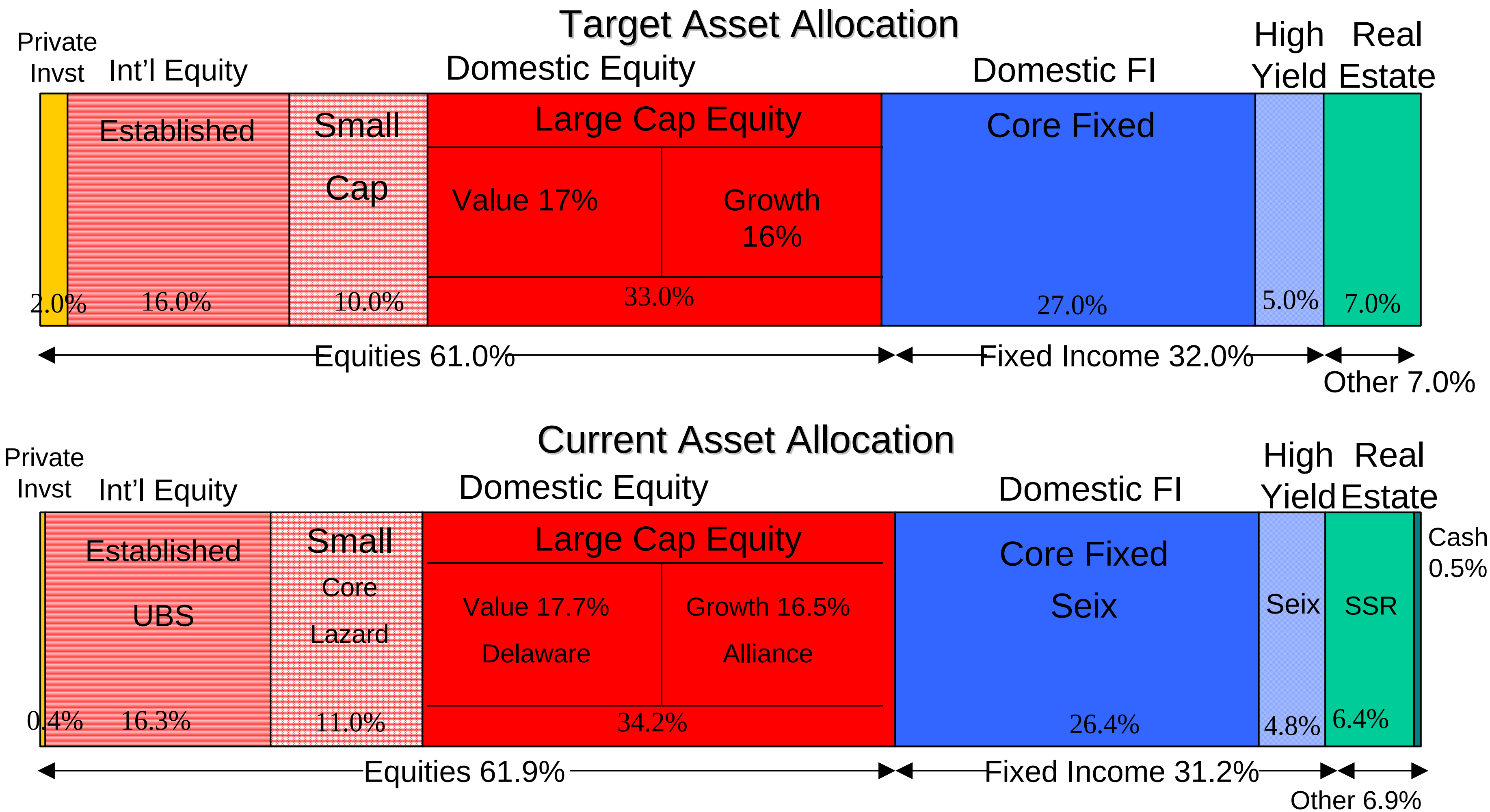
Plan Asset Allocation

As of June 30, 2004

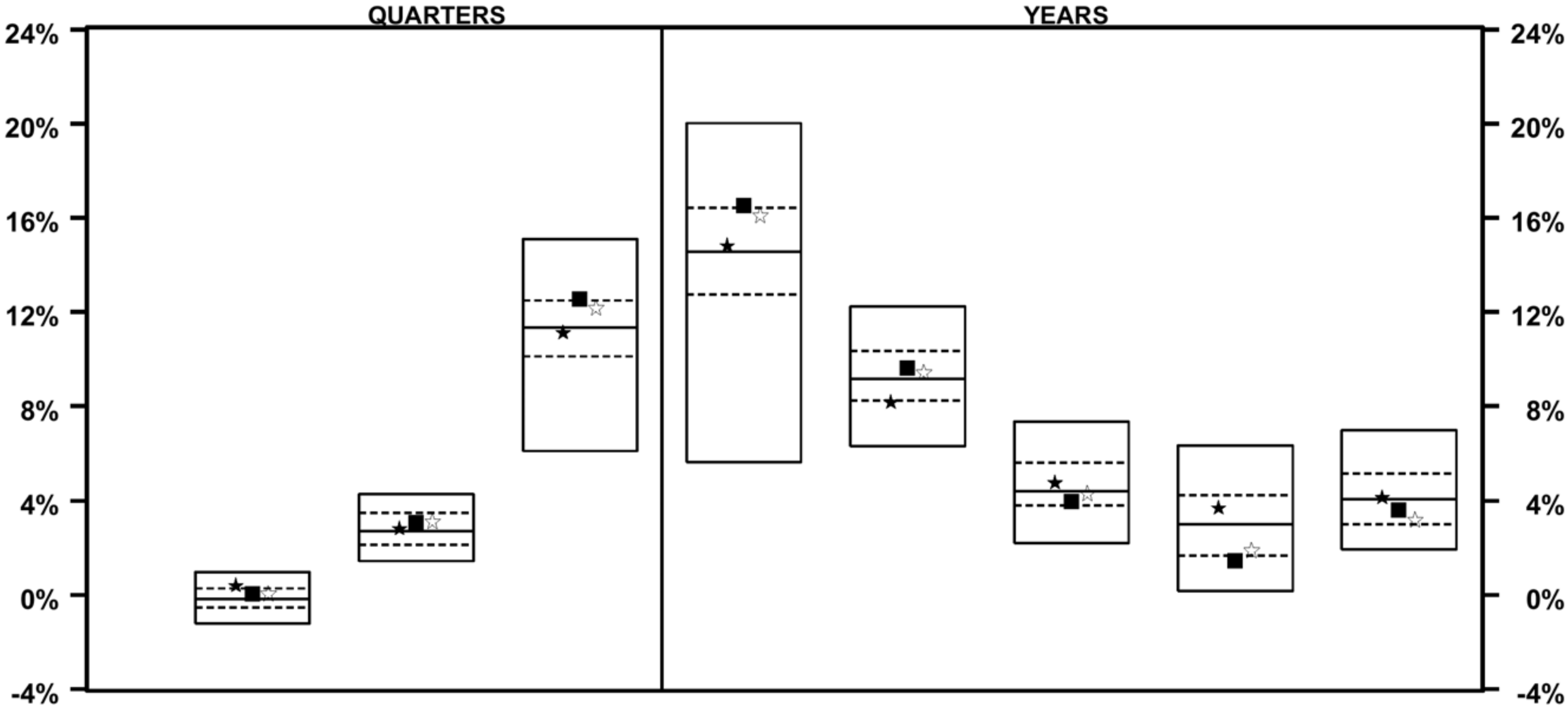


Asset Breakdown

	Domestic Large Value	Domestic Large Growth	Domestic Small Core	Core Fixed	High Yield	Int'l Equity	Real Estate	Private Investment	Cash	Total
Composite	$39,060	$36,310	$24,171	$58,542	$10,632	$36,065	$14,125	$753	$1,068	$220,726
Delaware	39,060	0	0	0	0	0	0	0	0	$39,060
Alliance	0	36,310	0	0	0	0	0	0	0	$36,310
Lazard	0	0	24,171	0	0	0	0	0	0	$24,171
Seix Core	0	0	0	58,214	0	0	0	0	0	$58,214
Seix High Yield	0	0	0	0	10,632	0	0	0	0	$10,632
UBS	0	0	0	0	0	36,065	0	0	8	$36,073
SSR	0	0	0	0	0	0	14,125	0	0	$14,125
Alternative Investments	0	0	0	0	0	0	0	753	77	$830
Cash	0	0	0	328	0	0	0	0	983	$1,311
(Dollars in 000's)										

Total Public Funds – Total Rates of Return

As of June 30, 2004



	LAST QTR		LAST 2 QTRS		LAST 3 QTRS		LAST YEAR		LAST 2 YEARS		LAST 3 YEARS		LAST 4 YEARS		LAST 5 YEARS	
★ MUNI COMPOSITE	0.4	15	2.8	44	11.1	57	14.8	43	8.2	75	4.8	41	3.7	34	4.2	47
■ ALLOC INDEX	0.1	36	3.1	37	12.6	23	16.5	23	9.6	41	4.0	65	1.5	84	3.6	61
☆ POLICY INDEX	0.1	35	3.1	33	12.2	31	16.1	30	9.5	43	4.3	52	1.9	69	3.2	71
MEDIAN	-0.2		2.7		11.4		14.6		9.2		4.4		3.0		4.1	

•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

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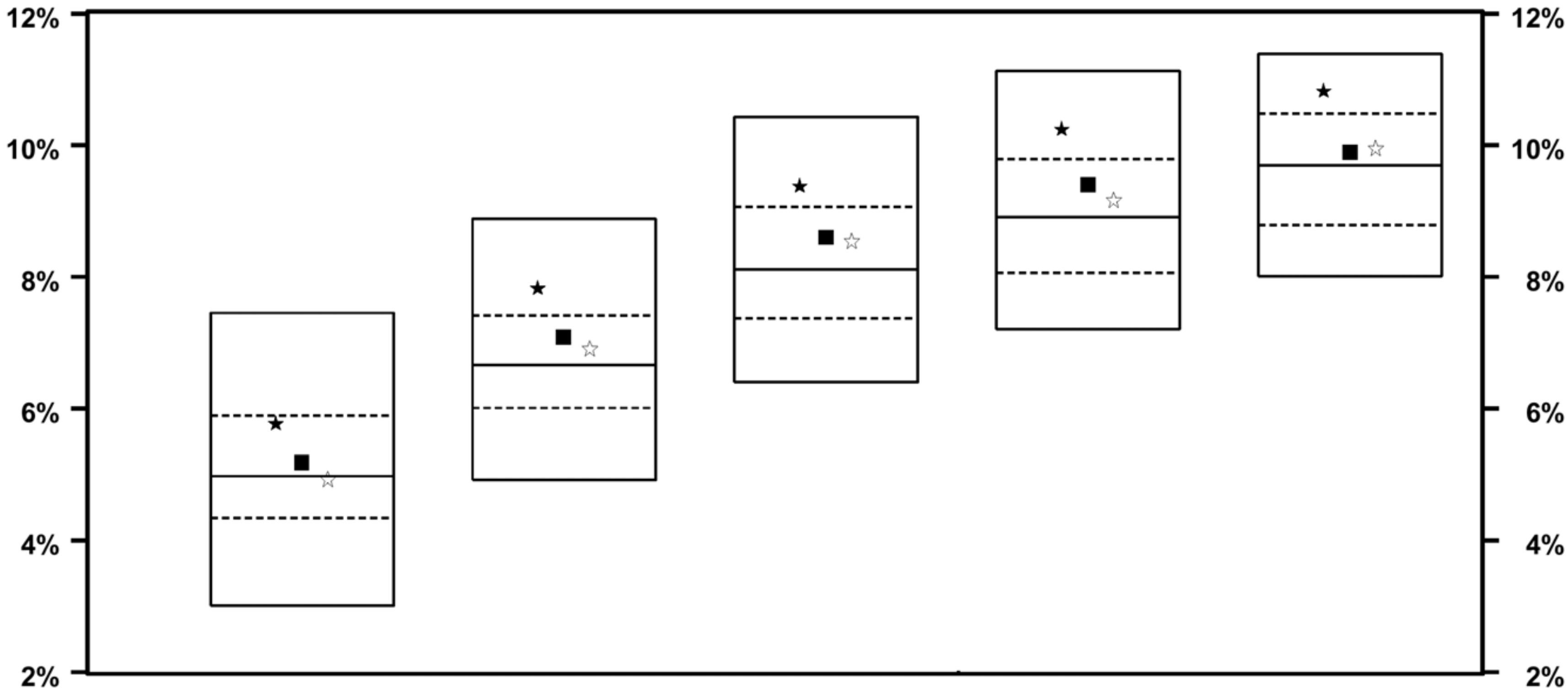


	LAST 6 YEARS		LAST 7 YEARS		LAST 8 YEARS		LAST 9 YEARS		LAST 10 YEARS	
★ MUNI COMPOSITE	5.8	27	7.8	17	9.4	16	10.2	15	10.8	13
■ ALLOC INDEX	5.2	43	7.1	37	8.6	33	9.4	36	9.9	42
☆ POLICY INDEX	4.9	51	6.9	42	8.6	34	9.2	43	10.0	41
MEDIAN	5.0		6.7		8.1		8.9		9.7	

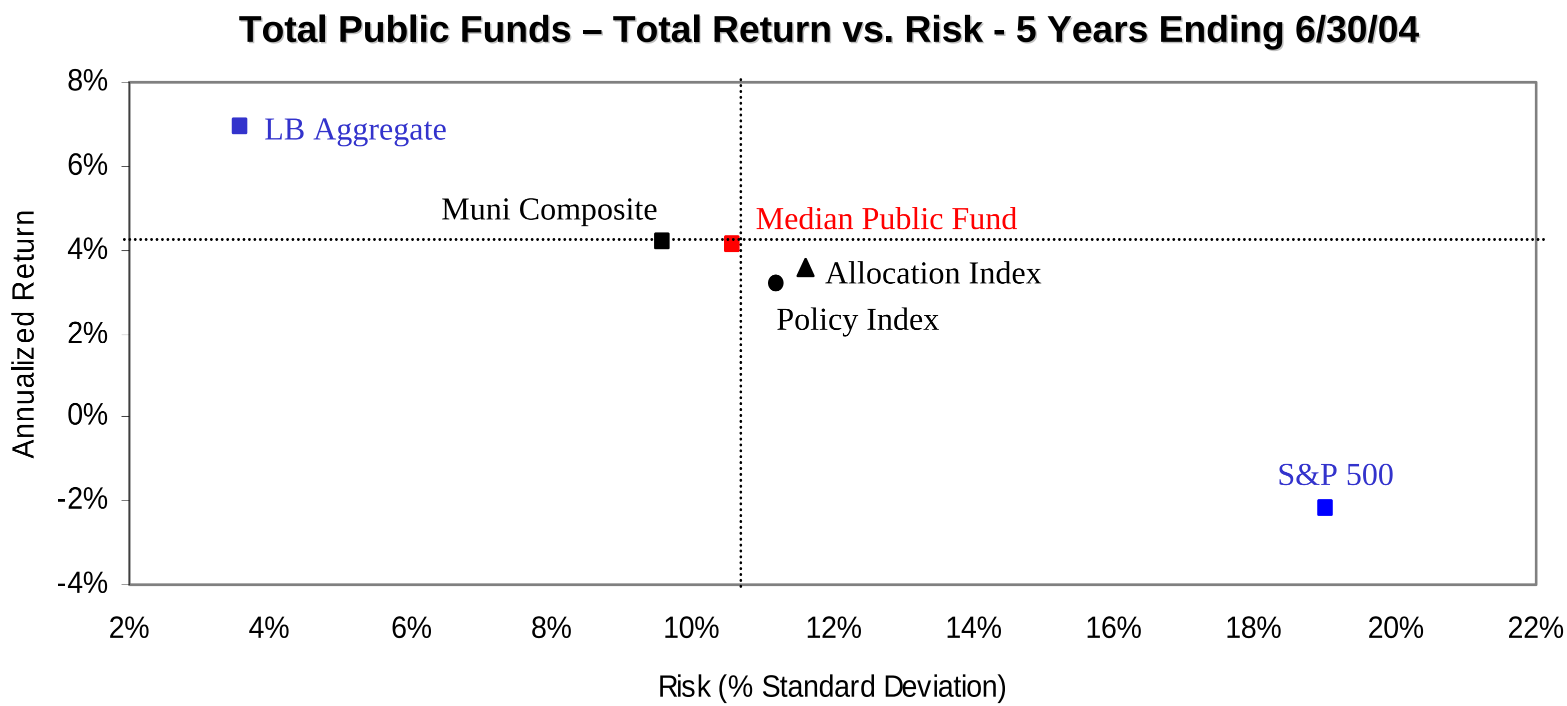
•Policy Index: Measures the effectiveness of Plan Structure. (Target asset class weights X Return of the respective passive benchmark)
•Allocation Index: Measures the effectiveness of deviating from the target policy weights. (Policy Index - Allocation Index) Allocation Index = weighted average return 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 6/30/04)

	2Q04	Public Rank	YTD	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)	**0.4%**	15	**2.8%**	44	**14.8%**	43	**4.8%**	41	**4.2%**	47	**14.8%**	**$220,725,831**	**100.0%**	**0.6%**
Municipal Composite (NET)	**0.4%**		**2.7%**		**14.6%**		**4.6%**		**N/A**		**14.6%**			
Median Public Fund	**(0.2%)**		**2.7%**		**14.6%**		**4.4%**		**4.1%**		**14.6%**			
Allocation Index	*0.1%*		*3.1%*		*16.5%*		*4.0%*		*3.6%*		*16.5%*			
Policy Index	*0.1%*		*3.1%*		*16.1%*		*4.3%*		*3.2%*		*16.1%*			
Large Cap Equity														
Total Large Cap Equity												**$75,369,864**	**34.1%**	
Delaware	1.9%	31	3.7%	74	20.0%	70	3.5%	56	3.2%	55	20.0%	$39,060,113	17.7%	0.55%
Russell 1000 Value	*0.9%*		*3.9%*		*21.1%*		*3.0%*		*1.9%*		*21.1%*			
Alliance	1.8%	51	3.4%	50	16.9%	58	(3.8%)	71	(5.7%)	85	16.9%	$36,309,751	16.5%	0.61%
Russell 1000 Growth	*1.9%*		*2.7%*		*17.9%*		*(3.7%)*		*(6.5%)*		*17.9%*			
Standard & Poors 500	*1.7%*		*3.4%*		*19.1%*		*(0.7%)*		*(2.2%)*		*19.1%*			
Small Cap Equity														
Total Small Cap Equity												**$24,170,595**	**11.0%**	
Lazard	1.7%	50	6.7%	63	32.5%	57	10.2%	58	9.3%	87	32.5%	$24,170,595	11.0%	0.75%
Russell 2000	*0.5%*		*6.8%*		*33.4%*		*6.2%*		*6.6%*		*33.4%*			
Core Fixed														
Total Core Fixed Income												**$58,213,956**	**26.4%**	
Seix	(2.0%)	22	0.6%	25	1.0%	36	5.7%	89	N/A		1.0%	$58,213,956	26.4%	0.42%
Lehman Aggregate Bond	*(2.4%)*		*0.2%*		*0.3%*		*6.4%*		*6.9%*		*0.3%*			
High Yield Fixed														
Total High Yield Fixed Income												**$10,631,852**	**4.8%**	
Seix	(1.5%)	68	0.8%	49	6.4%	80	N/A		N/A		6.4%	$10,631,852	4.8%	0.55%
Merrill Lynch High Yield Master II	*(0.8%)*		*1.4%*		*10.2%*		*8.8%*		*4.8%*		*10.2%*			
Int'l Equity														
Total Int'l Equity												**$36,072,855**	**16.3%**	
UBS	(0.2%)	46	2.6%	80	27.7%	79	5.9%	39	3.0%	69	27.7%	$36,072,855	16.3%	0.71%
CITI EPAC	*(0.1%)*		*4.3%*		*31.6%*		*3.9%*		*0.6%*		*31.6%*			
EAFE (After Taxes)	*0.2%*		*4.6%*		*32.4%*		*3.9%*		*0.1%*		*32.4%*			
Real Estate														
Total Real Estate												**$14,125,010**	**6.4%**	
SSR	2.9%	26	3.9%	56	7.0%	63	4.7%	69	7.2%	65	7.0%	$14,125,010	6.4%	1.18%
NCREIF Property Index	*2.0%*		*4.0%*		*8.1%*		*6.2%*		*8.5%*		*8.1%*			
Private Investment														
Total Private Investment												**$830,258**	**0.4%**	
Alt. Investments	0.0%		0.1%		0.1%		(9.4%)		4.3%		0.1%	$830,258	0.4%	
Cash														
Vermont Cash	(0.3%)		0.0%		1.7%		2.2%		3.9%		1.7%	$1,311,441	0.6%	
90 Day U.S. T-Bills	*0.2%*		*0.5%*		*1.0%*		*1.7%*		*3.3%*		*1.0%*			

Note: Results for periods longer than one year are annualized

Total Fund Risk / Return Analysis



	Annualized Return		Standard Deviation	
	Value	Rank	Value	Rank
Composite	4.2	47	9.6	75
Allocation Index	3.6	61	11.6	28
Policy Index	3.2	71	11.2	33
S&P 500	***-2.2***		***19.0***	
LB Aggregate	***6.9***		***3.6***	
Median Public Fund	***4.1***		***10.6***	