

DESCRIPTION OF INVESTMENT OPTIONS FOR THE MINORS' CUSTODIAL TRUST & RABBI TRUST

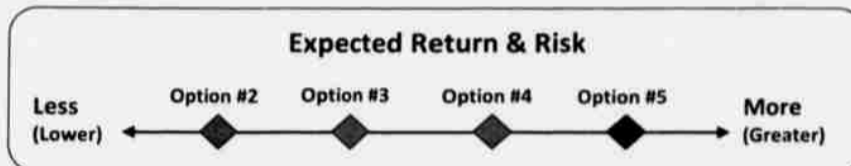
OPTION #1 — AGE-BASED ALLOCATIONS (DEFAULT OPTION)

The Age-Based Allocations option provides a way to invest based on the age of the minor. As the minor reaches specific age milestones, the accounts automatically move to a more conservative allocation. The degree of return and risk varies over time for this option.

The age groups and investment allocations are as follows:

- **Age 0-8:** Stock 60% / Fixed Income 40% (See **Option #5** for description)
- **Age 9-13:** Stock 40% / Fixed Income 60% (See **Option #4** for description)
- **Age 14-18:** Stock 20% / Fixed Income 80% (See **Option #3** for description)
- **Age 19-20:** No Stock / Fixed Income 100% (See **Option #2** for description)

The following graphical chart and associated descriptions use color-coding to illustrate investment return expectations and levels of risk for four (4) fixed allocation investment options: **Option #2**, **Option #3**, **Option #4** and **Option #5**. The farther to the left an option diamond appears on the chart line, the lower is the expected gain/loss and risk. Thus, the leftmost options are more conservative and rightmost options are less conservative.



OPTION #2 — FIXED ALLOCATION / LOW RISK / NO STOCK / ALL AGES

This investment option seeks current income and stability by investing in a mix of approximately 75% bonds and 25% money market investments. If this option is selected, the accounts will remain in this allocation until the minor turns age 21 or the parent/guardian changes to a different investment option. Changes between investment options are allowed once per calendar year in May.

Option #2 is the most conservative of the available fixed allocation investment options. In the Expected Return & Risk graphical chart above, the blue **Option #2** diamond is farthest to the left indicating the lowest expected return & risk of the available fixed allocation investment options.

OPTION #3 — FIXED ALLOCATION / STOCKS 20% / FIXED INCOME 80% / ALL AGES

This investment option seeks current income with minimal growth by investing in a mix of approximately 20% stocks (equity), 55% bonds, and 25% money market investments. If this option is selected, the accounts will remain in this allocation until the minor turns age 21 or the parent/guardian changes to a different investment option. Changes between investment options are allowed once per calendar year in May.

Option #3 is the second most conservative of the available fixed allocation investment options. In the Expected Return & Risk graphical chart above, the red **Option #3** diamond indicates a somewhat greater expected return & risk compared to **Option #2** and a somewhat lower expected return & risk compared to **Option #4**.

OPTION #4 — FIXED ALLOCATION / STOCKS 40% / FIXED INCOME 60% / ALL AGES

This investment option seeks current income with moderate growth by investing in a mix of approximately 40% stocks (equity), 55% bonds, and 5% money market investments. If this option is selected, the accounts will remain in this allocation until the minor turns age 21 or the parent/guardian changes to a different investment option. Changes between investment options are allowed once per calendar year in May.

Option #4 is the second least conservative of the available fixed allocation investment options. In the Expected Return & Risk graphical chart above, the green **Option #4** diamond indicates a somewhat greater expected return & risk compared to **Option #3** and a somewhat lower expected return & risk compared to **Option #5**.

OPTION #5 — FIXED ALLOCATION / STOCKS 60% / FIXED INCOME 40% / ALL AGES

This investment option seeks long-term growth with moderate income by investing in a mix of approximately 60% stocks (equity), 38% bonds, and 2% money market investments. If this option is selected, the accounts will remain in this allocation until the minor turns age 21 or the parent/guardian changes to a different investment option. Changes between investment options are allowed once per calendar year in May.

Option #5 is the least conservative of the available fixed allocation investment options. In the Expected Return & Risk graphical chart above, the purple **Option #5** diamond indicates the greatest expected return & risk of the available fixed allocation investment options.

All of the Investment Options listed above are subject to certain market risks. Investment returns and principal value of an investment may fluctuate so that your investment may be worth more or less than original cost.

GLOSSARY OF TERMS

- **Stocks:** Investments that represent ownership in a Corporation in the United States and other countries. Stocks will fluctuate in value and have the potential to produce a gain or a loss. Professional money managers are used to make the buy and sell decisions.
- **Fixed Income/Bonds:** Investments that are bonds or short term loans to both the US Government and Corporations, in the United States and other countries. Bonds can and will fluctuate in value and have the potential to produce a gain or a loss. Professional Money Managers are used to make the buy and sell decisions.
- **Money Market:** Short term investments in US Government and Corporations in the United States and other countries. These are expected to have very little fluctuation in price. The yield will change from one period to the next period.
- **Risk:** This term is used to explain that there can be gains or losses due to investing in stocks and fixed income investments that will change in value due to changes in the financial markets and the price buyers and sellers are willing to pay for an investment. The more risk something has, the more it may change in value from one time period to another, both as a gain or as a loss.
- **Fixed Allocation:** This term is used to describe Options 2, 3, 4 and 5. It means that if you invest in this fixed allocation, then for the period of time you are invested no change to the mix of stocks and fixed income investments will occur.
- **Stability:** The expectation that there will be little or no change in market value due to price changes.
- **Growth:** The increase in value of an investment from price appreciation. This could be a small portion of the total increase in value (minimal), a bigger component of total increase in value (moderate) or the majority of the increase in value when current income is minimized (long-term).
- **Current Income:** The increase in value of an investment from actual income being paid versus price appreciation. This could be a small portion of the total increase in value (minimal), a bigger component of total increase (moderate), or the majority of the increase in value when current income is emphasized.