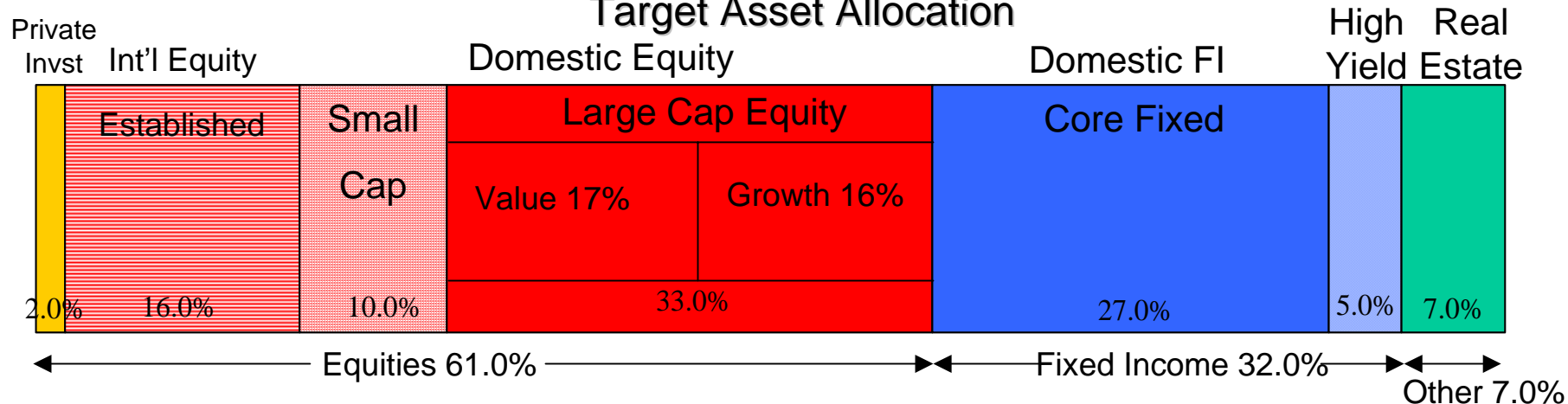


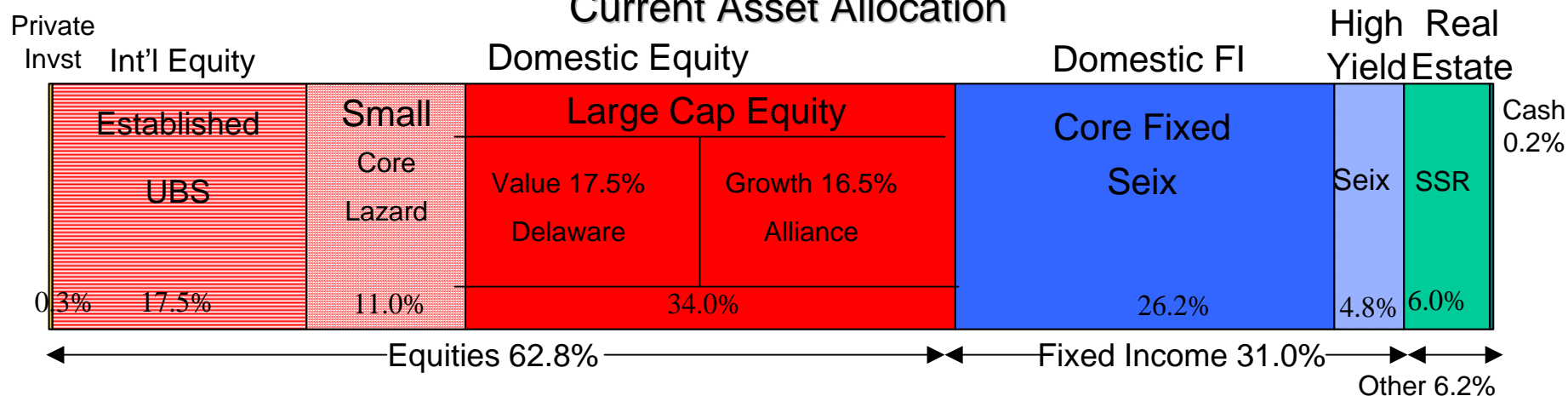
Plan Asset Allocation

As of December 31 , 2004

Target Asset Allocation



Current Asset Allocation

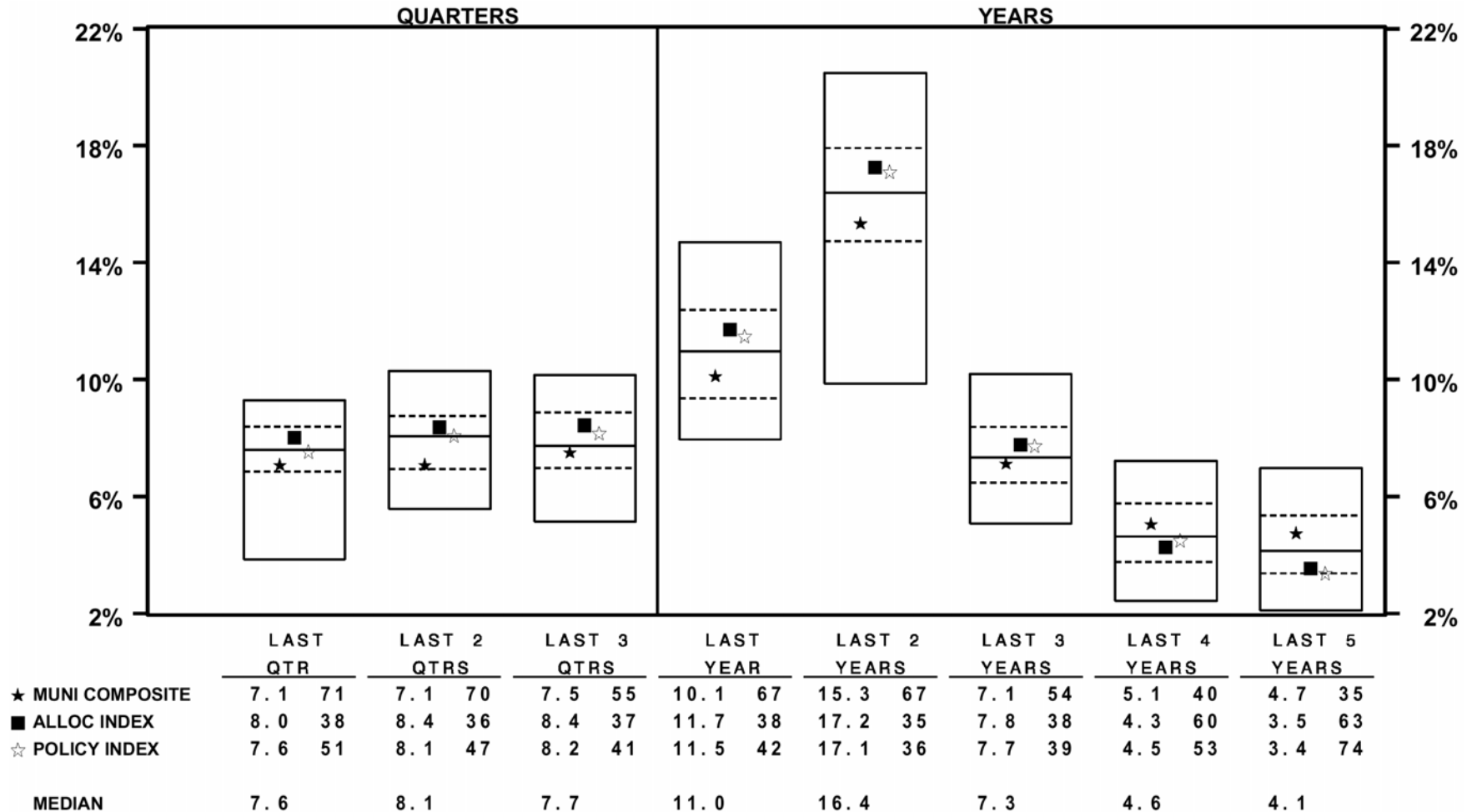


Asset Breakdown

	Domestic Large Value	Domestic Large Growth	Domestic Small Core	Core Fixed	High Yield	Int'l Equity	Real Estate	Private Investment	Cash	Total
Composite	\$41,975	\$39,569	\$26,223	\$63,155	\$11,461	\$41,880	\$14,404	\$582	\$498	\$239,747
Delaware	41,975	0	0	0	0	0	0	0	0	\$41,975
Alliance	0	39,569	0	0	0	0	0	0	0	\$39,569
Lazard	0	0	26,223	0	0	0	0	0	0	\$26,223
Seix Core	0	0	0	62,842	0	0	0	0	0	\$62,842
Seix High Yield	0	0	0	0	11,461	0	0	0	0	\$11,461
UBS	0	0	0	0	0	41,880	0	0	8	\$41,888
SSR	0	0	0	0	0	0	14,404	0	0	\$14,404
Alternative Investments	0	0	0	0	0	0	0	582	158	\$740
Cash	0	0	0	313	0	0	0	0	332	\$645
(Dollars in 000's)										

Total Public Funds – Total Rates of Return

As of December 31, 2004



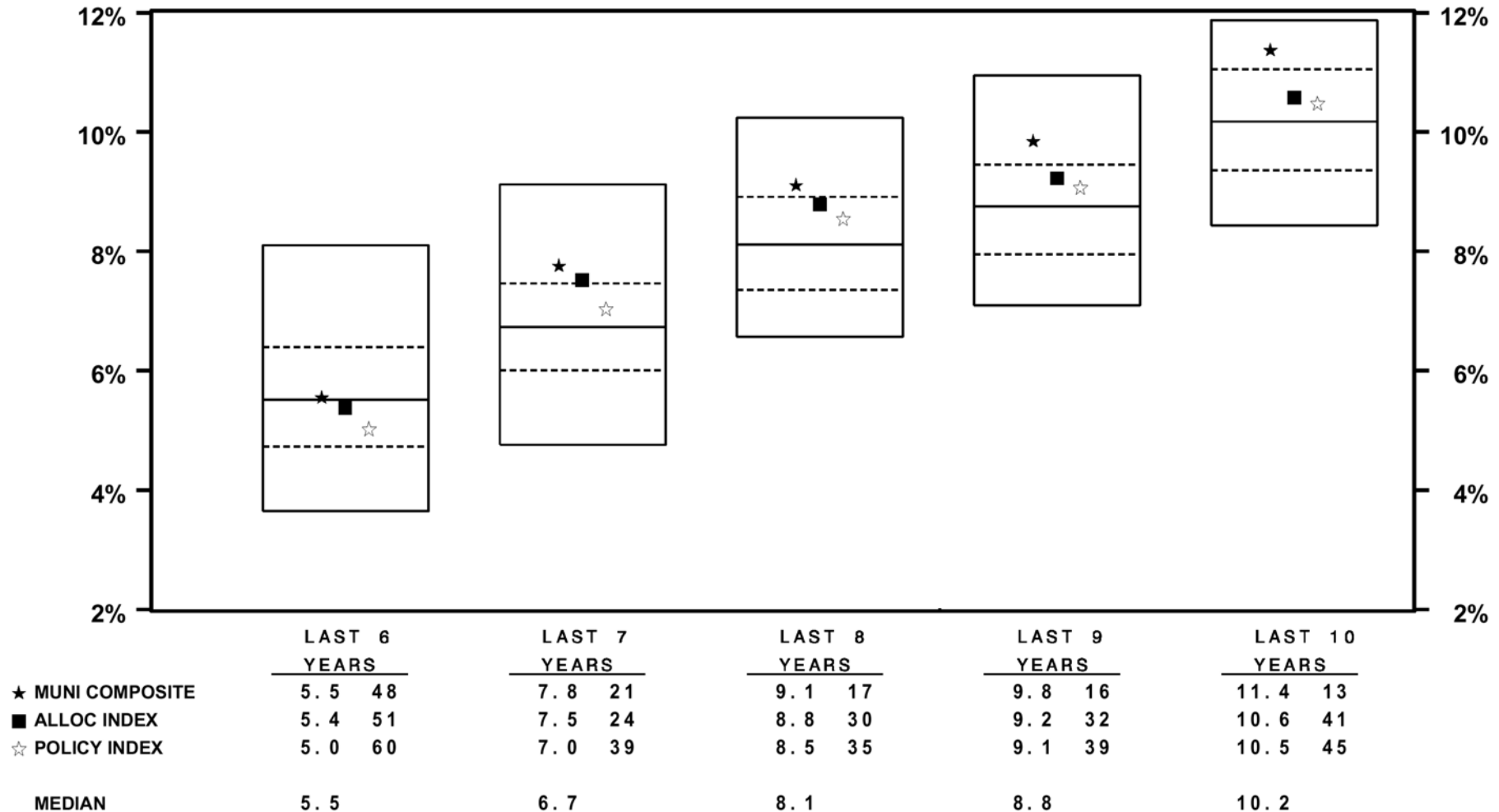
• **Policy Index:** Measures the effectiveness of *Plan Structure*. (Target asset class weights X Return of the respective passive benchmark)

• **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 December 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.

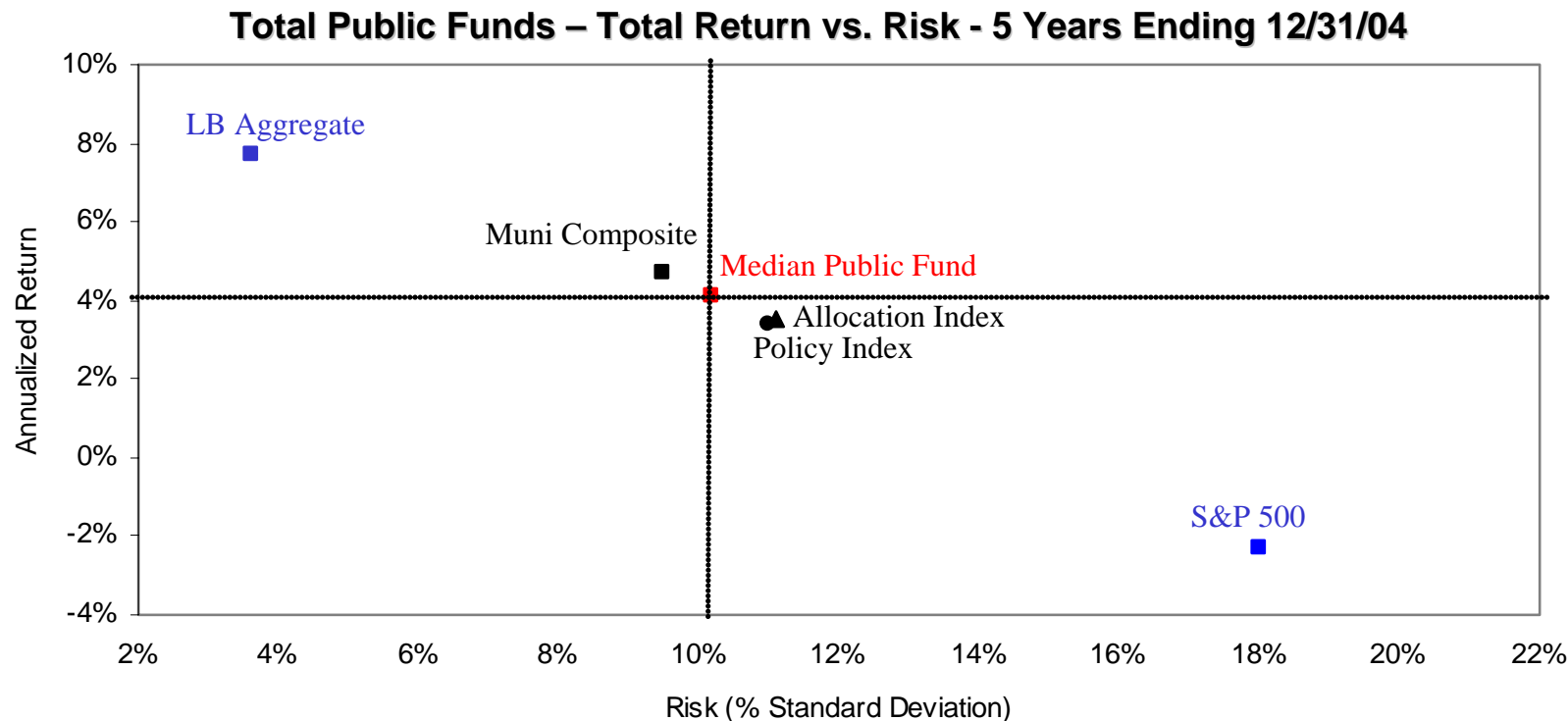
• **Composite:** Actual composite return = actual asset class weights times the actual manager return. Measures the *effectiveness of the managers*. (Actual composite return - Allocation Index)

Performance Detail (as of 12/31/04)

	4Q04	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)	7.1%	71	10.1%	67	7.1%	54	4.7%	35	7.1%	\$239,747,213	100.0%	0.6%
Municipal Composite (NET)	7.1%		9.9%		7.0%		N/A		7.0%			
Median Public Fund	7.6%		11.0%		7.3%		4.1%		0.0%			
Allocation Index	8.0%		11.7%		7.8%		3.5%		8.4%			
Policy Index	7.6%		11.5%		7.7%		3.4%		8.1%			
Large Cap Equity												
Total Large Cap Equity										\$81,544,006	34.0%	
Delaware	8.7%	77	11.4%	83	7.4%	54	6.1%	56	7.5%	\$41,975,083	17.5%	0.55%
Russell 1000 Value	10.4%		16.5%		8.6%		5.3%		12.1%			
Alliance	9.2%	60	6.5%	71	(1.9%)	93	(7.8%)	83	3.0%	\$39,568,923	16.5%	0.60%
Russell 1000 Growth	9.2%		6.3%		(0.2%)		(9.3%)		3.5%			
Standard & Poors 500	9.2%		10.9%		3.6%		(2.3%)		7.2%			
Small Cap Equity												
Total Small Cap Equity										\$26,222,689	10.9%	
Lazard	11.9%	61	16.1%	77	10.3%	83	13.1%	78	8.9%	\$26,222,689	10.9%	0.75%
Russell 2000	14.1%		18.3%		11.5%		6.6%		10.8%			
Core Fixed												
Total Core Fixed Income										\$62,842,119	26.2%	
Seix	0.9%	67	5.1%	25	6.1%	66	N/A		4.5%	\$62,842,119	26.2%	0.41%
Lehman Aggregate Bond	1.0%		4.3%		6.2%		7.7%		4.2%			
High Yield Fixed												
Total High Yield Fixed Income										\$11,461,056	4.8%	
Seix	3.0%	73	8.9%	66	N/A		N/A		8.1%	\$11,461,056	4.8%	0.55%
Merrill Lynch High Yield Master II	4.5%		10.9%		11.7%		6.7%		9.4%			
Int'l Equity												
Total Int'l Equity										\$41,888,190	17.5%	
UBS	14.3%	52	19.2%	66	13.0%	44	2.7%	49	16.1%	\$41,888,190	17.5%	0.70%
CITI EPAC	15.5%		20.4%		12.1%		(0.8%)		15.5%			
EAFE (After Taxes)	15.3%		20.2%		11.9%		(1.1%)		15.0%			
Real Estate												
Total Real Estate										\$14,404,492	6.0%	
SSR	2.4%	55	6.6%	72	5.2%	71	6.6%	69	2.6%	\$14,404,492	6.0%	1.17%
NCREIF Property Index	3.4%		12.2%		8.2%		8.9%		6.9%			
Private Investment												
Total Private Investment										\$739,976	0.3%	
Alt. Investments	(18.7%)		(18.7%)		(15.5%)		0.0%		(18.7%)	\$739,976	0.3%	
Cash												
Vermont Cash	1.1%		2.0%		2.3%		3.8%		1.9%	\$644,685	0.3%	
90 Day U.S. T-Bills	0.5%		1.3%		1.4%		3.0%		0.9%			
Note: Results for periods longer than one year are annualized There may be a slight or no dispersion between Gross-of-fee and Net-of-fee returns, which is due to management fee's being paid from an account not included in the plan.												



Total Fund Risk / Return Analysis



	Annualized Return		Standard Deviation	
	Value	Rank	Value	Rank
Composite	4.7	35	9.5	72
Allocation Index	3.5	63	11.1	27
Policy Index	3.4	74	11.0	30
S&P 500	-2.3		18.0	
LB Aggregate	7.7		3.6	
Median Public Fund	4.1		10.2	