

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

Fund Performance Summary Average Annual Total Returns						December 31, 2008	
Fund Name	1	5	10		Morning Star	Expense	
	Year	Year	Year	YTD	Ratings*	Ratio*	
Annuity							
TIAA	5.25%	4.70%	6.12%	4.50%			
Real Estate							
TIAA Real Estate Fund	-14.15%	7.41%	7.29%	0.03%		0.84%	
International							
CREF Global Equities	-42.29%	-1.21%	-1.01%	2.26%	★ ★ ★	0.66%	
Fidelity Overseas (00094)	-47.32%	0.93%	1.26%	1.20%	★ ★ ★	0.95%	
Fidelity Europe (00301)	-44.02%	4.45%	2.11%	0.26%	★ ★ ★ ★	1.06%	
Fidelity Pacific Basin (00302)	-55.76%	-0.55%	3.53%	0.68%	★ ★	1.19%	
Growth							
CREF Growth	-39.78%	-3.64%	-4.94%	3.54%	★ ★ ★	0.63%	
Fidelity Blue Chip Growth (00312)	-38.60%	-4.34%	-3.61%	3.12%	★ ★ ★	0.58%	
Fidelity Contrafund (00022)	-37.16%	2.34%	2.83%	1.81%	★ ★ ★ ★ ★	0.89%	
Fidelity Disciplined Equity (00315)	-40.10%	-1.24%	-0.14%	3.56%	★ ★ ★ ★	0.91%	
Fidelity Growth Company (00025)	-40.90%	-0.24%	1.56%	3.59%	★ ★ ★ ★	0.94%	
Fidelity Magellan (00021)	-49.40%	-5.91%	-3.52%	3.79%	★	0.73%	
Fidelity OTC Portfolio (00093)	-45.98%	-2.56%	-1.30%	4.54%	★ ★	1.06%	
Growth & Income							
CREF Equity Index	-37.50%	-2.33%	-1.12%	2.68%	★ ★ ★	0.56%	
CREF Stock	-39.68%	-1.49%	-0.73%	3.07%	★ ★ ★	0.62%	
Fidelity Balanced (00304)	-31.31%	0.52%	3.51%	1.98%	★ ★ ★ ★	0.61%	
Fidelity Equity-Income (00023)	-41.64%	-3.56%	-0.08%	2.40%	★ ★	0.66%	
Fidelity Growth & Income (00027)	-50.89%	-9.18%	-5.12%	3.57%	★	0.68%	
Fidelity Puritan (00004)	-29.16%	-0.25%	2.00%	1.53%	★ ★ ★	0.61%	
Fidelity Fund (00003)	-40.33%	-1.68%	-1.13%	2.68%	★ ★ ★ ★	0.56%	
Fidelity Spartan U.S. Equity Index (00650)	-37.03%	-2.26%	-1.51%	2.73%	★ ★ ★	0.10%	
Balanced							
CREF Social Choice	-23.45%	0.23%	1.52%	1.54%	★ ★ ★ ★	0.59%	
Fidelity Asset Manager 50% (00314)	-27.80%	-1.67%	1.02%	1.85%	★ ★ ★	0.71%	
Fidelity Asset Manager 70% (00321)	-34.92%	-3.27%	-0.99%	2.51%	★	0.79%	
Fidelity Asset Manager 20% (00328)	-14.17%	1.75%	3.26%	0.87%	★ ★ ★ ★	0.56%	
Income							
CREF Bond Market	1.24%	3.53%	5.00%	-0.55%	★ ★ ★ ★	0.58%	
CREF Inflation Linked Bond Fund	-1.78%	3.84%	6.48%	-2.08%	★ ★ ★ ★	0.56%	
Fidelity Ginnie Mae (00015)	7.12%	4.96%	5.46%	0.34%	★ ★ ★ ★	0.45%	
Fidelity Intermediate Bond (00032)	-5.84%	1.39%	4.00%	-0.16%	★ ★ ★	0.45%	
Fidelity Investment Grade Bond (00026)	-7.12%	1.41%	3.88%	-0.09%	★ ★	0.45%	
Fidelity Short-Term Bond (00450)	-3.66%	1.28%	3.51%	-0.09%	★ ★ ★	0.45%	
Fidelity U.S. Bond Index (00651)	3.76%	4.02%	5.32%	-0.40%	★ ★ ★ ★	0.48%	
Life Cycle							
CREF		1 year	3 year	YTD			
Life Cycle 2010		-23.57%	-3.28%	0.92%	★ ★ ★	0.85%	
Life Cycle 2015		-26.94%	-4.35%	1.18%	★ ★ ★ ★	0.87%	
Life Cycle 2020		-30.33%	-5.68%	1.47%	★ ★ ★	0.88%	
Life Cycle 2025		-33.48%	-6.94%	1.65%	★ ★ ★	0.92%	
Life Cycle 2030		-36.54%	-8.12%	1.84%	★ ★ ★ ★	0.94%	
Life Cycle 2035		-38.18%	-8.62%	2.00%	★ ★ ★	1.00%	
Life Cycle 2040		-38.14%	-8.27%	1.96%	★ ★ ★	0.97%	
Life Cycle 2045		-38.92%		1.90%		5.21%	
Life Cycle 2050		-38.94%		2.06%		5.21%	
Life Cycle Retirement Income		-17.49%		0.51%		1.47%	
Fidelity		1 year	5 year	10 year%			
Freedom Income Fund (00369)		-12.14%	1.10%	2.79%	0.63%	★ ★ ★ ★	0.49%
Freedom 2000 Fund (00370)		-14.00%	1.00%	2.76%	0.80%	★ ★ ★	0.51%
Freedom 2005 Fund (01312)		-24.45%	0.01%		1.31%	★ ★	0.64%
Freedom 2010 Fund (00371)		-25.32%	-0.05%	2.24%	1.35%	★ ★	0.65%
Freedom 2015 Fund (01313)		-27.15%	0.13%		1.40%	★ ★ ★ ★	0.67%
Freedom 2020 Fund (00372)		-32.12%	-0.59%	1.46%	1.79%	★ ★ ★ ★	0.72%
Freedom 2025 Fund (01314)		-33.66%	-0.84%		1.94%	★ ★	0.73%
Freedom 2030 Fund (00373)		-36.93%	-1.33%	0.68%	2.05%	★ ★ ★ ★	0.76%
Freedom 2035 Fund (01315)		-37.76%	-1.46%		2.24%	★ ★ ★	0.77%
Freedom 2040 Fund (00718)		-38.80%	-1.62%		2.33%	★ ★ ★	0.78%
Freedom 2045 Fund (01617)		-39.15%			2.43%		0.78%
Freedom 2050 Fund (01618)		-40.61%			2.48%		0.80%
Short Term							
CREF Money Market		2.44%	3.18%	3.34%	0.00%	0.54%	
Fidelity Trst Ret. Money Market (00630)		2.93%	3.37%	3.46%	0.03%	0.42%	
Fidelity Trst Gov. Money Market (00631)		2.37%	3.18%	3.33%	0.01%	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.