

## Summary of Index Returns

As of December 31, 2008

	4th Qtr. 2008	One Year	Annualized Returns		
			Three Years	Five Years	Ten Years
<b>Equities</b>					
<i>Large Cap Equities</i>					
Dow Jones Industrial Average	N/A	(31.9%)	(4.1%)	(1.1%)	1.7%
S&P 500 Index	(21.9%)	(37.0%)	(8.4%)	(2.2%)	(1.4%)
Russell 1000 Index	(22.5%)	(37.6%)	(8.7%)	(2.0%)	(1.1%)
Russell 1000 Growth Index	(22.8%)	(38.4%)	(9.1%)	(3.4%)	(4.3%)
Russell 1000 Value Index	(22.2%)	(36.9%)	(8.3%)	(0.8%)	1.4%
<i>Small Cap Equities</i>					
Russell 2500 Index	(26.3%)	(36.8%)	(9.4%)	(1.0%)	4.1%
Russell 2000 Index	(26.1%)	(33.8%)	(8.3%)	(0.9%)	3.0%
<i>International Equities</i>					
MSCI EAFE Index Net	(20.0%)	(43.4%)	(7.4%)	1.7%	0.8%
<i>Emerging Markets</i>					
MSCI Emerging Markets Index Net	(27.6%)	(53.3%)	(4.9%)	7.7%	9.0%
<b>Real Estate</b>					
<i>Real Estate</i>					
NAREIT Equity REIT Index	(38.8%)	(37.7%)	(10.8%)	0.9%	7.4%
<b>Fixed Income</b>					
<i>Inflation Linked Bonds</i>					
Citigroup Inflation-Linked Securities	(2.3%)	(1.2%)	3.5%	4.3%	6.9%
<i>Intermediate Term Bonds</i>					
Lehman Brothers Aggregate Bond Index	4.6%	5.2%	5.5%	4.7%	5.6%
Merrill Lynch Municipals 3-7yr	4.2%	5.9%	4.9%	3.8%	4.8%
Merrill Lynch Municipals 7-12yr	3.8%	2.2%	3.9%	3.7%	5.0%
<i>Short Term Bonds</i>					
Citigroup Treasury 1-3 yr	2.6%	6.6%	5.9%	4.0%	4.7%
Merrill Lynch Municipals 1-3yr	2.3%	5.2%	4.4%	3.2%	3.7%
<i>Floating Rate Securities</i>					
CSFB Leveraged Loan Index	N/A	N/A	N/A	N/A	N/A
<b>Cash/Equivalents</b>					
<i>Money Market/Cash</i>					
Citigroup 3-Month Treasury Bill	0.3%	1.8%	3.8%	3.1%	3.3%

For comparison purposes only.

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