

Defined Contribution Investment Plans (Continued)

Defined Contribution Plans Comparative Annualized Rates of Return

Year Ended December 31, 2014

Investment Option Comparative Index	Annualized			
	1-Year	3-Year	5-Year	10-Year
Income Fund	1.61%	1.79%	1.86%	3.04%
Treasury Bills Index.....	0.03	0.07	0.09	1.54
Bond Fund	5.90	4.66	5.30	5.40
Barclays Capital Aggregate Bond Index.....	5.97	2.66	4.45	4.71
Balanced Fund	9.04	15.49	11.57	7.52
Balanced Index ⁽¹⁾	10.56	13.18	11.29	6.87
Large Cap Stock Value Fund	10.34	23.59	15.43	7.00
Russell 1000 Value Index	13.45	20.89	15.42	7.30
Large Cap Stock Index Fund	12.96	20.30	15.08	7.39
Large Cap Stock Index ⁽²⁾	13.24	20.62	15.36	7.63
Large Cap Stock Growth Fund	11.77	20.74	15.03	8.94
Russell 1000 Growth Index	13.05	20.26	15.81	8.49
International Fund	(3.90)	9.20	4.06	3.89
International Blended Index ⁽³⁾	(3.89)	9.22	3.79	3.67
Small Cap Stock Fund	4.27	20.47	17.11	8.57
Russell 2000 Index.....	4.89	19.21	15.55	7.77
Short Horizon Fund	4.21	6.99	6.23	5.24
Short Horizon Index ⁽⁴⁾	3.69	5.30	5.37	4.55
Medium Horizon Fund	4.67	9.84	7.90	5.83
Medium Horizon Index ⁽⁵⁾	4.22	8.38	7.32	5.38
Long Horizon Fund	3.69	11.84	8.74	5.69
Long Horizon Index ⁽⁶⁾	3.73	10.99	8.38	5.42
Tier 2 DC Nonvested	4.67	9.84	NA	NA
Medium Horizon Index.....	4.22	8.38	NA	NA
HRA Fund	0.00	0.00	0.00	NA
Treasury Bills Index.....	0.03	0.07	0.09	NA

Past performance does not guarantee future results.

All fund returns are reported net of investment and administrative fees. All returns for periods greater than one year are annualized.

Investment return calculations were prepared using a time-weighted return. Comparative indexes below reflect current asset allocation targets.

(1) *Balanced Index: 60% S&P 500 Index, 40% Barclays Capital Aggregate Bond Index*

(2) *S&P 500 Index through 6/30/11, Russell 1000 Index thereafter*

(3) *MSCI EAFE Index through 3/31/11, then MSCI ACWI ex US IMI Index thereafter*

(4) *Short Horizon Index: 15% Treasury Bills, 35% BC Aggregate Bond, 10% BC Global Inflation-Linked Bonds, 10% BC Global Agg Unhdg, 13% Russell 1000, 10% MSCI ACWI ex-US IMI, 4% Russell 2000 and 3% DJI UBS Commodity Idx*

(5) *Medium Horizon Index: 30% BC Aggregate Bond, 5% BC Global Infl-Lk Bd Hdg, 10% BC Glob Agg Unhdg, 23% Russell 1000, 18% MSCI ACWI ex-US IMI, 5% Russell 2000, 4% EPRA/NAREIT Dev Idx and 5% DJI UBS Commodity Idx*

(6) *Long Horizon Index: 15% BC Aggregate Bond, 5% BC Glob Agg Unhdg, 28% Russell 1000, 28% MSCI ACWI ex-US IMI, 9% Russell 2000, 8% EPRA/NAREIT Dev Idx and 7% DJI UBS Commodity Idx*