

**Summary of Average Annual Returns  
for SPU 401(a) Plans**

Fund Performance Summary Average Annual Total Returns						March 31, 2006
Fund Name	1 Year	5 Year	10 Year	YTD 04/06/06	Morning Star Ratings*	Expense Ratio*
<b>Annuity</b>						
TIAA	4.75%	6.3%	6.7%			
<b>Real Estate</b>						
TIAA Real Estate Fund	15.92%	9.01%	9.03%	3.17%		0.66%
<b>International</b>						
CREF Global Equities	18.53%	5.60%	7.30%	7.84%	★ ★ ★	0.52%
Fidelity Overseas (00094)	30.22%	8.75%	7.97%	9.20%	★ ★ ★	0.93%
Fidelity Europe (00301)	28.58%	12.58%	11.37%	11.53%	★ ★ ★	1.15%
Fidelity Pacific Basin (00302)	44.10%	13.56%	7.66%	11.61%	★ ★ ★ ★	1.10%
<b>Growth</b>						
CREF Growth	14.22%	0.51%	5.32%	3.29%	★ ★ ★	0.50%
CREF Stock	16.33%	5.91%	8.58%	6.54%	★ ★ ★ ★ ★	0.48%
Fidelity Blue Chip Growth (00312)	10.88%	1.09%	6.62%	2.27%	★ ★ ★	0.64%
Fidelity Contrafund (00022)	21.35%	10.28%	11.90%	5.41%	★ ★ ★ ★ ★	0.91%
Fidelity Disciplined Equity (00315)	14.86%	5.73%	9.39%	5.52%	★ ★ ★ ★	0.89%
Fidelity Growth Company (00025)	28.57%	5.39%	10.39%	5.92%	★ ★ ★ ★	0.96%
Fidelity Magellan (00021)	15.89%	3.10%	7.86%	6.45%	★ ★ ★	0.57%
Fidelity OTC Portfolio (00093)	22.89%	6.51%	8.67%	6.14%	★ ★ ★	0.72%
<b>Growth &amp; Income</b>						
CREF Equity Index	13.85%	4.92%	8.88%	5.13%	★ ★ ★ ★ ★	0.43%
Fidelity Balanced (00304)	16.82%	9.48%	11.29%	4.58%	★ ★ ★ ★ ★	0.64%
Fidelity Equity-Income (00023)	13.35%	6.13%	9.40%	5.21%	★ ★ ★	0.69%
Fidelity Growth & Income (00027)	9.52%	3.09%	7.88%	3.87%	★ ★ ★	0.69%
Fidelity Puritan (00004)	9.69%	6.37%	8.67%	3.26%	★ ★ ★ ★	0.62%
Fidelity Fund (00003)	14.63%	4.47%	8.78%	5.34%	★ ★ ★	0.60%
Fidelity Spartan U.S. Equity Index (00650)	11.66%	3.83%	8.78%	4.30%	★ ★ ★	0.10%
<b>Balanced</b>						
CREF Social Choice	9.91%	5.37%	8.44%	2.47%	★ ★ ★ ★ ★	0.44%
Fidelity Asset Manager (00314)	9.37%	4.38%	7.88%	2.49%	★ ★ ★	0.73%
Fidelity Asset Manager: Growth (00321)	11.29%	4.07%	7.57%	3.38%	★ ★ ★	0.82%
Fidelity Asset Manager: Income (00328)	9.54%	6.14%	6.89%	2.42%	★ ★ ★ ★	0.60%
<b>Income</b>						
CREF Bond Market	2.14%	5.01%	6.13%	-1.01%	★ ★ ★ ★ ★	0.47%
CREF Inflation Linked Bond Fund	0.48%	6.85%	-	-2.89%		0.47%
Fidelity Ginnie Mae (00015)	2.29%	4.36%	5.64%	-0.78%	★ ★ ★ ★	0.45%
Fidelity Intermediate Bond (00032)	2.29%	4.79%	5.75%	-0.47%	★ ★ ★	0.47%
Fidelity Investment Grade Bond (00026)	2.69%	5.24%	6.05%	-0.72%	★ ★ ★ ★	0.47%
Fidelity Short-Term Bond (00450)	2.87%	3.87%	5.03%	0.51%	★ ★ ★ ★	0.47%
Fidelity U.S. Bond Index (00651)	2.25%	5.22%	6.28%	-0.84%	★ ★ ★ ★	0.32%
<b>Short Term</b>						
CREF Money Market	3.42%	1.95%	3.73%	1.09%		0.42%
Fidelity Ret. Money Market (00630)	3.48%	2.02%	3.75%	1.12%		0.42%
Fidelity Gov. Money Market (00631)	3.11%	1.99%	3.69%	1.10%		0.42%
<b>MARKET INDEXES as</b>						
<b>Standard and Poors 500 Index</b>	<b>11.73%</b>	<b>3.97%</b>	<b>8.95%</b>	<b>4.31%</b>		
<b>Russell 1000 Growth</b>	<b>13.14%</b>	<b>1.66%</b>	<b>6.50%</b>	<b>3.09%</b>		
<b>Russell 3000</b>	<b>14.28%</b>	<b>5.33%</b>	<b>9.19%</b>	<b>5.31%</b>		
<b>Russell 1000 Value</b>	<b>13.31%</b>	<b>7.79%</b>	<b>10.97%</b>	<b>5.93%</b>		

\*Morningstar rates mutual funds from one to five stars based on how well they've performed (after adjusting for risk and accounting for all sales charges) in comparison with similar funds.  
\*Morningstar and expense ratio evaluations vary based upon the date of review. Consult the web page [www.fidelity.com](http://www.fidelity.com) or [www.tiaa-cref.org](http://www.tiaa-cref.org) for details regarding these dates.