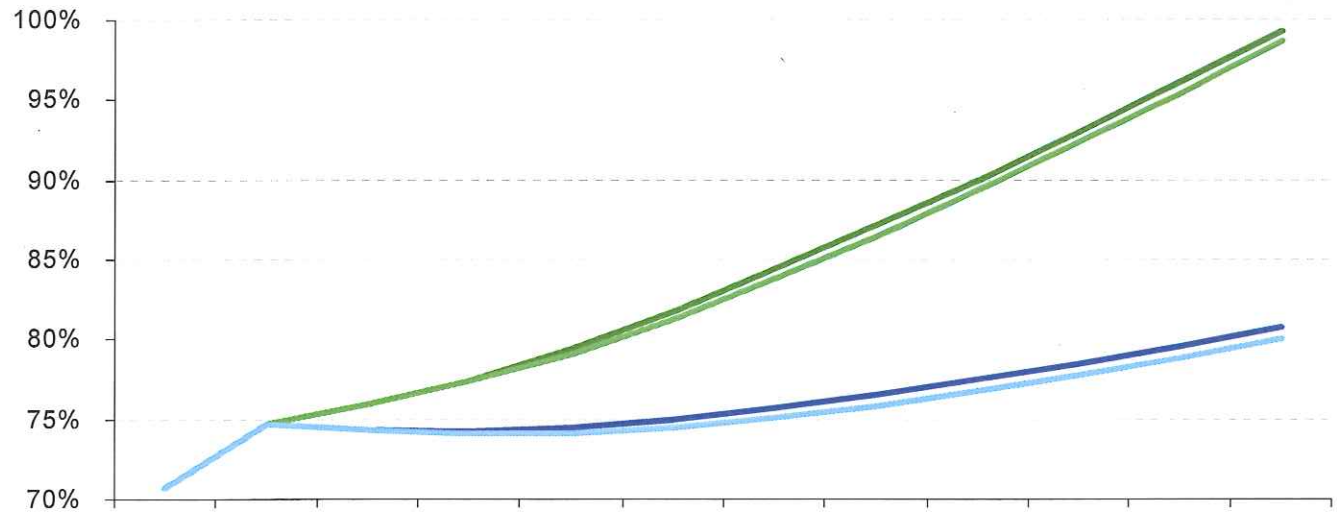


Guiding Principles

Principle: Protect Funded Status

The assumptions behind the projections are detailed in the Appendix



As of 12/31	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Current Implementation, 10.5% Return	71%	75%	76%	77%	79%	82%	84%	87%	90%	93%	96%	99%
Revised Implementation, 10.5% Return	71%	75%	76%	77%	79%	81%	84%	86%	89%	92%	95%	99%
Current Implementation, 8.0% Return	71%	75%	74%	74%	74%	75%	76%	77%	78%	79%	80%	81%
Revised Implementation, 8.0% Return	71%	75%	74%	74%	74%	74%	75%	76%	77%	78%	79%	80%

Both the current and revised implementations move funded status upward if the investment return assumption is met or exceeded, with the ten-year funded status projection about 1% lower under a revised implementation