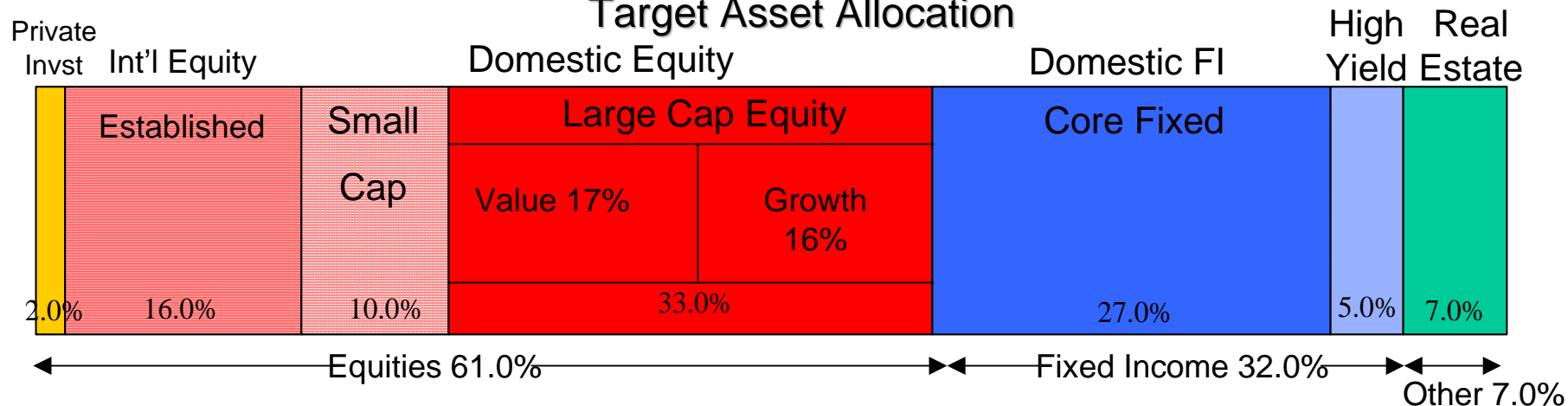


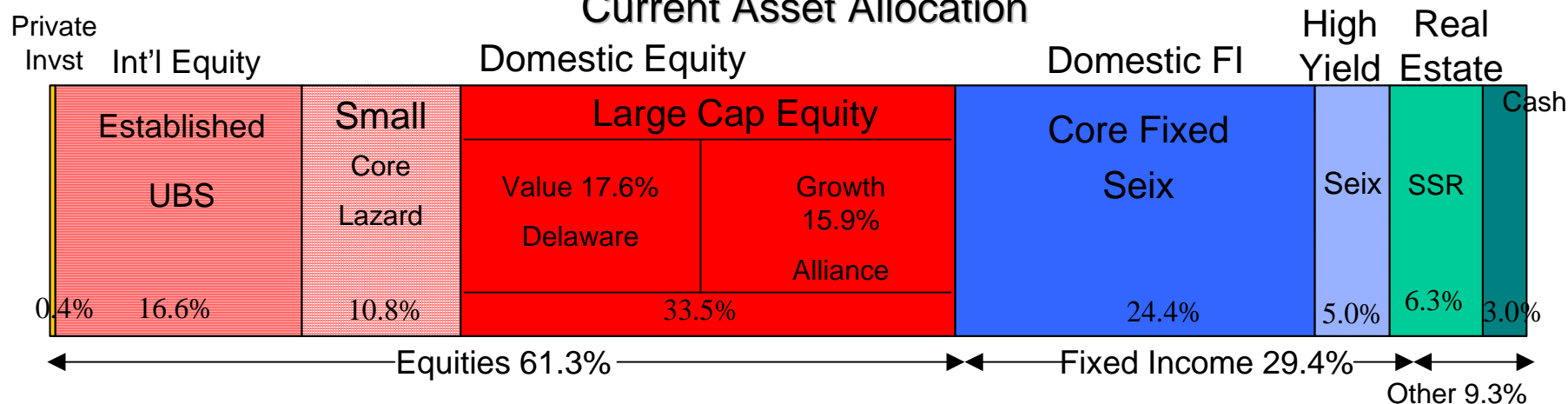
Plan Asset Allocation

As of March 31, 2004

Target Asset Allocation



Current Asset Allocation

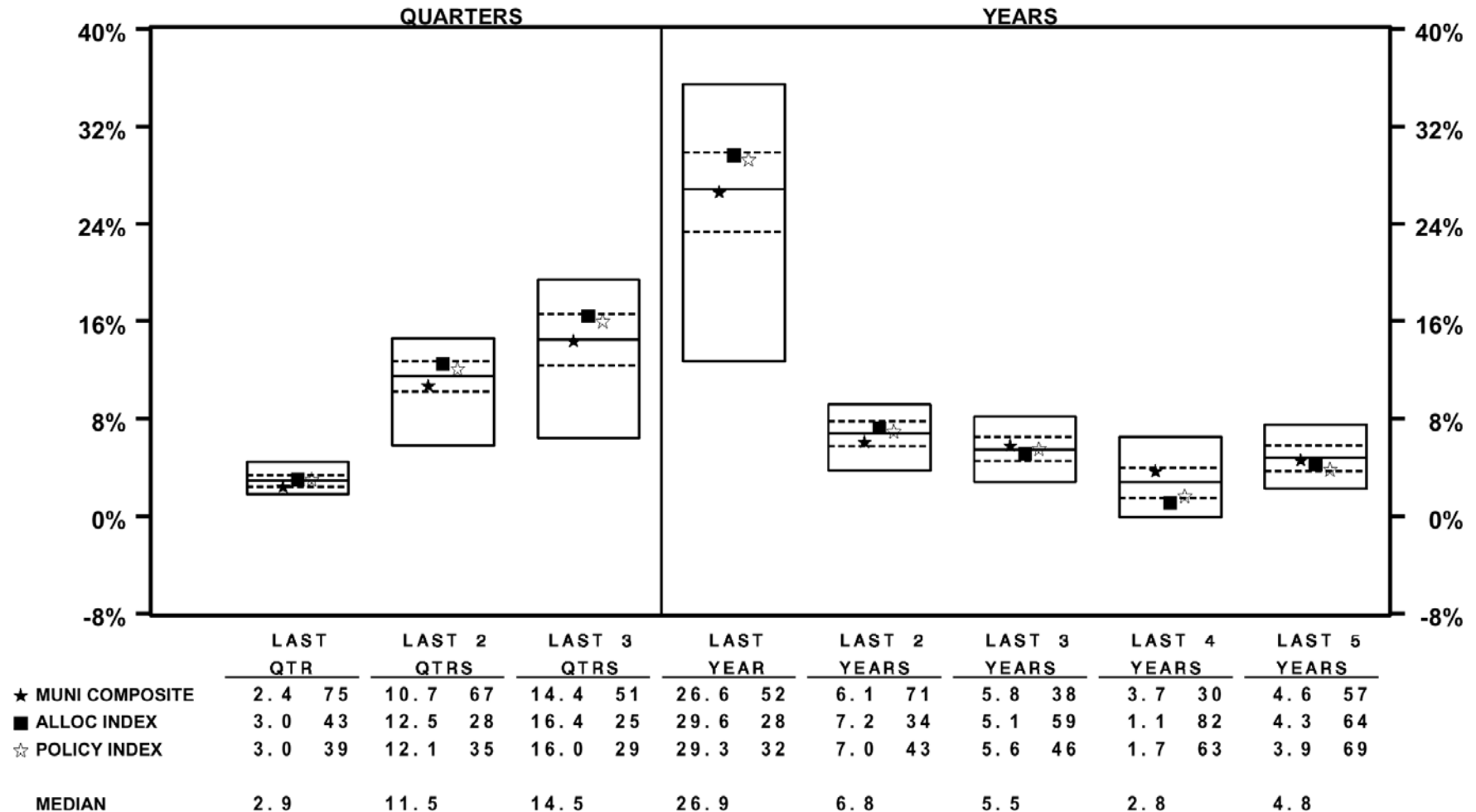


Asset Breakdown

	Domestic Large Value	Domestic Large Growth	Domestic Small Core	Core Fixed	High Yield	Int'l Equity	Real Estate	Private Investment	Cash	Total
Composite	\$38,329	\$34,671	\$23,733	\$53,681	\$10,804	\$36,129	\$13,767	\$753	\$6,327	\$218,194
Delaware	38,329	0	0	0	0	0	0	0	0	\$38,329
Alliance	0	34,671	0	0	0	0	0	0	0	\$34,671
Lazard	0	0	23,733	0	0	0	0	0	0	\$23,733
Seix Core	0	0	0	53,342	0	0	0	0	0	\$53,342
Seix High Yield	0	0	0	0	10,804	0	0	0	0	\$10,804
UBS	0	0	0	0	0	36,129	0	0	7	\$36,136
SSR	0	0	0	0	0	0	13,767	0	0	\$13,767
Alternative Investments	0	0	0	0	0	0	0	753	77	\$830
Cash	0	0	0	339	0	0	0	0	6,243	\$6,582
(Dollars in 000's)										

Total Public Funds – Total Rates of Return

As of March 31, 2004



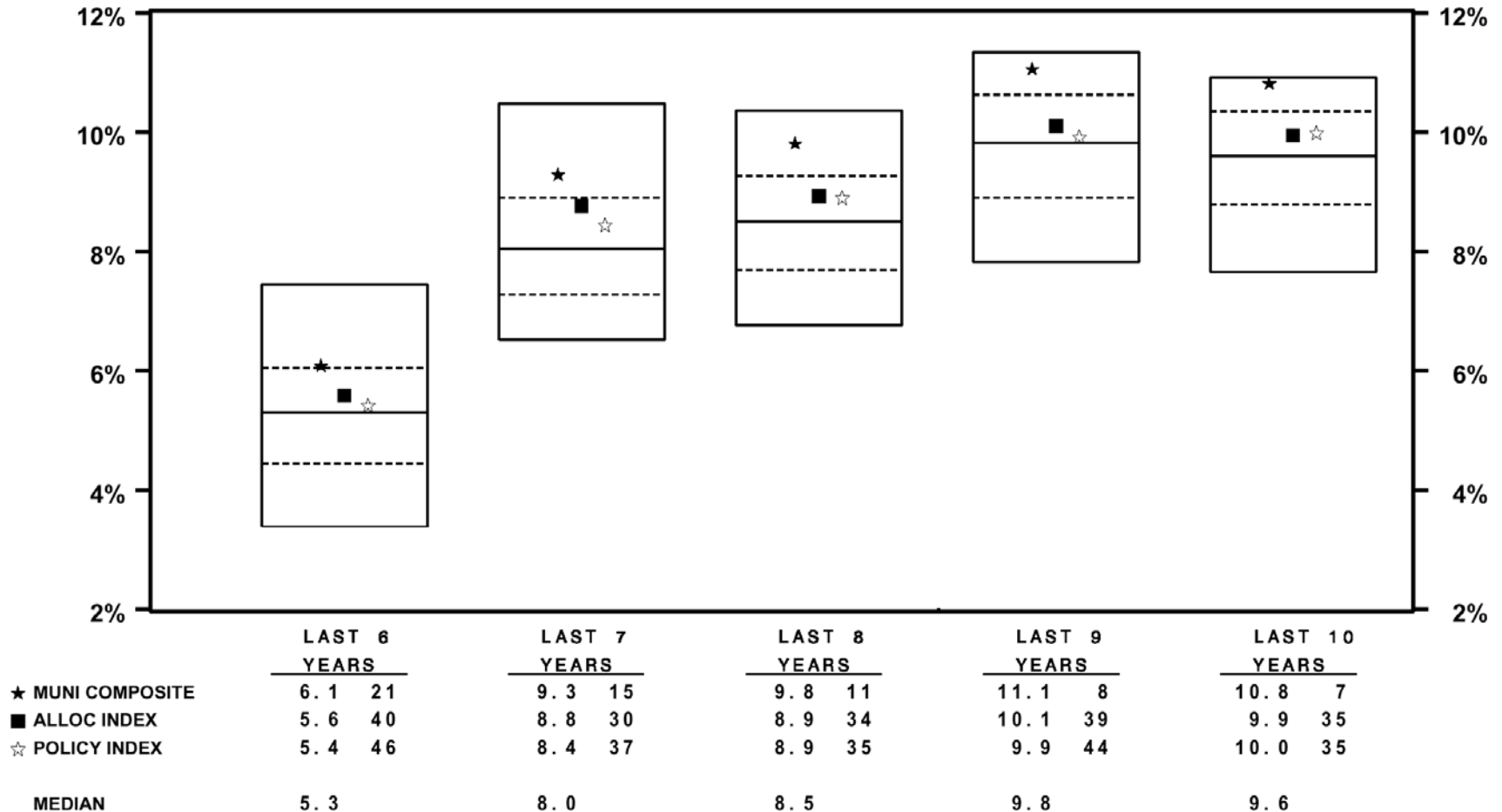
•**Policy Index:** Measures the effectiveness of *Plan Structure*. (Target asset class weights X Return of the respective passive benchmark)

•**Allocation Index:** Measures the effectiveness of *deviating from the target policy weights*. (*Policy Index* - *Allocation Index*) Allocation Index = weighted average return of the actual asset class weights and the return of the respective passive benchmark.

•**Composite:** Actual composite return = actual asset class weights times the actual manager return. Measures the *effectiveness of the managers*. (Actual composite return - *Allocation Index*)

Total Public Funds – Total Rates of Return

As of March 31, 2004



•**Policy Index:** Measures the effectiveness of *Plan Structure*. (Target asset class weights X Return of the respective passive benchmark)

•**Allocation Index:** Measures the effectiveness of *deviating from the target policy weights*. (Policy Index - Allocation Index) Allocation Index = weighted average return of the actual asset class weights and the return of the respective passive benchmark.

•**Composite:** Actual composite return = actual asset class weights times the actual manager return. Measures the *effectiveness of the managers*. (Actual composite return - Allocation Index)

Performance Detail (as of 3/31/04)

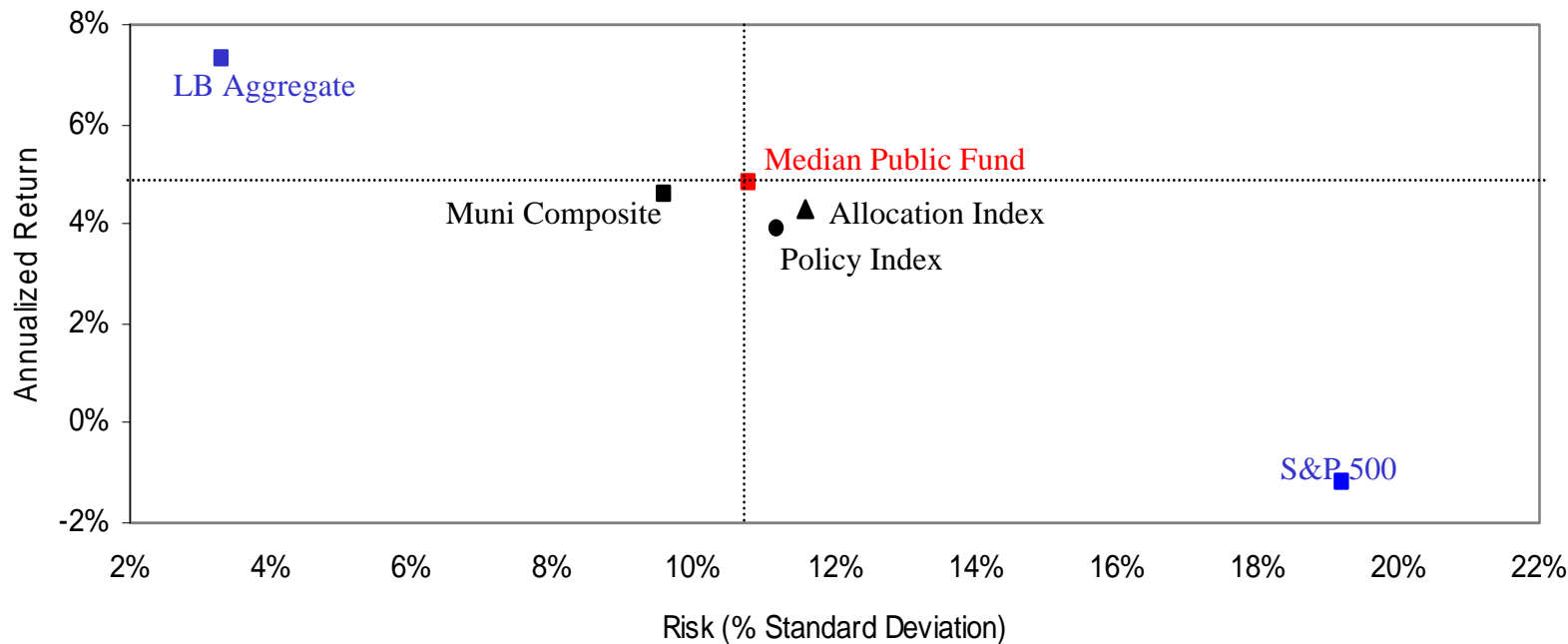
	1Q04	Public Rank	Last 1 Year	Public Rank	Last 3 Years	Public Rank	Last 5 Years	Public Rank	Fiscal YTD	Market Value	% of Portfolio	Annual Fee
Municipal Composite (GROSS)	2.4%	75	26.6%	52	5.8%	38	4.6%	57	14.4%	\$218,193,787	100.0%	0.6%
Municipal Composite (NET)	2.4%		26.4%		5.7%		N/A		14.2%			
Median Public Fund	2.9%		26.9%		5.5%		4.8%		14.5%			
Allocation Index	3.0%		29.6%		5.1%		4.3%		16.4%			
Policy Index	3.0%		29.3%		5.6%		3.9%		16.0%			
Large Cap Equity												
Total Large Cap Equity										\$72,999,621	33.5%	
Delaware	1.8%	79	39.3%	64	4.2%	66	4.2%	70	17.8%	\$38,328,861	17.6%	0.55%
Russell 1000 Value	3.0%		40.8%		4.3%		3.9%		20.1%			
Alliance	1.6%	44	29.4%	65	(2.4%)	68	(5.3%)	86	14.9%	\$34,670,760	15.9%	0.61%
Russell 1000 Growth	0.8%		32.2%		(1.7%)		(6.1%)		15.6%			
Standard & Poors 500	1.7%		35.1%		0.6%		(1.2%)		17.1%			
Small Cap Equity												
Total Small Cap Equity										\$23,733,387	10.9%	
Lazard	4.9%	77	54.3%	61	14.1%	58	N/A		30.3%	\$23,733,387	10.9%	0.75%
Russell 2000	6.3%		63.8%		10.9%		9.7%		32.7%			
Core Fixed												
Total Core Fixed Income										\$53,341,763	24.4%	
Seix	2.6%	52	6.1%	44	6.6%	89	N/A		3.1%	\$53,341,763	24.4%	0.44%
Lehman Aggregate Bond	2.7%		5.4%		7.4%		7.3%		2.8%			
High Yield Fixed												
Total High Yield Fixed Income										\$10,804,414	5.0%	
Seix	2.3%	37	N/A		N/A		N/A		8.0%	\$10,804,414	5.0%	0.55%
Citibank BB/B	2.0%		19.7%		7.8%		5.0%		10.1%			
Int'l Equity												
Total Int'l Equity										\$36,136,452	16.6%	
UBS	2.8%	86	51.1%	79	6.7%	37	3.8%	70	27.9%	\$36,136,452	16.6%	0.71%
CITI EPAC	4.4%		57.9%		3.9%		1.1%		31.8%			
EAFE (After Taxes)	4.3%		57.5%		3.4%		0.5%		32.1%			
Real Estate												
Total Real Estate										\$13,766,796	6.3%	
SSR	1.0%	65	6.3%	69	4.3%	71	7.3%	63	4.0%	\$13,766,796	6.3%	1.18%
NCREIF Property Index	2.0%		7.9%		6.4%		8.7%		6.0%			
Private Investment												
Total Private Investment										\$830,073	0.4%	
Alt. Investments	0.0%		(6.5%)		(7.7%)		6.5%		0.1%	\$830,073	0.4%	
Cash												
Vermont Cash	0.4%		2.7%		2.7%		3.9%		2.1%	\$6,581,281	3.0%	
90 Day U.S. T-Bills	0.2%		1.1%		2.0%		3.5%		0.7%			

Note: Results for periods longer than one year are annualized



Total Fund Risk / Return Analysis

Total Public Funds – Total Return vs. Risk - 5 Years Ending 3/31/04



	Annualized Return		Standard Deviation	
	<u>Value</u>	<u>Rank</u>	<u>Value</u>	<u>Rank</u>
Composite	4.6	57	9.6	77
Allocation Index	4.3	64	11.6	26
Policy Index	3.9	69	11.2	35
S&P 500	-1.2		19.2	
LB Aggregate	7.3		3.3	
Median Public Fund	4.8		10.8	