

Quarterly Performance Report

The purpose of this report is to help you evaluate the recent investment performance of funds offered to participants in the UMPIP. It also compares the investment performance for each of the funds with similar mutual funds monitored by Morningstar, a leading provider of investment data and analysis of mutual funds. Returns reported for all General Board Funds are net of all investment management and fund administration fees and expenses.

Performance for the Quarter and Year Ending December 31, 2008

The global credit crisis further intensified in the fourth quarter. Many events contributed to the current market downturn, including a deteriorating housing market, troubled lending practices in the subprime mortgage area and material reduction of borrowed funds by institutions with limited access to alternative financing (also known as deleveraging). The trigger for the recent extreme volatility was investment banking firm Lehman Brothers' Chapter 11 bankruptcy announcement in September. This action threatened chaos in the global financial system.

During the quarter, the U.S. government implemented a variety of measures to attempt to restore confidence in financial markets, including the Troubled Asset Relief Program (TARP) and the Federal Reserve's lowering of its target overnight interest rate to a range of 0% to 0.25%. This decisive action by Fed Chairman Bernanke underscored a shift away from inflation as a concern to mounting worries regarding deflation and a failing economy. Investors, fearing the worst, focused on capital preservation and aggressively purchased "risk-free" short-term U.S. Treasury securities. Their actions drove the yield on the benchmark 10-year Treasury note to a meager 2.21% at year-end.

As a result of the turmoil, the U.S. stock market as represented by the S&P 500 and the Russell 3000 indices declined 21.9% and 22.8% in the fourth quarter, respectively. Year-to-date, the two indices lost 37.0% and 37.3%, respectively. It was an equally dismal quarter for international equity markets, as no geographic region was immune to the global deleveraging process under way. The MSCI All Country World ex-US Index declined 22.3% for the quarter and 45.3% year-to-date.

The economy continued to show other signs of deterioration in the quarter. In late November, the National Bureau of Economic Research (NBER) announced that according to job loss statistics, the U.S. economy had been in recession since December 2007. In the last two months of the quarter, over 1 million jobs were lost, and by year-end, the unemployment rate had increased to 7.2%, marking its highest level in 15 years. In addition, as the employment landscape deteriorated, consumers tightened their pocketbooks, resulting in record low retail sales during the holiday shopping season. In fact, retail sales (excluding gasoline and auto sales) dropped 4% on a year-over-year basis. As a sign of things to come, several brand-name retailers, such as Linens 'n Things, Mervyns and Circuit City announced liquidation plans.

Many economists believe the key to economic recovery can be found in the fortunes of the housing market. Unfortunately, there is little sign of a bottom there, either. The bellwether S&P / Case-Shiller 20-city home price index reported accelerating housing price declines, down 18.2% year-over-year through November 2008, and off 25% since its May 2006 peak. These declines brought national home prices back to their March 2004 levels. New and existing home sales are at record lows, as the average home now takes 11 months to sell. Homeowners took some comfort in mortgage rates falling to historic lows late in the year as a result of the Fed's announcement to purchase up to \$500 billion of mortgage-backed securities until the end of the second quarter of 2009.

Commodity indices for the quarter continued to decline, reflecting the stark drop-off in global demand for raw materials consistent with dwindling worldwide economic activity. In particular, the Dow Jones AIG Commodity (DJ-AIG) index declined 30.0% for the quarter and 35.7% year-to-date. A key component of the DJ-AIG, crude oil, finished the year at \$44.60 per barrel, down approximately 69% from its all-time record high of \$145.29 per barrel on July 3, 2008.

For the fourth quarter of 2008, the low-risk Stable Value Fund credited participants with interest of 1.1%. In addition, the highest-performing daily priced fund for the quarter was the Domestic Bond Fund, which

returned 0.5%. The International Stock Fund generated the worst return for the quarter with a decline of 24.1%. For the year, the Stable Value Fund returned 4.4%. The Domestic Bond Fund was the only daily priced fund that produced a positive return, 1.4%, for the year. The Inflation Protection Fund, Domestic Stock Fund, International Stock Fund, Balanced Social Values Plus Fund and Multiple Asset Fund all declined for the quarter and year. The Domestic Bond Fund, Domestic Stock Fund and Multiple Asset Fund outperformed their respective benchmarks for the year. Conversely, the Inflation Protection Fund, International Stock Fund and Balanced Social Values Plus Fund underperformed their respective performance benchmarks for the year.

Fund and Benchmark Performance for Periods Ended December 31, 2008, net of fees

<u>General Board Funds</u>	<u>Quarter</u>	<u>YTD</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>	<u>5 Years</u>	<u>10 Years</u>	<u>Inception</u>
Multiple Asset ¹	-14.9%	-	-	-10.5%	-3.1%	2.0%	N/A	3.5%
Custom Benchmark ²	-14.9%	-	-	-11.6%	-3.9%	1.0%	N/A	2.5%
Domestic Bond	0.5%	1.4%	1.4%	2.8%	4.1%	3.7%	5.1%	5.3%
Barclays Capital U.S. Universal (blend) ³	1.8%	-0.7%	-0.7%	2.7%	3.4%	3.4%	5.0%	5.3%
Inflation Protection Fund ⁴	-6.9%	-7.7%	-7.7%	1.3%	1.1%	2.9%	NA	2.9%
BCGI Infltn-Lnkd Indx	-2.7%	-1.7%	-1.7%	4.8%	3.4%	4.3%	NA	4.3%
Stable Value Fund ⁵	1.1%	4.4%	4.4%	4.5%	4.4%	4.1%	N/A	3.9%
Ryan Labs GIC Index	1.2%	4.8%	4.8%	4.7%	4.4%	3.8%	N/A	3.6%
Balanced Social Values Plus	-12.3%	-	-	-7.6%	-3.1%	-0.1%	0.3%	2.2%
Custom Benchmark ⁶	-11.9%	-	-	-8.0%	-1.9%	1.4%	1.8%	3.4%
Domestic Stock	-22.2%	-	-	-16.5%	-7.0%	-1.1%	-0.4%	1.6%
Russell 3000 Index	-22.8%	-	-	-18.8%	-8.6%	-2.0%	-0.8%	1.2%
International Stock	-24.1%	-	-	-21.3%	-8.1%	0.7%	2.8%	3.9%
MSCI Blend ⁷	-22.5%	-	-	-20.6%	-7.2%	1.7%	0.8%	2.4%

¹ Inception for Multiple Asset Fund is 5/1/2002.

² On January 1, 2006, the benchmark for the Multiple Asset Fund became 45% Russell 3000 Index, 20% MSCI All Country World Index ex USA Index, 25% Lehman U.S. Universal Index ex-Mortgage Backed Securities, and 10% U.S. Barclays Capital Global Inflation Linked Bond Index. Prior to this date, the benchmark had been 47% Russell 3000 Index, 15% MSCI EAFE Index, 3% MSCI Emerging Markets Index, and 35% Lehman U.S. Universal Index. The benchmark data reported above is a blend of the two benchmarks based on the period for which the respective benchmark applies.

³ The benchmark for the Domestic Bond Fund became the Lehman Universal ex-MBS Index on January 1, 2006 and in September 2008 was renamed Barclays Capital Universal ex-MBS index. Prior to this date, the benchmark had been the Lehman Aggregate Bond Index from January 1, 2003 through December 31, 2005, and the Lehman Intermediate Aggregate Bond Index prior to January 1, 2003. The benchmark data reported above is a blend of the three benchmarks based on the period for which each respective benchmark applies.

⁴ Inception for Inflation Protection Fund is 12/31/2003.

⁵ Inception for Stable Value Fund is 11/30/2002.

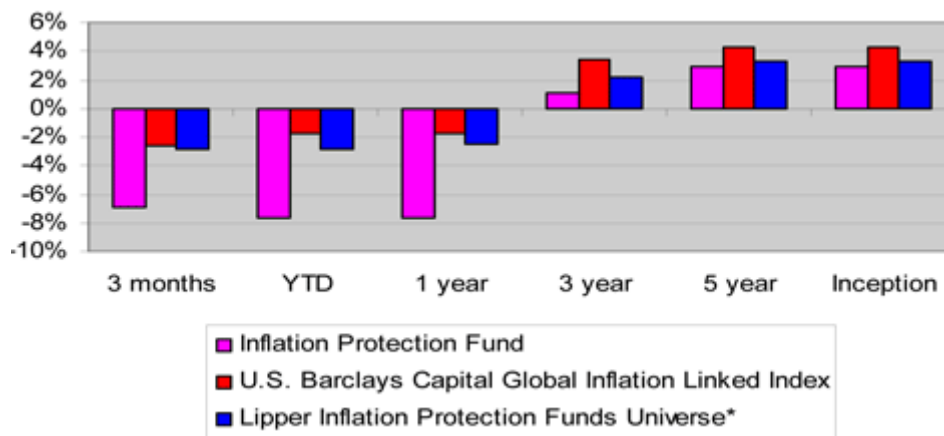
⁶ From 12/31/1997 (the inception of the Balanced Social Values Plus Fund) to 09/30/2007, the benchmark for the Balanced Social Values Plus Fund was 60% Russell 3000 Index, 30% Lehman Aggregate Bond Index and 10% Merrill Lynch 3 month Treasury Bills Index. As of 10/01/07, the benchmark composition is 60% Domini 400 Social Index, 30% Lehman Mortgaged Backed Securities Index and 10% Merrill Lynch 90-day Treasury Bill Index.

⁷ The benchmark for the International Stock Fund became the MSCI All Country World Index ex USA IMI (MSCI ACWI ex USA IMI) on January 1, 2008. From January 1, 2006 to December 31, 2007, the benchmark for the International Stock Fund had been the MSCI All Country World Index ex USA (MSCI ACWI ex USA). Prior to January 1, 2006, the benchmark had been the MSCI EAFE Index. The benchmark data reported above is a blend of the three benchmarks based on the period for which each respective benchmark applies.

The charts below compare the performance of each of the General Board's funds (except for the Stable Value Fund, for which there is no comparable data) with similar funds reported in Lipper's universe of mutual fund returns. The row titled "Number of Funds" indicates how many mutual funds similar to the General Board's fund appear in Lipper's database. The row titled "Rank" indicates the percentile rank of the General Board's fund when compared to similar mutual funds. For example, a rank of 30% means that the General Board's fund performed in the top 30% of a universe of similar mutual funds.

Recent and Long-Term Returns: Inflation Protection Fund Compared with Lipper's Universe

The Inflation Protection Fund generated losses of 6.9% and 7.7% for the quarter and year, respectively. For the quarter and year, the Fund trailed its benchmark primarily due to its allocation to investments other than U.S. Treasury Inflation Protected Securities as investors preferred the safety of U.S. government bonds. Additionally, the Fund struggled due to the price declines in commodities and the strengthening of the U.S. Dollar relative to foreign currencies, which adversely impacted foreign bonds.



Compound Annual Returns for the Periods Ending December 31, 2008, net of fees	3 months	YTD	1 year	3 year	5 year	Inception
Inflation Protection Fund	-6.9%	-7.7%	-7.7%	1.1%	2.9%	2.9%
U.S. Barclays Capital Global Inflation Linked Index	-2.7%	-1.7%	-1.7%	3.4%	4.3%	4.3%
Lipper Inflation Protection Funds Universe*	-2.9%	-2.5%	-2.5%	2.2%	3.3%	3.3%
Number of Funds	135	134	134	109	53	53
Rank	88%	88%	88%	82%	71%	71%

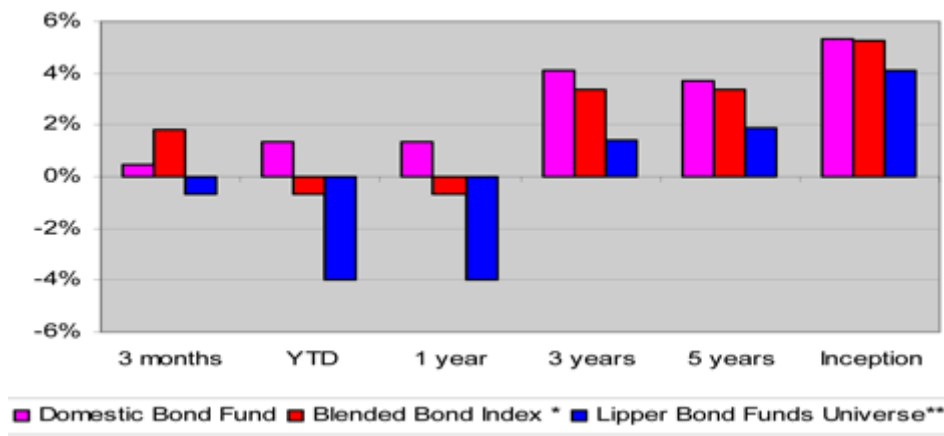
* The comparison universe is derived from Wilshire's Lipper predefined "Objectives" of "TIPS Funds".

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Recent and Long-Term Returns: Domestic Bond Fund Compared with Lipper's Universe

For the quarter ending December 31, 2008, the Domestic Bond Fund generated a positive 0.5% return. For 2008, the Fund's return was 1.4%, ranking it in the top 24% of all domestic bond funds in its universe.

The Fund trailed its benchmark for the quarter due to its less than market allocation to U.S. Treasury securities. The General Board has designed the Domestic Bond Fund to complement the Inflation Protection Fund which has a high concentration of U.S. Treasury securities. For the year, the Fund's significant over-performance relative to its peers was a result of a change in methodology used to determine the fair market value of the Fund's positive social purpose investments, which resulted in a one-time positive adjustment to the Fund's price.



Compound Annual Returns for the Periods Ending December 31, 2008, net of fees	3 months	YTD	1 year	3 years	5 years	Inception
Domestic Bond Fund	0.5%	1.4%	1.4%	4.1%	3.7%	5.3%
Blended Bond Index *	1.8%	-0.7%	-0.7%	3.4%	3.4%	5.3%
Lipper Bond Funds Universe **	-0.7%	-4.0%	-4.0%	1.4%	1.9%	4.1%
Number of Funds	1,344	1,285	1,285	1,092	943	412
Rank	40%	24%	24%	16%	13%	11%

* On January 1, 2006, the Benchmark for the Domestic Bond Fund became the Lehman Universal ex-MBS Index. From January 1, 2003 through December 31, 2005, the benchmark had been the Lehman Aggregate Bond Index, and for dates prior to January 1, 2003, the benchmark was the Lehman Intermediate Aggregate Bond Index. The benchmark data reported above is a blend of the three benchmarks based on the period for which each respective benchmark applies.

** Five of Wilshire Compass's predefined universes were combined to assemble the Bond Funds Universe. These universes consisted of mutual funds found in the Lipper "Classification" of "A-Rated Corporate Debt", "BBB-Rated Corporate Debt", "Intermediate Investment-Grade Debt", "Short-Intermediate Investment-Grade Debt", and "Short Investment-Grade Debt".

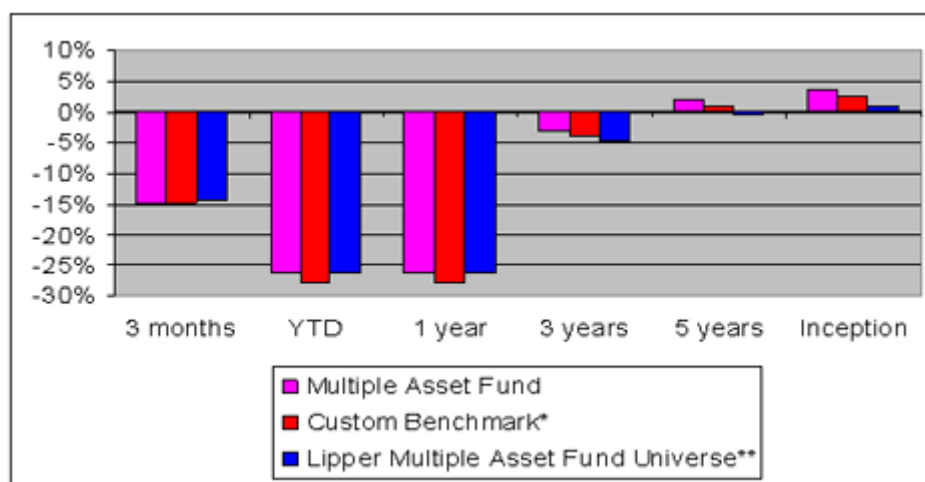
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Recent and Long-Term Returns: Multiple Asset Fund Compared with Lipper's Universe

The Multiple Asset Fund represents a pre-specified mix of four of the General Board funds with a target allocation of 45% Domestic Stock Fund, 20% International Stock Fund, 25% Domestic Bond Fund, and 10% Inflation Protection Fund. When these differences in allocations exceed the pre-specified limits, the Multiple Asset Fund is rebalanced by selling shares of the over-allocated funds and purchasing shares of the under-allocated funds.

For the quarter ending December 31, 2008, the Multiple Asset Fund decreased in value by 14.9%. For 2008, the Fund produced a negative 26.1% return, but exceeded its benchmark by 1.9%. The results of the Multiple Asset Fund are directly attributable to the performance of the four composite funds relative to their benchmarks for the quarter and year.

Fund inception for the Multiple Asset Fund is May 1, 2002.



Compound Annual Returns for the Periods						
Ending December 31, 2008, net of fees	<u>3 months</u>	<u>YTD</u>	<u>1 yr</u>	<u>3 yr</u>	<u>5 yr</u>	<u>Inception</u>
Multiple Asset Fund	-14.9%	-26.1%	-26.1%	-3.1%	2.0%	3.5%
Custom Benchmark *	-14.9%	-28.0%	-28.0%	-3.9%	1.0%	2.5%
Lipper Multiple Asset Fund Universe**	-14.1%	-26.3%	-26.3%	-4.6%	-0.3%	1.0%
Number of Funds	2,206	2,106	2,106	1,487	1,022	706
Rank	58%	49%	49%	33%	10%	7%

* On January 1, 2006, the benchmark for the Multiple Asset Fund became 45% Russell 3000 Index, 20% MSCI All Country World Index ex USA Index, 25% Lehman U.S. Universal Index ex-Mortgage Backed Securities, and 10% U.S. Barclays Capital Global Inflation Linked Bond Index. Prior to this date, the benchmark had been 47% Russell 3000 Index, 15% MSCI EAFE Index, 3% MSCI Emerging Markets Index, and 35% Lehman U.S. Universal Index. The benchmark data reported above is a blend of the two benchmarks based on the period for which the respective benchmark applies.

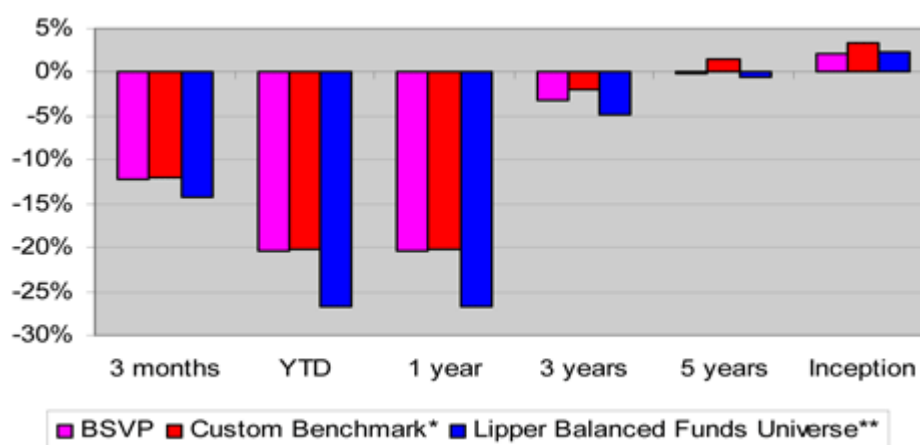
** The comparison universe is derived from the Wilshire Compass Lipper "Asset Class" of "Balanced" mutual funds.

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Recent and Long-Term Returns: Balanced Social Values Fund Compared with Lipper's Universe

For the fourth quarter and year, the Balanced Social Values Plus Fund lost 12.3% and 20.3%, respectively. These results rank the Fund in the top 21% and 12% of all balanced funds in its universe for the quarter and

year. This high relative performance is attributable to the fact that the fund does not hold any international investments and it holds safe bonds that fund affordable housing. The equity portion of the fund invests in the Domini 400 Index, which is a socially responsible investment index.



Compound Annual Returns for the Periods Ending December 31, 2008, net of fees	<u>3 months</u>	<u>YTD</u>	<u>1 year</u>	<u>3 years</u>	<u>5 years</u>	<u>Inception</u>
Balanced Social Values Plus Fund	-12.3%	-20.3%	-20.3%	-3.1%	-0.1%	2.2%
Custom Benchmark*	-11.9%	-20.1%	-20.1%	-1.9%	1.4%	3.4%
Lipper Balanced Funds Universe **	-14.2%	-26.7%	-26.7%	-4.9%	-0.4%	2.3%
Number of Funds	867	847	847	675	499	238
Rank	21%	12%	12%	21%	41%	57%

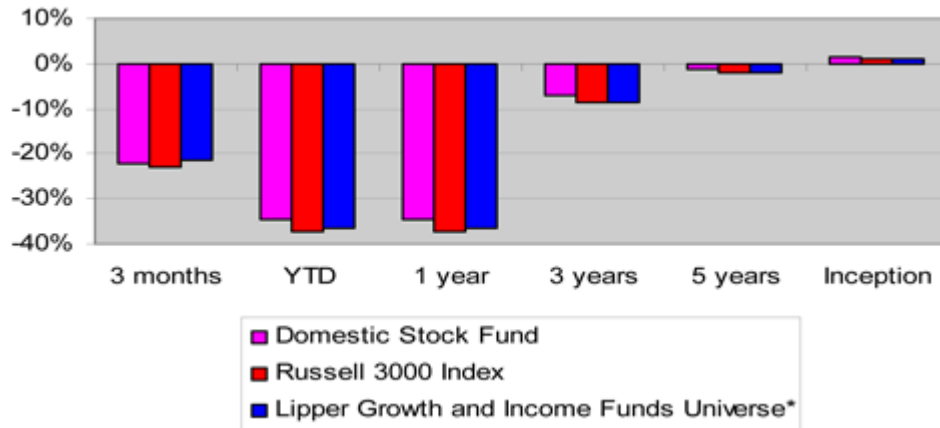
* Prior to October 1, 2007, the benchmark for the Balanced Social Values Plus Fund was 60% Russell 3000 Index, 30% Lehman Aggregate Bond Index and 10% Merrill Lynch 3 month Treasury Bills Index. As of October 1, 2007, the benchmark composition is 60% Domini 400 Social Index, 30% Lehman Mortgage Backed Securities Index and 10% Merrill Lynch 90-day Treasury Bill Index.

** The comparison universe includes all Wilshire Compass mutual funds included in the predefined universe of Lipper "Objectives" for "Balanced" mutual funds.

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Recent and Long-Term Returns: Domestic Stock Fund Compared with Lipper's Universe

For the quarter and year ending December 31, 2008, the Domestic Stock Fund was down 22.2% and 34.5% respectively; however, the Fund was ahead of its benchmark by 0.6% for the quarter and 2.8% for the year. The decline in equity values significantly impacted performance, but the Fund's higher than market weighting to stocks in mid and small companies helped lift performance relative to its benchmark. The Fund's allocation to private equity and private real estate has also had a significant impact on its performance relative to its benchmark.



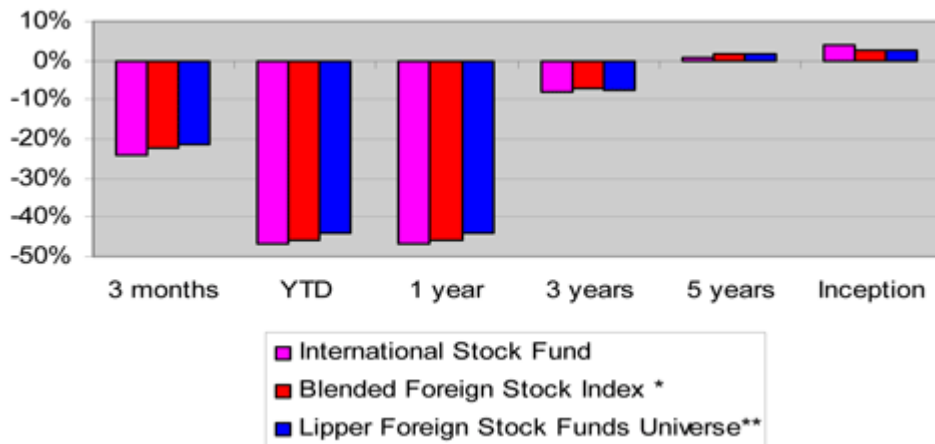
Compound Annual Returns for the Periods Ending December 31, 2008, net of fees						
	3 months	YTD	1 year	3 years	5 years	Inception
Domestic Stock Fund	-22.2%	-34.5%	-34.5%	-7.0%	-1.1%	1.6%
Russell 3000 Index	-22.8%	-37.3%	-37.3%	-8.6%	-2.0%	1.2%
Lipper Growth and Income Funds Universe*	-21.2%	-36.7%	-36.7%	-8.8%	-2.2%	1.1%
Number of Funds	1,981	1,706	1,706	1,233	951	459
Rank	64%	28%	28%	26%	30%	39%

* The comparison universe incorporates funds from the following Wilshire Compass's Lipper "Objectives" of "Growth and Income" mutual funds.

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Recent and Long-Term Returns: International Stock Fund Compared with Lipper's Universe

For the fourth quarter 2008, the International Stock Fund lost 24.1% and underperformed its benchmark by 1.6%. For the year, the Fund declined 46.6% while its benchmark declined 46.0%. Declining values of international equity markets have directly impacted the Fund throughout 2008 contributing to the Fund's managers collectively underperforming their respective benchmarks. The impact of investment manager underperformance was attributed to a slightly higher allocation to developing countries compared to the benchmark, which have fared worse than stocks from developed countries.



Compound Annual Returns for the Periods Ending December 31, 2008, net of fees	<u>3 months</u>	<u>YTD</u>	<u>1 year</u>	<u>3 years</u>	<u>5 years</u>	<u>Inception</u>
International Stock Fund	-24.1%	-46.6%	-46.6%	-8.1%	0.7%	3.9%
Blended Foreign Stock Index *	-22.5%	-46.0%	-46.0%	-7.2%	1.7%	2.4%
Lipper Foreign Stock Funds Universe**	-21.3%	-44.0%	-44.0%	-7.4%	1.6%	2.8%
Number of Funds	793	714	714	496	379	141
Rank	79%	73%	73%	59%	65%	32%

* Benchmark for the International Stock Fund became the MSCI All Country World Index ex USA IMI (MSCI ACWI ex USA IMI) on January 1, 2008. From January 1, 2006 to December 31, 2007, the benchmark for the International Stock Fund had been the MSCI All Country World Index ex USA (MSCI ACWI ex USA). Prior to January 1, 2006, the benchmark had been the MSCI EAFE Index. The benchmark data reported above is a blend of the three benchmarks based on the period for which each respective benchmark applies.

** The comparison universe contains all Wilshire Compass mutual funds included in the predefined universe of Lipper "Objectives" of "International".

For further information on the General Board's investment strategy fund returns, please see the [Investment Funds Description](#) booklet, available on the General Board's Web site.

Disclosure: Past performance is not a predictor of future results. The General Board highly recommends that participants consult with a fee-only financial planner to develop a savings plan that is best suited to the participant's individual life circumstance and risk tolerance.

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