

## Summary of Index Returns

As of December 31, 2007

	4th Qtr. 2007	Annualized Returns			
		One Year	Three Years	Five Years	Ten Years
<b>Equities</b>					
<i>Large Cap Equities</i>					
Dow Jones Industrial Average	(3.9%)	8.9%	9.7%	12.2%	7.4%
S&P 500 Index	(3.3%)	5.5%	8.6%	12.8%	5.9%
Russell 1000 Index	(3.2%)	5.8%	9.1%	13.4%	6.2%
Russell 1000 Growth Index	(0.8%)	11.8%	8.7%	12.1%	3.8%
Russell 1000 Value Index	(5.8%)	(0.2%)	9.3%	14.6%	7.7%
<i>Small Cap Equities</i>					
Russell 2500 Index	(4.3%)	1.4%	8.4%	17.0%	9.0%
Russell 2000 Index	(4.6%)	(1.6%)	6.8%	16.3%	7.1%
<i>International Equities</i>					
MSCI EAFE Index Net	(1.8%)	11.2%	16.8%	21.6%	8.7%
<i>Emerging Markets</i>					
MSCI Emerging Markets Index Net	3.6%	39.4%	35.2%	37.0%	N/A
<b>Real Estate</b>					
<i>Real Estate</i>					
NAREIT Equity REIT Index	(12.7%)	(15.7%)	8.5%	18.2%	10.5%
<b>All Asset</b>					
<i>Real Return</i>					
Citigroup Inflation-Linked Securities	5.0%	11.6%	4.9%	6.2%	7.4%
<b>Fixed Income</b>					
<i>Intermediate Term Bonds</i>					
Lehman Brothers Aggregate Bond Index	3.0%	7.0%	4.6%	4.4%	6.0%
Merrill Lynch Municipals 3-7yr	2.0%	5.3%	3.3%	3.4%	4.8%
Merrill Lynch Municipals 7-12yr	1.9%	4.8%	4.1%	4.4%	5.4%
<i>Inflation Linked Bonds</i>					
Citigroup Inflation-Linked Securities	5.0%	11.6%	4.9%	6.2%	7.4%
<i>Short Term Bonds</i>					
Citigroup Treasury 1-3 yr	2.4%	7.2%	4.3%	3.1%	4.7%
Merrill Lynch Municipals 1-3yr	1.6%	4.7%	3.1%	2.5%	3.7%
<i>Floating Rate Securities</i>					
CSFB Leveraged Loan Index	(0.1%)	1.9%	4.9%	6.3%	5.0%
<b>Cash/Equivalents</b>					
<i>Money Market/Cash</i>					
Citigroup 3-Month Treasury Bill	1.0%	4.7%	4.2%	3.0%	3.6%

For comparison purposes only.

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