, promote land and wildlife conservation, and much more.

(800) 875-3863

www.earthshare.org | 8.21%

Global Impact

Inspiring greater giving to address critical humanitarian issues throughout the world, such as disaster response, human trafficking, education, clean water and hunger.

(800) 836-4620

www.charity.org/give | 5.64%

Special Olympics Illinois

Special Olympics Illinois provides year-round sports training and athletic competition in a variety of Olympic-style sports, plus Athlete Leadership and Healthy Athlete Programs, for children and adults with intellectual disabilities.

(309) 888-2551

www.soill.org | 18%

United Negro College Fund

"Because a mind is a terrible thing to waste, but a wonderful thing to invest in." ® For more than seven decades, this principle has remained at the heart of UNCF, enabling us to raise more than \$5 billion and help more than 500,000 students and counting not just to attend college, but thrive, graduate, and become leaders. More than 170,000 individuals, corporations, and foundations support UNCF's mission, by investing in it each year.

(312) 845-2200

www.uncf.org | 12%

United Way of Champaign County

United Way of Champaign County fights to improve the health, education and financial stability of every person in our community. We are the problems solvers and the hand-raisers, bringing business, government, nonprofits and everyday people together to find solutions to our community's toughest challenges. This year, we're focusing on improving Early Grade Level Success, supporting Community Essentials, and breaking down barriers which hold our community back from success. We believe anything is possible when we Live United.

(217) 352-5151

www.unitedwaychampaign.org | 13.4%

2022 Campus Charitable Fund Drive

Retiree Pledge Form - (please print)

Name (First and Last)		Email (for CCFD use only)	
Phone	UIN (if available)	Retirement Year	
Address	City	State	ZIP
Department Unit University of Illinois Department/Unit to whom you wish this contribution to be credited. You may select the department from which you retired or a department of your choice.		Release information <input type="checkbox"/> I DO NOT wish to be contacted by the Agency <input type="checkbox"/> I DO wish to receive acknowledgement from the Agency for my contribution	
Select from the 11 Umbrella Agencies: Your check should be made payable to one of the 11 umbrella agencies listed below. If you wish, you may also pay the charity or charities directly and provide CCFD with a copy of the receipt with this form. Receipt must reflect that your charitable contribution was made within the dates of Campus Charitable Fund Drive.			
<div> <div>American Cancer Society</div> <div>Black United Fund of Illinois</div> <div>Creating Healthier Communities</div> </div> <div> <div>America's Charities</div> <div>EarthShare Illinois</div> <div>Global Impact</div> </div> <div> <div>Community Shares of Illinois</div> <div>United Negro College Fund</div> <div>United Way of Champaign County</div> </div> <div> <div>Special Olympics Illinois</div> <div>America's Best Charities</div> </div>			
Many of the 11 Umbrella Agencies allow you to select specific DESIGNATIONS and you may contribute to one or more designations. Complete the form with the name of the Umbrella Agency and then specify the designation and the amount to each designation.			
Umbrella Agency Name			
Designation		Amount	\$
Designation		Amount	\$
Designation		Amount	\$
Designation		Amount	\$
	Total amount for this Umbrella Agency and associated designations		\$
Umbrella Agency Name			
Designation		Amount	\$
Designation		Amount	\$
	Total amount for this Umbrella Agency and associated designations		\$
Send Pledge Form to: <div> Campus Charitable Fund Drive Office of the Chancellor Swanlund Administration Building, MC-304 601 E. John St. Champaign, IL 61820 </div>			

SUAA Foundation

H. F. (Bill) Williamson

I represent the UIUC SUAA Chapter on the Board of Directors and the Executive Committee of the SUAA Foundation, a 501(c)(3) not-for profit organization that is a separate arm of SUAA. The SUAA Foundation has four major purposes: (1) To provide for education and dissemination of information regarding issues affecting the welfare of members of SUAA; (2) To support those Chapters establishing Survivor Assistance Programs and (3) To provide emergency assistance to SUAA members who are in need of financial support, and (4) To support a scholarship and grants program for members of SUAA and their families.

The most popular activities are a Scholarship Program and a Grant Program. The former offers six scholarships of \$1000 each to applicants who are a SUAA member or the spouse/partner, child/stepchild or grandchild/step-grandchild of a SUAA member. The latter offers two grants of up to \$1000 per grant annually for professional development activities (travel expenses are excluded) for applicants who are SUAA members in good standing and currently employed at an Illinois institution of higher education. Further information on either program is available on the Foundation link at the state SUAA website.

We hope that you will consider providing support to the Foundation so that we can continue these programs.

Contributions can be made by mailing a check payable to "SUAA Foundation" to: SUAA Foundation; 217 E. Monroe Street, Suite 100; Springfield, IL 62701. Contributions can also be made by using a credit card through the link available on the state SUAA website (suaa.org)

Benefits Alerts

Carol Livingstone

Aetna replacing United Healthcare

As we went to press, CMS had awarded the contract for administering the Medicare Advantage option TRAIL to Aetna, replacing United Healthcare, which had held the contract for the past ten years. United Healthcare is appealing the decision. Please visit the suaa.org website for an update on the status of this change and its implications for SURS retirees who are also in the Medicare program. We will also publish any resolution at suaa-ui.org.

Benefits Choice Periods

November 1-30 is the next Benefits Choice period for annuitants who are eligible for Medicare; changes will be effective January 1, 2023. CMS will mail a booklet outlining the changes in programs along with instructions for making changes in benefit elections. Changes can be made at the MyBenefits Marketplace website or by calling a State group insurance customer service representative (1-844-251-1777 – toll free, or 1-844-251-1778 TDD/TTY). The CMS information should be carefully reviewed. For those not eligible for Medicare, the annual benefits choice period is generally in May-June each year, with coverage changes effective July 1.

Claim Payment Delays

Funding availability for the state health plans is based on State revenue, which fluctuates. Claims paid more than 30 days late will be accompanied by an interest payment. Updated information regarding such delays appears on the CMS website under State Employee Benefits (Claim Payment Delays). As of August 27, 2022, there were no delays for most plans.



Important Sources of Information about Your Pension & Benefits

State Universities Retirement System (SURS)

URL: <http://surs.com/>

Phone: (800) 275-7877 or (217) 378-8800

Fax: (217) 378-9800

Address: 1901 Fox Drive,
Champaign, IL 61825-2710

SURS is our pension system. Once registered on the website, current employees will have access to historical pay and pension calculators to help plan for retirement. Information on programs such as buyouts is also available. After retirement, annuitants can view information about pension payments and deductions and can update addresses, beneficiaries, phone number, email address, and federal tax withholding status.

During tax season, copies of 1099-R forms can be downloaded from the site.

Central Management Services (CMS)

(For State Employees)

URL: illinois.gov/cms/benefits

Phone: (800) 442-1300 or (866) 277-5669 (TTY)

Email: CMS.Ben.BCS@illinois.gov

CMS negotiates all benefit packages for employees and retirees.

When browsing through the information on the CMS website, remember that UIUC employees are considered “State Employees” and are enrolled in the “State Employees Insurance program”. CMS has detailed insurance coverage information as well as claims delays and Benefits Booklets for Benefits Choice periods.

State Universities Annuitants Association (SUAA)

URL: www.suaa.org

Phone: (217) 523-4040

Address: 217 East Monroe Street, Suite 100
Springfield, IL 62701

Email: suaa@suaa.org

SUAA advocates on behalf of SURS retirees, current employees, and their dependents and survivors to preserve retirement and healthcare benefits. Members have special access on the website. Membership forms available online.

MyBenefits Marketplace

URL: <https://mybenefits.illinois.gov/>

Phone: (844) 251-1777 or (844)251-1778 (TTY)

MyBenefits is a website designed to help employees or annuitants make changes to their insurance coverage during the Benefits Choice period. Members can also call a State group insurance customer service representative at the number above. This is also where you sign up for TRAIL (Medicare Advantage Plan).

TRAIL (Total Retiree Advantage IL)

URL: illinois.gov/cms/benefits/trail

(follow link to “State Insurance Program”)

Phone: (844) 251-1777 or (844)251-1778 (TTY)

(same as MyBenefits)

Fax: (844) 676-1725

Email: cms.ben.medicarecob@illinois.gov

TRAIL manages a suite of State Medicare Advantage plans for retirees who are eligible for Medicare. The website has open enrollment materials and shows coverage information and monthly costs based on years of service.

Social Security and Medicare (Champaign Office)

Social Security URL: www.ssa.gov

Medicare URL: www.medicare.gov

Phone: (877) 819-2593

(800) 325-0778 (TTY)

Address: 101 S Country Fair Dr, Champaign

Not a member? Here's your chance to win a free one-year membership!

In honor of SUAA's fiftieth anniversary, our chapter is sponsoring up to 50 folks for a free one-year membership in SUAA. To qualify, you must be in the SURS system, either retired from the University of Illinois at Urbana-Champaign or a current employee and must not be a current member of SUAA. Spouses are also eligible. The first 50 applications from qualifying persons received via U.S. mail will be notified via email and will receive a complimentary one-year membership, a \$47 value. To apply, complete the form below and mail as directed.

Entry Form for a Free One-Year SUAA Membership

Name: _____
Status (Check one and enter information requested):
 ___ Retiree: Year retired: _____
 ___ Current Employee
 ___ Spouse: Spouse name: _____
University ID number (UIN), if known: _____
Address: _____
City: _____
State: _____ Zip: _____
Phone: _____
Email: _____

Mail completed form to:

SUAA-UIUC Chapter
364 Henry Admin , MC-346
506 S. Wright St
Urbana, IL 61801-3689

You will be notified by email
if you win!

Why become a member of SUAA?

SUAA has one purpose: to advocate for you and protect your pension and benefits. SUAA staff members watch all legislation and administrative actions touching the SURS system, actively participate in the legislative process, and keep SUAA members informed. When necessary, SUAA's legal arm fights adverse changes in the courts. **To accomplish this, SUAA depends on the support of a broad membership base.**

Here are some ways SUAA has succeeded:

- SUAA represented all SURS participants and beneficiaries by suing the State of Illinois over Senate Bill 1 (Public Act 098-0599), pension reform. The Supreme Court found the law unconstitutional, saving pensioners on average several thousands dollars over their retirements.
- SUAA helped overturn a law that began charging retirees for benefits that should have

been free, and assisted in obtaining refunds for retirees who had been charged.

- SUAA led the charge to defeat adding a new section to Article XIII, Section 5 of the State Constitution, which would have been an attack on SURS employees and retirees.
- SUAA actively lobbied the Legislature to prevent changes to the Constitution that would harm SURS retirees and active members, such as threats to remove the "pension clause" in the state Constitution.
- SUAA stopped legislation that would create a slippery slope toward abolishing tuition waivers for university personnel.
- SUAA supported legislation in Springfield to strengthen health care and pension benefits for SURS members.

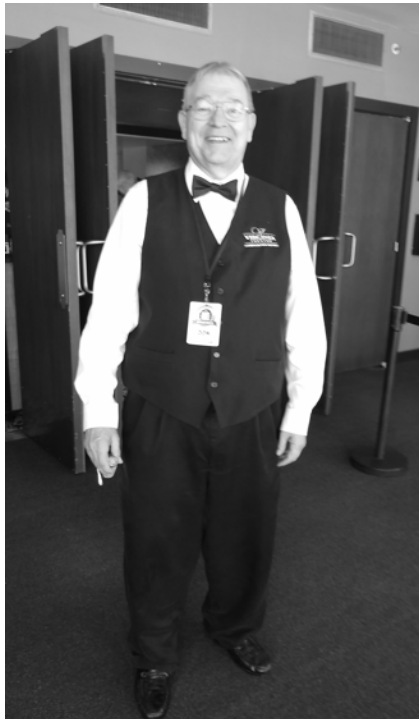
To join as a new member or renew your membership visit our webpage at www.suaa-ui.org/join.htm for easy instructions.

Volunteer Corner

Ushering at Krannert and the Virginia Theatre

Carol Livingstone

If you are a friendly and helpful person (and if you don't mind standing for an extended period of time!), you might consider volunteering as an usher at



Krannert Center or at the Virginia Theatre. Both venues rely on an extensive corps of volunteer ushers to assist patrons to their seats, hand out programs, gently scold cell phone users, and provide other services as needed. In return, ushers often are able to see parts of concerts, plays, and movies for free.

Virginia Theatre's Don Wauthier (at left) is a familiar

face to attendees at Ebertfest, Champaign's premier movie festival started by movie critic Roger Ebert and continued in his honor each April. Don, an retired agricultural engineer, has ushered at the Virginia for more than 30 years.

Katherine Hansen, (right), loves to volunteer at Krannert Center when she is taking a break from her watercolors and travels to Greece. Krannert has over a hundred volunteers, both students and community members.



To volunteer at the Virginia: visit <https://champaignparks.com/volunteer/>.

To volunteer at Krannert: visit <https://krannertcenter.com/engage-learn/volunteer>.

SURS, continued from p. 3

about \$32 million in buyouts. One reason for low acceptance rates of the buyout may be that the SURS portable plan option – where a member can take a lump sum payment in lieu of a pension – is, in many cases, more generous than the buyout. Another reason this buyout is not popular is because the value of the 3% annual COLA increases the longer a retiree lives, and, as one member of the audience put it, “only someone with a terminal illness” would benefit from the buyout.

After thanking the speakers, President John Marlin moved on to the election of new officers; see page 2 for the election results. A series of updates from SUAA-UIUC committees followed.

A full recording of this talk and the business meeting is available on the SUAA-UIUC web page suaa-ui.org

In Memoriam

Marissa Brewer

Below is the name of each SURS participant from the Urbana-Champaign campus and allied agencies who passed away between January 1, 2022 and June 30, 2022. Source: Freedom of Information Act request from SURS, which no longer provides the age and date of death.

Marlene J. Adrian	Linda Ester	Irma R. Lore	John C. Seckman
Myrtle S. Ali	Edward M. Fashing	Jewell J. Luddy	Jean M. Seibold
Cecilia Christine Allen	Marjorie H. Frantzreb	William J. Luttrell	Clarence Shelley
Laura J. Arseneau	Christopher W. Frost	Michael D. Madonick	Theodore C. Shields
Floyd F. Bailey	Bobby Gene Fry	Allen M. McCabe	Charlotte W. Shoemaker
Ellen Sue Baranowski	William L. Gamble	Monroe C. McCarty	Mamie Shorter
Arnold M. Barban	Charles W. Gear	Hugh J. McDaniel	Thomas Clayton Singer
Michael J. Barcelona	Arthur Getis	Mark A. McDonald	Bernard G. Sloan
Mavis E. Bargon	Wanda M. Giddings	Mary L. McFarland	Lois E. Smestad
Lloyd Miller Barr	Dara Ellen Goldman	Norene Marilyn McGhiey	Christiana M. Smith
James W. Beauchamp	Howard F. Griffy	Amy Janine McGinness	Phyllis Joan Smith
Marilyn Pacin Beckman	Sonja R. Hall	Carl Robert Meyer	Peggy Jean Smoot
Robert L. Bender	Elaine S. Harbison	Valerie A. Miller	Michael Snow
Bard R. Benefield	Paula Gray Havlik	Stewart T. Moran	Andrew J. Sofranko
Charles E. Benner	Stephen Lee Heath	Lorna Morgan	Robert Dale Sollinger
Janice M. Blair	George R. Hill	Ronald E. Morgan	Gloria R. Stone
Larry M. Bunting	Harry H. Hilton	Janice Louise Morris	Mark J. Stupar
Russell L. Burgin	Walter K. Holzner	Gladys M. Munds	Richard H. Surles
Robert N. Burton	Amanda L. Houser	Kent J. Nelson	Phyllis M. Taber
Gerald E. Butts	Carl J. Humes	Lorin I. Nevling	Helen F. Tate
Susan M. Campanini	Charles M. Hundley	Kathryn Jane Oberdeck	Richard F. Taylor
Patricia L. Cardenas	Dorsey C. Hutchison	Gary S. O'Brien	Philip Teitelbaum
Hugh S. Chandler	Theodore Hymowitz	Doris J. Odem	Neil Allan Tickner
John M. Clark	Katherine S. Jennings	Yoshimitsu Ogura	Lawrence A. Tomassini
Clara L. Clay	Rebecca R. Johns	Merle E. Oyer	James W. Truran
Walter J. Cler	Judy L. Johnson	Gertrude E. Parrish	Ruth B. Van Kirk
Linda M. Cox	Sue Johnson	Carl R. Patterson	Michael J. Van Wallegghen
Dale L. Curtis	Delbert W. Jones	Bonnetta L. Ragan	Robert J. Vander Zalm
Jackie L. Davis	Stephanie L. Kaylin	John G. Ragland	Wendell G. Viles
Ronnie M. Deckard	James F. Keene	Victor D. Ramirez	Paul D. Walters
Adriaan J. Dewitte	Gary Allen Kingston	Sheryl Louise Ratz	James R. Warmbrod
Susan H. Dickey	Wendy M. Knight	Delia O. Reeser	Roy W. Welch
Paul E. Domagala	Albert L. Kraus	Tina M. Riexinger	Charles M. Weller
Stephen A. Douglas	Frances Krause	Sheila R. Roberts	Patricia A. Wells
Brett Laurise Drysdale	Irene E. Lamkin	Stanley Rosen	Richard L. Wheatley
Christopher Dunbar	Michael C. Langendorf	Craig Rost	James R. Wilsey
Cathy R. Earnhart	Donald L. Lanier	Myra C. Rucker	Mark F. Wittler
William O. Eaton	Yakov B. Lazovsky	Saadia Saif	James P. Wolfe
Elaine M. Ebeling	Marya L. Leatherwood	David A. Sattazahn	Joan Roach Zagorski
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