



**RE: 401(k) and Profit Sharing Changes**

Dear Plan Participants,

Given the recent unprecedented volatility in the financial markets, we have decided to delay implementation of some aspects of the 401(k) changes previously communicated. Rather than a January implementation, we will target implementation on July 1, 2009. Although market changes cannot be predicted, the magnitude and frequency of the swings we are seeing lead us to believe that it would be prudent to delay the implementation. While we still believe that the changes offer enhancements that will help you save and invest for your retirement, we understand that employees may prefer to wait until market conditions are less volatile.

**Following is an update on the changes:**

- You were previously informed that new contributions and loan repayments to 11 funds with short-term trading fees would be closed on October 1<sup>st</sup> and automatically redirected to the Fidelity Freedom Fund. This "freeze" will not take place and funds will not be redirected to the Fidelity Freedom Fund. For those of you who proactively elected to change your contributions from these funds to others, you may choose to review your investment options and reallocate your contributions back into these funds if you so desire
- Replacements of current funds with a new line up will be delayed until further notice. We are planning to implement these changes on July 1, 2009.
- Effective 1/2/09, we will be proceeding with replacing the Fidelity Freedom funds with the age-appropriate Pyramis Lifecycle funds. Further information on this change will be provided in the coming months. Since the investment characteristics of the Freedom and Lifecycle funds are very similar, recent market volatility should not present significant valuation differences between these funds, but the Pyramis funds will provide effective investment options at lower cost than the Freedom funds. Please note that Pyramis is a Fidelity company.
- Effective 1/1/09, we will be instituting an automatic enrollment feature at the 3% contribution level for new salaried employees and those currently contributing under 3%,

We regret any confusion that may have been caused by delaying the implementation of our planned enhancements. We also want to emphasize that we will be moving forward with these changes at a later date. Please continue to review communications materials over the coming months describing these changes in further detail.

**The A&B Investment Committee**

**September 30, 2008**