AO 10 Rev. 1/2006

FINANCIAL DISCLOSURE REPORT FOR CALENDAR YEAR 2005

Report Required by the Ethics in Government Act of 1978 (5 U.S.C. app. §§ 101-111)

1. Person Reporting (last name, first, middle initial)	2. Court or Organization 3. Date of Report						
Calabresi, Guido	U.S. Court of Appeals, 2nd Cir	07/25/2006					
4. Title (Article III judges indicate active or senior status; magistrate judges indicate full- or part-time)	5a. Report Type (check appropriate type)	6. Reporting Period 01/01/2005					
	Nomination, Date	to					
US Ct of Appeals Judge, Active	Initial Annual Final	12/31/2005					
	5h. Amended Report						
7. Chambers or Office Address	8. On the basis of the information contained in this Report an modifications pertaining thereto, it is, in my opinion, in com	d any pliance					
U.S. Court of Appeals, 2nd Cir 157 Church Street	with applicable laws and regulations.						
New Haven, CT 06510-2030	Reviewing Officer	Date					
IMPORTANT NOTES: The instructions accepted the NONE box for each part where you	companying this form must be followed. Complete all parts have no reportable information. Sign on last page.	5,					
I. POSITIONS. (Reporting individual only; see pp. 9-13 of instru	ctions.)						
NONE (No reportable positions.)							
<u>POSITION</u>	NAME OF ORGA	NIZATION/ENTITY					
Sterling Professor Emeritus, Professorial Lecturer	rial Lecturer Yale Law School, 11/01/1995 - present						
2. Honorary Trustee - Unpaid	Carolyn Foundation, MN, 01/01/1996 - present						
3. Trustee / Board Member - Unpaid	Micheljohn Institute, Legal Studies, Amherst, 1994 - present						
4. Member, Scientific Committee - Unpaid	Centro Nazionale Prevenzione e Difesa Soci	ale, 1988 - present					
5. Trustee - Unpaid	Oquossoc Angling Association, 1984 - 2005						
6. President, Board of Trustees - Unpaid	Chapel of St. Thomas More, Yale University	v, 1997 - present					
7. Member - Unpaid	Northwestern University Law Board, 2002 -	2006					
II. AGREEMENTS. (Reporting individual only; see pp. 14-1 NONE (No reportable agreements.)	6 of instructions.)						
DATE	PARTIES AND TERMS						
1. Present Right to be Professo	rial Lecturer, Yale University, upon retirement (See Attachi	ment A)					
2. Present Right to use accumu	lated (approximately \$2,000) research and travel fund, Yale	University, even after retirement					
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Page 2 of 10

7. Canadian Institute of Advanced Legal Studies

Name of Person Reporting

Calabresi, Guido

Date of Report

07/25/2006

A. Filer's Non-Investment Inc		
NONE (No reportable n	on-investment income.)	
<u>DATE</u>	SOURCE AND TYPE	INCOME (yours, not spouse's)
1. 2005	Yale University - part-time teaching (See Note in Part VIII)	\$ 25,120
2. 2005	Yale University Press - royalties for previously written book	\$ 985
3. 2005	W.W. Norton & Co royalties for previously written book	\$ 369
4. 2005	Harvard University Press - Copyrights and royalties for previously written book	\$ 331
5.		
B. Spouse's Non-Investment In Dollar amount not required except for honora X NONE (No reportable not	•	
<u>DATE</u>	SOURCE AND TYPE	
7. REIMBURSEMENTS		
7. REIMBURSEMENTS Siludes those to spouse and dependent children	n. See pp. 25-27 of instructions.) nbursements.)	
I. REIMBURSEMENTS cludes those to spouse and dependent children NONE (No reportable reim SOURCE	n. See pp. 25-27 of instructions.)	
V. REIMBURSEMENTS Soludes those to spouse and dependent children NONE (No reportable reim SOURCE University of Bologna, Italy	n. See pp. 25-27 of instructions.) nbursements.) DESCRIPTION 03/16/05 - Lecture (travel, food) Bologna, Italy	Л
7. REIMBURSEMENTS Solution of the state of the spouse and dependent children NONE (No reportable reim SOURCE University of Bologna, Italy Southwestern University Law School	n. See pp. 25-27 of instructions.) abursements.) DESCRIPTION 03/16/05 - Lecture (travel, food) Bologna, Italy 03/29/05 to 03/30/05 - Lecture (travel, food, lodging) Chicago	
7. REIMBURSEMENTS Sulve those to spouse and dependent children NONE (No reportable reim SOURCE University of Bologna, Italy Southwestern University Law School ase Western University Law School	n. See pp. 25-27 of instructions.) DESCRIPTION 03/16/05 - Lecture (travel, food) Bologna, Italy 03/29/05 to 03/30/05 - Lecture (travel, food, lodging) Chicago 04/04/05 to 04/05/05 - Lecture (travel, food, lodging) Clevela	
V. REIMBURSEMENTS cludes those to spouse and dependent children NONE (No reportable reim	n. See pp. 25-27 of instructions.) abursements.) DESCRIPTION 03/16/05 - Lecture (travel, food) Bologna, Italy 03/29/05 to 03/30/05 - Lecture (travel, food, lodging) Chicago	nd, OH

07/03/05 to 07/06/05 - Lecture (travel, food, lodging) Cambridge, England

FINANCIAL DISCLOSURE REPORT	Name of Person Reporting					
Page 3 of 10	•	Date of Report				
	Calabresi, Guido	07/25/2006				
8. American Constitution Society, Harvard Law School	09/12/05 - Lecture (travel) Cambridge, MA	1				
9. Yale University Law School	10/15/05 - Class picnic (food) Woodbridge, CT					
10. Carolyn Foundation	12/02/05 to 12/03/05 - Trustee meeting (travel, food, lodging) Min	nneapolis MN				
11. Bar Ilam University, Tel Aviv, Israel	12/21/05 to 12/22/06 - Lecture (travel, food, lodging) Ramat Gan					
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FINANCIAL DISCLOSURE REPORT Name of Person Reporting Date of Report Page 4 of 10 Calabresi, Guido 07/25/2006 V. GIFTS. (Includes those to spouse and dependent children. See pp. 28-31 of instructions.) NONE (No reportable gifts.) SOURCE **DESCRIPTION VALUE** 1. 2. VI. LIABILITIES. (Includes those of spouse and dependent children. See pp. 32-34 of instructions.) NONE (No reportable liabilities.) **CREDITOR** DESCRIPTION **VALUE CODE** 1.

3.

5.

Page 5 of 10

Name of Person Reporting	Date of Report
Calabresi, Guido	07/25/2006

VII. INVESTMENTS and TRUSTS - income, value, transactions (includes those of the spouse and dependent children. See pp. 34-57 of filling instructions)

NONE (No reportable	income,	assets, or	r transactions.)
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A. Description of Assets					D. Transactions during reporting period						
(including trust assets)	reporting period		1	g period	transactions during reporting period						
Place "(X)" after each asset exempt from prior disclosure	(1) Amount Code 1 (A-H)	(2) Type (e.g. div., rent, or int.)	(1) Value Code 2 (J-P)	(2) Value Method Code 3 (Q-W)	(1) Type (e.g. buy, sell, merger, redemption)	(2) Date Month - Day	(3) Value Code 2 (J-P)	(4) Gain Code 1 (A-H)	(5) Identity of buyer/seller (if private transaction)		
				L	<u> </u>	J					
I. Mass Mutual (whole life) Insurance		None	L	Т							
2. New York Life (whole life) Insurance		None	L	Т							
3. AIG SunAmerican (whole life) Insurance	_	None	K	Т							
4. House and adjacent lot (Bethany, CT) for investment purposes		None	0	R							
5. Partial interest in Co-op Apt (NYC, NY) for investment		None	P1	R	buy	08/16	P1		Seller - Jonathan Gilmore		
6. Fleet Bank, checking account	A	Interest	J	Т							
7. Fleet Bank, IMMA Account	A	Interest	J	Т							
8. Banco di Napoli, checking account	Α	Interest	K	Т							
9. Merrill Lynch Bank & Trust USA - cash	D	Interest	N	Т							
10. I Shares T S & P 500 (mutual fund) @ Merrill Lynch	Е	Dividend	PI	Т	part sell	08/16	Pl	G			
11. I Shares T S & P Mid-Cap M400 (mutual fund) @ Merrill Lynch	D	Dividend	PI	Т							
12. American Growth Fund Mutual Fund @ Merrill Lynch	D	Dividend	Pl	Т							
13. General Mills (common) @ Merrill Lynch	D	Dividend	N	Т							
14. Trust #1, income beneficiary	G	Div. & Int.	Pl	Т							
15First Am. Tax Free Oblig Fund (cash equiv)											
16First Am. Sm-Mid Cap Core Fd -former Tech Fd (mutual fund)	,										
17First Am. Short Tax Free (mutual fund)						-					

1. Income Gain Codes: (See Columns B1 and D4)

2. Value Codes (See Columns C1 and D3)

3. Value Method Codes (See Column C2)

A =\$1,000 or less

F=\$50,001 - \$100,000

J=\$15,000 or less N =\$250,001 - \$500,000

P3 =\$25,000,001 - \$50,000,000 Q ≃Appraisal U ≃Book Value

B=\$1,001 - \$2,500

V =Other

G=\$100,001 - \$1,000,000 K =\$15,001 - \$50,000 O=\$500,001 - \$1,000,000 R =Cost (Real Estate Only)

L=\$50,001 - \$100,000 S =Assess

W=Estimated

C =\$2,501 - \$5,000 H1 =\$1,000,001 - \$5,000,000 P1 =\$1,000,001 - \$5,000,000 P4 =More than \$50,000,000

D=\$5,001 - \$15,000 H2 =More than \$5,000,000

M =\$100,001 - \$250,000 P2 =\$5,000,001 - \$25,000,000

T = Cash Market

E =\$15,001 - \$50,000

FINANCIAL DISCLOSURE REPORT Page 6 of 10

Date of Report Name of Person Reporting Calabresi, Guido 07/25/2006

VI	I. INVESTMENTS and TRUSTS – income, value, transactions (includes those of the spouse and dependent children. See pp. 34-57 of filing instructions)
	NONE (No reportable income, assets, or transactions.)

A. Description of Assets (including trust assets)	1	B. ome during rting period	C. Gross value at end reporting period		D. Transactions during reporting period				
(uncluding dass asses)	(1)	(2)	(1)	(2)	(1)	1	If not exempt from disclosure		
Place "(X)" after each asset exempt from prior disclosure	Amount Code 1 (A-H)	Type (e.g. div., rent, or int.)	Value Code 2 (J-P)	Value Method Code 3 (Q-W)	Type (e.g. buy, sell, merger, redemption)	(2) Date Month -	(3) Value Code 2 (J-P)	(4) Gain Code 1 (A-H)	(5) Identity of buyer/seller (if private transaction)
								ļ	
18General Mills (common)									
19. —Investment Co. of America (mutual fund)									
20. Trust #2, income beneficiary	F	Div. & Int	P1	Т					
21First Am. Tax Free Oblig. Fund (cash equiv.)		,							
22First Am. Short Tax Free (mutual fund)					,				
23. –Imation Corp (common)									
24. –Investment Co. of America (mutual fund)									
25Minnesota Mining & Mfg. (common)									
26First Am. Small Cap Growth Fund (mutual fund)									
27First Am. Sm-Mid Cap Core Fd- former Tech Fd (mutual fund)									
28. Trust #3, income beneficiary		None	P2	Т					See note in Part VIII
29 Darden Restaurants (common)									
30 DuPont Co. (common)					sell	09/06	К	Е	
31Exxon (common)								:	
32General Mills (common)		-							
33. –IBM (common)									
34. –JP Morgan (common)									

1. Income Gain Codes: (See Columns B1 and D4)

2. Value Codes (See Columns C1 and D3)

3. Value Method Codes (See Column C2)

A =\$1,000 or less F=\$50,001 - \$100,000 J=\$15,000 or less

N=\$250,001 - \$500,000 P3 =\$25,000,001 - \$50,000,000

Q =Appraisal U =Book Value

B=\$1,001 - \$2,500 G=\$100,001 - \$1,000,000

K =\$15,001 - \$50,000 O=\$500,001 - \$1,000,000 R =Cost (Real Estate Only) V =Other

C =\$2,501 - \$5,000 HI =\$1,000,001 - \$5,000,000 L =\$50,001 - \$100,000

P1 =\$1,000,001 - \$5,000,000 P4 =More than \$50,000,000

S =Assessment W ≃Estimated

D=\$5,001 - \$15,000 E=\$15,001 - \$50,000

H2 =More than \$5,000,000 M=\$100,001 - \$250,000 P2 =\$5,000,001 - \$25,000,000

T =Cash Market

Page 7 of 10

Name of Person Reporting

Calabresi, Guido

Date of Report

07/25/2006

VII. INVESTMENTS and TRUSTS - income, value, transactions (includes those of the spouse and dependent children. See pp. 34-57 of filing instructions)

A. Description of Assets (including trust assets)	B. Income during reporting period		C. Gross value at end of reporting period		D. Transactions during reporting period				
Place "(X)" after each asset exempt from prior disclosure	(1) Amount Code 1 (A-H)	(2) Type (e.g. div., rent, or int.)	(1) Value Code 2 (J-P)	(2) Value Method Code 3 (Q-W)	(1) Type (e.g. buy, sell, merger, redemption)	(2) Date Month - Day	If not e (3) Value Code 2 (J-P)	(4) Gain Code 1 (A-H)	(5) Identity of buyer/seller (if private transaction)
35XCEL Energy (common)					sell	09/06	К	Е	
36AT&T Inc.(com) - formerly SBC Communications (com)									
37US Bancorp (common)									
38Investment Co. of America (mutual fund)									
39Merrill Lynch Bank & Trust USA - cash	·								
40Radkowski Thorium Power Corp. (common)									
41Am. Growth Fund (mutual fund)									
42. —Am. Euro Pacific Growth Fund (mutual fund)					buy	12/30	И		
43. Trust #4, income beneficiary		None	Pi	Т					See note in Part VIII
44. –Merrill Lynch Bank USA - CMA Money Fund (cash equiv.)									
45. —I Shares T S & P 500 (mutual fund)									
46. Trust #5, income beneficiary		None	Pl	Т					See note in Part VIII
47Bank of America (common)									
48Morgan Stanley Em. Mkt Fd (mutual fund)									
49. —Bank of America checking account - Cash									
50. Guido Calabresi Retirement, TIAA-CREF		None	Pl	Т					See note in Part VIII
51. Bank of America (common) @ Merrill Lynch	E	Dividend	0	Т	part donated	12/27	L		

1	. Income Gam Codes:
	(See Columns B1 and D4)
_	

(See Columns C1 and D3)

3. Value Method Codes (See Column C2)

A =\$1,000 or less

F =\$50,001 - \$100,000

J=\$15,000 or less N =\$250,001 - \$500,000

P3 =\$25,000,001 - \$50,000,000 Q =Appraisal U =Book Value

B=\$1,001 - \$2,500 G=\$100,001 - \$1,000,000

K=\$15,001 - \$50,000 O=\$500,001 - \$1,000,000

R =Cost (Real Estate Only) V =Other

C=\$2,501 - \$5,000 H1 =\$1,000,001 - \$5,000,000

L=\$50,001 - \$100,000 P1 =\$1,000,001 - \$5,000,000 P4 =More than \$50,000,000

S =Assessment W =Estimated

D=\$5,001 - \$15,000 H2 =More than \$5,000,000 M =\$100,001 - \$250,000

P2 =\$5,000,001 - \$25,000,000 T =Cash Market

E =\$15,001 - \$50,000

Page 8 of 10

Date of Report Name of Person Reporting 07/25/2006 Calabresi, Guido

VII. INVESTMENTS and TRUSTS income, value, transactions (includes those of the spouse and dependent children. See pp. 34-57	of filing instructions)
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A. Description of Assets (including trust assets)	B. Income during reporting period		C. Gross value at end of reporting period		D. Transactions during reporting period				
Place "(X)" after each asset exempt from prior disclosure	(1) Amount Code I (A-H)	(2) Type (e.g. div., rent, or int.)	(1) Value Code 2 (J-P)	(2) Value Method Code 3 (Q-W)	(1) Type (e.g. buy, sell, merger, redemption)	(2) Date Month - Day	(3) Value Code 2 (J-P)	(4) Gain Code 1 (A-H)	(5) Identity of buyer/seller (if private transaction)
52.					part buy	12/30	L		·
53. Trust #6, income beneficiary	F	Div. & Int.	P1	Т					See note in Par VIII
54Grantham, Mayo, Van Otterloo (mutual funds)									
55. Investment Co. of America (mutual fund)	A	Dividend	J	Т					

1. Income Gain Codes: (See Columns B1 and D4)

2. Value Codes (See Columns C1 and D3)

3. Value Method Codes

A =\$1,000 or less

A =\$1,000 or less F =\$50,001 - \$100,000 J =\$15,000 or less N =\$250,001 - \$500,000 P3 =\$25,000,001 - \$50,000,000

Q =Appraisal U =Book Value

B =\$1,001 - \$2,500

G=\$100,001 - \$1,000,000 K =\$15,001 - \$50,000 O=\$500,001 - \$1,000,000

R =Cost (Real Estate Only) V =Other

C=\$2,501 - \$5,000 H1=\$1,000,001 - \$5,000,000 L=\$50,001 - \$100,000 P1=\$1,000,001 - \$5,000,000 P4=More than \$50,000,000

S =Assessment

D=\$5,001 - \$15,000 H2 =More than \$5,000,000 M=\$100,001 - \$250,000

P2 =\$5,000,001 - \$25,000,000

E=\$15,001 - \$50,000

Page 9 of 10

Name of Person Reporting

Calabresi, Guido

Date of Report

07/25/2006

VIII. ADDITIONAL INFORMATION OR EXPLANATIONS. (Indicate part of Report.)

III. NON-INVESTMENT INCOME

A. Filer's Non-Investment Income

Yale University is instructed to limit my compensation to the maximum amount permitted. I noticed from the instructions that the amount paid by Yale on the W-2 form was \$805 above the 15% limitation. It is possible that they paid the extra amount in error. In any event, I donated to Yale University for its general and unrestricted use a sum well in excess of \$805 during the year.

VII. INVESTMENTS AND TRUSTS

I have not included my personal residence in Connecticut and its adjacent land; an apartment and caretaker's apartment and an olive grove in Italy held for vacation trips and not for investment or the production of income; a fishing camp in Maine held for vacation trips and not for investment of the production of income; land across the road from my residence in Connecticut held to protect my land and not for investment or the production of income; and additional land identical to this and adjacent to it.

Trusts #3, #4, and #5 in part VII and the retirement account described in VII # 50 did not distribute any income to me or to an immediate family member. Income was earned and not distributed.

In 1995 a family member and I established a Charitable Remainder Unitrust. The family member and I are 5.5% income beneficiaries during our lives, or 20 years, whichever is longer. The trustee is instructed to invest the money only in widely diversified mutual or money market funds. See part VII Trust #6.

Page 10 of 10

Name of Person Reporting	Date of Report
Calabresi, Guido	07/25/2006

IX. CERTIFICATION.

I certify that all information given above (including information pertaining to my spouse and minor or dependent children, if any) is accurate, true, and complete to the best of my knowledge and belief, and that any information not reported was withheld because it met applicable statutory provisions permitting non-disclosure.

I further certify that earned income from outside employment and honoraria and the acceptance of gifts which have been reported are in compliance with the provisions of 5 U.S.C. app. § 501 et. seq., 5 U.S.C. § 7353, and Judicial Conference regulations.

Signature Date Ouy 2,2006

NOTE: AN AND WINGLY AND WILFULLY FALSIFIES OR FAILS TO FILE THIS REPORT MAY BE SUBJECT TO CIVIL AND CRIMINAL SANCTIONS (5 U.S.C. app. § 104)

FILING INSTRUCTIONS

Mail signed original and 3 additional copies to:

Committee on Financial Disclosure Administrative Office of the United States Courts Suite 2-301 One Columbus Circle, N.E. Washington, D.C. 20544 To: Guido Calabresi

From: Stephen Yandle

Date: February 3, 1994

Re: Retirement benefits

Tenured members of the Faculty upon retirement may elect to continue teaching and other activities at the School on a part-time basis. In accordance with usual curricular processes retired professors may teach one half time or less. Faculty members electing to teach half time may offer up to one course in each semester of the academic year or, by arrangement with the Dean, two courses in one term followed by a term in which they offer no courses. The part-time privileges and responsibilities will continue without term, but subject to the standards for continuation applied to non-retired, tenured faculty members.

Retired faculty must take up a reduced teaching assignment within two years of the date of their retirement and may not interrupt their teaching for longer than two academic years without forfeiting their appointments. Retired faculty who elect to teach part-time will designated as Professorial Lecturers. Appropriate compensation for part-time teaching is determined by the Dean.

After retirement faculty continue to receive various forms of support. The support may depend on whether the faculty member continues to teach.

Offices.

Upon retirement faculty members will leave the larger offices that they may occupy and will lose their position on the office seniority list, but will be provided other office space.

Secretarial

Retired faculty will continue to receive secretarial support, but at a reduced level. In general, Professorial Lecturers would receive half the usual allocation for full time faculty.

Leaves

Retired faculty who continue to teach can be granted triennial leave proportionate to the amount of teaching they are doing (e.g. A Professorial Lecturer who is teaching a course a semester could receive a semester triennial leave every three years. Pay for the leave would be equal to the amount that the faculty member would have received for teaching that

discretion of the dean with the approval of the Provost.

Retired faculty may "carry forward" their scheduled leaves from pre-retirement, but only as to the timing of the next leave due, which must conform to the stipulation above (e.g. A faculty member who had no leave for two years prior to retirement and who started teaching a course a semester after retirement would be eligible for a paid leave in the second semester of retirement, but the pay would be in the amount of the salary that would have been paid for teaching a course in that semester).

Summer Stipends

Retired faculty are not eligible for summer stipends.

Research Assistants

Retired faculty may receive the same type of research support as full time faculty. Requests for research assistants and travel must be submitted to the dean for approval. Other support requests - computers, duplicating, etc. - would be processed through existing administrative procedures with non-routine approval being referred to the dean. General support from the library and its staff will be available. Book purchase requests should be directed to the Librarian. 'All of these procedures are identical to those in place for full time faculty.

Salary

Salary will be negotiated individually with the dean, but as a general guideline Professorial Lecturers who teach a course each semester after retirement will receive one quarter of their pre-retirement salary. That salary will be reviewed annually and Professorial Lecturers will be eligible for increases. Increases will generally be limited to the University figure for tenured faculty.

University Benefits

General

University benefits hinge on whether the faculty member is "half time or more", which is defined precisely as 50% or more.

Retirement Contribution

The Law School will make contributions to retirement funds for Professorial Lecturers to the extent possible given the University's formula for completion of contributions to retirement funds. The operation of the formula can vary by individual, but it is highly likely that Law School faculty serving as Professorial Lecturers will have completed contributions to retirement funds prior to serving as Professorial Lecturers. For faculty who had fifteen years of service at Yale prior to July 1, 1993, contributions to retirement accounts at the regular annual formula will not cease before age 70.

Medical Benefits

Yale faculty with 30 years of service are eligible for post-retirement medical coverage comparable to that provided full time faculty. Faculty with less than 30 years of service receive a pro rata benefit based on years of service. The coverage, while comparable, is different as it is designed to take advantage of Medicare benefits. Faculty who are classified as 50% or more are eligible for the regular faculty health coverage.

Under current policy if a faculty member is classified as 50% or more, he or she is not eligible for retirement health coverage even if he or she meets the age and term of service requirements because Medicare regulations stipulate that anyone who is entitled to regular health benefits from their employer must receive that benefit rather than Medicare so retired faculty listed as 50% or more would be covered under the regular faculty medical plan.

Dental Insurance

There is no University contribution to the Dental Plan, but still the plan is available only to faculty who are half time or more.

Long-term Disability

Faculty classified as 50% or more are eligible for coverage under the University's long-term disability program. The benefits of that program terminate at age 70.

Flexible Benefits

The University requires that a faculty member be employed 50% or more to participate in the flexible benefits program.

Group Life Insurance

Faculty members may participate in the group life insurance plan if employed half time or more. If employed less than half time, the group life insurance can be converted to a whole life policy.

Benefits Dollars

Faculty working half time or more receive \$27 per month which can be applied to faculty paid benefits or accepted as taxable income.

Scholarship Plan for Sons and Daughters

The benefit is available to all retired faculty who meet the length of service requirement -- six continuous years prior to receiving the benefit or four continuous years prior and eight years of total service.

Early retirement

For faculty who retire at age 62 or over with at least 15 years of service and before the "normal retirement age of 70" will be eligible to receive from the University a cash benefit. The benefit equals 60% of the participant's three year final average salary plus 2% for each year of service with the University over 15, or, if less, the amount that would be required to purchase an annuity that would bridge the difference between the annuity which could be purchased with the participant's Yale retirement account balance at the date of early retirement and the annuity which could be purchased with that account balance projected (at 4%) to "normal retirement age." For the purpose of the foregoing, amounts in the account balance in excess of six times salary will be excluded for the calculations.