

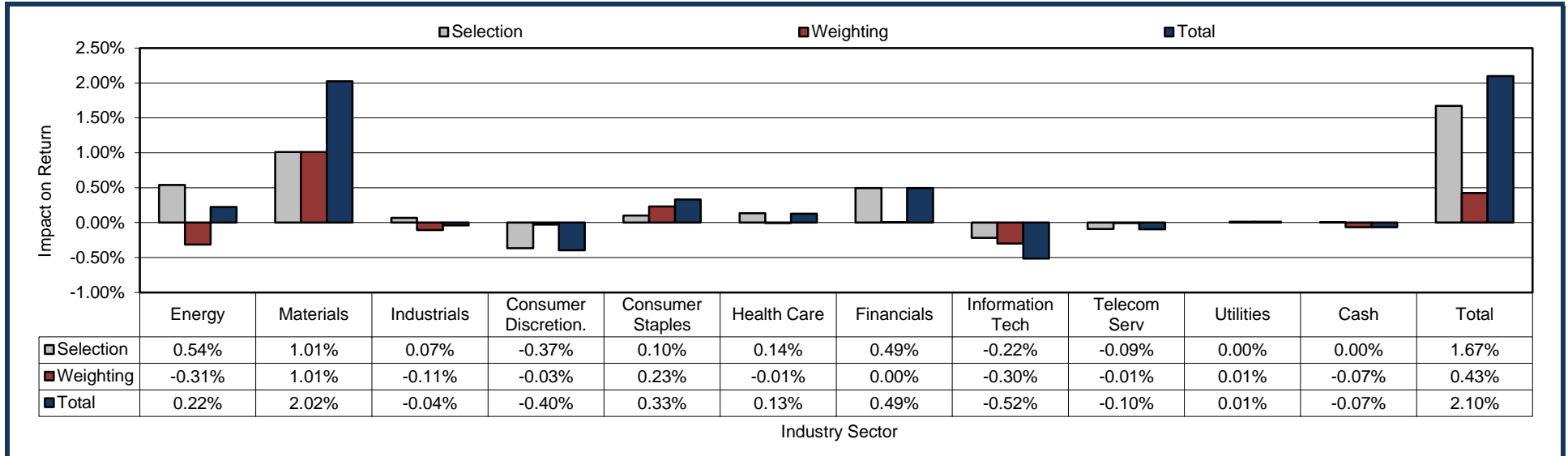
XYZ Growth Composite

Attribution Analysis as of January 31, 2012



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Month : January 2012



GICS® Industry Sector	XYZ Growth		RU 1000® Growth		Impact on Return		
	Allocation	Return	Allocation	Return	Selection	Weighting	Total
Energy	19.29%	5.02%	10.89%	2.23%	0.54%	-0.31%	0.22%
Materials	22.77%	16.29%	5.56%	11.85%	1.01%	1.01%	2.02%
Industrials	8.67%	9.28%	12.94%	8.51%	0.07%	-0.11%	-0.04%
Consumer Discretion.	11.59%	3.76%	14.50%	6.94%	-0.37%	-0.03%	-0.40%
Consumer Staples	9.01%	-0.09%	12.21%	-1.22%	0.10%	0.23%	0.33%
Health Care	9.07%	8.06%	10.41%	6.58%	0.14%	-0.01%	0.13%
Financials	3.70%	18.88%	3.83%	5.54%	0.49%	0.00%	0.49%
Information Tech	13.45%	6.36%	28.33%	7.98%	-0.22%	-0.30%	-0.52%
Telecom Serv	1.35%	-4.76%	1.21%	2.00%	-0.09%	-0.01%	-0.10%
Utilities	0.00%	0.00%	0.12%	-5.01%	0.00%	0.01%	0.01%
Cash	1.10%	0.00%	0.00%	0.00%	0.00%	-0.07%	-0.07%
Total	100.00%	7.81%	100.00%	5.97%	1.67%	0.43%	2.10%

Allocation is beginning of period

Reallocation

-0.25%

Selection = (Composite Return - Benchmark Return) * Composite Allocation

Weighting = (Composite Allocation - Benchmark Allocation) * (Benchmark Sector Return - Benchmark Total Return)