



February 18, 2009

401k Participant:

This memorandum is intended to inform 401k participants of the updated LifeStyle Portfolio Strategies Investment Themes being implemented by Soltis for 2009. The LifeStyle Portfolio investment options are offered in the plan to provide the participant with the opportunity to have a professional investment advisor assist in building a portfolio utilizing the principles of asset allocation, manager selection, rebalance, and diversification.

A complete rebalance of each Lifestyle Portfolio Strategy has been completed to include the updates described in the themes below. A portfolio rebalance was accomplished during October of 2009. Investment themes and market conditions and opportunities determine the changes to the portfolios and are briefly explained below:

Update to Soltis Investment Themes

Soltis Investment Themes & Portfolio Strategies for 2009

Given the severe downturn of the equity markets and the current extreme dislocation of segments of the credit and bond market, Soltis has focused on increasing the quality of both the equity and fixed income positioning of our portfolios through this challenging economic period.

2009 Equity Asset Allocation Themes and Strategies:

- **Strong Cash Flow Generating, Mega-Cap, Dividend Paying, Companies** are preferred during periods of deep economic recession. We believe that investors will prefer low-leveraged, strong market position, profitable, cash generating companies. Soltis is overweight in this segment.
- **Global Infrastructure Build-out will continue** in China, India, Eastern Europe, and South America. Soltis retains the Global Natural Resource Commodity Asset Class Allocation.
- **International Markets:** Selected markets provide opportunities for high growth and attractive relative valuations due to the deep discounts suffered in many developed and emerging countries.
- **Smaller Capitalization Companies** are expected to lead in performance during economic recovery. Soltis retains modest exposure to these important asset classes.

2009 Fixed Income Themes and Strategies:

The credit market implosion due to the real estate bubble, infectious sub-prime toxic mortgage securities, corrupted lending standards, and highly levered consumers and financial institutions has resulted in the extreme dislocation of both the cash and credit markets. Every segment of the bond market (excepting Treasuries) has experienced extreme wide-spread risk premiums as investors have rushed to the safety of U.S. Treasuries, guaranteed bank deposits, and money market accounts. The bankruptcy of Lehman Brothers sent a shock of fear and lack of confidence that has resulted in great tremors in the foundation of the U.S. and world financial markets. As a result, we remain allocated to High Quality Fixed Income Securities during this Extreme Risk Aversion, Recessionary Period. In response to the Global Financial Crisis, the Fed is in full reflationary mode, reducing the fed funds rate to near zero and expanding the money supply dramatically.

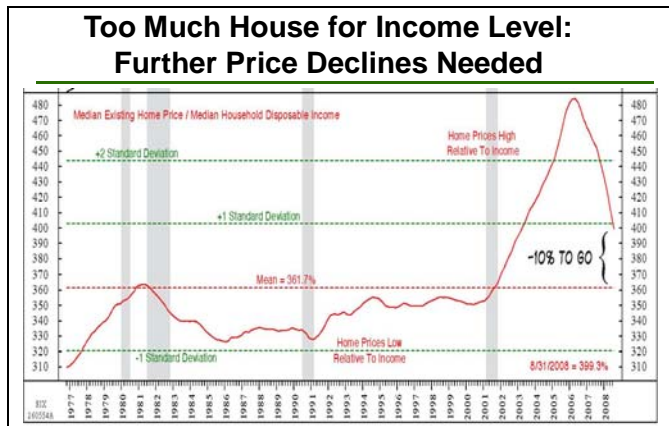


Fixed Income Strategy: We remain defensive and conservative, preferring high quality bond exposure during this credit crisis and economic recession.

- **Maintain Exposure to Treasuries, preferring Treasury Protected Securities (TIPS).** We believe that longer term inflation is inevitable and remain convinced that this inflation hedge will provide critical protection over the longer term.
- **Maintain Exposure to High-Quality Agency Mortgage-Backed Securities (MBS).** Allocations made to segments of the market supported by the U.S. government guarantees.
- **Cautiously Increase Exposure to Higher Quality Corporate Bonds.** This segment of the bond market is expected to eventually improve with current wide spreads returning to more normal levels.
- **Modest Exposure to Shorter-Term, High Quality Municipal Bonds.** Opportunities available due to supply/demand imbalances, the absolute return exceeds the comparable treasuries.

Summary and Outlook


We have witnessed that the excesses of past years resulting from conspicuous consumer consumption facilitated by debt is over. While the consequences of prudent change are very painful, the resulting rationalization of income to consumption is necessary, as well as the de-levering of excessive debt levels of both consumers and corporations. The re-pricing of highly appreciated (bubbled) assets is in process with real estate values having declined 20 percent with an estimated additional 10 percent price decline necessary to reach the affordability suggested by the consumer income level (see chart below):



History teaches that market forces will result in re-pricing assets to a clearing price level which facilitates the return of normal market activity. While the resultant wealth destruction of recent market declines seems brutal, our memory and experience of past years of prosperity and enjoyment of excesses is soon forgotten.

There is much discussion regarding the current market challenges in comparison with past market downturns, recessions, and bear markets. This current downturn qualifies as the worst economic and market experience since the Great Depression years of 1929-1932. One of the big questions of the day is whether the current markets hit bottom, or are we in a several year economic and market downturn similar to the Great Depression of the 1930s. The chart below provides some interesting comparative metrics:

Major Differences From 1930's		
	Great Depression (1929-1932)	Today
Unemployment	25%	~7%
Banks	Hundreds of failures	~25 failures
	No deposit insurance	Increased deposit insurance
U.S. government response	Federal Reserve: Decreased money supply	Federal Reserve: Massive liquidity injections; rate cuts
	Federal government: Small steps, raised taxes	Federal government: Massive recapitalization of financial system
Global response	"beggar thy neighbor" policies raised tariffs and destroyed world trade	"rush to rescue" policies to aid banking systems



We believe the current depressed capital markets are impacted by two haircuts or discounts: 1) Normal Economic Slowdown discount resulting from business cycle expansions and contractions; 2) Lack of Confidence discount following the failure of several key financial firms as a result of faulty capital structures, excess leverage, and excessive exposure to toxic mortgage and other unsound assets. While we remain undaunted in our core belief in Capitalism, the recent challenges seem to necessitate certain government response and support. We remain fervent in the belief that government intervention is a last resort and should be limited only to critical support of our financial markets.

We believe that 2009 will be a difficult year in the capital markets and that proper placement of capital and prudent management will be critical in preparation for the eventual market improvements that are sure to come: First, a restoration of the lack of confidence discount, and then the easing of the normal business cycle discount as economic growth improves. We believe that the cash and bond markets will return to more normal operations during this year as general confidence is restored. This confidence restoration will provide opportunities first in the fixed income markets as spreads return to more normal levels, and then to the equity markets to restore the confidence haircut.