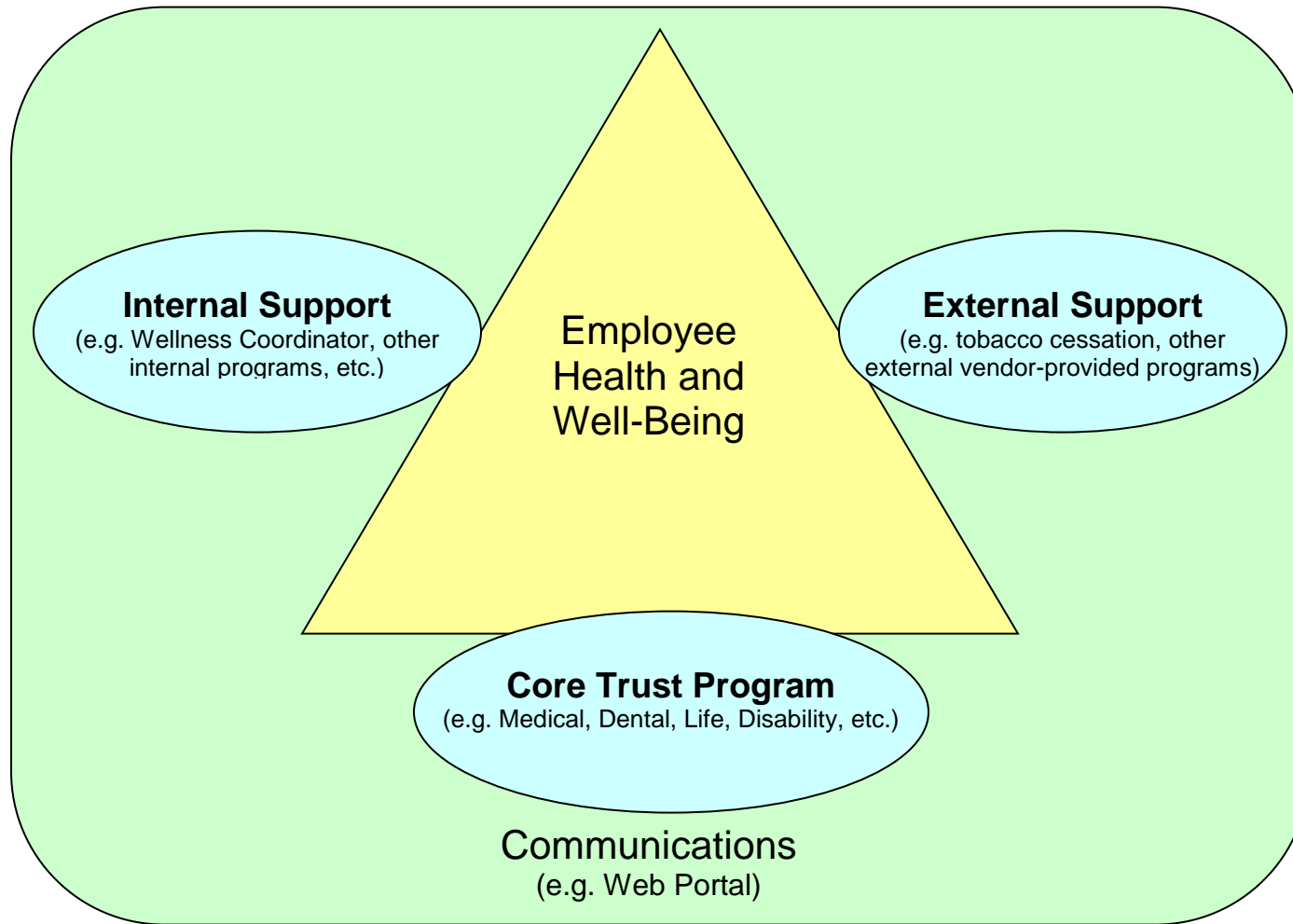


Everett School Employee Benefit Trust



ESEBT Program Investment Philosophy

The overall goal of the Trust's wellness program is to promote the overall health and well-being of the covered members. The foundation of the program is the Core Programs, which provide the basic level of protection to the members. The internal and external programs provide supplemental assistance to members, helping those that are healthy to continue to maintain their health, while also providing tools and resources to employees seeking to improve their health and reduce their health risks.

In certain years, dependent upon the financial status of the Trust reserves and the desired direction of the program by the trustees, the level of investment in the core, internal and external programs can be adjusted upward or downward accordingly.