

# Optional Retirement Program (ORP) and 403(b) Plan

## For the Period Ending March 31, 2012

<i>Money Market</i>	Provider	Expense Ratio	Qtr.	1-Year	Annualized		
					3-Year	5-Year	10-Year
American Century Premium Money Mkt Inv	VALIC	0.46	0.00	0.01	0.09	1.42	1.88
Vanguard Prime Money Market Inv	Lincoln	0.20	0.01	0.04	0.11	1.44	1.95
Fidelity Retirement Money Market	Fidelity	0.42	0.00	0.01	0.11	1.47	1.94
CREF Money Market	TIAA-CREF	0.42	0.00	0.00	0.00	1.23	1.79
Money Market Universe	Peer Group	0.24	0.00	0.01	0.04	1.25	1.77
BofAML US Treasury Bill 3 Mon	Benchmark	--	0.01	0.06	0.13	1.24	1.91

<i>Stable Value</i>	Provider	Expense Ratio	Qtr.	1-Year	3-Year	5-Year	10-Year
Lincoln Fixed Annuity	Lincoln	1.20	0.74	3.00	3.10	3.26	3.58
Fidelity Managed Income Portfolio	Fidelity	0.55	0.34	1.35	1.34	2.33	3.29
Principal Fixed Annuity *	Fidelity	--	--	--	--	--	--
TIAA Traditional Account	TIAA-CREF	0.51	0.74	3.86	4.09	4.64	5.30
Stable Value Universe	Peer Group	0.30	0.60	2.39	2.84	3.57	4.16
Citi USBIG Treasury 1-3 Yr	Benchmark	--	-0.09	1.36	1.45	3.33	3.22

<i>Core Bond</i>	Provider	Expense Ratio	Qtr.	1-Year	3-Year	5-Year	10-Year
PIMCO Total Return P	Lincoln	0.56	2.85	5.88	9.26	8.22	6.93
PIMCO Total Return Instl	Fidelity	0.46	2.88	5.99	9.36	8.34	7.03
CREF Bond Market	TIAA-CREF	0.45	0.82	7.21	7.02	5.44	5.34
Core Bond Universe	Peer Group	0.69	1.46	7.12	9.36	6.07	5.60
BarCap US Agg Bond TR USD	Benchmark	--	0.30	7.71	6.83	6.25	5.80

\* 403(b) Plan only; the Principal Fixed Annuity is currently crediting 2.20% for 2011

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<i>Treasury Inflation Protected Securities</i>	Provider	Expense			Annualized		
		Ratio	Qtr.	1-Year	3-Year	5-Year	10-Year
American Century Infl Adj Bond A	VALIC	0.73	0.87	11.72	7.99	7.10	6.77
BlackRock Inflation Protected Bond Instl	Lincoln	0.45	1.11	10.80	8.39	7.87	--
Fidelity Inflation-Protected Bond	Fidelity	0.45	0.72	11.61	8.26	6.61	--
CREF Inflation-Linked Bond	TIAA-CREF	0.45	0.68	11.73	8.27	7.09	7.03
Treasury Inflation Protected Securities Universe	Peer Group	0.61	0.90	11.22	8.30	7.01	7.24
BarCap US Treasury US TIPS TR USD	Benchmark	--	0.86	12.20	8.74	7.60	7.51

<i>Balanced</i>	Provider	Expense			3-Year	5-Year	10-Year
		Ratio	Qtr.	1-Year			
American Funds American Balanced R4	VALIC	0.65	8.66	7.85	18.35	3.92	5.46
Fidelity Balanced K	Fidelity	0.48	9.19	6.66	19.32	3.38	6.70
CREF Social Choice	TIAA-CREF	0.46	6.95	5.75	16.81	3.42	5.03
Balanced Universe	Peer Group	1.06	8.39	5.21	17.21	3.00	5.13
60% S&P 500 : 40% BarCap Agg	Benchmark	--	7.56	8.58	16.91	4.15	5.14

<i>Large Cap Core Equity Passive</i>	Provider	Expense			3-Year	5-Year	10-Year
		Ratio	Qtr.	1-Year			
Dreyfus S&P 500 Index	VALIC/Lincoln	0.50	12.46	8.06	22.89	1.58	3.65
Fidelity Spartan 500 Index Institutional	Fidelity	0.04	12.56	8.49	23.36	1.98	4.05
TIAA-CREF S&P 500 Index Instl	TIAA-CREF	0.07	12.53	8.40	23.29	1.97	--
Large Cap Core Equity Passive Universe	Peer Group	0.40	12.51	8.02	23.14	1.79	3.86
S&P 500 TR	Benchmark	--	12.59	8.54	23.42	2.01	4.12

<i>Large Cap Core Equity Active</i>	Provider	Expense			3-Year	5-Year	10-Year
		Ratio	Qtr.	1-Year			
Davis NY Venture A	VALIC	0.89	11.57	1.56	21.41	-0.39	4.58
Neuberger Berman Socially Resp Inv	Lincoln	0.90	10.52	0.38	22.29	2.31	6.04
CREF Stock	TIAA-CREF	0.49	13.35	2.26	22.57	0.95	4.74
Large Cap Core Equity Active Universe	Peer Group		12.70	5.55	21.87	1.51	4.07
S&P 500 TR	Benchmark	--	12.59	8.54	23.42	2.01	4.12

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<i>Large Cap Value</i>	Provider	Expense Ratio	Qtr.	1-Year	Annualized		
					3-Year	5-Year	10-Year
<b>BlackRock Large Cap Value Inv A</b>	<b>VALIC</b>	1.24	11.22	-0.59	16.31	-2.23	4.83
<b>American Beacon Lg Cap Value Y</b>	<b>Lincoln</b>	0.70	14.55	6.16	23.46	0.13	5.69
<b>American Beacon Lg Cap Value Inst</b>	<b>Fidelity</b>	0.59	14.53	6.25	23.59	0.19	5.72
<b>TIAA-CREF Large-Cap Value Instl</b>	<b>TIAA-CREF</b>	0.47	13.18	0.97	23.72	-0.59	--
Large Cap Value Universe	Peer Group	0.98	11.37	4.36	21.52	0.16	4.47
Russell 1000 Value TR USD	Benchmark	--	11.12	4.79	22.82	-0.81	4.58

<i>Large Cap Growth</i>	Provider	Expense Ratio	Qtr.	1-Year	3-Year	5-Year	10-Year
<b>American Funds Growth Fund of Amer R4</b>	<b>VALIC</b>	0.68	14.59	3.52	19.70	1.88	5.17
<b>American Funds Growth Fund of Amer R6</b>	<b>Lincoln</b>	0.33	14.69	3.90	20.09	2.08	5.28
<b>T. Rowe Price Instl Large Cap Growth</b>	<b>Fidelity/TIAA-CREF</b>	0.57	19.48	10.84	27.59	6.14	6.15
<b>Fidelity Contrafund K</b>	<b>Fidelity</b>	0.69	15.00	9.53	23.02	5.29	8.21
<b>TIAA-CREF Large-Cap Gr Idx Instl</b>	<b>TIAA-CREF</b>	0.08	14.66	10.89	25.19	5.01	--
Large Cap Growth Universe	Peer Group	1.05	15.90	7.59	23.05	3.74	4.35
Russell 1000 Growth TR USD	Benchmark	--	14.69	11.02	25.28	5.10	4.28

<i>Mid Cap Core Equity</i>	Provider	Expense Ratio	Qtr.	1-Year	3-Year	5-Year	10-Year
<b>ASTON/Fairpointe Mid Cap N</b>	<b>Fidelity</b>	1.14	13.04	-1.42	32.21	6.15	8.83
<b>Columbia Mid Cap Index Z</b>	<b>TIAA-CREF</b>	0.20	13.40	1.80	28.27	4.68	7.55
Mid Cap Core Equity Universe	Peer Group	1.05	12.93	1.24	26.29	2.41	6.67
Russell Mid Cap TR USD	Benchmark	--	12.94	3.31	29.13	3.03	7.85

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<i>Mid Cap Value</i>	Provider	Expense Ratio	Qtr.	1-Year	Annualized		
					3-Year	5-Year	10-Year
RidgeWorth Mid-Cap Value Equity A	VALIC	1.35	12.97	-2.63	27.44	4.95	7.16
Columbia Mid Cap Value Z	Lincoln	0.90	11.70	-0.08	25.73	0.74	7.14
RidgeWorth Mid-Cap Value Equity I	Fidelity	1.04	13.06	-2.33	27.81	5.25	7.56
TIAA-CREF Mid-Cap Value Instl	TIAA-CREF	0.46	12.15	2.51	26.20	1.80	--
Mid Cap Value Universe	Peer Group	1.09	12.08	0.72	26.12	1.70	6.96
Russell Mid Cap Value TR USD	Benchmark	--	11.41	2.28	29.18	1.26	8.02

<i>Mid Cap Growth</i>	Provider	Expense Ratio	Qtr.	1-Year	3-Year	5-Year	10-Year
Dreyfus MidCap Core I	Lincoln	1.05	14.55	-0.37	19.43	1.27	6.39
Morgan Stanley Inst Mid Cap Growth I	Fidelity	0.70	17.62	1.20	33.17	7.98	9.50
TIAA-CREF Mid-Cap Growth Instl	TIAA-CREF	0.49	17.48	2.21	29.38	5.14	--
Mid Cap Growth Universe	Peer Group	1.14	14.41	2.13	26.48	4.26	6.38
Russell Mid Cap Growth TR USD	Benchmark	--	14.52	4.43	29.16	4.44	6.92

<i>Small Cap Core Equity</i>	Provider	Expense Ratio	Qtr.	1-Year	3-Year	5-Year	10-Year
Fidelity Small Cap Stock	Fidelity	1.13	13.97	-9.79	26.29	2.58	6.71
Royce Pennsylvania Mutual Invmt	TIAA-CREF	0.91	12.08	-1.55	27.23	3.27	8.24
TIAA-CREF Small-Cap Blend Idx Inst	TIAA-CREF	0.15	12.43	-0.10	26.80	2.16	--
Small Cap Core Equity Universe	Peer Group	1.16	12.19	0.43	27.10	2.16	6.81
Russell 2000 TR USD	Benchmark	--	12.44	-0.18	26.90	2.13	6.45

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<i>Small Cap Value</i>	Provider	Expense			Annualized		
		Ratio	Qtr.	1-Year	3-Year	5-Year	10-Year
Allianz NFJ Small Cap Value Admin	VALIC	1.03	6.91	0.75	25.34	4.87	9.99
Heartland Value Plus Inst	VALIC	0.87	9.64	-2.92	24.26	6.23	10.33
Allianz NFJ Small Cap Value Instl	Lincoln/Fidelity	0.78	6.99	1.03	25.67	5.13	10.37
Small Cap Value Universe	Peer Group	1.23	11.96	-0.57	28.07	2.41	7.80
Russell 2000 Value TR USD	Benchmark	--	11.59	-1.07	25.36	0.01	6.59

<i>Small Cap Growth</i>	Provider	Expense			3-Year	5-Year	10-Year
		Ratio	Qtr.	1-Year			
Legg Mason ClearBridge Small Cap Gr I	VALIC	0.85	18.32	10.29	30.65	6.68	6.91
Columbia Acorn USA Z	Lincoln/Fidelity	1.05	16.38	2.88	28.67	3.21	7.29
Small Cap Growth Universe	Peer Group	1.29	13.85	0.60	27.40	3.67	6.08
Russell 2000 Growth TR USD	Benchmark	--	13.28	0.68	28.36	4.15	6.00

<i>Global Equity</i>	Provider	Expense			3-Year	5-Year	10-Year
		Ratio	Qtr.	1-Year			
Oppenheimer Global Y	VALIC	0.90	13.90	-1.41	22.84	1.05	6.46
American Funds Capital World G/I R6	Lincoln	0.45	11.28	-0.44	18.20	0.89	8.20
Fidelity Worldwide	Fidelity	1.08	12.63	-0.09	21.59	1.58	6.28
CREF Global Equities	TIAA-CREF	0.52	13.64	0.43	20.76	-0.50	4.46
Global Equity Universe	Peer Group	1.28	13.02	-0.78	20.71	-0.05	5.81
MSCI World NR USD	Benchmark	--	11.56	0.56	20.24	-0.70	4.72

<i>Non U.S. Equity</i>	Provider	Expense			3-Year	5-Year	10-Year
		Ratio	Qtr.	1-Year			
Janus Overseas S	VALIC	1.19	19.82	-20.60	17.92	-0.17	9.31
American Funds EuroPacific Gr R6	Lincoln/TIAA-CREF	0.50	12.38	-5.94	17.43	0.48	7.73
Columbia Acorn International Z	Lincoln	0.98	15.07	-2.38	26.26	1.96	11.56
Fidelity Diversified International K	Fidelity	0.73	12.64	-5.74	16.96	-2.70	6.88
Non U.S. Equity Universe	Peer Group	1.10	11.91	-6.10	17.37	-2.68	5.61
MSCI EAFE NR USD	Benchmark	--	10.86	-5.77	17.13	-3.51	5.70

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	Provider	Expense Ratio	Qtr.	1-Year	Annualized		
					3-Year	5-Year	10-Year
<b>Non U.S. Equity Small Cap</b>							
<b>Fidelity International Small Cap</b>	<b>Fidelity</b>	1.26	15.30	-4.98	25.54	0.29	--
<b>Artisan International Value Investor</b>	<b>TIAA-CREF</b>	1.24	11.28	0.74	23.63	2.18	--
Non U.S. Equity Small Cap Universe	Peer Group	1.32	14.97	-4.55	24.73	-0.67	10.01
MSCI EAFE Small Cap NR USD	Benchmark	--	14.86	-6.23	24.12	-2.79	9.92

	Provider	Expense Ratio	Qtr.	1-Year	3-Year	5-Year	10-Year
<b>Nuveen Real Estate Secs A</b>	<b>VALIC</b>	1.29	10.69	12.03	41.94	1.55	12.29
<b>Nuveen Real Estate Secs I</b>	<b>Lincoln</b>	1.04	10.75	12.37	42.28	1.81	12.57
<b>Fidelity Real Estate Investment</b>	<b>Fidelity</b>	0.85	11.78	13.78	47.64	-0.44	10.58
Real Estate Universe	Peer Group	1.12	10.61	12.20	42.25	-0.19	10.44
FTSE NAREIT All REITs TR	Benchmark	--	10.41	10.91	39.98	-0.58	9.73

	Provider	Expense Ratio	Qtr.	1-Year	3-Year	5-Year	10-Year
<b>TIAA Real Estate Account</b>	<b>TIAA-CREF</b>	0.92	3.26	12.82	1.44	-2.12	4.21
Real Estate Universe	Peer Group	1.12	10.61	12.20	42.25	-0.19	10.44
NCREIF Total Index	Benchmark	--	2.59	13.41	5.96	2.88	8.17

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<i>Lifestyle (VALIC/Lincoln)</i>	Provider	Expense Ratio	Qtr.	1-Year	Annualized		
					3-Year	5-Year	10-Year
<b>T. Rowe Price Retirement Income Adv</b>	<b>VALIC/Lincoln</b>	0.81	6.19	4.31	14.00	4.06	--
Custom Benchmark - DJ Portfolio Target Today	Benchmark	--	1.99	6.04	9.90	5.60	--
<b>T. Rowe Price Retirement 2010 Adv</b>	<b>VALIC/Lincoln</b>	0.86	7.89	4.43	17.68	3.53	--
Custom Benchmark - DJ Portfolio Target 2010	Benchmark	--	2.78	5.67	11.77	4.90	--
<b>T. Rowe Price Retirement 2020 Adv</b>	<b>VALIC/Lincoln</b>	0.94	10.37	4.18	20.87	3.00	--
Custom Benchmark - DJ Portfolio Target 2020	Benchmark	--	5.44	4.79	15.75	3.74	--
<b>T. Rowe Price Retirement 2030 Adv</b>	<b>VALIC/Lincoln</b>	0.99	12.17	3.60	22.82	2.46	--
Custom Benchmark - DJ Portfolio Target 2030	Benchmark	--	8.68	3.29	20.38	2.92	--
<b>T. Rowe Price Retirement 2040 Adv</b>	<b>VALIC/Lincoln</b>	1.01	13.05	3.39	23.41	2.34	--
Custom Benchmark - DJ Portfolio Target 2040	Benchmark	--	10.94	2.05	23.02	2.46	--
<i>Lifestyle (TIAA-CREF)</i>	Provider		Qtr.	1-Year	3-Year	5-Year	10-Year
<b>TIAA-CREF Lifecycle Retire Inc Instl</b>	<b>TIAA-CREF</b>	0.38	6.29	6.35	13.54	--	--
Custom Benchmark - CREF Retirement Income	Benchmark	--	5.19	6.51	13.22	--	--
<b>TIAA-CREF Lifecycle 2010 Instl</b>	<b>TIAA-CREF</b>	0.39	7.50	5.84	15.56	3.59	--
Custom Benchmark - CREF Inst Life 2010	Benchmark	--	6.20	6.09	15.00	3.58	--
<b>TIAA-CREF Lifecycle 2015 Instl</b>	<b>TIAA-CREF</b>	0.41	8.37	5.36	16.82	3.15	--
Custom Benchmark - CREF Inst Life 2015	Benchmark	--	7.05	5.75	16.26	3.10	--
<b>TIAA-CREF Lifecycle 2020 Instl</b>	<b>TIAA-CREF</b>	0.42	9.54	4.98	18.12	2.60	--
Custom Benchmark - CREF Inst Life 2020	Benchmark	--	8.02	5.40	17.53	2.56	--
<b>TIAA-CREF Lifecycle 2025 Instl</b>	<b>TIAA-CREF</b>	0.43	10.61	4.42	19.32	2.04	--
Custom Benchmark - CREF Inst Life 2025	Benchmark	--	9.00	5.03	18.78	2.02	--
<b>TIAA-CREF Lifecycle 2030 Instl</b>	<b>TIAA-CREF</b>	0.44	11.53	3.86	20.38	1.44	--
Custom Benchmark - CREF Inst Life 2030	Benchmark	--	10.00	4.63	20.00	1.46	--
<b>TIAA-CREF Lifecycle 2035 Instl</b>	<b>TIAA-CREF</b>	0.45	12.67	3.43	21.37	1.28	--
Custom Benchmark - CREF Inst Life 2035	Benchmark	--	11.01	4.21	21.01	1.31	--
<b>TIAA-CREF Lifecycle 2040 Instl</b>	<b>TIAA-CREF</b>	0.45	12.97	3.41	21.42	1.42	--
Custom Benchmark - CREF Inst Life 2040	Benchmark	--	11.32	4.22	21.07	1.38	--
<b>TIAA-CREF Lifecycle 2045 Instl</b>	<b>TIAA-CREF</b>	0.46	12.88	3.32	21.26		
Custom Benchmark - CREF Inst Life 2045	Benchmark	--	11.32	4.22	21.07		
<b>TIAA-CREF Lifecycle 2050 Instl</b>	<b>TIAA-CREF</b>	0.46	12.93	3.42	21.34		
Custom Benchmark - CREF Inst Life 2050	Benchmark	--	11.32	4.22	21.07		

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<i>Lifestyle (Fidelity)</i>	Provider	Expense Ratio	Qtr.	1-Year	Annualized		
					3-Year	5-Year	10-Year
<b>Fidelity Freedom K Income</b>	<b>Fidelity</b>	0.41	3.38	3.50	--	--	--
Custom Benchmark - Fidelity Freedom Income	Benchmark	--	2.53	4.08	--	--	--
<b>Fidelity Freedom K 2000</b>	<b>Fidelity</b>	0.41	3.41	3.41	--	--	--
Custom Benchmark - Fidelity Freedom 2000	Benchmark	--	2.53	4.02	--	--	--
<b>Fidelity Freedom K 2005</b>	<b>Fidelity</b>	0.49	5.59	2.83	--	--	--
Custom Benchmark - Fidelity Freedom 2005	Benchmark	--	4.78	4.42	--	--	--
<b>Fidelity Freedom K 2010</b>	<b>Fidelity</b>	0.52	6.86	3.08	--	--	--
Custom Benchmark - Fidelity Freedom 2010	Benchmark	--	6.08	5.29	--	--	--
<b>Fidelity Freedom K 2015</b>	<b>Fidelity</b>	0.52	7.01	3.00	--	--	--
Custom Benchmark - Fidelity Freedom 2015	Benchmark	--	6.25	5.36	--	--	--
<b>Fidelity Freedom K 2020</b>	<b>Fidelity</b>	0.56	7.96	2.50	--	--	--
Custom Benchmark - Fidelity Freedom 2020	Benchmark	--	7.13	5.27	--	--	--
<b>Fidelity Freedom K 2025</b>	<b>Fidelity</b>	0.59	9.24	2.02	--	--	--
Custom Benchmark - Fidelity Freedom 2025	Benchmark	--	8.47	5.27	--	--	--
<b>Fidelity Freedom K 2030</b>	<b>Fidelity</b>	0.61	9.65	1.62	--	--	--
Custom Benchmark - Fidelity Freedom 2030	Benchmark	--	8.87	5.06	--	--	--
<b>Fidelity Freedom K 2035</b>	<b>Fidelity</b>	0.63	10.77	0.78	--	--	--
Custom Benchmark - Fidelity Freedom 2035	Benchmark	--	10.16	4.66	--	--	--
<b>Fidelity Freedom K 2040</b>	<b>Fidelity</b>	0.63	10.82	0.67	--	--	--
Custom Benchmark - Fidelity Freedom 2040	Benchmark	--	10.25	4.63	--	--	--
<b>Fidelity Freedom K 2045</b>	<b>Fidelity</b>	0.64	11.14	0.45	--	--	--
Custom Benchmark - Fidelity Freedom 2045	Benchmark	--	10.50	4.55	--	--	--
<b>Fidelity Freedom K 2050</b>	<b>Fidelity</b>	0.65	11.54	0.06	--	--	--
Custom Benchmark - Fidelity Freedom 2050	Benchmark	--	10.84	4.25	--	--	--
<b>Fidelity Freedom K 2055</b>	<b>Fidelity</b>	0.67	11.69	--	--	--	--
Custom Benchmark - Fidelity Freedom 2055	Benchmark	--	11.10	--	--	--	--

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