

Portfolio Highlights

Valuation

The WPERP portfolio, as of September 30, 2004, had an aggregate value of \$5.9 billion. This represents a \$201.8 million increase in value over last quarter and a \$294.5 million increase in value over the last year.

During the quarter, WPERP's actual equity allocation increased to end the quarter with a 65% allocation. WPERP's fixed income allocation ended the quarter at 33% (increasing from 22% from the previous quarter end). Two percent of the WPERP portfolio was allocated to cash/short-term investments.

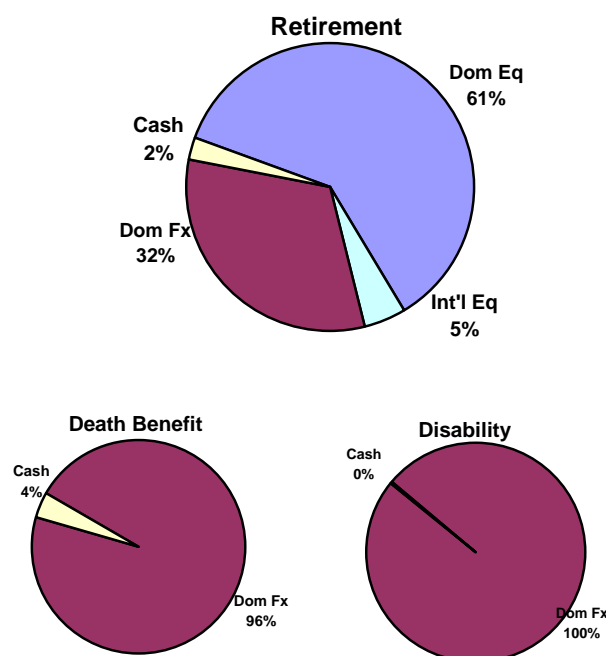
WPERP adopted a new "Statement of Investment Objectives, Goals, and Guidelines" on February 26, 2003. Merrill Lynch Investment Management and Northern Trust Global Investments were selected for passive core equity mandates and funded during the third quarter of 2003. Fred Alger and Intech were selected for large-cap growth mandates and funded in the first quarter of 2004. MFS was selected for the large-cap value mandate and funded during the first quarter of 2004. Invesco was funded as part of the international mandate during the second quarter of 2004. T. Rowe Price was selected and funded to replace Merrill Lynch as part of the large-cap value mandate during the third quarter of 2004. ING/Aeltus and Wells Capital were selected for the core fixed income mandate and funded during the third quarter of 2004. Fidelity and Boston Company were selected for the active international mandate. Boston Company and T. Rowe Price were selected for the emerging markets mandate. Bank of New York was selected for the small-cap growth mandate. Earnest Partners was selected for the small-cap value mandate. Loomis Sayles and Wells Capital were selected for the high yield fixed income mandate.

WPERP Portfolio Valuation – September 30, 2004 (millions)

Segment	Actual \$	Actual %*	Target %**
Total Portfolio	5,958.8	---	---
Retirement	5,884.4	100%	100%
Domestic Equity	3,575.4	61%	40%
International Equity	276.9	5%	15%
Domestic Fixed	1,892.1	32%	35%
Alternative	---	0%	5%
Real Estate	---	0%	4%
Cash/short-term	140.0	2%	1%
Death Benefit	34.0	100%	100%
Domestic Fixed	32.7	96%	100%
Cash/short-term	1.3	4%	0%
Disability	40.4	100%	100%
Domestic Fixed	40.3	100%	100%
Cash/short-term	0.1	0%	0%

*Cash figures per Bank of New York.

**All accrued cash has been allocated to Retirement, pending further resolution.



Performance--Periods ending September 30, 2004

Latest Quarter

For the latest quarter, WPERP's total investment portfolio returned minus (0.4%), underperforming its policy benchmark return of 0.7%. Weak relative results from the domestic and international equity asset classes contributed to this result. Manager selection and funding continued during the third quarter of 2004.

During the third quarter of 2004, WPERP's domestic equity asset class returned minus (1.8%) outperforming its policy benchmark, the Russell 3000 index, by 10 basis points. Boston Company, Fred Alger, and MFS all underperformed their respective benchmarks over the latest quarter. WPERP's international equity class underperformed its policy benchmark return of 1.0% with a minus (1.1%) during the third quarter.

The domestic fixed income asset class increased 2.5% trailing its policy benchmark, the Lehman Universal Index, which increased 3.5% during the quarter.

WPERP's total portfolio results placed them in the 74th percentile (below median) in the TUCS Total Trust Universe¹. The median return for the quarter was 0.3%.

Comparative Performance (gross of fees)--Quarter Return

Segment	Actual Return	Policy Return*
Total Portfolio	-0.4	0.7 **
Domestic Equities	-1.8	-1.9
International Equities	-1.1	1.0
Domestic Fixed	2.5	3.5
Alternative ²	N/A	-1.2
Real Estate ²	N/A	3.1
Cash ²	0.4	0.3

*Policy return consists of passively managed asset class portfolios held at WPERP policy weightings (see page VI for current weightings and benchmarks).

**Total portfolio policy return does not currently include Alternative and Real Estate.

¹ The Trust Universe Comparison Service (TUCS) is a cooperative effort among custodial organizations and Wilshire Associates. Custodians submit asset positions and performance data to be pooled into universes of managed tax-exempt portfolios. TUCS is the most widely accepted benchmark for the performance of institutional assets.

² Benchmarks for Real Estate, Alternative and Cash asset classes have not yet been approved. These are currently represented by asset class benchmarks widely used by PCA's clients. See "Introduction" page V.

Latest Year

For the latest year, WPERP's total investment portfolio returned 9.5% but underperformed the representative policy return of 11.7%. As compared to the policy return, poor relative performance by the domestic fixed income asset class and an over allocation to cash (earlier in the period), dampened total portfolio returns.

WPERP's domestic equity asset class increased by 14.4% over the past year outperforming the policy return of 14.3%. The domestic fixed income component increased 2.9% and underperformed the policy return of 4.4%. Throughout the period, the portfolio only contained investment grade securities as compared to the Lehman Universal Index (policy benchmark), which includes approximately 12% in extended segments (high-yield, emerging markets). This difference contributed to the underperformance of WPERP's fixed income portfolio. During the 3rd quarter of 2003, the Board selected two high-yield managers to bring the portfolio more in line with the policy benchmark.

Over the latest year, WPERP's total portfolio results placed in the 84th percentile (below median) in the TUCS Total Trust Universe (median: 12.5%).

Comparative Performance (gross of fees)—One-Year Return

	Actual Return	Policy Return*
Total Portfolio	9.5	11.7 **
Domestic Equities	14.4	14.3
International Equities	N/A	N/A
Domestic Fixed	2.9	4.4
Alternative	N/A	N/A
Real Estate	N/A	N/A
Cash	1.2	1.0

* Policy return consists of passively managed asset class portfolios held at WPERP policy weightings (see page VI for current weightings and benchmarks).

** Total portfolio policy return does not currently include Alternative and Real Estate.

***Market-based proxies are comprised of: 60% S&P 500, 30% Salomon Broad and 10% T-Bills for the Total Portfolio, the S&P 500 for Domestic Equities and the Salomon Broad Index for Domestic Fixed.

Latest Three Years

For the latest three-year period, WPERP's total investment portfolio increased 5.0% per year underperforming the representative blended policy return of 6.0% per year. An over allocation to cash in recent periods dampened returns for the Total Portfolio as domestic equities outperformed their respective policy benchmarks. The return for both the portfolio and benchmark are below WPERP's long-term expected actuarial rate of 8.0%.

The domestic equity asset class increased during the period with a 4.9% average annual return over the past three years outperforming the blended policy return of 4.7% per year (as equity accounts with performance history spanning over three years benefited from exposure to value companies during the period). The domestic fixed income component increased 6.3% per year and underperformed the blended policy average annual return of 6.4%.

Over the latest three-year period, WPERP's total portfolio results placed in the 88th percentile (below median) in the TUCS Total Trust Universe (median: 7.1%).

Comparative Performance (gross of fees) —Three-Year Return

Segment	Actual Return	Blended Policy Return*	Market-based Proxy Return***
Total Portfolio	5.0	6.0 **	4.3
Domestic Equities	4.9	4.7	4.0
International Equities	N/A	N/A	---
Domestic Fixed	6.3	6.4	6.3
Alternative	N/A	N/A	---
Real Estate	N/A	N/A	---
Cash	1.5	1.4	---

*Blend of current WPERP policy benchmark weightings (see "Introduction" page V) beginning 2Q 2003, and the Market-based proxy return utilized prior to 2Q 2003.

** Total portfolio policy return does not currently include Alternative and Real Estate.

***Market-based proxies are comprised of: 60% S&P 500, 30% Salomon Broad and 10% T-Bills for the Total Portfolio, the S&P 500 for Domestic Equities and the Salomon Broad Index for Domestic Fixed.

Latest Five Years

For the latest five-year period, WPERP's total investment portfolio increased by 4.6% per year and outperformed the blended policy's average annual return of 2.9%. Positive relative results by domestic equities contributed to this result. The portfolio outperformed the benchmark over the latest five-year period but both the benchmark and the portfolio returns are below WPERP's long-term expected actuarial rate of 8.0%.

The domestic equities segment of the WPERP portfolio posted a 3.2% average annual return over the past five years outperforming the blended policy's average annual return of minus (0.9%). Over this period, WPERP's equity account with five years of performance history outperformed the equity benchmark. The domestic fixed income component increased 7.5% per year and slightly underperformed the blended policy's average annual return of 7.8%.

Over the latest five-year period, WPERP's total portfolio results placed them in the 46th percentile (slightly above median) in the TUCS Total Trust Universe (median: 4.5%).

Comparative Performance (gross of fees) —Five-Year Return

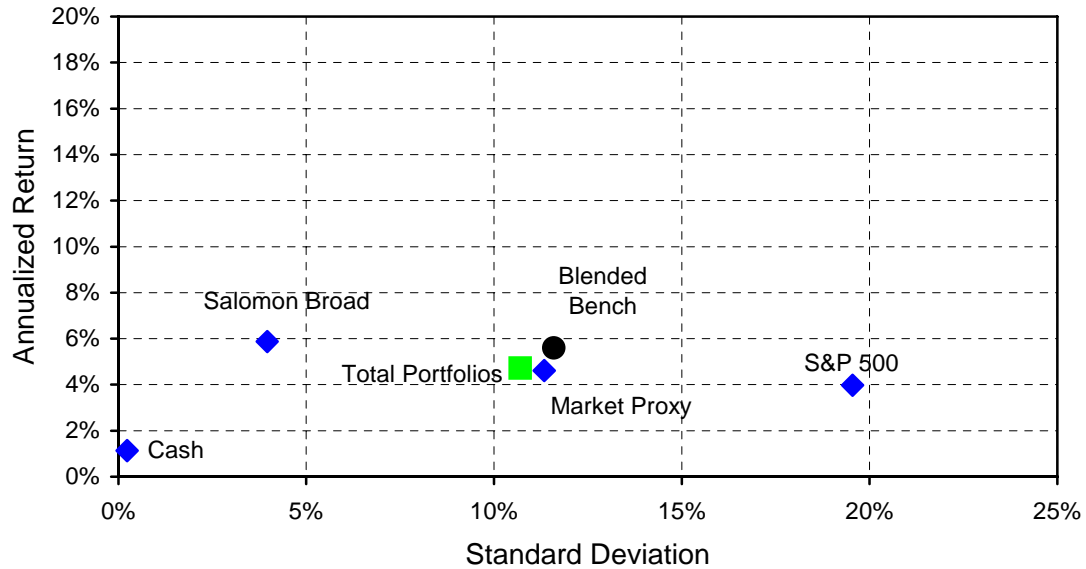
Segment	Actual Return	Blended Policy Return*	Market-based Proxy Return***
Total Portfolio	4.6	2.9 **	1.8
Domestic Equities	3.2	-0.9	-1.3
International Equities	N/A	N/A	---
Domestic Fixed	7.5	7.8	7.5
Alternative	N/A	N/A	---
Real Estate	N/A	N/A	---
Cash	2.3	3.0	---

*Blend of current WPERP policy benchmark weightings (see "Introduction" page V) beginning 2Q 2003, and the Market-based proxy return utilized prior to 2Q 2003.

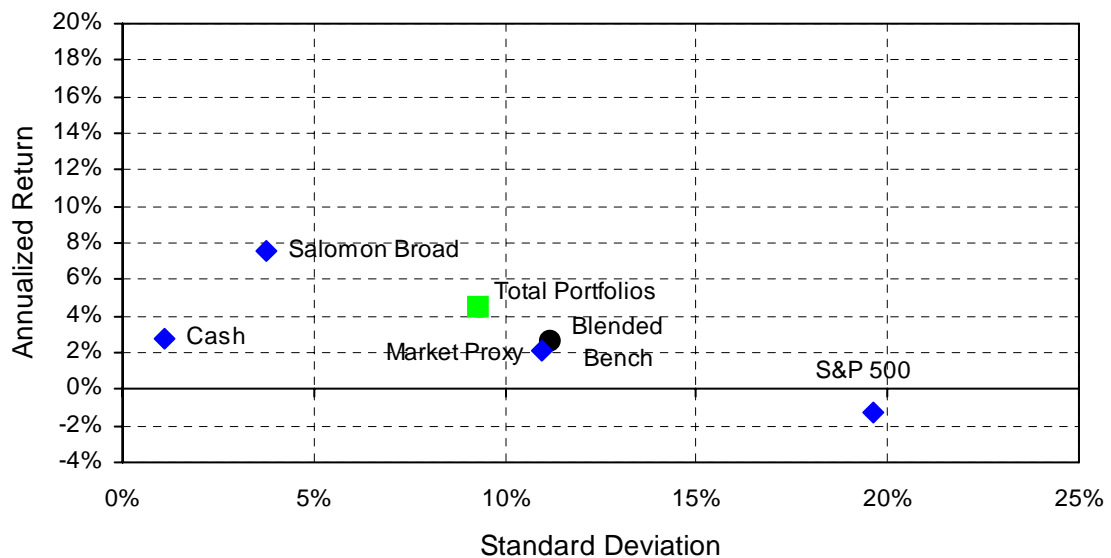
** Total portfolio policy return does not currently include Alternative and Real Estate.

***Market-based proxies are comprised of: 60% S&P 500, 30% Salomon Broad and 10% T-Bills for the Total Portfolio, the S&P 500 for Domestic Equities and the Salomon Broad Index for Domestic Fixed.

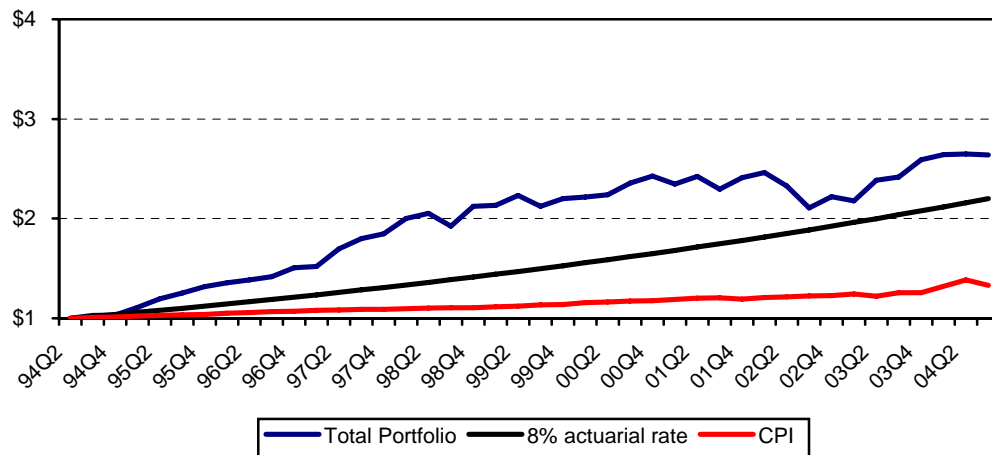
Three-Year Annualized Risk/Return



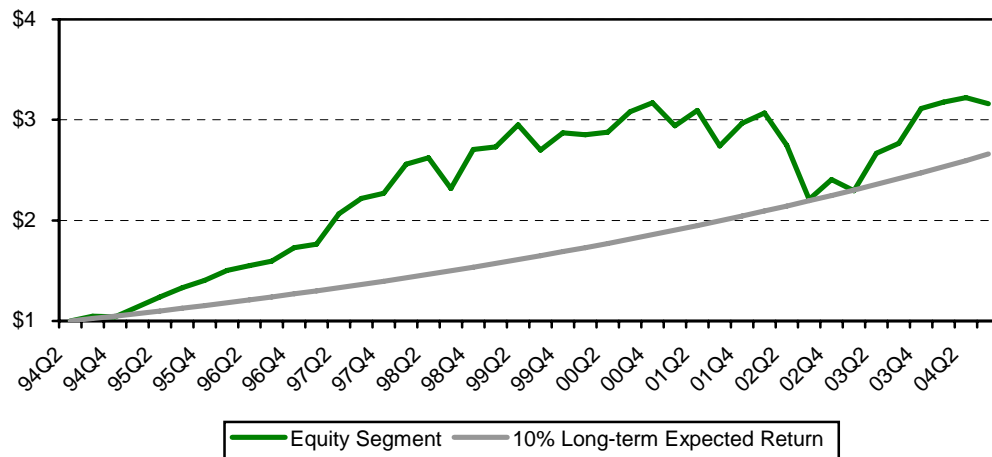
Five-Year Annualized Risk/Return



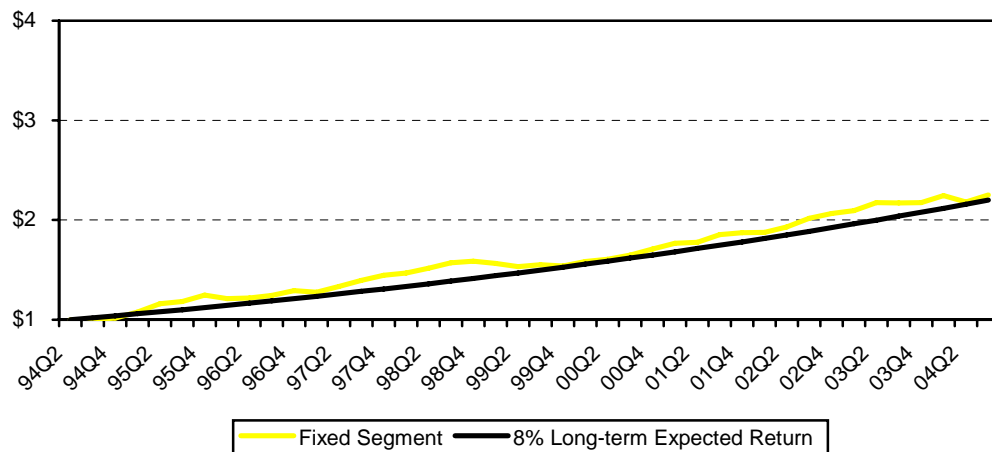
Growth of a Dollar- Latest 10 Years Total Portfolio



Growth of a Dollar- Latest 10 Years Equity Segment



Growth of a Dollar- Latest 10 Years Fixed Segment



Economic Review

The U.S. economy increased at an annual growth rate of 3.7% during the third quarter of 2004, up from 3.3% annualized growth in the previous quarter². While third quarter GDP was up sequentially from the previous quarter, it was below economists' expectations of 4.3%. The major contributors to the increase include personal consumption expenditures, equipment and software, exports, government spending, and residential fixed investment. Imports, which are a subtraction in the calculation of GDP, also increased.

During the third quarter of 2004, equity markets generated mixed returns among the major asset classes. The S&P 500 Index, a measure of large capitalization stock performance, posted a minus (1.9%) return for the quarter compared to a negative (2.9%) return for the Russell 2000 Index, which represents the small cap domestic equity market. Value stocks were favored over growth stocks. The representative Russell 3000 Value Index posted a 1.4% return, while the Russell 3000 Growth Index posted a negative (5.3%) return. During the third quarter, the MSCI EAFE returned negative (0.2%), as the MSCI Europe sub-component provided a positive 1.2% quarterly return. The Lehman Aggregate Index, a proxy for the domestic fixed income market, posted a 3.2% return during the quarter while its international counterpart, as measured by the SBWGB Index, increased 3.4%.

- **Inflation** – The Consumer Price Index (CPI) increased by 0.2% in September, on a seasonally adjusted basis, resulting in a compounded annual rate (three-months ended September 30, 2004) of 0.6%. In comparison, the CPI increased 0.3% (on an annualized basis) during the three months ending September 30, 2003.
- **Domestic Interest Rates** – During the third quarter of 2004 short-term interest rates increased while mid-term and long-term yields decreased. The annual yield on one-year Treasury Bonds increased by 12 basis points to 2.21% as of September 30, 2004, while the yield on thirty-year Treasury Bonds decreased by 44 basis points to 4.97%. The spread between the one-year Treasury and the 30-year Treasury ended the quarter at 276 basis points, decreasing from 332 basis points at the end of last quarter. As a result, the yield curve flattened, detracting from the performance of shorter-term bondholders.
- **US Dollar** – During the third quarter of 2004, the U.S. dollar strengthened against the Yen by 0.7%, but weakened against the Euro by 0.6% and the Canadian dollar by 5.1%.
- **Unemployment** – The domestic unemployment rate fell by 0.2% as of September 30, 2004 from the end of previous quarter to 5.4%.

² As measured by the real Gross Domestic Product (GDP). An "advance" estimate based on source data subject to further revision as reported by the Bureau of Economic Analysis (BEA).

Capital Market Highlights

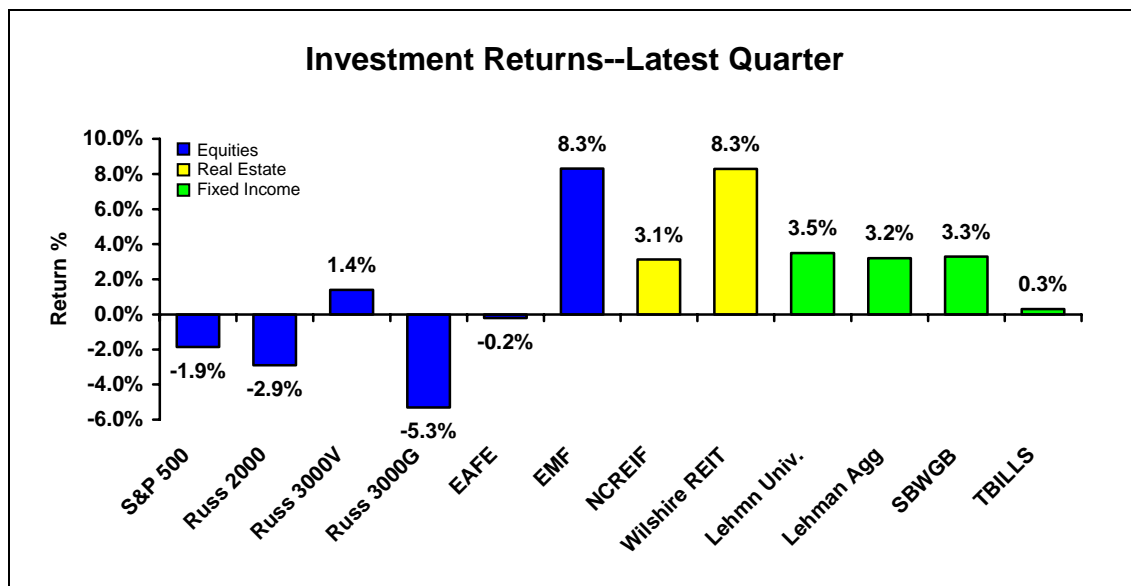
Third Quarter 2004

Third quarter index returns provided mixed results across the board. Large cap stocks continued to outperform small cap stocks, like the previous quarter. Large-cap stocks posted a (1.9%) negative quarterly return as measured by the S&P 500 Index, as compared to the Russell 2000 index that lost (2.9%) during the quarter. Value stocks, as measured by the Russell 3000 Value index, produced a 1.4% return and outperformed growth stocks, as measured by the Russell 3000 Growth index, with a return of (5.3%).

Emerging markets generated positive returns during the quarter. As measured by the MSCI EMF Index, emerging markets finished the quarter with an 8.3% return; the highest absolute return among equity asset classes. International stocks, as measured by the MSCI EAFE Index, posted modestly negative returns declining (0.2%) during the quarter. The Europe sub-component ended the quarter with a 1.2% return.

Bond market returns were positive during the quarter. As measured by the Lehman Aggregate Index, domestic bonds returned 3.2% for the quarter. The international bond market provided positive absolute results during the third quarter of 2004. As measured by the SBWGB Index, international bonds increased 3.3% during the quarter.

Over the quarter, the public real estate market (as measured by the Wilshire REIT Index) generated a total return of 8.3%. T-bills finished the quarter with a 0.3% gain.



NCREIF Property Index information is as of June 30, 2004.

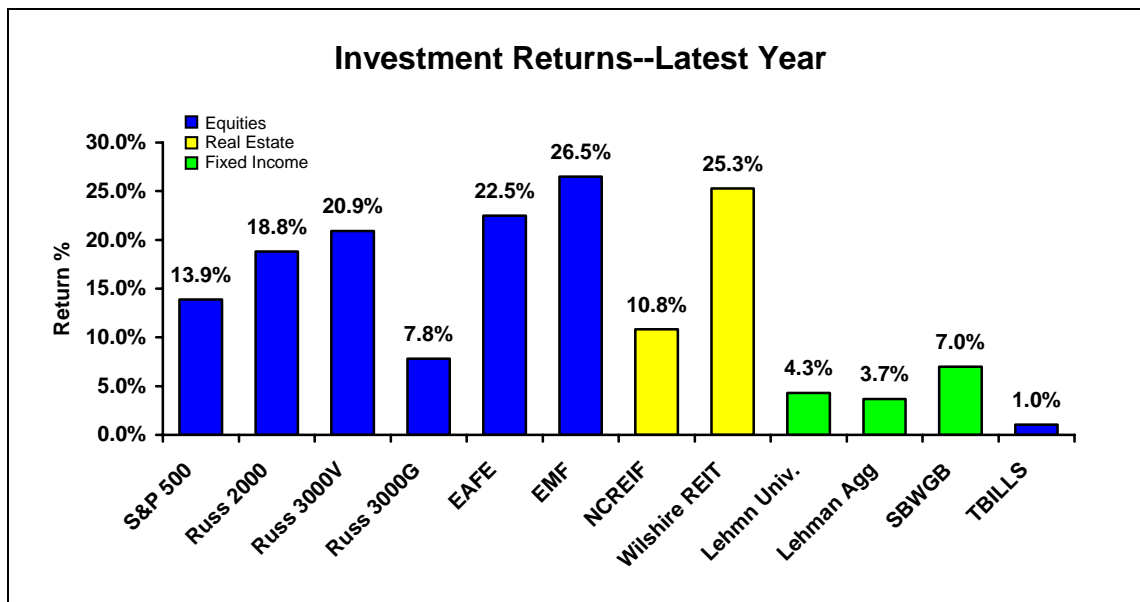
Latest Year – Ending September 30, 2004

During the latest year, the domestic equity market continued to generate strong absolute results. In general, small cap stocks (as measured by the Russell 2000 Index) performed better than large cap stocks (as measured by the S&P 500 Index), with respective returns of 18.8% and 13.9%. After a strong year, value stocks, as measured by the Russell 3000 Value Index, increased by 20.9% while growth stocks, as measured by the Russell 3000 Growth Index, increased by 7.8%.

Emerging markets stocks generated the highest absolute return among equities during the latest year with a strong 26.5% return. A recovering global economic environment helped to drive the performance of underdeveloped economies. The MSCI-EAFE posted a solid 22.5% return. The Europe sub-component ended the one-year period with a 26.0% return.

Bonds provided positive absolute performance over the latest 12-month period but continued to significantly trail equities. The broad domestic bond market, as measured by the Lehman Aggregate Index, posted a 1-year return of 3.7%. International bonds generated an absolute 7.0% return surpassing domestic issues during the latest year.

The public real estate market continued its positive performance as the Wilshire REIT index returned 25.3% for the year. T-Bills posted a 1.0% return.



NCREIF Property Index information is as of June 30, 2004.

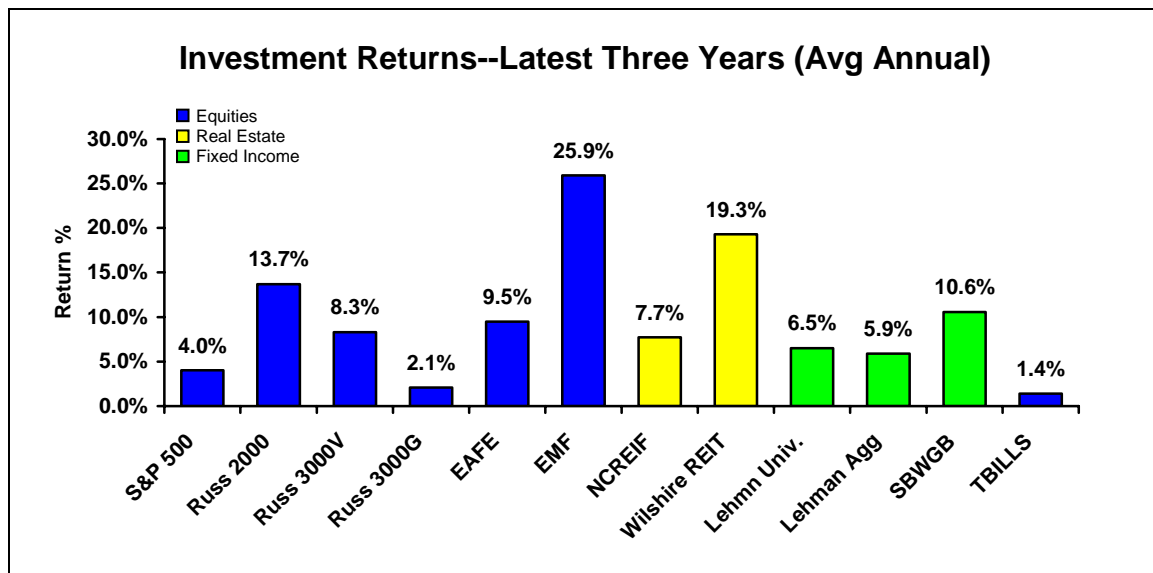
Latest Three Years – Ending September 30, 2004

Domestic equity markets produced positive results during the latest three-year period. Small-cap stocks (Russell 2000 Index) performed significantly better than large cap stocks (S&P 500 Index) with returns of 13.7% versus 4.0% per annum, respectively. Value stocks significantly outperformed growth stocks during this period. The Russell 3000 Value Index posted an 8.3% average annual return compared to a 2.1% annualized return for Russell 3000 Growth Index during this period.

International equity markets had positive results during the latest three-year period. The MSCI EAFE Index posted an absolute annualized result of 9.5% per year. The MSCI Europe sub-component contributed significantly to this result. Among the equity segments, the MSCI EMF Index posted a significantly higher annualized return of 25.9%.

During the latest three-year period, bonds produced strong positive results. The international bond market (measured by the SBWGB Index) benefited from a weakening U.S. dollar and gained an annualized 10.6% return over the past three years. This return was higher than that of the domestic bond market, as measured by the Lehman Aggregate Index, which averaged an annual return of 5.9%.

The Wilshire REIT Index continued to produce positive results by posting a 19.3% average annual return over the latest three-year period. Money-market yields (T-Bills) averaged 1.4% per year during the period.



NCREIF Property Index information is as of June 30, 2004.

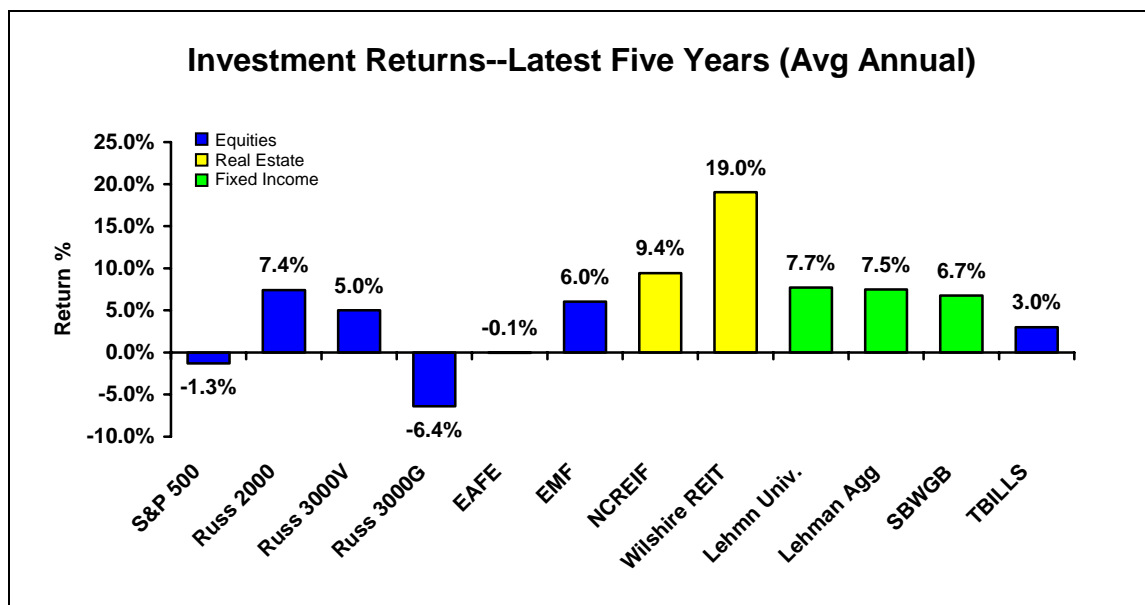
Latest Five Years – Ending September 30, 2004

During the latest five-year period, equity markets in general generated mixed results. As measured by the S&P 500 Index, the domestic equity market decreased with an average annual return of a minus (1.3%). Small-cap stocks fared much better with an annualized return of 7.4%, as measured by the Russell 2000 Index. During this period, investors experienced a loss of principal primarily in growth stocks, as represented by the Russell 3000 Growth Index, which finished the period with a minus (6.4%) return per year. However, value stocks provided some protection as the Russell 3000 Value Index ended the period with a 5.0% return per year.

International equities were relatively flat with a return of (0.1%) per annum. Emerging Markets provided positive performance with an average annual return of 6.0%

U.S. and international fixed income markets had comparable performance over the latest 5-year period despite a surge in international bonds in recent periods. The Lehman Aggregate Index and the SBWGB returned 7.5% and 6.7%, respectively.

The real estate market produced the strongest result, generating a 19.0% average annual return for the Wilshire REIT Index. Money-market returns (T-Bills) returned 3.0% per year over the latest five-year period.



NCREIF Property Index information is as of June 30, 2004.

Manager Performance- Summary

Manager Performance Comparison- as of 9/30/04 (gross of fees)

Segment							
Manager	Benchmark	Style	Actual \$ (000)**	Q3 2004	1-year	3-year	5-year*
Total Portfolio			\$5,883,754	-0.3	9.4	5.1	4.6
Domestic Equity			\$777,348	-1.8	14.4	4.9	3.2
Large Cap							
Boston Company		Large Cap Core	\$777,348	-2.2	14.4	5.0	4.1
Russell 1000 Index		Large Cap Core		-1.8	14.1	4.3	-1.1
Core							
Merrill		Large Cap Core	\$916,719	-1.9	13.8	---	---
Russell 1000 Index		Large Cap Core		-1.8	14.1	4.7	-0.7
Northern		Large Cap Core	\$918,326	-1.8	14.0	---	---
Russell 1000 Index		Large Cap Core		-1.8	14.1	4.7	-0.7
Large Cap			\$962,678				
Value							
MFS		Large Cap Value	\$246,550	1.2	---	---	---
Russell 1000 Value Index		Large Cap Value		1.5	20.5	7.6	4.3
T. Rowe Price		Large Cap Value	\$248,464	---	---	---	---
Russell 1000 Value Index		Large Cap Value		1.5	20.5	7.6	4.3
Growth							
Fred Alger		Large Cap Growth	\$227,088	-5.4	---	---	---
Russell 1000 Growth Index		Large Cap Growth		-5.2	7.5	1.6	-6.8
Intech		Large Cap Growth	\$240,576	-2.6	---	---	---
Russell 1000 Growth Index		Large Cap Growth		-5.2	7.5	1.6	-6.8
Small Cap							
Value							
Earnest Partners		Small Cap Value	---	---	---	---	---
Russell 2000 Value		Small Cap Value		---	---	---	---
Growth							
Bank of the West		Small Cap Growth	---	---	---	---	---
Russell 2000 Growth		Small Cap Growth		---	---	---	---
International Equity			\$276,939	-1.1	---	---	---
Developed Markets							
Invesco		Developed Markets	\$276,939	-1.1	---	---	---
EAFE + Canada		Developed Markets		0.2	---	---	---
Boston		Developed Markets	---	---	---	---	---
EAFE + Canada Value		Developed Markets		---	---	---	---
Fidelity		Developed Markets	---	---	---	---	---
EAFE + Canada Growth		Developed Markets		---	---	---	---
Emerging Markets							
Boston		Emerging Markets	---	---	---	---	---
T. Rowe Price		Emerging Markets	---	---	---	---	---
MSCI EMF		Emerging Markets		---	---	---	---
Fixed Income***			\$1,892,142	2.5	2.9	6.3	7.5
ING		Fixed Core	\$942,385	---	---	---	---
Lehman Aggregate		Fixed Core		---	---	---	---
Wells		Fixed Core	\$949,757	---	---	---	---
Lehman Aggregate		Fixed Core		---	---	---	---
Loomis		Fixed High-Yield	---	---	---	---	---
Lehman High Yield		Fixed High-Yield		---	---	---	---
Wells		Fixed High-Yield	---	---	---	---	---
Lehman High Yield		Fixed High-Yield		---	---	---	---
Wells - Death Benefit		Fixed Core	\$34,046	---	---	---	---
Lehman Aggregate		Fixed Core		---	---	---	---
Wells - Disability		Fixed Core	\$40,504	---	---	---	---
Lehman Aggregate		Fixed Core		---	---	---	---
Cash			\$139,602	0.4	1.2	1.5	2.3

*Some managers have track records with the Plan that are less than 5 years.

** Differences due to rounding

***Total amount does not include Disability and Death Plans

Manager Performance - Latest Quarter

Among domestic equity accounts in WPERP's portfolio, one portfolio outperformed its respective benchmark. Intech, WPERP's active large cap growth manager, outperformed the Russell 1000 Growth Index's minus (5.2%) return with a quarterly return of minus (2.6%). MFS produced a quarterly return of 1.2% underperforming the Russell 1000 Value Index's return by 30 basis points. Fred Alger completed the quarter with a minus (5.4%) return trailing the Russell 1000 Growth Index by 20 basis points. Boston Company posted a return of minus (2.2%) but underperformed the S&P 500 Index's return by 30 basis points. WPERP's passive large-cap core managers, Merrill and Northern, ended the quarter with a minus (1.9%) and minus (1.8%) returns, respectively.

WPERP's new active international manager, Invesco, completed its first full quarter and underperformed its benchmark return of 0.2%, with a return of minus (1.1%).

Manager Comparison--Latest Quarter (gross of fees)

Portfolio	Style Group	Account Ranking**	Segment Return
Domestic Equity			
Russell 1000 Value *	Large Value	---	1.5
MFS	Large Value	18	1.2
Northern	Large Core	28	-1.8
Russell 1000 Index	Large Core	35	-1.8
Merrill - Passive	Large Core	53	-1.9
Russell 3000 Index	All-cap Core	50	-1.9
S&P 500 Index *	Large Core	35	-1.9
Boston Company	Large Value	62	-2.2
Intech	Large Growth	20	-2.6
Russell 1000 Growth	Large Growth	78	-5.2
Fred Alger	Large Growth	80	-5.4
International Equity			
MSCI EAFE+ Canada	Developed markets	57	0.2
Invesco	Developed Markets	81	-1.1

* Previously the representative market-based performance proxies

** Equity components are ranked in the TUCS Equity Sector Universe and the fixed income components are ranked in the TUCS Fixed Sector Universe.

Manager Performance - Latest Year

WPERP's active domestic equity manager with one year of performance history provided strong positive performance during the latest year. Boston Company posted a return of 14.4% over the latest 12-month period underperforming the Russell 1000 Value Index's return of 20.5% but outperformed the S&P 500 Index's return of 13.9%. This underperformance was largely due to the Boston Company's exposure to mid-sized companies. WPERP's two passive core managers Merrill Lynch and Northern Trust performed within tracking error expectations with 13.8% and 14.0% returns, respectively.

Manager Comparison--Latest Year (gross of fees)

Portfolio	Style Group	Account Ranking	Segment Return
Domestic Equity			
Russell 1000 Value *	Large Value	---	20.5
Boston Company	Large Value	24	14.4
Northern Trust	Large Core	33	14.0
S&P 500 Index *	Large Core	32	13.9
Merrill Lynch	Large Core	50	13.8

* Previously the representative market-based performance proxies

Manager Performance - Latest Three Years

Boston Company is the only WPERP account with three-years of performance history. This portfolio outpaced the S&P 500 (its historical benchmark) during the period. Boston Company posted an average annual return of 5.0% over the latest three-years. Boston Company benefited from exposure to stronger performing value stocks relative to the broad market benchmark. Boston Company underperformed the Russell 1000 Value Index's average annual return of 7.6%.

Manager Comparison--Latest Three Years (gross of fees)

Portfolio	Style Group	Account Ranking	Segment Return
Domestic Equity			
Russell 1000 Value *	Large Value	---	7.6
Boston Company	Large Value	35	5.0
S&P 500 Index *	Large Core	53	4.0

* Previously the representative market-based performance proxies

Manager Performance - Latest Five Years

As with the three-year period, Boston Company is the only WPERP account with five-years of performance history. Boston Company posted an absolute return of 4.3% per year and outperformed the S&P 500 proxy's average annual return of minus (1.3%). Boston Company benefited from exposure to stronger performing value stocks relative to the broad market benchmark.

Manager Comparison--Latest Five Years (gross of fees)

Portfolio	Style Group	Ranking	Return
Domestic Equity			
Russell 1000 Value *	Large Value	15	4.3
Boston Company	Large Value	---	4.1
S&P 500 Index *	Large Core	63	-1.3

* Previously the representative market-based performance proxies

Portfolio Highlights

Disability Plan

Q3 2004 – During the third quarter of 2004, the Disability Plan returned 2.3%, which underperformed its benchmark policy return of 3.2%. The benchmark portfolio consists of the Lehman Aggregate and Citigroup BIG benchmarks.

One Year – Over the previous 12-month period, the Disability Plan gained 2.9% outperforming its policy benchmark performance of 3.8%.

Asset Allocation – The Disability Plan target allocation is 100% domestic fixed income. By the close of 3Q 2004, there was one fixed income manager, Wells. The total fund was 100% invested in this manager.

Plan Allocations Targets as of 1/1/04

Segment	Actual \$ (000) *	Target % **
Disability Plan	40,504	100%
Debt Ag	40,305	%
Internal Cash	199	%

Performance as of 9/30/2004

Segment	Q3 2004	1-year	3-year	5-year
Disability Benefit	2.3	2.9	6.2	8.0
Plan Policy Benchmark	3.2	3.8	5.9	7.5
Wells	—	—	—	—
Lehman Aggregate	—	—	—	—

Portfolio Highlights

Death Plan

Q3 2004 – During the third quarter of 2004, the Death Plan returned 2.1%, which underperformed its benchmark policy return of 3.2%. The benchmark portfolio consists of the Lehman Aggregate and Citigroup BIG benchmarks.

One Year – Over the previous 12-month period, the Death Plan gained 3.0% underperforming its policy benchmark performance of 3.8%.

Asset Allocation – The Death Plan target allocation is 100% domestic fixed income. By the close of 3Q 2004, there was one fixed income manager, Wells. The total fund was 100% invested in this manager.

Plan Allocations Targets as of 1/1/04

Segment	Actual \$ (000) *	Target % **
Death Benefit Plan	34,046	100%
Debt Ag	32,702	%
Internal Cash	1,344	%

Performance as of 9/30/2004

Segment	Q3 2004	1-year	3-year	5-year
Death Benefit	2.1	3.0	4.5	6.7
Plan Policy Benchmark	3.2	3.8	5.9	7.5
Wells	---	---	---	---
Lehman Aggregate	---	---	---	---

Glossary

Definitions of Indices -

Citigroup Broad Investment-Grade (BIG): index is market-capitalization weighted and includes Treasury, Government-sponsored, mortgage and investment grade (BBB-/Baa3) fixed-rate corporate issues with a maturity of one year or longer and a minimum amount outstanding of US\$1 billion for Treasuries and mortgages and US\$100 million for corporate and Government-sponsored issues. A corporate or Government-sponsored bond is removed if its amount falls below US\$75 million.

Lehman Brothers Universal: includes market coverage by the Aggregate Bond Index fixed rate debt issues rated investment grade or higher by Moody's Investor Services, Standard and Poor's Corporation, or Fitch Investor's Service, in that order with all issues having at least one year to maturity and an outstanding par value of at least \$100 million) and includes exposures to high yield CMBS securities. All returns are market value weighted inclusive of accrued interest.

Lehman Brothers Aggregate: an index comprised of approximately 6,000 publicly traded investment-grade bonds including U.S. Government, mortgage-backed, corporate, and yankee bonds with an approximate average maturity of 10 years.

Lehman Brothers High-Yield: an index consisting of non-investment grade domestic and yankee bonds with a minimum outstanding amount of \$100 million and maturing over one year.

MSCI ACWI xUS: MSCI ACWI (All Country World Index) Free excluding US (gross dividends): is a free floating adjusted market capitalization index designed to measure equity performance in the global developed and emerging markets. As of April 2002, the index consisted of 49 developed and emerging market country indices.

MSCI EAFE (Europe, Australasia, Far East): is a free float-adjusted market capitalization index that is designed to measure developed market equity performance, excluding the US & Canada. As of April 2002 the index consisted of 21 developed market country indices.

MSCI EMF (Emerging Markets Free): is a free float-adjusted market capitalization index that is designed to measure equity market performance in the global emerging markets. As of April 2002 the index consisted of 26 emerging market country indices.

NCREIF Property Index: the NPI contains investment-grade, non-agricultural, income-producing properties which may be financed in excess of 5% gross market value; were acquired on behalf of tax exempt institutions; and are held in a fiduciary environment. Returns are gross of fees; including income, realized gains/losses, and appreciation/depreciation; and are market value weighted. Index is lagged one quarter.

Russell 2000: Measures the performance of the 2,000 smallest companies in the Russell 3000 Index, which represents approximately 8% of the total market capitalization of the Russell 3000 Index.

Russell 3000: represents the largest 3,000 US companies based on total market capitalization, representing approximately 98% of the investable US equity market.

Russell 3000 Growth: Measures the performance of those Russell 3000 Index companies with higher price-to-book ratios and higher forecasted growth values. The stocks in this index are also members of either the Russell 1000 Growth or the Russell 2000 Growth indexes.

Russell 3000 Value: Measures the performance of those Russell 3000 Index companies with lower price-to-book ratios and lower forecasted growth values. The stocks in this index are also members of either the Russell 1000 Value or the Russell 2000 Value indexes.

Salomon 3-Month Treasury Bills (T-bills): an average of the last three 3-month treasury bill issues' monthly return equivalents of yield averages, which are not marked to market.

Salomon Brothers World Government Bond Index: a market-capitalization weighted benchmark that tracks the performance of the 14 government bond markets of Australia, Austria, Belgium, Canada, Denmark, France, Germany, Italy, Japan, the Netherlands, Spain, Sweden, the United Kingdom, and the United States.

Standard and Poor's 500 (S&P 500): represents approximately 75% of NYSE market capitalization and 30% of NYSE issues, contains 500 industrial, utility, transportation and financial companies in the US markets (mostly NYSE issues). The S&P is capitalization-weighted, calculated on a total return basis with dividends reinvested.

Wilshire REIT Index: is a market capitalization-weighted index comprised of publicly traded real estate investment trusts and real estate operating companies.