

Third Quarter 2008

## **Defined Contribution Performance Evaluation**

**ABC COMPANY**

ABC COMPANY 401(k) Plan

**MERCER**



MARSH MERCER KROLL  
GUY CARPENTER OLIVER WYMAN

**MMC Securities Corp.**

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**Past performance does not guarantee future results.** Current performance may be lower or higher than the past performance quoted. The investment return and principal value will fluctuate and shares when sold may be worth more or less than the original cost.

An investment in the Money Market Fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although the Fund seeks to preserve the value of your investment at \$1 per share, it is possible to lose money by investing in the Fund.

Mercer Mutual Fund Universes are constructed by using performance data from Morningstar, Inc. On a quarterly basis, each portfolio or fund is reviewed and, based on Mercer IC's professional judgment, placed within the appropriate Universe which contains similarly managed portfolios or funds. Percentile rankings are derived from within each Universe. Universe performance is calculated by sorting the returns from highest to lowest for each unique time period. The highest return is assigned the rank of zero (0), and the lowest the rank of one-hundred (100). Depending on the number of observations between these two points, the remaining results are normalized to create percentile rankings.

Results longer than one year are annualized

**This material must be preceded or accompanied by a current prospectus** which discloses the fund's investment objectives, risks, and charges and expenses and should be read and considered carefully before investing or sending money.

This report can be distributed to institutional investors only.

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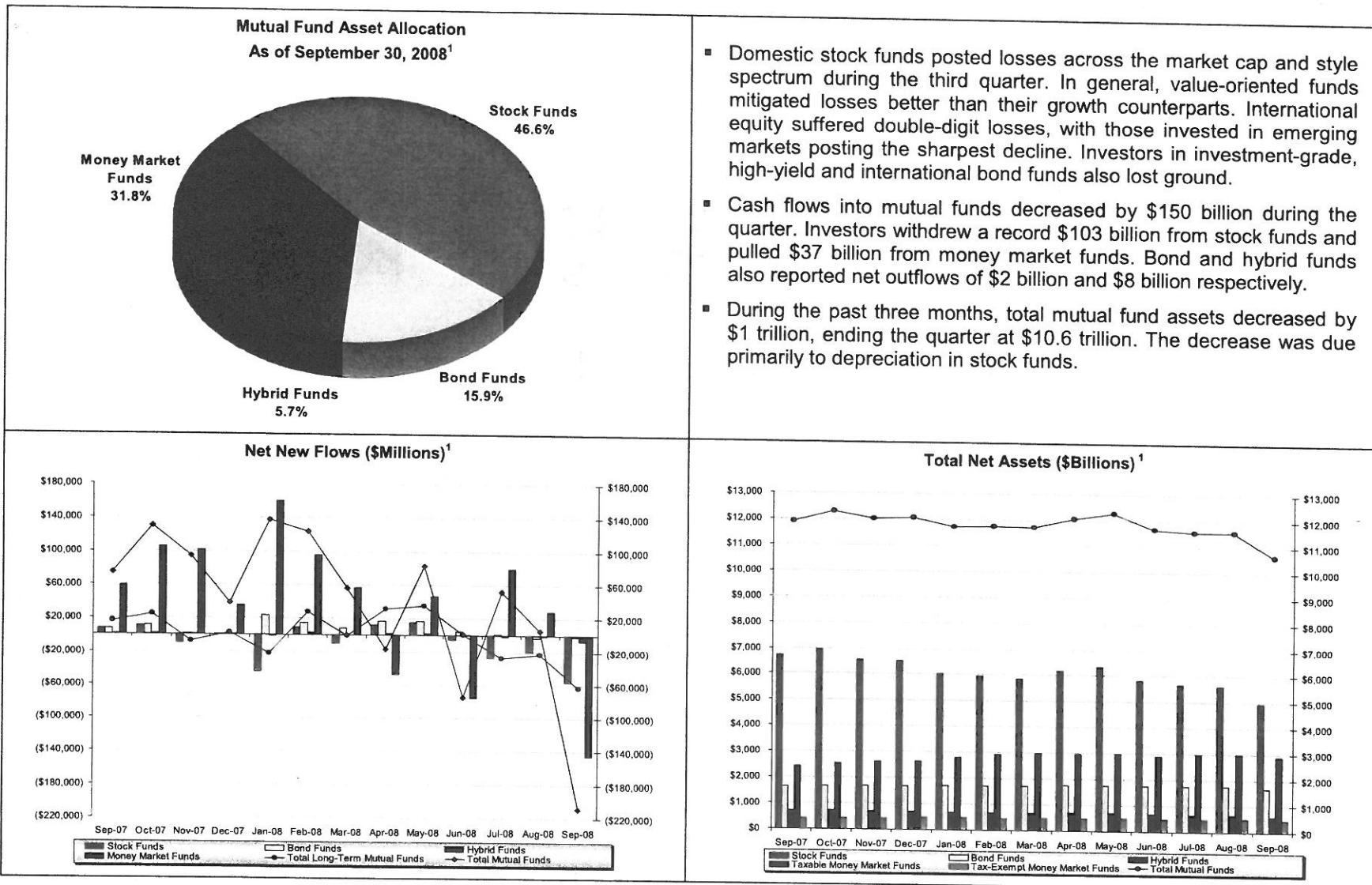
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This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Mutual Fund Environment

For Periods Ending September 30, 2008



<sup>1</sup>Source: Investment Company Institute

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# Domestic Equity Mutual Funds

For Periods Ending September 30, 2008

Index Performance		Quarter	YTD	One Year	Three Years	Five Years	
<ul style="list-style-type: none"> <li>Turmoil in the financial markets and uncertainty over the government's bailout plan roiled the stock market in the third quarter. The S&amp;P 500 Index was down 8.4%.</li> <li>Small cap stocks, as measured by the Russell 2000 Index, outperformed large and mid cap stocks by a wide margin, losing 1.1%.</li> <li>Value outperformed growth across all market capitalizations during the quarter. Large cap growth stocks were down 12.3%, while large cap value stocks lost 6.1%. Small cap value stocks, up 5.0%, were the strongest performers.</li> </ul>		Mercer Combined Eq. Univ. Median Return	-10.1	-19.9	-22.0	-0.3	5.7
<b>Index Performance</b>							
S&P 500 Index			-8.4	-19.3	-22.0	0.2	5.2
Russell Midcap			-12.9	-19.5	-22.4	0.1	8.6
Russell 2000			-1.1	-10.4	-14.5	1.8	8.1
<b>Mercer Domestic Eq. Univ. Medians</b>							
Large Cap Value			-7.3	-19.1	-22.8	-0.3	6.1
Large Cap Blend			-10.2	-19.9	-22.0	-0.0	5.1
Large Cap Growth			-13.7	-22.7	-23.1	-0.9	3.9
Mid Cap Value			-9.1	-17.2	-21.0	0.2	7.9
Mid Cap Blend			-9.8	-18.1	-21.0	-0.3	7.0
Mid Cap Growth			-15.9	-23.0	-24.0	0.1	6.3
Small Cap Value			-1.2	-9.3	-15.6	0.4	8.4
Small Cap Blend			-5.7	-13.8	-18.7	-0.3	7.7
Small Cap Growth			-9.8	-19.9	-22.6	-0.5	5.5
<b>Domestic Equity Funds Quarterly Performance by Mercer Mutual Fund Universe</b>							
<p style="text-align: center;"><b>Mercer Domestic Equity Category</b></p>							

# Fixed Income Mutual Funds

For Periods Ending September 30, 2008

Index Performance		Quarter	YTD	One Year	Three Years	Five Years											
<ul style="list-style-type: none"> <li>A number of unprecedented events rattled the bond market during the quarter. The government de-privatized Fannie Mae and Freddie Mac, rescued AIG, and seized and brokered the sale of Washington Mutual. Merrill Lynch and Wachovia were acquired and Lehman Brothers went bankrupt. The Lehman Brothers Aggregate Bond Index fell 0.5%.</li> <li>The Lehman Brothers Gov't/Credit Index was down 1.6% for the quarter. Treasuries, up 2.3% for the quarter, outperformed all spread sectors as investors fled to safety.</li> <li>High yield bonds underperformed investment-grade issues as the Citigroup High Yield Market Index lost 9.1% during the quarter.</li> <li>The Citigroup Non-U.S. Government Bond Index fell 4.3% in U.S. dollar terms during the quarter as all countries except Japan posted losses.</li> </ul>		Mercer Fixed Income Univ. Median Return	-2.9	-2.5	-0.7	2.8	3.0										
<b>Index Performance</b>																	
Lehman Brothers Aggregate		-0.5	0.6	3.7	4.2	3.8											
Lehman Brothers Gov't/Credit		-1.6	-0.7	2.4	3.6	3.3											
Citigroup Non-U.S. Gov't Bond		-4.3	1.2	5.2	5.5	5.6											
Citigroup High Yield Market		-9.1	-10.5	-11.7	0.8	4.2											
Citigroup 3-Month T-Bill		0.4	1.5	2.5	4.0	3.1											
<b>Mercer Fixed Income Universe Medians</b>																	
Core Strategy		-2.7	-2.9	-0.8	2.6	2.8											
Short Bond		-1.7	-1.3	0.4	3.1	2.4											
Long Duration Bond		-0.9	-0.8	1.6	3.5	4.3											
High-Yield Bond		-7.4	-9.0	-10.1	1.2	4.1											
International Bond		-4.5	-1.5	1.1	3.9	4.2											
<b>Fixed Income Funds Quarterly Performance by Mercer Mutual Fund Universe</b>																	
<table border="1"> <caption>Data for Fixed Income Funds Quarterly Performance</caption> <thead> <tr> <th>Fixed Income Category</th> <th>% Quarterly Return</th> </tr> </thead> <tbody> <tr> <td>Core Strategy</td> <td>-2.7</td> </tr> <tr> <td>Short Bond</td> <td>-1.7</td> </tr> <tr> <td>Long Duration Bond</td> <td>-0.9</td> </tr> <tr> <td>High-Yield Bond</td> <td>-7.4</td> </tr> <tr> <td>International Bond</td> <td>-4.5</td> </tr> </tbody> </table>						Fixed Income Category	% Quarterly Return	Core Strategy	-2.7	Short Bond	-1.7	Long Duration Bond	-0.9	High-Yield Bond	-7.4	International Bond	-4.5
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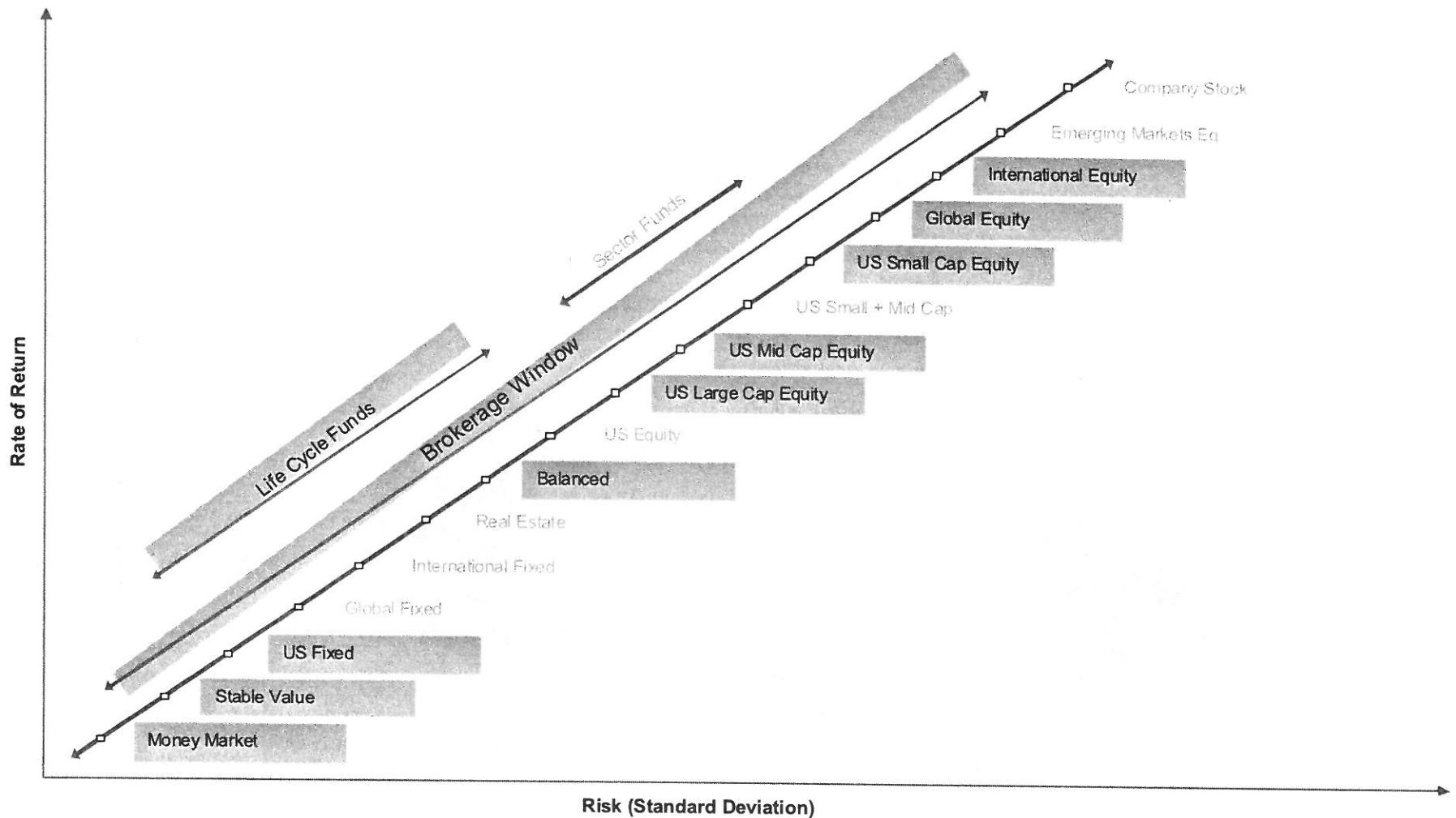
# International Equity Mutual Funds

For Periods Ending September 30, 2008

Index Performance		Quarter	YTD	One Year	Three Years	Five Years										
The financial crisis wreaked havoc on international equity markets as the MSCI EAFE Index declined 20.5% in dollar terms.		Mercer Int'l Eqty. Universe Median Return	-21.0	-29.3	-30.5	1.6 9.6										
<b>Index Performance</b>																
The Pacific region was down 20.0% for the quarter. Japan posted a 17.6% loss, while the Pacific ex Japan region declined 25.0%.		MSCI EAFE	-20.5	-28.9	-30.1	1.6 10.2										
The European region fell 20.7% during the quarter, with all countries reporting double-digit losses. The U.K. was down 21.0%, while Germany and France lost 20.6% and 18.9% respectively.		MSCI EAFE Ex-Japan	-21.3	-30.6	-31.0	3.3 11.8										
The emerging markets plunged 26.9% during the quarter. The EM Europe region posted the weakest results, losing 36.0%. The EM Latin America and EM Asia regions fell 32.6% and 23.0% respectively.		MSCI World	-15.2	-23.8	-25.6	1.3 7.9										
<b>International Equity Funds Performance</b>																
The median international equity fund declined 21.0% in the third quarter, resulting in a loss of 30.5% for the trailing year.		MSCI Emerging	-26.9	-35.4	-33.0	8.7 19.1										
European region funds were down 21.4% during the quarter, underperforming Pacific region funds, which lost 18.8%. Over the trailing year, funds invested in European stocks lost 33.7%, while Pacific region funds gave up 30.9%.		Mercer Int'l Eqty. Universe Medians														
Emerging markets funds underperformed developed markets funds during the quarter, plummeting 28.1%. For the trailing year, funds invested in the emerging markets were down 33.5%.		Europe	-21.4	-31.2	-33.7	1.9 11.3										
		Emerging Markets	-28.1	-35.8	-33.5	7.7 18.1										
		Pacific	-18.8	-26.9	-30.9	-5.8 4.2										
		Global Equity	-15.5	-25.1	-26.1	0.6 7.6										
<b>International Equity Funds Quarterly Performance by Mercer Mutual Fund Universe</b>																
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Europe	-21.4															
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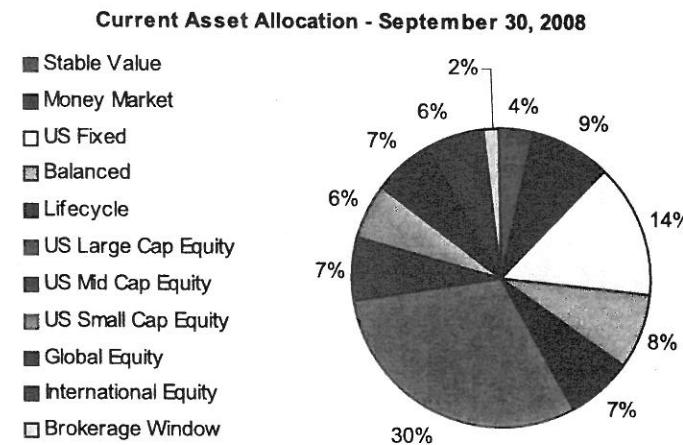
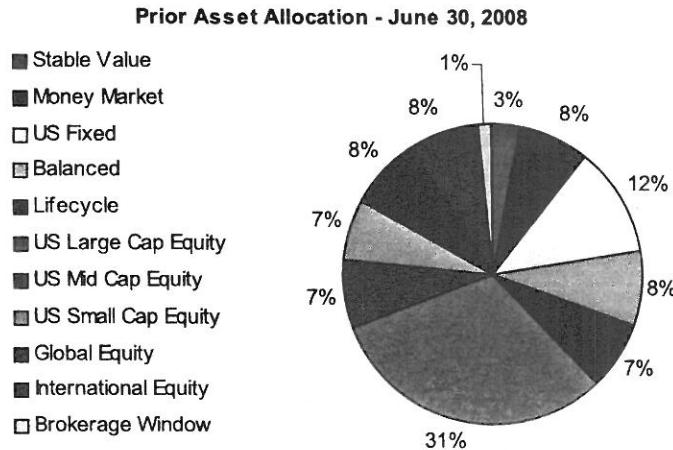
## Management Summary – Investment Option Array



*Rates of Return and Risk are directional only based on historical norms.*

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# Management Summary – Asset Allocation



Investment Option	Asset Class	Fund Balance	% of Plan	% Chg vs. Prior
Fidelity SA Managed Income Portfolio	Stable Value	\$3,436,579	4.0%	1.0%
Vanguard Inter-Term Bond Index Signal	Domestic Fixed	\$1,472,972	1.7%	0.4%
Fidelity SA Retirement Money Market	Domestic Fixed	\$7,418,897	8.6%	0.9%
Fidelity Capital & Income	Domestic Fixed	\$5,289,228	6.1%	0.0%
Vanguard Inter-Term Treasury Adm	Domestic Fixed	\$5,736,083	6.6%	2.1%
Fidelity Balanced	Balanced	\$6,646,548	7.7%	-0.3%
Fidelity Freedom Income	Lifecycle	\$292,000	0.3%	0.0%
Fidelity Freedom 2010	Lifecycle	\$629,262	0.7%	0.0%
Fidelity Freedom 2020	Lifecycle	\$1,926,531	2.2%	0.0%
Fidelity Freedom 2030	Lifecycle	\$2,339,508	2.7%	0.0%
Fidelity Freedom 2040	Lifecycle	\$1,093,616	1.3%	0.0%
Fidelity Freedom 2050	Lifecycle	\$75,570	0.1%	0.0%
Vanguard Institutional Index	Domestic Equity	\$5,432,127	6.3%	0.0%

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<b>Investment Option</b>	<b>Asset Class</b>	<b>Fund Balance</b>	<b>% of Plan</b>	<b>% Chg vs. Prior</b>
American Beacon Lg Cap Value Plan	Domestic Equity	\$2,896,077	3.4%	0.0%
Neuberger Berman Partners Tr	Domestic Equity	\$2,657,309	3.1%	-0.6%
Fidelity Contrafund	Domestic Equity	\$8,864,381	10.3%	-0.2%
Fidelity Disciplined Equity	Domestic Equity	\$6,226,680	7.2%	-0.1%
Fidelity Value	Domestic Equity	\$2,366,543	2.7%	0.0%
Morgan Stanley Inst Mid Cap Growth P	Domestic Equity	\$3,509,458	4.1%	-0.5%
Wells Fargo Advantage Small Cap Val Inv	Domestic Equity	\$4,909,350	5.7%	-0.3%
Columbia Acorn USA Z	Domestic Equity	\$579,455	0.7%	0.0%
AIM Global Small & Mid Cap Growth Intl	Global Equity	\$5,760,930	6.7%	-1.2%
Vanguard Total Intl Stock Index	International Equity	\$5,433,180	6.3%	-1.3%
Brokeragelink	Brokerage Window	\$1,424,872	1.6%	0.2%
<b>Total Plan</b>		<b>\$86,417,156</b>	<b>100%</b>	

# Management Summary – Fund Review Card

This report card provides an indication of the overall performance of the funds available in your retirement plan as defined by the benchmark criteria located at the bottom of the next page and included in your Investment Policy Statement.

Fund	Committee Watch List	Relative Performance	Performance vs. Risk	Style Consistency	Expense Ratio	Report Page Number
Vanguard Interm-Term Bond Index Signal		✗	✗	N/A	N/A	
Fidelity Capital & Income		✓	✓	N/A	✓	
Vanguard Interm-Term Treasury Adm		✓	✗	N/A	N/A	
Fidelity Balanced		✗	✗	N/A	✓	
Vanguard Institutional Index		✓	✓	✓	✓	
American Beacon Lg Cap Value Plan		✗	✓	✓	✓	
Neuberger Berman Partners Tr		✗	✗	✗	✓	
Fidelity Contrafund		✓	✓	✗	✓	
Fidelity Disciplined Equity		✓	✓	✗	✓	
Fidelity Value		✗	✓	✗	✓	
Morgan Stanley Inst Mid Cap Growth P		✓	✓	✗	✓	
Wells Fargo Advantage Small Cap Val Inv		✓	✓	✗	✓	
Columbia Acorn USA Z		✗	✓	✗	✓	
AIM Global Small & Mid Cap Growth Intl		✓	✓	N/A	✓	
Vanguard Total Intl Stock Index		✓	✓	N/A	N/A	

**Benchmark:**
**Relative Performance:**

Fund will be in the top half, i.e., first or second quartile, of all "like" funds in the same asset class, on a 3 year or 5 year annualized basis. For domestic equity index funds, Relative Performance is measured by the fund's current 1-year rolling tracking error versus its benchmark.

**Style Consistency:**

Fund must demonstrate consistent adherence to its stated investment style compared to its peer group using returns-based analysis. This benchmark is only applicable to actively-managed domestic equity funds.

**Performance vs. Risk:**

Fund will not experience below median returns along with an above median standard deviation over the preceding 3 year time period. This benchmark does not apply to index funds.

**Expense Ratio:**

Fund expense ratio will be at or below median versus peer group.

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# Management Summary – Performance Summary

**Periods ending September 30, 2008**

## Stable Value

	Market Value	% of Plan	1 Quarter	YTD	1 Year	3 Years	5 Years	Inception
<b>Fidelity SA Managed Income Portfolio</b>	\$3,436,579	4.0%	NA	NA	NA	NA	NA	NA
Citigroup TBill + 100 bp Premium			0.7%	2.3%	3.6%	5.0%	4.1%	5.3%
<i>Mercer Stable Value Universe Median Fund Rank in Universe</i>			1.2%	3.5%	4.8%	4.8%	4.7%	6.3%
			NA	NA	NA	NA	NA	NA

## Domestic Fixed

	Market Value	% of Plan	1 Quarter	YTD	1 Year	3 Years	5 Years	Inception
<b>Vanguard Interm-Term Bond Index Signal</b>	\$1,472,972	1.7%	-2.7%	-1.8%	1.8%	3.3%	3.3%	6.4%
Lehman Bros US Intermediate Govt/Credit			-1.2%	0.2%	3.2%	4.0%	3.2%	5.8%
<b>Fidelity SA Retirement Money Market</b>	\$7,418,897	8.6%	NA	NA	NA	NA	NA	NA
Citigroup 3-Month T-Bill			0.4%	1.5%	2.5%	4.0%	3.1%	4.4%
<i>Mercer Mutual Fund US Enhanced Cash Universe Median Fund Rank in Universe</i>			-0.2%	0.3%	1.2%	3.4%	2.8%	NA
			NA	NA	NA	NA	NA	NA
<b>Fidelity Capital &amp; Income</b>	\$5,289,228	6.1%	-10.7%	-11.5%	-12.5%	1.7%	5.5%	8.3%
Lehman Bros US High Yield Composite			-8.9%	-10.1%	-11.2%	1.1%	4.4%	7.5%
<i>Mercer Mutual Fund US Fixed High Yield Universe Median Fund Rank in Universe</i>			-7.4%	-9.0%	-10.1%	1.2%	4.1%	NA
			92	85	84	36	6	NA
<b>Vanguard Interm-Term Treasury Adm</b>	\$5,736,083	6.6%	2.3%	5.1%	10.0%	6.4%	4.8%	6.0%
Lehman Bros US Govt			1.9%	4.0%	7.9%	5.6%	4.3%	5.4%
<i>Mercer Mutual Fund US Fixed Govt Universe Median Fund Rank in Universe</i>			0.9%	2.3%	5.1%	4.3%	3.3%	4.2%
			3	1	3	0	6	6

## Balanced

	Market Value	% of Plan	1 Quarter	YTD	1 Year	3 Years	5 Years	Inception

	Market Value	% of Plan	1 Quarter	YTD	1 Year	3 Years	5 Years	Inception
<b>Fidelity Balanced</b>	\$6,646,548	7.7%	-12.6%	-18.3%	-19.6%	0.8%	6.1%	9.2%
S&P 500 60% / 40% LB Aggregate			-5.2%	-11.6%	-12.3%	1.9%	4.8%	9.0%
<i>Mercer Mutual Fund US Balanced Universe Median</i>			-7.7%	-13.2%	-13.9%	1.1%	4.5%	NA
<i>Fund Rank in Universe</i>			95	89	88	57	15	NA

## Lifecycle

	Market Value	% of Plan	1 Quarter	YTD	1 Year	3 Years	5 Years	Inception
<b>Fidelity Freedom Income</b>	\$292,000	0.3%	-3.9%	-5.3%	-5.2%	2.3%	3.1%	4.9%
Fidelity Freedom Income Index			-2.1%	-3.4%	-2.6%	3.4%	4.0%	5.4%
<b>Fidelity Freedom 2010</b>	\$629,262	0.7%	-8.6%	-13.1%	-13.6%	1.5%	4.2%	6.6%
Fidelity Freedom 2010 Index			-6.2%	-10.9%	-11.3%	2.2%	5.0%	6.6%
<b>Fidelity Freedom 2020</b>	\$1,926,531	2.2%	-10.8%	-17.1%	-18.1%	1.2%	5.3%	6.7%
Fidelity Freedom 2020 Index			-8.2%	-14.8%	-16.0%	1.8%	6.0%	6.6%
<b>Fidelity Freedom 2030</b>	\$2,339,508	2.7%	-12.4%	-20.1%	-21.5%	0.6%	5.5%	6.4%
Fidelity Freedom 2030 Index			-9.8%	-17.8%	-19.5%	1.2%	6.3%	6.2%
<b>Fidelity Freedom 2040</b>	\$1,093,616	1.3%	-13.1%	-21.2%	-22.7%	0.4%	5.8%	-0.2%
Fidelity Freedom 2040 Index			-10.4%	-18.8%	-20.7%	1.0%	6.5%	0.9%
<b>Fidelity Freedom 2050</b>	\$75,570	0.1%	-13.7%	-22.5%	-24.1%	NA	NA	-2.7%
Fidelity Freedom 2050 Index			-11.2%	-20.0%	-22.0%	NA	NA	-1.9%

## Domestic Equity

	Market Value	% of Plan	1 Quarter	YTD	1 Year	3 Years	5 Years	Inception
<b>Vanguard Institutional Index</b>	\$5,432,127	6.3%	-8.3%	-19.3%	-22.0%	0.2%	5.2%	9.0%
S&P 500			-8.4%	-19.3%	-22.0%	0.2%	5.2%	9.0%
<b>American Beacon Lg Cap Value Plan</b>	\$2,896,077	3.4%	-9.6%	-22.9%	-26.7%	-1.5%	7.4%	8.3%
Russell 1000 Value			-6.1%	-18.9%	-23.6%	0.1%	7.1%	9.7%
<i>Mercer Mutual Fund US Equity Large Cap Value Universe</i>			-7.3%	-19.1%	-22.8%	-0.3%	6.1%	8.2%
<i>Median</i>			75	82	79	72	22	48
<i>Fund Rank in Universe</i>								

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	Market Value	% of Plan	1 Quarter	YTD	1 Year	3 Years	5 Years	Inception
<b>Neuberger Berman Partners Tr</b> Russell 1000 Value <i>Mercer Mutual Fund US Equity Large Cap Value Universe Median</i> <i>Fund Rank in Universe</i>	\$2,657,309	3.1%	-25.2% -6.1% -7.3% 99	-28.6% -18.9% -19.1% 95	-27.8% -23.6% -22.8% 83	-3.4% 0.1% -0.3% 87	7.1% 7.1% 6.1% 29	7.8% 9.2% 8.0% 54
<b>Fidelity Contrafund</b> S&P 500 <i>Mercer Mutual Fund US Equity Large Cap Core Universe Median</i> <i>Fund Rank in Universe</i>	\$8,864,381	10.3%	-14.0% -8.4% -10.2% 83	-21.0% -19.3% -19.9% 63	-19.1% -22.0% -22.0% 24	3.1% 0.2% 0.0% 9	9.4% 5.2% 5.1% 4	14.2% 9.8% NA NA
<b>Fidelity Disciplined Equity</b> S&P 500 <i>Mercer Mutual Fund US Equity Large Cap Core Universe Median</i> <i>Fund Rank in Universe</i>	\$6,226,680	7.2%	-11.8% -8.4% -10.2% 65	-21.9% -19.3% -19.9% 74	-21.6% -22.0% -22.0% 47	0.3% 0.2% 0.0% 42	6.4% 5.2% 5.1% 26	10.8% 9.9% 9.5% 19
<b>Fidelity Value</b> Russell Midcap Value <i>Mercer Mutual Fund US Equity Mid Cap Value Universe Median</i> <i>Fund Rank in Universe</i>	\$2,366,543	2.7%	-11.8% -7.5% -9.1% 71	-21.7% -15.5% -17.2% 75	-27.0% -20.5% -21.0% 82	-1.4% 0.5% 0.2% 67	7.8% 10.0% 7.9% 53	11.4% 11.8% NA NA
<b>Morgan Stanley Inst Mid Cap Growth P</b> Russell Midcap Growth <i>Mercer Mutual Fund US Equity Mid Cap Growth Universe Median</i> <i>Fund Rank in Universe</i>	\$3,509,458	4.1%	-20.8% -17.7% -15.9% 83	-28.2% -23.4% -23.0% 85	-28.6% -24.7% -24.0% 79	0.7% -0.8% 0.1% 43	9.1% 6.5% 6.3% 14	8.6% 5.5% 6.0% 19
<b>Wells Fargo Advantage Small Cap Val Inv</b> Russell 2000 Value <i>Mercer Mutual Fund US Equity Small Cap Value Universe Median</i> <i>Fund Rank in Universe</i>	\$4,909,350	5.7%	-17.0% 5.0% -1.2% 98	-17.9% -5.4% -9.3% 91	-21.3% -12.3% -15.6% 88	0.8% 2.0% 0.4% 48	11.3% 9.4% 8.4% 8	13.8% 7.8% 7.8% 0
<b>Columbia Acorn USA Z</b> Russell 2000 <i>Mercer Mutual Fund US Equity Small Cap Core Universe Median</i> <i>Fund Rank in Universe</i>	\$579,455	0.7%	-7.8% -1.1% -5.7% 66	-15.6% -10.4% -13.8% 64	-18.4% -14.5% -18.7% 48	-1.0% 1.8% -0.3% 60	7.9% 8.1% 7.7% 47	10.0% 7.1% 8.7% 36

This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

## Global Equity

	Market Value	% of Plan	1 Quarter	YTD	1 Year	3 Years	5 Years	Inception
<b>AIM Global Small &amp; Mid Cap Growth Intl</b>	\$5,760,930	6.7%	-19.3%	-31.8%	-31.5%	2.2%	11.4%	8.3%
MSCI World NET WHT			-15.3%	-24.2%	-26.0%	0.7%	7.3%	6.3%
<i>Mercer Mutual Fund Global Equity Universe Median Fund Rank in Universe</i>			-15.5%	-25.1%	-26.1%	0.6%	7.6%	7.1%
			77	92	80	32	4	30

## International Equity

	Market Value	% of Plan	1 Quarter	YTD	1 Year	3 Years	5 Years	Inception
<b>Vanguard Total Intl Stock Index</b>	\$5,433,180	6.3%	-20.5%	-29.2%	-30.1%	2.6%	11.1%	4.6%
MSCI EAFE NET WHT			-20.6%	-29.3%	-30.5%	1.1%	9.7%	4.1%

## Brokerage Window

	Market Value	% of Plan	1 Quarter	YTD	1 Year	3 Years	5 Years	Inception
<b>Brokeragelink</b>	\$1,424,872	1.6%						
Citigroup 3-Month T-Bill								

# Fund Profile

## Domestic Fixed - Passive - Vanguard Interm-Term Bond Index Signal

Share Class: Other	Benchmark: Lehman Bros US Intermediate Govt/Credit	
<b>Investment Philosophy</b>		
This fund seeks to parallel the performance of the Lehman Brothers 5-10 Year Government/Credit Bond Index. The fund is passively managed using sampling techniques. Securities are selected that will keep the fund's characteristics, such as sector weightings, coupon, maturity, effective duration, convexity and quality, in line with those of the index. The fund attempts to remain fully invested at all times to ensure good tracking with the index.		
<b>Tracking Error</b>		
<p>5 YEAR PERIOD - VANGUARD INTERM-TERM BOND INDEX SIGNAL VS. LEHMAN BROS I</p> <p>— Rolling 1-Year Tracking Error</p>		
<b>Key Facts and Figures</b>		
Portfolio Manager: Multiple Portfolio Manager Average Tenure: 7.5 Years	Total Fund Assets: \$8,139 Million Total Share Class Assets: \$1,616 Million	Expense Ratio (Gross): 0.10% Expense Ratio (Net): 0.10% Morningstar Average Expense Ratio (Net): 0.00%

# Fund Profile

## Domestic Fixed - Fidelity Capital & Income

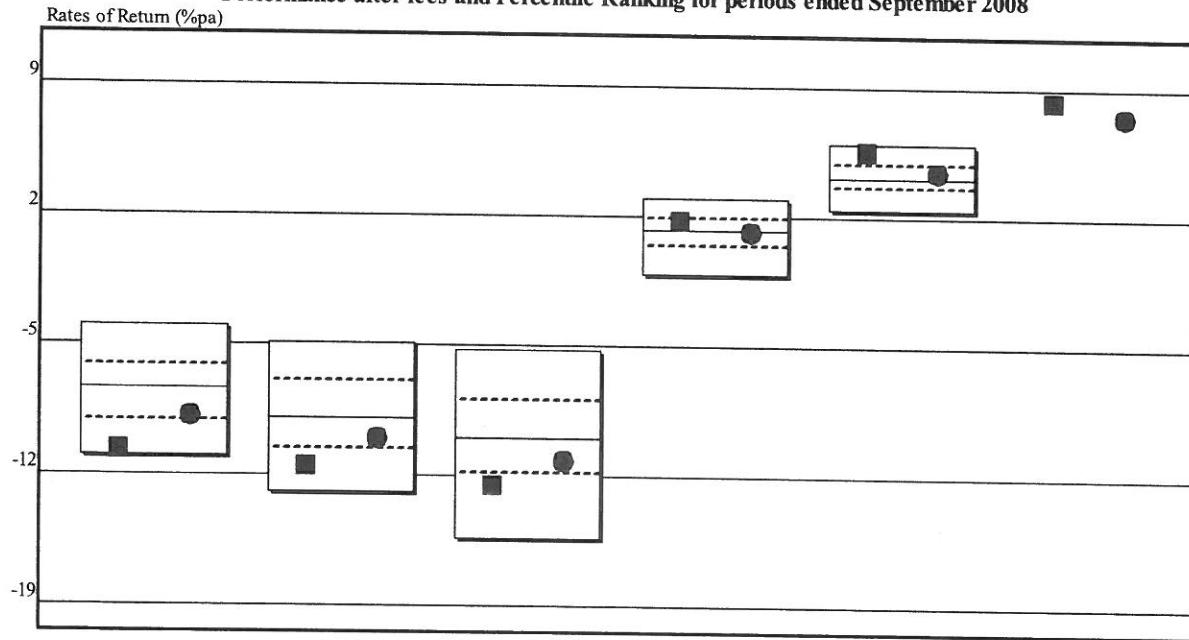
Share Class: No Load	Benchmark: Lehman Bros US High Yield Composite						
<b>Investment Philosophy</b>							
[REDACTED]							
<b>Sector Allocation as of June 30, 2008</b>							
<table border="1"> <thead> <tr> <th>Sector</th> <th>Fidelity Capital &amp; Income (%)</th> <th>Lehman Bros US High Yield Composite (%)</th> </tr> </thead> <tbody> <tr> <td>Corporate</td> <td>~100</td> <td>~120</td> </tr> </tbody> </table>		Sector	Fidelity Capital & Income (%)	Lehman Bros US High Yield Composite (%)	Corporate	~100	~120
Sector	Fidelity Capital & Income (%)	Lehman Bros US High Yield Composite (%)					
Corporate	~100	~120					
<b>Key Facts and Figures</b>							
Portfolio Manager: Mark Notkin Portfolio Manager Average Tenure: 5.3 Years	Total Fund Assets: \$8,602 Million Total Share Class Assets: \$8,602 Million	Expense Ratio (Gross): 0.75% Expense Ratio (Net): 0.75% Morningstar Average Expense Ratio (Net): 1.24%					

This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Fund Profile

## Domestic Fixed - Fidelity Capital & Income

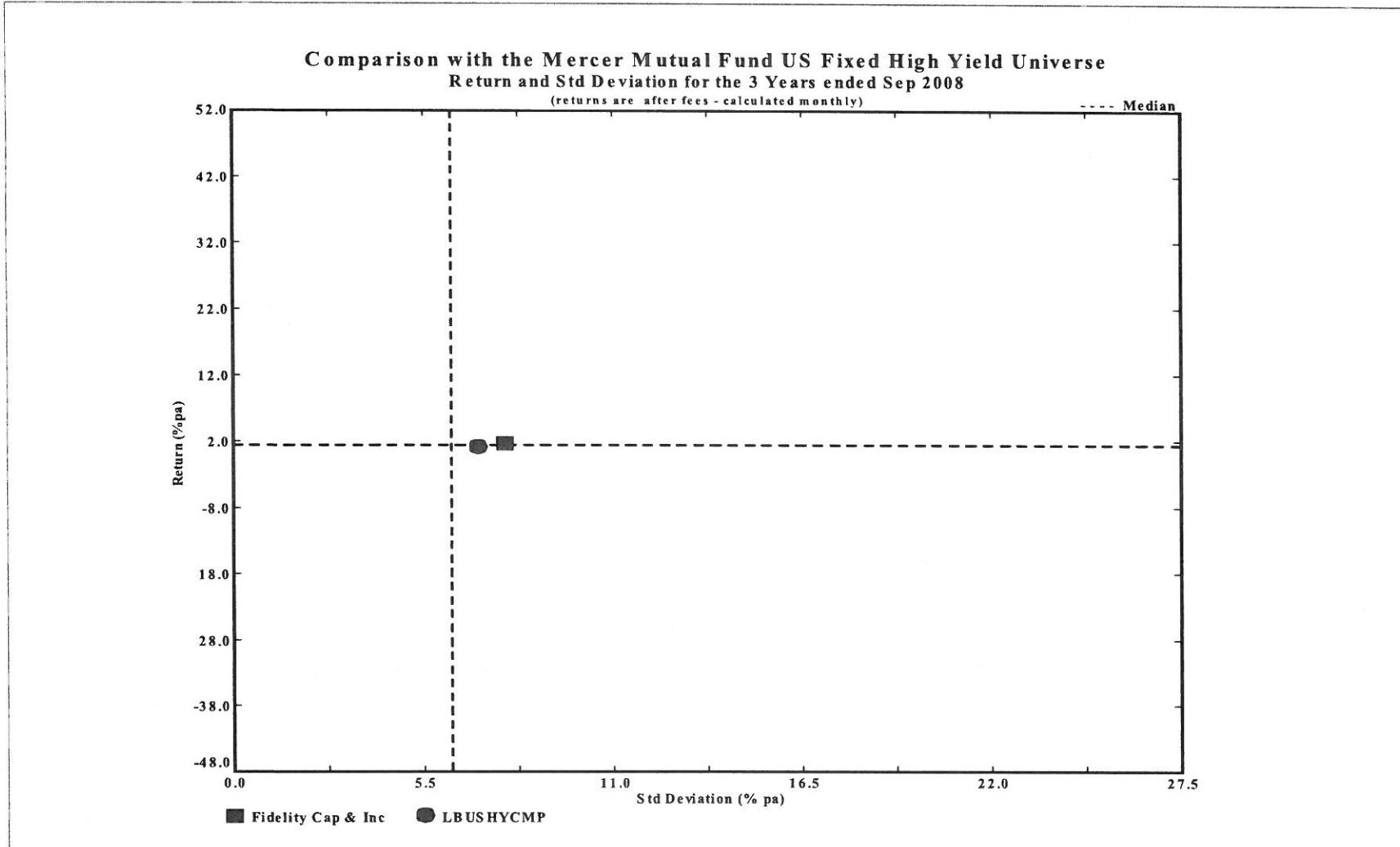
**Comparison with the Mercer Mutual Fund US Fixed High Yield Universe**  
**Performance after fees and Percentile Ranking for periods ended September 2008**



	1 Quarter	YTD	1 Year	3 Years	5 Years	Inception
deity Cap & Inc	-10.7 (92) -8.9	-11.5 (85)	-12.5 (84) -11.2	1.7 (36) 1.1	5.5 (6) 4.4	8.3 7.5
5th Percentile	-4.0	-5.0	-5.3	3.0	5.9	na
Upper Quartile	-6.2	-7.0	-8.0	1.9	4.8	na
Median	-7.4	-9.0	-10.1	1.2	4.1	na
Lower Quartile	-9.2	-10.6	-11.9	0.4	3.6	na
95th Percentile	-11.0	-13.0	-15.4	-1.2	2.4	na
Number of Funds	132	132	132	126	114	

# Fund Profile

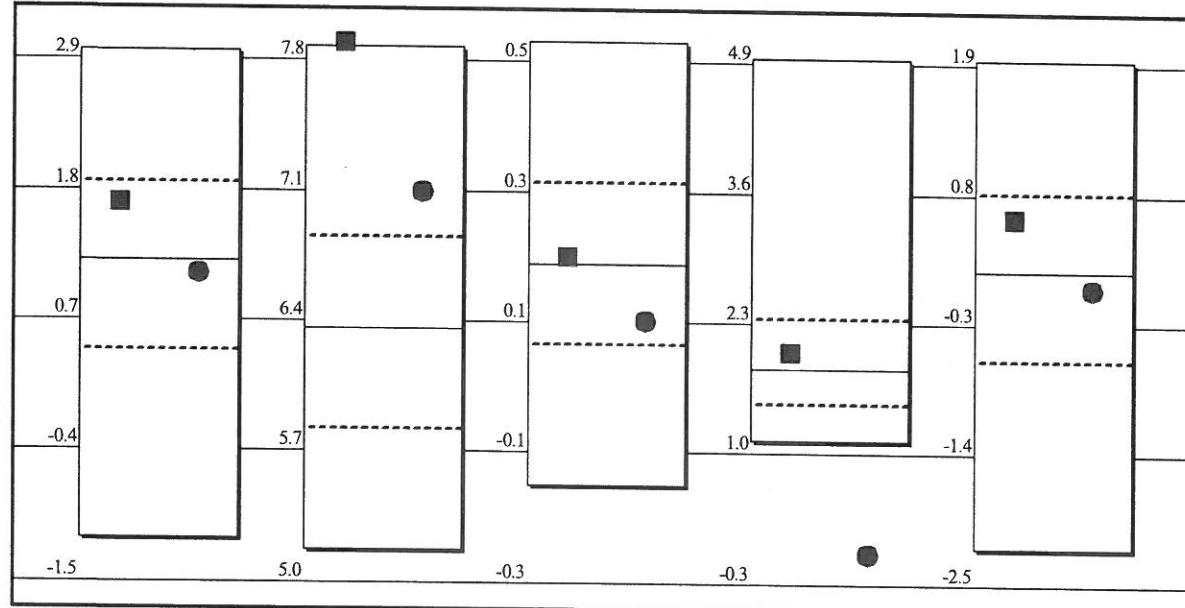
## Domestic Fixed - Fidelity Capital & Income



# Fund Profile

## Domestic Fixed - Fidelity Capital & Income

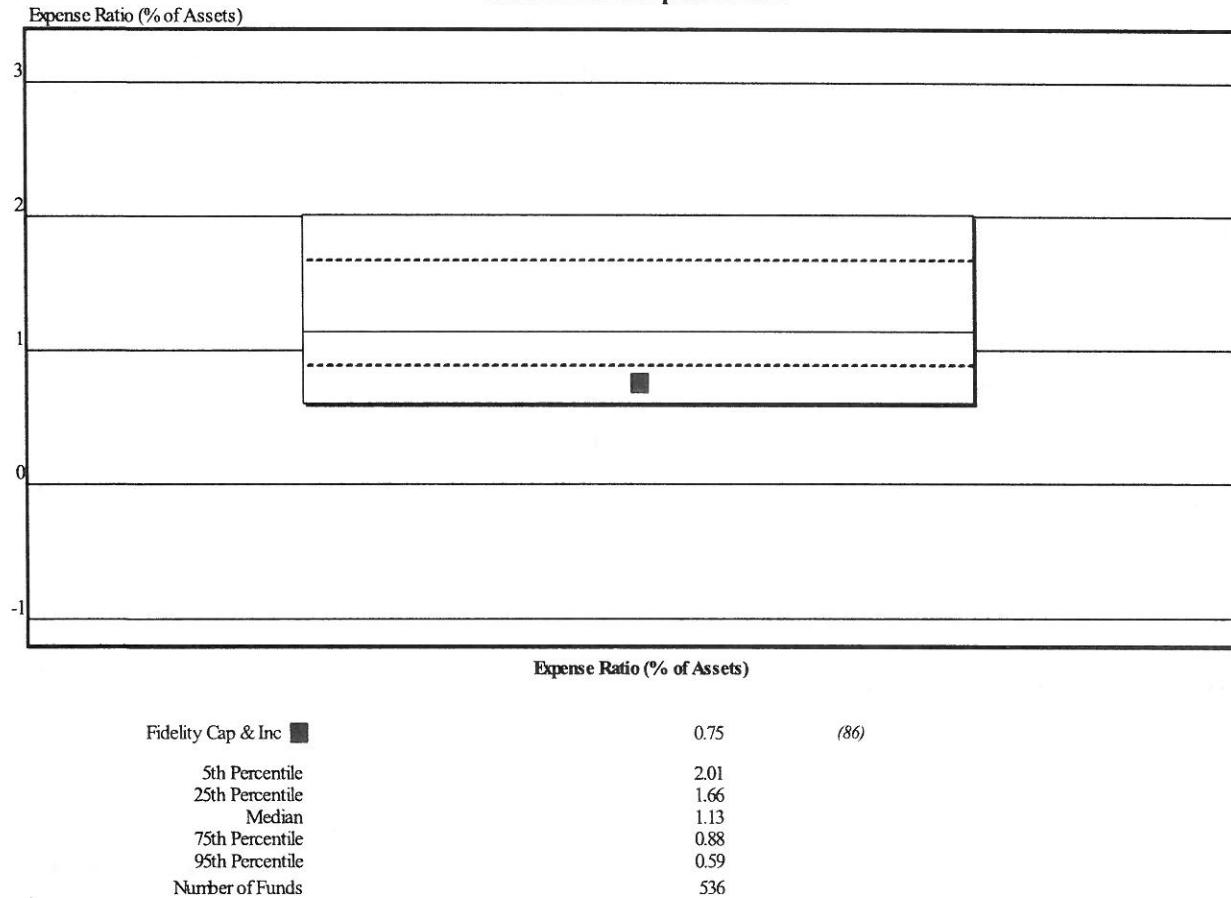
**Comparison with the Mercer Mutual Fund US Fixed High Yield Universe**  
**Risk and Return Characteristics vs. LBUSHYCM and Percentile Ranking for the 3 years ended Sep 2008**



# Fund Profile

## Domestic Fixed - Fidelity Capital & Income

Comparison with the Mercer Mutual Fund US Fixed High Yield Universe  
Fee levels as of September 2008



This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

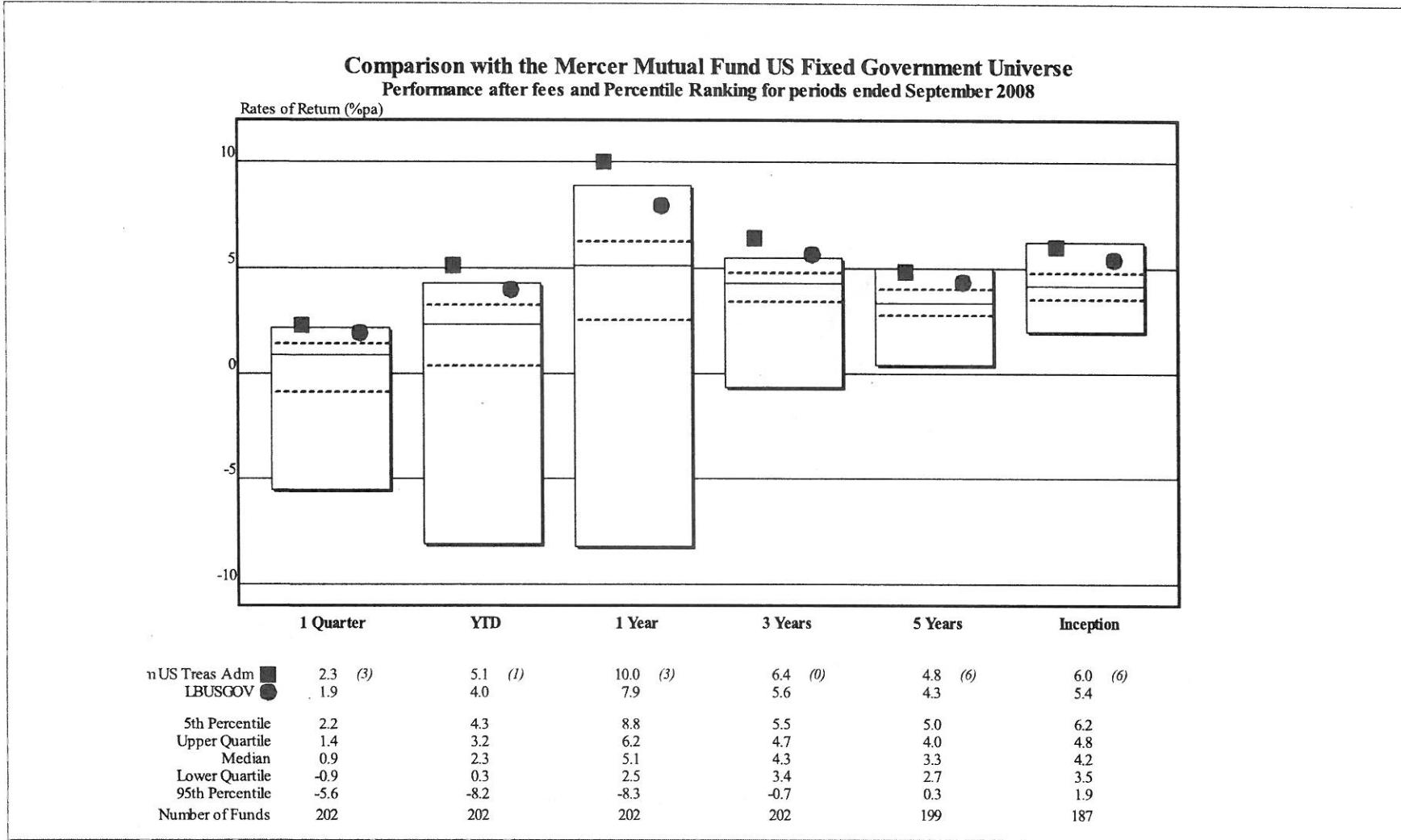
# Fund Profile

## Domestic Fixed - Vanguard Interim-Term Treasury Adm

<b>Share Class: Other</b>	<b>Benchmark: Lehman Bros US Govt</b>									
<b>Investment Philosophy</b>										
<p>The Vanguard Intermediate-Term Treasury Fund seeks to provide a high level of current income by investing in the intermediate-term segment (five- to fifteen-year maturities) of the U.S. Treasury market. At least 65% of its assets will be invested in Treasury issues. The balance may be invested in U.S. Government guaranteed issues, as well as repurchase agreements collateralized by such securities. By adhering to these guidelines, the fund presents effectively no credit risk and will exhibit a moderate exposure to the price volatility caused by changes in interest rates.</p>										
<b>Sector Allocation</b> as of June 30, 2008										
<table border="1"> <thead> <tr> <th>Sector</th> <th>Allocation (%)</th> </tr> </thead> <tbody> <tr> <td>Treasury Agency</td> <td>~95</td> </tr> <tr> <td>Vanguard Interim-Term Treasury Adm</td> <td>0.0</td> </tr> <tr> <td>Lehman Bros US Govt</td> <td>0.0</td> </tr> </tbody> </table>			Sector	Allocation (%)	Treasury Agency	~95	Vanguard Interim-Term Treasury Adm	0.0	Lehman Bros US Govt	0.0
Sector	Allocation (%)									
Treasury Agency	~95									
Vanguard Interim-Term Treasury Adm	0.0									
Lehman Bros US Govt	0.0									
<b>Key Facts and Figures</b>										
Portfolio Manager: David R. Glocke Portfolio Manager Average Tenure: 7.4 Years	Total Fund Assets: \$6,128 Million Total Share Class Assets: \$3,511 Million	Expense Ratio (Gross): 0.10% Expense Ratio (Net): 0.10% Morningstar Average Expense Ratio (Net): 0.00%								

# Fund Profile

## Domestic Fixed - Vanguard Inter-Term Treasury Adm

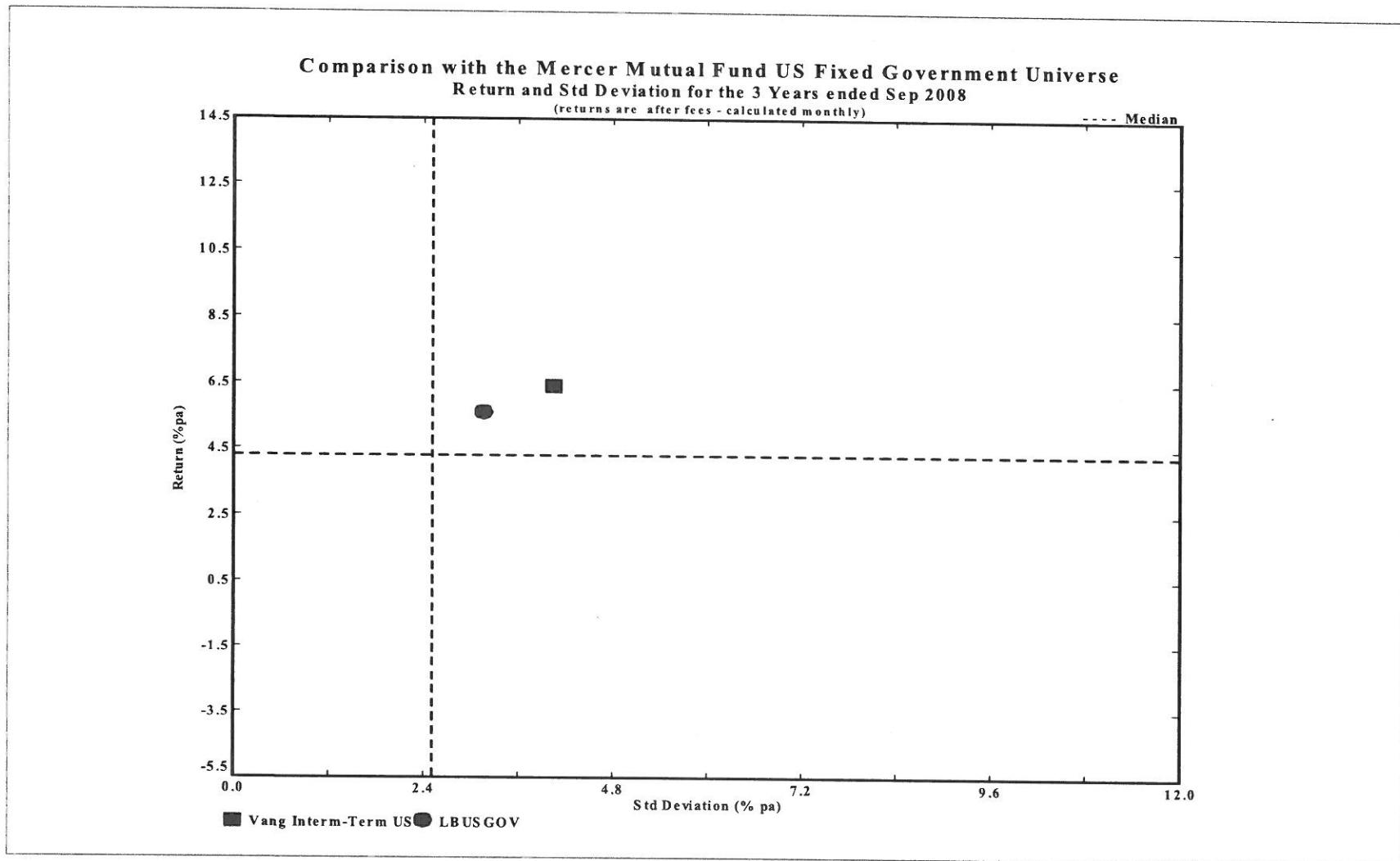


This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

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# Fund Profile

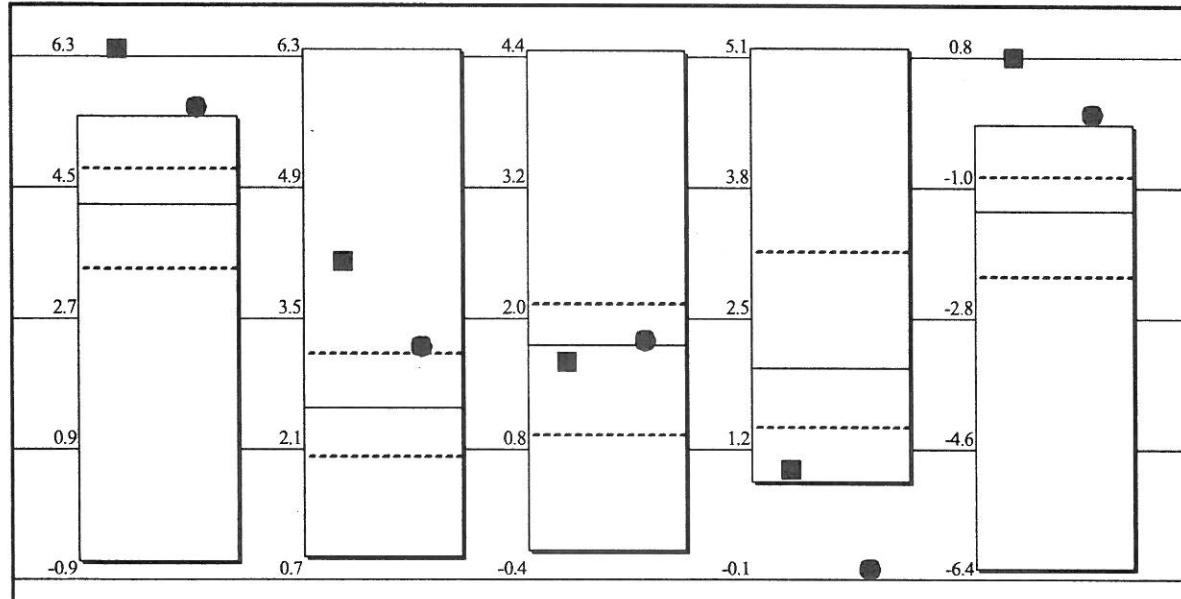
## Domestic Fixed - Vanguard Inter-Term Treasury Adm



# Fund Profile

## Domestic Fixed - Vanguard Inter-Term Treasury Adm

**Comparison with the Mercer Mutual Fund US Fixed Government Universe  
Risk and Return Characteristics vs. LBUSGOV and Percentile Ranking for the 3 years ended Sep 2008**



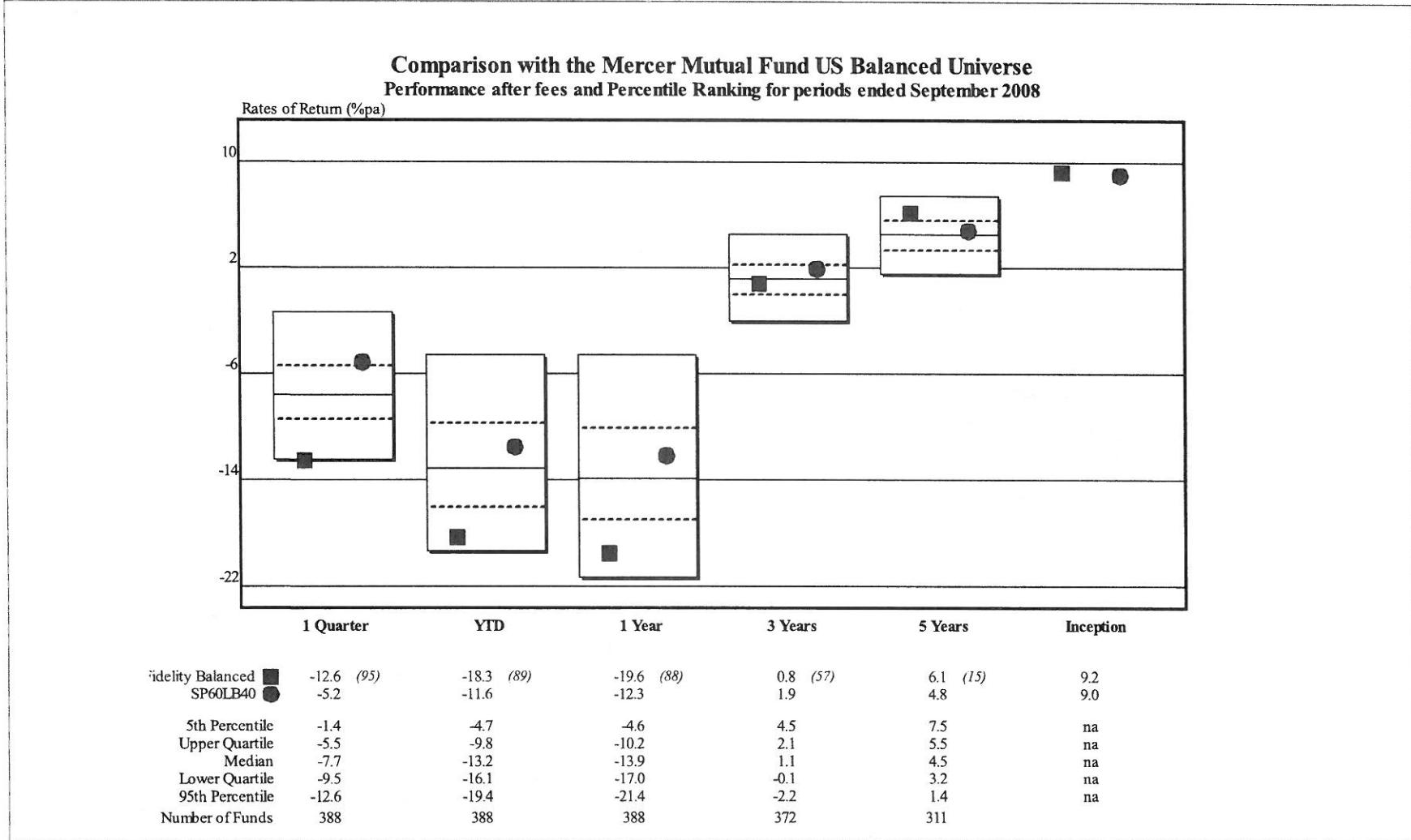
# Fund Profile

## Balanced - Fidelity Balanced

<b>Share Class: No Load</b>	<b>Benchmark: S&amp;P 500 60% / 40% LB Aggregate</b>										
<b>Investment Philosophy</b>											
<p>The Balanced Fund typically invests approximately 60% of assets in stocks and other equity securities and approximately 40% in debt securities. Investments in stocks typically emphasize above-average income-producing companies, which tends to lead to investments in "value" stocks. Fidelity analyzes companies using fundamental factors and evaluates each security's current price compared to its estimated long-term value.</p>											
<b>Portfolio Analysis &amp; Key Observations</b>	<b>Asset Allocation as of June 30, 2008</b>										
<ul style="list-style-type: none"> <li>The Fidelity Balanced Fund returned -12.6% which underperformed the blended 60% S&amp;P 500 / 40% Lehman Aggregate Index's return of -5.2% by 740 basis points during the third quarter.</li> </ul> <p><b>Negative Impact on Performance</b></p> <ul style="list-style-type: none"> <li>Underweight allocation to U.S. Government fixed income securities</li> <li>Poor stock selection in the financial and energy sectors, particularly an overweighting of Fannie Mae</li> <li>Out-of-benchmark allocation of 12.9% to BB or lower quality debt</li> </ul> <p><b>Positive Impact on Performance</b></p> <ul style="list-style-type: none"> <li>Underweight allocation to underperforming energy sector holdings such as ConocoPhillips (-22.0% return), Chevron (-16.2% return), and ExxonMobil (-11.4%)</li> <li>Individual contributors to performance: Live Nation (+53.8% return)</li> <li>The portfolio manager of the equity portion of the Fidelity Balanced Fund will be leaving to manage the Fidelity Dividend Growth Fund. The equity portion of the Balanced Fund will now be managed by Fidelity's Multi-Manager Group (MMG).</li> </ul>	<table border="1"> <thead> <tr> <th>Asset Type</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Domestic Equity</td> <td>65%</td> </tr> <tr> <td>Fixed Income</td> <td>33%</td> </tr> <tr> <td>Cash &amp; Equivalents</td> <td>1%</td> </tr> <tr> <td>Other</td> <td>1%</td> </tr> </tbody> </table>	Asset Type	Percentage	Domestic Equity	65%	Fixed Income	33%	Cash & Equivalents	1%	Other	1%
Asset Type	Percentage										
Domestic Equity	65%										
Fixed Income	33%										
Cash & Equivalents	1%										
Other	1%										
<b>Key Facts and Figures</b>											
Portfolio Manager: Multiple Portfolio Manager Average Tenure: 0.5 Years	Total Fund Assets: \$22,274 Million Total Share Class Assets: \$22,150 Million	Expense Ratio (Gross): 0.61% Expense Ratio (Net): 0.61% Morningstar Average Expense Ratio (Net): 1.06%									

# Fund Profile

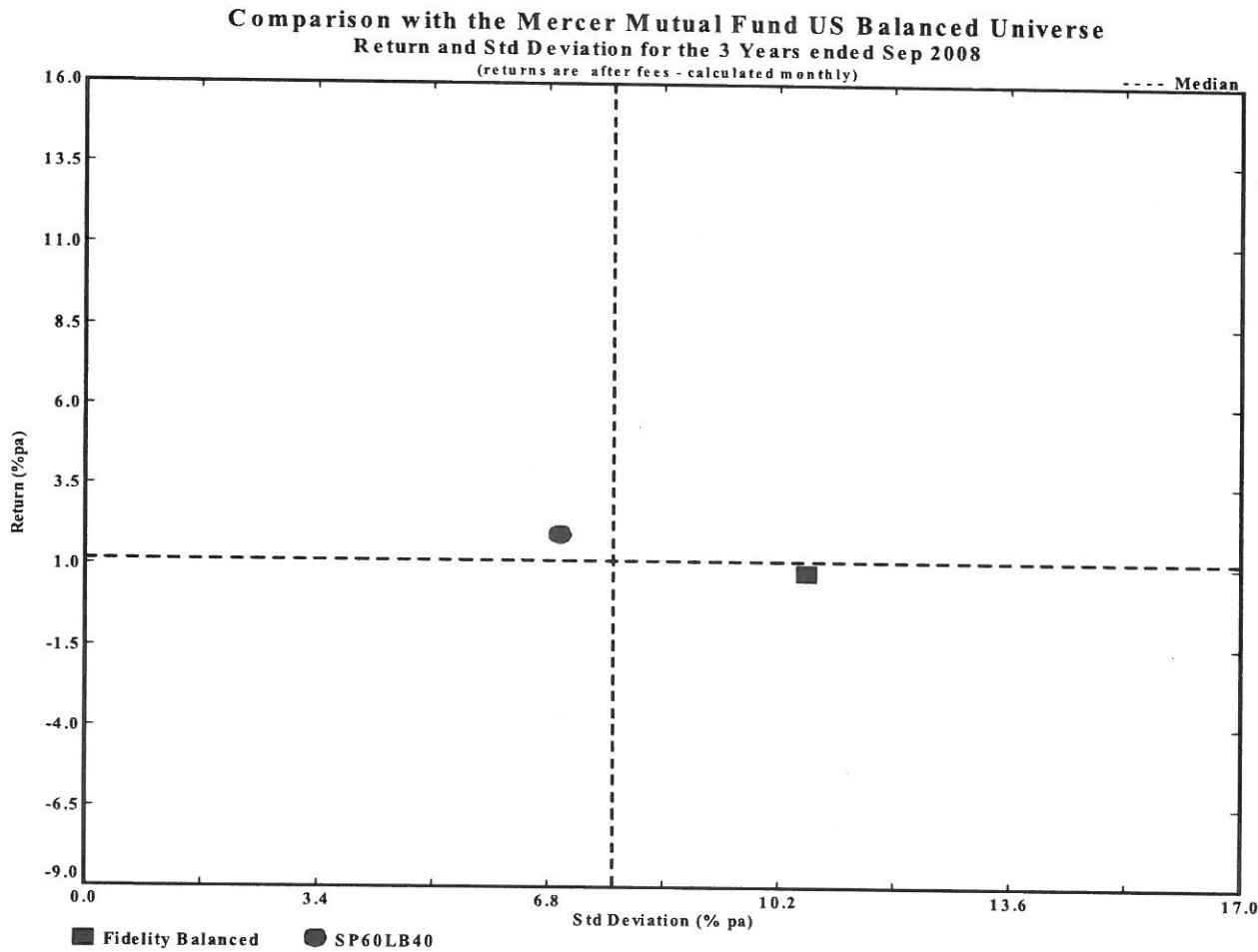
## Balanced - Fidelity Balanced



This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Fund Profile

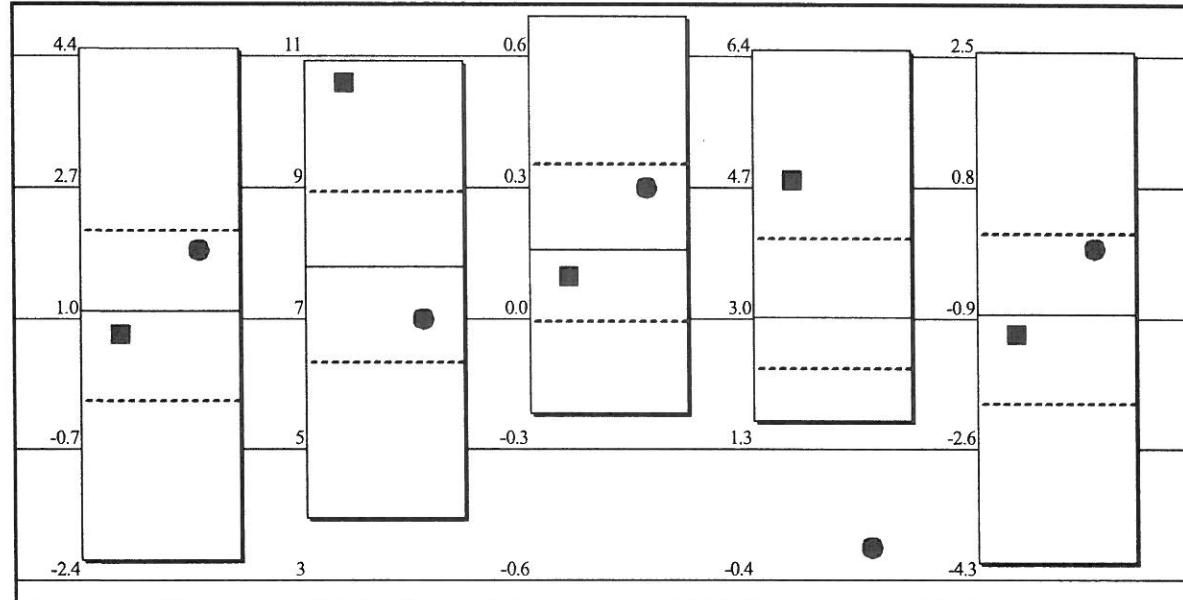
## Balanced - Fidelity Balanced



# Fund Profile

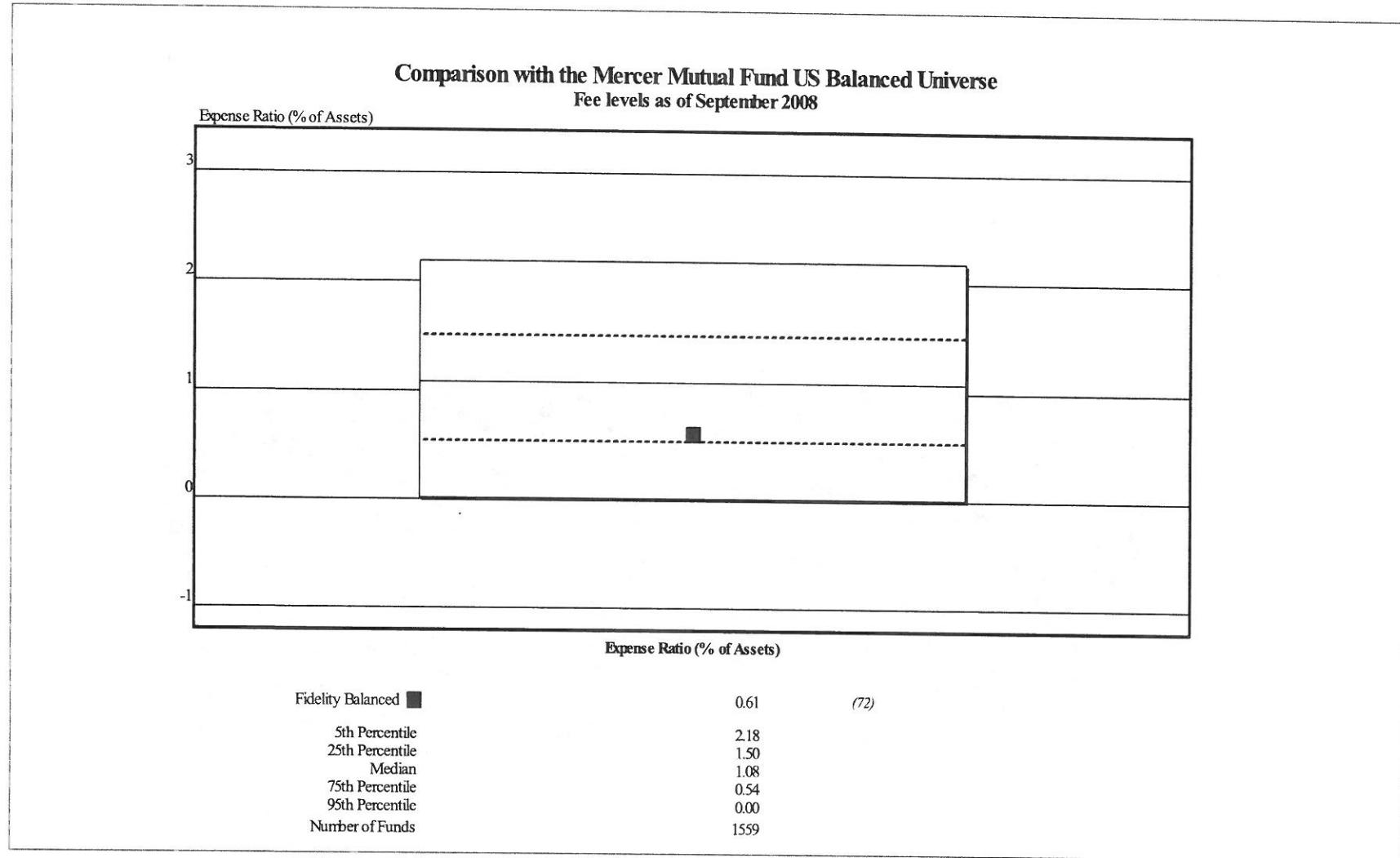
## Balanced - Fidelity Balanced

**Comparison with the Mercer Mutual Fund US Balanced Universe**  
**Risk and Return Characteristics vs. SP60LB40 and Percentile Ranking for the 3 years ended Sep 2008**



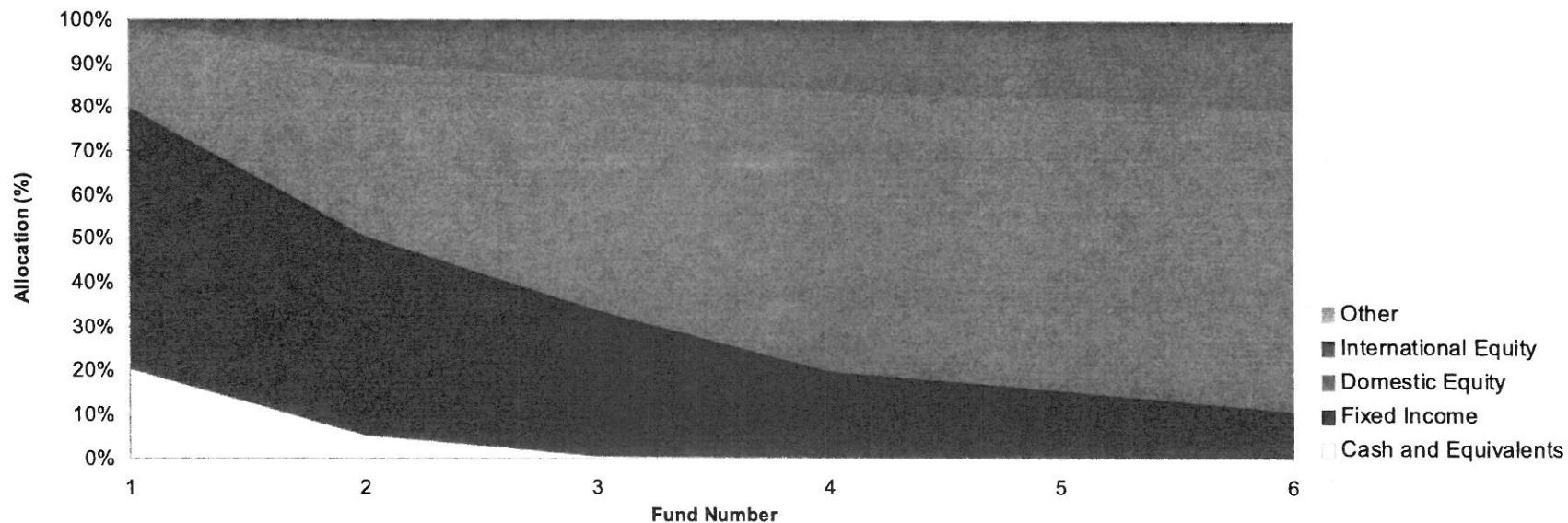
# Fund Profile

## Balanced - Fidelity Balanced



# Fund Profile

## Lifecycle - Fidelity Freedom Funds



		Cash and Equivalents	Fixed Income	Domestic Equity	International Equity	Other
1	Fidelity Freedom Income	20.1%	59.9%	20.0%	0.0%	
2	Fidelity Freedom 2010	5.2%	45.2%	39.7%	9.9%	
3	Fidelity Freedom 2020	0.4%	33.4%	52.6%	13.6%	
4	Fidelity Freedom 2030	0.1%	19.7%	63.6%	16.6%	
5	Fidelity Freedom 2040	0.1%	15.3%	66.8%	17.8%	
6	Fidelity Freedom 2050	0.1%	10.8%	68.3%	20.8%	

This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Fund Profile

## Lifecycle - Fidelity Freedom Funds



This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Fund Profile

## Domestic Equity - Passive - Vanguard Institutional Index

Share Class: Inv	Benchmark: S&P 500
Investment Philosophy	
The Fund attempts to provide investment results that parallel the performance of the S&P 500 Index. Given this objective, the portfolio is expected to provide investors with long-term growth of capital and income as well as a reasonable level of current income.	
Portfolio Analysis & Key Observations	
<ul style="list-style-type: none"> <li>▪ The following comments relate to the performance of the S&amp;P 500 Index:</li> <li>▪ </li> </ul> <p><b>Positive Impact on Performance</b></p> <ul style="list-style-type: none"> <li>▪ Top performing sectors were consumer staples (4.1% return), health care (0.0% return), and financials (-0.1% return)</li> <li>▪ Top individual contributors to performance: Bank of America (49.3% return), JPMorgan Chase &amp; Co (37.4% return), Wells Fargo (59.8% return), Procter &amp; Gamble (15.3% return), and Citigroup (24.5% return)</li> </ul> <p><b>Negative Impact on Performance</b></p> <ul style="list-style-type: none"> <li>▪ The worst performing sectors included energy (-25.0% return), materials (-22.9% return), and utilities (-18.7% return)</li> <li>▪ Top individual detractors from performance: American International Group (-86.6% return), Exxon Mobil (-11.4% return), Apple Inc (-32.1% return), Schlumberger Ltd (-27.1% return), and Chevron (-16.2% return)</li> </ul>	<p><b>Tracking Error</b></p> <p>5 YEAR PERIOD - VANGUARD INSTITUTIONAL INDEX VS. S&amp;P 500</p> <p>Oct-03 Apr-04 Oct-04 Apr-05 Oct-05 Apr-06 Oct-06 Apr-07 Oct-07 Apr-08</p> <p>— Rolling 1-Year Tracking Error</p>
Key Facts and Figures	
Portfolio Manager: Donald M. Butler Portfolio Manager Average Tenure: 3.5 Years	Total Fund Assets: \$61,324 Million Total Share Class Assets: \$42,257 Million Expense Ratio (Gross): 0.05% Expense Ratio (Net): 0.05% Morningstar Average Expense Ratio (Net): 0.66%

# Fund Profile

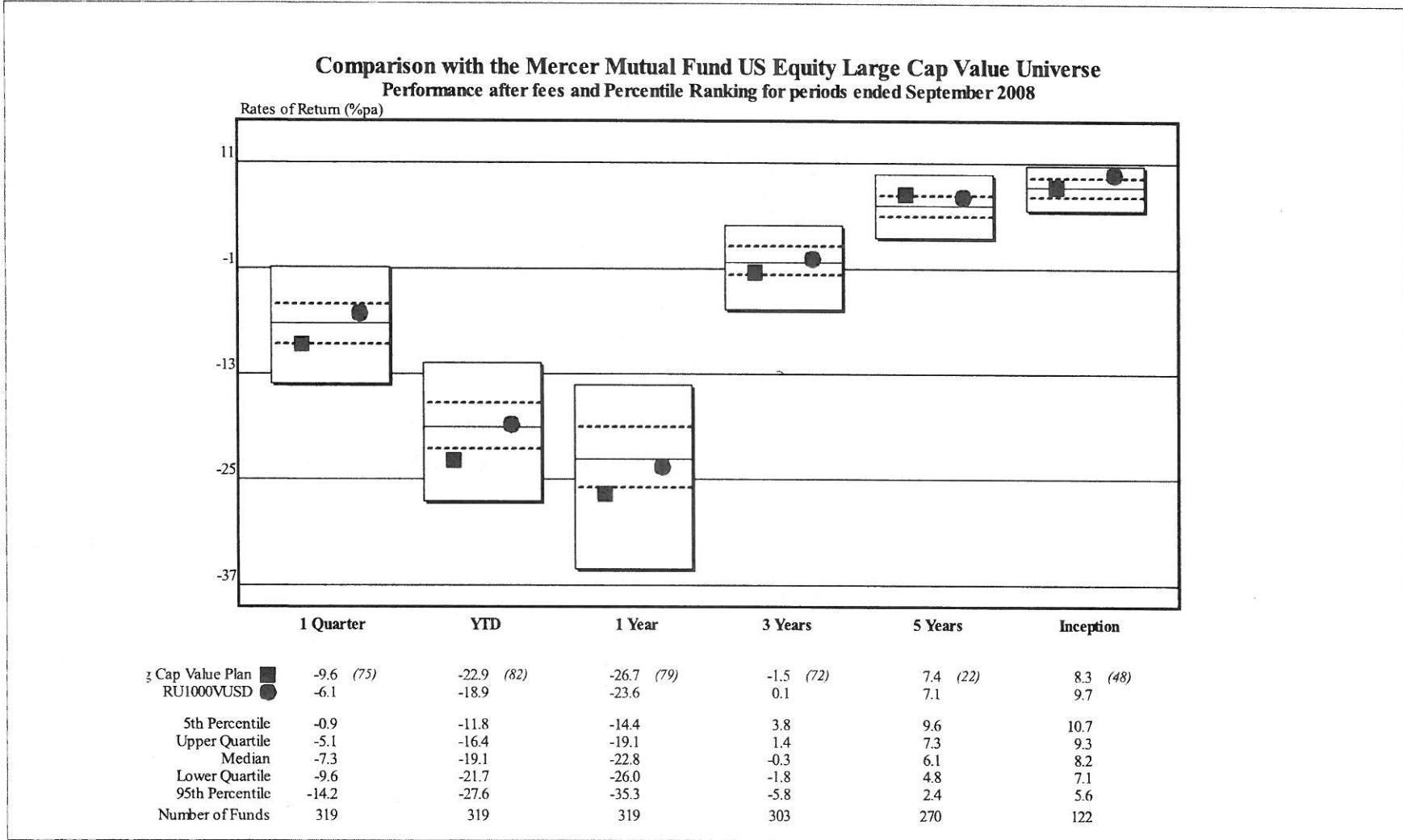
## Domestic Equity - American Beacon Lg Cap Value Plan

Share Class: Other	Benchmark: Russell 1000 Value
<b>Investment Philosophy</b>	
<p>The American Beacon Large Cap Value Fund seeks long term capital appreciation and current income through a multi-manager approach. The fund uses four sub-advisers: Barrow, Hanley, Mewhinney &amp; Strauss, Brandywine Asset Management, Hotchkis and Wiley Capital Management, and Metropolitan West Capital Management. Each of the advisers pursues a value style of investing by selecting stocks that have above-average earnings growth potential and are also selling at a discount to the market. The value determination is based on each company's financial profile, including price to earnings ratio, price to book value ratio, assets carried below book value, dividend yield, and growth expectations. ABA's subadvisory approach offers clients the combined talent and experience of multiple, well-known managers.</p>	
<b>Style Analysis</b>	
<p><b>5 YEAR PERIOD - ROLLING 3 YEARS ENDING SEP 30, 2008</b></p> <p><b>Style Benchmarks</b> Russell 1000 Value Russell 1000 Growth Russell 2000 Value Russell 2000 Growth</p> <p><b>Products</b></p> <ul style="list-style-type: none"> <li>1 Vang Inst Indx</li> <li>2 ABF Lg Cap Value Plan</li> <li>3 NB Partners Trust</li> <li>4 Fid Contrafund</li> <li>5 Fid Disciplined Equity</li> <li>6 Fid Value</li> <li>7 Morgan Stanley Mid Cap Gwth</li> <li>8 WFA Sm Cap Val Z</li> <li>9 Col Acom USA Z</li> </ul>	
<b>Key Facts and Figures</b>	
Portfolio Manager: Multiple Portfolio Manager Average Tenure: 8.1 Years	Total Fund Assets: \$7,730 Million Total Share Class Assets: \$4,585 Million
	Expense Ratio (Gross): 0.84% Expense Ratio (Net): 0.84% Morningstar Average Expense Ratio (Net): 1.35%

This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Fund Profile

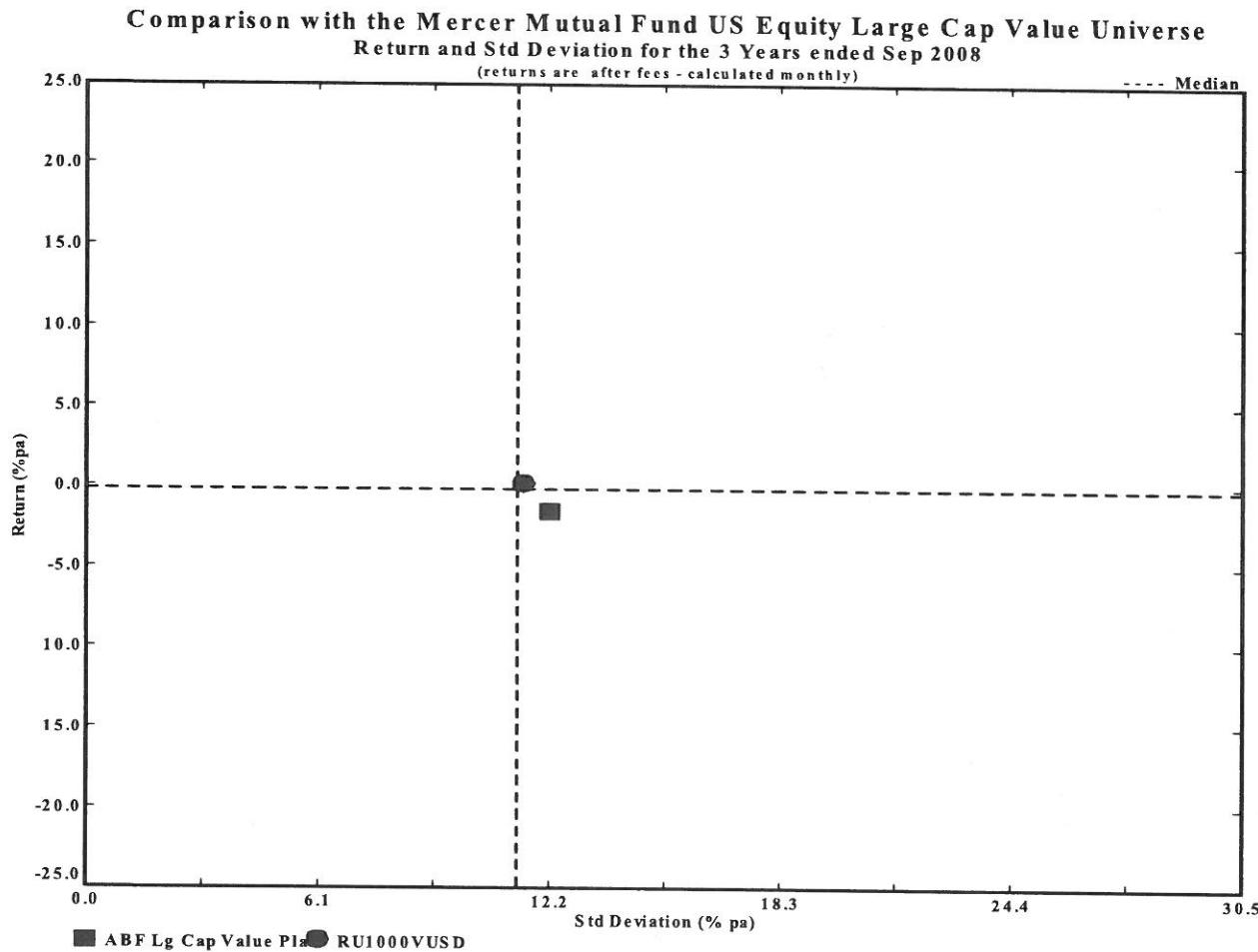
## Domestic Equity - American Beacon Lg Cap Value Plan



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# Fund Profile

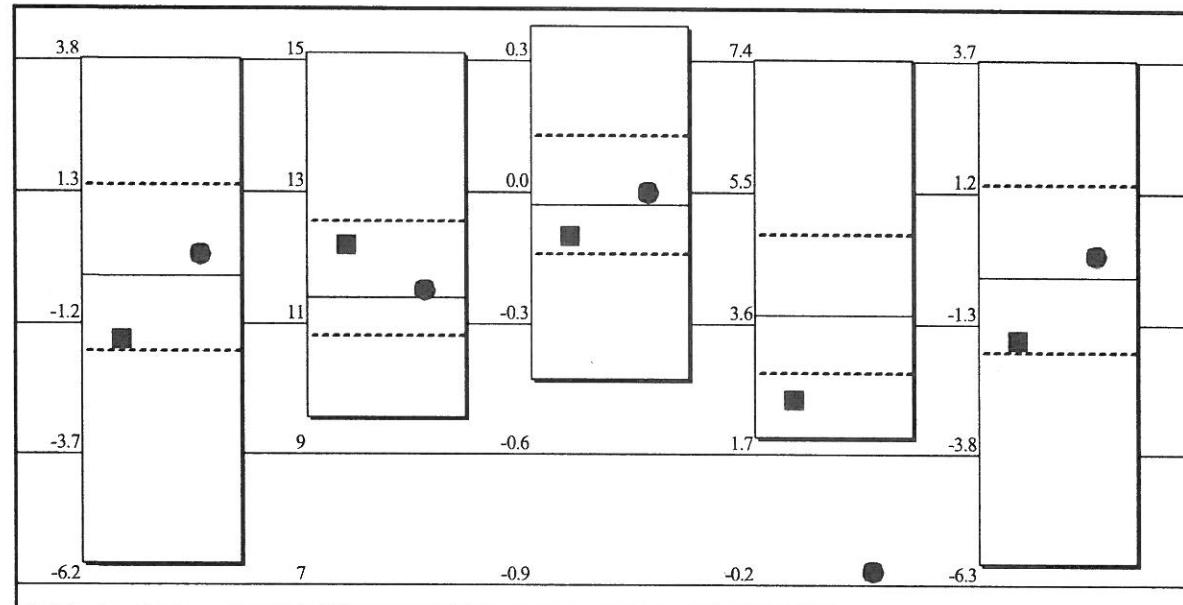
## Domestic Equity - American Beacon Lg Cap Value Plan



# Fund Profile

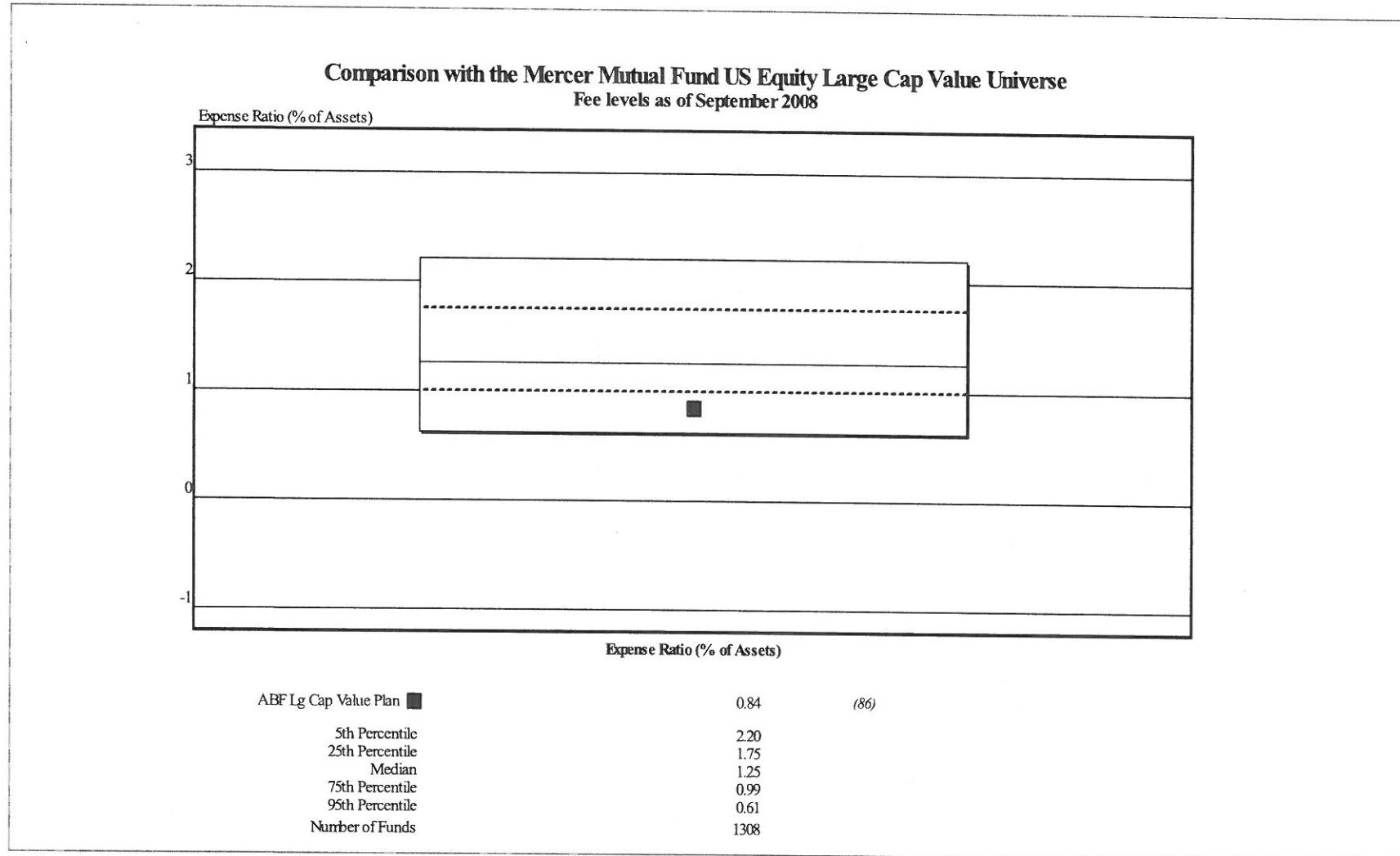
## Domestic Equity - American Beacon Lg Cap Value Plan

**Comparison with the Mercer Mutual Fund US Equity Large Cap Value Universe  
Risk and Return Characteristics vs. RU1000VUSD and Percentile Ranking for the 3 years ended Sep 2008**



# Fund Profile

## Domestic Equity - American Beacon Lg Cap Value Plan



# Fund Profile

## Domestic Equity - Neuberger Berman Partners Tr

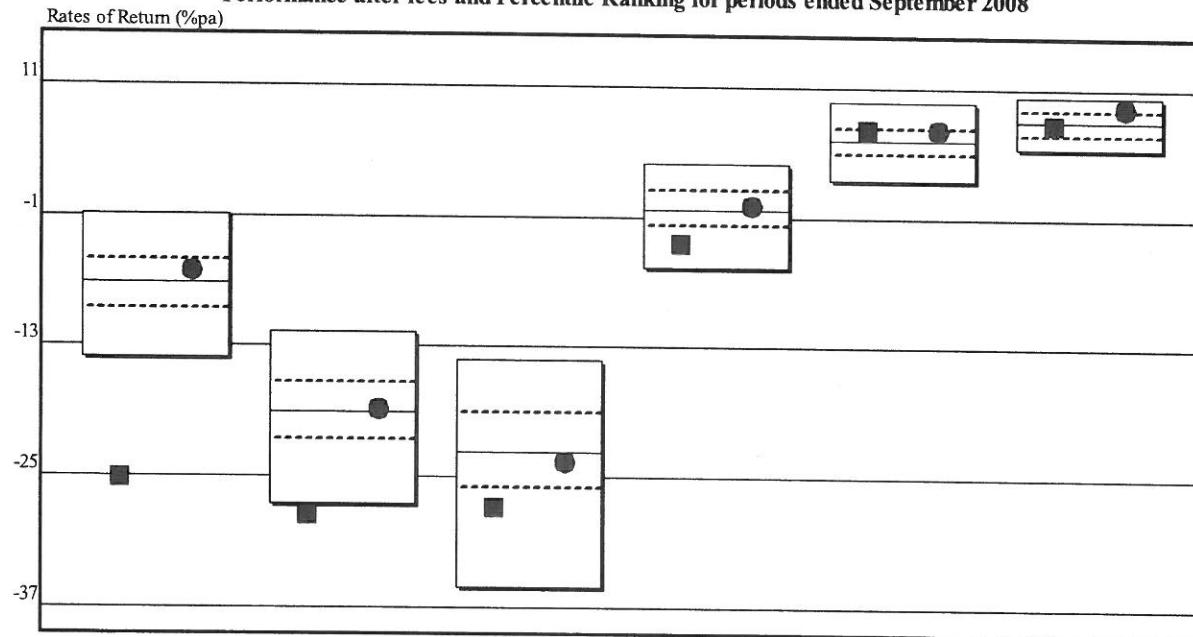
<b>Share Class: No Load</b>	<b>Benchmark: Russell 1000 Value</b>				
<b>Investment Philosophy</b>					
<p>The primary objective of the fund is growth of capital. Mullick seeks mid- to large-cap companies that he believes are selling for less than their intrinsic value. The fund employs a fundamental, bottom-up process that searches for firm specific catalysts that will lead to a change in investors' perceptions and valuations.</p>					
<b>Style Analysis</b> <div style="text-align: center;"> <p><b>5 YEAR PERIOD - ROLLING 3 YEARS ENDING SEP 30, 2008</b></p> </div>					
<b>Key Facts and Figures</b> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 5px;">Portfolio Manager: S. Basu Mullick Portfolio Manager Average Tenure: 9.8 Years</td><td style="padding: 5px;">Total Fund Assets: \$3,098 Million Total Share Class Assets: \$782 Million</td><td style="padding: 5px;">Expense Ratio (Gross): 1.00% Expense Ratio (Net): 1.00% Morningstar Average Expense Ratio (Net): 1.35%</td></tr> </table>			Portfolio Manager: S. Basu Mullick Portfolio Manager Average Tenure: 9.8 Years	Total Fund Assets: \$3,098 Million Total Share Class Assets: \$782 Million	Expense Ratio (Gross): 1.00% Expense Ratio (Net): 1.00% Morningstar Average Expense Ratio (Net): 1.35%
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# Fund Profile

## Domestic Equity - Neuberger Berman Partners Tr

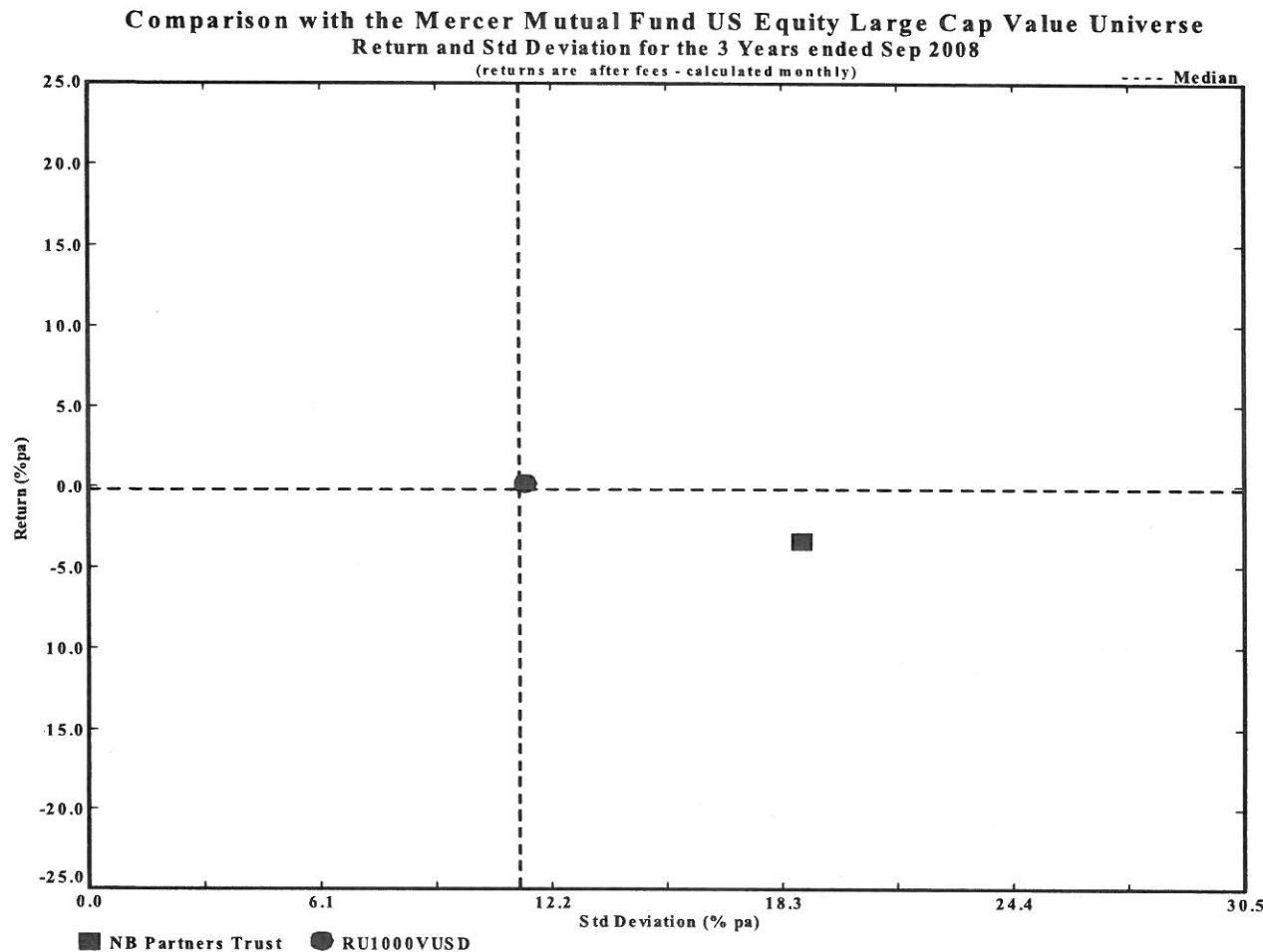
**Comparison with the Mercer Mutual Fund US Equity Large Cap Value Universe**  
 Performance after fees and Percentile Ranking for periods ended September 2008



	1 Quarter	YTD	1 Year	3 Years	5 Years	Inception
B Partners Trust (RU1000VUSD)	-25.2 (99) -6.1	-28.6 (95) -18.9	-27.8 (83) -23.6	-3.4 (87) 0.1	7.1 (29) 7.1	7.8 (54) 9.2
5th Percentile	-0.9	-11.8	-14.4	3.8	9.6	10.3
Upper Quartile	-5.1	-16.4	-19.1	1.4	7.3	9.0
Median	-7.3	-19.1	-22.8	-0.3	6.1	8.0
Lower Quartile	-9.6	-21.7	-26.0	-1.8	4.8	6.8
95th Percentile	-14.2	-27.6	-35.3	-5.8	2.4	5.4
Number of Funds	319	319	319	303	270	111

# Fund Profile

## Domestic Equity - Neuberger Berman Partners Tr

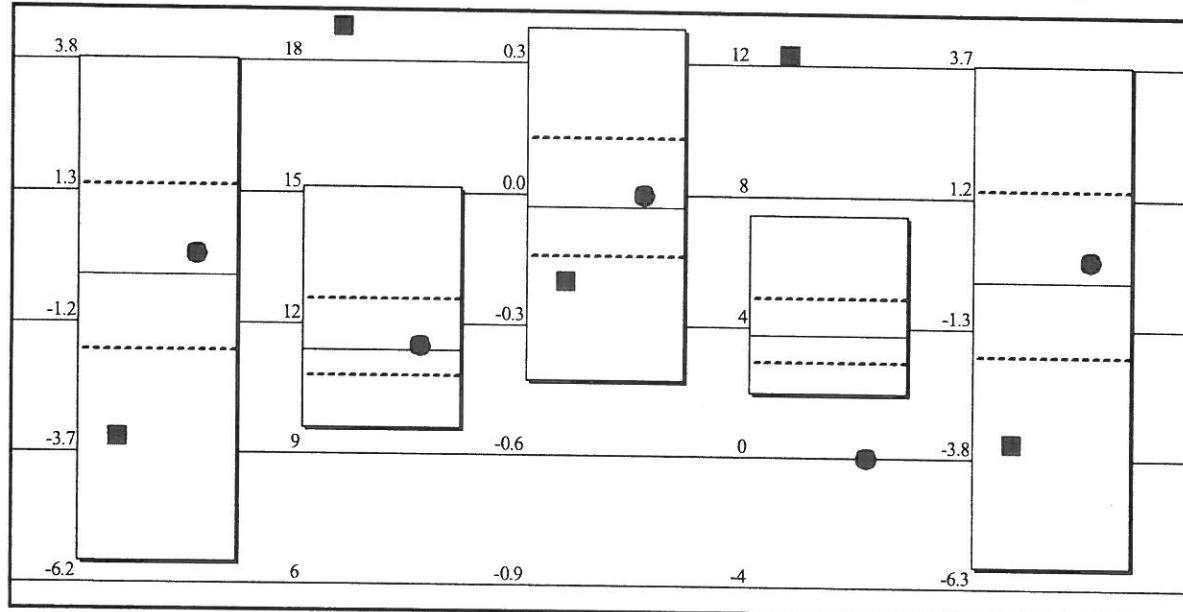


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# Fund Profile

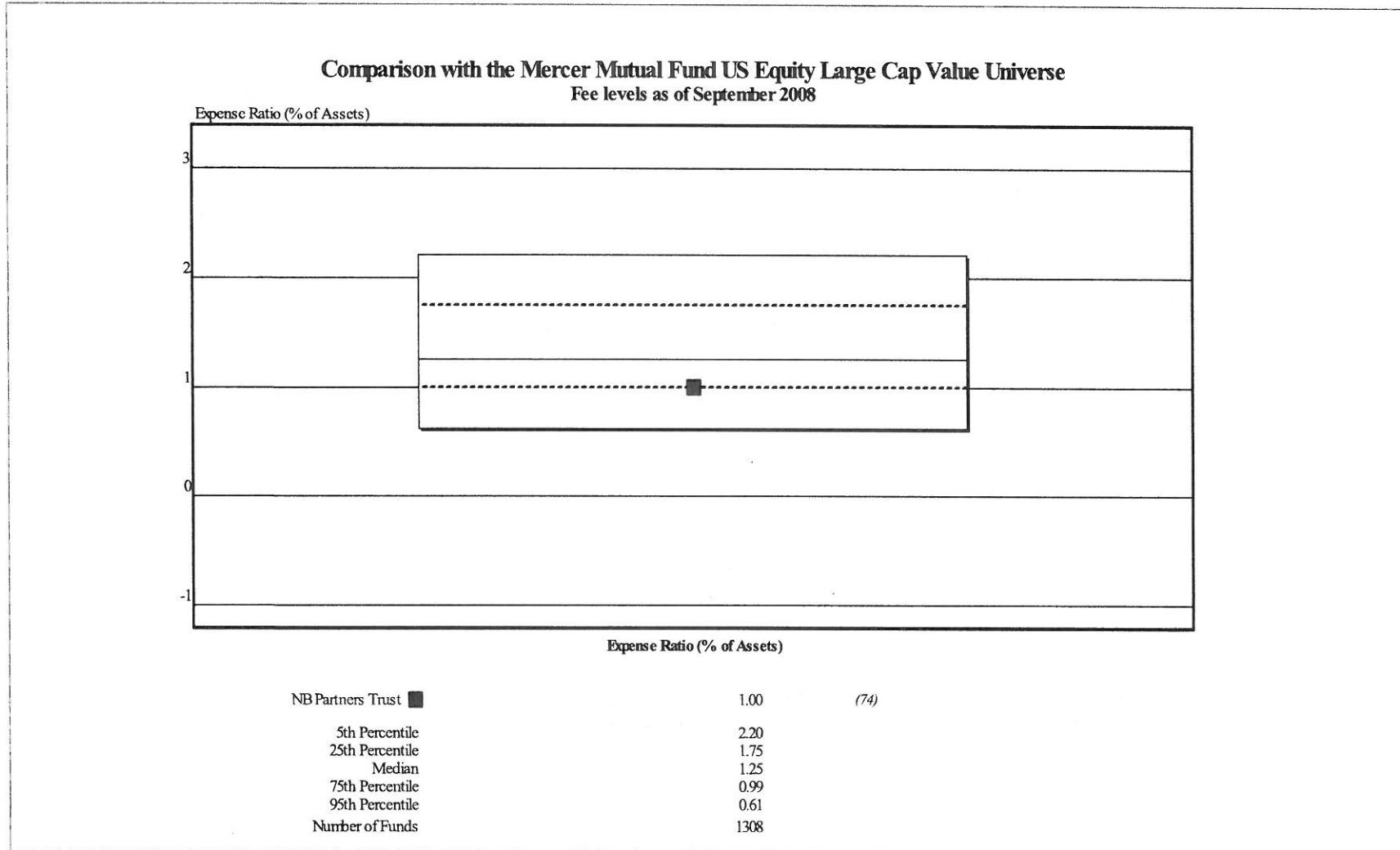
## Domestic Equity - Neuberger Berman Partners Tr

**Comparison with the Mercer Mutual Fund US Equity Large Cap Value Universe**  
**Risk and Return Characteristics vs. RU1000VUSD and Percentile Ranking for the 3 years ended Sep 2008**



# Fund Profile

## Domestic Equity - Neuberger Berman Partners Tr



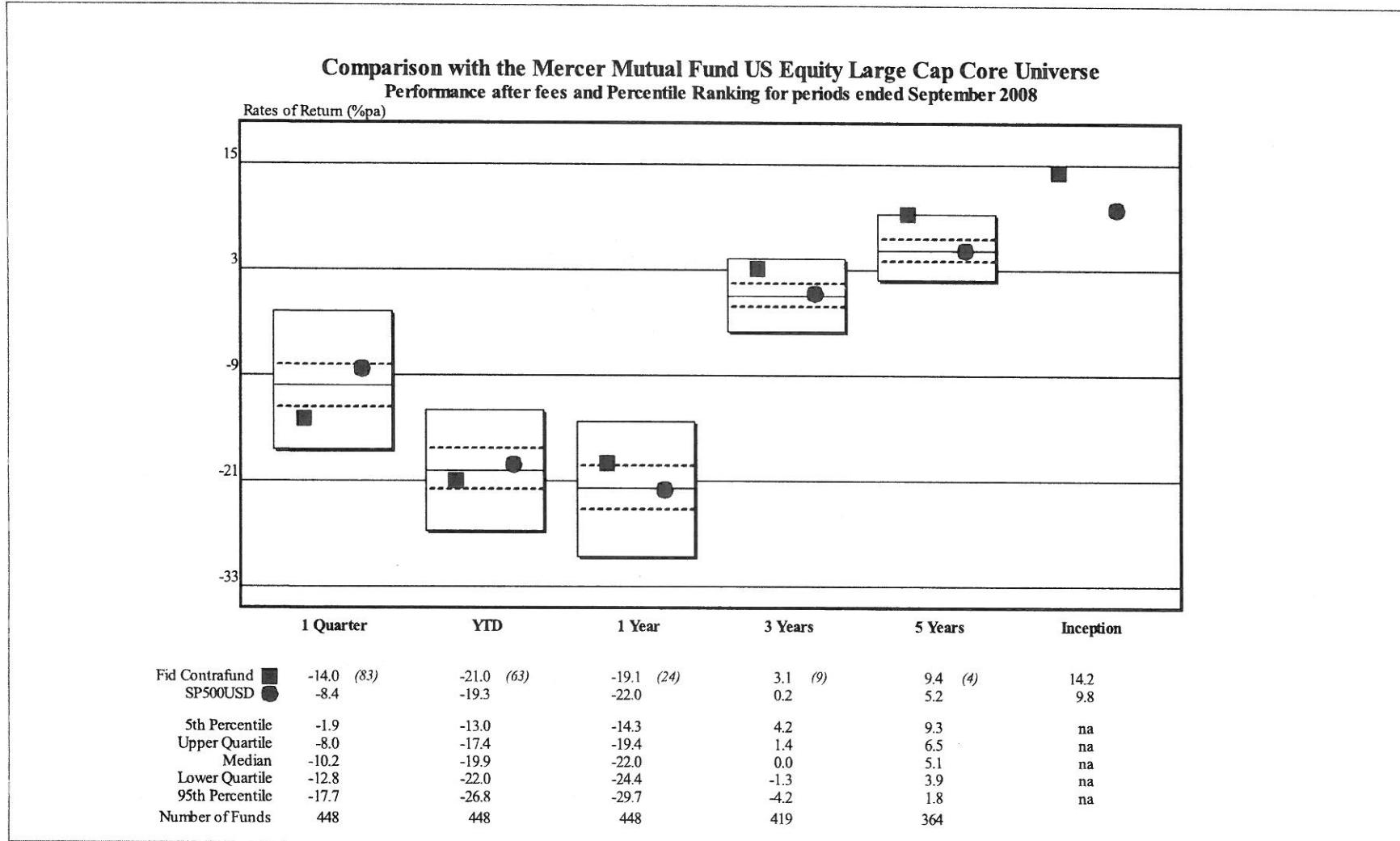
# Fund Profile

## Domestic Equity - Fidelity Contrafund

Share Class: No Load	Benchmark: S&P 500
<b>Investment Philosophy</b>	
The Contrafund seeks capital appreciation by investing in stocks whose value Fidelity believes is not fully recognized by the market. The fund may invest in growth or value stocks that offer long-term growth potential.	
<b>Style Analysis</b>	
<p style="text-align: center;"><b>5 YEAR PERIOD - ROLLING 3 YEARS ENDING SEP 30, 2008</b></p>	
<b>Key Facts and Figures</b>	
Portfolio Manager: William Danoff Portfolio Manager Average Tenure: 18.1 Years	Total Fund Assets: \$62,763 Million Total Share Class Assets: \$61,784 Million
	Expense Ratio (Gross): 0.89% Expense Ratio (Net): 0.89% Morningstar Average Expense Ratio (Net): 1.28%

# Fund Profile

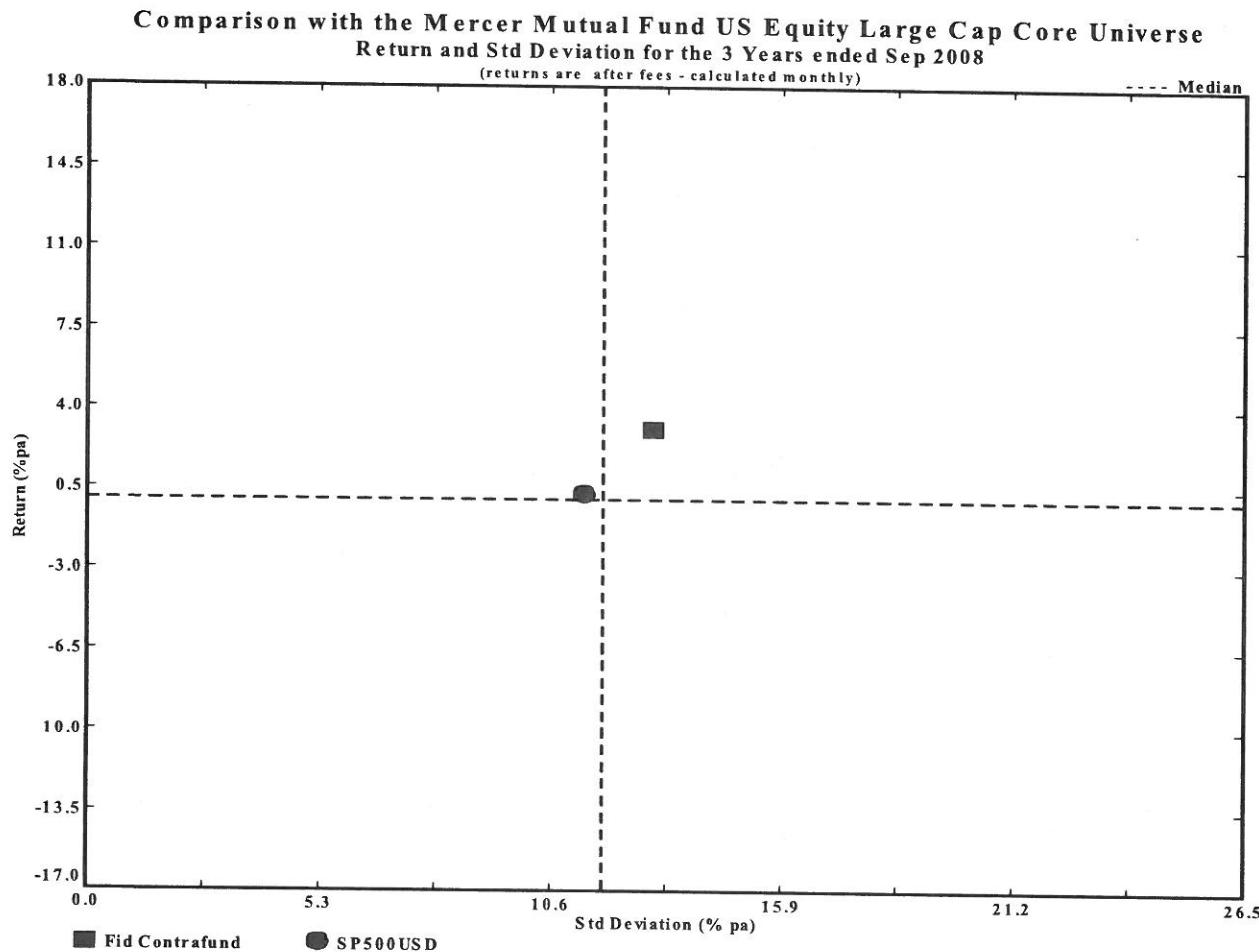
## Domestic Equity - Fidelity Contrafund



This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Fund Profile

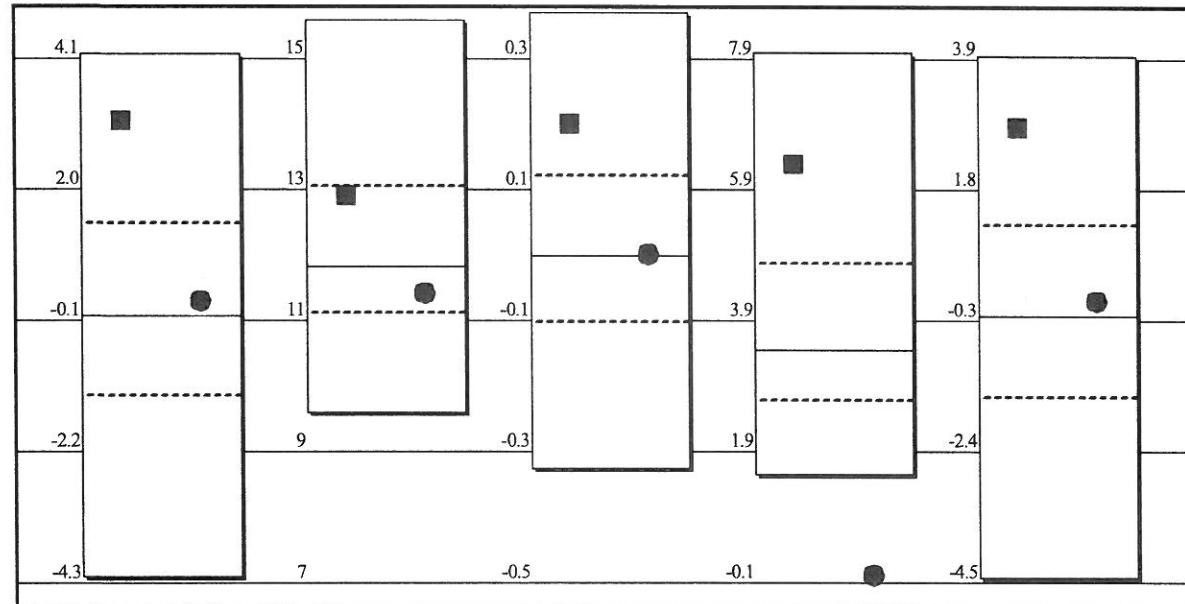
## Domestic Equity - Fidelity Contrafund



# Fund Profile

## Domestic Equity - Fidelity Contrafund

**Comparison with the Mercer Mutual Fund US Equity Large Cap Core Universe  
Risk and Return Characteristics vs. SP500USD and Percentile Ranking for the 3 years ended Sep 2008**

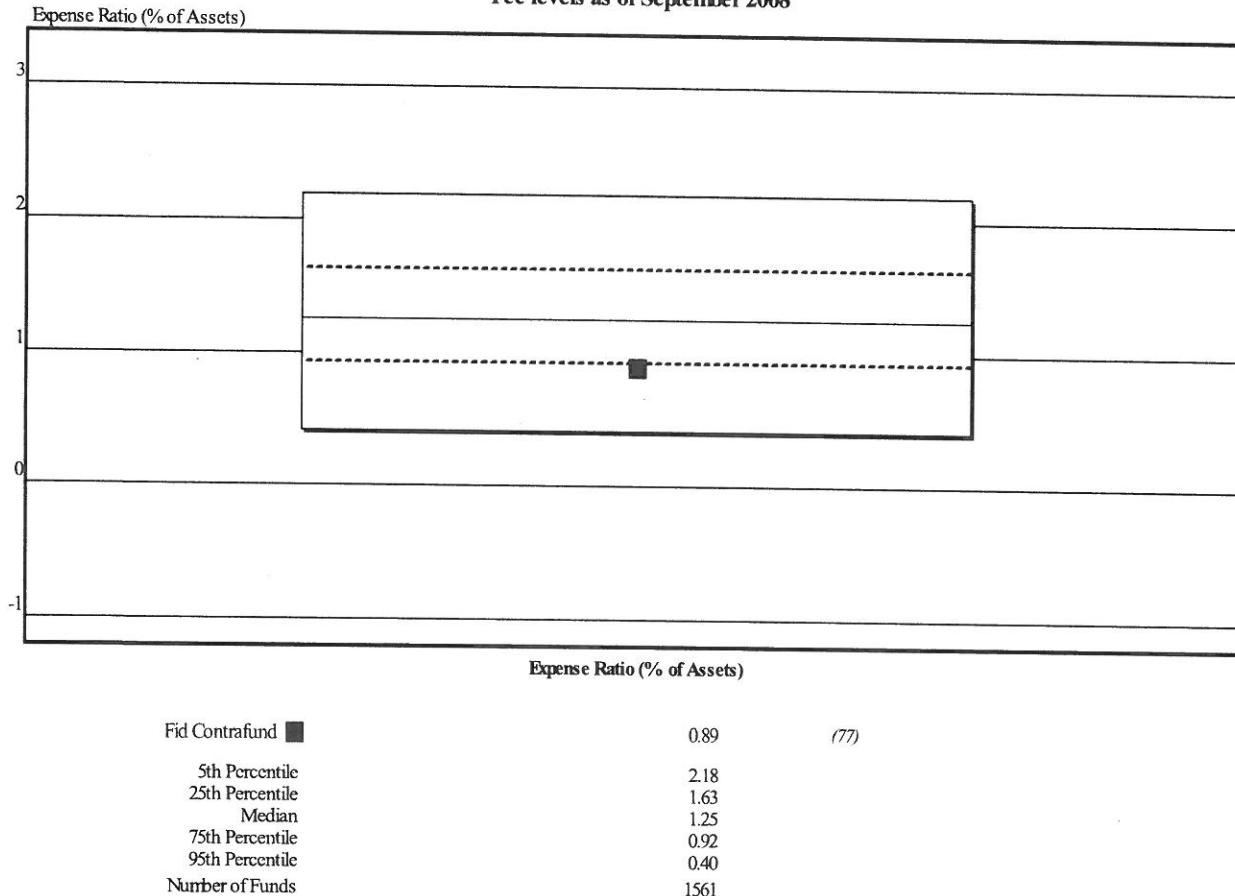


	Return (% pa)	Std Deviation (% pa)	Reward to Risk Ratio	Tracking Error (% pa)	Excess Return (% pa)
Fid Contrafund	3.1 (9)	12.9 (27)	0.2 (12)	6.3 (11)	2.8 (9)
SP500USD	0.2 (45)	11.4 (66)	0.0 (44)	0.0 (100)	0.0 (45)
5th Percentile	4.2	15.6	0.4	8.0	3.9
Upper Quartile	1.4	13.0	0.1	4.8	1.2
Median	0.0	11.8	0.0	3.4	-0.2
Lower Quartile	-1.3	11.1	-0.1	2.7	-1.5
95th Percentile	-4.2	9.6	-0.3	1.5	-4.4
Number of Funds	419	419	419	419	419

# Fund Profile

## Domestic Equity - Fidelity Contrafund

Comparison with the Mercer Mutual Fund US Equity Large Cap Core Universe  
Fee levels as of September 2008



# Fund Profile

## Domestic Equity - Fidelity Disciplined Equity

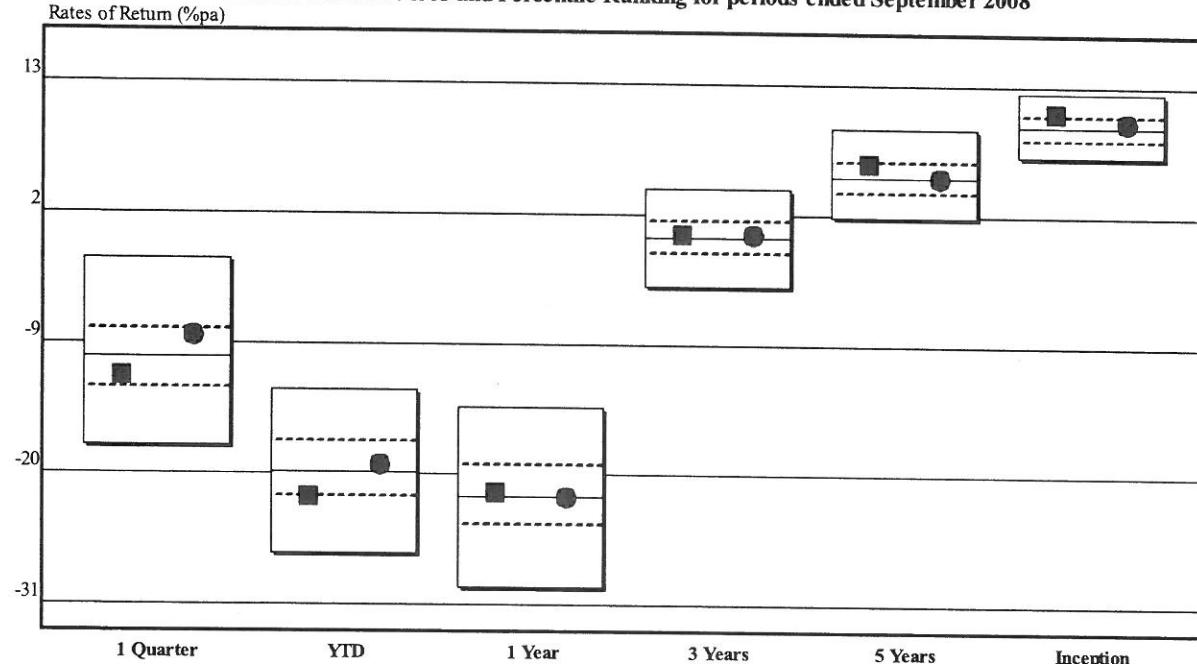
<b>Share Class: No Load</b>	<b>Benchmark: S&amp;P 500</b>																												
<b>Investment Philosophy</b>																													
The investment seeks capital growth. The fund invests at least 80% of assets in equity securities. It usually invests primarily in common stocks of domestic or foreign issuers. The fund seeks to reduce the impact of industry weightings on the performance of the fund relative to the Standard & Poor's Index.																													
<b>Style Analysis</b>																													
<p style="text-align: center;"><b>5 YEAR PERIOD - ROLLING 3 YEARS ENDING SEP 30, 2008</b></p> <p><b>Style Analysis Grid:</b></p> <table border="1"> <thead> <tr> <th>Y-axis (Size)</th> <th>X-axis (Style)</th> <th>Point Number</th> </tr> </thead> <tbody> <tr> <td>LARGE</td> <td>VALUE</td> <td>2</td> </tr> <tr> <td>MID</td> <td>CORE</td> <td>6</td> </tr> <tr> <td>SMALL</td> <td>GROWTH</td> <td>9</td> </tr> <tr> <td>LARGE</td> <td>CORE</td> <td>5</td> </tr> <tr> <td>LARGE</td> <td>GROWTH</td> <td>4</td> </tr> <tr> <td>MID</td> <td>GROWTH</td> <td>3</td> </tr> <tr> <td>SMALL</td> <td>GROWTH</td> <td>7</td> </tr> <tr> <td>SMALL</td> <td>CORE</td> <td>8</td> </tr> </tbody> </table> <p><b>Style Benchmarks</b></p> <ul style="list-style-type: none"> <li>Russell 1000 Value</li> <li>Russell 1000 Growth</li> <li>Russell 2000 Value</li> <li>Russell 2000 Growth</li> </ul> <p><b>Products</b></p> <ul style="list-style-type: none"> <li>1 Vang Inst Indx</li> <li>2 ABF Lg Cap Value Plan</li> <li>3 NB Partners Trust</li> <li>4 Fid Contrafund</li> <li>5 <b>Fid Disciplined Equity</b></li> <li>6 Fid Value</li> <li>7 Morgan Stanley Mid Cap Gwth</li> <li>8 WFA Sm Cap Val Z</li> <li>9 Col Acom USA Z</li> </ul>			Y-axis (Size)	X-axis (Style)	Point Number	LARGE	VALUE	2	MID	CORE	6	SMALL	GROWTH	9	LARGE	CORE	5	LARGE	GROWTH	4	MID	GROWTH	3	SMALL	GROWTH	7	SMALL	CORE	8
Y-axis (Size)	X-axis (Style)	Point Number																											
LARGE	VALUE	2																											
MID	CORE	6																											
SMALL	GROWTH	9																											
LARGE	CORE	5																											
LARGE	GROWTH	4																											
MID	GROWTH	3																											
SMALL	GROWTH	7																											
SMALL	CORE	8																											
<b>Key Facts and Figures</b>																													
Portfolio Manager: Keith Quinton Portfolio Manager Average Tenure: 2.0 Years	Total Fund Assets: \$11,446 Million Total Share Class Assets: \$11,395 Million	Expense Ratio (Gross): 0.91% Expense Ratio (Net): 0.91% Morningstar Average Expense Ratio (Net): 1.28%																											

This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Fund Profile

## Domestic Equity - Fidelity Disciplined Equity

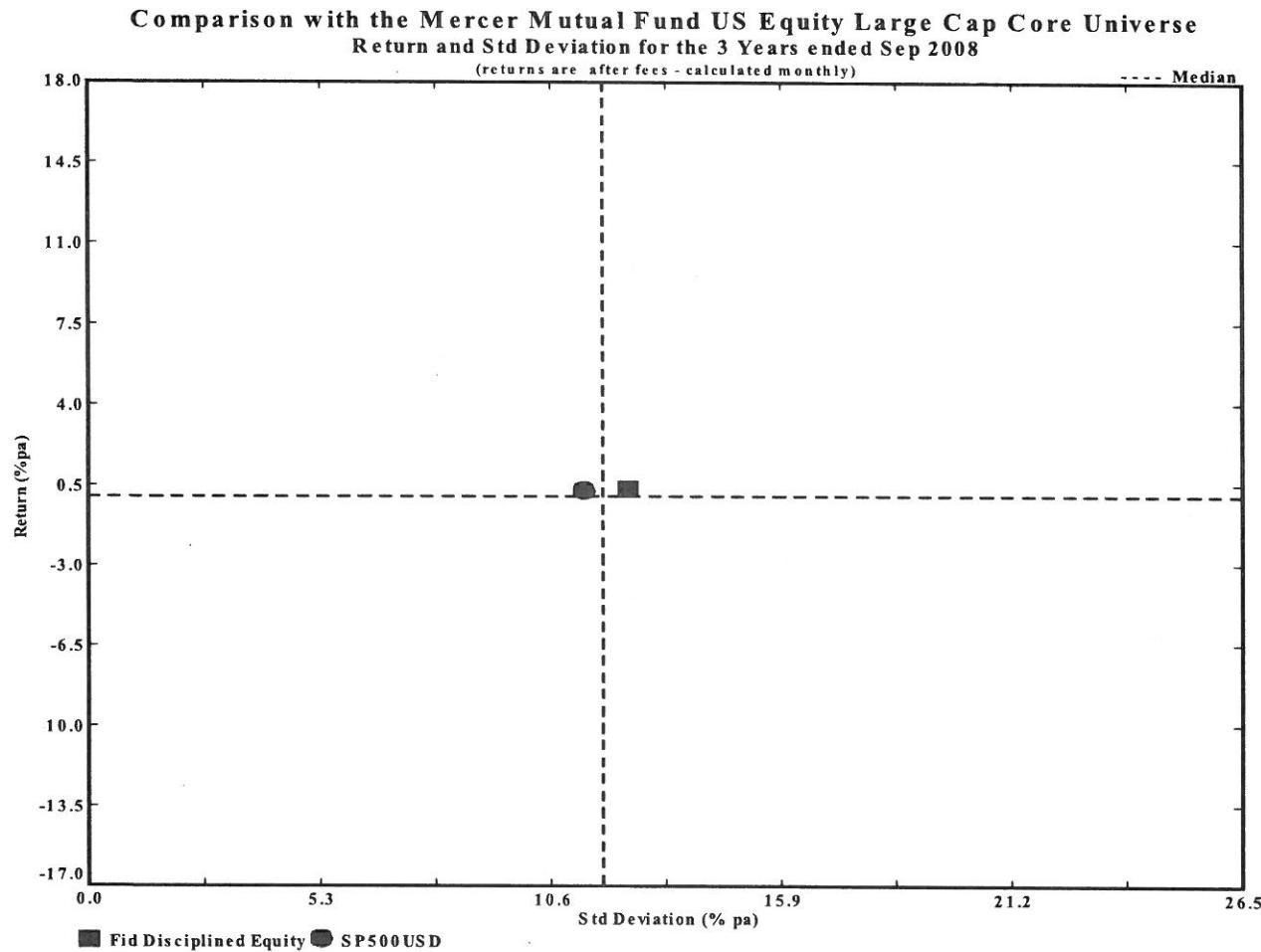
**Comparison with the Mercer Mutual Fund US Equity Large Cap Core Universe**  
**Performance after fees and Percentile Ranking for periods ended September 2008**



	1 Quarter	YTD	1 Year	3 Years	5 Years	Inception
Disciplined Equity	-11.8 (65)	-21.9 (74)	-21.6 (47)	0.3 (42)	6.4 (26)	10.8 (19)
SP500USD	-8.4	-19.3	-22.0	0.2	5.2	9.9
5th Percentile	-1.9	-13.0	-14.3	4.2	9.3	12.4
Upper Quartile	-8.0	-17.4	-19.4	1.4	6.5	10.4
Median	-10.2	-19.9	-22.0	0.0	5.1	9.5
Lower Quartile	-12.8	-22.0	-24.4	-1.3	3.9	8.4
95th Percentile	-17.7	-26.8	-29.7	-4.2	1.8	6.9
Number of Funds	448	448	448	419	364	91

# Fund Profile

## Domestic Equity - Fidelity Disciplined Equity

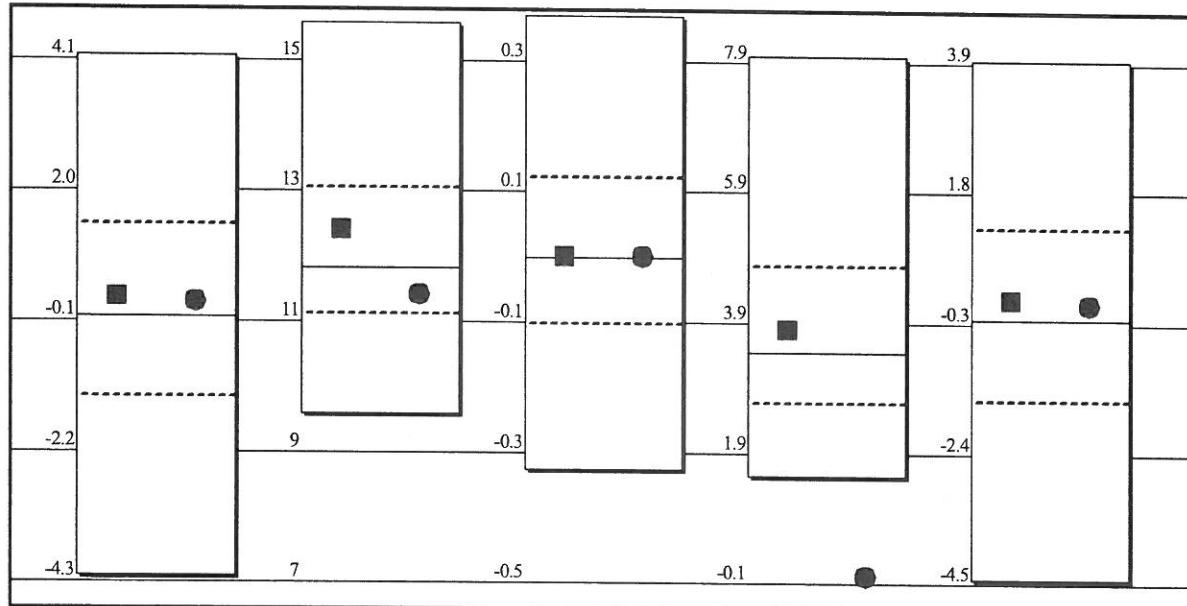


This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Fund Profile

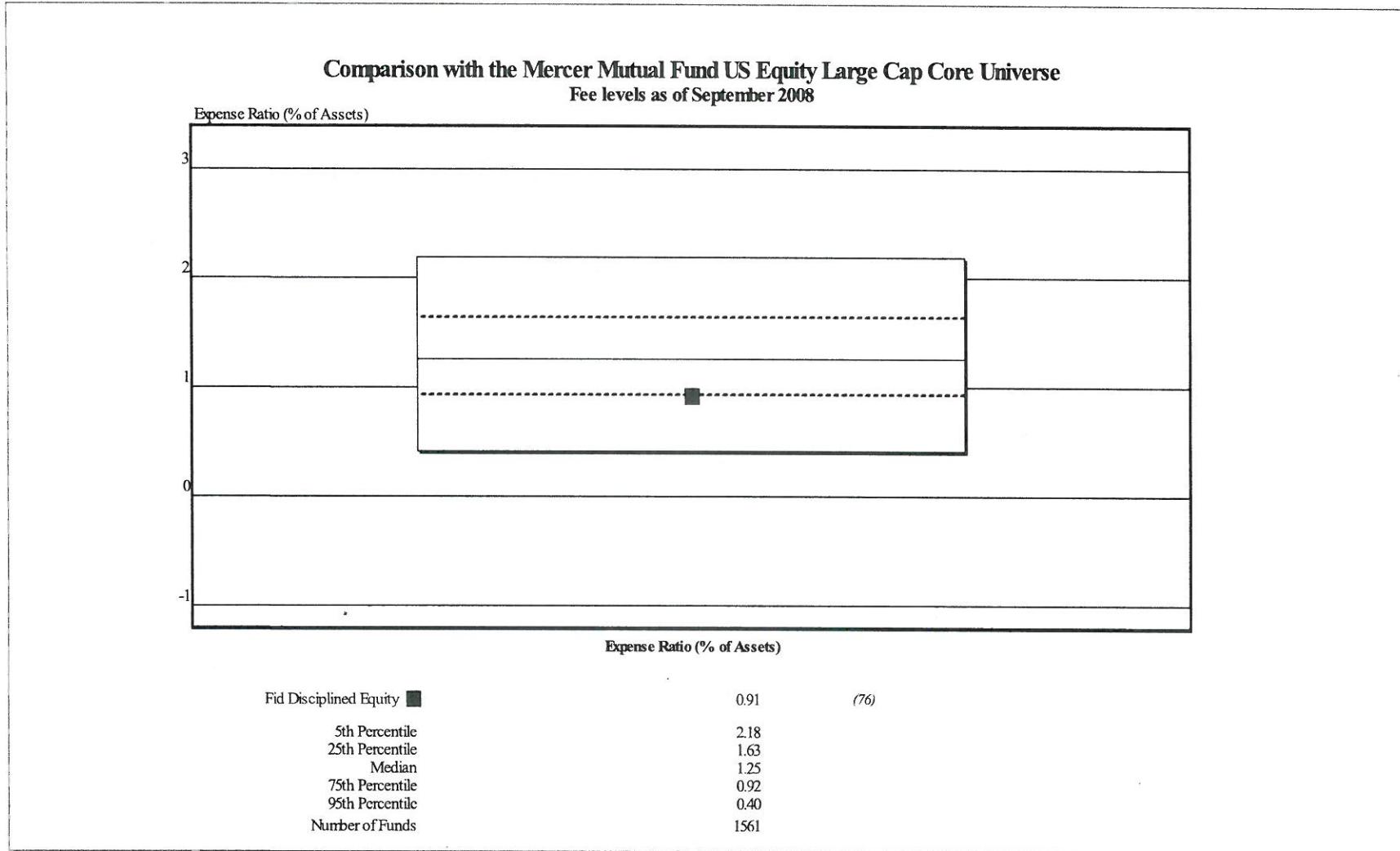
## Domestic Equity - Fidelity Disciplined Equity

**Comparison with the Mercer Mutual Fund US Equity Large Cap Core Universe  
Risk and Return Characteristics vs. SP500USD and Percentile Ranking for the 3 years ended Sep 2008**



# Fund Profile

## Domestic Equity - Fidelity Disciplined Equity



This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

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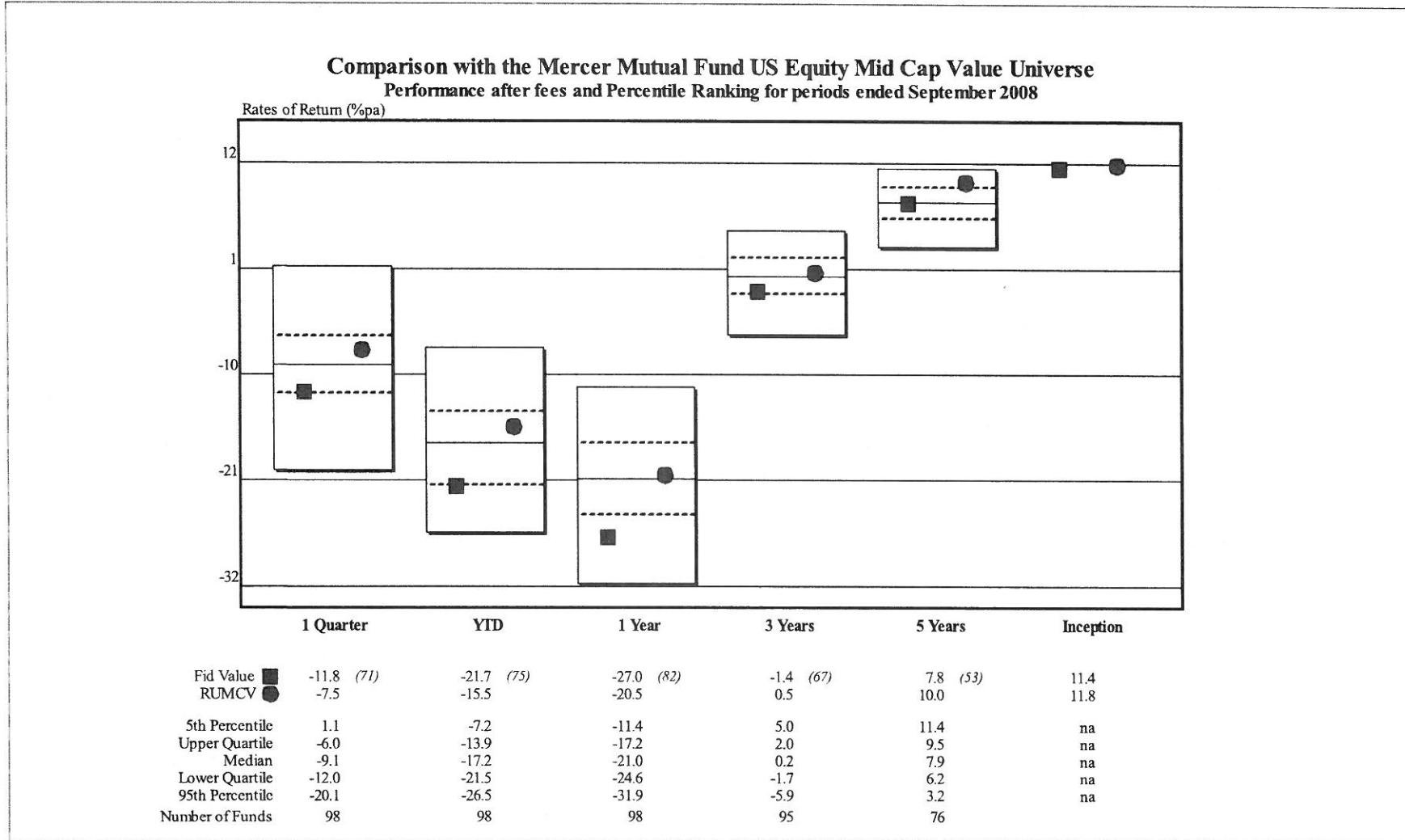
# Fund Profile

## Domestic Equity - Fidelity Value

Share Class: No Load	Benchmark: Russell Midcap Value
Investment Philosophy	
The fund employs a value discipline where the emphasis is on an absolute value approach, as opposed to the use of relative value techniques.	
Portfolio Analysis & Key Observations	
<ul style="list-style-type: none"> <li>The Fidelity Value Fund returned -11.8% which underperformed the Russell Midcap Value Index's return of -7.5% by 426 basis points during the third quarter.</li> </ul> <p><b>Negative Impact on Performance</b></p> <ul style="list-style-type: none"> <li>Overweight allocation to the energy and information technology sectors; underweight allocation to the financials sector</li> <li>Poor stock selection in the utilities and financials sectors</li> <li>Detractors within top 10 holdings: Agilent Technologies (-16.5% return), Xerox (-14.7% return), Arrow Electronics (-14.6% return)</li> <li>International allocation of 9.3%</li> </ul> <p><b>Positive Impact on Performance</b></p> <ul style="list-style-type: none"> <li>Underweight allocation to the utilities sector; overweight allocation to consumer discretionary sector</li> <li>Contributors within top 10 holdings: JPMorgan Chase (+37.4% return) and Capital One (+35.3% return)</li> </ul>	<p><b>Style Analysis</b></p> <p>5 YEAR PERIOD - ROLLING 3 YEARS ENDING SEP 30, 2008</p> <p><b>Style Benchmarks</b></p> <ul style="list-style-type: none"> <li>Russell 1000 Value</li> <li>Russell 1000 Growth</li> <li>Russell 2000 Value</li> <li>Russell 2000 Growth</li> </ul> <p><b>Products</b></p> <ul style="list-style-type: none"> <li>1 Vang Inst Indx</li> <li>2 ABF Lg Cap Value Plan</li> <li>3 NB Partners Trust</li> <li>4 Fid Contrafund</li> <li>5 Fid Disciplined Equity</li> <li>6 Fid Value</li> <li>7 Morgan Stanley Mid Cap Gwth</li> <li>8 WFA Sm Cap Val Z</li> <li>9 Col Acom USA Z</li> </ul>
Key Facts and Figures	
Portfolio Manager: Richard B. Fentin Portfolio Manager Average Tenure: 12.6 Years	Total Fund Assets: \$15,541 Million Total Share Class Assets: \$15,437 Million Expense Ratio (Gross): 0.70% Expense Ratio (Net): 0.70% Morningstar Average Expense Ratio (Net): 1.46%

# Fund Profile

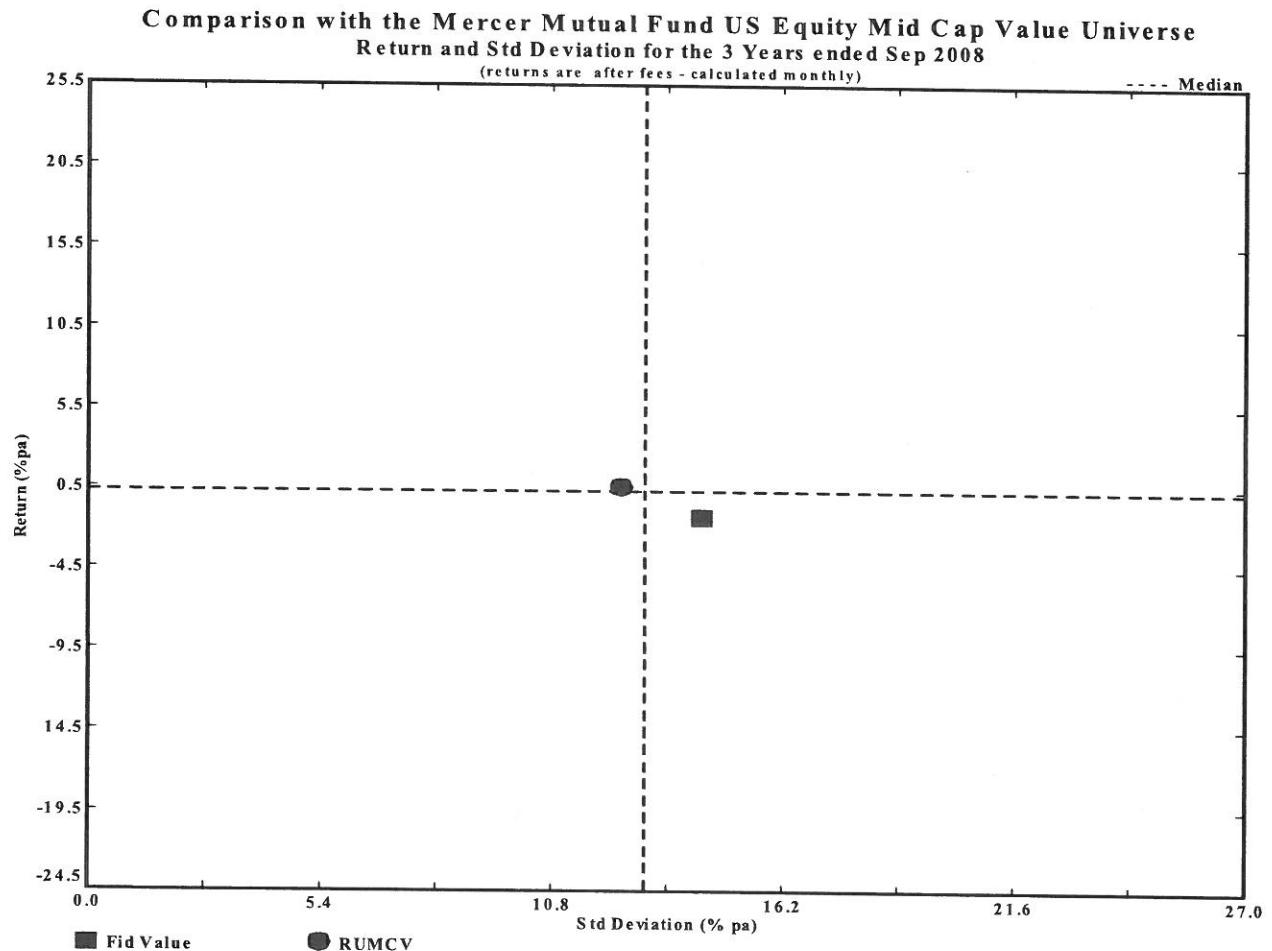
## Domestic Equity - Fidelity Value



This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Fund Profile

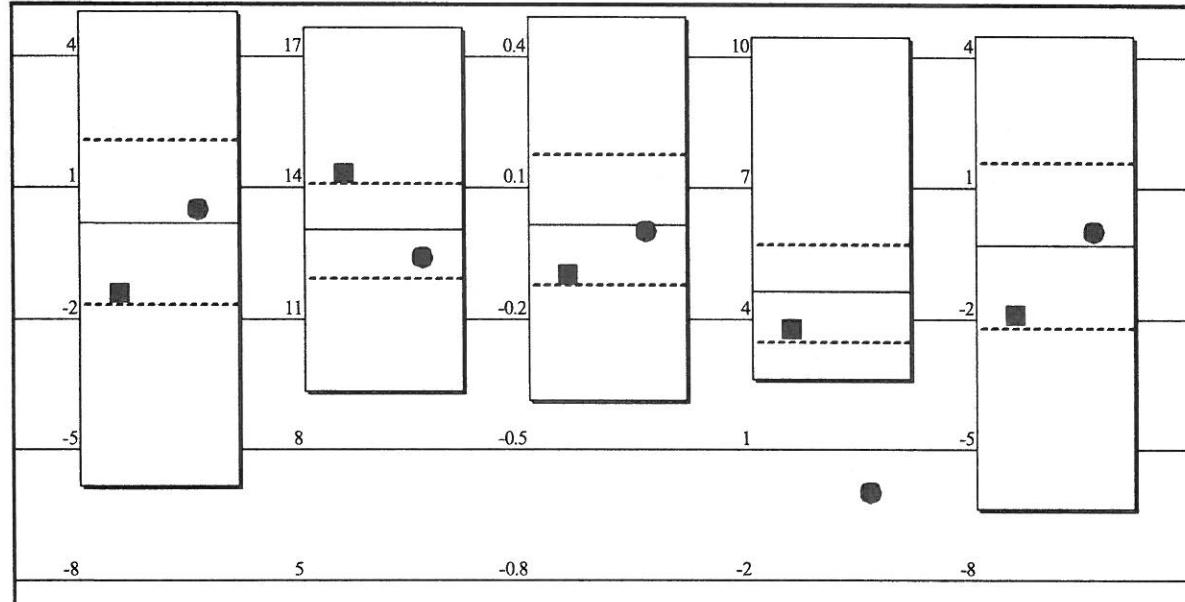
## Domestic Equity - Fidelity Value



# Fund Profile

## Domestic Equity - Fidelity Value

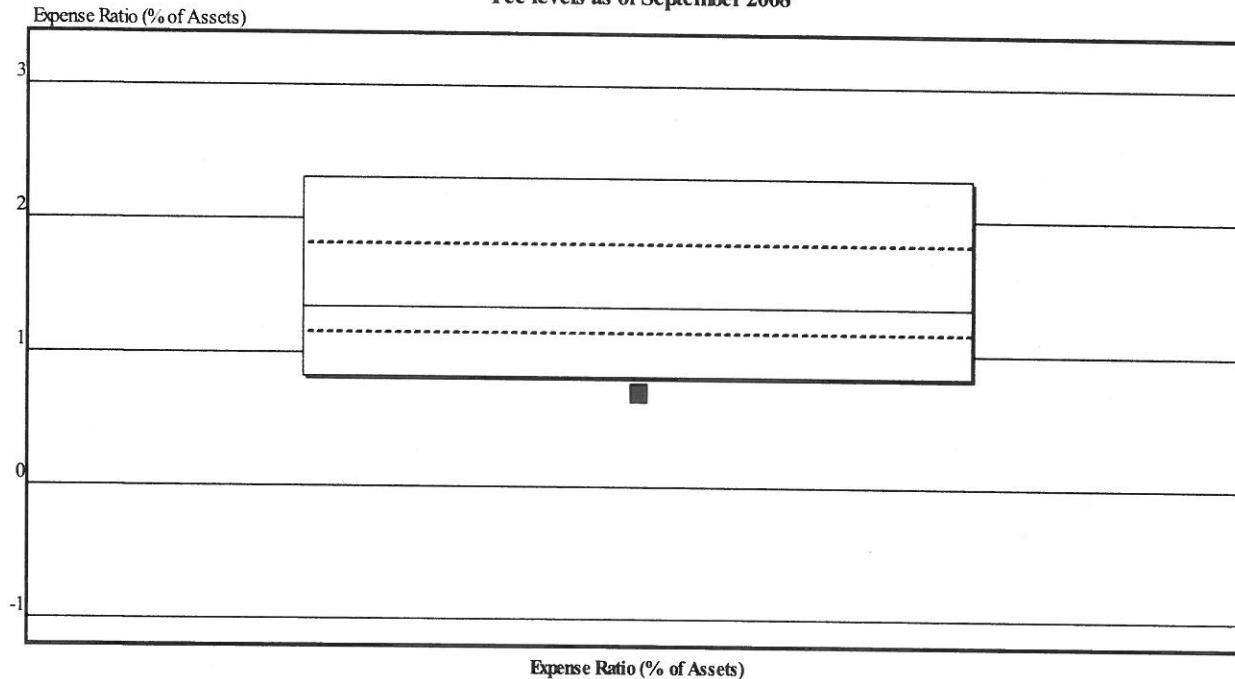
**Comparison with the Mercer Mutual Fund US Equity Mid Cap Value Universe  
Risk and Return Characteristics vs. RUMCV and Percentile Ranking for the 3 years ended Sep 2008**



# Fund Profile

## Domestic Equity - Fidelity Value

Comparison with the Mercer Mutual Fund US Equity Mid Cap Value Universe  
Fee levels as of September 2008



Fid Value ■	0.70	(96)
5th Percentile	2.30	
25th Percentile	1.81	
Median	1.33	
75th Percentile	1.15	
95th Percentile	0.81	
Number of Funds	343	

# Fund Profile

## Domestic Equity - Morgan Stanley Inst Mid Cap Growth P

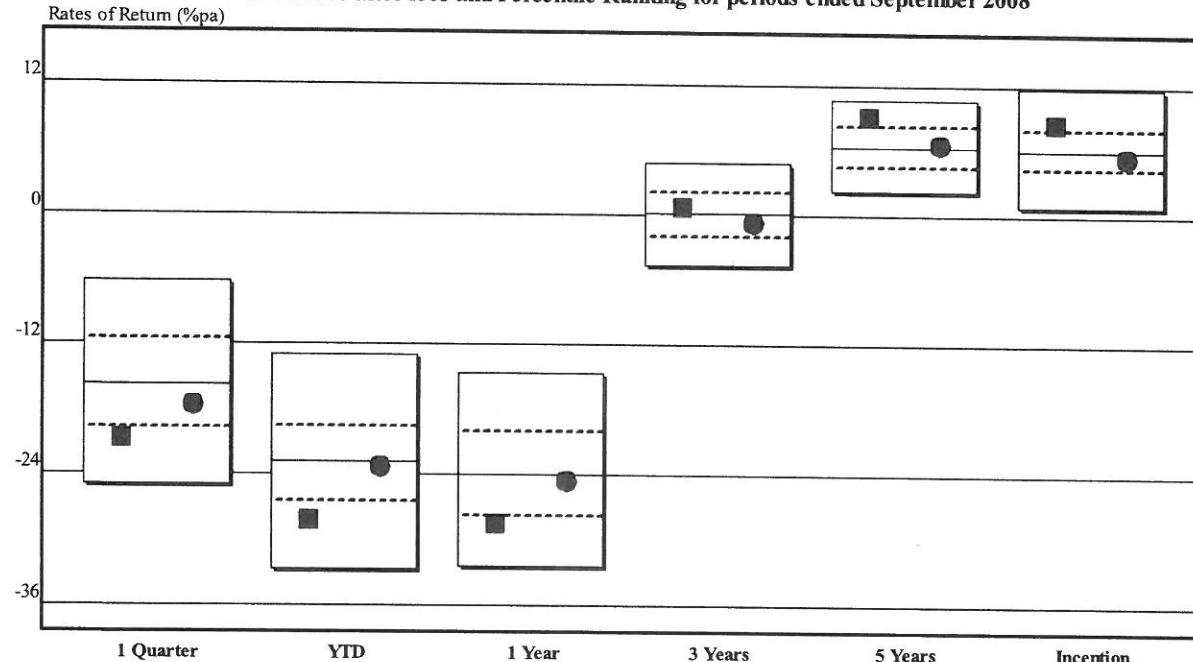
Share Class: Other	Benchmark: Russell Midcap Growth
Investment Philosophy	
The Mid Cap Growth strategy seeks to invest in growth stocks that have stable business models, generate excess cash flow that is reinvested to fuel growth, and consistently deliver above expectation earnings.	
Portfolio Analysis & Key Observations	Style Analysis
<p>Positive Impact on Performance</p> <ul style="list-style-type: none"> <li>▪ Stock selection in the materials and producer durables sectors</li> <li>▪ Underweight to utilities; overweight to autos &amp; transportation</li> <li>▪ Lack of exposure to integrated oil companies</li> <li>▪ Top 10 holdings Illumina Inc. (-6.9% return), Techne Corp. (-6.8% return), C.H. Robinson Worldwide (-6.7% return), and Martin Marietta Materials (8.5% return)</li> </ul> <p>Negative Impact on Performance</p> <ul style="list-style-type: none"> <li>▪ Stock selection in the consumer discretionary, technology, and financial services</li> <li>▪ Underweight allocation paired with stock selection in health care</li> <li>▪ Lack of exposure to consumer staples</li> <li>▪ Top 10 holdings Ultra Petroleum Corp. (-43.6% return), Southwestern Energy Co.(-35.9 return), and Baidu.com Inc. (-20.7 return)</li> </ul>	<p>5 YEAR PERIOD - ROLLING 3 YEARS ENDING SEP 30, 2008</p> <p>Style Benchmarks</p> <ul style="list-style-type: none"> <li>Russell 1000 Value</li> <li>Russell 1000 Growth</li> <li>Russell 2000 Value</li> <li>Russell 2000 Growth</li> </ul> <p>Products</p> <ul style="list-style-type: none"> <li>1 Vang Inst Indx</li> <li>2 ABF Lg Cap Value Plan</li> <li>3 NB Partners Trust</li> <li>4 Fid Contrafund</li> <li>5 Fid Disciplined Equity</li> <li>6 Fid Value</li> <li>7 Morgan Stanley Mid Cap Gwth</li> <li>8 WFA Sm Cap Val Z</li> <li>9 Col Acom USA Z</li> </ul>
Key Facts and Figures	
Portfolio Manager: Multiple Portfolio Manager Average Tenure: 4.4 Years	Total Fund Assets: \$2,834 Million Total Share Class Assets: \$1,237 Million Expense Ratio (Gross): 0.88% Expense Ratio (Net): 0.88% Morningstar Average Expense Ratio (Net): 1.56%

This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Fund Profile

## Domestic Equity - Morgan Stanley Inst Mid Cap Growth P

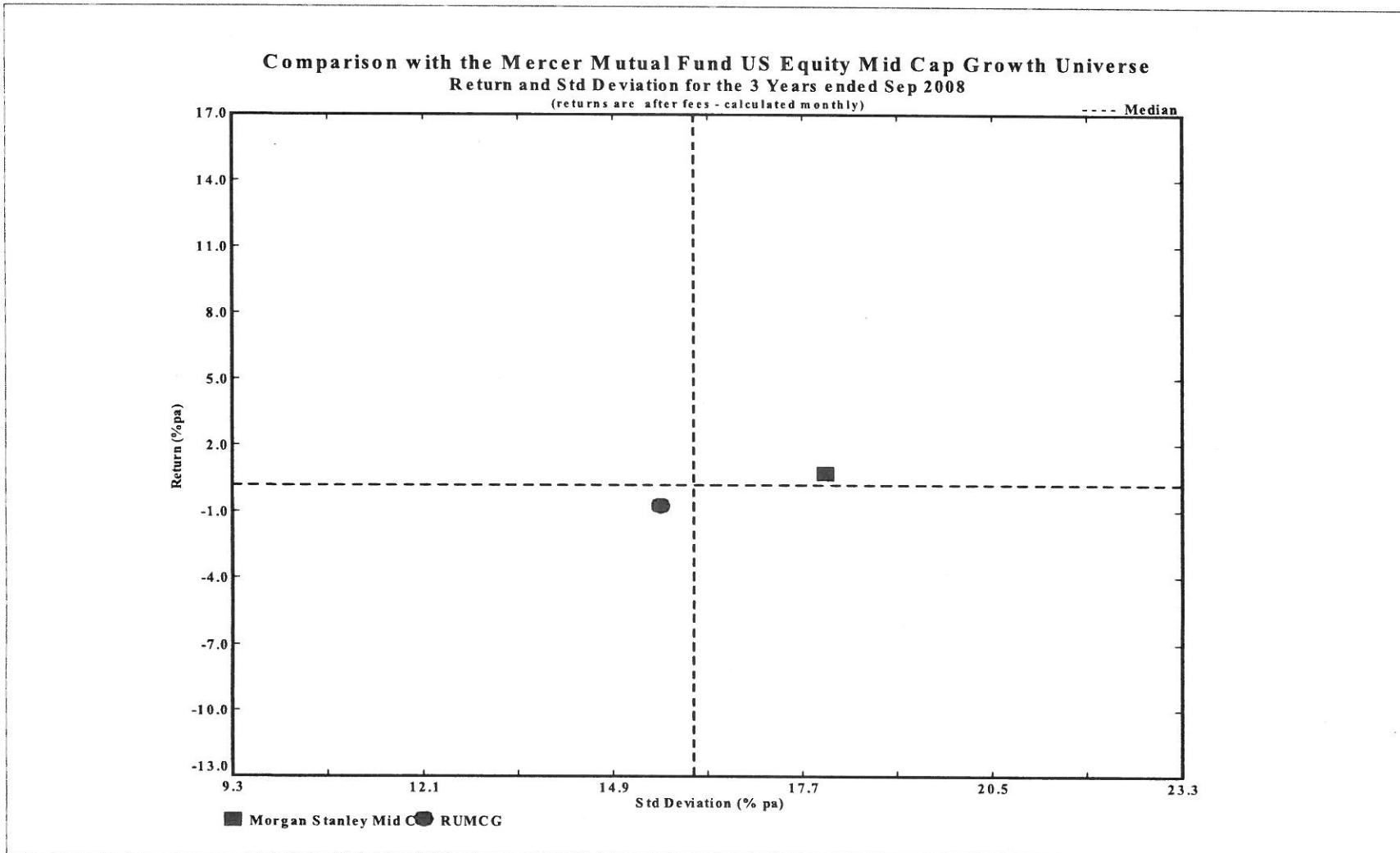
**Comparison with the Mercer Mutual Fund US Equity Mid Cap Growth Universe**  
**Performance after fees and Percentile Ranking for periods ended September 2008**



Mid Cap Gwth	-20.8 (83)	-28.2 (85)	-28.6 (79)	0.7 (43)	9.1 (14)	8.6 (19)
RUMCG	-17.7	-23.4	-24.7	-0.8	6.5	5.5
5th Percentile	-6.3	-13.0	-14.7	4.7	10.6	11.7
Upper Quartile	-11.6	-19.7	-20.1	2.1	8.2	8.0
Median	-15.9	-23.0	-24.0	0.1	6.3	6.0
Lower Quartile	-19.8	-26.7	-27.9	-2.1	4.5	4.4
95th Percentile	-25.2	-32.8	-32.6	-4.8	2.1	0.6
Number of Funds	260	260	260	251	225	116

## Fund Profile

### Domestic Equity - Morgan Stanley Inst Mid Cap Growth P

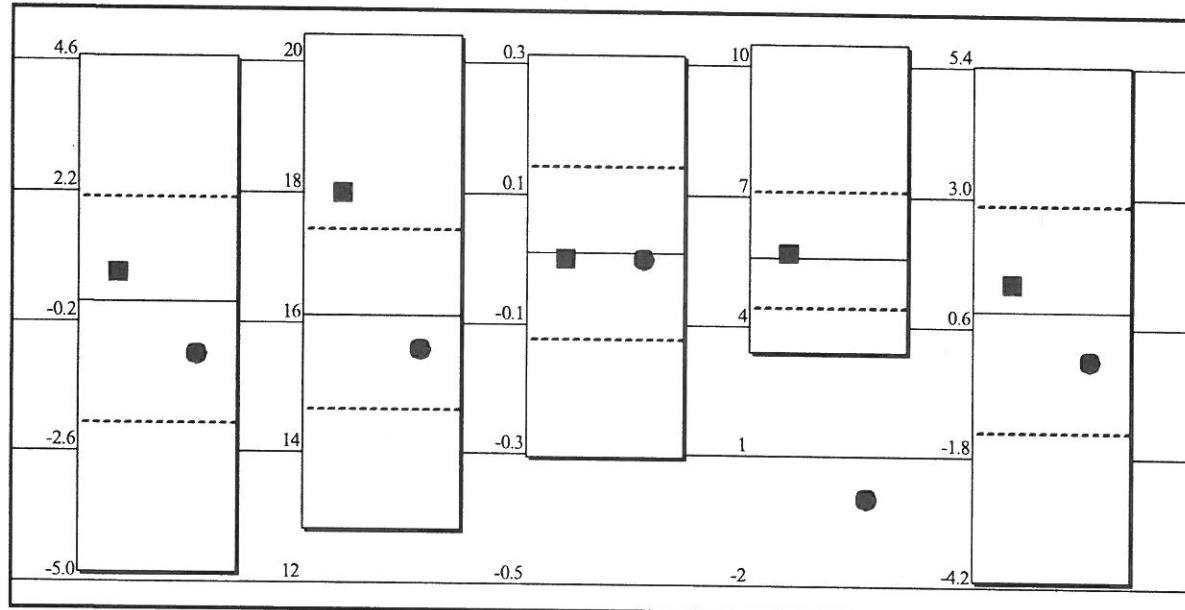


This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Fund Profile

## Domestic Equity - Morgan Stanley Inst Mid Cap Growth P

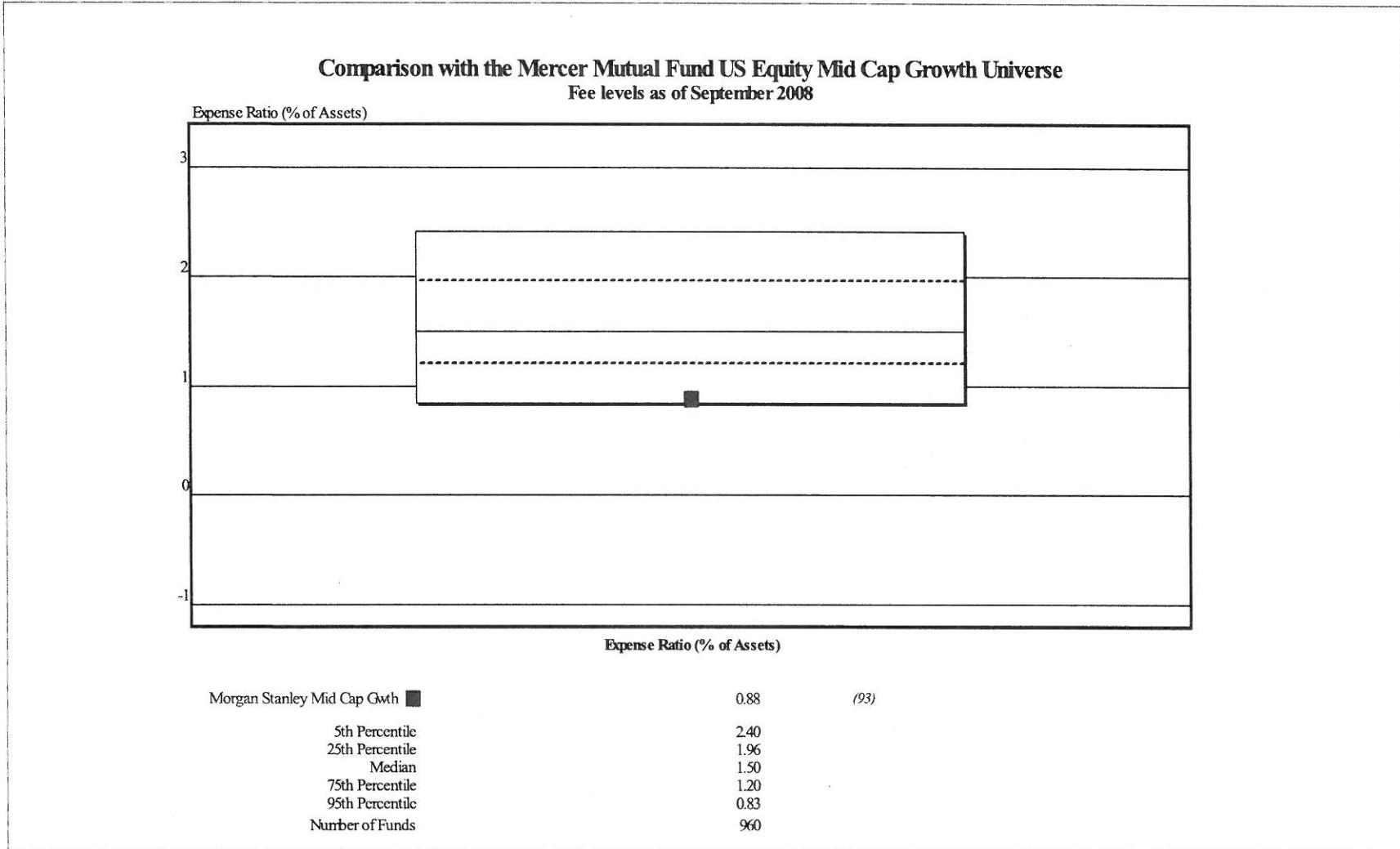
**Comparison with the Mercer Mutual Fund US Equity Mid Cap Growth Universe  
Risk and Return Characteristics vs. RUMCG and Percentile Ranking for the 3 years ended Sep 2008**



	Return (% pa)	Std Deviation (% pa)	Reward to Risk Ratio	Tracking Error (% pa)	Excess Return (% pa)
y Mid Cap Gwth	0.7 (43)	18.0 (17)	0.0 (44)	5.7 (48)	1.4 (43)
RUMCG	-0.8 (64)	15.6 (63)	0.0 (65)	0.0 (100)	0.0 (64)
5th Percentile	4.7	20.4	0.3	10.5	5.4
Upper Quartile	2.1	17.4	0.1	7.1	2.8
Median	0.1	16.1	0.0	5.6	0.9
Lower Quartile	-2.1	14.7	-0.1	4.4	-1.4
95th Percentile	-4.8	12.8	-0.3	3.4	-4.1
Number of Funds	251	251	251	251	251

# Fund Profile

## Domestic Equity - Morgan Stanley Inst Mid Cap Growth P



This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

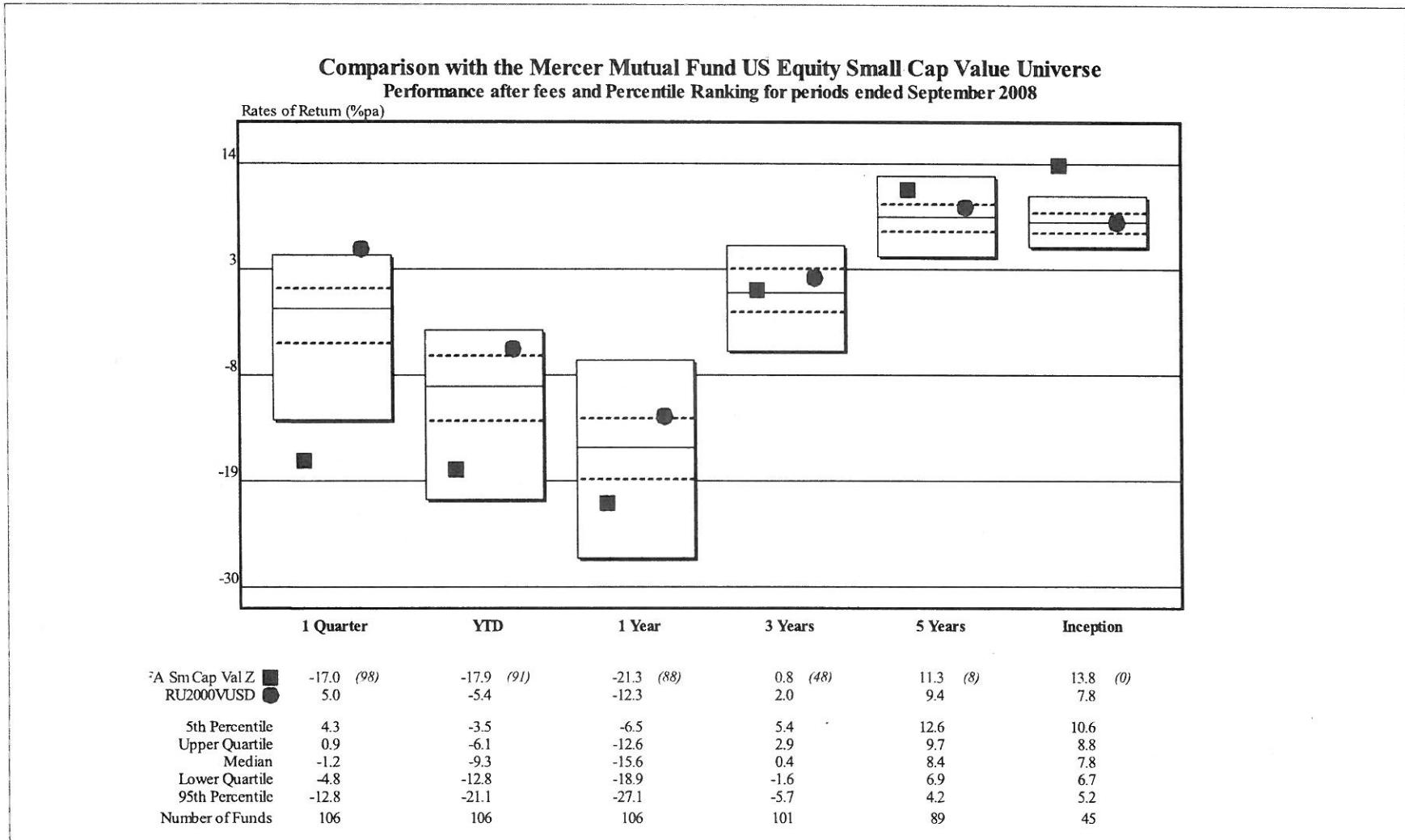
# Fund Profile

## Domestic Equity - Wells Fargo Advantage Small Cap Val Inv

Share Class: Inv	Benchmark: Russell 2000 Value
<b>Investment Philosophy</b>	
Rinaldi manages this portfolio in a relative value style. The strategy is to find under-followed small cap stocks with an unrecognized dynamic for change in all sectors of the market.	
<b>Portfolio Analysis &amp; Key Observations</b>	<b>Style Analysis</b>
<ul style="list-style-type: none"> <li>written to Russell 2000 Value</li> </ul> <p>Positive Impact on Performance</p> <ul style="list-style-type: none"> <li>Underweight allocation to the information technology sector</li> <li>Stock selection in the health care sector</li> <li>Top contributors to performance: Coherent (18.9%), Alphama (63.7%), Gentiva Health Services (41.4%), and Orasure Technology (31.5%)</li> </ul> <p>Negative Impact on Performance</p> <ul style="list-style-type: none"> <li>Overweight allocation and stock selection in the energy and materials sectors</li> <li>Underweight allocation and stock selection in the financials sector</li> <li>Stock selection within the industrials sector</li> <li>Top detractors to performance: Goldcorp (-31.4% return), Randgold Resources (-11.2% return), and Key Energy Services (-40.3% return)</li> </ul>	<p><b>5 YEAR PERIOD - ROLLING 3 YEARS ENDING SEP 30, 2008</b></p> <p>Style Analysis</p> <p>5 YEAR PERIOD - ROLLING 3 YEARS ENDING SEP 30, 2008</p> <p>LARGE MID SMALL</p> <p>VALUE CORE GROWTH</p> <p>WFA Sm Cap Val Z RU2000VUSD Other Products in Plan</p> <p>Style Benchmarks Russell 1000 Value Russell 1000 Growth Russell 2000 Value Russell 2000 Growth</p> <p>Products 1 Vang Inst Indx 2 ABF Lg Cap Value Plan 3 NB Partners Trust 4 Fid Contrafund 5 Fid Disciplined Equity 6 Fid Value 7 Morgan Stanley Mid Cap Gwth 8 WFA Sm Cap Val Z 9 Col Acom USA Z</p>
<b>Key Facts and Figures</b>	
Portfolio Manager: I. Charles Rinaldi Portfolio Manager Average Tenure: 10.8 Years	Total Fund Assets: \$3,050 Million Total Share Class Assets: \$1,960 Million Expense Ratio (Gross): 1.61% Expense Ratio (Net): 1.38% Morningstar Average Expense Ratio (Net): 1.56%

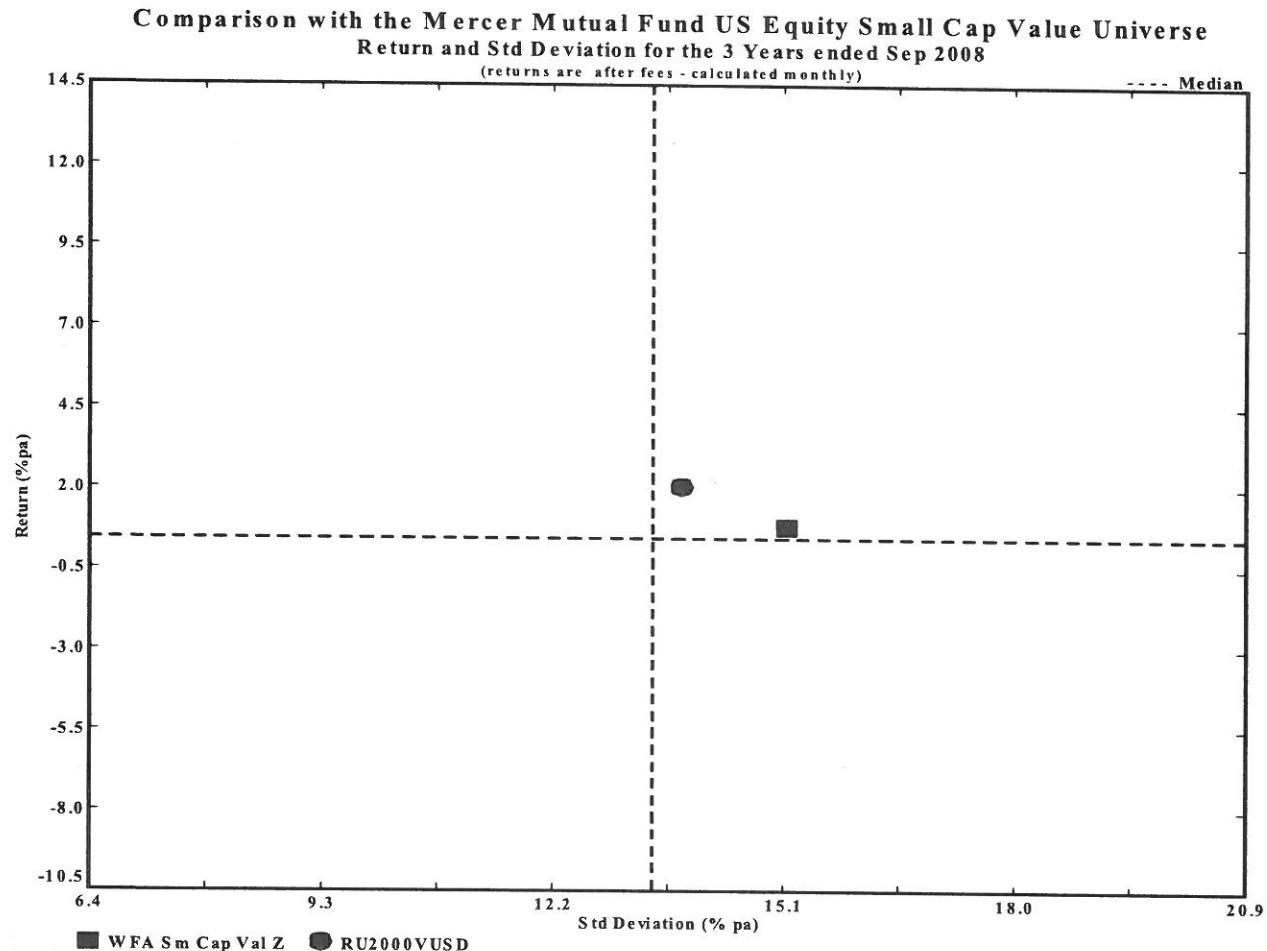
# Fund Profile

## Domestic Equity - Wells Fargo Advantage Small Cap Val Inv



# Fund Profile

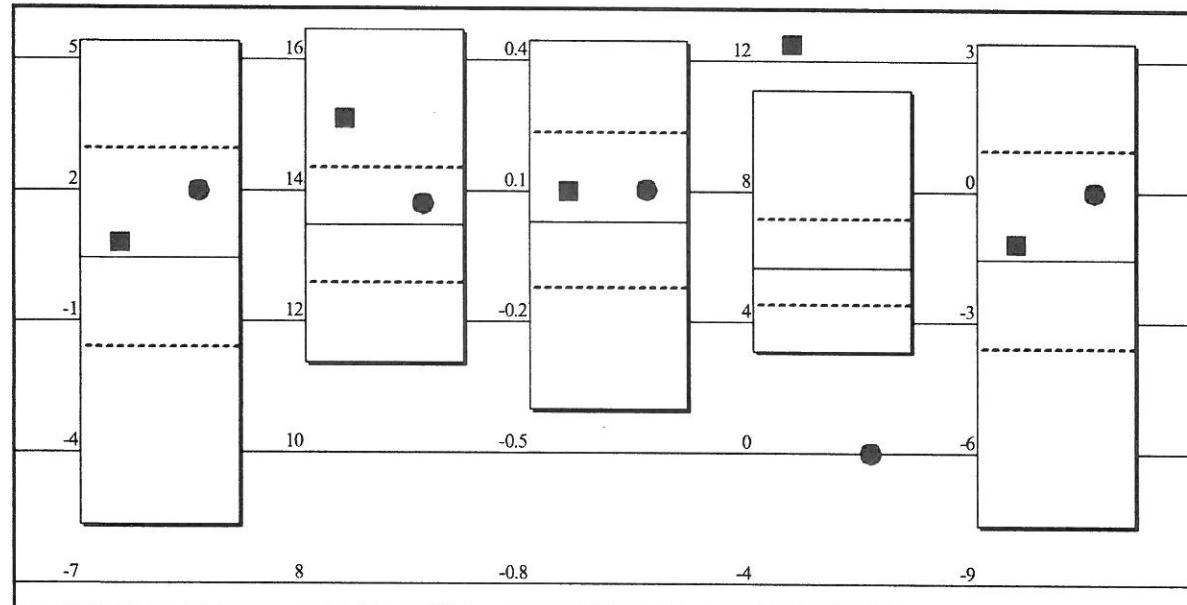
## Domestic Equity - Wells Fargo Advantage Small Cap Val Inv



# Fund Profile

## Domestic Equity - Wells Fargo Advantage Small Cap Val Inv

**Comparison with the Mercer Mutual Fund US Equity Small Cap Value Universe  
Risk and Return Characteristics vs. RU2000VUSD and Percentile Ranking for the 3 years ended Sep 2008**



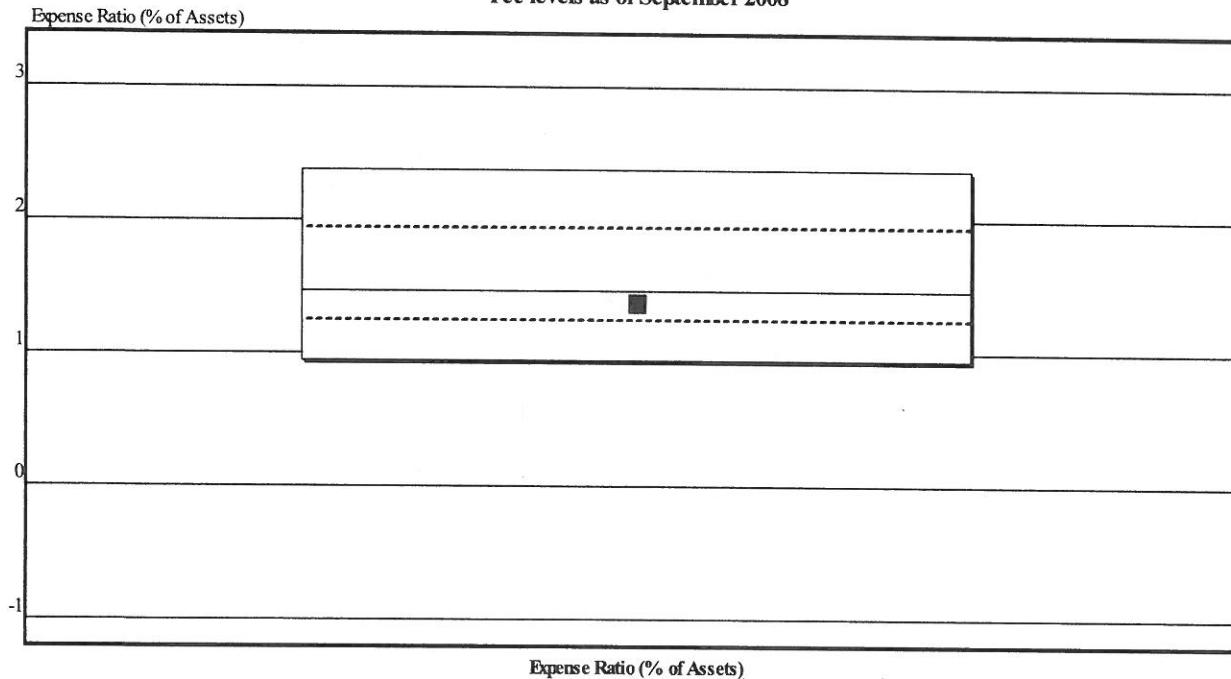
	Return (% pa)	Std Deviation (% pa)	Reward to Risk Ratio	Tracking Error (% pa)	Excess Return (% pa)
^A Sm Cap Val Z ■	0.8 (48)	15.1 (15)	0.1 (48)	12.5 (2)	-1.2 (48)
RU2000VUSD ●	2.0 (31)	13.8 (37)	0.1 (34)	0.0 (100)	0.0 (31)
5th Percentile	5.4	16.4	0.4	11.1	3.4
Upper Quartile	2.9	14.3	0.2	7.1	0.9
Median	0.4	13.5	0.0	5.6	-1.6
Lower Quartile	-1.6	12.6	-0.1	4.5	-3.6
95th Percentile	-5.7	11.3	-0.4	3.0	-7.7
Number of Funds	101	101	101	101	101

This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Fund Profile

## Domestic Equity - Wells Fargo Advantage Small Cap Val Inv

Comparison with the Mercer Mutual Fund US Equity Small Cap Value Universe  
Fee levels as of September 2008



WFA SmCap Val Z	1.38	(58)
5th Percentile	2.37	
25th Percentile	1.94	
Median	1.47	
75th Percentile	1.24	
95th Percentile	0.93	
Number of Funds	353	

# Fund Profile

## Domestic Equity - Columbia Acorn USA Z

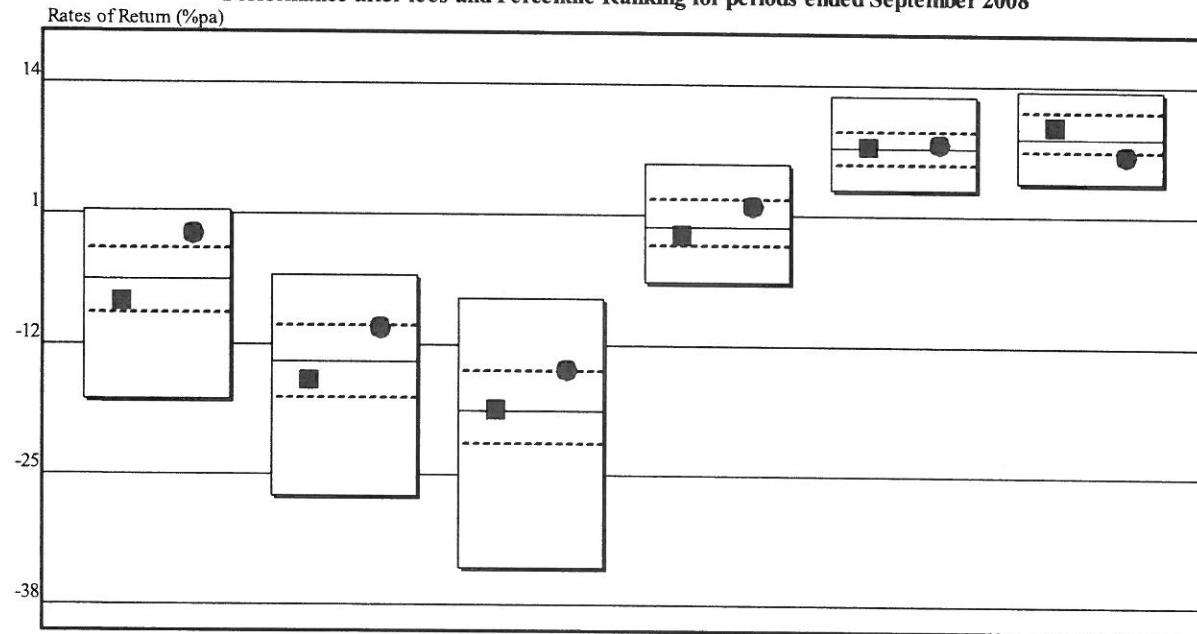
Share Class: Inst	Benchmark: Russell 2000	
<b>Investment Philosophy</b>		
Wanger follows the same bottom-up, GARP investment philosophy for all its products. The firm looks for stocks of lesser-known companies that show healthy growth of economic value and some type of sustainable economic advantage.		
<b>Style Analysis</b>		
<p style="text-align: center;"><b>5 YEAR PERIOD - ROLLING 3 YEARS ENDING SEP 30, 2008</b></p> <p><b>Style Benchmarks</b>      Russell 1000 Value      Russell 1000 Growth      Russell 2000 Value      Russell 2000 Growth</p> <p><b>Products</b>      1 Vang Inst Indx      2 ABF Lg Cap Value Plan      3 NB Partners Trust      4 Fid Contrafund      5 Fid Disciplined Equity      6 Fid Value      7 Morgan Stanley Mid Cap Gwth      8 WFA Sm Cap Val Z      9 Col Acorn USA Z</p>		
<b>Key Facts and Figures</b>		
Portfolio Manager: Robert A. Mohn Portfolio Manager Average Tenure: 12.1 Years	Total Fund Assets: \$1,287 Million Total Share Class Assets: \$1,017 Million	Expense Ratio (Gross): 0.98% Expense Ratio (Net): 0.98% Morningstar Average Expense Ratio (Net): 1.55%

This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Fund Profile

## Domestic Equity - Columbia Acorn USA Z

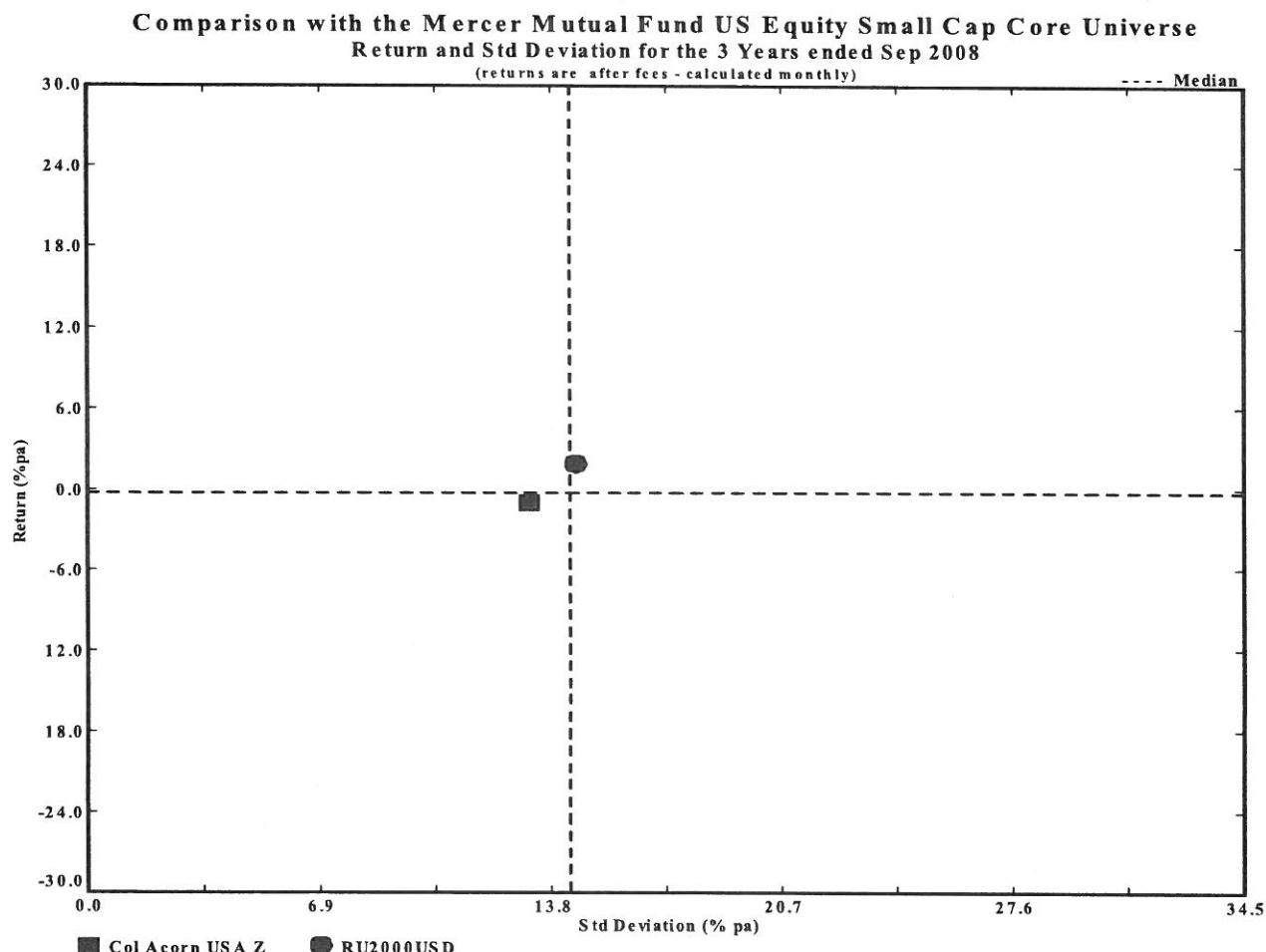
**Comparison with the Mercer Mutual Fund US Equity Small Cap Core Universe**  
Performance after fees and Percentile Ranking for periods ended September 2008



	1 Quarter	YTD	1 Year	3 Years	5 Years	Inception
Columbia Acorn USA Z (RU2000USD)	-7.8 (-66) -1.1	-15.6 (-64) -10.4	-18.4 (-48) -14.5	-1.0 (-60) 1.8	7.9 (-47) 8.1	10.0 (-36) 7.1
5th Percentile	1.2	-5.1	-7.5	6.0	12.9	13.5
Upper Quartile	-2.6	-10.2	-14.6	2.5	9.4	11.3
Median	-5.7	-13.8	-18.7	-0.3	7.7	8.7
Lower Quartile	-9.0	-17.4	-22.0	-2.1	5.9	7.4
95th Percentile	-17.7	-27.3	-34.4	-5.9	3.5	4.2
Number of Funds	160	160	160	151	134	49

# Fund Profile

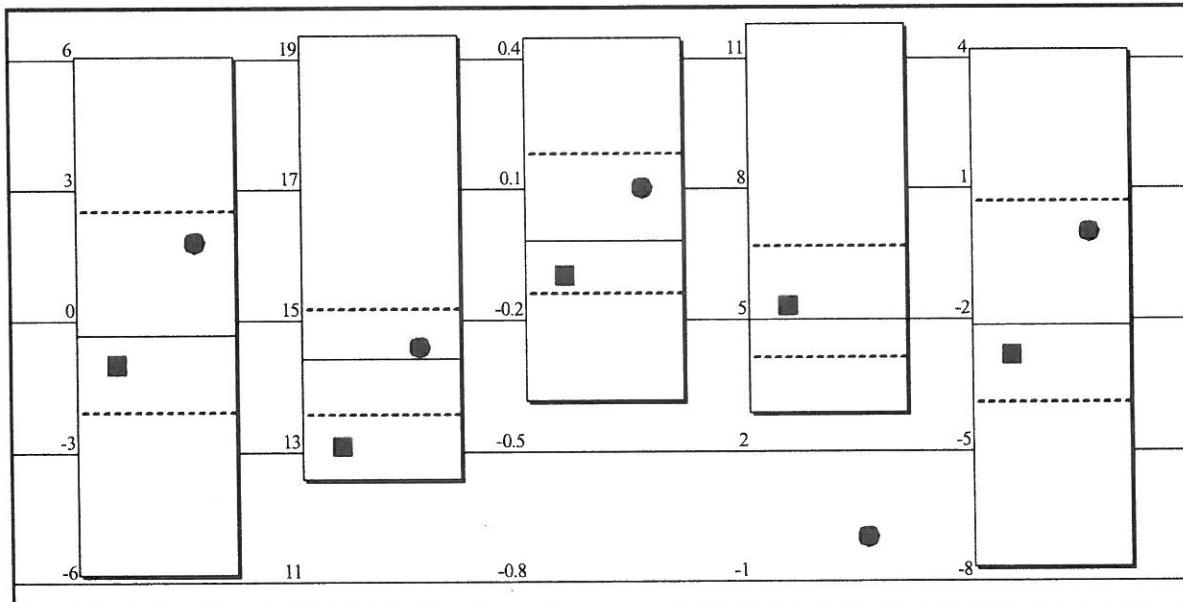
## Domestic Equity - Columbia Acorn USA Z



# Fund Profile

## Domestic Equity - Columbia Acorn USA Z

**Comparison with the Mercer Mutual Fund US Equity Small Cap Core Universe  
Risk and Return Characteristics vs. RU2000USD and Percentile Ranking for the 3 years ended Sep 2008**

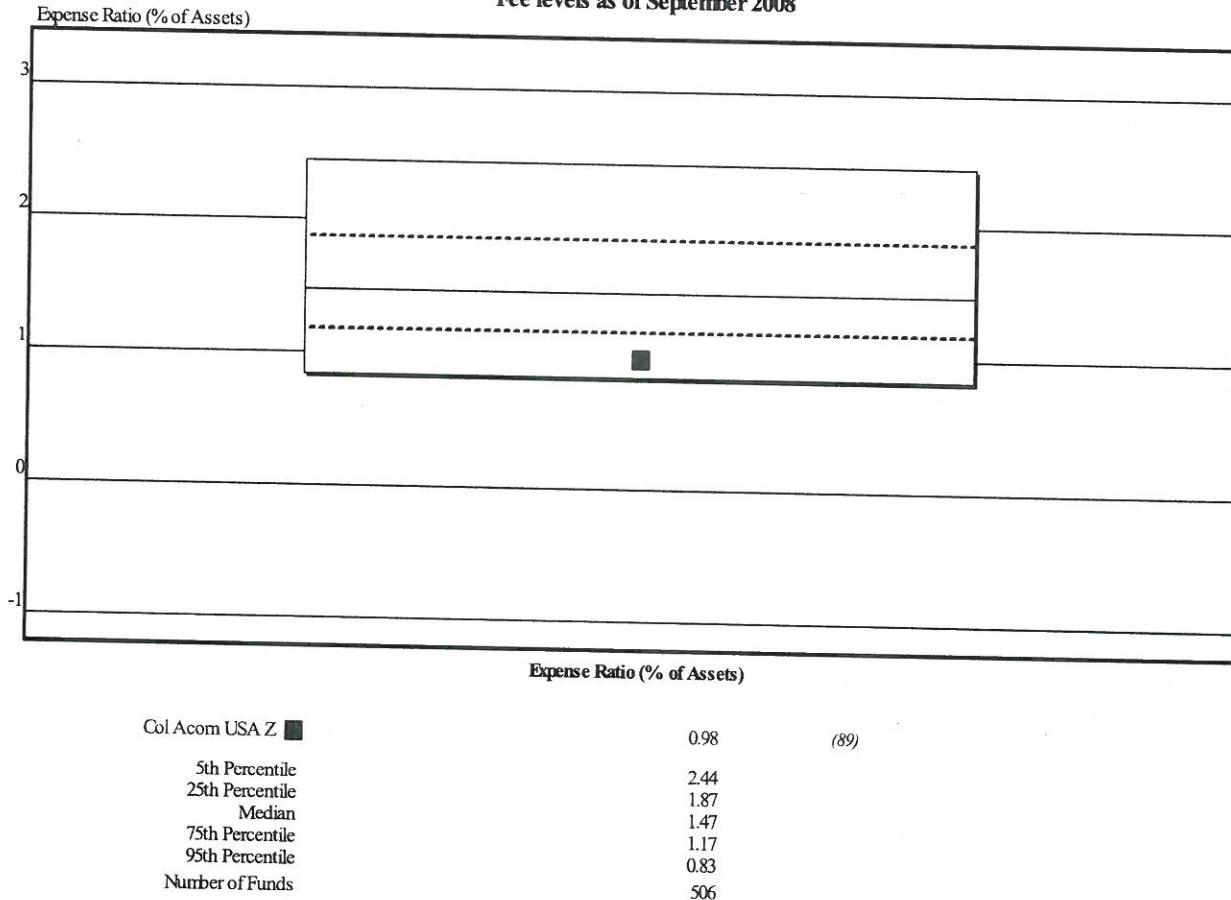


	Return (% pa)	Std Deviation (% pa)	Reward to Risk Ratio	Tracking Error (% pa)	Excess Return (% pa)
Columbia Acorn USA Z	-1.0 (60)	13.1 (87)	-0.1 (62)	5.3 (46)	-2.8 (60)
RU2000USD	1.8 (32)	14.6 (43)	0.1 (33)	0.0 (100)	0.0 (32)
5th Percentile	6.0	19.4	0.4	11.8	4.2
Upper Quartile	2.5	15.1	0.2	6.6	0.7
Median	-0.3	14.4	0.0	5.0	-2.2
Lower Quartile	-2.1	13.6	-0.1	4.1	-3.9
95th Percentile	-5.9	12.6	-0.4	2.9	-7.7
Number of Funds	151	151	151	151	151

# Fund Profile

## Domestic Equity - Columbia Acorn USA Z

Comparison with the Mercer Mutual Fund US Equity Small Cap Core Universe  
Fee levels as of September 2008



This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

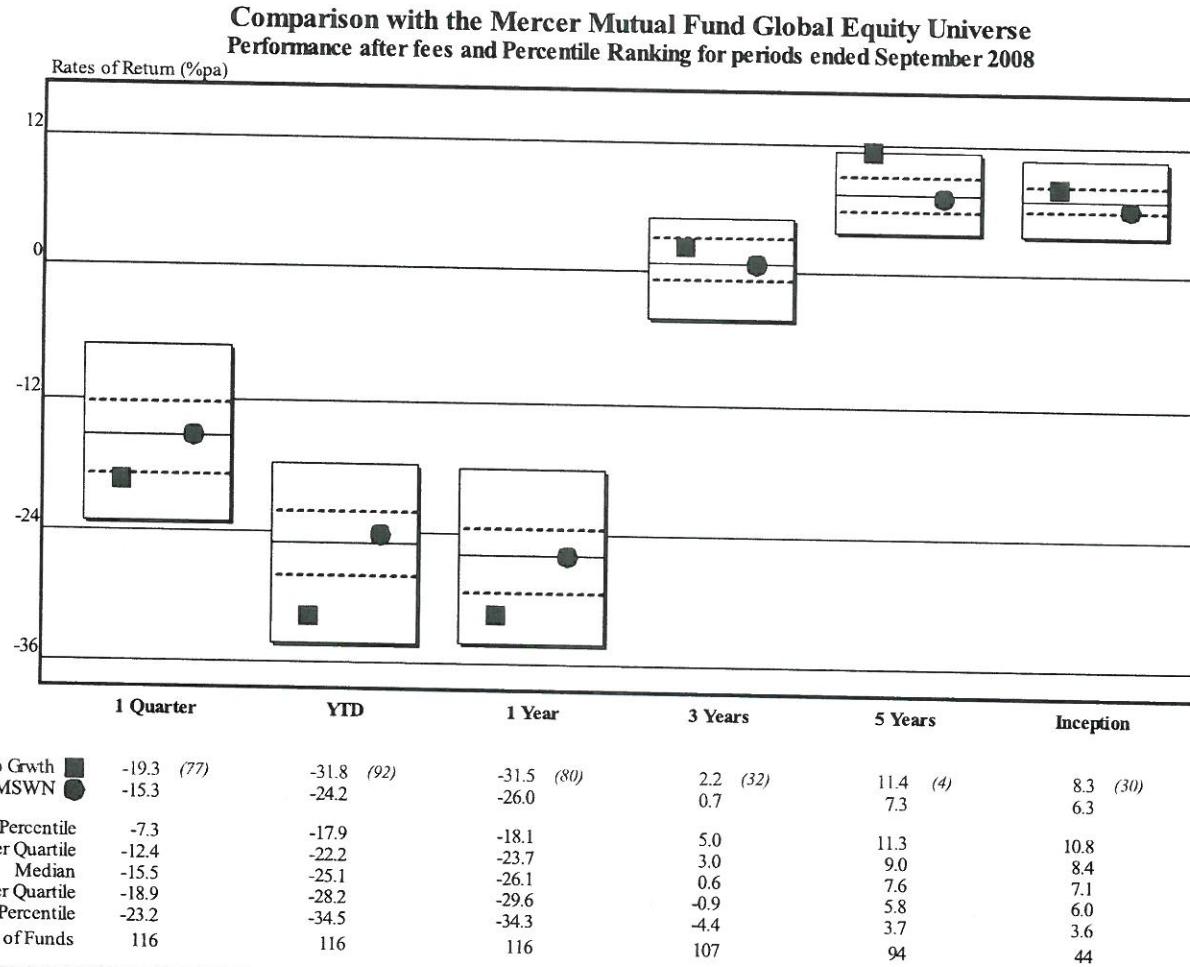
# Fund Profile

## Global Equity - AIM Global Small & Mid Cap Growth Intl

Share Class: Inst	Benchmark: MSCI World NET WHT	
Investment Philosophy		
Portfolio Analysis & Key Observations	Country Analysis as of June 30, 2008	
Key Facts and Figures		
Portfolio Manager: Multiple Portfolio Manager Average Tenure: 6.2 Years	Total Fund Assets: \$723 Million Total Share Class Assets: \$23 Million	Expense Ratio (Gross): 1.02% Expense Ratio (Net): 1.02% Morningstar Average Expense Ratio (Net): 1.66%

# Fund Profile

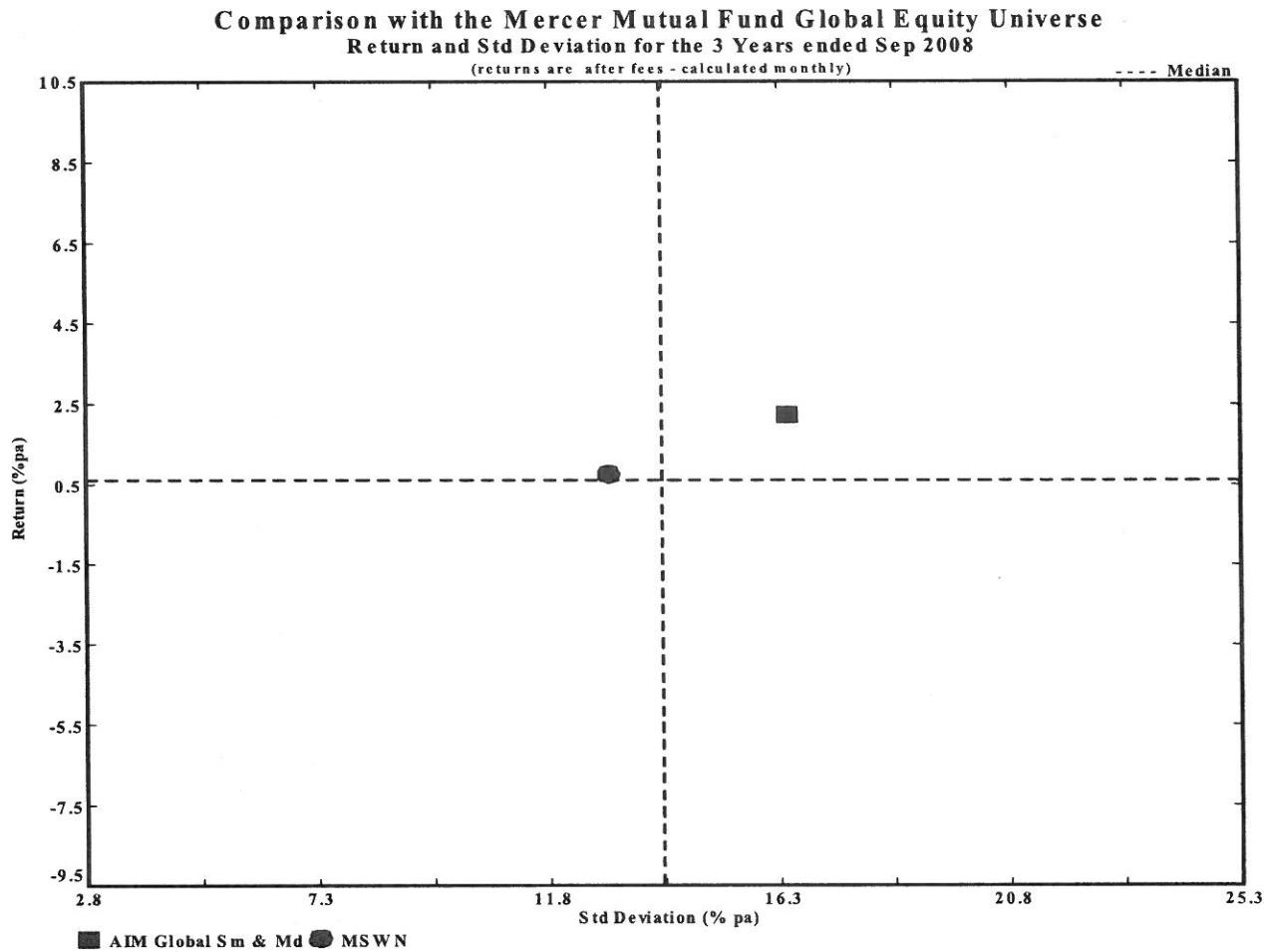
## Global Equity - AIM Global Small & Mid Cap Growth Intl



This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Fund Profile

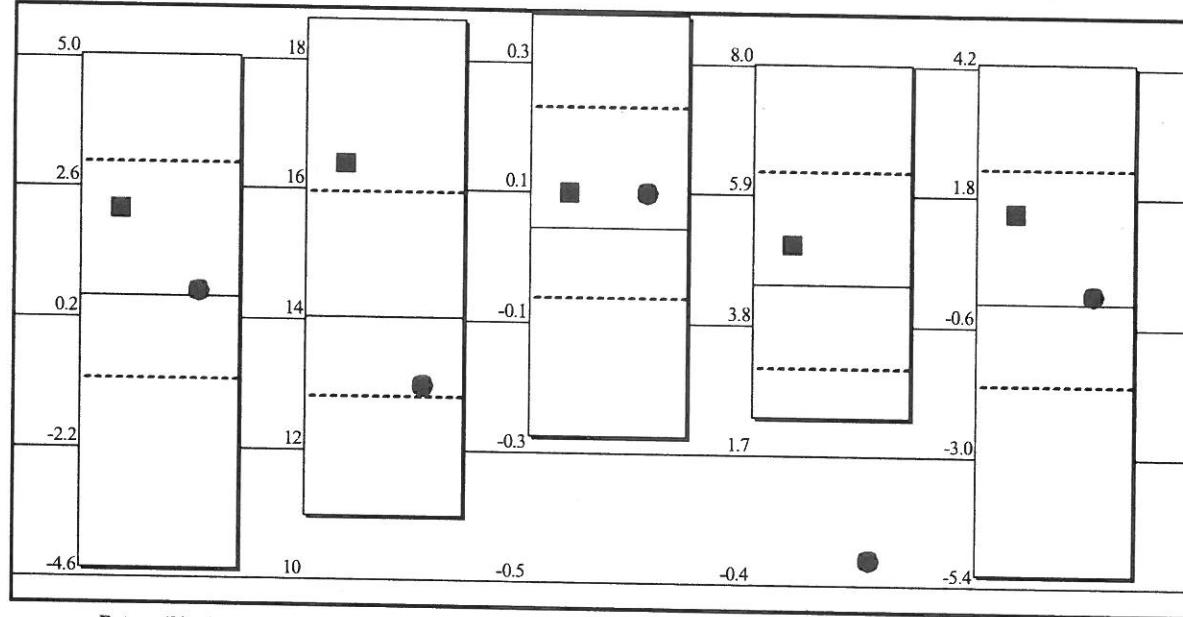
## Global Equity - AIM Global Small & Mid Cap Growth Intl



# Fund Profile

## Global Equity - AIM Global Small & Mid Cap Growth Intl

**Comparison with the Mercer Mutual Fund Global Equity Universe**  
**Risk and Return Characteristics vs. MSWN and Percentile Ranking for the 3 years ended Sep 2008**



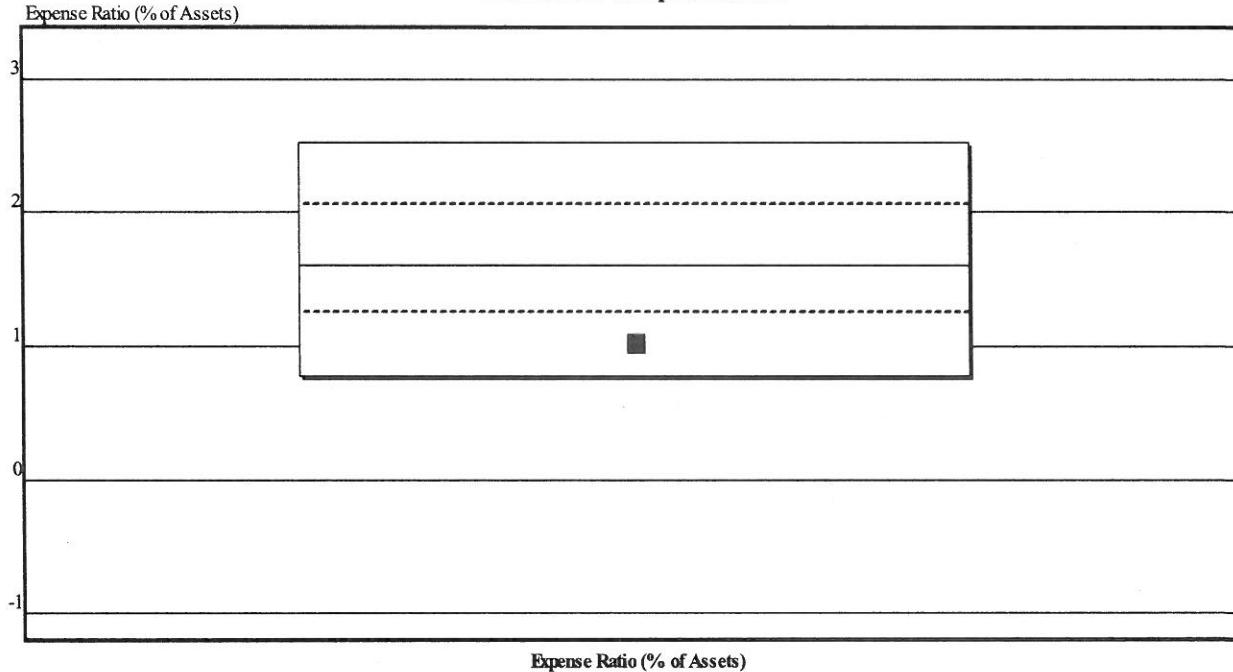
	Return (% pa)	Std Deviation (% pa)	Reward to Risk Ratio	Tracking Error (% pa)	Excess Return (% pa)
& Md Cap Grwth	2.2 (32)	16.4 (19)	0.1 (34)	5.1 (36)	1.5 (32)
MSWN	0.7 (49)	13.0 (72)	0.1 (48)	0.0 (100)	0.0 (49)
5th Percentile	5.0	18.6	0.4	8.0	4.3
Upper Quartile	3.0	15.9	0.2	6.3	2.3
Median	0.6	14.0	0.0	4.4	-0.2
Lower Quartile	-0.9	12.8	-0.1	3.1	-1.7
95th Percentile	-4.4	11.0	-0.3	2.3	-5.2
Number of Funds	107	107	107	107	107

This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

# Fund Profile

## Global Equity - AIM Global Small & Mid Cap Growth Intl

Comparison with the Mercer Mutual Fund Global Equity Universe  
Fee levels as of September 2008



AIM Global Sm& Md Cap Gwth	1.02	(86)
5th Percentile	2.52	
25th Percentile	2.05	
Median	1.59	
75th Percentile	1.25	
95th Percentile	0.76	
Number of Funds	459	

# Fund Profile

## International Equity - Passive - Vanguard Total Intl Stock Index

Share Class: Inv	Benchmark: MSCI EAFE NET WHT																																	
<b>Investment Philosophy</b>																																		
The Vanguard Total International Stock Index Fund attempts to provide investment results that parallel the performance of the Total International Composite Index, consisting of the MSCI EAFE Index and the Select Emerging Markets Index.																																		
<b>Portfolio Analysis &amp; Key Observations</b>	<b>Tracking Error</b>																																	
<ul style="list-style-type: none"> <li>▪ Benchmark: Total International Composite Index*</li> </ul> <p>Positive Impact on Performance</p> <ul style="list-style-type: none"> <li>▪ Top ten holdings: HSBC (16.2% return), Nestle (4.4% return) and GlaxosmithKline (8.8% return)</li> </ul> <p>Negative Impact on Performance</p> <ul style="list-style-type: none"> <li>▪ Global stock markets plummeted in the third quarter as the credit market crisis intensified and the financial industry roiled in uncertainty.</li> <li>▪ All ten sectors posted negative returns.</li> <li>▪ The weakest performing sectors were materials (-28.2% return), energy (-19.6% return), and industrials (-19.3 return). Ripples from the credit crunch and lower raw material prices led to the sectors' poor results</li> </ul> <p>*Consists of the MSCI Europe Index, the MSCI Pacific Index, and the MSCI Emerging Markets Index. The MSCI Emerging Markets Index replaced the Select Emerging Markets Index on August 24, 2006. Index returns are adjusted for withholding taxes applicable to Luxembourg holding companies.</p>	<p>The chart displays the percentage allocation of assets across ten countries. The Y-axis represents the 'Country Allocation' from 0.0 to 25.0. The X-axis lists the countries: United Kingdom, Japan, France, Germany, Switzerland, Australia, Spain, China, Brazil, and Italy. For each country, there are two bars: a dark grey bar for the Vanguard Total Intl Stock Index and a light grey bar for the MSCI EAFE NET WHT. In all cases, the Vanguard bar is slightly taller than the MSCI bar, indicating a higher allocation to that country.</p> <table border="1"> <thead> <tr> <th>Country</th> <th>Vanguard Total Intl Stock Index (%)</th> <th>MSCI EAFE NET WHT (%)</th> </tr> </thead> <tbody> <tr> <td>United Kingdom</td> <td>~17.5</td> <td>~16.5</td> </tr> <tr> <td>Japan</td> <td>~16.0</td> <td>~15.5</td> </tr> <tr> <td>France</td> <td>~9.5</td> <td>~9.0</td> </tr> <tr> <td>Germany</td> <td>~8.0</td> <td>~7.5</td> </tr> <tr> <td>Switzerland</td> <td>~6.5</td> <td>~6.0</td> </tr> <tr> <td>Australia</td> <td>~5.5</td> <td>~5.0</td> </tr> <tr> <td>Spain</td> <td>~4.0</td> <td>~3.5</td> </tr> <tr> <td>China</td> <td>~3.0</td> <td>~2.5</td> </tr> <tr> <td>Brazil</td> <td>~2.5</td> <td>~2.0</td> </tr> <tr> <td>Italy</td> <td>~2.5</td> <td>~2.0</td> </tr> </tbody> </table>	Country	Vanguard Total Intl Stock Index (%)	MSCI EAFE NET WHT (%)	United Kingdom	~17.5	~16.5	Japan	~16.0	~15.5	France	~9.5	~9.0	Germany	~8.0	~7.5	Switzerland	~6.5	~6.0	Australia	~5.5	~5.0	Spain	~4.0	~3.5	China	~3.0	~2.5	Brazil	~2.5	~2.0	Italy	~2.5	~2.0
Country	Vanguard Total Intl Stock Index (%)	MSCI EAFE NET WHT (%)																																
United Kingdom	~17.5	~16.5																																
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China	~3.0	~2.5																																
Brazil	~2.5	~2.0																																
Italy	~2.5	~2.0																																
<b>Key Facts and Figures</b>																																		
Portfolio Manager: Multiple Portfolio Manager Average Tenure: 0.2 Years	Total Fund Assets: \$22,015 Million Total Share Class Assets: \$27,120 Million  Expense Ratio (Gross): 0.27% Expense Ratio (Net): 0.27% Morningstar Average Expense Ratio (Net): 0.00%																																	

This document is incomplete without the Disclosure Pages, which should be carefully reviewed.

## Appendix – Disclosures Pages

### **Mercer Investment Consulting Affiliate Relationships**

- The parent corporation of Mercer Investment Consulting (“Mercer IC”), Mercer (US) Inc., from time to time provides employee benefit consulting services to various investment organizations. We believe these relationships in no way affect the objectivity of our analysis.
- We would like to draw your attention to the existence of our investment adviser affiliate: Mercer Global Investments, which is a subsidiary of Marsh & McLennan Companies, Mercer IC’s relationship with Mercer Global Investments is strictly arms-length, and our policy is, where permitted by applicable law, to deal with these firms in the same way that we deal with any other investment management firm.

### **Universe Notes**

- Mercer IC determines the time periods and specific mutual funds included in each Mercer Mutual Fund Universe. The quarterly returns used to arrive at the open-end mutual fund universe distributions are obtained from Morningstar, Inc., Chicago, IL.
- Mercer Manager Universes are constructed using the composite portfolios submitted by investment managers to the Research Unit for evaluation. Each portfolio is reviewed and, based on Mercer IC’s professional judgment, placed within the appropriate universe which contains similarly managed portfolios. Universes are calculated by sorting the returns from highest to lowest for each unique time period independently. The highest return is assigned the rank of zero (0), and the lowest the rank of one hundred (100). Depending on the number of observations between these two points, the remaining results are normalized to create percentile rankings. Percentile rankings for managers and indices in performance floating bar exhibits may not match universe percentiles due to rounding.

### **Data Sources**

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#### **Miscellaneous Notes**

- Returns for periods greater than one year are annualized. Returns are calculated net of fund fees, including the investment management fees, unless otherwise noted.
- MMCSC's pension plan related services are generally paid from existing plan expenses (e.g., fund 12b-1 expenses) or separately by the plan sponsor. Compensation for MMCSC's pension plan services paid directly by the plan sponsor are not reflected in fund performance figures. For full disclosure of the fees for MMCSC's pension plan services please refer to your client agreement with MMCSC, and if applicable, MMCSC's Form ADV Part II. You may request a copy of MMCSC's Form ADV Part II disclosure document from your MMCSC representative.

# Appendix – Description of Indices

## A.1 Equity Indices

### Domini 400 Social Index

The Domini 400 Social Index (DSI) provides a broad market, common stock benchmark for portfolios with social constraints. The social investment firm of Kinder, Lydenberg, Domini & Co. constructs the DSI index. The index consists of 400 U.S. stocks, which pass a multitude of social screens. The screens check factors such as military contracting, alcohol and tobacco, gambling, nuclear power, environmental mismanagement and poor employee relations. The index is market value-weighted. Inception is May 1, 1990.

### Dow Jones Industrial Average

The Dow Jones Industrial Average (DJIA) contains 30 actively traded blue-chip stocks. The 106-year-old average is the best-known U.S. stock average. The editors of the Wall Street Journal, which is owned by Dow Jones, select the stocks. All but two of the stocks are listed on the New York Stock Exchange. In October of 1999, Microsoft Corp. and Intel Corp were the first NASDAQ Stock Market stocks to be included in the DJIA. The stocks are generally leaders in their industry. The DJIA purpose is to represent US listed equities, excluding transportation and utility stocks. The Dow is a price-weighted arithmetic average.

### Dow Jones Wilshire 4500

The Wilshire 4500 Index measures the performance of all small and midcap U.S. equities. It is constructed using the Wilshire 5000 with the companies in the S&P 500 Composite excluded. The Wilshire 4500 is a misnomer; there are actually over 5,000 companies in the index. ADRs are excluded from the index. The Wilshire 4500 exchange distribution by market value is 35% NASDAQ, 63% NYSE and 2% AMEX.

### Dow Jones Wilshire 5000

The Wilshire 5000 Equity Index was created by Wilshire Associates in 1974 and has historical data back to December 1970. The index measures the performance of all U.S. headquartered equity securities with readily available price data. The Wilshire 5000 is a misnomer; there are actually over 7,000 stocks in the Index. The Wilshire 5000 exchange distribution by market value is 80% NYSE, 20% NASDAQ, and 1% AMEX. Non-domiciled US stocks, foreign issues and ADRs are excluded from the index. The index is computed on both an equal-weighted and value-weighted basis.

### MSCI EAFE

The MSCI Europe, Australasia and the Far East (EAFE) Index is an international equity index which consists of approximately 1,000 securities from the following 21 countries:

Australia	Denmark	Germany	Ireland	Netherlands	Portugal	Sweden
Austria	Finland	Greece	Italy	New Zealand	Singapore	Switzerland
Belgium	France	Hong Kong	Japan	Norway	Spain	United Kingdom

MSCI's goal is to accurately represent the buyable opportunities in the markets covered. An independent group of country specialists employed by Capital International Perspectives S.A. in Geneva is responsible for the index stock selection. This group regularly monitors the index constituents and adds or deletes companies to maintain representativeness.

The index represents approximately 60% of the combined market capitalization of the 21 countries. The index attempts to replicate the industry composition of each local market and includes a representative sampling of large, medium and small capitalization companies. The index is market value-weighted and calculated both with net and

gross dividends reinvested. The net return index reinvests dividends after foreign taxes have been withheld and the gross return index reinvests dividends before payment of foreign taxes.

#### **MSCI EAFE Growth and Value**

The MSCI EAFE Growth and Value Indices cover the full range of the MSCI EAFE Equity Index. MSCI implements a methodology for the MSCI EAFE Value and Growth Indices featuring a two-dimensional framework for style segmentation in which value and growth securities are specified using different attributes, the use of securities depicting either both value and growth characteristics or neither of these characteristics, a partial attribution of index market capitalization for characteristics clearly dominates and buffer zones that reduce index turnover caused by the temporary migration of securities from one style index to the other. The objective of the index design is to divide constituents of an underlying MSCI Index into a value index and a growth index, each targeting 50% of the free float adjusted market capitalization country by country. Prior to May 30, 2003, the indices used Price/Book Value (P/BV) ratios to divide the standard MSCI country indices into value and growth indices. All securities were classified as either "value" securities (low P/BV securities) or "growth" securities (high P/BV securities), relative to each MSCI country index.

#### **MSCI EAFE Small Cap**

The objective of the MSCI EAFE Small Cap Index is to represent the business activities of small cap companies across developed markets. MSCI selects the most liquid securities relative to their market capitalization, and targets for index inclusion 40% of the full market capitalization of the eligible small cap universe within each industry group, within each country.

#### **MSCI Emerging Markets Free**

The MSCI Emerging Markets Free Index covers the following 27 countries:

Argentina	Colombia	India	Korea	Pakistan	Russia	Thailand
Brazil	Czech Republic	Indonesia	Malaysia	Peru	South Africa	Turkey
Chile	Egypt	Israel	Mexico	Philippines	Sri Lanka	Venezuela
China	Hungary	Jordan	Morocco	Poland	Taiwan	

MSCI uses the following criteria in defining emerging markets:

1) A Gross Domestic Product (GDP) Per Capita substantially below the average for developed economies. MSCI uses the World Bank's definition of an Emerging country, which is a GDP/Capita below USD 9,385. 2) Substantially greater government regulation limiting or banning foreign ownership in industries or companies. 3) A lax regulatory environment, irregular trading hours, and/or less sophisticated back office operations, including clearing and settlement capabilities. 4) Restrictions on repatriation of initial capital, dividends, interest and/or capital gains. 5) Greater perceived investment risk than in developed markets. 6) A general perception by the investment community that the country should be considered emerging.

#### **MSCI World Index**

The MSCI World Index is a global index, which measures the performance of stock markets in the United States, Europe, Canada, Australia, New Zealand and the Far East. The index currently consists of securities from the following 23 countries:

Australia	Denmark	Greece	Japan	Portugal	Switzerland
Austria	Finland	Hong Kong	Netherlands	Singapore	United Kingdom

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Belgium	France	Ireland	New Zealand	Spain	United States
Canada	Germany	Italy	Norway	Sweden	

MSCI's goal is to accurately represent the buyable opportunities in the markets covered. An independent group of country specialists employed by Capital International Perspectives S.A. in Geneva is responsible for the index stock selection. This group regularly monitors the index constituents and adds or deletes companies to maintain a representative sample.

The index represents approximately 60% of the combined market capitalization of the 23 countries. The index attempts to replicate the industry composition of each local market and includes a representative sampling of large, medium and small capitalization companies. The index is market value-weighted and calculated both with net and gross dividends reinvested. The net return index reinvests dividends after foreign taxes have been withheld and the gross return index reinvests dividends before payment of foreign taxes.

#### **MSCI World Growth and Value**

The MSCI World Growth and Value Indices cover the full range of the MSCI World Equity Index. MSCI implements a methodology for the MSCI World Value and Growth Indices featuring a two-dimensional framework for style segmentation in which value and growth securities are specified using different attributes, the use of eight different variables (three for value and five for growth) to more accurately reflect value and growth styles, a partial attribution of index market capitalization for securities depicting either both value and growth characteristics or neither of these characteristics, to each of the value and growth indices, unless one of the style characteristics clearly dominates and buffer zones that reduce index turnover caused by the temporary migration of securities from one style index to the other. The objective of the index design is to divide constituents of an underlying MSCI Index into a value index and a growth index, each targeting 50% of the free float adjusted market capitalization country by country. Prior to May 30, 2003, the indices used Price/Book Value (P/BV) ratios to divide the standard MSCI country indices into value and growth indices. All securities were classified as either "value" securities (low P/BV securities) or "growth" securities (high P/BV securities), relative to each MSCI country index.

#### **MSCI World Small Cap**

The objective of the MSCI World Small Cap Index is to represent the business activities of small cap companies across developed markets. MSCI selects the most liquid securities relative to their market capitalization, and targets for index inclusion 40% of the full market capitalization of the eligible small cap universe within each industry group, within each country.

#### **NASDAQ Composite**

The National Association of Securities Dealers, a network of brokers, sponsors the NASDAQ (National Association of Securities Dealers Automated Quotation system). It is often called the OTC (over-the-counter) market. Unlike the NYSE and AMEX, the OTC has no trading floor and no auction market. It is a dealer to dealer market that operates via an electronic network.

The NASDAQ Composite Index measures all NASDAQ domestic and non-U.S. based common stocks. The NASDAQ Composite includes 3,600 issues. The composite is a market value-weighted index calculated on a total return basis including dividends. The index represents many small company stocks but is heavily influenced by about 100 of the largest NASDAQ issues.

#### **Russell 1000**

The Russell 1000 is intended to represent the universe of stocks in which most active equity managers invest. The index measures the performance of the 1,000 largest companies in the Russell 3000 Index, which represents approximately 90% of the total market capitalization of the Russell 3000 Index. The index is market value-weighted and restated annually based on May 31 market capitalization rankings.

#### **Russell 1000 Growth**

The Russell 1000 Growth Index is intended to be a benchmark for growth managers. The stocks are selected from the Russell 1000 Index, which currently contains approximately 1,000 of the largest U.S. equity stocks by market capitalization. The index includes those stocks, which have had high earnings per share growth rate, high dividends per share growth rate, high price earnings ratio, high price book ratio, and a low dividend yield relative to the market.

The Russell 1000 securities are ranked by adjusted book to price ratios and by the I/B/E/S (Institutional Brokers Estimate System) growth rate. These ranks are then normalized into common units and combined to arrive at a composite rank. A company's composite rank is then used to determine its probability of being growth or value.

Companies with probabilities of 100% growth are placed entirely in the growth index. Companies with probabilities of being partially growth and value are held in both indexes according to their probability, i.e., a company with an 80% probability of growth would have 80% of its available market cap in the growth index and 20% in the value index.

#### Russell 1000 Value

The Russell 1000 Value Index is intended to be a benchmark for value managers. The securities are chosen from the Russell 1000 Index, which currently contains approximately 1,000 of the largest U.S. equity stocks by market capitalization. The index includes those stocks, which have a low price to book ratio, low price earnings ratio, high dividend yield and a low earnings per share growth rate.

The Russell 1000 securities are ranked by adjusted book to price ratios and by the I/B/E/S (Institutional Brokers Estimate System) growth rate. These ranks are then normalized into common units and combined to arrive at a composite rank. A company's composite rank is then used to determine its probability of being growth or value.

Companies with probabilities of 100% value are placed entirely in the value index. Companies with probabilities of being partially growth and value are held in both indexes according to their probability, i.e., a company with an 80% probability of value would have 80% of its available market cap in the value index and 20% in the growth index.

#### Russell 2000

The Russell 2000 is intended to be a small capitalization market proxy. The index currently consists of approximately the 2,000 smallest stocks in the Russell 3000, representing approximately 10% of the total U.S. equity market. The index is restated annually based on May 31 market capitalization rankings.

#### Russell 2000 Growth

The Russell 2000 Growth Index contains those Russell 2000 securities, which have a greater-than-average growth orientation. These securities generally have higher price-to-book and price-earnings ratios than those securities in the Russell 2000 Value Index.

The Russell 2000 securities are ranked by adjusted book to price ratios and by the I/B/E/S (Institutional Brokers Estimate System) growth rate. These ranks are then normalized into common units and combined to arrive at a composite rank. A company's composite rank is then used to determine its probability of being growth or value.

Companies with probabilities of 100% growth are placed entirely in the growth index. Companies with probabilities of being partially growth and value are held in both indexes according to their probability, i.e., a company with an 80% probability of growth would have 80% of its available market cap in the growth index and 20% in the value index. The index is restated annually based on May 31 market capitalization rankings.

#### Russell 2000 Value

The Russell 2000 Value Index contains those Russell 2000 securities, which have a less-than-average growth orientation. These securities generally have lower price-to-book and price-earnings ratios than those securities in the Russell 2000 Growth Index.

The Russell 2000 securities are ranked by adjusted book to price ratios and by the I/B/E/S (Institutional Brokers Estimate System) growth rate. These ranks are then normalized into common units and combined to arrive at a composite rank. A company's composite rank is then used to determine its probability of being growth or value.

Companies with probabilities of 100% value are placed entirely in the value index. Companies with probabilities of being partially growth and value are held in both indexes according to their probability, i.e., a company with an 80% probability of value would have 80% of its available market cap in the value index and 20% in the growth index. The index is restated annually based on May 31 market capitalization rankings.

#### Russell 2500

The Russell 2500 Index measures the performance of the 2500 smallest companies in the Russell 3000 Index, which represents approximately 16% of the total market capitalization of the Russell 3000 Index.

#### Russell 2500 Growth

The Russell 2500 Growth Index contains those Russell 2500 securities, which have a greater-than-average growth orientation. These securities generally have higher price-to-book and price-earnings ratios than those securities in the Russell 2500 Value Index.

**This document is incomplete without the Disclosure Pages, which should be carefully reviewed.**

The Russell 2500 securities are ranked by adjusted book to price ratios and by the I/B/E/S (Institutional Brokers Estimate System) growth rate. These ranks are then normalized into common units and combined to arrive at a composite rank. A company's composite rank is then used to determine its probability of being growth or value.

Companies with probabilities of 100% growth are placed entirely in the growth index. Companies with probabilities of being partially growth and value are held in both indexes according to their probability, i.e., a company with an 80% probability of growth would have 80% of its available market cap in the growth index and 20% in the value index. The index is restated annually based on May 31 market capitalization rankings.

#### **Russell 2500 Value**

The Russell 2500 Value Index contains those Russell 2500 securities, which have a less-than-average growth orientation. These securities generally have lower price-to-book and price-earnings ratios than those securities in the Russell 2500 Growth Index.

The Russell 2500 securities are ranked by adjusted book to price ratios and by the I/B/E/S (Institutional Brokers Estimate System) growth rate. These ranks are then normalized into common units and combined to arrive at a composite rank. A company's composite rank is then used to determine its probability of being growth or value.

Companies with probabilities of 100% value are placed entirely in the value index. Companies with probabilities of being partially growth and value are held in both indexes according to their probability, i.e., a company with an 80% probability of value would have 80% of its available market cap in the value index and 20% in the growth index. The index is restated annually based on May 31 market capitalization rankings...

#### **Russell 3000**

The Russell 3000 Index currently consists of the largest U.S. company stocks by market capitalization. The Russell 3000 represents over 98% of the investable U.S. equity market. The index is restated annually based on May 31 market capitalization rankings.

#### **Russell 3000 Growth**

The Russell 3000 Growth Index contains those Russell 3000 securities, which have a greater-than-average growth orientation. These securities generally have higher price-to-book and price-earnings ratios than those securities in the Russell 3000 Value Index.

The Russell 3000 securities are ranked by adjusted book to price ratios and by the I/B/E/S (Institutional Brokers Estimate System) growth rate. These ranks are then normalized into common units and combined to arrive at a composite rank. A company's composite rank is then used to determine its probability of being growth or value.

Companies with probabilities of 100% growth are placed entirely in the growth index. Companies with probabilities of being partially growth and value are held in both indexes according to their probability, i.e., a company with an 80% probability of growth would have 80% of its available market cap in the growth index and 20% in the value index. The index is restated annually based on May 31 market capitalization rankings.

#### **Russell 3000 Health Care**

The Russell Health Care Index is a capitalization weighted index of companies that are members of the Russell 3000 Index and are involved in medical services or health care.

#### **Russell 3000 Value**

The Russell 3000 Value Index contains those Russell 3000 securities, which have a less-than-average growth orientation. These securities generally have lower price-to-book and price-earnings ratios than those securities in the Russell 3000 Growth Index.

The Russell 3000 securities are ranked by adjusted book to price ratios and by the I/B/E/S (Institutional Brokers Estimate System) growth rate. These ranks are then normalized into common units and combined to arrive at a composite rank. A company's composite rank is then used to determine its probability of being growth or value.

Companies with probabilities of 100% value are placed entirely in the value index. Companies with probabilities of being partially growth and value are held in both indexes according to their probability, i.e., a company with an 80% probability of value would have 80% of its available market cap in the value index and 20% in the growth index. The index is restated annually based on May 31 market capitalization rankings.

#### **Russell Midcap**

The Russell Midcap Index measures the performance of the 800 smallest companies in the Russell 1000 which represent approximately 35% of the total market capitalization of the Russell 1000 index.

**This document is incomplete without the Disclosure Pages, which should be carefully reviewed.**

**Russell Midcap Growth**

The Russell Midcap Growth Index is intended to be a benchmark for growth managers. The securities are chosen from the Russell Midcap Index, which currently contains approximately 800 of the smallest companies in the Russell 1000 Index. The index includes those stocks, which have a low price to book ratio, low price earnings ratio, high dividend yield and a low earnings per share growth rate.

The Russell Midcap securities are ranked by adjusted book to price ratios and by the I/B/E/S (Institutional Brokers Estimate System) growth rate. These ranks are then normalized into common units and combined to arrive at a composite rank. A company's composite rank is then used to determine its probability of being growth or value.

Companies with probabilities of 100% growth are placed entirely in the growth index. Companies with probabilities of being partially growth and value are held in both indexes according to their probability, i.e., a company with an 80% probability of growth would have 80% of its available market cap in the growth index and 20% in the value index. The index is restated annually based on May 31 market capitalization rankings.

**Russell Midcap Value**

The Russell Midcap Value Index is intended to be a benchmark for value managers. The securities are chosen from the Russell Midcap Index, which currently contains approximately 800 of the smallest companies in the Russell 1000 Index. The index includes those stocks, which have a low price to book ratio, low price earnings ratio, high dividend yield and a low earnings per share growth rate.

The Russell Midcap securities are ranked by adjusted book to price ratios and by the I/B/E/S (Institutional Brokers Estimate System) growth rate. These ranks are then normalized into common units and combined to arrive at a composite rank. A company's composite rank is then used to determine its probability of being growth or value. Companies with probabilities of 100% value are placed entirely in the value index. Companies with probabilities of being partially growth and value are held in both indexes according to their probability, i.e., a company with an 80% probability of value would have 80% of its available market cap in the value index and 20% in the growth index. The index is restated annually based on May 31 market capitalization rankings.

**Russell 1000 Technology**

The Russell Technology Index is a capitalization weighted index of companies that are members of the Russell 1000 Index and serve the electronics and computer industries or that manufacture products based on the latest applied science.

**Standard and Poor's 500**

The Standard and Poor's 500 index contains a representative sample of common stocks that trade on the New York and American Stock Exchanges and some over-the-counter stocks. The index represents about 86% of the market value of all the issues traded on the NYSE.

The index does not contain the 500 largest stocks. It has many relatively small companies in it because it is constructed of industry groups. Standard and Poor's first identifies important industry categories and allocates a representative sample of stocks to each group. The companies chosen to be in the S&P 500 generally do have the largest market values within their industry group.

The industry categories are grouped into ten sectors: Consumer Discretionary, Consumer Staples, Energy, Financials, Health Care, Industrials, Information Technology, Materials, Telecommunication Services and Utilities. The index is weighted by market capitalization and calculated on a total return basis with dividends reinvested.

**Standard and Poor's Completion**

The Standard & Poor's Completion Index is a subset of the S&P Total Market Index (TMI), excluding S&P 500 companies. Covering more than 4,000 constituents, the Standard & Poor's Completion Index offers broad market exposure to mid-, small- and micro-cap companies.

The Standard & Poor's Completion Index is maintained by the same Index Committee that maintains the Standard and Poor's 500, using the same construction guidelines and free float methodology to enable the two indices to move in sync without overlapping the stocks. Combining an Standard & Poor's 500 with the Standard & Poor's Completion Index provides exposure to the entire U.S. Stock Market.

**Standard and Poor's Midcap 400**

The Standard & Poor's Midcap 400 Index consists of 400 domestic stocks which are chosen by a committee at Standard & Poor's based on market capitalization, liquidity and industry group representation. The index is made up of companies listed on the NYSE, NASDAQ, and AMEX. None of the companies within the S&P Midcap overlap with those included in the S&P 500 index. The index is market value-weighted.

**Standard and Poor's SmallCap 600**

The Standard and Poor's SmallCap 600 index is designed to be a benchmark of small capitalization stock performance and an investable portfolio for passive replication purposes. S&P began development of the index by surveying active and passive small cap managers, quantitative research analysts, academics and traders to determine a small cap market value definition.

S&P converted this market capitalization range into percentiles of the entire stock market in order to account for fluctuations in performance over time. The \$600 million level converted into the 50th percentile and the \$80 million lower level became the 83rd percentile. This percentile range was used to select the index back history and is used to select future index constituents.

S&P applied the target percentile range to their Index Selection Database to create a small cap universe of 1,850 stocks. The following screens were then used to select the 600 companies: 1. Companies must trade on the New York, NASDAQ or American stock exchanges, 2. Companies must have a trading history of at least six months, 3. Stocks that do not trade on any three days during a 12-month period are removed, 4. Companies with stock prices below \$1.00 are removed, 5. Share turnover has to exceed 20% on an annualized basis, 6. Companies with 50% or more of the common shares owned by another corporation or 60% owned by insiders are removed, 7. Companies in bankruptcy or financial distress are eliminated, 8. Bid/Ask spreads calculated for 30 days must be 5% or less. The index was started on December 31, 1993, and a simulation for back history was used for returns back to January 1984.

## A.2 Fixed Income Indices

### Citigroup 91 Day Treasury Bill (+ 100 Basis Points)

The U.S. 91 Day Treasury Bill Index is based on the monthly auction average yield of the 91-Day Treasury Bill reported in the Federal Reserve Bulletin. This index can be enhanced by a 100 basis point premium to more accurately compare to stable value products.

### Citigroup Non-US World Government Bond (Unhedged)

The Citigroup World Government Bond Index (WGBI) is designed to provide a measure of performance of fixed-rate securities in the world government bond market. Country eligibility is determined based on market capitalization and inevitability criteria. A market's eligible issues must total at least US\$20 billion, DM30 billion, and 2.5 trillion for three consecutive months for the market to be considered eligible for inclusion.

The index includes only Sovereign debt issued in each domestic market in the local currency. Foreign and Eurobonds are excluded from the index. Government securities that are floating- or variable-rate bonds, securities aimed principally at non-institutional investors or private placement-type securities are also excluded from the index. All issues must have a maturity of at least 1 year. The minimum amount outstanding required for index inclusion varies by each country since a local currency standard is used to determine eligibility. In the United States, the required minimum for each issue is \$1 billion public amount outstanding. The returns are calculated monthly in local currency, U.S. dollar terms and in non-base currency for each country and on a combined basis. The index is also available on a hedged-basis.

The index includes bonds from the following 19 countries: Australia, Austria, Belgium, Canada, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Japan, Netherlands, Portugal, Spain, Sweden, Switzerland, and United Kingdom.

### Lehman Brothers Aggregate

The Lehman Brothers Aggregate Index covers the U.S. investment-grade, fixed-rate bond market and includes government and corporate bonds, agency mortgage pass-through securities, asset-backed issues, and ERISA-qualified CMBS. Price, coupon and total return are reported on a month-end to month-end basis. All returns are market value-weighted inclusive of accrued income.

### Lehman Brothers Credit

The Lehman Brothers Credit Bond Index includes bonds issued by both U.S. and Non-U.S. corporations. To qualify all bonds must be SEC registered.

The Credit Index is subdivided into pure corporate (industrial, utility, and finance, including both U.S and Non U.S. corporations) and non-corporates (sovereign, supranational, foreign agencies, and foreign local governments). The first the sectors are composed of all publicly issued, non-convertible, investment grade domestic Collateralized Mortgage Obligations (CMO's) and Asset-Backed securities are not included. All issues must have a maturity of at least one year and a par amount outstanding of at least \$150 million. Price, coupon and total return are reported on a month-end to month-end basis. All returns are market value weighted inclusive of accrued interest.

### Lehman Brothers Global Aggregate

The Lehman Brothers Global Aggregate Index is composed of the U.S. Aggregate Index, the Pan-European Index and the Japanese component of the Global Treasury Index. All issues must be fixed rate, nonconvertible and have at least one year remaining to maturity. Securities from countries classified as emerging markets are excluded. The index is weighted according to each countries market capitalization, except for Japan, which is weighted by the market capitalization of the 40 largest Japanese government bonds.

### Lehman Brothers Global Aggregate xUS (Unhedged)

The Lehman Brothers Global Aggregate Index is composed of the Pan-European Index and the Japanese component of the Global Treasury Index. All issues must be fixed rate, nonconvertible and have at least one year remaining to maturity. Securities from countries classified as emerging markets are excluded. The index is weighted according to each countries market capitalization, except for Japan, which is weighted by the market capitalization of the 40 largest Japanese government bonds.

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**Lehman Brothers Government /Credit**

The Lehman Brothers Government/Credit Bond Index combines the Government and Credit Bond Indices.

**Lehman Brothers Government/Credit 1-3 Years**

The Lehman Brothers Government/Credit Index 1-3 Years consists of issues that comprise the Government and Credit Bond Indices which have a maturity greater than or equal to one year and less than or equal to three years. When an issue no longer meets the maturity criterion it is dropped from the index. All issues must have an outstanding par value greater than \$150 million.

**Lehman Brothers Government/Credit 1-5 Years**

The Lehman Brothers Government/Credit Index 1-5 Years consists of issues that comprise the Government and Credit Bond Indices which have a maturity greater than or equal to one year and less than or equal to five years. When an issue no longer meets the maturity criterion it is dropped from the index. All issues must have an outstanding par value greater than \$150 million.

**Lehman Brothers Government/Credit 5-10 Years**

The Lehman Brothers Government/Credit Index 5-10 Years consists of issues that comprise the Government and Credit Bond Indices which have a maturity greater than or equal to three years and less than or equal to ten years. When an issue no longer meets the maturity criterion it is dropped from the index. All issues must have an outstanding par value greater than \$150 million.

**Lehman Brothers Government Bond**

The Lehman Brothers Government Bond Index is made up of the Treasury Bond Index and the Agency Bond Index. The Treasury index consists of all publicly issued domestic debt of the US Government with maturity greater than one year. Flower bonds, targeted investor notes (TINs), and state and local government series are excluded. U.S. agency debt issues include both callable and noncallable securities. The Agency index includes publicly issued debt of U.S. Government agencies, quasi-federal corporations, and corporate or foreign debt guaranteed by the U.S. Government. Global issues associated with the World Bank are included. The largest issuers are Fannie Mae, the Resolution Trust Funding Corporation (REFCORP) and the Federal Home Loan Bank System (FHLB). All issues must have an outstanding par value of at least \$150 million and a maturity of at least one year. Price, coupon and total return are reported for all sectors on a month-end to month-end basis. All returns are market value-weighted inclusive of accrued interest. The index is rebalanced monthly by market capitalization.

**Lehman Brothers High Yield**

The Lehman Brothers High Yield Bond Index covers fixed rate, publicly issued, below investment-grade debt registered with the SEC. The bonds must be dollar denominated and nonconvertible, have at least one year remaining to maturity and an outstanding par value of at least \$150 million. The bonds must be rated Ba1 or lower by Moody's Investors Service. If a Moody's rating is unavailable, the bonds must be rated BB+ or lower by Standard and Poor's; and if no S&P rating is available, bonds must be rated below investment grade by Fitch Investor's Service. Pay-in-kind (PIK) bonds, 144A bonds and Eurobonds are excluded.

**Lehman Brothers Long Government/Credit**

The Lehman Brothers Long Government/Credit Index consists of issues that comprise the Government and Credit Bond Indices which have a maturity greater than ten years and with a minimum outstanding par value at least of \$150 million. Price, coupon and total return are reported on a month-end to month-end basis. All returns are market value weighted inclusive of accrued interest.

**Lehman Brothers U.S. TIPS**

The Lehman Brothers U.S. Treasury Inflation Protected Securities (TIPS) Index measures the performance of inflation-protected bonds. The rules for inclusion in the index are as follows:

- All bonds must have cash flows linked to an inflation index.
- The countries covered include the United States, U.K, Canada, and Sweden.
- The minimum amounts outstanding are 150 million U.S. dollars, 100 million sterling, or 200 million Canadian dollars.

- All bonds must be sovereign issues and be denominated in the relevant national currency.
- All bonds must have more than 1 year to maturity.

### A.3 Real Estate Indices

#### NAREIT Equity REIT

The NAREIT Equity Index is designed to provide the most comprehensive assessment of overall REIT industry performance, and includes all tax-qualified REITs with common shares that trade on the New York Stock Exchange, the American Stock Exchange or the NASDAQ National Market List. Companies with shares that trade on the NASDAQ Small Cap List or that trade over the counter are not included.

### A.4 Custom Lifecycle Indices

Custom lifecycle universes refer to sets of indices designed and constructed by investment management companies to provide benchmarks to their target date and risk based lifecycle products. In general, each index is weighted relative to its respective asset class representation within the lifecycle fund. Given the changing nature of these benchmarks over time, the weighting of these indexes are adjusted every quarter.

### A.5 Other Indices

#### Goldman Sachs 100 Convertible

The Goldman Sachs 100 Convertible Index is issue-size weighted and comprised of the 100 most popular convertible and convertible preferred securities as measured by institutional importance in an effort to represent the broad convertible security marketplace.