

Five-Year Investment C omparison


| (expressed in millions) | Fiscal Y ears ending J une 30, |  |  |  |  |
| :--- | ---: | ---: | ---: | ---: | ---: |
|  | 1996 | 1997 | 1998 | 1999 | 2000 |
| U.S. Equities | $\$ 1,585.5$ | $\$ 1,813.1$ | $\$ 2,199.3$ | $\$ 2,248.2$ | $\$ 2,197.6$ |
| Intl. Equities | 185.2 | 436.2 | 520.9 | 519.2 | 702.3 |
| U.S. Bonds | 779.7 | 982.5 | 912.7 | $1,572.3$ | $1,761.4$ |
| Intl. Bonds | 110.5 | 68.3 | 71.2 | 102.9 | 152.9 |
| Real Estate | 42.2 | 26.6 | 13.4 | 4.9 | $-*$ |
| Private Investments | 354.1 | 280.7 | 316.1 | 391.8 | 708.0 |
| Cash \& Equivalents | 191.7 | 185.9 | 418.5 | 58.8 | 141.6 |
| Totals | $\$ 3,248.9$ | $\$ 3,793.3$ | $\$ 4,452.1$ | $\$ 4,898.1$ | $\$ 5,663.8$ |

*less than 0.1\% under management

[^0]

# STATE OF DELAWARE <br> STATE BOARD OF PENSION TRUSTEES <br> AND <br> OFFICE OF PENSIONS 

540 S. duPont Highway, Suite \#1 Dover, DE 19901-4523

Telephone (302) 739-4208
W hen C alling Long D istance
Toll Free Number 1-800-722-7300
Fax \# (302) 739-6129

A ugust 22, 2000

D ear Board $M$ embers, Participants and Beneficiaries:
The Board of Pension Trustees Investment C ommittee (C ommittee) oversees the investment of the retirement funds of the D elaware Public Employees' Retirement System. The Committee's investment oversight includes the the nine retirement plans [State Employees', Special, N ew State Police, Judiciary, County \& M unicipal Police/ Firemen's (FICA and N on-FICA ), County \& M unicipal Other Employees', Volunteer Firemen's, Diamond State Port Corporation, and Closed State Police] that the Board administers and the three commingled pension funds [County \& M unicipal Police/ F iremen's COLA Fund, Post-R etirement Increase F und, and D elaware Local G overnment R etirement Investment Pool (D ELRIP)] that the Board manages.

The Committee consists of six members appointed by the Board. The Committee operates within the following investment objectives established by the Board:
-To realize a real return of $3 \%$ per year over long periods.
-To control portfolio risk so as to limit downside price fluctuation of the total F und.
-To realize as high a rate of total return as possible consistent with all of the above.
Investment decisions are further dictated by the Board's internal investment policy which requires a minimum of $20-25 \%$ of the total assets of the System to be invested in fixed income investments, such as bonds, cash equivalents, and certain real estate investments. The Committee monitors this policy with the assistance of the Investment A dvisor. A Iso, the Committee reviews prospective risk levels and rates of return of all classes of assets. H ence, the Committee assures investment diversification by selecting managers whose demonstrated performance reflects different management styles and asset class expertise. M ost importantly, the Committee closely monitors the performance of all investment managers, not only in relation to specific absolute objectives, but also in relation to other fund managers following the same investment objectives.

Board M embers, Participants and Beneficiaries
Page 2
A august 22, 2000

The Fund returned $16.8 \%$ for fiscal year 2000. The total Fund's annualized rate of return over the last five, ten, and fifteen years was $16.7 \%, 13.8 \%$, and $13.2 \%$, respectively. This long-term return is well in excess of the actuarial assumption rate of $8.5 \%$. A s reported by a major performance ranking comparison service, the System's investment performance ranks in the top decile for this fiscal year and in the top quartile of public funds for the three, five and ten year periods. For the period ending June 30, 2000, the Fund market value totaled $\$ 5.7$ billion representing a growth in assets of $\$ 766$ million.

On behalf of our Trustees, we thank our dedicated professional staff at the Office of Pensions, our investment advisor, and our money managers, who all work diligently to assure the successful operation of the Board of Pension Trustees Investment Committee.

Respectfully submitted,
Glow B. Ferrari:
Elva B. Ferrari, Chair Board of Pension Trustees Investment Committee

## Investment A ctivity

The U.S. stock markets performed well, but the bond markets were weak during the fiscal year ending J une 30, 2000. For the fiscal year, the S\&P 500 stock index returned $7.4 \%$ and the Lehman A ggregate bond index returned $4.6 \%$.

For the fiscal year, the D elaw are Public Employees' Retirement System (System) had a return of 16.8\%. This performance ranks the System in the top decile of public funds for this fiscal year and in the top quartile of public funds for the three, five and ten year periods.

Return data for the total System was calculated on a time-weighted basis in accordance with the standards of the A ssociation for Investment M anagement \& Research (A IM R ). Valuations, where available, are based on published national securities exchanges prices.

## Investment Philosophy and O bjectives

In the investment of public funds, adequate funding of employee pensions is a paramount concern. Excessive risk taking could jeopardize that funding. A n appropriate balance must be struck between risks taken and returns sought to ensure the long-term health and affordability of the plans involved. For over 20 years, the System has been managed to control the extent of downside risk to which assets are exposed while maximizing the potential for longterm gain.

Specific investment objectives are:

- To realize a real return (Fund less CPI) of 3\% per year over long periods (about 15 years).
- To control portfolio risk so as to limit downside price fluctuation of the total Fund in any 12 -month period.
- To realize as high a rate of total return as possible, consistent with all of the above.

To achieve these objectives, these investment policies are employed:

- Allocate a minimum of $20-25 \%$ of assets to fixed income investments such as bonds, cash equivalents, and certain real estate investments.
- M aintain a widely diversified portfolio, so as to minimize the risk of overexposure to any one market sector or investment style.
- Closely monitor the performance of all investment managers against specific absolute objectives and in relation to other managers following the same investment objectives.


## Investment Process

While the objectives and policies have been repeatedly reaffirmed, the implementation process undergoes continuous evolution. The increasing volume of investment information and the complexities of the global marketplace necessitate the ongoing development and use of advanced information systems. Computer technology is now used as a tool in every aspect of investment management, from asset allocation decisions to manager selection and performance measurement.

## G eneral M anagement

D uring each year, the Board carries out a number of general management practices to assure that the appropriate policies, controls, and resources are in place. A reas that are reviewed at least annually include:

- Investment objectives and policies based on an analysis of cash flow and liabilities.
- M anagement tools for decision making.
- Long term risk and return levels for various investment options.
- M anager organizations, performance, transaction costs, fees and expenses, proxy voting procedures, and adherence to investment philosophy.
- Fund performance versus externally measured universes of similar funds.
- Internal and external audits.
- Contacts with other leading state investment funds to compare management practices.
- Policy objectives and performance of the Private Program (including venture capital, limited partnerships, and private convertible bonds).


## Investment Section

## Investment Results

In Fiscal 2000, the investment process achieved:
-A time-weighted total return of $16.8 \%$ based on market values.
$\bullet$ - Payments of benefits and expenses exceeding net employer and member contributions by $\$ 58.7$ million.
$\bullet$ et interest and dividend income of $\$ 155.5$ million.

- $N$ et appreciation of $\$ 668.9$ million.
- $G$ rowth in total Fund assets from $\$ 4.9$ billion to $\$ 5.7$ billion.
$\bullet$ - verall volatility well below that of an all common stock portfolio.
The System is invested for long-term results and each single year's returns must be viewed in relation to longer periods.

|  | Fiscal Y ears Ending J une 30, |  |  |  |  | Five $Y$ ears ending 06/30/00* | $\begin{gathered} \text { Ten Y ears } \\ \text { ending } \\ 06 / 30 / 00^{*} \end{gathered}$ | Fifteen $Y$ ears ending 06/30/00* |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 1996 | 1997 | 1998 | 1999 | 2000 |  |  |  |
| Total Fund R eturn | 20.0\% | 17.8\% | 18.0\% | 11.1\% | 16.8\% | 16.7\% | 13.8\% | 13.2\% |
| Consumer Price Index (CPI) | 2.8\% | 2.3\% | 1.7\% | 2.0\% | 3.7\% | 2.5\% | 2.9\% | 3.2\% |
| Fund Real Return | 17.2\% | 15.5\% | 16.3\% | 9.1\% | 13.1\% | 14.2\% | 11.0\% | 10.0\% |

Chart I on page 47 summarizes the cash flows and total Fund returns for each of the last five fiscal years and the cumulative results for 5 -year and 10 -year periods ending J une 30, 2000.

Chart II on page 47 summarizes the total F und and asset class segment returns for each of the last five fiscal years and the annualized returns for the 3-year and 5-year periods ending J une 30, 2000.

Charts III and IV on page 48 show the quarterly cumulative total F und performance for the 5 -year and 10 -year periods ending J une 30, 2000 compared to indices representative of some of the asset classes in which the F und invests.

One investment objective is to achieve an annualized rate of total return over any 15 -year period that is at least 3 percentage points greater than inflation. The most recent 15 -year result is a real rate of return of $10.0 \%$ ( $13.2 \%$ Fund less $3.2 \% \mathrm{CPI}$ ) measured on a time-weighted basis. During this period, risk as measured by relative volatility, was approximately $51 \%$ of the level that would have been experienced by a fund invested $100 \%$ in the S\&P 500. The real rate of return from such a $100 \%$ stock portfolio would have been $16.0 \%$ ( $19.2 \%$ S\&P 500 less $3.2 \%$ CPI). These are not typical real rates of return and should not be expected going forward. The last 15 years encompassed periods of exceptional returns in both the bond and stock markets which are unlikely to be repeated.

Periods Ending J une 30, 2000
(All R eturns Greater T han One Y ear A re A nnualized)

Total Fund Return
S\&P 500 Index \% R eturn
Relative Return vs. S\&P 500 Index
Relative Risk vs. S\&P 500 Index

| Five Y ears | Ten Y ears | Fifteen Y ears |
| ---: | ---: | ---: |
| $16.7 \%$ | $13.8 \%$ | $13.2 \%$ |
| $23.8 \%$ | $17.8 \%$ | $17.6 \%$ |
| $70.1 \%$ | $77.7 \%$ | $74.8 \%$ |
| $55.3 \%$ | $57.3 \%$ | $51.1 \%$ |


| Chart I <br> C alculated Returns <br> (D ollar values expressed in thousands) (All returns for periods greater than one year are annualized) |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Fiscal Y ears Ending J une 30, |  |  |  |  | Five $Y$ ears ending | Ten $Y$ ears ending |
|  | 1996 | 1997 | 1998 | 1999 | 2000 | 6/30/00 | 6/30/00 |
| Beginning M arket Value | \$ 2,732.5 | \$3,248.9 | \$3,793.3 | \$ 4,452.1 | \$ 4,898.1 | \$2,732.5 | \$1,731.8 |
| N et Contributions/ (W ithdrawals) | (18.7) | (19.6) | (30.4) | (43.6) | (58.7) | (171.0) | (292.4) |
| $N$ et Investment Income | 113.7 | 123.8 | 130.2 | 126.9 | 155.5 | 650.1 | 1,132.6 |
| $N$ et A ppreciation/ (D epreciation) | 421.4 | 440.2 | 559.0 | 362.7 | 668.9 | 2,452.2 | 3,091.8 |
| Ending M arket Value | \$ 3,248.9 | \$3,793.3 | \$4,452.1 | \$4,898.1 | \$ 5,663.8 | \$ 5,663.8 | \$5,663.8 |
| Time W eighted Total Return on $M$ arket Value | 20.0\% | 17.8\% | 18.0\% | 11.1\% | 16.8\% | 16.7\% | 13.2\% |
| Consumer Price Index | 2.8\% | 2.3\% | 1.7\% | 2.0\% | 3.7\% | 2.5\% | 2.9\% |

## C hart II

Investment Performance Summary
(All returns for periods greater than one year are annualized)

|  | Fiscal Y ears Ending J une 30, |  |  |  |  | Three Y ears | Five $Y$ ears Ending 6/30/00 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Ending |  |
|  | 1996 | 1997 | 1998 | 1999 | 2000 | 6/30/00 |  |
| (1) Total Fund | 20.0\% | 17.8\% | 18.0\% | 11.1\% | 16.8\% | 15.3\% | 16.7\% |
| (2) Equity and Private Equity Segment** | 27.3\% | 14.4\% | 16.0\% | 11.2\% | 33.6\% | 19.9\% | 20.2\% |
| (3) Fixed Income and Cash Segment*** | 5.7\% | 7.3\% | 7.8\% | 6.1\% | 5.2\% | 6.4\% | 6.4\% |
| (4) Tactical A sset A llocation Segment**** | 19.3\% | 24.4\% | 27.0\% | 13.4\% | 7.0\% | 15.5\% | 18.0\% |
| Consumer Price Index* | 2.8\% | 2.3\% | 1.7\% | 2.0\% | 3.7\% | 2.4\% | 2.5\% |
| S\&P 500 Index | 26.1\% | 34.6\% | 30.2\% | 22.7\% | 7.4\% | 19.7\% | 23.8\% |
| R ussell 3000 Index | 26.0\% | 30.6\% | 28.8\% | 20.1\% | 9.6\% | 19.2\% | 22.8\% |
| M SCI EAFE Index | 13.3\% | 12.8\% | 6.1\% | 7.6\% | 17.2\% | 10.2\% | 11.3\% |
| Lehman Gov't Corp | 4.7\% | 7.8\% | 11.3\% | 2.7\% | 4.3\% | 6.0\% | 6.1\% |
| 90-D ay T-Bill | 5.1\% | 5.1\% | 5.1\% | 4.5\% | 5.5\% | 5.0\% | 5.1\% |
| 60/ 40 S\&P/ L ehman G ov't C orp M ix | 17.2\% | 23.4\% | 22.5\% | 15.2\% | 6.5\% | 14.6\% | 16.8\% |
| 60/ 40 M SCI W orld/ Salomon W G BI | 10.9\% | 14.7\% | 12.1\% | 11.5\% | 8.7\% | 10.8\% | 11.6\% |

[^1]
## Investment Section

## C hart III

T otal Return Performance C omparison-5 Y ears


Chart IV

T otal Return Performance C omparison - 10 Y ears


## List of L argest A ssets Directly Held*

as of J une 30, 2000 (excludes investments in pooled vehicles)

| Equities (Includes Convertibles) |  | M arket V alue |  | \% of Total F und |  | Shares/ Par (\$) |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| CISCO SYSINC |  | \$ | 33,942,820 | 0.60\% |  | 534,007 shares |
| THRUCOMM INC SR SUB DEBT 10.000\% 12/31/ 2004 |  |  | 20,475,000 | 0.36\% | \$ | 6,300,000 |
| GENERAL ELECTRIC CO |  |  | 15,582,000 | 0.28\% |  | 294,000 shares |
| INTEL CORP. |  |  | 14,785,838 | 0.26\% |  | 110,600 shares |
| VITRIA TECHNOLOGY INC. |  |  | 12,356,908 | 0.22\% |  | 202,158 shares |
| ORACLE CORP. |  |  | 11,197,125 | 0.20\% |  | 133,200 shares |
| SERACAREINC. SUB DEBT 12.000\% 02/ 13/ 2005 |  |  | \$ 11,002,421 | 0.19\% | \$ | 7,858,872 |
| EQUITY OFFICE PPTYS TR |  |  | 10,573,967 | 0.19\% |  | 383,636 shares |
| PFIZERINC. |  |  | 10,302,000 | 0.18\% |  | 214,625 shares |
| FOUNDRY NETWORKSINC. |  |  | 9,829,490 | 0.17\% |  | 89,359 shares |
|  | Total | \$ | 150,047,569 | 2.65\% |  |  |


| Fixed Income | M arket V alue | \% of Total F und | Par (\$) |
| :---: | :---: | :---: | :---: |
| UNITED STATES TREAS NTS 6.375\% 09/30/2001 | \$ 27,951,840 | 0.49\% | \$ 28,000,000 |
| UNITED STATES TREAS NTS 5.875\% 10/31/2001 | 25,796,940 | 0.46\% | \$ 26,000,000 |
| UNITED STATES TREAS NTS 6.250\% 02/28/2002 | 25,412,280 | 0.45\% | \$ 25,500,000 |
| UNITED STATES TREAS NTS 5.875\% 11/30/2001 | 19,837,400 | 0.35\% | \$ 20,000,000 |
| UNITED STATES TREAS NTS 6.250\% 06/30/2002 | 15,456,445 | 0.27\% | \$ 15,500,000 |
| UNITED STATES TREAS NTS 5.875\% 09/30/2002 | 14,339,195 | 0.25\% | \$ 14,500,000 |
| UNITED STATES TREAS NTS 8.125\% 08/15/2021 | 12,559,282 | 0.22\% | \$ 10,280,000 |
| UNITED STATES TREAS NTS 6.375\% 04/30/2002 | 9,987,500 | 0.18\% | \$ 10,000,000 |
| FEDERAL NATIONAL MTG ASSN NT 5.750\% 04/ 15/ 2003 | 9,915,597 | 0.18\% | \$ 10,240,000 |
| FEDERAL NATIONAL MTG ASSN NT 5.750\% 07/ 15/ 2003 | 9,657,800 | 0.17\% | \$ 10,000,000 |
| Total | \$ 170,914,279 | 3.02\% |  |

[^2]
## New Economy - Old Economy



Cell phones, laptop computers and the Internet are among the dramatic technologies of the new millennium. The companies that provide these products and services are growing rapidly and their stock prices have risen substantially. M any stock market analysts now refer to this group of companies as the "new economy". In contrast, companies that make everyday items like cars, washing machines, soap and toothpaste are now referred to as the "old economy".

These "new economy" technologies have been the clear winners in the stock market during the last five years. The table below shows the percent return from the technology sector of the S\&P 500 stock market index compared to the total return for the S\&P 500 stock market index excluding the technology sector.
Technology
Sector

Return $\quad$| S\&P 500 |
| ---: |
| excluding |
| Technology |

D uring these five years, the technology sector grew from 9\% of the total market value of the S\&P 500 index at the end of 1994 to $30 \%$ of the total market value at the end of 1999.

The D elaware R etirement F und has participated in these "new economy" technology stocks in two ways. First, the fund has owned many of the large publicly traded technology stocks. Second, the fund has participated in a number of venture capital partnerships that invest in small technology companies before their stock becomes publicly traded. W hen these private technology companies issue public stock for the first time (an initial public offering, or IPO), the fund benefits from the difference between the public stock price and the original private stock cost.

However, it is important to understand that both the technology sector returns and the total stock market returns have been substantially above average during the last five years. The table below presents the annualized returns for the five-year periods of the last three decades.

| Technology <br> Sector <br> Return | S\&P500 <br> excluding <br> Technology |  |
| ---: | ---: | ---: |
|  | $-10.6 \%$ | $-1.1 \%$ |

The stock market success of these "new economy" companies during the last five years presents important challenges for the future. The stock prices for these companies are much higher than they were a few years ago. Investors are expecting their rapid growth to continue. In our dynamic economy, however, there is always the next wave of new products and services just waiting to be invented, and many of the "old economy" companies are rapidly incorporating these new technologies into their existing businesses. D o today's stock prices reflect the changes that will occur? Of course, no one knows for sure. But it is probably too much to expect that the stock market returns of these "new economy" companies will be as high for the next five years as they have been for the last five years.

## A sset Allocation

To achieve investment objectives, monies are deployed in diverse asset classes offering the risk and return characteristics desired. The following chart illustrates the diversification of assets at the end of the fiscal year. The accompanying table shows the 5 -year history and trends in asset allocation. For these asset classifications, the Pooled Equity and Fixed Income A ccounts are included in their respective equity and fixed income asset classes; and, therefore, are different from the asset classes used in the financial section on pages 20-21.

## A sset A llocation as of 6/ 30/ 2000



|  | Fiscal Y ears ending June 30, |  |  |  |  |
| :--- | ---: | ---: | ---: | ---: | :---: |
|  | 1996 | 1997 | 1998 | 1999 | 2000 |
| U.S. Equities | $48.8 \%$ | $47.8 \%$ | $49.4 \%$ | $45.3 \%$ | $38.8 \%$ |
| Intl. Equities | $5.7 \%$ | $11.5 \%$ | $11.7 \%$ | $10.5 \%$ | $12.4 \%$ |
| U.S. Bonds | $24.0 \%$ | $25.9 \%$ | $20.5 \%$ | $31.6 \%$ | $31.1 \%$ |
| Intl. Bonds | $3.4 \%$ | $1.8 \%$ | $1.6 \%$ | $2.1 \%$ | $2.7 \%$ |
| R eal E state | $1.3 \%$ | $0.7 \%$ | $0.3 \%$ | $0.1 \%$ | $0.0 \%^{*}$ |
| Private Investments | $10.9 \%$ | $7.4 \%$ | $7.1 \%$ | $9.2 \%$ | $12.5 \%$ |
| Cash \& Equivalents | $5.9 \%$ | $4.9 \%$ | $9.4 \%$ | $1.2 \%$ | $2.5 \%$ |

*less than $0.1 \%$ under management

Individual investment managers are selected for each asset class based on a rigorous set of performance and organizational criteria. In addition to a proven track record of managing a given class of assets, they must have a clearly stated and consistently applied investment policy and decision making process, continuity of personnel, and a well-defined plan for retaining key personnel and controlling growth.


#### Abstract

All investment managers are expected to meet and maintain a number of organizational and performance criteria in order to continue as managers. One manager was terminated during the fiscal year, one manager had its responsibilities reduced, one real estate fund terminated, and six managers were given additional responsibilities in the area of private equity. At the end of the fiscal year, the money managers of the F und and their responsibilities were:


## Investment M anager

## U.S. Equities

 Barclays G lobal Investors Cadence Capital M anagement Fidelity M anagement Trust Co. Froley, Revy Investment Co. Lincoln Capital M anagement M ellon Capital M anagement O aktree C apital M anagementT. Rowe Price A ssociates

Trinity Investment M anagement
International Equities
Barclays G lobal Investors
M ellon Capital M anagement
O aktree Capital M anagement
U.S. Bonds

Lincoln Capital M anagement M ellon Capital M anagement T. Rowe Price A ssociates Loomis Sayles \& Company LPP

Real Estate
A llegis Realty Investors LLC
Private Investments
A ccel Partners
A dvanced Technology Ventures
Brentwood A ssociates
The Carlyle Group
Cherry Tree Ventures
Coller Isnard Ltd.
Equity Linked Investors
M eriTech Capital Partners
O aktree C apital $M$ anagement
O ne Liberty Ventures
ONSET Enterprise A ssociates
Pecks Partners
Spectra Enterprise A ssociates
Summit Ventures
T. Rowe Price Recovery Fund
T. Rowe Price Threshold Funds

TCW A sset M anagement
Trident M anagement
W eston Presidio Capital

## Cash \& Equivalents

T. Rowe Price A ssociates

Responsibility

Equities 1977
Equities 1989
Equities 1995
Convertible Securities 1984
Equities 1978
Equities 1984
Convertible Securities 1995
Equities 1971
Equities 1982

International Equities 1999
International Equities 1996
International Convertible Securities 1995

Fixed Income 1995
Fixed Income 1984
Fixed Income 1996
Fixed Income 1998

Real Estate 1979

Venture Capital 1984
Venture Capital 1990
Venture Capital 1983
Private Equity 1996
Venture Capital 1984
Venture Capital 1994
Private Equity 1984
Venture Capital 1999
Distressed Debt 1997
Venture Capital 1982
Venture Capital 1989
Private Equity 1986
Venture Capital 1986
Venture Capital 1988
Distressed D ebt 1988
Venture Capital 1984
Distressed D ebt 1990
Venture Capital 1999
Venture Capital 1995

Cash \& Equivalents 1983

## Investment Section

| Investment Summary <br> (D ollar values expressed in thousands) | M arket Value as of June 30, 2000 | Percent of Total Investment A ssets | Total FY 2000 Investment Fees | $\begin{aligned} & \text { Basis } \\ & \text { Points } \end{aligned}$ |
| :---: | :---: | :---: | :---: | :---: |
| Equities |  |  |  |  |
| U.S. Equities | \$ 2,197,570 | 38.8\% |  |  |
| Intl. Equities | 702,316 | 12.4\% |  |  |
| Sub-Total | \$ 2,899,886 | 51.2\% | \$ 10,507 |  |

Fixed Income
U.S. Bonds

Intl. Bonds


Other A sset Allocations
Real Estate
Private Investments
Cash \& Equivalents

|  | \$ | 707,980 | 12.5\% |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 141,596 | 2.5\% |  |  |
| Sub-Total | \$ | 849,576 | 15.0\% |  |  |

Other Investment Services
Custodian/ Investment A dvisor Fees
Pension Office Support Staff Expenses
Grand Totals $\xlongequal{\$ 5,663,841} \xlongequal{100.0 \%} \xlongequal{\$ 21,368} \xlongequal{26 b^{*}}$

* Other fees include P rivate I nvestment fees detailed on page 30. These fees have been excluded from the basis point calculation since they have already been netted from income.


## Schedule of Broker C ommissions

The System has no commission recapture, directed payment, or "soft dollar" arrangements. Broker selection is the responsibility of individual investment managers.
A ppendix A (pages 55-57) is a complete schedule of all commissions paid during Fiscal 2000. A ppendix B (on page 58 ) is a schedule of commissions paid during Fiscal 2000 which totaled over $\$ 20,000$.

## A ppendix - A

## Broker C ommission Summary for Fiscal Y ear 2000

| Broker | \# of Shares | Commission Per Share | Total Dollar A mount of Trades | Total Commission |
| :---: | :---: | :---: | :---: | :---: |
| ABEL NOSER CORPORATION | 108,800 | \$0.02 | \$2,294,638.59 | \$2,278.60 |
| ABN AMRO INCORPORATED | 235,700 | \$0.02 | \$2,068,698.91 | \$5,549.84 |
| ADAMS HARKNESS \& HILL | 6,000 | \$0.05 | \$189,242.47 | \$300.00 |
| ADVESTINC | 4,400 | \$0.05 | \$35,540.78 | \$220.00 |
| ARNESON, KERCHEVILLE, EHRENBERG | 16,000 | \$0.05 | \$412,584.75 | \$800.00 |
| ARNHOLD \& S. BLEICHROEDER, INC. | 2,900 | \$0.05 | \$115,903.00 | \$145.00 |
| AUTRANETINC. | 221,100 | \$0.04 | \$7,547,047.77 | \$8,599.50 |
| AVALON REASEARCH GROUPINC | 9,800 | \$0.05 | \$624,836.38 | \$490.00 |
| BAIRD ROBERT W | 68,100 | \$0.05 | \$1,758,764.37 | \$3,455.00 |
| BAKER WATTS (FERRIS,INC) | 12,600 | \$0.05 | \$328,942.17 | \$677.50 |
| BANC/AMERICA SEC, LCC, | 410,250 | \$0.05 | \$8,139,633.56 | \$20,512.50 |
| BANK OF AMERICA-MONTGOMERY SEC | 31,100 | \$0.05 | \$1,458,901.00 | \$1,555.00 |
| BARING SECURITIESINC. | 2,800 | \$0.05 | \$157,695.49 | \$140.00 |
| BARRINGTON RESEARCH ASSOCIATES | 23,308 | \$0.05 | \$284,907.73 | \$1,177.40 |
| BB\&T CAPITAL MARKETS | 15,000 | \$0.05 | \$626,137.49 | \$750.00 |
| BEARS STEARNS \& CO | 3,557,605 | \$0.05 | \$109,250,276.04 | \$176,474.99 |
| BERNARD, HEROLD \& COINC. | 5,000 | \$0.05 | \$109,619.08 | \$250.00 |
| BERNSTEIN SANFORD \& COINC | 140,000 | \$0.05 | \$4,685,897.64 | \$7,000.00 |
| BLACK AND COM PANY | 1,700 | \$0.05 | \$59,871.26 | \$85.00 |
| BLAIR (WILLIAM) \& CO | 16,100 | \$0.05 | \$1,389,676.59 | \$805.00 |
| BLAYLOCK PARTNERSHIP L P | 1,000 | \$0.05 | \$59,310.52 | \$50.00 |
| BLOOM BERG | 1,188,400 | \$0.02 | \$42,121,780.04 | \$23,768.00 |
| BNY ESI \& CO-ALPHA DIVISION | 4,100 | \$0.05 | \$122,862.86 | \$205.00 |
| BRADFORD, J.C. \& CO | 14,000 | \$0.05 | \$246,782.99 | \$700.00 |
| BRIDGE TRADING CO. | 353,900 | \$0.05 | \$7,680,614.63 | \$16,746.00 |
| BROADCORT CAP CORP/ SUB OF M LPFS | 2,400 | \$0.03 | \$77,646.76 | \$72.00 |
| BROW N BROTHERS HARRIMAN \& CO | 10,300 | \$0.05 | \$316,129.59 | \$541.50 |
| BT ALEX BROWN INCORPORATED | 3,000 | \$0.05 | \$50,648.70 | \$150.00 |
| B-TRADE SECURITIES LLC | 1,566,510 | \$0.02 | \$41,337,998.92 | \$31,348.60 |
| BUNTING WARBURG INCORPORATED | 48,400 | \$0.03 | \$329,631.53 | \$1,537.90 |
| BYN ESI \& CO-ALPHA DIVISION | 4,500 | \$0.05 | \$382,337.85 | \$225.00 |
| CANACCORD CAP CORP/CDS | 103,400 | \$0.05 | \$660,432.84 | \$4,978.61 |
| CANTOR FITZGERALD \& CO | 1,072,067 | \$0.04 | \$23,440,483.68 | \$44,040.68 |
| CAPITAL IN STITUTIONAL SVCS | 15,300 | \$0.05 | \$624,469.62 | \$695.00 |
| CHAPIN DAVIS | 153,600 | \$0.05 | \$3,435,670.42 | \$7,680.00 |
| CHARLES SCHWAB | 2,200 | \$0.05 | \$60,126.00 | \$110.00 |
| CHASE HAM BRECHT \& QUIST | 8,200 | \$0.05 | \$544,972.00 | \$410.00 |
| CIBC OPPENHEIMER CORP | 1,146,585 | \$0.05 | \$33,896,332.52 | \$51,612.40 |
| CITATION GROUP, THE | 288,200 | \$0.05 | \$7,144,212.71 | \$14,590.00 |
| CONNING \& CO/BCC CLRG | 40,800 | \$0.05 | \$993,605.74 | \$2,040.00 |
| CORRESPONDENT SERVICES CORP | 7,600 | \$0.03 | \$147,997.93 | \$238.00 |
| COWEN \& COMPANY | 81,850 | \$0.05 | \$2,845,478.97 | \$4,092.50 |
| CREDIT SUISSE FIRST BOSTON CORP | 1,582,000 | \$0.04 | \$48,225,662.58 | \$69,091.00 |

[^3]| Broker C ommission Summary (continued) |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | \# of | Commission | Total Dollar | Total |
| Broker | Shares | Per Share | A mount of Trades | Commission |
| DAIN RAUSCHERINCORPORATED | 145,500 | \$0.05 | \$3,519,745.65 | \$7,690.00 |
| DA VIDSON, D.A., \& SOM PANY, INC | 371,600 | \$0.05 | \$7,250,605.21 | \$18,580.00 |
| DB CLEARING SECURITIES | 684,800 | \$0.05 | \$10,353,828.83 | \$34,831.50 |
| DL\& SECURITIES CORP | 73,700 | \$0.05 | \$1,939,877.08 | \$3,498.50 |
| DONALDSON LUFKIN JENRETTE | 2,247,047 | \$0.05 | \$64,764,663.82 | \$107,173.60 |
| DOWLING PARTNERS SECURITIESLLC | 24,700 | \$0.05 | \$233,858.29 | \$1,235.00 |
| DRESDNER SECURITIES (USA)INC | 57,600 | \$0.05 | \$1,138,932.18 | \$2,908.95 |
| EDGE SECURITIESINC | 4,500 | \$0.05 | \$127,810.33 | \$225.00 |
| EDWARDSA G\& SONSINC | 8,200 | \$0.05 | \$574,555.64 | \$410.00 |
| ESI SECURITIES COM PANY | 91,550 | \$0.04 | \$3,787,318.62 | \$3,970.00 |
| FACTSET DATA SYSTEM S, INC | 26,900 | \$0.05 | \$920,145.19 | \$1,350.50 |
| FIDELITY CAP MKTS (DIV OF NFSC) | 122,900 | \$0.04 | \$3,657,134.90 | \$4,781.00 |
| FIDELITY INST'L | 73,300 | \$0.05 | \$2,307,536.44 | \$3,665.00 |
| FIRST ALBANY CORP. | 73,600 | \$0.05 | \$2,230,164.66 | \$3,680.00 |
| FIRST ANALYSIS SECURITIES CORP | 21,500 | \$0.05 | \$541,270.83 | \$1,152.50 |
| FIRST OPTIONS OF CHICAGO | 45,000 | \$0.05 | \$361,396.28 | \$2,250.00 |
| FIRST UNION CAPITAL MARKETS | 358,600 | \$0.05 | \$8,708,203.09 | \$17,945.00 |
| FIRST UNION SECURITIES | 1,900 | \$0.05 | \$67,888.00 | \$95.00 |
| FOURTEEN RESEARCH CO | 700 | \$0.05 | \$19,040.73 | \$35.00 |
| FOX-PITT,KELTON,INC | 20,200 | \$0.05 | \$561,672.25 | \$1,010.00 |
| FRANK RUSSELL SEC/PAINE WEBBER | 10,800 | \$0.05 | \$462,849.45 | \$578.00 |
| FREIMARK, BLAIR \& CO INC/BCC CLRG | 2,000 | \$0.05 | \$54,995.60 | \$100.00 |
| FURMAN SELZLLC | 126,600 | \$0.06 | \$2,646,941.82 | \$7,077.00 |
| GERARD KLAUER MATTISON \& CO | 43,900 | \$0.05 | \$946,264.16 | \$2,207.50 |
| GOLDMAN SACHS \& CO | 1,814,400 | \$0.05 | \$56,242,844.43 | \$90,165.03 |
| GOLDSMITH \& HARRIS | 25,000 | \$0.05 | \$597,023.23 | \$1,250.00 |
| GREEN STREET ADVISORSINC | 197,000 | \$0.05 | \$4,664,933.96 | \$9,850.00 |
| HOAK BREEDLOVE WESNESKI \& CO | 19,800 | \$0.05 | \$490,008.03 | \$990.00 |
| HOWARD,WEIL,LABOUISSE,FRIEDRICHS | 60,900 | \$0.05 | \$1,288,520.35 | \$3,217.50 |
| HSBC SECURITIES, INC/JAMESCAPEL | 201,100 | \$0.02 | \$937,049.26 | \$4,860.40 |
| ING BARINGSLLC | 1,000 | \$0.05 | \$55,850.00 | \$50.00 |
| INSTINET | 2,446,429 | \$0.02 | \$60,009,906.86 | \$56,762.04 |
| INTERSTATE JOHNSON LANE CORP | 23,700 | \$0.05 | \$462,387.41 | \$1,185.00 |
| INVESTMENT TECHNOLOGY GROUP | 7,675,817 | \$0.02 | \$207,505,939.38 | \$154,617.34 |
| ISI GROUP,INC./BT ALEX BROWN INC | 64,200 | \$0.05 | \$1,394,394.16 | \$3,210.00 |
| JANNEY, M ONTGOMERY, \& SCOTT | 26,600 | \$0.05 | \$701,420.60 | \$1,330.00 |
| JB OXFORD \& COMPANY \#89925 | 7,600 | \$0.04 | \$236,297.13 | \$304.00 |
| JEFFERIES \& COINC | 852,231 | \$0.04 | \$18,589,034.78 | \$32,966.93 |
| JOHNSON RICE \& CO. | 43,500 | \$0.05 | \$672,853.38 | \$2,200.00 |
| JONES \& A SSOCIATES | 265,300 | \$0.04 | \$7,054,166.71 | \$11,337.00 |
| KEEFE, BRUYETTE \& WOODS | 24,100 | \$0.05 | \$998,285.86 | \$1,205.00 |
| KING,C.L. \& ASSOC. | 31,000 | \$0.05 | \$358,981.45 | \$1,550.00 |
| KLEINWORT, BENSON NORTH AMERICA | 7,000 | \$0.03 | \$112,570.73 | \$225.59 |
| KNIGHT SECURITIES, L.P. | 158,546 | \$0.03 | \$2,421,026.02 | \$4,756.38 |
| LAZARD FRERES \& CO | 26,900 | \$0.05 | \$374,147.65 | \$1,345.00 |
| LEERINK, SWANN \& CO. | 5,300 | \$0.05 | \$399,452.00 | \$265.00 |
| LEGG MASON WOOD WALKER | 805,800 | \$0.05 | \$18,509,282.56 | \$40,508.50 |
| LEHMAN BROTHERSINC | 878,300 | \$0.05 | \$22,726,376.29 | \$42,273.50 |
| LEWCO SEC/AGT HAM BRECHT \& QUIST | 88,800 | \$0.05 | \$3,196,228.21 | \$4,693.50 |
| LYNCH, JONES, \& RYAN | 5,500 | \$0.05 | \$193,356.82 | \$275.00 |
| MAXUSCORP | 16,800 | \$0.05 | \$490,194.32 | \$905.00 |
| MCDONALD \& CO | 99,200 | \$0.05 | \$2,117,406.85 | \$4,960.00 |
| MERRILL LYNCH PIER FEN SMITH | 1,590,972 | \$0.04 | \$39,016,383.94 | \$67,778.50 |
| MILLER,TABAK,HIRSCH \& COM PANY | 8,500 | \$0.04 | \$73,924.16 | \$340.00 |
| M ONNESS, CRESPI, HARDT \& CO INC | 3,000 | \$0.06 | \$77,227.50 | \$165.00 |
| MORGAN (J.P.) SECURITIESINC | 472,675 | \$0.05 | \$18,390,317.42 | \$21,588.75 |
| MORGAN KEEGAN \& COINC | 86,500 | \$0.05 | \$2,111,439.36 | \$4,395.00 |
| MORGAN STANLEY | 1,277,881 | \$0.05 | \$41,145,049.68 | \$58,595.33 |

## Broker C ommission Summary (continued)

|  | \# of | Commissions | Total Dollar | Total |
| :---: | :---: | :---: | :---: | :---: |
| Broker | Shares | Per Share | A mount of Trades | Commission |
| NATIONSBANC MONTGOMERY SEC'S/ SAN | 138,200 | \$0.06 | \$3,937,491.72 | \$8,243.00 |
| NATL INVESTOR SERV CORP \#82632 | 62,800 | \$0.03 | \$491,770.17 | \$2,009.60 |
| NEEDHAM \& COMPANY | 2,100 | \$0.05 | \$113,202.00 | \$105.00 |
| NESBITT BURNS SECURITIES, INC | 86,700 | \$0.03 | \$391,704.80 | \$2,513.50 |
| NEUBERGER \& BERMAN | 72,900 | \$0.05 | \$2,452,136.77 | \$3,652.50 |
| OFF THE RECORD RESEARCH | 1,200 | \$0.05 | \$134,520.00 | \$60.00 |
| OPPENHEIMER | 436,300 | \$0.04 | \$16,706,627.94 | \$17,452.00 |
| PAINE WEBBERJACKSON/CURTISINC | 574,700 | \$0.05 | \$15,247,490.28 | \$29,310.00 |
| PCS SECURITIES, INC | 19,500 | \$0.05 | \$1,178,102.90 | \$975.00 |
| PFORZHEIMER (CARLH.) \& CO NYC | 3,100 | \$0.06 | \$127,071.97 | \$170.50 |
| PIPER , JAFFRAY \& HOPWOOD | 2,600 | \$0.05 | \$130,066.00 | \$130.00 |
| PRUDENTIAL SECURITIES, INC | 811,600 | \$0.05 | \$17,408,730.07 | \$39,379.00 |
| QUAKER SEC | 850,900 | \$0.02 | \$26,602,857.68 | \$17,083.00 |
| RAYMOND JAMES\&ASSOCIATES | 49,900 | \$0.05 | \$848,327.18 | \$2,495.00 |
| RBC DOMINION SECURITIESCORP | 100,695 | \$0.05 | \$1,204,801.40 | \$4,948.75 |
| ROBERT BRANDT | 21,600 | \$0.03 | \$773,132.87 | \$648.00 |
| ROBERT W. BAIRD | 2,400 | \$0.05 | \$81,040.00 | \$120.00 |
| ROBERTSON, STEPHENS \& CO. | 339,311 | \$0.05 | \$9,440,237.25 | \$17,269.55 |
| ROBINSON HUMPHREY CO INC | 35,646 | \$0.05 | \$1,088,464.55 | \$1,782.30 |
| ROCHDALE SECURITIESCORP | 2,600 | \$0.21 | \$165,320.10 | \$535.00 |
| SALOM ON SMITH BARNEY | 866,100 | \$0.04 | \$22,732,962.85 | \$36,386.00 |
| SANDERS M ORRISMUNDY | 34,800 | \$0.05 | \$770,125.60 | \$1,740.00 |
| SANDLER O'NEILL \& PARTNERS, LP | 16,300 | \$0.05 | \$326,405.58 | \$815.00 |
| SANFORD BERNSTEIN | 41,700 | \$0.05 | \$1,883,274.00 | \$2,085.00 |
| SCHWAB (CHARLES) \& CO | 1,156,500 | \$0.03 | \$42,315,282.53 | \$33,860.00 |
| SCOTIA CAPITAL M KTS (USA)INC | 61,200 | \$0.04 | \$532,470.02 | \$2,373.60 |
| SEIFINL SERVICES,CO/MLPFS | 5,000 | \$0.05 | \$330,008.45 | \$250.00 |
| SG COWEN \& COM PANY | 31,800 | \$0.05 | \$1,859,842.00 | \$1,590.00 |
| SHARPE CAPITAL, INC. | 4,000 | \$0.05 | \$25,011.60 | \$200.00 |
| SMITH BARNEY INC | 754,550 | \$0.05 | \$18,718,074.22 | \$37,209.50 |
| SOUNDVIEW FINANCIAL | 6,600 | \$0.05 | \$325,882.00 | \$330.00 |
| SOUNDVIEW TECHNOLOGY GROUP INC | 40,000 | \$0.05 | \$904,887.15 | \$2,000.00 |
| SOUTHCOAST CAPITAL LLC | 70,000 | \$0.05 | \$856,412.39 | \$3,500.00 |
| SPEAR,LEEDS \& KELLOGG | 1,185,280 | \$0.03 | \$43,809,194.73 | \$32,086.45 |
| STANDARD \& POOR'S SECURITIESINC | 243,166 | \$0.05 | \$6,939,997.59 | \$12,158.30 |
| STATE ST BROKERAGE SVCSINC | 20,700 | \$0.05 | \$511,311.20 | \$1,035.00 |
| STEPHENS, INC. | 25,800 | \$0.05 | \$974,767.12 | \$1,290.00 |
| STUART, FRANKEL AND CO. | 859,700 | \$0.03 | \$45,585,105.47 | \$28,735.00 |
| SUNTRUST EQUITABLE SECURITIESCL | 10,700 | \$0.05 | \$258,254.13 | \$535.00 |
| SUTRO AND COM PANY INCORPORATED | 1,700 | \$0.05 | \$8,945.94 | \$85.00 |
| THOMAS WEISEL PARTNERS, LLC | 40,100 | \$0.05 | \$1,852,399.56 | \$2,005.00 |
| TROSTER SINGER CORP | 51,100 | \$0.02 | \$2,410,055.25 | \$885.50 |
| U.S. BANCORP PIPERJAFFRAY INC | 98,250 | \$0.05 | \$2,173,618.02 | \$4,912.50 |
| U.S. CLEARING INST TRADING | 87,200 | \$0.04 | \$2,878,105.82 | \$3,864.00 |
| UBS WARBURG | 21,100 | \$0.05 | \$773,749.00 | \$1,055.00 |
| VERITAS | 614,900 | \$0.03 | \$20,459,297.69 | \$15,372.50 |
| WACHOVIA SECURITIES | 9,200 | \$0.05 | \$139,691.66 | \$460.00 |
| WARBURG DILLON READ DTC\#645 | 265,900 | \$0.06 | \$7,033,798.19 | \$15,444.00 |
| WEEDEN AND CO | 386,000 | \$0.05 | \$8,395,968.55 | \$17,665.50 |
| WEISS PECK \& GREER | 6,400 | \$0.03 | \$366,115.07 | \$192.00 |
| WERE, J.B. | 151,800 | \$0.01 | \$196,405.60 | \$981.44 |
| WILLIAM BLAIR \& CO. | 30,000 | \$0.05 | \$1,674,896.00 | \$1,500.00 |
| YORK SECURITIESINC | 2,400 | \$0.03 | \$20,328.24 | \$76.80 |
| YORKTON SECURITIESINC. | 600 | \$0.03 | \$4,965.72 | \$19.20 |
| TOTALS: | 47,350,321 | \$0.037 | \$1,323,645,688.60 | \$1,774,335.85 |

A vg cents/share $=\mathbf{\$ 0 . 0 3 7 4 7}$

## Schedule of Broker C ommissions 0 ver \$20,000

The following is a list of brokers who received $\$ 20,000$ or more in commissions during F iscal Y ear 2000.

## A ppendix - B

Broker C ommission Summary for Fiscal Y ear 2000

| Broker | $\begin{array}{r} \text { \# of } \\ \text { Shares } \end{array}$ | Commission Per Share | Total Dollar A mount of Trades | Total Commission |
| :---: | :---: | :---: | :---: | :---: |
| BEARS STEARNS \& CO | 3,557,605 | \$0.05 | \$109,250,276.04 | \$176,474.99 |
| INVESTMENT TECHNOLOGY GROUP | 7,675,817 | \$0.02 | \$207,505,939.38 | \$154,617.34 |
| DONALDSON LUFKIN JENRETTE | 2,247,047 | \$0.05 | \$64,764,663.82 | \$107,173.60 |
| GOLDMAN SACHS \& CO | 1,814,400 | \$0.05 | \$56,242,844.43 | \$90,165.03 |
| CREDIT SUISSE FIRST BOSTON CORP | 1,582,000 | \$0.04 | \$48,225,662.58 | \$69,091.00 |
| MERRILL LYNCH PIER FEN SMITH | 1,590,972 | \$0.04 | \$39,016,383.94 | \$67,778.50 |
| MORGAN STANLEY | 1,277,881 | \$0.05 | \$41,145,049.68 | \$58,595.33 |
| INSTINET | 2,446,429 | \$0.02 | \$60,009,906.86 | \$56,762.04 |
| CIBC OPPENHEIMER CORP | 1,146,585 | \$0.05 | \$33,896,332.52 | \$51,612.40 |
| CANTOR FITZGERALD \& CO | 1,072,067 | \$0.04 | \$23,440,483.68 | \$44,040.68 |
| LEHMAN BROTHERSINC | 878,300 | \$0.05 | \$22,726,376.29 | \$42,273.50 |
| LEGG MASON WOOD WALKER | 805,800 | \$0.05 | \$18,509,282.56 | \$40,508.50 |
| PRUDENTIAL SECURITIES, INC | 811,600 | \$0.05 | \$17,408,730.07 | \$39,379.00 |
| SMITH BARNEY INC | 754,550 | \$0.05 | \$18,718,074.22 | \$37,209.50 |
| SALOM ON SMITH BARNEY | 866,100 | \$0.04 | \$22,732,962.85 | \$36,386.00 |
| DB CLEARING SECURITIES | 684,800 | \$0.05 | \$10,353,828.83 | \$34,831.50 |
| SCHWAB (CHARLES) \& CO | 1,156,500 | \$0.03 | \$42,315,282.53 | \$33,860.00 |
| JEFFERIES \& COINC | 852,231 | \$0.04 | \$18,589,034.78 | \$32,966.93 |
| SPEAR,LEEDS, \& KELLOGG | 1,185,280 | \$0.03 | \$43,809,194.73 | \$32,086.45 |
| B-TRADE SECURITIES LLC | 1,566,510 | \$0.02 | \$41,337,998.92 | \$31,348.60 |
| PAINE WEBBERJACKSON/CURTISINC | 574,700 | \$0.05 | \$15,247,490.28 | \$29,310.00 |
| STUART, FRANKEL AND CO. | 859,700 | \$0.03 | \$45,585,105.47 | \$28,735.00 |
| BLOOMBERG | 1,188,400 | \$0.02 | \$42,121,780.04 | \$23,768.00 |
| MORGAN (J.P.) SECURITIESINC | 472,675 | \$0.05 | \$18,390,317.42 | \$21,588.75 |
| BANC/AMERICA SEC, LCC, | 410,250 | \$0.05 | \$8,139,633.56 | \$20,512.50 |

G Iossary Of Terms U sed
Fair Value (M arket Value):
The value at which an investment could be sold in a transaction betw een a willing buyer and a willing seller. All assets with regularly traded markets are shown at the fair value as determined by the custodian bank based on quoted market values. All other assets are adjusted to market value monthly except real estate which is adjusted quarterly to appraised values, venture capital which is adjusted quarterly based on individual partnership procedures, and any private placement or partnership participation where values are supplied periodically by the respective management organizations in accordance with established procedures.

Time-W eighted Total Return:
The measure used for judging investment management of the $F$ und. It is based on market value and minimizes or eliminates any distortion in the rate of return caused by the timing of cash flows into or out of the F und.
Private Investments:
Private Investments include investments in V enture Capital, Private Equity, and certain Convertible Securities.

This report was prepared by Pension Office Staff with input from the B oard of Pension T rustees and the I nvestment Committee.


[^0]:    Note: For these asset classifications, the Pooled Equity and Fixed Income A ccounts are included in their respective equity and fixed income asset classes; and, therefore, are different from the asset classes used in the financial section on pages 20-21.

[^1]:    * A benchmark for establishing the Total Fund real return.
    ** Includes convertible securities and private equity; excludes equity portion of tactical asset allocation portfolios.
    *** Excludes fixed income and cash segments of tactical asset allocation portfolios.
    **** Comprises investment accounts which tactically rebalance among stocks, bonds and cash (including foreign stocks, bonds and cash beginning in 1997) to optimize the risk/ return characteristics of the mix. The underlying assets in these accounts are generally passively invested in index vehicles.

[^2]:    *A complete list of portfolio holdings is available for review upon request.

[^3]:    (continued on next page)

