

MEMO

Fall 2005

TO: All Employees

FROM: Management

RE: **IMPORTANT NOTICE RE 401(K) CONTRIBUTION LIMITS IN 2006**

Congratulations to all employees who have participated in our retirement plan! The secret to any successful savings program is consistent saving and investing. Our plan gives you a great opportunity to make savings a part of your overall budget and to pay first the most important person you know ... you!

Effective January 1, 2006, the maximum amount you can contribute is \$15,000 (up from \$14,000 in 2005).

If you are age 50 or older anytime in 2006, you may contribute an additional \$5,000 for a maximum contribution of \$20,000. [Note: if you are a highly compensated employee – defined as an employee earning \$100,000 or more in 2006, your contributions may be limited due to required discrimination compliance testing.]

Don't Miss Out!

We encourage you to contribute the maximum amount to the 401(k) plan! Should you wish to increase your contribution, simply complete the appropriate paperwork at the Human Resources Department or visit our service provider's website. You are allowed to increase (or decrease) your 401(k) contribution periodically and chances are that you are allowed to make the change effective for January 1, 2006.

Need Help?

If you have any questions or need assistance, please contact our plan consultants, JRN Benefits, Inc., at 401khelp@jrnbenefits.com or (805) 563-5300 ext. 14.

Thank you and we hope you take full advantage of the company's retirement plan and all it has to offer!