



Asset Allocation Guidelines

Asset Class	Range	Target	Rebalance Point	Benchmark
Equities Domestic Equities	63.0%-69.0% 33.0%-43.0%	66.0% 38.0%	+/-3% +/-5%	MSCI All Country World Index Russell 3000 Index
Large Cap Growth Core Value	21.2%-31.2% 3.0%-7.0% 9.3%-13.3% 8.9%-10.9%	26.2% 5.0% 11.3% 9.9%	+/-5% +/-2% +/-2% +/-1%	Russell 1000 Index Russell 1000 Growth Index S&P 500 Index Russell 1000 Value Index
Mid Cap Growth Value	3.6%-11.6% 1.8%-5.8% 1.8%-5.8%	7.6% 3.8% 3.8%	+/-4% +/-2% +/-2%	Russell Mid Cap Index Russell Mid Cap Growth Russell Mid Cap Value
Small Cap Growth Value	2.2%-6.2% 1.1%-3.1% 1.1%-3.1%	4.2% 2.1% 2.1%	+/-2% +/-1% +/-1%	Russell 2000 Index Russell 2000 Growth Index Russell 2000 Value Index
International Equities Developed Growth Developed Value Developed Markets Index Fund	15.0%-23.0% 7.0%-10.0% 7.0%-10.0% 1.0%-3.0%	19.0% 8.5% 8.5% 2.0%	+/-4% +/-1.5% +/-1.5% +/-1%	MSCI ACWI EX US (ND) Index MSCI EAFE Growth (ND) Index MSCI EAFE Value (ND) Index MSCI EAFE Index
Global Equity	5.0%-13.0%	9.0%	+/-4%	MSCI All Country World Index
Real Estate	4.0%-12.0%	8.0%	+/-4%	NCREIF ODCE Index
Fixed Income Core Plus Bond Active Aggregate Bond Index US Tips Index	23.0%-29.0% 10.0%-12.0% 10.0%-12.0% 3.0%-5.0%	26.0% 11.0% 11.0% 4.0%	+/-3% +/-1% +/-1% +/-1%	BB Aggregate Bond Index BB Aggregate Bond Index BB Aggregate Bond Index BB US TIPS Index
Cash and Equivalents	0.0-5.0%	0.0%		3-month Treasury Bill Index