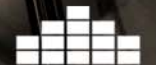


Overview of Services

A proud member of Retirement Plan Advisory Group

**From Cost Control to Compliance
and Counsel to Communication**



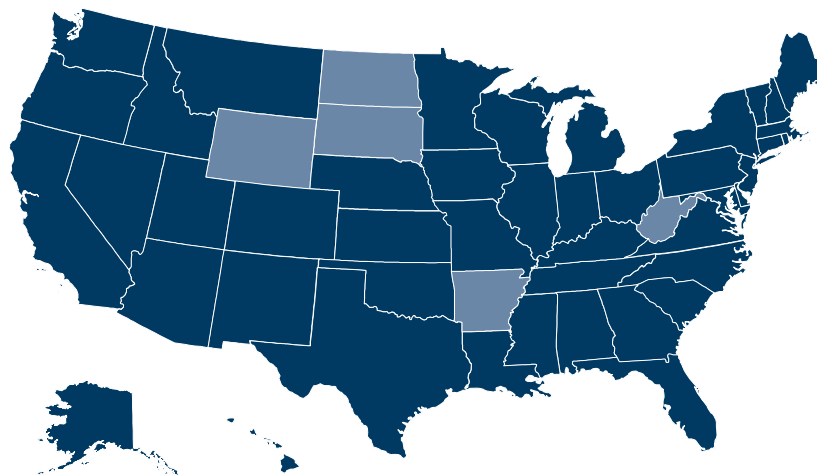
RETIREMENT PLAN
ADVISORY GROUP

Where Ingenuity Creates Impact

At-a-Glance

*When you entrust your Plan to a member of the RPAG alliance, you gain **three** keystone advantages:*

- **Knowledge.** Our **600** advisors represent **250** firms in **45** states dedicated to serving over **15,000** retirement plans with strategic, expertly crafted consulting services.
- **Expertise.** Earned through skillful and steadfast management of more than **\$40 billion** in collective retirement assets under advisement.
- **Ingenuity.** Driven by **highly evolved technology, systems and services** to enhance plan performance, and ultimately, participant outcomes.

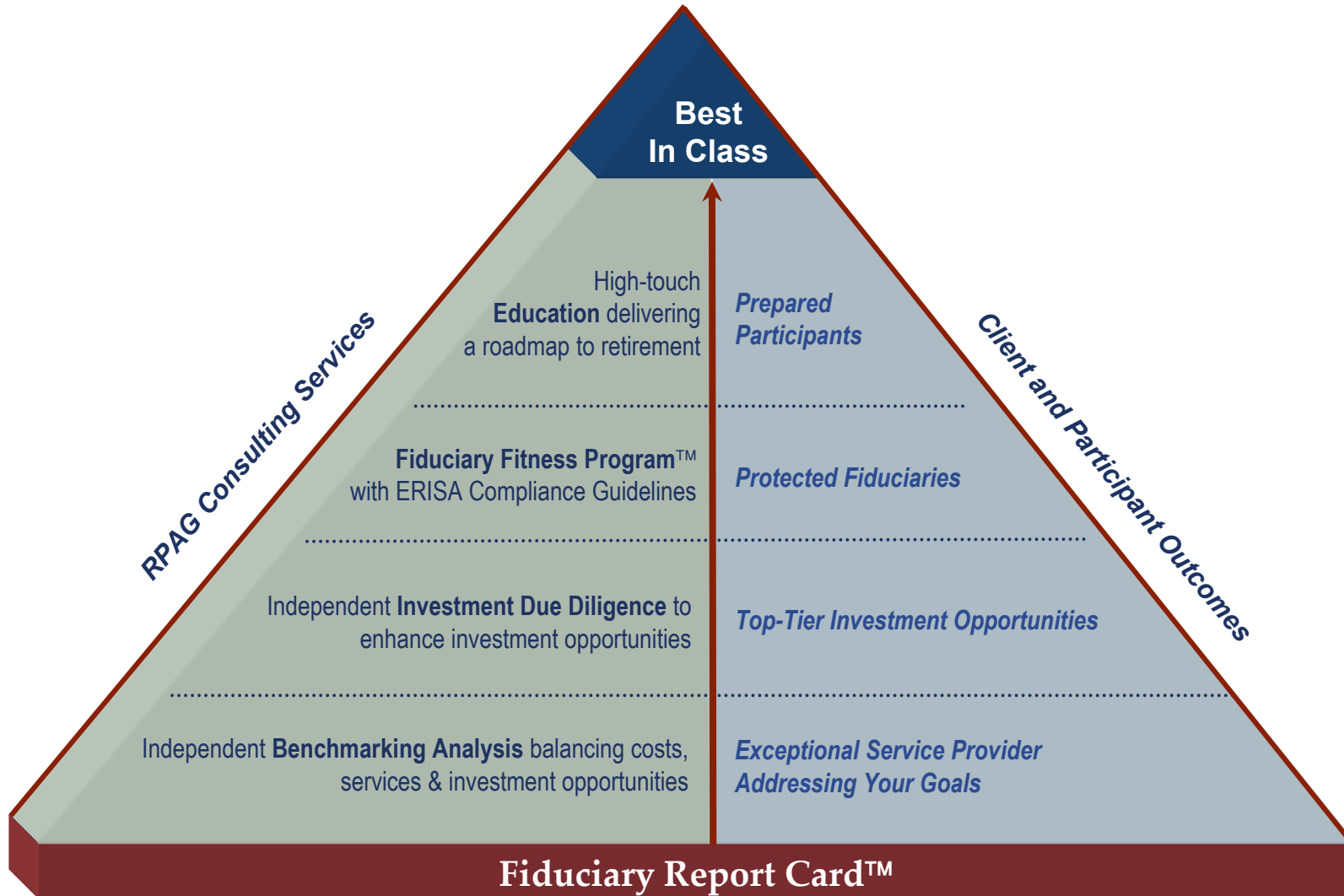


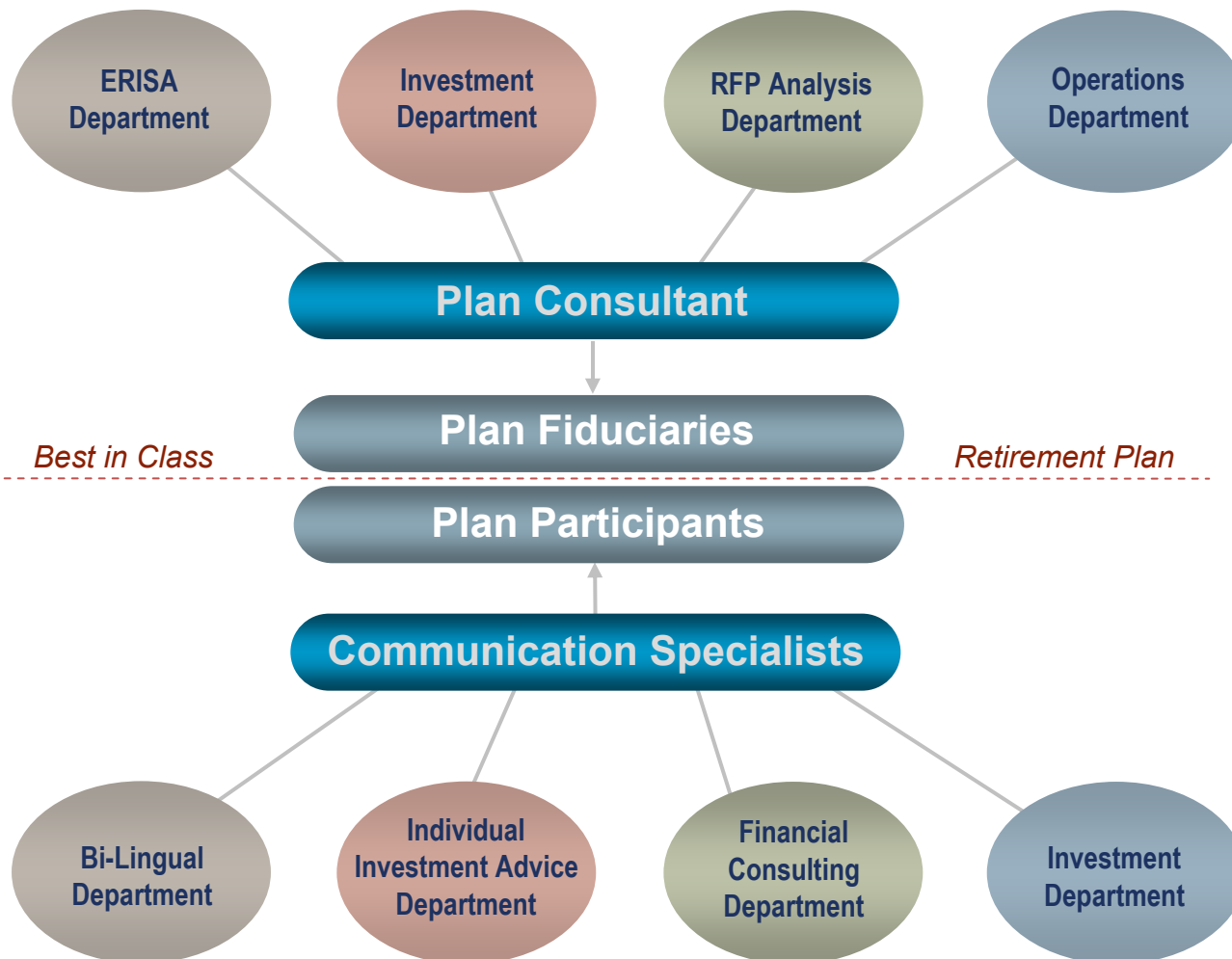
Legend

RPAG members



Retirement Plan Service Model





Service Plan: Your Road Map

At the start of each relationship we set goals and objectives via a written **Service Plan**. We then track the timing and frequency of each service delivered and post all deliverables on our secure plan sponsor portal.

Service	Description	Scheduled Delivery Month	Actual Delivery Date	History/ Comments
Fiduciary Investment Review	Market Review, Investment Policy Statement, Scorecard Methodology, Fund Scores and Recommendations			
Fiduciary Plan Review	Report Card, Fiduciary Education, Plan Design Review, Fiduciary Best Practices and administrative compliance review			
Provider Analysis and Benchmarking	Analysis of incumbent provider costs, services and investments compared to bidding service providers			
Employee Communication	Group employee education meetings			
	Individual employee education meetings			
Newsletters and Memos	Client newsletters for Retirement Committee	Monthly	Monthly	
	Employee memos for Plan Participants	Monthly	Monthly	
Other Service Meetings				

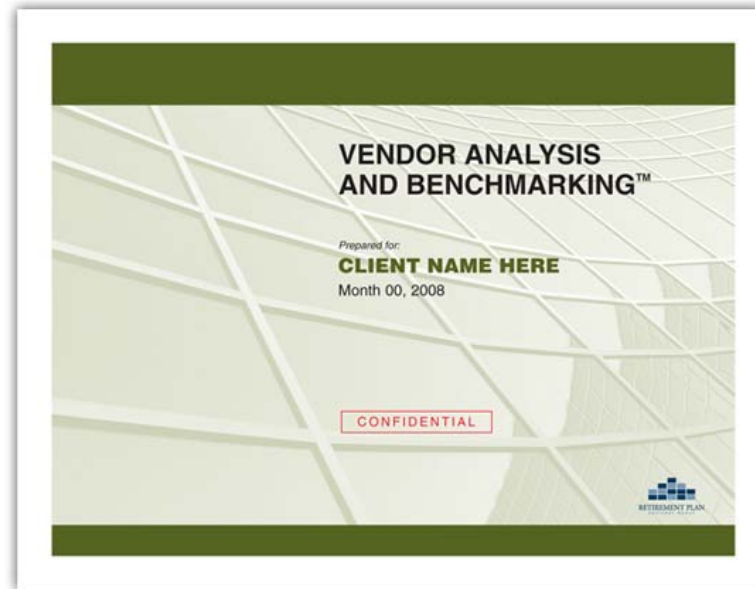
Service Year: Updated:

Fee Benchmarking and Vendor Searches

“Benchmarking plan provider services, investment opportunities and total plan fees can overwhelm even the most diligent plan sponsor. We shoulder the responsibility of a thorough market analysis, offering guidance and support throughout the process.”

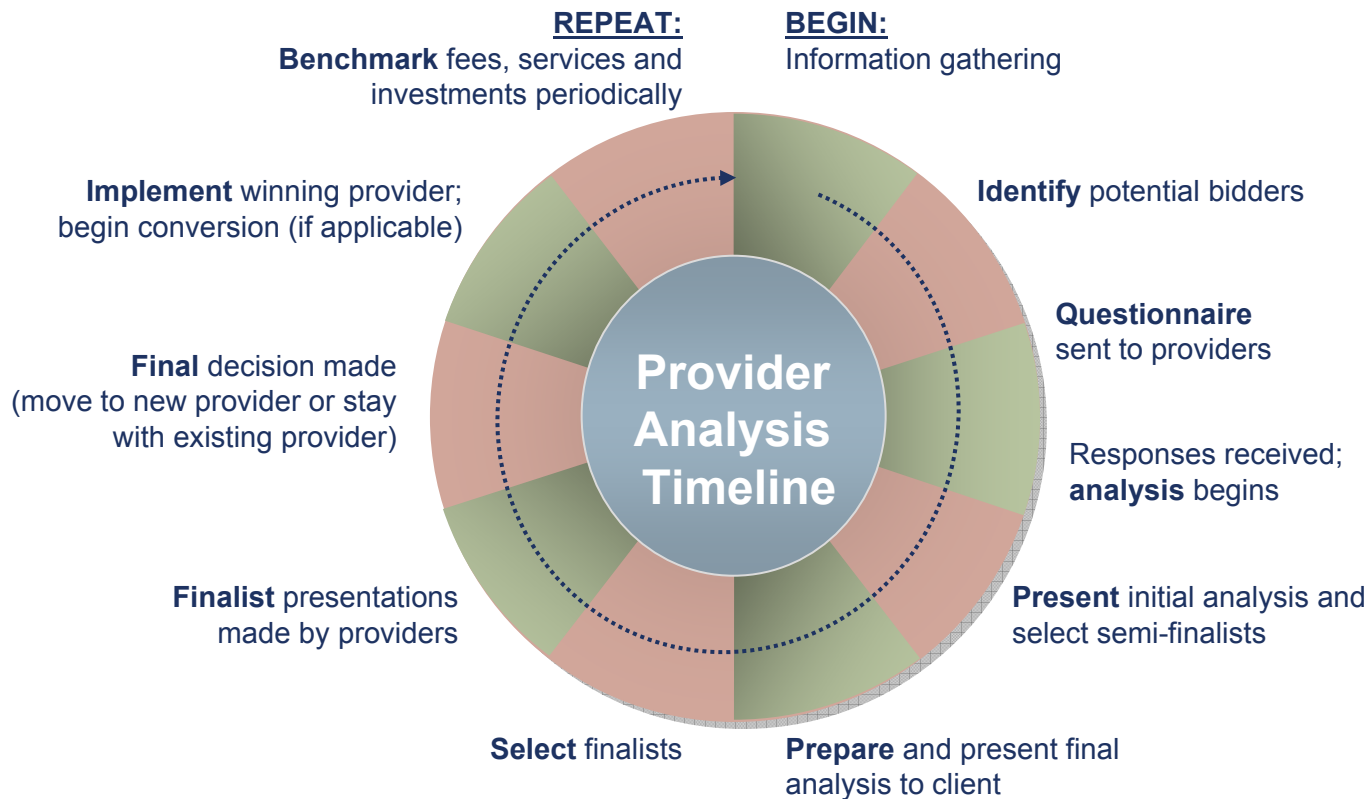
Vendor Analysis Solutions

- **Fee Benchmarkings and full Vendor Searches**
 - Meets fiduciary obligation to ensure competitiveness within the marketplace
 - Improves decision-making for choosing a new plan provider
- **Proprietary database of 40+ Tier 1 Providers**
- **Thorough, Streamlined Process** – from data gathering to spreadsheeting to final analysis



Vendor Search Timeline

Sample Provider Search Timeline (6-8 weeks)



Report Components

- Comprehensive Report includes 350+ Data Points balancing **services, investments and fees**
- Side by Side comparison for a thorough perspective
- Employs Quantitative and Qualitative metrics

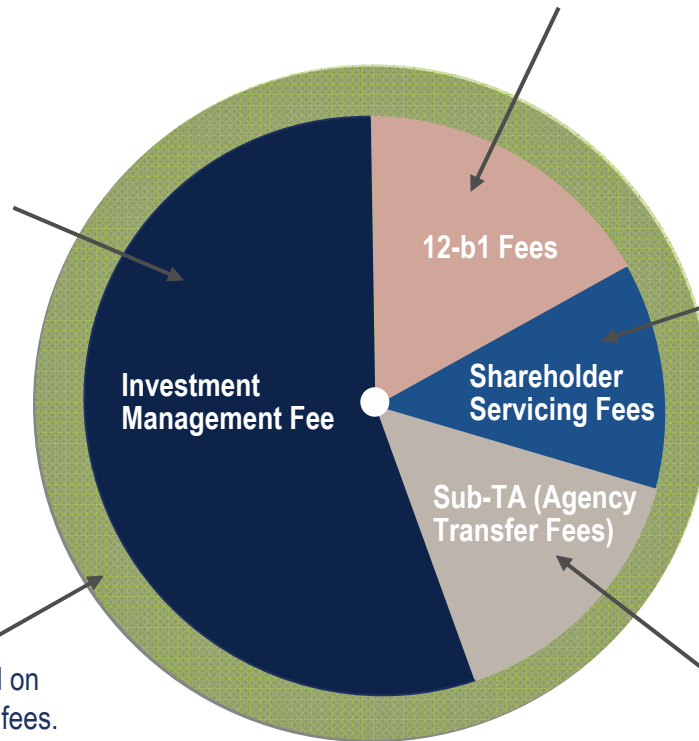


Revenue Sharing

12-b1: Distribution expenses paid by mutual funds from fund assets. Includes commissions to brokers, marketing expenses and other administrative services.

Investment Management: Fees for managing investment assets. Charged as a percentage of the assets invested and deducted from the investment return.

Asset / Wrap Fee: Additional fees layered on top of total investment fees.



Shareholder Servicing: Revenue shared by the mutual fund company with the service provider.

Sub-TA: Brokerage firms and mutual funds often contract recordkeeping and other services related to participant shares to a third party called a sub-transfer agent.

Vendor Analysis and Research

- Complete **Total Cost Analysis**, Including Revenue Sharing
- Integrated Investment Platform Rankings for Clearer Analysis

VENDOR 1

Value	Blend	Growth	Large
8	10	10	Mid
8	7	9	Small
10	9	10	

Int'l	Global	Fixed Income
10	4	6
Vendor Score	8.42	

Sample Vendor Investment Scorecards

Plan Assets / Allocation			ABC Company				
Asset Class	Assets	Assets (%)	Fund	Expense Ratio	Cost (\$)	Revenue Sharing	R Sh
Large Blend	\$ 1,927,510	4.20%	Putnam S&P 500	0.25%	\$ 4,819	0.13%	\$
Large Growth	\$ 5,650,954	12.30%	AF Growth Fd of Am	0.96%	\$ 54,249	0.15%	\$
Large Value	\$ 1,057,605	2.30%	Vanguard Windsor II	0.23%	\$ 2,432	0.00%	\$
Mid Growth	\$ 3,845,125	8.37%	Franklin SCG	0.99%	\$ 38,067	0.40%	\$
Mid Value	\$ 6,674,285	14.53%	Columbia MCV	0.89%	\$ 59,401	0.35%	\$
Small Growth	\$ 1,199,976	2.61%	Alger SCG	1.41%	\$ 16,920	0.40%	\$
Small Value	\$ 2,263,765	4.93%	Putnam SCV	1.31%	\$ 29,655	0.39%	\$
Int'l Stock	\$ 8,132,639	17.71%	AF EuroPacific Gr	1.15%	\$ 93,525	0.15%	\$
Global Equity	\$ 1,134,964	2.47%	Oppenheimer Global	1.05%	\$ 11,917	0.25%	\$
Global Equity	\$ 800,115	1.74%	Putnam Global Eq	1.25%	\$ 10,001	0.39%	\$ 5,088
Fixed Income	\$ 5,291,424	11.52%	PIMCO Total Return	0.68%	\$ 35,982	0.25%	\$ 13,229
Cash	\$ 4,212,454	9.17%	Putnam Money Mkt	0.54%	\$ 22,874	0.39%	\$ 16,260
Mgd Account	\$ 3,737,238	8.14%	AF Amer Balanced	0.92%	\$ 34,383	0.15%	\$ 5,606
Total Assets	\$ 45,928,053	100.00%					
Total Management Expense (EE paid)				0.90%	\$ 414,225	0.25%	\$ 116,384
Asset Fee Expense (EE or ER paid)				0.00%	\$ -		
Administration Fees (ER paid)				0.00%	\$ -		
TOTALS				0.90%	\$ 414,225	0.25%	\$ 116,384

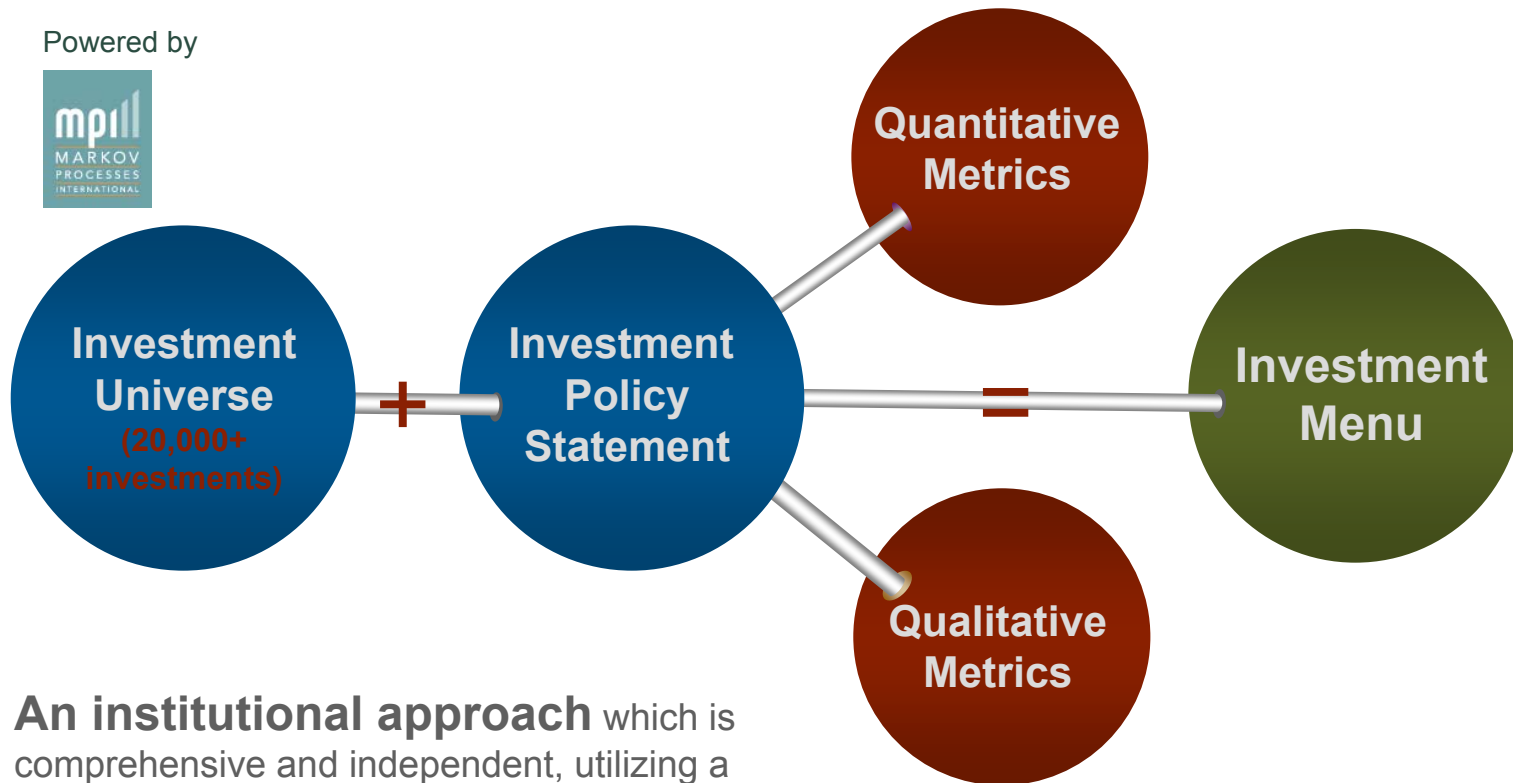
Sample Report Excerpts

Investment Analysis

“Choosing and monitoring the appropriate investments offered in your plan is a serious fiduciary task, as it can impact a participant’s retirement experience. RPAG members provide independent investment analysis to assist you with this important responsibility.”

Our proprietary **ScorecardSM** System provides a proven process to monitor and evaluate fund managers and investment strategies.

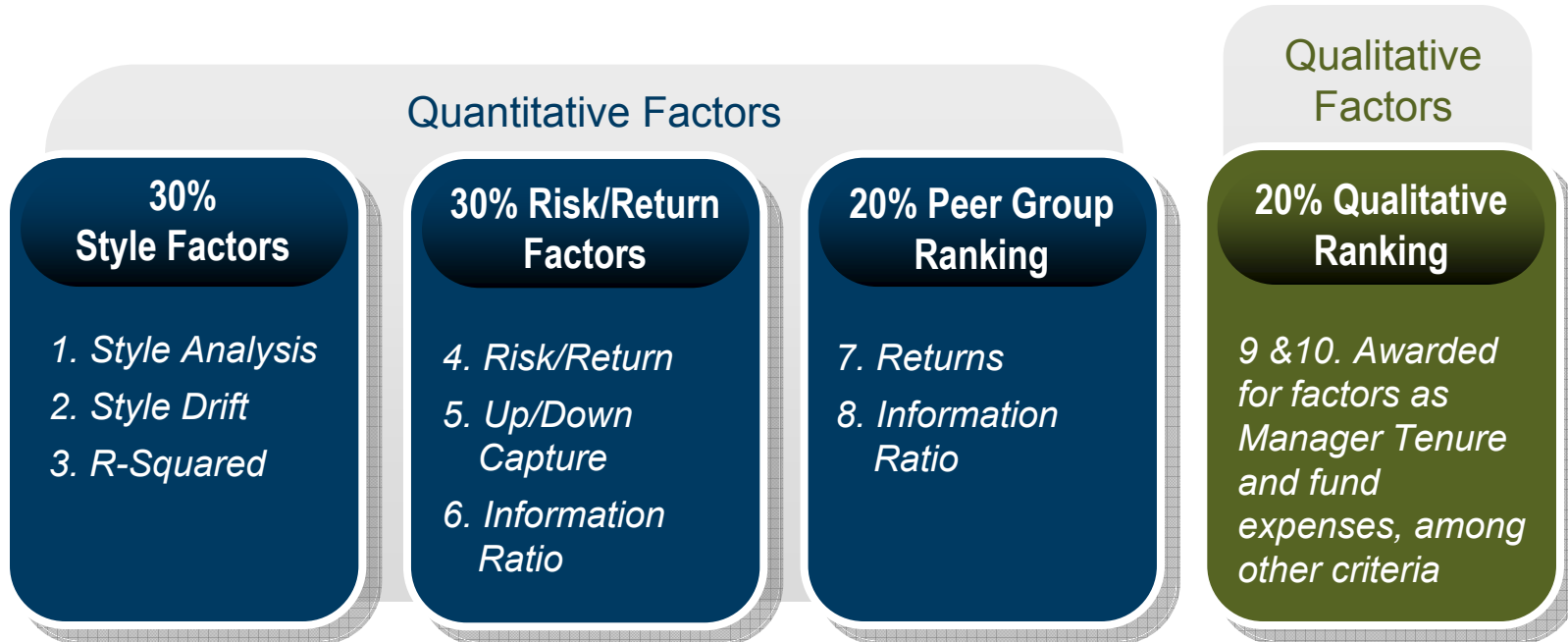
Powered by



An institutional approach which is comprehensive and independent, utilizing a well-documented process and methodology.

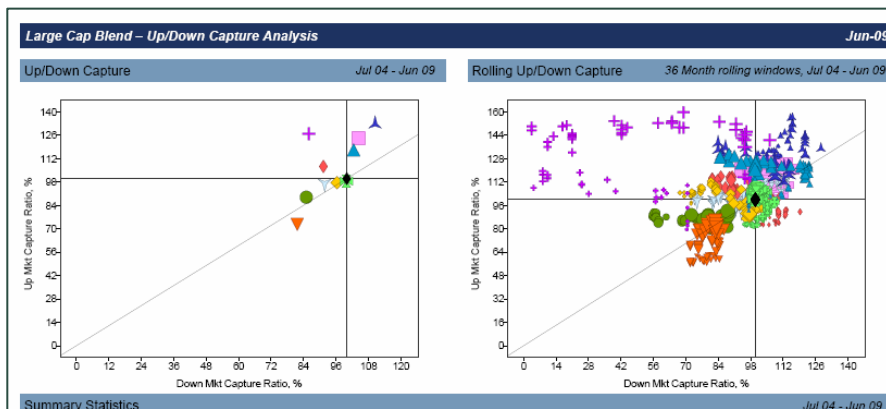
Scorecard – Evaluation Criteria

The **Scorecard**SM ranking evaluates investments on a scale of 0 to 10 in core asset classes, including asset allocation investments.



Independent Investment Due Diligence

The Fiduciary Investment Review includes recommendations for fund additions, deletions and replacements)



Large Cap Blend - Asset Class Review

Jun-09

Asset Class Definition

Investment Rank

The large cap blend asset class represents some of the largest publically traded companies in the U.S. The asset class includes both growth and value securities with market capitalizations typically over \$10 billion. The Russell 1000 Index is used as the benchmark for the large cap blend asset class and represents approximately 90% of the U.S. equity market.

Top Ranked:
1. Thornburg Value A
2. Columbia Contrarian Core A
3. AIM Diversified Dividend A

Scorecard System

	Ticker	Style			Risk / Return			Peer Group		Qual. (2pt max)	Total Score
		Style	Style Drift	R ²	Risk / Return	Up / Down	Info Ratio	Return Rank	Info Ratio Rank		
Thornburg Value A	TVAFX	1	1	1	1	1	1	1	1	2	10
Victory Diversified Stock A	SRVEX	0	1	1	1	1	1	1	1	2	9
Columbia Contrarian Core A	LCCAX	0	1	1	1	1	1	1	1	2	9
AIM Diversified Dividend A	LCEAX	0	1	1	1	1	1	1	1	2	9
Hartford Capital Appreciation A	ITHAX	0	0	1	1	1	1	1	1	2	8
Janus Adviser INTECH Risk-Mgd Core S	JLCIX	1	1	1	1	1	1	0	0	2	8
Eaton Vance Dividend Builder A	EVTMX	1	0	0	1	1	1	1	1	2	8
Eaton Vance Tx-Mgd Eq Asset Alloc A	EAEAX	0	0	1	1	1	1	1	1	2	8
Dreyfus Core Equity A	DLTSX	1	1	1	1	0	0	1	1	2	8
Dreyfus Large Company Stock A	DRDEX	1	1	1	1	0	0	1	1	2	8

	Down Months	Up Market Avg. Return	Down Market Avg. Return	Up Market Capture, %	Down Market Capture, %	R ²	Up/Down Score
23	3.05	-4.80	124.09	104.24	94.29		1
29	2.44	-4.18	97.17	91.82	93.14		1
26	2.67	-4.16	107.25	91.31	95.13		1
22	2.25	-3.85	88.91	85.03	92.37		1
27	3.24	-5.11	132.71	110.48	90.27		1
23	2.45	-4.41	97.60	96.38	96.68		1
22	3.11	-3.90	126.83	85.97	73.24		1
27	2.87	-4.71	115.94	102.53	94.36		1
26	1.89	-3.69	73.89	81.64	91.38		0
24	2.47	-4.58	98.51	99.83	98.48		0
22	2.50	-4.59	100.00	100.00	100.00		0

Sample Scorecard Report Excerpts

Scorecard Point System

Good 9-10 Points
Acceptable 7-8 Points
Watch List 5-6 Points
Poor 0-4 Points

Independent Investment Due Diligence

Clients Rely on Our Investment Review Process to:



Features of our Services Include:

- **ScorecardSM** System for Fund Ranking
- Asset Allocation Fund Monitoring
- Investment Analysis Reports
- Investment Policy Statement
- Quarterly Market Summary

Fiduciary Guidance

“CFOs, CEOs, Presidents and other fiduciaries have personal liability for assets in the company’s retirement plan. It is crucial that plan sponsors partner with an independent firm specializing in services that reduce exposure to fiduciary liability.”

Fiduciary Fitness Program™

The **Fiduciary Fitness Program™** (FFP) is an independent compliance tool to measure the health of a retirement plan. Our program provides resources as a means to identifying potential weaknesses in your plan and remedy through education, diligence and process.

Program Components:



Fiduciary Report Card™

Demonstrates what plan sponsors and fiduciaries need to address and documents plan management responsibilities.

Fiduciary Plan Review™

Educates fiduciaries regarding their responsibilities, examines plan design, and documents prudent processes.

Client Reference Guide

Graphs, charts and checklists provide easy to understand technical guidance for the completion of action items contained on the Report Card.

Fiduciary Report Card™

- **Fiduciary Report Card™**
 - Provides fiduciary gap analysis
 - Prioritizes fiduciary responsibilities
 - Establishes roadmap for fiduciary education and completion of outstanding tasks
 - Documents plan management responsibilities

- **“Reference Materials”**
 - Reference Guide
 - Education Modules

- **“Comments” section documents completion & location of “Responsibilities”**

Retirement Plan Advisory Group
Fiduciary Fitness Program: Report Card

Responsibilities	Reference Material	Documentation	Completed By	Comments
Fiduciary Education	Reference Guide: Section 2 All Education Modules	Education Module Checklist	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Selecting and Monitoring Provider: Identifying and Monitoring Provider Interest	Reference Guide: Section 3 Education Module 1, 2 & 3	Fiduciary File Review: Documenting Provider, Contract and Service Provider	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Selecting and Monitoring Service Providers	Reference Guide: Section 3 Education Module 4 & 5	Fiduciary File Review: Selection and Monitoring Plan Contract, Contract and Monitoring Service Provider Selection and Monitoring Analysis Reference Checklist: Contract/Compliance Checklist	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Selecting and Monitoring Plan Investments	Education Module 6	Investment Policy Statement Investment Statement	<input type="checkbox"/> Yes <input type="checkbox"/> No	
ERISA (a)(4)(c) Compliance	Reference Guide: Section 4 Education Module 7	Fiduciary File Review: ERISA (a)(4)(c) & ERISA Checklist	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Monitoring a Fiduciary Risk	Reference Guide: Section 4 Education Module 8	Organizing Your Fiduciary File	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Investing in Employer Securities	Reference Guide: Section 5 Education Module 9	ERISA Checklist and Policy Statement Attachment	<input type="checkbox"/> Yes <input type="checkbox"/> No	Consider filing with independent fiduciary to handle securities
Monitoring Plan: Plan, Profit, Share and Fiduciary Insurance	Reference Guide: Section 6 Education Module 10	Copy of Plan Copy of Policy	<input type="checkbox"/> Yes <input type="checkbox"/> No	
ERISA and Apprais Procedures	Reference Guide: Section 7 Education Module 11	Documenting or Gathering Appraisals	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Plan Design and Document Review	Reference Guide: Section 7 Education Module 12	Fiduciary File Review: Plan Participants Deferral Percentage Plan Contract Summary	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Prohibited Transactions	Reference Guide: Section 7 Education Module 13	Fiduciary File Review: Documenting Prohibited Transaction	<input type="checkbox"/> Yes <input type="checkbox"/> No	

Fiduciary Plan Review™

All-encompassing deliverable of the FFP, the Fiduciary Plan Review™ provides education, documentation and plan metrics to meet fiduciary responsibilities and improve operational efficiency.

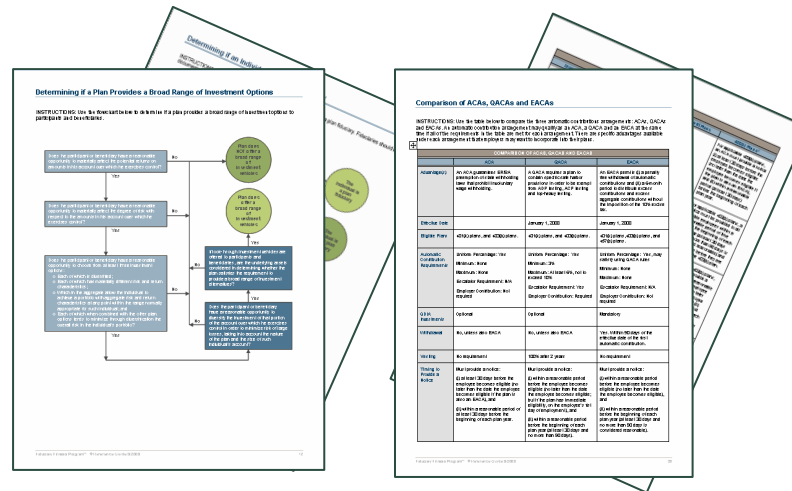
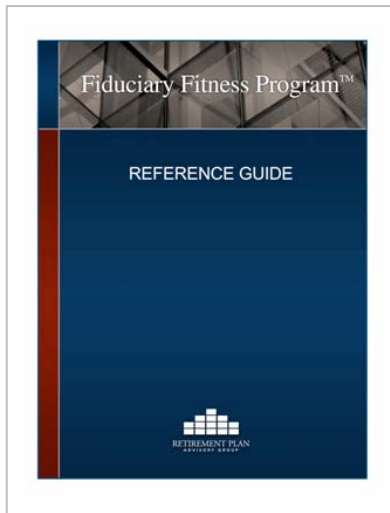
- Evaluates plan design and compliance issues
- Charts participation, deferral rates and plan performance
- Benchmarking of Total Plan Cost
- 404(c) Notice and Statement
- Compliance Checklist
- Fiduciary File Checklist
- Investment Committee Charter
- Ongoing Best Practices

Compliance Checklist

RETIREMENT PLAN COMPLIANCE CHECKLIST		Documented by 401(k) Advisor	Documented by Plan Provider	Documented by Plan Sponsor	Not Applicable
404(A) INVESTMENT DUE DILIGENCE					
1.	Communications materials are available to allow participants to make informed decisions		✓		
2.	Communications materials have been disseminated to employees on a regular and periodic basis		✓		
3.	Fund prospectuses (for mutual funds) or fact sheets (for separate accounts) available		✓		
4.	Fund prospectuses and/or fact sheets disseminated to employees				
5.	Group employee enrollment and investment education meetings offered to employees				
6.	Individual investment advice available to plan participants	✓			
7.	Minutes of plan trustee meeting documented and held on file by plan sponsor (see sample meeting minutes agenda)	✓			
8.	ADV form provided to plan sponsor and minutes plan participants' (401(k)) advisors documents only if registered investment advisory services are being provided				✓
PLAN-RELATED DOCUMENTS					
9.	If there have been any plan design changes since the most recent version of the SPD and plan document and amendments were completed, a new SPD and/or plan document has been completed				
10.	Summary plan description and summaries of any material modifications to the plan prepared				
11.	Summary plan description and summaries of any material modifications to the plan delivered (hard copy or electronically) to all employees				
12.	Do you respond within 30 days to all written participant inquiries for copies of plan documentation and information				
MISCELLANEOUS FIDUCIARY ISSUES					
13.	Update payroll systems to reflect Internal Revenue Code deferral and catch up limits				
14.	The employer sponsors another qualified plan for themselves and/or any member of their controlled group				
15.	Verify that the plan assets have not been used to pay expenses that were not authorized in the plan document				
16.	You have been made aware of the DOL guidelines for plan deposits	✓			
17.	You have made plan deposits of participants' contributions within the guidelines prescribed by the LUL				
18.	If the plan sponsor (company) has acquired another organization that is now part of the plan sponsor's controlled group, the entity has been added to the plan, or excluded from the plan by (document) design and passes coverage testing				

Reference Guide

- The Client Reference Guide consists of:
 - Flow charts
 - Checklists
 - Sample responses
- Helps to complete the Fiduciary Report Card™ and addresses day-to-day fiduciary questions



Meeting Summaries

After meeting with your Committee, we prepare a customized **Executive Summary** detailing results and action-items, providing valuable documentation required during plan audits and inquiries. These recaps (e.g., *Fiduciary Investment Review meeting, Plan Review meeting*) are posted online via our **Fiduciary Briefcase™** for easy access.

Fiduciary Investment Review™ EXECUTIVE SUMMARY		
Company Name	ABC Company	
Investment Review Date	August 20, 2008	
Company Attendees	Name	Title
	Jill Taylor	CFO
	Joe Williams	Benefits Manager
Ace Advisors Attendees	Joel Shapiro	Senior Plan Consultant
	Julie Ward	Director of Sales and Consulting
Topic	Comments	Action Item
Procedural Matters	Joe called meeting to order. Jane seconded. Joe moved to approve prior minutes. Jane seconded. Passed.	
Process	A brief review of the scorecard methodology was discussed. Also discussed the new analytics used in monitoring the managed portfolios. Instead of the Style Analysis and Style Drift analytics the managed portfolios are scrutinized using Risk Level (the fund's standard deviation is measured against the category in which it is being analyzed), and Style Diversity (the fund is examined to determine if it reflects appropriate style diversity among cash, fixed income, U.S. equities, and international equities) respectively.	
Scorecard	Discussed the scores of each of the plan's investments. The following changes were recommended:	
	<p>Watchlist:</p> <ul style="list-style-type: none"> Large-Cap Value II (American Century) (6) for the second consecutive quarter <p>Reviewed:</p> <ul style="list-style-type: none"> Mid-Cap Growth II (Fidelity) (7) which is being deleted from the menu effective April 1, 2007. Assets to be mapped to Mid-Cap Growth I (Mellon Equity). This fund scored 4, 6, and 6 in the previous three quarters. <p>Jane moved to accept the recommendations, Joe seconded, passes. average).</p>	<p>X</p> <p>X</p>

Fiduciary Briefcase™

- 24/7 secure access online portal
- Virtual filing system includes meeting summaries, newsletters, compliance documentation and more



Password-protected login from landing page

Best Practices Approach

Fiduciary Report Card™

Fiduciary Investment Review™

top-tier investment opportunities



High-touch Education

prepared participants

Investment Due Diligence

RFP Vendor Analysis & Benchmarking

Employee Education

Fiduciary Fitness Program

B3 Provider Analysis™

exceptional service provider



Fiduciary Plan Review™

protected fiduciaries

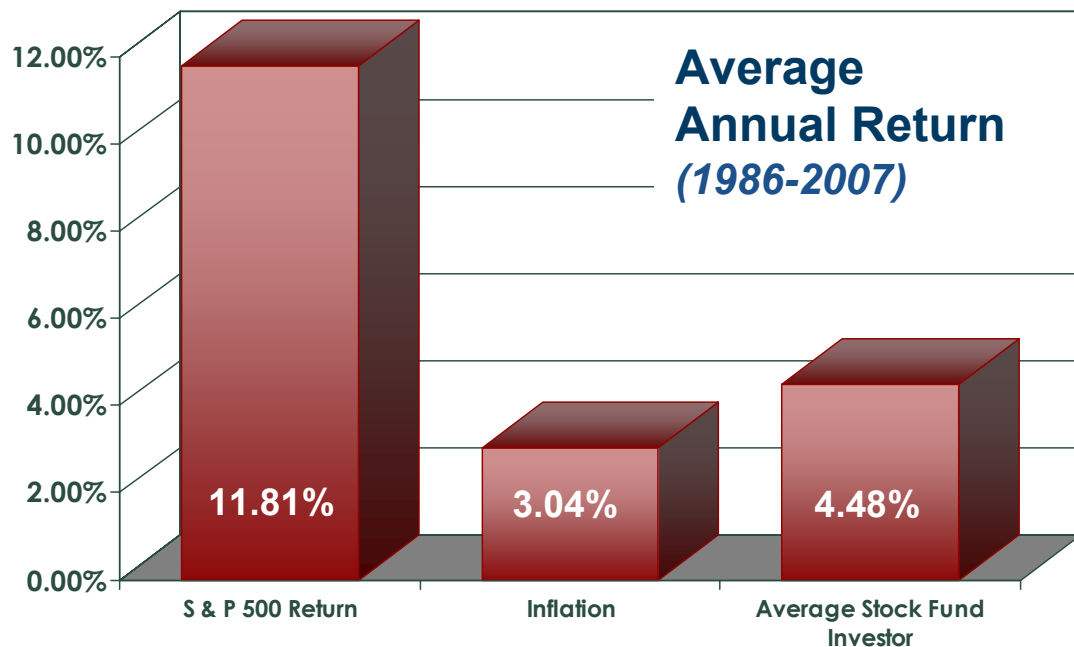
Best in Class Retirement Plan

Education and Communication

“RPAG members deliver proactive consulting solutions that are comprehensive, compelling and technically proficient. As a result, participants are better informed about asset allocation and risk tolerance, and most importantly, better prepared for retirement.”

Investor Challenges

- One in three boomers have saved more than \$100,000 for retirement
- Nearly one-third of participants over age 55 have less than \$25,000 in retirement savings
- 53% of all participants have not done a retirement needs calculation



Source: Dalbar, Inc. Quantitative Analysis of Investor Behavior, 2007. Dalbar computed the "average stock fund investor" return by using industry cash flow reports from the Investment Company Institute. The "average stock fund return" figure represents the average return for all funds listed in Lipper's U.S. Diversified Equity fund classification model. Dalbar also computed the return for a systematic investor making an equal investment amount each month over the 20 year period. The S&P 500® Index was used as the assumed return rate. The systematic investor type would have realized a 6.00% return over the 20 year period. Past performance is not a guarantee of future results.

Service Solutions

***RPAG members
maximize benefits for
plan participants!***

Group and Individual Education Meetings

Employee Communication Strategies

Asset Allocation and Investment Guidance

Financial Planning

Bi-lingual Consultants

Education Modules & Employee Memos

Newsletters and Employee Memos

- **Monthly Plan Sponsor Newsletters** keep clients abreast on the latest retirement plan news, legislative updates, and industry trends
- Each newsletter includes **Sample Employee Memos** that you can print and distribute to employees
- Contributing writers and editors represent a staff of one dozen professionals with average industry tenure >10 years

Retirement Report
News and updates for Plan Sponsors and
 Fiduciaries of Defined Contribution Plans

Logo
A proud member of
 Retirement Plan Advisory Group

Q2'08 Market Review: From Bull to Bear
 Enigmatic of the latest market cycle, the second quarter started on a positive note, only to end lower in almost all cases. Some asset classes finished positive for the quarter, but they would not wipe out the losses witnessed over the last year. The broad U.S. equity market dropped 1.7% (Russell 3000) over the quarter, due to poor economic conditions and inflationary concerns. Value stocks posted the worst returns, as financial stocks in that style suffered from an unprecedented barrage of write downs due to mortgage related issues. Even the U.S. fixed income markets, which had posted strong positive returns just a quarter earlier, dropped 1% (Lehman US Aggregate Bond Index), evident of the widespread inflationary expectations. International equity markets were not immune to the problems in the U.S., or the more global concerns about inflation. Once a bastion of better returns (relative to the U.S. market), international markets experienced a negative 1.9% (MSCI EAFE).

Notable over the quarter was the fact that most equity markets were close to, if not already at or beyond, a negative 20% from the market's peak in October 2007. A 20% decline marks the beginning of a bear market, marketplace. With oil topping \$140 a barrel during the market sell-off. In addition, the credit crunch continues with write downs and problem loans. The up-tick in sales prices over the quarter, but was, nonetheless the quarter, and held rates steady at 2%, with long road. While a tighter monetary policy would help stabilize market returns. As markets transition to a bear market, come our next transition, by definition, it will be bearish.

EBSA Issues New Participant Disclosure Regulations
 Federal regulators this month unveiled the long-awaited regulatory package that calls for sponsors of employer plans to disclose information including investment returns and expert advice. The EBSA (Employee Benefits Security Administration) mandates that required information becomes eligible and every year thereafter. The plan sponsor must provide a description of fees and expenses. In addition, plan sponsors must disclose the actual dollar amount charged to the participant's administrative expenses. When finalized, the regulations take effect on January 1, 2009. According to Bradford P. Campbell, EBSA is proposing conforming changes to its regulations. ERISA to standardize disclosure requirements. EBSA said the disclosure responsibility is higher for plan sponsors to make their own decisions.

Compliance Reminder: Form 5500 Due July 31st
 Just what is the Form 5500 anyway? The Form 5500 is required by the Department of Labor (DOL) for all employer plans. If you are an employer, there are not taxes due with the filing of the form. The form is due on a calendar year-end (ending 12/31), that is, by July 31st. You may file an extension of the return on the 15, 2008. However, if you file the extension, it also applies to your plan vendor if you have not received your 5500.

Dollar Cost Averaging
 Take Advantage of Volatility

Any long term investment plan will most likely have to weather market ups and downs. One technique to "stay the course" is Dollar Cost Averaging, or, making periodic investments of the same amount of money in the same stock, regardless of whether the price is declining or ascending.

Hypothetically Speaking:
 Consider the following example using five \$100 investments. An investor can accumulate more units at a lower cost than if the \$500 had been invested in a single lump sum at the original \$10 unit price.

Monthly deferral	Unit Price	Number of Units
\$100	\$10 high	10.0
\$100	\$7	14.3
\$100	\$6 low	16.7
\$100	\$8	12.5
\$100	\$9	11.1
Total: \$500	\$40	64.6

	Lump Sum	Dollar Cost Average
Total Invested	\$500	\$500
Average Unit Cost	\$10	\$7.74 (\$500/64.6)
Number of Units	50	64.6

This example is hypothetical and intended for illustrative purposes only. Dollar Cost Averaging does not assure profit and does not protect against loss in declining markets. It involves continued investment regardless of fluctuating price levels. Investors should consider their financial ability to continue purchases through periods of low price levels.

More Information
 Remember, maintaining a regular investment program and balancing your portfolio to account for a level of risk you find comfortable are important to the overall success of your financial strategies. For more information please contact our retirement plan consultant, 401(k) Advisors, at 800.959.0071.

Sample Client Newsletter and Employee Memo

Closing

“RPAG members help to protect plan fiduciaries from liability, while enhancing investment opportunities and helping participants achieve financial security. We are proud of our commitment to excellence, and invite you to see for yourself how our services make retirement plans better.”

The RPAG Difference

Retirement Plan Advisory Group, and our hundreds of expert advisors nationwide, are united in our mission to build a winning retirement plan. For employers and for employees.



RETIREMENT PLAN
ADVISORY GROUP

Protection of Many. Trust in One.

- Protect fiduciaries from financial loss
 - Ensure plan efficiency and compliance
 - Minimize total plan cost
- Knowledge.***
- Expertise.***
- Ingenuity.***
- Enhance investment opportunities
 - Maximize benefits for plan participants
 - Promote understanding