

August 29, 2008

Dear Plan Participants:

We are very fortunate that A&B provides excellent retirement benefits that help us reach our retirement goals. **Effective January 2, 2009, we are making three big changes to our Retirement Savings plans that will make them better retirement savings tools.** These changes make a difference to all A&B employees so you will want to pay close attention!

HOW THESE CHANGES BENEFIT YOU

Maximize Company Matching Contribution

The Company currently matches all eligible employees one dollar for each dollar you save in your 401(k) plan, up to 3% of your eligible compensation. This is a very generous benefit—one that we want you to take full advantage of to help you maximize your retirement savings. To encourage employees to take advantage of this benefit, all salaried non-bargaining employees will be automatically enrolled in the 401(k) plan at a 3% pre-tax contribution level (unless already participating at a higher level).

Professional Portfolio Management

Have you avoided investing in your A&B Retirement Plan because there were too many decisions to make, such as having to choose your investments? If so, you'll appreciate the following. For those of you who prefer to take a less active approach to investing, all you have to do is make the decision to save and all of your future contributions will be invested in a fund that is tailored specifically for your age bracket. These age-appropriate funds are managed by Pyramis Global Advisors, a Fidelity Investments company that has over 25 years of experience as an institutional investment manager. These funds give you a great, inexpensive way to access professional portfolio management for your plan dollars. Of course, if you prefer, you can always continue to choose your own fund investments, which leads us to our next exciting change...

Enhanced Investment Choices

We believe that providing employees with a comprehensive and diverse list of investment choices is critical in helping you save for retirement. As a result, we have made changes to the investment fund menu that we believe will provide a broad array of choices while reducing overall expenses of the funds. In most cases, lower fund expenses mean higher net returns compared to more costly fund choices, although lower fund expenses do not guarantee positive investment returns.

WHAT DO I NEED TO DO?

You should think about your retirement goals and how you will take advantage of the changes described above. Over the next few months, you will receive more information for you to review and act upon. Although no action is necessary on your part at this time, keep your eyes out for future communications that will detail decisions that need to be made.

We are excited about the changes that will be made and are very pleased to offer enhancements that will help you save and invest for your retirement!

The A&B Investment Committee