WORKPLACE SAFETY AND INSURANCE BOARD

2009
First Quarter Report to Stakeholders

For the Quarter Ended
March 31, 2009

WSIB ONTARIO Workplace Safety & Insurance Board
CSPAAT Commission de la sécurité professionnelle et de l'assurance contre les accidents du travail

ROAD TO ZERO

MANAGEMENT'S DISCUSSION AND ANALYSIS

Introduction

Management's discussion and analysis (MD&A) commentary is as of the end of the first quarter 2009. This unaudited quarterly report is prepared in accordance with Canadian generally accepted accounting principles (GAAP). The MD&A should be read in conjunction with the audited consolidated financial statements.

The information in the MD&A necessarily includes amounts based on informed judgments and estimates. Forward-looking statements contained in this discussion represent management's expectations, estimates, and projections regarding future events based on the information currently available, involving assumptions, inherent risks, and uncertainties. Readers are cautioned that actual results in the future may differ materially from projections in cases where future events and circumstances do not occur as expected.

Investment Administration and Reporting

Effective January 1, 2009, the WSIB implemented asset pooling as part of its investment administration. Under asset pooling, the investment assets of the WSIB and the WSIB Employee's Pension Plan are pooled with each fund's economic interest represented by units held in the pools.

Asset pooling improves the efficiency and flexibility of investment fund operations and asset allocation. Asset pooling allows for improved investment operations of the funds and provides a broader, more diversified choice of investment strategies. Pooled investment structures are often used in both the public and private sectors.

The full amount of the pooled assets are included on the balance sheet categorized as Investments and offset by the "Employees' Pension Plan interest in pooled investments" in accordance with GAAP.

Financial Results

First quarter 2009 revenues fell short of total benefit costs and other expenses by $993 million, an increase of $704 million from the $289 million shortfall of total benefit costs and other expenses incurred in the first quarter 2008. This increase primarily relates to a decrease in investment revenue combined with higher benefit costs.

The 2009 results reflect the continued weaknesses in global equity and credit market conditions in the first quarter. A decline in the value of public equities through March 31, 2009 continues to impact the WSIB's investment revenue. Benefit costs also increased significantly due to a number of factors highlighted below.

Unfunded Liability

Due mainly to the investment decline, the unfunded liability has increased to $12,380 million at the end of the first quarter 2009. This is $911 million higher than at the end of 2008, when it was $11,469 million.

The comprehensive loss is $911 million for the first quarter 2009 compared with a comprehensive loss of $602 million for the first quarter 2008.

As a result, the WSIB's funding ratio is 50.4 per cent at the end of the first quarter 2009 compared with 53.5 per cent at December 31, 2008.

Investment Revenue

2009 commenced with continued difficulty in equity markets though declines were less dramatic compared to fourth quarter 2008. Banking stocks continued to perform poorly due to investor concerns over their ability to survive the economic slowdown. These same banking stocks led a strong March rally in equity markets. However, there remains some skepticism that the worst has passed for both financial markets and the global economy, leaving the outlook uncertain.

An investment loss of $685 million was recorded in the first quarter 2009, compared with investment loss of $64 million for the same period in 2008 – a quarter-over-quarter decrease of $621 million. The total fund returns as at March 31, 2009 was negative 4.3 per cent compared with negative 2.7 per cent as at 1st quarter 2008. The fund outperformed its benchmark by 0.3 per cent partly due to asset allocation (underweight equities and overweight bonds) as well the WSIB equity manager team had strong relative outperformance.

Governments around the world have introduced measures intended to instill confidence in financial markets and put the economy on the path to recovery. Looking ahead, it remains unclear whether the combination of monetary and fiscal responses underway can avert worse outcomes but an extended period of sub-par growth seems likely.

To address the rapidly changing financial market uncertainty, the WSIB has taken steps to diversify drivers of investment performance, as well as strengthen governance and oversight activity.

Premium Revenue

Premium revenue was $887 million for the first quarter 2009 compared with $942 million in the first quarter 2008. This $55 million decrease results from lower premium revenue in sectors such as Automotive, Construction, Forestry, Manufacturing and Transportation. The pressures of depressed markets and decreased consumer demand continue to impact these sectors of the provincial economy. WSIB's average premium rate remained unchanged in 2009 at $2.26 per $100 of covered payroll. Bad debts increased as employers face the challenges of operating in the current economic climate with difficult credit conditions.

Benefit Costs

Benefit costs were $1,177 million for the first quarter 2009 compared with $1,044 million for the first quarter 2008. The increase of $133 million is primarily due to an increase in the change in the benefit liabilities. In the first quarter 2009 the increase in the benefit liability was $229 million compared with $145 million at the end of the first quarter 2008. The $84 million increase relates primarily to changes stemming from federal and provincial income tax changes announced in the first quarter 2009 and changes in claims inventory. As WSIB benefits are based on pre-injury net earnings, a reduction in federal or provincial tax increases benefits payable to injured workers and the WSIB's benefit liabilities.

Loss of Earnings and Health-care benefit payments also increased in the first quarter 2009 compared to the first quarter 2008 due to increased inventory of Loss of Earnings claims and an increase in health-care utilization rates.

Outlook

External environmental factors are creating significant challenges for the WSIB including the economic uncertainty and global financial crisis, significant changes to Ontario's demographics, the composition of Ontario's industrial base and the nature of work that will affect WSIB's covered workforce. During these unprecedented times, the WSIB remains committed to working with system partners to implement its Five-Year Strategic Plan: *The Road to Zero*. To meet the economic challenges, the WSIB is being creative, innovative and collaborative as it looks for administrative efficiencies that will help to reduce costs while maintaining the high levels of service that Ontario's workers and employers are used to experiencing when they deal with the WSIB.

During the second quarter 2009 financial markets showed some improvements which if sustained would lead to a corresponding reduction in the unfunded liability. Throughout 2009 the WSIB will continue to focus on improving organizational effectiveness and demonstrating our commitment to responsible stewardship in all aspects of our business.

INTERIM CONSOLIDATED FINANCIAL STATEMENTS (unaudited)

WORKPLACE SAFETY AND INSURANCE BOARD

CONSOLIDATED BALANCE SHEET (unaudited)

($ millions)	March 31, 2009	Dec. 31, 2008
ASSETS		
Cash and cash equivalents	$24	$141
Receivables	898	874
Investments (note 3)	12,826	11,987
Property, equipment and other assets	212	205
	$13,960	**$13,207**
LIABILITIES		
Payables and accruals	$927	$853
Long-term debt	89	91
Loss of Retirement Income Fund	869	890
Employee benefit plans	499	502
Benefit liabilities	22,569	22,340
	24,953	**24,676**
Employees' Pension Plan interest in pooled investments (note 3)	1,387	–
UNFUNDED LIABILITY		
Accumulated excess of expenses over revenues	(12,910)	(11,917)
Accumulated other comprehensive income	530	448
	(12,380)	**(11,469)**
	$13,960	**$13,207**

CONSOLIDATED STATEMENT OF OPERATIONS (unaudited)

For the periods ended March 31

($ millions)	2009	2008
GROSS REVENUE	$203	$878
CURRENT OPERATIONS		
REVENUES		
Premiums for the period	$634	$686
Investments (note 3)	(685)	(64)
Other income	1	-
	(50)	**622**
EXPENSES		
Benefit costs	1,177	1,044
Loss of Retirement Income Fund	(13)	18
Administrative and other expenses	54	52
Legislated obligations and commitments	55	53
	1,273	**1,167**
Excess of expenses over revenues from current operations	**(1,323)**	**(545)**
Premiums for unfunded liability	**253**	**256**
EXCESS OF EXPENSES OVER REVENUES BEFORE EMPLOYEES' PENSION PLAN INTEREST IN POOLED INVESTMENTS	**(1,070)**	**(289)**
Employees' Pension Plan interest in pooled investments (note 3)	77	–
EXCESS OF EXPENSES OVER REVENUES	**$(993)**	**$(289)**

CONSOLIDATED STATEMENT OF CHANGES IN UNFUNDED LIABILITY (unaudited)

($ millions)	March 31, 2009	Dec. 31, 2008
ACCUMULATED EXCESS OF EXPENSES OVER REVENUES		
Balance at beginning of period	$(11,917)	$(9,501)
Excess of expenses over revenues	(993)	(2,416)
Balance at end of period	**(12,910)**	**(11,917)**
ACCUMULATED OTHER COMPREHENSIVE INCOME		
Balance at beginning of period	448	1,407
Unrealized and realized gains (losses) on investments	82	**(959)**
Balance at end of period	**530**	**448**
UNFUNDED LIABILITY AT END OF PERIOD	**$(12,380)**	**$(11,469)**

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME (LOSS) (unaudited)

For the periods ended March 31

($ millions)	2009	2008
EXCESS OF EXPENSES OVER REVENUES	**$(993)**	**$(289)**
Other comprehensive income (loss):		
Unrealized net losses on available-for-sale financial assets arising during the period	(653)	(475)
Realized (gains) losses included in income	752	162
Unrealized and realized gains (losses) on investments	99	(313)
Employees' Pension Plan interest in pooled investments	(17)	–
Unrealized and realized gains (losses) on investments after Employees' Pension Plan interest in pooled investments	82	(313)
COMPREHENSIVE LOSS	**$(911)**	**$(602)**

CONSOLIDATED STATEMENT OF CASH FLOWS (unaudited)

For the periods ended March 31

($ millions)	2009	2008
OPERATING CASH FLOWS		
Cash received from:		
Premiums for the period	$686	$695
Premiums for unfunded liability	278	256
Investment income	70	92
	1,034	1,043
Cash paid to:		
Claimants, survivors and care providers	(863)	(806)
Loss of Retirement Income Fund	(19)	(18)
Employees and suppliers for administrative goods and services	(181)	(147)
Legislated obligations and commitments	(47)	(63)
	(1,110)	(1,034)
Net cash provided (required) by operating activities	**(76)**	**9**
INVESTING CASH FLOWS		
Sale of investments	5,656	5,052
Purchase of investments	(5,697)	(5,092)
Net cash required by investing activities	**(41)**	**(40)**
Decrease in cash and cash equivalents	**(117)**	**(31)**
Cash and cash equivalents, beginning of period	141	177
Cash and cash equivalents, end of period	**$24**	**$146**

1. GENERAL

In accordance with the provisions of the Workplace Safety and Insurance Act the accounts of the Workplace Safety and Insurance Board (WSIB) are audited annually at its December 31 year-end and the annual report is filed with the Ministry of Labour. The unaudited financial statements presented here are in accordance with CICA accounting standard on *"Interim Financial Statements"* (CICA Handbook Section 1751). The statements follow the same accounting policies and methods as the most recent annual financial statements. These statements should be read in conjunction with the WSIB's Annual Report.

The results of operations for interim periods are not necessarily indicative of full year results.

2. SIGNIFICANT ACCOUNTING POLICIES

The consolidated financial statements include the Schedule 1 and Schedule 2 accounts of the WSIB and its subsidiaries. These financial statements have been prepared in accordance with generally accepted accounting principles, except that these unaudited financial statements do not include all of the disclosures required for annual financial statements. These principles require management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Actual results could differ from these estimates. The significant accounting policies followed in the preparation of these interim consolidated financial statements are consistent with those found in the Annual Report.

Basis of consolidation

Subsidiaries are those entities where the WSIB exercises control through ownership of the majority of voting shares in subsidiary companies. WSIB investments are held in pooled fund trusts. WSIB has exclusive power and control of the pooled fund trusts through trusts agreements. All of the assets, liabilities, revenues and expenses of WSIB's subsidiaries and pooled trusts are included in the consolidated financial statements. The Employees' Pension Plan maintains an economic interest for its share of total investment assets.

WSIB also holds investments in real estate companies where it exerts significant influence (20 – 50 per cent of voting shares). These are recorded at cost and adjusted for WSIB's proportionate share of any net income or loss and dividends.

Significant accounting changes

Capital Disclosures and Financial Instruments - Disclosures and Presentation

On January 1, 2008, the WSIB adopted new CICA Handbook Sections: Section 1535 requires the disclosure of the entity's objectives, policies and processes for managing capital.

Section 3862 and 3863 place increased emphasis on disclosures about the nature and extent of risks arising from financial instruments and how the entity manages those risks.

Future changes in accounting policies - International Financial Reporting Standards (IFRS)

In February 2008, the Canadian Accounting Standards Board (AcSB) confirmed that a publicly accountable enterprise will be required to adopt IFRS. IFRS will replace current Canadian GAAP for those enterprises. IFRS will be effective for annual periods commencing January 1, 2011, including the preparation and reporting of one year of comparative figures. The WSIB is currently in the process of determining whether it is a publicly accountable enterprise as defined by the AcSB and evaluating the impacts and implications of conversion to IFRS.

The final decision on whether to convert to IFRS will depend on this assessment, as well as on guidance and direction from the Province of Ontario. In order to preserve the option of moving to IFRS, WSIB is engaged in a multi-stage process to permit transition by 2011 if required.

3. INVESTMENTS AND INVESTMENT REVENUE

Investment asset pooling:

On January 1, 2009 WSIB and WSIB's Employees Pension Plan (the "Plan") pooled all equity, bond and real estate investments held in WSIB investments and the plan (the participating funds) into four separate pooled funds. These funds were established to hold the equity, bond, real estate and other investment assets respectively. The equity, bond and other asset pools were set up as Trusts. The real estate pool was set up as a real estate holding company. These transfers were all made at the fair value existing at December 31, 2008. The fair value of pension plan assets transferred into the pool is $1,412 million.

On the date of transfer WSIB owned 84 per cent of the equity Trust, 82 per cent of the bond Trust, 93 per cent of the real estate holding company and 100 per cent of the other asset Trust. On the basis of its substantial ownership and control, WSIB consolidates all four trusts for accounting purposes.

The Employees' Pension Plan's share of investment assets is in the range of 10 to 12 per cent of each pooled trust and seven per cent of real estate corporation, these amounts are reflected as the Employees' Pension Plan interest in pooled investments in the financial statements.

The fair value of investments by category:

($ millions)	March 2009							Dec 2008
	Amortized cost	Carrying value adjustments	Unrealized: gains	Unrealized: losses	Carrying value	EPP*	WSIB	Carrying value
Held-for-trading:								
Foreign exchange contracts								
Domestic	$16	$2,334	$-	$-	$2,350	$250	$2,100	$(22)
Foreign – US	-	(1,499)	-	-	(1,499)	(160)	(1,339)	(104)
– Global	-	(847)	-	-	(847)	(90)	(757)	112
Total held-for-trading	16	(12)	-	-	4	-	4	(14)
Available-for-sale:								
Fixed income securities								
Bonds	4,707	-	216	(69)	4,854	537	4,317	4,312
Equities								
Domestic	1,973	23	206	(69)	2,133	226	1,907	1,849
Foreign – US	2,850	5	95	(122)	2,828	300	2,528	2,634
– Global	2,200	19	110	(97)	2,232	237	1,995	2,499
Real estate	178	32	134	(12)	332	33	299	267
	7,201	79	545	(300)	7,525	796	6,729	7,249
Total available-for-sale	11,908	79	761	(369)	12,379	1,333	11,046	11,561
Real estate entities subject to significant influence	384	-	-	-	384	54	330	381
LRI Annuities	59	-	-	-	59	-	59	59
Total investments	**$12,367**	**$67**	**$761**	**$(369)**	**$12,826**	**$1,387**	**$11,439**	**$11,987**

* Employees' Pension Plan interest in pooled investments

Revenue by category of investment:
For the period ended March 31

($ millions)	2009	2008
Held-for-trading		
Foreign exchange contracts	$(43)	$(4)
Available-for-sale		
Bonds	76	60
Amortization	(6)	(3)
Equities	(712)	(117)
Real estate equities	2	4
	(640)	(56)
Real estate entities subject to significant influence	4	2
Short-term securities	1	3
	(678)	(55)
Investment expenses	(7)	(9)
Net investment revenue	**$(685)**	**$(64)**
Employees' Pension Plan interest in pooled investments	77	-
	$(608)	**$(64)**

For the three months ended March 31:

Revenue from bonds includes $17 million (2008: $8 million) of net realized gains. Revenue from equities includes $770 million (2008: $95 million) of realized losses and real estate includes $1 million (2008: $0) of net realized gains. Revenue from foreign exchange contracts includes $47 million (2008: $8 million) of net realized losses.

4. FINANCIAL ASSETS RISK MANAGEMENT

The WSIB is responsible for investing the funds of the Insurance Fund, Loss of Retirement Income Fund (LRI Fund) and Employees' Pension Plan. These responsibilities are carried out through strategic and other investment policies that govern how the Funds are to be invested and how the investment performance and compliance of the Funds is to be monitored and evaluated. A statement of investment policies and procedures (SIPP) is reviewed and presented to the Board of Directors for approval.

Risk is inherent in the generating of investment returns in excess of the risk-free rate (i.e., three-month Government of Canada treasury bills) and in each element of the investment decision-making process; hence risk measurement and risk management are integral to the asset management program.

The significant risks related to financial instruments are credit risk, liquidity risk and market risk (currency, interest rate and price). The following sections describe how the WSIB manages each of these financial instrument risks:

Credit Risk

Credit risk is the risk that one party to a financial instrument will fail to discharge an obligation and cause the other party to incur a financial loss. Credit risk also includes concentration risk. The WSIB mitigates these portfolio credit risks through comprehensive due diligence and diversification.

i) Asset Quality

Asset quality is an assessment of the financial liquidity of the investment and the ability of the issuer to meet current and future contractual obligations. The WSIB fixed income investments consist primarily of high quality investment grade debt instruments. An investment grade bond is one that is rated BBB and above.

The following table highlights the bond ratings for fixed income securities as at March 31, 2009.

($ millions)				
Bond rating	**WSIB**	**EPP***	**Fair value**	**%**
AAA	$2,259	$281	$2,540	52.3
AA	1,033	129	1,162	23.9
A	824	102	926	19.1
BBB	201	25	226	4.7
Total	**$4,317**	**$537**	**$4,854**	**100.0**

* Employees' Pension Plan interest in pooled investments

The WSIB manages counterparty risk through due diligence processes by selecting multiple highly rated counterparties and by setting counterparty exposure limits, requiring active currency managers to use a continuous linked settlement service and establishing a preapproved qualified borrower list. In addition, the WSIB mitigates security lending counterparty risk by requiring daily marking-to-market to maintain full collateralization with additional margin for safety. Loans are secured by high quality collateral which comprises primarily of government bonds (99 per cent) and major bank short-term notes (one per cent).

The WSIB monitors its exposure on an ongoing basis.

ii) Concentration Risk

Concentration risk arises from the exposure of investments in one particular issuer, a group of issuers, a geographic region or a sector. The WSIB manages these risks through limits on exposure to regions and sectors and limits on underlying securities. As such, not more than five per cent of the market value of investment assets are invested in the securities of a single issuer. The WSIB's fixed income is derived from indexed portfolios and none of the index constituents is more than three per cent of the index.

The following table highlights the fair value of fixed income securities by sector as at March 31, 2009.

($ millions) Fixed income sector	WSIB	EPP*	Fair value	%
Asset backed securities	$70	$9	$79	1.6
Financial services	697	87	784	16.2
Communications and publishing	24	3	27	0.6
Consumer products and merchandising	27	3	30	0.6
Federal government and agency	1,957	243	2,200	45.3
Industrial products	3	-	3	0.1
Natural resources	23	3	26	0.5
Other corporates	182	23	205	4.2
Utilities and telecommunications	225	28	253	5.2
Provincials and municipal	1,089	136	1,225	25.2
Real estate	20	2	22	0.5
Total	**$4,317**	**$537**	**$4,854**	**100.0**

* Employees' Pension Plan interest in pooled investments

Liquidity Risk

Liquidity risk or funding risk is the risk that an entity will encounter difficulty in raising funds to meet commitments associated with financial instruments. The WSIB mitigates this risk by investing 95 per cent of its investment assets in readily marketable, publicly traded equity and fixed income securities. The remaining investment assets are invested in quality real estate investments in commercial properties in major markets which provide steady cash flows.

The following outlines the carrying values of financial assets by contractual maturity or expected cash flow.

($ millions)	1yr	2-5 yrs	6-10 yrs	> 10 yrs	No fixed maturity	Total	EPP*	WSIB
Assets:								
Cash and cash equivalents	$24	$-	$-	$-	$-	$24	$-	$24
Receivables	898	-	-	-	-	898	-	898
Foreign exchange contracts	4	-	-	-	-	4	-	4
Bonds	141	2,327	952	1,434	-	4,854	537	4,317
Equities and real estate	32	-	-	-	7,877	7,909	850	7,059
LRI Annuities	-	-	-	-	59	59	-	59
Total	**$1,099**	**$2,327**	**$952**	**$1,434**	**$7,936**	**$13,748**	**$1,387**	**$12,361**

* Employees' Pension Plan interest in pooled investments

Market Risk

There are three types of market risk:

i) Foreign Currency Risk

Foreign currency risk is the risk of loss due to adverse movements in foreign currency rates as compared to the Canadian dollar. The WSIB uses foreign exchange contracts as an additional source of return and to hedge currency volatility.

Below is a sensitivity analysis of the effect of a fluctuation in the Canadian dollar of +/- 1 per cent against the five major currencies that represents 85 per cent equity portfolio foreign currency positions assuming hedging is in place (actual market fluctuations could differ significantly from the sensitivity analysis presented).

($ millions)				
Currency	**WSIB**	**EPP***	**Total fair value exposure**	**+/- 1%**
US dollar	$1,188	$141	$1,329	$13
British pound sterling	259	31	290	3
Euro	257	30	287	3
Japanese yen	206	25	231	2
Australian Dollar	157	19	176	2
Total	**$2,067**	**$246**	**$2,313**	**$23**

* Employees' Pension Plan interest in pooled investments

ii) Interest Rate Risk

Interest rate risk is the potential for financial loss arising from changes in interest rates.

The WSIB reviews interest rate risk through periodic asset liability analyses which assess the impact of different interest rate scenarios on asset and liabilities over a period of time. Interest rate risk is mitigated primarily through asset allocation which aims to diversify interest rate risk over the long term.

The WSIB uses Option Adjusted Modified Duration to measure the sensitivity of the price of a fixed income instrument to a change in interest rates. A parallel shift in the yield curve of +/- 1% would result in an impact on the fair value of the bond portfolio of approximately $281 million, with all other variables held constant. Actual results may differ materially from this sensitivity analysis.

iii) Price Risk

Price risk is the risk that the value of a financial instrument will fluctuate as a result of changes in market prices, whether those changes are caused by factors specific to the individual instrument or its issuer or factors affecting all instruments traded in the market.

The WSIB mitigates price risk by diversification of its investment portfolios. The assets of the Fund are diversified by combining different sources of return across and within asset classes and investment strategies.

The estimated effect on net assets due to a 10 per cent change in market indices holding all other factors constant would be as follows (actual market fluctuations could differ significantly from the sensitivity analysis presented):

($ millions)			
Market Indices	**Fair Value**	**Change in price**	**Effect on net assets**
S&P/TSX	$1,961	+/- 10%	$196
S&P 500/NYSE	2,453	+/- 10%	245
MSCI world	2,754	+/- 10%	275
Total	**$7,168**		**$716**
Employees' Pension Plan interest in pooled investments	$761	+/- 10%	$76

5. EMPLOYEE BENEFIT PLANS

The WSIB has several benefit plans for eligible current and retired employees. The cost of employee benefit plans is recognized in the reporting period in which employees have provided service.

Pension and other benefit plans

The WSIB has two pension plans for its employees and employees of Safe Workplace Associations, the WSIB Employees' Pension Plan and the WSIB Employees' Supplementary Pension Plan.

Other benefits include medical, dental and life insurance, accrued vacation, short-term salary protection to cover periods of illness and other absences, as well as, the costs of insurance benefits provided to employees who sustain injuries in the course of employment.

The most recent actuarial valuation for funding purposes was performed as of December 31, 2007.

The total net benefit plan expenses are as follows:

($ millions)	March 31, 2009	March 31, 2008
Employees' pension plan	$2.0	$4.4
Employees' supplementary pension plan	0.3	0.3
Other benefit plans	9.5	11.3
Total plan expenses	**$11.8**	**$16.0**

6. CAPITAL MANAGEMENT

The WSIB is required by legislation to maintain its investments at a level sufficient to make the required payments under the insurance plan as they become due. In keeping with this requirement, the WSIB's strategic objectives include the overarching goal of ensuring that the workplace safety and insurance system remains financially sustainable for future generations.

The table below shows the WSIB's current funded status:

($ millions)	March 31, 2009	December 31, 2008
WSIB assets*	$12,573	$13,207
WSIB liabilities	$24,953	$24,676
Funding ratio	50.4%	53.5%

* Total assets less $1,387 million Employees' Pension Plan interest in pooled investments