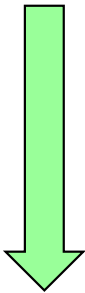


# Asset Allocation Guidelines

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



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