Asset Allocation Guidelines

	Minimum	Maximum	Target
Domestic Large/Medium Cap Equities: 30% to 55%			
Domestic Large Cap Equities (growth & value)	30%	55%	40-50%
Domestic Small/Medium Cap Equities: 5% to 30%			
Domestic Small/Mid Cap Equities (growth & value)	5%	20%	10-15%
International Equity	5%	15%	5-10%
Total Equity	50%	70%	60%
Real Estate	0%	5%	2-5%
Investment Grade Fixed Income	20%	30%	25-30%
Cash/Cash Equivalents	5%	15%	10%

	Minimum	Maximum	Target
Domestic Large/Medium Cap Equities: 30% to 70%			
Domestic Large Cap Equities (growth & value)	30%	70%	40%
Domestic Small/Medium Cap Equities: 0% to 30%			
Domestic Small/Mid Cap Equities (growth & value)	0%	20%	5%
International Equity	5%	20%	15%
Total Equity	50%	70%	60%
Real Estate	0%	5%	2-5%
Fixed Income	20%	50%	25-35%
Cash/Cash Equivalents	1%	15%	5%
Other Alternative Investments	0%	15%	0%