Portfolio Highlights

Valuation

The WPERP portfolio, as of December 31, 2003, had an aggregate value of $6.0 billion. This represents a $339.2 million increase in value over last quarter and a $647.0 million increase in value over the last year.

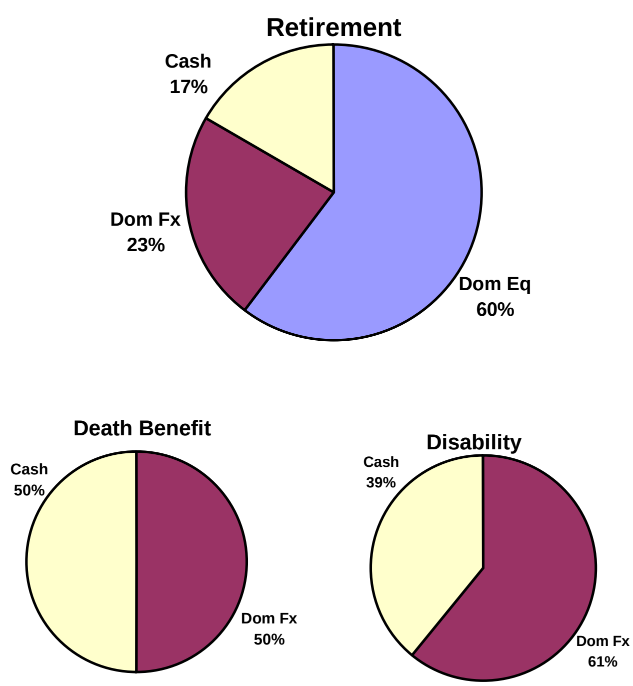
During the quarter, WPERP's actual equity allocation increased 4% to end the quarter with a 60% allocation. WPERP's fixed income allocation ended the quarter at 23% (down 2% from the previous quarter). Seventeen percent of the WPERP portfolio was allocated to cash/short-term investments. Cash levels continue to remain high as existing managers are not allowed to reinvest liquidated securities during the portfolio transition and specific manager funding decisions have been delayed.

WPERP adopted a new "Statement of Investment Objectives, Goals, and Guidelines" on February 26, 2003. To date, 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 Management and INTECH were selected for large-cap growth mandates. MFS was selected for the large-cap value mandate. Invesco was selected for the active international mandate. Bank of New York was selected for the small-cap growth mandate.

WPERP Portfolio Valuation – December 31, 2003 (millions)

Segment	Actual $	Actual %*	Target %**
Total Portfolio	**6,003.5**	**---**	**---**
Retirement	**5,923.9**	**100%**	**100%**
Domestic Equity	3,565.4	60%	40%
International Equity	---	0%	15%
Domestic Fixed	1,371.5	23%	35%
Alternative	---	0%	5%
Real Estate	---	0%	4%
Cash/short-term	987.0	17%	1%
Death Benefit	**36.9**	**100%**	**100%**
Domestic Fixed	18.4	50%	100%
Cash/short-term	18.5	50%	0%
Disability	**42.7**	**100%**	**100%**
Domestic Fixed	26.0	61%	100%
Cash/short-term	16.7	39%	0%

*Cash figures per Bank of New York.
*All accrued cash has been allocated to Retirement, pending further resolution.



Performance--Periods ending December 31, 2003

Latest Quarter

For the latest quarter, WPERP's total investment portfolio increased 7.2% while underperforming its policy benchmark return by 1.3%. Strong absolute results by the unfunded international equity and an over allocation to cash dampened returns. Manager selection and funding activities for the domestic equity and international asset classes continued during the fourth quarter of 2003.

During the fourth quarter of 2003, WPERP's domestic equity asset class returned 12.6% outperforming its policy benchmark, the Russell 3000 index, by 20 basis points, and outperforming the S&P 500 return of 12.2% (previously the market proxy representative of the domestic equity market) by 40 basis points. WPERP's three equity accounts outperformed this market proxy over the latest quarter. The domestic fixed income asset class trailed its policy benchmark, the Lehman Universal index, by 60 basis points. The Salomon Broad, formerly the representative proxy for domestic fixed income market results, had a quarterly return of 0.4%. One-of-three fixed income managers exceeded the proxy over the latest quarter.

WPERP's total portfolio results placed them in the 81st percentile (below median) in the TUCS Total Trust Universe[1]. The median return for the quarter was 8.9%.

Comparative Performance--Quarter Return

Segment	Actual Return	Policy Return*
Total Portfolio	7.2	8.5 **
Domestic Equities	12.6	12.4
Domestic Fixed	0.2	0.8
International Equities	N/A	8.7
Alternative[3]	N/A	4.2
Real Estate[3]	N/A	2.1
Cash[3]	0.3	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 **T**rust **U**niverse **C**omparison **S**ervice (**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.

[3] Benchmarks for Real Estate, Alternative and Cash asset classes not yet 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 increased 16.7% but underperformed the representative blended policy return by 4.9%. The blended policy return contains the current policy return as of 2Q 2003 consisting of passively managed asset class portfolios held at WPERP policy weightings, and the market-based proxy return utilized prior to 2Q 2003. Relative to the blended policy return, poor relative performance by the overweight domestic equity asset class combined with an overweighting of cash dampened performance.

WPERP's domestic equity asset class increased by 29.4% over the past year trailing the blended policy return by 1.5%. Relative underperformance by all three domestic equity managers contributed to this result. However, these results exceeded the long-term expected return of 10% per year for equity investments. The domestic fixed income component trailed the blended policy return by 30 basis points with a return of 5.1%. This result trailed the long-term expected return of 8.0% for fixed income investments.

Over the latest year, WPERP's total portfolio results placed in the 87th percentile (below median) in the TUCS Total Trust Universe (median: 22.8%).

Comparative Performance—One-Year Return

Segment	Actual Return	Blended Policy Return*	Market-based Proxy Return***
Total Portfolio	16.7	21.6 **	18.6
Domestic Equities	29.4	30.9	28.7
Domestic Fixed	5.1	5.4	4.2
International Equities	N/A	N/A	---
Alternative	N/A	N/A	---
Real Estate	N/A	N/A	---
Cash	1.0	1.1	---

*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 Three Years

For the latest three-year period, WPERP's total investment portfolio increased 2.2% per year and outperformed the representative blended policy return by 80 basis points on an annual basis. Strong relative results by the domestic equity and domestic fixed asset classes contributed to this result. However, these results are significantly below WPERP's long-term expectations as the equity asset class trailed its long-term absolute target.

The domestic equity asset class posted a minus (0.6%) average annual return over the past three years outperforming the blended policy return by 2.9% per year (as both equity accounts with performance history spanning over three years benefited from exposure to value companies during the period). The domestic fixed income component outperformed the blended policy return by 30 basis points per year with an average annual return of 8.3%. This result exceeds the long-term return expectation of 8.0% per year for fixed income investments.

Over the latest three-year period, WPERP's total portfolio results placed in the 46th percentile (above median) in the TUCS Total Trust Universe (median: 2.0%).

Comparative Performance—Three-Year Return

Segment	Actual Return	Blended Policy Return*	Market-based Proxy Return***
Total Portfolio	2.2	1.4 **	0.1
Domestic Equities	-0.6	-3.5	-4.1
Domestic Fixed	8.3	8.0	7.6
International Equities	N/A	N/A	---
Alternative	N/A	N/A	---
Real Estate	N/A	N/A	---
Cash	N/A[1]	2.3	---

*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.

[1] Cash returns were not tracked prior to 3Q 2002 and, therefore, do not contain three years of data.

Latest Five Years

For the latest five-year period, WPERP's total investment portfolio increased by 4.0% per year and outperformed the blended policy return by 1.1% annually. Positive relative results by the domestic equity asset class contributed to this result. However, total portfolio performance significantly lagged WPERP's long-term return expectations. Both the equity and fixed income asset classes lagged long-term expectations contributing to this result.

The domestic equities segment of the WPERP portfolio posted a 2.9% average annual return over the past five years outperforming the blended policy return by 3.1% per year. Over this period, one of WPERP's two equity accounts with five years of performance history outperformed the proxy. The domestic fixed income component slightly trailed the blended policy return by 40 basis points per year with an average annual return of 6.6%.

Over the latest five-year period, WPERP's total portfolio results placed them in the 63rd percentile (below median) in the TUCS Total Trust Universe (median: 4.5%).

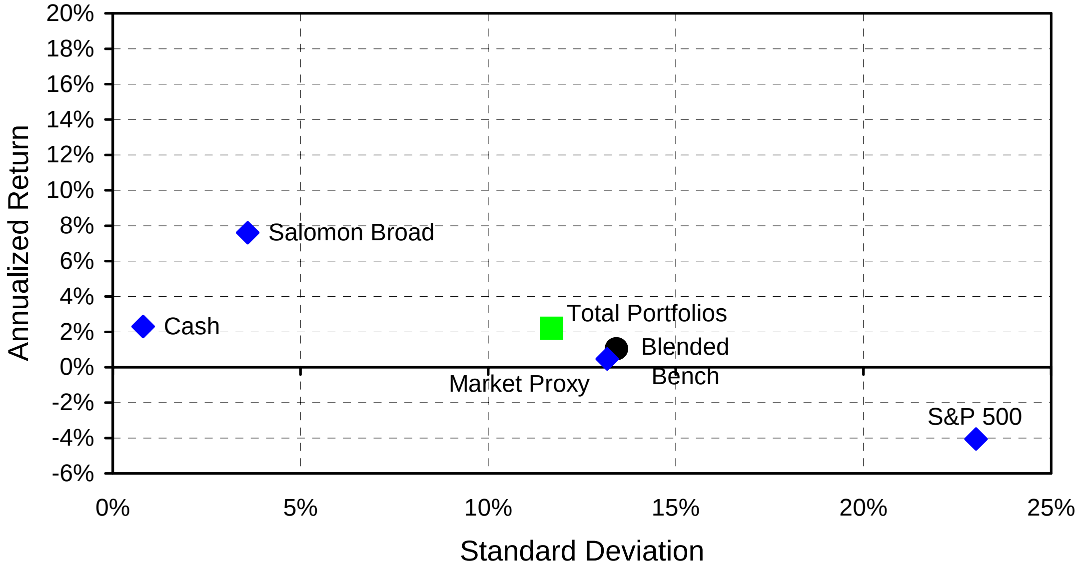
Comparative Performance—Five-Year Return

Segment	Actual Return	Blended Policy Return*	Market-based Proxy Return***
Total Portfolio	4.0	2.9 **	2.0
Domestic Equities	2.9	-0.2	-0.6
Domestic Fixed	6.5	6.9	6.6
International Equities	N/A	N/A	---
Alternative	N/A	N/A	---
Real Estate	N/A	N/A	---
Cash	N/A[1]	3.5	---

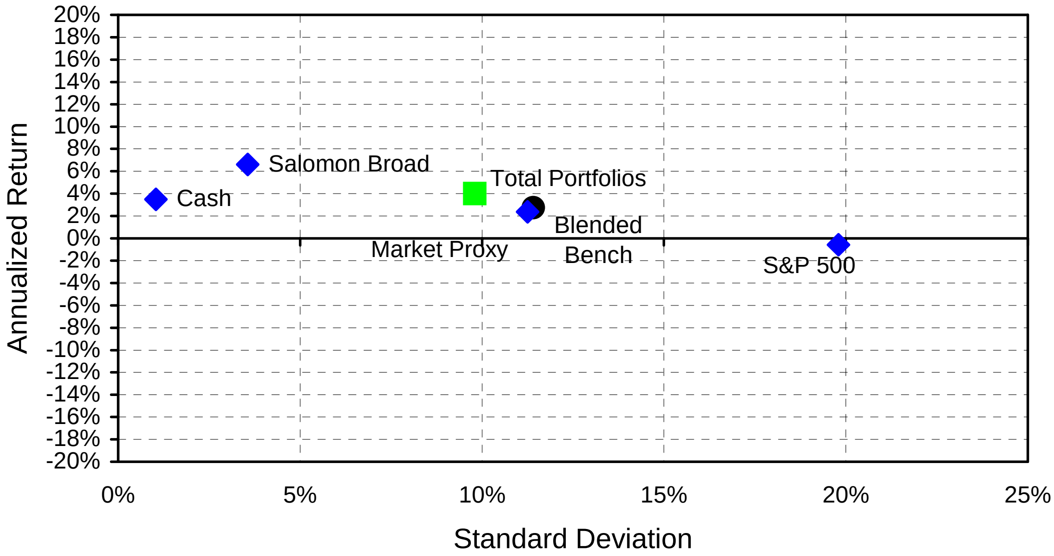
*Blend of current WPERP policy benchmark weightings (see "Introduction" page V) beginning 2Q 2003, and the Market-based proxy return utilized prior to 2Q 2003.
** Total portfolio policy return does not currently include Alternative and Real Estate.
***Market-based proxies are comprised of: 60% S&P 500, 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.

[1] Cash returns were not tracked prior to 3Q 2002 and, therefore, do not contain five years of data.

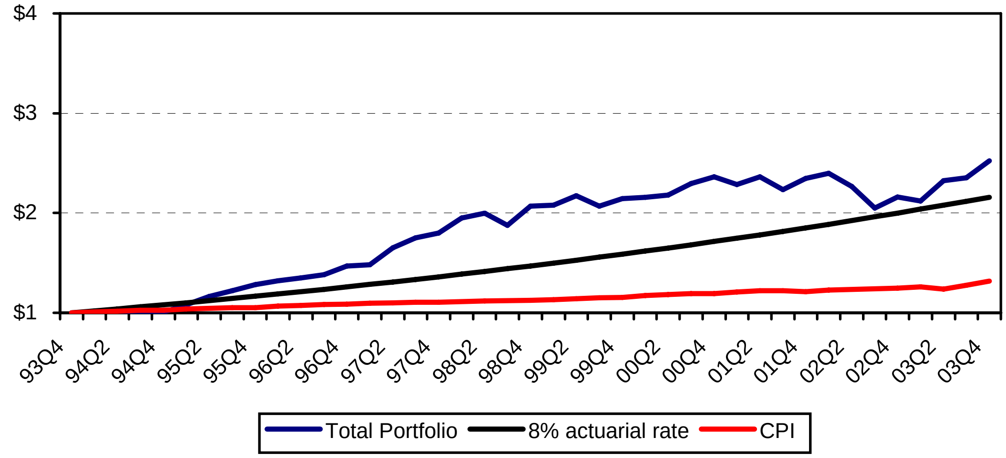
Three-Year Annualized Risk/Return



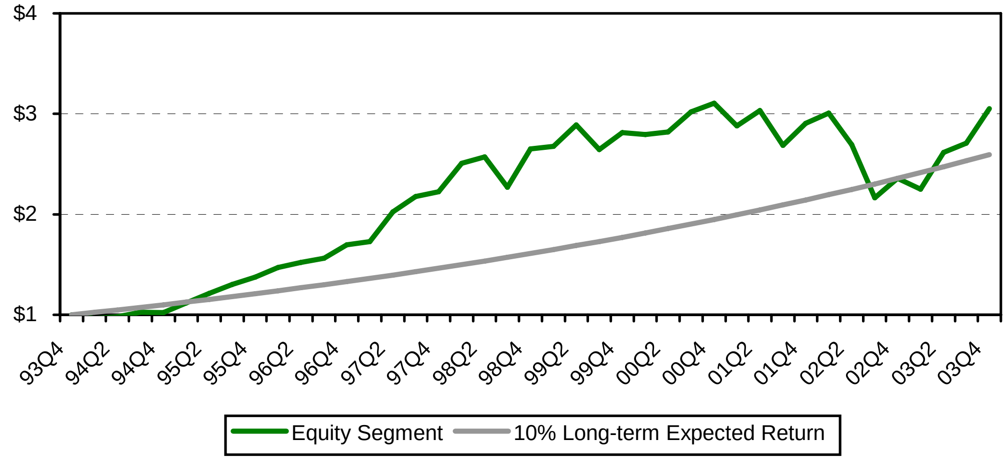
Five-Year Annualized Risk/Return



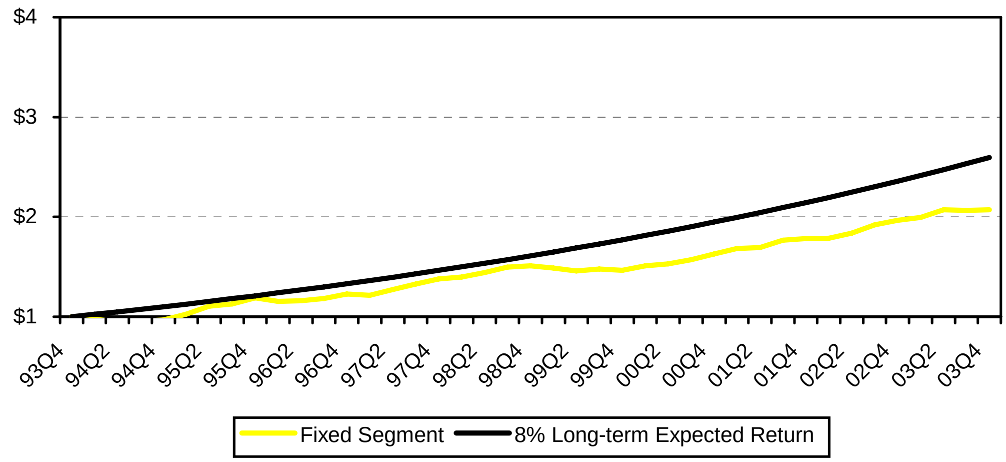
Growth of a Dollar- Latest 10 Years
Total Portfolio



Growth of a Dollar- Latest 10 Years
Equity Segment



Growth of a Dollar- Latest 10 Years
Fixed Segment



Economic Review

The US economy increased at an annual growth rate of 4.0% during the fourth quarter of 2003, down from 7.2% annualized growth in the previous quarter, which represented its fastest growth since 1984[2]. The major contributors to the increase include personal consumption expenditures, exports, equipment and software, inventory investment, and residential fixed investment.

During the fourth quarter of 2003, equity markets generated the strongest returns among the major asset classes. The Russell 2000 Index, a measure of small capitalization stock performance, posted a 14.5% return for the quarter compared to a 12.2% return for the S&P 500 Index, which represents the large company segment of the domestic equity market. Value stocks were favored over growth stocks. The representative Russell 3000 Value Index posted a 14.4% return, while the Russell 3000 Growth Index posted a 10.6% return. During the fourth quarter, the MSCI EAFE returned 17.1%, as the MSCI Europe sub-component provided a strong 20.4% quarterly return. The Lehman Aggregate Index, a proxy for the domestic fixed income market, posted a 0.3% quarterly return during the quarter while its international counterpart, as measured by the SBWGB Index, gained 5.2%.

- **Inflation** – The Consumer Price Index (CPI) decreased by 0.1% in December, on a seasonally adjusted basis, resulting in a compounded annual rate (three-months ended December 31, 2003) of 0.0%. In comparison, the CPI increased 1.8% (on an annualized basis) during the fourth quarter of 2002.

- **Domestic Interest Rates** – During the fourth quarter of 2003 mid-term and long-term yields increased while short-term rates remained steady. The annual yield on one-year Treasury Bonds increased by 11 basis points to 1.26% as of December 31, 2003, while the yield on thirty-year Treasury Bonds increased by 17 basis points to 5.18%. The spread between the one-year Treasury and the 30-year Treasury ended the quarter at 392 basis points, increasing from 386 basis points at the end of last quarter. As a result, the yield curve became steeper, primarily dampening returns for holders of intermediate and long-term bonds.

- **US Dollar** – During the fourth quarter of 2003, the US dollar depreciated against the Yen by 3.8% and the Euro by 7.5%.

- **Unemployment** – The domestic unemployment rate decreased to 5.7% as of December 31, 2003, from 6.1% at the end of previous quarter.

[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

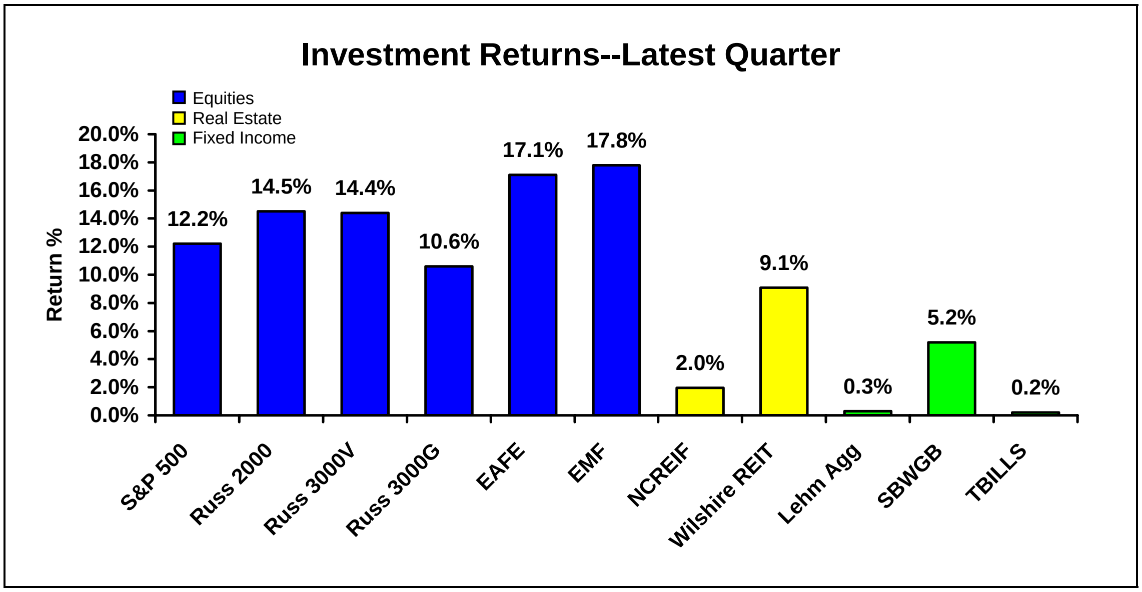
Fourth Quarter 2003

Fourth quarter index returns provided a nice finish to a strong year across the board. The most apparent distinction among segments in the equity market was that large-cap value-oriented stocks fared better than large-cap growth-oriented stocks. It appears that investors tended to be more conservative and sought to lock in large gains in the more aggressive sectors during the year. The Russell 3000 Value Index, a measure of value stocks, outperformed the Russell 3000 Growth Index, a measure of growth stocks by a margin of 3.8% with respective quarterly returns of 14.4% and 10.6%. Small-cap stocks also posted strong returns, as measured by the Russell 2000 Index, with a 14.5% quarterly return as compared to the S&P 500 Index that gained 12.2% during the quarter.

International stocks performed particularly well during the quarter as the global economy benefited from a strong US economic climate. As measured by the MSCI EAFE Index, international stocks finished the quarter with a 17.1% return. The European sub-component ended the quarter with a 20.4% return. Emerging Markets, as measured by the MSCI EMF, also posted a strong 17.8% return.

Bond market returns paled in comparison to the performance of equity markets. As measured by the Lehman US Aggregate Index, domestic bonds returned 0.3% for the quarter as concerns of rising interest rates persisted. The international bond market provided positive absolute results during the fourth quarter of 2003 primarily due to a weakening US dollar. As measured by the SBWGB Index, international bonds produced a positive return of 5.2%.

Over the quarter, the public real estate market (as measured by the Wilshire REIT Index) generated a total return of 9.1%. T-bills finished the quarter with a 0.2% gain.



NCREIF Property Index information is as of September 30, 2003.

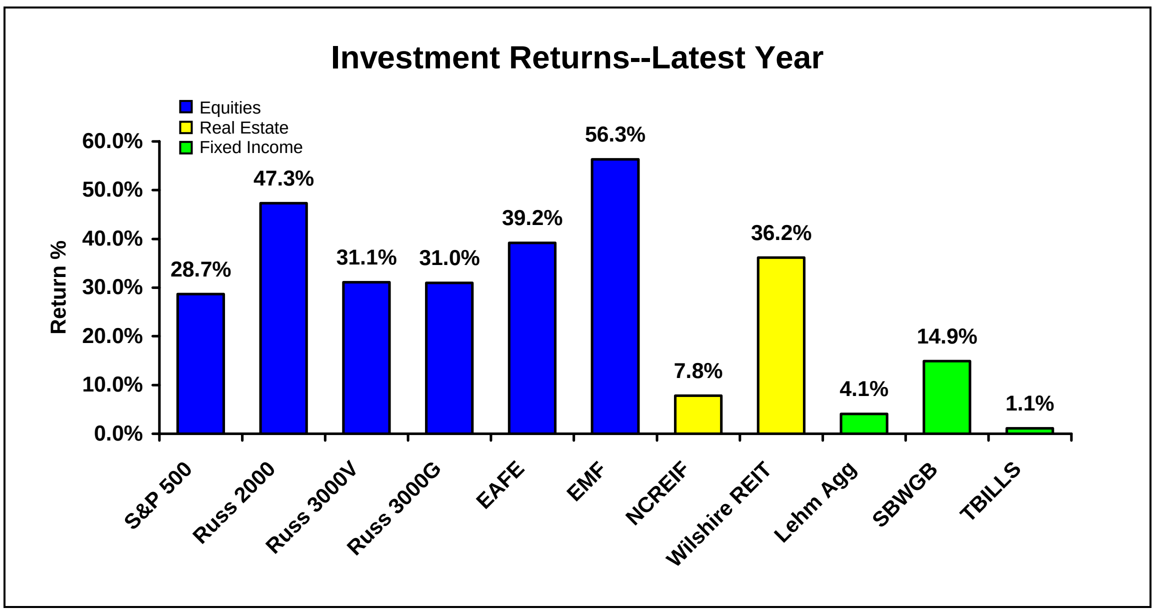
Latest Year – Ending December 31, 2003

During the latest year, the domestic equity market generated very 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 47.3% and 28.7%. After a strong fourth quarter, value stocks rallied to roughly match the return of growth stocks. As measured by the Russell 3000 Value Index, value stocks increased by 31.1%, outperforming growth stocks (as measured by the Russell 3000 Growth Index) by 10 basis points.

Emerging markets stocks generated the highest absolute return among equities during the latest year with a strong 56.3% return. A recovering global economic environment helped to drive the performance of developing economies. The MSCI-EAFE posted a solid 39.2% return due to strong investment performance in both Europe and the Pacific region.

As shown in the chart below, bonds continued their positive absolute performance over the latest 12-month period but significantly trailed equities. The broad domestic bond market, as measured by the Lehman US Aggregate Index, posted a 1-year return of 4.1%. International bonds generated an absolute 14.9% return for the year, due largely to the declining US dollar.

The public real estate market continued its impressive performance as the Wilshire REIT index returned 36.2% for the year. T-Bills posted a 1.1% return.



NCREIF Property Index information is as of September 30, 2003.

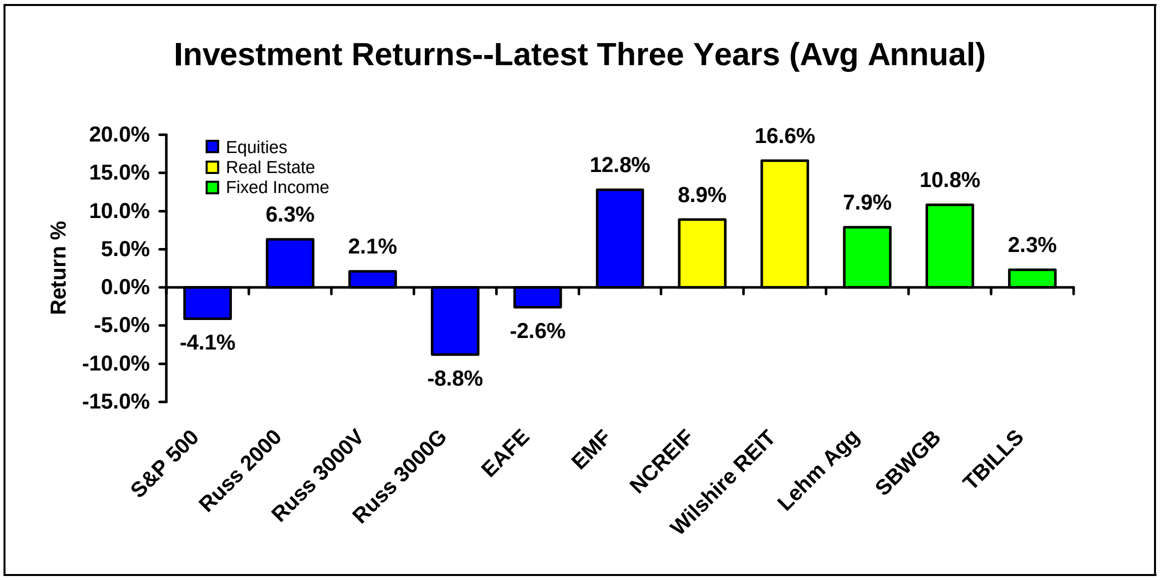
Latest Three Years – Ending December 31, 2003

During the previous three-year period, bonds outperformed most segments of the equity markets. The international bond market (measured by the SBWGB Index) benefited from a weakening US dollar and gained an annualized 10.8% over the past three years. This return was, on average, 2.9% higher than that of the domestic bond market, as measured by the Lehman US Aggregate Index, which averaged an annual return of 7.9%. Declining yields and investors' focus on protection of capital in earlier periods contributed significantly to these strong bond market results.

Domestic equity markets produced mixed results during the latest three-year period as only certain segments of the equity market, such as value-oriented stocks and smaller company stocks, were able to produce positive absolute results. Small-cap stocks (Russell 2000 Index) performed significantly better than large cap stocks (S&P 500 Index) with returns of 6.3% versus a minus (4.1%) per annum, respectively. Value stocks significantly outperformed growth stocks during this period. The Russell 3000 Value Index posted a 2.1% average annual return compared to a minus (8.8%) annualized return for Russell 3000 Growth Index during this period.

International equity markets posted mixed results during the latest three-year period. The MSCI EAFE Index posted a negative absolute annualized result of minus (2.6%) per year. Poor performance by both the MSCI Pacific (including Japan) and Europe sub-indexes contributed significantly to this result with a minus (1.8%) return and a minus (2.9%) return per year, respectively. Among the equity segments, the MSCI EMF Index posted the highest annualized return of 12.8%.

The Wilshire REIT index continued to produce strong results by posting a 16.6% average annual return over the latest three-year period. Money-market yields (T-Bills) averaged 2.3% per year during the period.



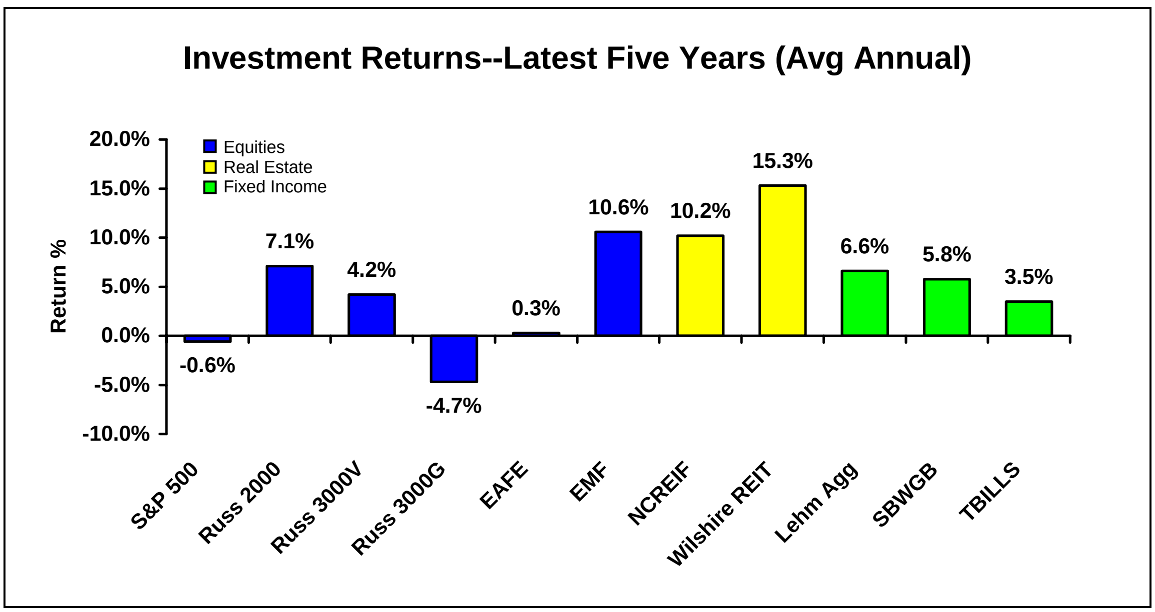
NCREIF Property Index information is as of September 30, 2003.

Latest Five Years – Ending December 31, 2003

During the latest five-year period, equity markets in general generated modest results. As measured by the S&P 500, the domestic equity market decreased with an average annual return of a minus (0.6%). Small-cap stocks faired much better with an annualized return of 7.1%, 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 (4.7%) return per year. However, value stocks provided some protection as the Russell 3000 Value Index ended the period with a 4.2% return per year. International equities provided slightly positive results with a return of 0.3% per annum. Positive performance by the MSCI Pacific sub-index (including Japan) at 2.1% per year contributed significantly to this result. Emerging Markets provided the best performance among equity segments with a double-digit average annual return of 10.6%

Despite a surge in international bonds in recent periods, the US fixed income markets outperformed their international counterparts over the latest 5-year period. The Lehman US Aggregate Index returned 6.6% per year versus that of the SBWGB, which returned 5.8% per year on average, reflecting the influence of a strong U.S. dollar earlier in the period.

The public real estate market produced the strongest result, generating a 15.3% average annual return for the Wilshire REIT index. Money-market returns (T-Bills) returned 3.5% per year over the latest five-year period.



NCREIF Property Index information is as of September 30, 2003.

Manager Performance- Summary

Manager Performance Comparison- as of 12/31/03

Manager	Segment	Current Value $ (000)	Performance Qtr.	1 Year	3 Year	5 Year
Debt						
Standish I (previously Boston)	**Fixed Income**	**441,813**	**0.3%**	**3.7%**	**7.5%**	**5.6%**
Standish II (previously Highmark)	**Fixed Income**	**241,563**	**0.7%**	**5.1%**	**8.4%**	**6.2%**
TCW	**Fixed Income**	**688,154**	**0.0%**	**6.1%**	**8.7%**	**7.0%**
TCW – Death Benefit	**Fixed Income**	**18,419**	**0.8%**	**7.2%**	**8.6%**	**6.5%**
TCW – Disability	**Fixed Income**	**25,990**	**-0.2%**	**4.6%**	**9.8%**	**7.4%**
Equity						
Boston (previously Highmark)	**Equity**	**22,535**	**0.2%**	**11.6%**	**N/A**	**N/A**
Boston Company	**Equity**	**1,532,881**	**13.2%**	**28.3%**	**0.1%**	**3.0%**
Merrill	**Equity**	**805,485**	**12.3%**	**N/A**	**N/A**	**N/A**
Northern	**Equity**	**805,768**	**12.3%**	**N/A**	**N/A**	**N/A**
TCW	**Equity**	**7,691**	**0.2%**	**13.4%**	**-6.1%**	**-0.2%**
Benchmarks						
Total Portfolio Policy Benchmark	*Diversified*	---	*8.5%****	*21.6%***	*1.4%***	*2.9%***
Market-based Total Portfolio Proxy	*Balanced*	---	*7.5%*	*18.6%*	*0.1%*	*2.0%*
Russell 3000	*Domestic Equity*		*12.4%*	---	---	---
Long-term Expected Equity Return	*Equity*	---	*N/A*	*10.0%*	*10.0%*	*10.0%*
S&P 500	Large Core	---	12.2%	28.7%	-4.0%	-0.6%
Russell 1000 Value	Large Value	---	14.2%	30.0%	1.2%	3.6%
Lehman Universal	*Fixed Income*	---	*0.8%*	---	---	---
Long-term Expected Fixed Return	*Fixed Income*	---	*N/A*	*8.0%*	*8.0%*	*8.0%*
Salomon Broad	Fixed Income	---	0.4%	4.2%	7.6%	6.6%
MSCI ACWI xUS	*Intl Equity*	---	17.1%	---	---	---
*Russell 3000 + 300bps**	*Alternative*	---	15.4%	---	---	---
*NCRIEF**	*Real Estate*	---	2.0%	---	---	---
*Cash**	*T-Bills*	---	0.2%	---	---	---

*Benchmarks for Real Estate, Alternative, and Cash asset classes not yet approved. These are currently represented by asset class benchmarks widely used by PCA's clients.
**Blend of passively managed asset class portfolios held at WPERP policy weightings 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.

Manager Performance - Latest Quarter

Among domestic equity accounts in WPERP's portfolio, all produced positive returns, while all three managers exceeded the S&P 500 (a market-based proxy for large-cap core domestic equity mandates). Boston Company posted the highest absolute return of 13.2% but underperformed the Russell 1000 Value (a market-based proxy for large-cap value domestic equity mandates) by 1.0%. Boston Company did, however, exceed the S&P 500 by 1.0%. Positive relative results were due, in part, to the portfolio's mid-cap exposure. WPERP's newest equity managers, Merrill and Northern, both posted an absolute return of 12.3% and outperformed the S&P 500 Index by 10 basis points.

Among fixed income components within WPERP's portfolio, one of three managers exceeded the Salomon Broad proxy (a market-based proxy for core domestic fixed income mandates). Standish II (previously managed by Highmark) posted the highest absolute return during the quarter of 0.7% and exceeded the Salomon Broad's 0.4% return by 30 basis points. Standish I (previously managed by Boston Company) underperformed the Salomon Broad by 10 basis points. TCW posted a 0.2% return over the latest quarter and trailed the Salomon Broad by 20 basis points.

Manager Comparison--Latest Quarter

Portfolio	Style Group	Account Ranking**	Segment Return
Domestic Equity			
Russell 1000 Value *	Large Value	---	14.2
Boston Company	Large Value	46	13.2
Russell 3000 Index	All-cap Core	57	12.4
Merrill	Large Core	---	12.3
Northern	Large Core	---	12.3
S&P 500 Index *	Large Core	---	12.2
Domestic Fixed Income			
TCW – Death Benefit	Fixed	---	0.8
Lehman Universal	Fixed	39	0.8
Standish II (previously Highmark)	Fixed	42	0.7
Salomon Broad *	Fixed	---	0.4
Standish I (previously Boston)	Fixed	60	0.3
TCW	Fixed	84	0.2
TCW – Disability	Fixed	---	-0.2

* 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

Despite strong positive performance, WPERP's domestic equity manager with one year of performance history trailed the S&P 500. Boston Company posted a return of 28.3% over the latest 12-month period trailing the S&P 500 by 40 basis points and the Russell 1000 Value by 70 basis points. This performance significantly exceeded the 10.0% expected long-term average annual return objective for domestic equities. WPERP began funding of its new domestic equity managers during the third quarter of 2003 with the funding of two passive core equity managers (Merrill Lynch and Northern Trust). Given the timing of these fundings, the first full year of performance results for these managers will be presented in the second quarter report for 2004.

Over the latest 12-month period, two-of-three fixed income managers outperformed the Salomon Broad index. TCW posted a 6.1% return outperforming the Salomon Broad proxy by 1.9%. Positive relative results were partially due to TCW's underweighting in the mortgage sector which underperformed during the period. Standish II, previously managed by Highmark, posted a 5.1% return, exceeding the Salomon Broad proxy by 90 basis points. Standish I, previously managed by Boston Company, posted a 3.7% return during the previous 12-month period, underperforming the Salomon Broad proxy by 50 basis points. All three managers underperformed the 8.0% expected long-term average annual return objective for domestic fixed income.

Manager Comparison--Latest Year

Portfolio	Style Group	Account Ranking	Segment Return
Domestic Equity			
Russell 1000 Value **	Large Value	---	30.0
S&P 500 Index **	Large Core	---	28.7
Boston Company	Large Value	73	28.3
Long-term Expected Equity Return *	Equity	---	10.0
Domestic Fixed Income			
Long-term Expected Fixed Return *	Fixed	---	8.0
TCW – Death Benefit	Fixed	---	7.2
TCW	Fixed	33	6.1
Standish II (previously Highmark)	Fixed	44	5.1
TCW – Disability	Fixed	---	4.6
Salomon Broad **	Fixed	---	4.2
Standish I (previously Boston)	Fixed	75	3.7

* Expected returns per DWP Objectives and Policies adopted 2/17/2000. The expected Long-term (a ten-year horizon) Equity return is an average annual return of 10%, per Section IV.H.6. The expected Long-term Fixed return is an average return of 8%, per Section IV.G.3.

** Market-based performance proxies

Manager Performance - Latest Three Years

Boston Company is the only domestic equity account with three-years of performance history and outpaced the S&P 500 during the period. Boston Company posted an average annual return of 0.1% over the latest three-year period. Boston Company benefited from exposure to stronger performing value stocks relative to the broad market benchmark. However, Boston Company underperformed the Russell 1000 Value proxy by 1.1% per year. This result underperformed the 10.0% expected long-term average annual return objective for domestic equities.

Two of WPERP's three fixed income accounts with three-years of performance history outperformed the Salomon Broad while exceeding the long-term expected return objective for fixed income. Over the latest three-years, TCW posted an 8.7% average annual return exceeding the Salomon Broad proxy by 1.1% per year, and placed in the 23rd percentile among their peers. Standish II (previously managed by Highmark) outperformed the Salomon Broad by 80 basis points annually, while Standish I (previously managed by Boston Company) trailed the Salomon Broad's average annual 7.6% return by 10 basis points per year.

Manager Comparison--Latest Three Years

Portfolio	Style Group	Account Ranking	Segment Return
Domestic Equity			
Long-term Expected Equity Return *	Equity	---	10.0
Russell 1000 Value **	Large Value	---	1.2
Boston Company	Large Value	38	0.1
S&P 500 Index **	Large Core	---	-4.0
Domestic Fixed Income			
TCW	Fixed	23	8.7
TCW – Death Benefit	Fixed	---	8.6
Standish II (previously Highmark)	Fixed	27	8.4
Long-term Expected Fixed Return *	Fixed	---	8.0
Salomon Broad **	Fixed	---	7.6
Standish I (previously Boston)	Fixed	60	7.5
TCW – Disability	Fixed	---	4.6

***** Expected returns per DWP Objectives and Policies adopted 2/17/2000. The expected Long-term (a ten-year horizon) Equity return is an average annual return of 10%, per Section IV.H.6. The expected Long-term Fixed return is an average return of 8%, per Section IV.G.3.

** Market-based performance proxies

Manager Performance - Latest Five Years

As with the three-year period, Boston Company is the only domestic equity account with five-years of performance history. Boston Company posted an absolute return of 3.0% per year and outperformed the S&P 500 proxy by 3.6% per year. Boston Company benefited from exposure to stronger performing value stocks relative to the broad market benchmark. However, as with the three-year time period, Boston Company significantly underperformed the 10.0% expected long-term average annual return objective for domestic equities.

Over the latest five-years, only one of WPERP's three fixed income managers outperformed the Salomon Broad while all three trailed the long-term expected return objective for fixed income. TCW posted a 7.0% average annual return exceeding the Salomon Broad's 6.6% annual return by 40 basis points per year and placed in the 26th percentile among their peers. Standish II (previously managed by Highmark) trailed the Salomon Broad by 40 basis points per year, while Standish I (previously managed by Boston Company) underperformed the Salomon Broad by 1.0% per year.

Manager Comparison--Latest Five Years

Portfolio	Style Group	Ranking	Return
Domestic Equity			
Long-term Expected Equity Return *	Equity	---	10.0
Russell 1000 Value **	Large Value	---	3.6
Boston Company	Large Value	48	3.0
S&P 500 Index **	Large Core	---	-0.6
Domestic Fixed Income			
Long-term Expected Fixed Return *	Fixed	---	8.0
TCW – Disability	Fixed	---	7.4
TCW	Fixed	26	7.0
Salomon Broad **	Fixed	---	6.6
TCW – Death Benefit	Fixed	---	6.5
Standish II (previously Highmark)	Fixed	68	6.2
Standish I (previously Boston)	Fixed	86	5.6

* Expected returns per DWP Objectives and Policies adopted 2/17/2000. The expected Long-term (a ten-year horizon) Equity return is an average annual return of 10%, per Section IV.H.6. The expected Long-term Fixed return is an average return of 8%, per Section IV.G.3.
** Market-based performance proxies

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 goss 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.