



401(k) PLAN SUMMARY

Dear Employee:

All Chipton-Ross employees are eligible to join our 401(k) Retirement Plan, *Global Retirement Solutions 401(k) Plan*, which allows you to defer some of your salary for retirement. You pay no current taxes on either the part of your salary you defer into the plan or on all investment earnings. You are taxed as you withdraw your funds at retirement and penalties are assessed if you withdraw any funds prior to retirement.

Chipton-Ross has selected T. Rowe Price 401(k) Century Plan™ as our plan service provider. T. Rowe Price, one of the country's largest independent investment management firms, will manage the investments in the *Global Retirement Solutions 401(k) Plan*, provide the necessary recordkeeping services, and offer educational materials to help you become a more knowledgeable investor. Founded in 1937 by Thomas Rowe Price Jr., it now applies its years of investment experience in managing more than \$366 billion for individuals and some of the world's leading corporations, public retirement plans, foundations, and endowments.

T. Rowe Price/Chipton-Ross offers:

- * No annual management fee charged to investors. * Immediately fully vested.
- * No waiting. You can join or stop at any time. * Loans available on your 401(k) funds
- * No-load or wrap charges on TRP funds (outside funds offered with only 50 basis points (½ %).
- * Price to you is the same as reported daily in the Wall Street Journal or L.A. Times
- * A direct link to your account and investment information 24 hours a day via phone and Internet access from your PC.
- * Information to help you understand your investment choices and how to make investment decisions that are right for you.

Global Retirement Solutions 401(k) Plan Essentials

Contribution Limits: The following chart shows the IRS contribution limits:

Year	2007	2008	2009	2010
Under 50	\$15,500	\$15,500	\$16,500	\$16,500
50 & Over	\$20,500	\$20,500	\$22,000	\$22,000

Eligibility Requirements: Upon completing 1 hour of service.

Your Contributions: Up to 90% of your salary within the above chart limits.

Rollovers: C-R's 401(k) Plan will accept rollover contributions from any other qualified plan.

Withdrawals: Retirement, death, disability, termination of service and financial hardship.

Penalties: If less than 59½ in age, a 10% federal penalty, plus state penalties, may apply. For more information see *Special Tax Notice* on our website.

To sign up, go to www.chiptonross.com and print an *Enrollment and Beneficiary Designation* or call Chipton-Ross at 310/414-7800 and have them sent to you. After completing these forms, you may mail them to 343 Main Street, El Segundo, CA 90245-3814 or fax to 310/414-7808. The *Special Tax Notice* is available for viewing on our website.

For LA area participants, representatives from T. Rowe Price are available at the Century City Investor Center to answer your questions and help you complete enrollment forms:

T. Rowe Price Los Angeles Investor Center
Los Angeles – Century City
10100 Santa Monica Boulevard, Suite 100
Los Angeles, CA 90067
(310) 772-3000

Investment Options

Below is the list of funds allowed in the *Global Retirement Solutions 401(k) Plan* platform. Please consult www.troweprice.com or www.jagprof.com for up-to-date return figures on each of these funds.

Stability

T. Rowe Price Prime Reserve Fund

Fixed Income

PIMCO Total Return Fund
T. Rowe Price GNMA Fund
T. Rowe Price U.S. Bond Index Fund
T. Rowe Price Inflation Protected Bond

Equity – Domestic

T. Rowe Price Equity Income
T. Rowe Price Growth Stock
T. Rowe Price Mid-Cap Growth
T. Rowe Price Mid-Cap Value
T. Rowe Price Equity Index 500
T. R. P. Extended Equity Market Index
T. Rowe Price Small-Cap Stock
T. Rowe Price Small-Cap Value

Equity – International

Oppenheimer Global Fund, A
Oppenheimer International Growth A
T. Rowe Price International Growth & Income

Specialty Equity Funds

T. Rowe Price Real Estate Fund

Flexible Funds

T. Rowe Price Retirement 2005
T. Rowe Price Retirement 2010
T. Rowe Price Retirement 2015
T. Rowe Price Retirement 2020
T. Rowe Price Retirement 2025
T. Rowe Price Retirement 2030
T. Rowe Price Retirement 2035
T. Rowe Price Retirement 2040
T. Rowe Price Retirement 2045
T. Rowe Price Retirement 2050
T. Rowe Price Retirement 2055
T. Rowe Price Retirement Income

Accessing your Accounts

You may contact T. Rowe Price at 1-800-354-2351 with any questions or to check account balances and transfer assets among existing funds. The automated Voice Response System is available 24 hours a day, 7 days a week. Customer Service Representatives are available from 8:00 a.m. - 9:00 p.m. (Eastern) Monday – Friday, and 8:30-5:00 p.m. on Saturdays.

You may also access your account via the internet at <http://rps.troweprice.com>.

We're excited about our alliance with T. Rowe Price, and we hope you'll soon take advantage of the Global Retirement Solutions 401(k) Plan.

Note: This is not a Summary Plan Description. Any differences will defer to the Plan Document.

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