

MILEAGE REIMBURSEMENT

Mileage is reimbursed at the rate that was in effect on the date the mileage was incurred.

| Effective Date | Mileage Rate (per mile) |
|--------------------|--|
| | |
| Prior to 07/01/99 | 20 cents |
| Effective 07/01/99 | 28 cents, 32 cents if 4-wheel drive required |
| Effective 01/01/04 | 30 cents |
| Effective 01/01/07 | 37 cents |
| Effective 01/01/08 | 40 cents |
| Effective 01/01/09 | 55 cents |
| Effective 01/01/10 | 52 cents |
| Effective 01/01/11 | 47 cents |
| Effective 01/01/12 | 47 cents |
| Effective 01/01/13 | 52 cents |
| Effective 01/01/14 | 53 cents |
| Effective 01/01/15 | 53 cents |