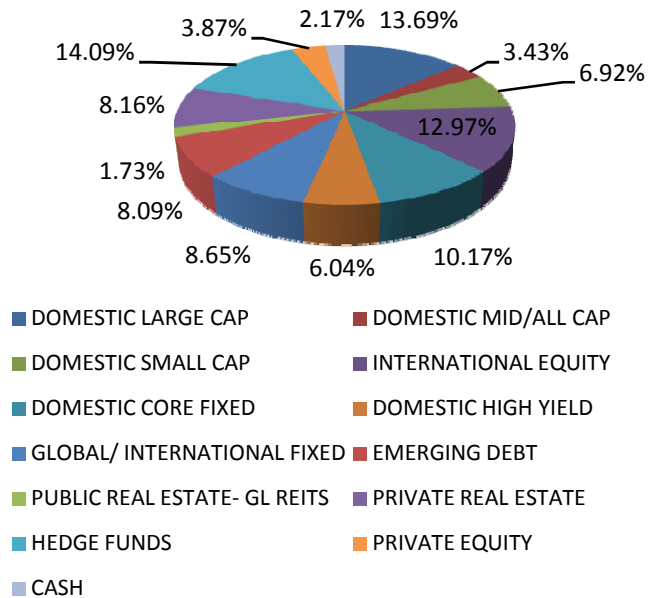


ASSET ALLOCATION AS OF DEC. 31, 2008

ASSET CLASS	CURRENT ALLOCATION	PROPOSED TARGET	PROPOSED MIN	PROPOSED MAX
DOMESTIC LARGE CAP	13.69%	15.00%	10.00%	20.00%
DOMESTIC MID/ALL CAP	3.43%	5.00%	0.00%	10.00%
DOMESTIC SMALL CAP	6.92%	5.00%	0.00%	10.00%
INTERNATIONAL EQUITY	12.97%	15.00%	10.00%	20.00%
DOMESTIC CORE FIXED	10.17%	10.00%	5.00%	15.00%
DOMESTIC HIGH YIELD	6.04%	7.00%	3.00%	11.00%
GLOBAL/ INTERNATIONAL FIXE	8.65%	7.50%	2.50%	12.50%
EMERGING DEBT	8.09%	7.50%	2.50%	12.50%
PUBLIC REAL ESTATE- GL REIT	1.73%	2.50%	0.00%	7.50%
PRIVATE REAL ESTATE	8.16%	7.50%	5.00%	12.50%
HEDGE FUNDS	14.09%	12.50%	7.50%	15.00%
PRIVATE EQUITY	3.87%	4.00%	2.00%	10.50%
CASH	2.17%	1.50%	0.00%	5.00%

ASSET ALLOCATION AS OF 12/31/08 CURRENT ALLOCATION



ASSET ALLOCATION AS OF 12/31/08 PROPOSED TARGET

