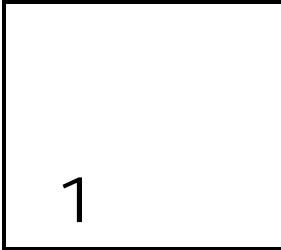


Investment Policy Statement
City of Los Angeles
Deferred Compensation Plan
DRAFT

Adopted
May 2011

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Purpose of the Investment Policy Statement

The Board of Deferred Compensation Administration has developed this Investment Policy Statement (Statement) to define the objectives of the City of Los Angeles Deferred Compensation Plan (Plan) and establish policies and procedures for creating the highest probability that these objectives will be met in a prudent manner consistent with governing rules and regulations.

This Statement serves to:

- State the Plan's investment objectives;
- Define the functions and responsibilities of the Board members, staff members, consultant and investment managers for the City's Plan;
- Describe the Plan's investment structure, core option menu, and the underlying investment manager composition of the core options;
- Set forth investment objectives and guidelines for Plan investments;
- Document the investment procurement process established by the Board in adherence with the City's purchasing protocols;
- Define the selection criteria that the Board will use in the procurement process;
- Outline remedies for investments that fail to satisfy these standards; and
- Establish quantitative and qualitative standards for the ongoing evaluation of Plan investments.

In general, it is understood that this Policy is intended to incorporate sufficient flexibility to accommodate current and future economic and market conditions and changes in applicable accounting, regulatory, and statutory requirements. The Board will review this Policy at least annually, and, if appropriate, amend it to reflect changes in the capital markets, Plan participant objectives, or other relevant factors.

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Plan Objectives

The Plan is part of the City's retirement program, which seeks to assist employees and their beneficiaries in obtaining financial security primarily in retirement. The Board believes that achieving this objective is a shared responsibility of both the City and its employees, though ultimately investment risk is borne by the participants. The objectives for the Deferred Compensation Plan are as follows:

- Assist employees and their beneficiaries in accumulating assets for retirement while reducing their current income tax, as allowable under Section 457(b) of the Internal Revenue Code and other governing rules and regulations;
- Provide a benefit which is competitive with that offered by organizations with which the City of Los Angeles competes to attract and retain employees;
- Provide a menu of high quality, diversified core investment options that will allow participants of varying risk tolerance to construct portfolios tailored to meet their particular financial goals;
- Increase participant engagement by simplifying the menu of core investment options within major asset classes that are easily understood;
- To the extent possible, minimize investment management and administrative expenses without compromising quality and performance; and
- Afford participants interested in investments other than core menu options access to a broad range of investment opportunities through a self-directed brokerage window.

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Responsibilities of Plan Participants

The Plan is a voluntary, participant-directed deferred compensation plan. As such, participants in the Plan bear responsibility for deciding the amount of current compensation to defer in the Plan and for developing and monitoring a strategy for the investment of their accounts.

The specific responsibilities of the Plan participants are as follows:

- Determine the amount to contribute to the Plan within the limitations set by the Plan and the Internal Revenue Code;
- Allocate account balances and future deferrals to the available investment options, based on individual circumstances, goals and objectives and risk tolerance;
- Rebalance account balances to the participant's desired allocation due to market movements and account activity; and
- Reallocate account balances and direction of future contributions as personal circumstances and goals and objectives change.

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Parties Responsible for Plan Management

Board

The Board will act in the sole interest of the Plan participants and beneficiaries, for the exclusive purpose of providing benefits to participants and beneficiaries and of defraying the reasonable expenses of administering the Plan. The safeguards to which a prudent investor would adhere must be observed. The tasks for which the Board is responsible include:

- Overseeing operation of the Plan pursuant to the City of Los Angeles Administrative Code provisions governing the Plan;
- Establishing and maintaining this Investment Policy Statement;
- Hiring the administrator, investment consultant, and other necessary service providers;
- Selecting Plan investments and determining, with the assistance of the investment consultant and Plan staff, allocations for fund of fund options used in the plan;
- Periodically monitoring the Plan's investment performance and making investment option changes when necessary;
- Reviewing overall Plan costs to ensure they are reasonable;
- Conducting requests for proposals for any investment and administrative support services necessary;
- Evaluating and selecting from proposals for investment and administrative services to support the plan;
- Entering into investment, trust custody and other contracts and agreements with financial organizations in connection with the investment of funds under the Plan, and contract for the provision of administrative support services when necessary; and
- Assessing on an ongoing basis the performance of the selected vendors.

Investment Consultant

The Board may elect to hire an investment consultant (Investment Consultant) to assist it in dispensing its duties. The Investment Consultant will acknowledge that it is a Plan fiduciary with respect to investment advice it provides. Specific responsibilities of the Investment Consultant include:

- Advising the Board on the Investment Structure of the Plan, fund selection/removal, objectives, guidelines or performance standards for each investment fund option;
- Evaluating and communicating to the Board the performance results for each investment fund option on an ongoing basis;
- Monitoring investment expenses;
- Documenting these findings no less frequently than quarterly investment performance reports;
- Providing guidance to the Board on asset allocations of Plan options which employ a fund of fund construction;
- Conducting due diligence and establishing formal ratings of investment strategies across a variety of asset classes that will be documented and available for Board use in its selection and evaluation of investment strategies;
- Advising the Board as to the continuing appropriateness of each investment manager and each investment fund option;
- Assisting the Board in Requests for Proposals from investment providers
- Keeping the Board informed on current investment trends and issues;
- Advising the Board of significant organizational changes at the investment managers' firms including changes in key personnel; and
- Maintaining and recommending changes as necessary to this Statement.

Investment Managers

The managers of the funds/investment strategies (Investment Managers) selected by the Board are responsible for making investment decisions consistent with the approach stated in relevant prospectuses, investment management agreement with the Plan and/or other relevant contracts. Investment Managers are responsible for:

- Managing the portion of the assets under their control in accordance with 1) the objectives, guidelines and performance standards as stated herein; 2) the objectives, guidelines and performance standards adopted for their respective investment vehicles; 3) the prudence standards required by law; and/or 4) their specific contracts with the Plan, if applicable;
- Reporting investment results on a regular basis; and
- Promptly notifying the Board (or its designees) and the Investment Consultant in writing of changes in fund operation and personnel that may negatively impact performance. This includes any organizational or strategy changes that impact asset management.

To the extent that the Plan uses mutual funds and/or collective investment trusts, the Board recognizes that the investment guidelines contained in the governing documents for those vehicles will preside over any in this Investment Policy Statement.

Third Party Administrator

The Third Party Administrator is responsible for performing the following in conjunction with Plan and statutory provisions:

- Updating changes in the Plan.
- Communicating to Plan participants the features, performance and risk of the investment options offered in the Plan.
- Accepting and initiating employee investment direction.
- Enrolling participants in the Plan.
- Maintaining and updating participant accounts.
- Rebalancing fund of fund options back to Board approved target asset allocations as may be provided for within its service agreement with the City.
- Preparing investment activity reports.
- Preparing participant statements.
- Providing participants access to information regarding their investments through its Plan website and customer service representatives.
- Executing all other Plan-related services as provided for in its service agreement with the City.

Fund Custodian

The Board may elect to use the services of a custodian bank (Fund Custodian) if it chooses to use separate account vehicles in the Plan. As directed by the Plan, the Fund Custodian will be responsible for performing the following in conjunction with Plan and statutory provisions:

- Safekeeping of Plan assets.
- Preparing a daily net asset value of separate accounts.
- Reporting financial transactions and preparing periodic summaries of transactions, asset valuations, and other related information as deemed appropriate by the Board.
- Providing performance calculations, if requested by the Board
- Monitoring compliance with investment guidelines, if requested by the Board

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Investment Structure and Investment Options

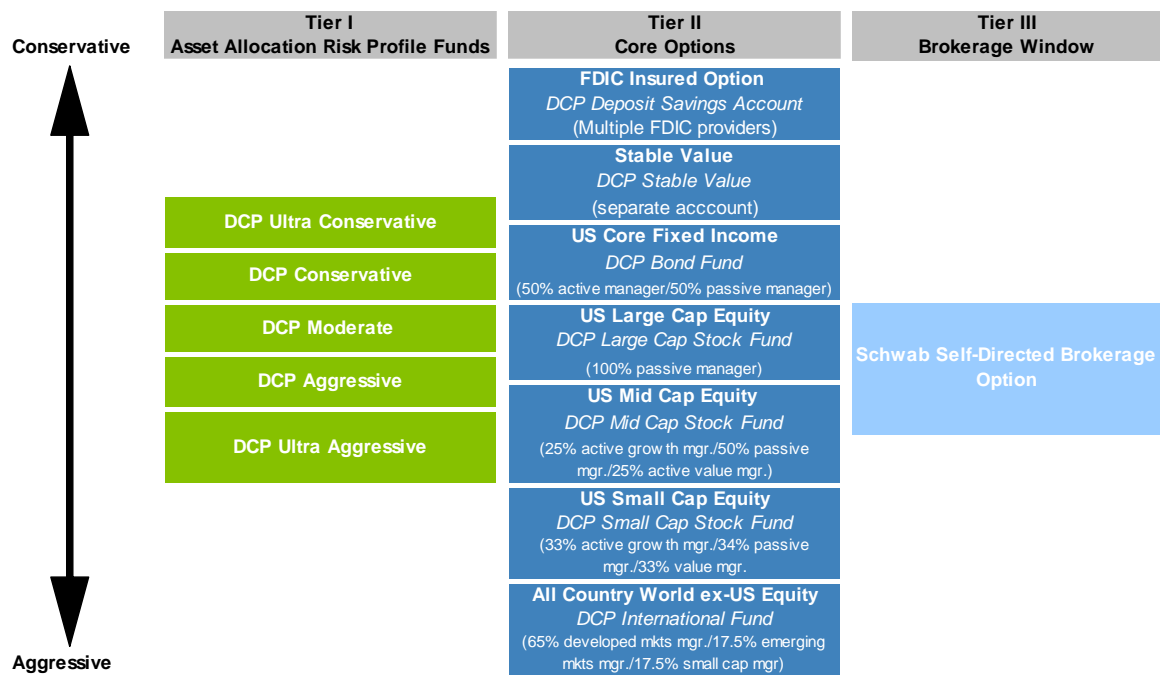
Governing Principle: The Board's Governing Principle is that an investment menu limited to approximately twelve distinct investment choices and consisting of investment options identified by asset class rather than investment provider will promote effective asset allocation strategies for plan participants. The Board believes a menu structured in this manner (1) provides sufficient diversification opportunities in major asset classes enabling participants to establish investment strategies appropriate for their individual investment objectives and risk tolerance; (2) reduces the potential for participant confusion leading to investment choices inconsistent with a participant's investment objectives and risk tolerance; (3) promotes clearer visibility of investment choices as they represent various asset classes; and (4) leverages Plan assets to maximize opportunities for reduced investment management costs for Plan participants.

Investment Structure: The Plan's investment structure (i.e., broad categorization of investment options) can be segmented into tiers, with each designed to meet the varying needs of different participants.

Tier	Philosophy
Tier 1 – Risk Profile Portfolios - Asset Allocation	Allows participants to choose the diversified investment portfolio that best fits their time horizon, risk tolerance, and investment goals. Designed for investors who want a 'streamlined' approach to investing and a professionally managed asset allocation. These options will be comprised of underlying investments in the Plan's Tier 2, Core Option Menu.
Tier 2 – Core Option Menu	Allows participants to create their own portfolios based on the asset classes (or types of investments) that best fit their time horizon, risk tolerance and investment goals.

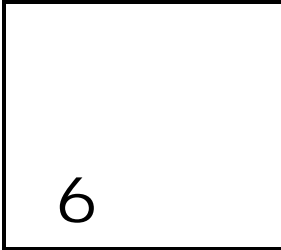
Tier	Philosophy
Tier 3 – Brokerage Window	Allows participants interested in investments outside Tier 1 and 2 the opportunity to invest in a broad array of additional mutual funds, stocks, bonds and other investment alternatives based on their time horizon, risk tolerance, investment goals and/or preferences.

Investment Options: The Board, with the assistance of its Investment Consultant, has selected an array of investment options to fit within this structure that span the risk/return continuum. The Board will review this list of options periodically to affirm its appropriateness for the Plan. At any time the Board may decide to add or remove options as it deems necessary. A depiction of the Plan’s investment options follows.



Fund of Fund options: The Board, with the advice of the Investment Consultant, has decided to use a multi-manager, fund of funds framework for many of the Plan’s investment options. The Board’s intent in building custom fund of funds is to enhance the diversification of these options by blending investment managers (both passive and active) with complementary investment styles. The desired outcome is investment options with superior expected risk/return characteristics relative to comparable single strategy options. Periodically, but not less than every three years, the Board will conduct a formal review of the Plan’s fund of fund asset allocations, with the assistance of the Investment Consultant, to affirm their appropriateness in light of changes in market conditions, the Plan’s investment option line-up, participant demographics, and other relevant factors.

At any time, the Board may elect to add, alter, or remove underlying components within the Fund of Funds options.



Investment Option Profiles

Option	DCP Deposit Savings Account
Objectives	<ul style="list-style-type: none"> ▪ No principal loss ▪ Income consistent with the foregoing objective
Primary Investments	Demand deposit accounts with multiple reputable banks that are backed by the FDIC. Amounts held in excess of FDIC limits, currently \$250,000 per bank will be collateralized pursuant to California Government Code Sections 16521, 16610-16622, and 16625-16629, as applicable.
Source of Return	<ul style="list-style-type: none"> ▪ Interest income
Expected Return	Low
Expected Risk	Low
Investment Vehicle	Bank demand deposit account

Option	DCP Stable Value
Objectives	<ul style="list-style-type: none"> ▪ No principal loss ▪ Returns in excess of money market funds ▪ Income commensurate with a short duration, high quality bond portfolio
Primary Investments	Traditional investment contracts issued by banks and insurance companies, synthetic contracts, money market instruments, short-duration fixed income securities or commingled vehicles investing in such securities, and separate account contracts.
Source of Return	<ul style="list-style-type: none"> ▪ Contract income ▪ Interest income
Expected Return	Low
Expected Risk	Low
Investment Vehicle	Separately managed account

Option	DCP Bond Fund (50% passive manager/50% active manager)
Objectives	<ul style="list-style-type: none"> ▪ Principal preservation ▪ Modest total return that outpaces inflation
Primary Investments	Government, corporate and mortgage-backed fixed income securities with a average portfolio duration between three and six years; high-yield and international issues may be used opportunistically up to 15% and 20%, respectively, in each asset class.
Source of Return	<ul style="list-style-type: none"> ▪ Interest income ▪ Capital appreciation/(depreciation)
Expected Return	Low/Moderate
Expected Risk	Low/Moderate
Investment Vehicle	Mutual fund

Option	Risk Profile Portfolios
Objectives	<ul style="list-style-type: none"> ▪ Income and capital appreciation commensurate with the risk posture of each fund ▪ Total return of each risk-based lifecycle fund shall correspond to the asset allocation (between stocks, bonds, cash, and other asset classes) at any given point time.
Primary Investments	<p>Asset Allocation: The asset allocation mix of each of the DCP Risk Profile Portfolios shall be determined by the Board with input from the Investment Consultant and Staff. It is expected that each fund will be appropriately diversified among various asset classes based on the fund's stated investment objectives. It is also expected that the entire array of funds will be differentiated by asset allocation so that each fund has unique risk/return characteristics.</p> <p>Equity Segment: The equity portfolio of each fund shall be invested in a diversified array of the Plan's core equity (US and international) options.</p> <p>Fixed Income Segment: The fixed income component of each fund shall be invested in either the DCP Stable Value or DCP Bond Fund.</p>
Source of Return	<ul style="list-style-type: none"> ▪ Interest and dividend income ▪ Capital appreciation/(depreciation)
Expected Return	Low to high based on asset allocation mix/time horizon
Expected Risk	Low to high based on asset allocation mix/time horizon
Portfolio structure	Fund of funds comprising investment options in the core line menu. Allocations for each of the DCP Risk Profile Portfolios are presented in the appendix.

Option	DCP Large Cap Stock Fund
Objectives	<ul style="list-style-type: none"> ▪ Track the return of the S&P 500 Index ▪ High total return
Primary Investments	All the stocks comprising the S&P 500 Index and in the same proportion as the Index.
Source of Return	<ul style="list-style-type: none"> ▪ Dividend income ▪ Capital appreciation/(depreciation)
Expected Return	Moderate/High
Expected Risk	Moderate/High
Portfolio structure	(100% passive manager)

Option	DCP International Stock Fund
Objectives	<ul style="list-style-type: none"> ▪ High total return ▪ Provide non-U.S. equity exposure thereby enhancing participant diversification opportunities
Primary Investments	Non-U.S. stocks of developed and emerging markets countries within all market capitalizations.
Source of Return	<ul style="list-style-type: none"> ▪ Capital appreciation/(depreciation) ▪ Dividend income
Expected Return	High
Expected Risk	High
Portfolio structure	(65% developed international manager/17.5% emerging markets manager /17.5% international small cap manager)

Option	DCP Mid Cap Stock Fund
Objectives	<ul style="list-style-type: none"> ▪ High total return ▪ Diversification within the mid/small cap equity market segment
Primary Investments	Domestic stocks with market capitalizations that are similar to those of stocks found in Russell Midcap Index. The total portfolio should exhibit characteristics representative of a core equity investment style, including price/earnings and price/book ratios similar to that of the Russell Midcap Index.
Source of Return	<ul style="list-style-type: none"> ▪ Dividend income ▪ Capital appreciation/(depreciation)
Expected Return	Very High
Expected Risk	Very High
Portfolio structure	(50% passive manager/25% growth manager/25% value manager)

Option	DCP US Small Cap Stock Fund
Objectives	<ul style="list-style-type: none"> ▪ High total return ▪ Diversification within the mid/small cap equity market segment
Primary Investments	Domestic stocks with market capitalizations that are similar to those of stocks found in Russell 2000 Index. The total portfolio should exhibit characteristics representative of a core equity investment style, including price/earnings and price/book ratios similar to with the Russell 2000 Index.
Source of Return	<ul style="list-style-type: none"> ▪ Dividend income ▪ Capital appreciation/(depreciation)
Expected Return	Very High
Expected Risk	Very High
Portfolio structure	(34% passive manager/33% growth manager/33% value manager)

Option	Self-Directed Brokerage Account
Objectives	Provide participants with an additional investment options beyond the lifecycle funds and core option array.
Primary Investments	Mutual funds or other investments with varying risk/return characteristics accessed through a self-directed brokerage account.
Source of Return	<ul style="list-style-type: none"> ▪ Interest and/or dividend income ▪ Capital appreciation/(depreciation)
Expected Return	Varies
Expected Risk	Varies

Investment Procurement Policy

Procurements for specific investment categories generally will occur once every 5 years and will follow the procedures outlined below.

- 1) Plan staff and Investment Consultant draft proposed selection criteria for a given investment category.
- 2) Board considers, potentially modifies, and then adopts selection criteria.
- 3) Staff and Investment Consultant issue a Request for Proposal in the form of a public notice informing interested vendors that any investment strategies they offer meet the search criteria will be considered; that a response is not required assuming their fund data is already maintained on the Investment Consultant's database; and that if their fund data is not on the Investment Consultant's database they are willing to provide that data, without limitation, to the Investment Consultant to ensure that their investment strategy will be considered if it meets the Board's criteria.
- 4) The Request for Proposal/Request for Information as described above would indicate that vendors are not required to demonstrate compliance with the City's Standard Provisions unless a contract between the vendor and the City will be required to offer the investment.
- 5) Investment Consultant and staff conduct an investment manager search of all potential investment strategies against Investment Consultant's investment manager database, applying the search criteria as set forth by the Board and ensuring that all providers within the database or who have otherwise requested consideration are evaluated; additionally, all documents associated with the evaluation, rating, and ranking of candidate investment strategies will be fully transparent public documents and available for review by interested parties.
- 6) Investment Consultant and staff prepare a list of top-scoring firms, the number of which will be determined on a case-by-case basis (as dictated by the Board) taking into consideration factors such as the investment mandate and size of the potential provider pool.

- 7) The Board considers the finalists.
- 8) The Board chooses a fund.
- 9) If the chosen fund is a mutual fund, the Plan Administrator is directed to activate this option on its trading platform.
- 10) If the chosen product is an institutional fund, such as a separate account or collective trust, requiring a direct contract between the Board and vendor, the vendor will be required to execute a contract with the Board and meet all of the City's general and specific contracting requirements applicable to the Board – if it is not able to do so, the search will be brought back to the Board to make another selection.

Investment Selection and Termination

The Board's finding with regards to the selection of Investment Managers is that qualitative factors are of greater significance than quantitative ones in determining future investment success. The Board's finding is derived from the substantial body of academic and practitioner research that indicates investing in actively managed strategies based on recent out-performance tends to lead to sub-par results in subsequent periods. The Board's emphasis on qualitative attributes in the selection process is intended to mitigate the possibility of investment strategies being added to the Plan at the peak of their cycle.

The Board, in collaboration with the Investment Consultant and Staff, has developed minimum qualifications and selection criteria for Investment Manager candidates that it believes will offer the best prospects of future success. While qualitative factors will weigh most heavily in the selection process, quantitative measures will also be incorporated.

Minimum Qualifications:

The Board has established the following minimum expectations of potential Investment Manager candidates. Specifically, it is seeking strategies with:

- sufficient assets under management, such that the Plan would not represent a significant percentage of total assets;
- an amount of assets sufficient to maintain the manager's commitment to providing supporting resources yet not so large as it would hinder effective implementation of the investment strategy;
- a well-defined investment process compatible with the investment objectives of the Plan that has been offered for at least three years;
- a verifiable track record that demonstrates consistent adherence to the stated investment approach;
- accessibility in an appropriate investment vehicle for the Plan such as a daily valued mutual fund, commingled trust, or separate account;
- historical risk and return characteristics that are consistent with the specified role; and

- performance that is generally competitive over long-term periods when compared to the stated benchmark and that of similar strategies offered in the marketplace.

Qualitative Selection Criteria

The Board has selected qualitative factors with the advice of the Investment Consultant that it believes are predictive of an Investment Manager's future success. These factors coincide with the Investment Consultant's standard rating methodology which assess the likelihood of out-performing the stated benchmark on a risk-adjusted basis. The qualitative factors are:

Idea Generation: Focuses on assessing the strength and quality of an investment manager's research capabilities. Areas emphasized include:

- Depth and competency of investment personnel
- Degree to which the structure of the investment team is conducive to success
- Team's skills at sourcing high value investment ideas
- Knowledge of the investable universe

Portfolio Construction: Focuses on assessing whether an investment manager effectively integrates its highest conviction ideas consistently by adeptly constructing the portfolio (i.e., these securities should represent a meaningful share of strategy assets). All else equal, it is expected that the Plan's active managers will effectively implement best ideas in their portfolios as opposed to a diffuse, benchmark-like portfolio construction.

Strategy Implementation: Focuses on assessing how well a manager manages assets in the strategy. Particular attention will be paid to the manager's ability to effect transactions and manage portfolio transaction costs. More broadly, scrutiny will be given to how a manager handles substantial cash flows from investments. Preference will be given to those managers that have demonstrated a history of managing the capacity of their strategies in the interest of investors.

Business Management: Focuses on identifying managers that run their firms in alignment with investor interests. Specific criteria evaluated include:

- Firm ownership
- Management
- Compensation of key personnel
- Personnel turnover
- Client turnover
- Investment fees

Quantitative Selection Criteria (Active Management):

Both long- and short-term quantitative factors will play a role in the evaluation of potential active investment manager candidates as well. The Board expects that over the long-run, exemplary active investment managers will distinguish themselves from the benchmark and the peer group. In the short-run, however, the Board believes, based on academic and practical research, that active

manager short-term performance is mean-reverting, and consequently, preference will be given to those high quality investment strategies that have demonstrated short-term underperformance.

Long-term quantitative measures (over a 10-year or longest available period):

- Demonstrated record of net-of-fee excess performance relative to the strategy's stated benchmark and peer group
- Risk-adjusted performance that is superior to the benchmark and peer group as judged by the strategy's Return/Risk Ratio or Information Ratio (average annualized excess return divided by annualized standard deviation of excess returns)

Short-term quantitative measures (over a 3-year period):

- Performance below the median of the strategy's peer universe

Quantitative Selection Criteria (Passive Management):

It is expected that passive Investment Manager candidates will have a history of tracking their stated benchmark within a reasonable range. Passive Investment Manager candidates will be assessed from a quantitative standpoint based on the tracking error of their respective index strategies. Preference will be given to those managers that demonstrate the lowest level of tracking error relative to comparable funds after fees.

Investment Manager Termination:

The expected term of an Investment Manager's tenure with the Plan will be 5-years. Under certain circumstances, however, it may be necessary to replace the manager due to deterioration in the Investment Consultant's formal rating of the Investment Manager's strategy.

Consultant ratings: The Consultant's rating of an investment strategy signifies its opinion as to the prospects for out-performance relative to a suitable benchmark, on a risk-adjusted basis, over a full market cycle (generally three to five years). The Consultant will rate strategies as having either above average, average, or below average prospects. The Investment Consultant will routinely apprise the Board of its current ratings of the Plan's Investment Managers.

If at any time during the Investment Manager's term, the Investment Consultant downgrades its formal rating of the investment strategy to average or below average, the Investment Consultant will communicate this to the Board. The Board will evaluate each downgrade on a case-by-case basis for a determination regarding whether the Investment Manager should be terminated or retained. In conducting its evaluation, the Board shall consider the specific circumstances regarding the downgrade, the risks/benefits for retaining the Manager, the length of time remaining until a future procurement for a like product is scheduled within the asset class, and any other factors which could have a material impact on the

likelihood of the Investment Manager to fulfill its investment mandate for the duration of its scheduled presence in the Plan. If the Board elects to terminate the Investment Manager, the Board shall consider all available options for the transfer of assets, including transfer to existing investment managers within a blended asset class fund-of-funds, a future manager selected as a result of procurement, or other options that are consistent with adherence to the mandate of the investment option under the Plan.

Investment Option Performance Standards

Each investment option's performance shall be evaluated based on qualitative and quantitative standards as outlined following.

Qualitative Standards

The following qualitative standards will be used in the evaluation of the Investment Managers:

- Adherence to stated investment philosophy, process, and stated guidelines
- Strength of investment process (e.g., idea generation, portfolio construction, transaction cost management, etc.)
- Organizational strength (i.e., the degree to which the firm is run in the interest of investors)
- Retention and attraction of key investment professionals associated with the management of the investment option
- Degree of transparency in disclosing relevant information that may have an adverse impact on performance

Quantitative Standards

- Investment Performance results will be measured net of fees against a respective market index and peer group median over rolling three- and five-year periods. Peer universes will be composed of institutional managed funds comprising comparable strategies.
- Volatility will be measured by the standard deviation of quarterly returns and should be reasonably comparable to each fund's respective market index and the respective peer group averages. Funds with greater volatility than their indices should earn commensurate with that incremental volatility.
- Passively managed strategies will be evaluated based on their degree of tracking relative to their stated benchmarks. It is expected that passive funds generally will track their stated benchmark with a reasonable tolerance.

Following are the investment return objectives for each Plan investment category. It is expected that the funds designated for each investment category will meet or exceed these performance objectives.

Investment Option	Comparative Manager Peer Group Universe Median 3 and 5 Years	Relative Market Index 3 and 5 Years
DCP Stable Value Fund	Stable Value Universe	Citigroup 3-month T-bill + 100bps
DCP Bond Fund	Core Bond Universe	Barclays Capital US Aggregate Bond Index
DCP Risk Profile Portfolios	N/A	Custom indices
DCP Large Cap Stock Fund	US Large Cap Core Universe	S&P 500 Index
DCP Mid Cap Stock Fund – Active Mid Value Mgr. – Active Mid Growth Mgr. – Passive Mgr.	US Mid Cap Core Universe US Mid Cap Value Universe US Mid Cap Growth Universe N/A	Russell Midcap Index Russell Midcap Value Index Russell Midcap Growth Index Russell Midcap Index
DCP Small Cap Stock Fund – Active Small Value Mgr. – Active Small Growth Mgr. – Passive Mgr.	US Small Cap Core Universe US Small Cap Value Univ. US Small Cap Growth Univ. N/A	Russell 2000 Index Russell 2000 Value Index Russell 2000 Growth Index Russell 2000 Index
DCP International Fund – Developed Int'l Mgr. – Emerging Markets Mgr. – International Small Cap	All Country World ex-US Universe Developed Int'l Universe Emerging Markets Universe Int'l Small Cap Universe	MSCI ACWI ex-US IMI Index MSCI EAFE Index MSCI Emerging Mkts Index MSCI EAFE Small Cap Index

Note: Bold indicates primary benchmark for fund of fund option