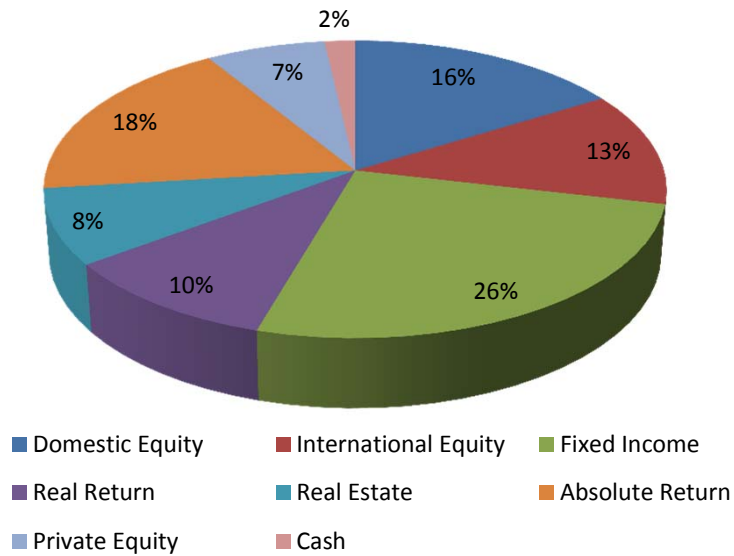


Asset Allocation as of December 31, 2011

Asset Class	Current Allocation	Proposed Target	Allocation Min	Allocation Max
Domestic Equity	16.23%	17.00%	13.00%	21.00%
International Equity	12.36%	15.00%	11.00%	19.00%
Fixed Income	25.92%	27.00%	24.00%	30.00%
Real Return	10.33%	10.00%	9.00%	11.00%
Real Estate	8.25%	8.00%	6.00%	10.00%
Absolute Return	18.07%	18.00%	16.00%	20.00%
Private Equity	7.03%	4.00%	2.00%	6.00%
Cash	1.80%	1.00%	0.00%	5.00%

Asset Allocation as of 12/31/11 Current Allocation



Asset Allocation as of 12/31/11 Proposed Target

