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

Fund Performance Summary Average Annual Total Returns — **December 31, 2007**

Fund Name	1 Year	5 Year	10 Year	YTD 01/02/08	Morning Star Ratings*	Expense Ratio*
Annuity						
TIAA	5.25%	4.76%	6.17%	5.25%		
Real Estate						
TIAA Real Estate Fund	13.80%	12.35%	9.79%	-0.01%		0.79%
International						
CREF Global Equities	10.07%	16.84%	6.37%	10.07%	★★★★	0.52%
Fidelity Overseas (00094)	21.82%	23.46%	9.27%	21.82%	★★★★	0.95%
Fidelity Europe (00301)	16.41%	26.68%	10.28%	16.41%	★★★	1.06%
Fidelity Pacific Basin (00302)	25.23%	24.99%	13.22%	25.23%	★★★★	1.19%
Growth						
CREF Growth	16.73%	11.99%	2.89%	16.73%	★★★	0.48%
Fidelity Blue Chip Growth (00312)	11.83%	10.24%	4.28%	11.83%	★★★	0.60%
Fidelity Contrafund (00022)	19.78%	17.99%	10.72%	19.78%	★★★★★	0.90%
Fidelity Disciplined Equity (00315)	10.84%	14.82%	7.21%	10.84%	★★★★	0.91%
Fidelity Growth Company (00025)	19.89%	18.77%	9.65%	19.89%	★★★★★	0.97%
Fidelity Magellan (00021)	18.83%	12.71%	6.31%	18.83%	★★★★	0.54%
Fidelity OTC Portfolio (00093)	26.14%	17.17%	8.59%	26.14%	★★★	0.96%
Growth & Income						
CREF Equity Index	4.70%	13.13%	5.90%	4.70%	★★★★★	0.41%
CREF Stock	7.99%	15.20%	6.60%	7.99%	★★★★★	0.47%
Fidelity Balanced (00304)	8.99%	13.89%	9.47%	8.99%	★★★★★	0.61%
Fidelity Equity-Income (00023)	1.40%	13.19%	6.70%	1.40%	★★★	0.68%
Fidelity Growth & Income (00027)	0.74%	8.41%	4.44%	0.74%	★★	0.68%
Fidelity Puritan (00004)	6.17%	11.24%	7.21%	6.17%	★★★★	0.60%
Fidelity Fund (00003)	16.81%	14.40%	6.96%	16.81%	★★★★	0.57%
Fidelity Spartan U.S. Equity Index (00650)	5.43%	12.72%	5.78%	5.43%	★★★	0.10%
Balanced						
CREF Social Choice	4.81%	9.57%	6.06%	4.81%	★★★★	0.43%
Fidelity Asset Manager 50% (00314)	6.33%	8.32%	5.93%	6.33%	★★★	0.71%
Fidelity Asset Manager 70% (00321)	7.20%	9.68%	5.09%	7.20%	★★★	0.80%
Fidelity Asset Manager 20% (00328)	4.77%	7.77%	5.88%	4.77%	★★★★	0.57%
Income						
CREF Bond Market	5.97%	4.16%	5.74%	5.97%	★★★★★	0.45%
CREF Inflation Linked Bond Fund	11.04%	5.76%	7.03%	11.04%	★★★★★	0.45%
Fidelity Ginnie Mae (00015)	6.76%	3.98%	5.38%	6.76%	★★★★	0.45%
Fidelity Intermediate Bond (00032)	3.96%	3.62%	5.37%	3.96%	★★★	0.45%
Fidelity Investment Grade Bond (00026)	2.59%	3.87%	5.45%	2.59%	★★★	0.45%
Fidelity Short-Term Bond (00450)	1.65%	2.76%	4.52%	1.65%	★★★	0.45%
Fidelity U.S. Bond Index (00651)	5.40%	4.25%	5.83%	5.40%	★★★★	0.50%
Short Term						
CREF Money Market	4.90%	2.84%	3.64%	0.03%		0.40%
Fidelity Trst Ret. Money Market (00630)	5.12%	2.96%	3.70%	5.12%		0.42%
Fidelity Trst Gov. Money Market (00631)	4.93%	2.87%	3.62%	4.93%		0.42%

***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 or www.tiaa-cref.org for details regarding these dates.