

Float & Shareholder Service Fee Disclosure

1. Disclosure of Float For Employee Benefit Plans: The Department of Labor issued Field Assistance Bulletin 2002-3 – Subject: Disclosure and other Obligations Relating to “Float”, dated November 5, 2002. This information is needed by you, as the fiduciary retaining TI-Trust, Inc. (“TI-Trust”), to consider and evaluate (1) the reasonableness of an agreement under which TI-Trust will be retaining “float” and (2) what information TI-Trust, as the service provider, is required to disclose. Float is the result of anticipated earnings from short-term investment of funds held in an account(s) by the service provider. Typically, these accounts hold plan contributions pending investment or distribution of funds via check for plan disbursement (most often participant distributions). TI-Trust will earn float under the following circumstances:

1a. Deposits awaiting investment: TI-Trust will credit your account on the day funds are received. However, adhering to the strict rules of “good funds”, TI-Trust will invest those funds the same day those funds are available after clearing through the Federal Reserve System. Deposits via check can have a range of availability from 1 day to 7 days. Deposits via wire or automated clearinghouse (“ACH”) will have immediate availability. Because float is only earned on “good funds”, and because deposits via wire or ACH have immediate availability, float will not generally be earned. Any delay in settlement for an investment, for any reason, after funds have been determined as “good funds” will cause those funds to earn float.

1b. Distributions awaiting clearing: TI-Trust will withdraw assets from your account, typically money market funds, usually on the same day a distribution is processed and either a check or advice is created. A distribution could be in the form of check, wire transfer, or ACH delivery. The float period will begin on the day the funds are withdrawn from your account. The float period will end on the day when the distribution item has “cleared” the Federal Reserve System. Float will be earned while the check is handled by the mail carrier and during its processing through the Federal Reserve System. Distributions via wire or ACH will generally not receive any earnings on float as those funds have immediate availability.

1c. Rate earned on float: The depository institution holding the funds will determine the rate earned on float. All earnings from float are offset against expenses to the account such as wire transfer fees, deposit item fees, check processing fees, and other account related fees or expenses. Any such expenses in excess of earnings from float will be paid by TI-Trust. Any earnings from float in excess of such expenses shall be retained by TI-Trust.

2. Disclosure of Shareholder Service Credits For Employee Benefit Plans:

TI-Trust has initiated a number of activities, including a considerable investment in data processing facilities, to ensure TI-Trust’s clients secure competitive returns on their available cash using a family of money market mutual assets. TI-Trust provides certain administrative support services to those assets, such as: (i) establishing and maintaining accounts and records for trust accounts that invest in the assets; (ii) processing dividends and distribution payments from the assets; (iii) providing periodic information and integrating it onto account statements; (iv) arranging for wire transfers; (v) responding to inquiries; and (vi) where required, forwarding shareholder communications received from the fund (such as proxies, annual and semi-annual reports, dividend notices, tax information, etc.).

TI-Trust may receive from the assets a service fee for the services TI-Trust provides. If the service fee received is 25/100ths of 1% for the services TI-Trust provide to the assets, then as a defined contribution plan, TI-Trust will pass any service fees received on to Company as a dollar-for-dollar credit towards the fees charged by TI-Trust pursuant to this Agreement. For example, if the annual average daily balance of Company’s money management funds is \$50,000, the service fee received by TI-Trust and passed on to Company would be \$125.00. Assuming the fee under this Agreement is \$10,000, the net annual fee to be paid by Company would be \$9,875.00. **This fee arrangement will not impact the rate of return and will not result in additional charges to the Plan as a consequence of this service.**