



Announcing: New Plan Enhancements and Fund Changes to Help You Plan for Retirement!

The Los Alamos National Security (LANS) 401(k) Retirement and Savings Plans are designed to help you reach your financial goals and investment objectives. In understanding the importance of your Plan and to help you secure your financial future, the Benefits and Investment Committee (BIC) and Watson Wyatt, as part of their due diligence, continuously seek ways to help improve the LANS 401(k) Retirement and Savings Plans and make sure the funds continue to be diverse. As a result, we are pleased to announce new enhancements and changes to your fund line-up.

Beginning **January 2, 2009**, the Vanguard Target Retirement Funds - Investor Shares, PIMCO Total Return Fund - Institutional Class, Old Mutual Fund TS&W Mid-Cap Value Fund – Institutional Class and the SSgA (State Street Global Advisors) Daily All-Country World ex-US Index Fund will be added to the investment lineup. The Vanguard Target Retirement Funds will replace the Fidelity Freedom Funds®. Please see the investment option descriptions in the *About Your New Investment Options* section of this letter.

New Investment Options

PIMCO Total Return Fund - Institutional Class
 SSgA (State Street Global Advisors) Daily All-Country World ex-US Index Fund
 Old Mutual Fund TS&W Mid-Cap Value Fund – Institutional Class
 Vanguard Target Retirement 2010 Fund – Investor Shares
 Vanguard Target Retirement 2015 Fund – Investor Shares
 Vanguard Target Retirement 2020 Fund – Investor Shares
 Vanguard Target Retirement 2025 Fund – Investor Shares

Vanguard Target Retirement 2030 Fund – Investor Shares
 Vanguard Target Retirement 2035 Fund – Investor Shares
 Vanguard Target Retirement 2040 Fund – Investor Shares
 Vanguard Target Retirement 2045 Fund – Investor Shares
 Vanguard Target Retirement 2050 Fund – Investor Shares
 Vanguard Target Retirement Income Fund – Investor Shares

Freezing Future Contributions

Effective as of **the market close (generally 2:00 P.M. Mountain time) on January 2, 2009** contributions and exchanges into the investment options shown below under *Old Investment Options* will be frozen to new investments (exchanges in) under the LANS 401(k) Retirement and Savings Plans. Unless you elect otherwise, all **future contributions** in these investment options will be automatically transferred to the new investment options as shown below under *New Investment Options*.

Effective as of **the market close on February 2, 2009**, all **remaining balances** in the old investment options will be automatically transferred to the new investment options shown below under *New Investment Options*.*

Old Investment Options		New Investment Options
Fidelity Freedom 2010 Fund®	⇒	Vanguard Target Retirement 2010 Fund – Investor Shares
Fidelity Freedom 2015 Fund®	⇒	Vanguard Target Retirement 2015 Fund – Investor Shares
Fidelity Freedom 2020 Fund®	⇒	Vanguard Target Retirement 2020 Fund – Investor Shares
Fidelity Freedom 2025 Fund®	⇒	Vanguard Target Retirement 2025 Fund – Investor Shares
Fidelity Freedom 2030 Fund®	⇒	Vanguard Target Retirement 2030 Fund – Investor Shares
Fidelity Freedom 2035 Fund®	⇒	Vanguard Target Retirement 2035 Fund – Investor Shares
Fidelity Freedom 2040 Fund®	⇒	Vanguard Target Retirement 2040 Fund – Investor Shares
Fidelity Freedom 2045 Fund®	⇒	Vanguard Target Retirement 2045 Fund – Investor Shares
Fidelity Freedom 2050 Fund®	⇒	Vanguard Target Retirement 2050 Fund – Investor Shares
Fidelity Freedom Income Fund®	⇒	Vanguard Target Retirement Income Fund – Investor Shares
Fidelity Inflation - Protected Bond Fund	⇒	PIMCO Total Return Fund – Institutional Class
Fidelity Value Fund	⇒	Old Mutual TS&W Mid-Cap Value Fund – Institutional Class
Templeton World Fund	⇒	State Street Global Advisors MSCI ACWI ex-US Index

*The reallocation of assets depends on the timely liquidation of those assets. A delay in liquidation may result in a change to the above noted dates.

Characteristics of Old and New Investment Options

The information contained in the chart below has been provided by Watson Wyatt Investment Consulting and is solely the responsibility of Watson Wyatt Investment Consulting.

Old Investment Options	New Investment Options
<p>Fidelity Inflation-Protected Bond Fund</p> <ul style="list-style-type: none"> • Specialty fixed income fund • The fund normally invests at least 80% of assets in inflation-protected debt securities. • As of 9/30/08, the security allocation of the fund was 98.2% treasury, 4.4% mortgage, and -2.6% cash and other.¹ 	<p>PIMCO Total Return Fund - Institutional Class</p> <ul style="list-style-type: none"> • Core plus fixed income fund • The fund invests primarily in investment grade debt securities, but may also invest in high yield, foreign, or inflation-protected debt securities. • As of 9/30/08, the security allocation of the fund was -9% government/agency, 79% mortgage, 14% investment grade, 2% high yield, 5% international, 9% cash and other.²
<p>Fidelity Value Fund</p> <ul style="list-style-type: none"> • Mid cap value fund • The fund normally invests primarily in common stocks of mid-cap companies with value characteristics. • As of 9/30/08, the weighted average market capitalization was \$13,166M. 	<p>Old Mutual TS&W Mid-Cap Value Fund – Institutional Class</p> <ul style="list-style-type: none"> • Mid cap value fund • The fund normally invests in common and preferred stocks of mid-cap companies with value characteristics. • As of 9/30/08, the weighted average market capitalization was \$6,773M.
<p>Templeton World Fund</p> <ul style="list-style-type: none"> • Global equity fund • Actively managed • The fund invests primarily in the equity securities of companies located anywhere in the world, including the United States. • As of 9/30/08, the fund invested 37% in the US, 49% in Developed Markets excluding the US, and 14% in Emerging Markets. 	<ul style="list-style-type: none"> • SSgA (State Street Global Advisors) Daily All-Country World ex-US Index Fund International equity fund • Passively managed • The fund invests primarily in a portfolio which seeks to replicate the MSCI ACWI ex-US Index. • The fund does not invest in securities of companies located in the United States. • The fund typically invests 18% in emerging markets and 82% in developed markets.
<p>Fidelity Freedom Funds</p> <ul style="list-style-type: none"> • Target retirement date funds • The underlying investments within the Fidelity Freedom Funds[®] are actively managed Fidelity Funds. • The Fidelity Freedom Funds[®] are comprised of 20-26 underlying domestic equity, international equity, fixed income, and short term funds. • The Fidelity Freedom Funds[®] are asset allocation funds that generally seek to reallocate the asset mix from equity to fixed income with the goal of supporting a date specific retirement portfolio that is weighted significantly toward fixed income. 	<p>Vanguard Target Retirement Date Funds</p> <ul style="list-style-type: none"> • Target retirement date funds • The underlying investments within the Vanguard Target Retirement Date Funds are passively managed Vanguard Funds. • The Vanguard Target Retirement Date Funds are comprised of 5-7 underlying domestic equity, international equity, fixed income, and money market funds. • The Vanguard Target Retirement Date Funds are asset allocation funds that generally seek to reallocate the asset mix from equity to fixed income with the goal of supporting a date specific retirement portfolio that is weighted significantly toward fixed income.

¹Cash and other may include notional assets/liabilities of certain derivative instruments.

²Treasury/Agency includes short treasury notes and short treasury futures

The negative asset allocation in the Fidelity TIPS Fund and the PIMCO Total Return Fund - Institutional Class occurs through the use of derivative products, such as options and futures, which may be used by the manager to control the portfolio duration. Writing put options on Treasury bond futures tends to increase a Fund's exposure to the underlying Treasury security, whereas writing a call option tends to decrease a Fund's exposure to the underlying Treasury bond future. When a Fund writes a call or put option, an amount equal to the premium received is recorded as a liability or negative investment.

The value of inflation-protected debt securities tends to change less due to changes in inflation than other types of bonds but may decrease with decreases in inflation or, as with other debt securities, with increases in interest rates.

Your Next Steps

If you do not want your **future contributions** to transfer to the New Investment Options as shown in the above chart, you should contact Fidelity Investments® before 2:00 P.M. Mountain time on **January 2, 2009**, and request a change. If you do not want your **remaining balances** to transfer to the *New Investment Options* (also shown in the above chart), you should contact Fidelity Investments® before 2:00 P.M. Mountain time on **February 2, 2009**, and request an exchange.

New Default Fund

If you have not made an investment election, effective **January 2, 2009**, LANS has designated that any future contributions to your account that you have not directed to a specific investment option in the LANS 401(k) Retirement and Savings Plans will be invested in a Vanguard Target Retirement Fund until you provide further investment instruction. Please refer to the chart in the *Investment Options Section* for more detailed fund information. **This applies only to those participants who have not made an investment election for their contributions.**

- Your plan sponsor has directed Fidelity to invest your future contributions in a Vanguard Target Retirement Fund that has a target retirement date closest to the year you might retire based on your current age assuming retirement at age 65.

Please use the chart below to determine in which Vanguard Target Retirement Fund your future contributions will be invested in. Keep in mind that the Vanguard Target Retirement Fund is designed for a specific retirement time frame. The allocation of each portfolio is automatically adjusted as the selected retirement date nears; this results, most notably, in an increased bond allocation and decreased stock allocation over time. The methodology relies on Vanguard's investment strategies and extensive research provide strategic asset allocation up to and during retirement, becoming gradually more conservative as each fund reaches its target retirement date. For more information on the Vanguard Funds, log on to Fidelity NetBenefits® at www.netbenefits.com

Date Of Birth	Retirement Date Range	Vanguard Target Retirement Fund
1/1/1900 – 12/31/1932	Retired before 1997	Vanguard Target Retirement Income Fund Investor Shares
1/1/1933 – 12/31/1947	1998 – 2012	Vanguard Target Retirement 2010 Fund Investor Shares
1/1/1948 – 12/31/1952	2013 – 2017	Vanguard Target Retirement 2015 Fund Investor Shares
1/1/1953 – 12/31/1957	2018 – 2022	Vanguard Target Retirement 2020 Fund Investor Shares
1/1/1958 – 12/31/1962	2023 – 2027	Vanguard Target Retirement 2025 Fund Investor Shares
1/1/1963 – 12/31/1967	2028 – 2032	Vanguard Target Retirement 2030 Fund Investor Shares
1/1/1968 – 12/31/1972	2033 – 2037	Vanguard Target Retirement 2035 Fund Investor Shares
1/1/1973 – 12/31/1977	2038 – 2042	Vanguard Target Retirement 2040 Fund Investor Shares
1/1/1978 – 12/31/1982	2043 – 2047	Vanguard Target Retirement 2045 Fund Investor Shares
1/1/1983 – and later	2048 and later	Vanguard Target Retirement 2050 Fund Investor Shares

Date of birth ranges were selected by your Plan Sponsor.

If you do not want future contributions to default into the investment options as shown above, or wish to change how your current balances are invested, please log on to NetBenefits® at www.netbenefits.com or call Fidelity toll-free at 1-800-835-5095.

New Plan Enhancement

Effective **January 1, 2009**, the LANS 401(k) Retirement and Savings Plans will offer a self-directed brokerage option. **Investment options in the self-directed brokerage account will not be monitored by the Los Alamos National Security Benefits and Investment Committee.**

Fidelity BrokerageLink® - Fidelity BrokerageLink® adds the flexibility of a brokerage account within your 401(k) Retirement Savings Plans that offers the opportunity to choose investments from Fidelity mutual funds and some non-Fidelity mutual funds. It gives you expanded investment choices and the opportunity to more actively manage your retirement contributions. A self-directed brokerage account is not for everyone. If you

are a sophisticated investor who is willing to take on additional risk and you are prepared to assume the responsibility of more closely monitoring this portion of your portfolio, it could be appropriate for you. However, if you do not feel comfortable actively managing a portfolio of mutual funds beyond those offered through your plan's standard investment options, then a self-directed brokerage account may not be appropriate for you. Remember, it is always your responsibility to ensure that the options you select are consistent with your particular situation, including your goals, time horizon, and risk tolerance. To view a list of all mutual funds available, log on to www.Fidelity.com and click on *Mutual Funds* located under *Our Products* on the left side.

If you think that BrokerageLink may be right for you, contact Fidelity to request a New Account Kit, which provides more detailed information on the product, a fact sheet for the LANS 401(k) Retirement and Savings Plans, and what you need to do to establish an account. Additional fees to a brokerage account; please refer to the commission schedule included in the New Account Kit for a complete listing of brokerage fees.

Fidelity BrokerageLink®

Fund code: 99265

What it is: A brokerage account within your retirement plan. This account is neither a mutual fund nor is it managed by any of the Fidelity

Investments group of companies. Brokerage services are provided through Fidelity Brokerage Services LLC, a member of the New York Stock Exchange and Securities Investor Protection Corporation.

Goal: To provide a broad range of investment products that allow you to manage your retirement savings more actively.

What it invests in: You alone decide how to invest the assets in your Fidelity BrokerageLink® account. You can invest in a variety of mutual funds (subject to the limitations of your particular plan). If you do not feel comfortable actively managing a portfolio of individual securities, you may find that your plan's standard investment options may be more appropriate for you. There are additional fees for investing in a BrokerageLink account. See your plan's fact sheet for details.

Who may want to invest:

- Someone who wants the highest degree of variety in selecting mutual fund investments for his or her retirement savings, and who is familiar with how a brokerage account operates.
- Someone who is comfortable with evaluating and researching a broad universe of mutual funds, and who wants to invest part of his or her retirement savings in mutual funds through a brokerage account.

Fees and Expenses

You may have heard about legislation and Department of Labor regulations which have been proposed to require disclosure of plan fees and expenses to 401(k) plan participants. In the spirit of complying with these proposals, we are providing you information about how fees and expenses are paid for your 401(k) plan and how those fees and expenses will impact your account. 401(k) plan fees and expenses generally fall into three categories:

- Plan Administration Expenses - The day-to-day administration of a 401(k) plan involves expenses for basic administrative services such as record keeping, accounting, legal, investment consulting and trustee services that are necessary for administering the plan as a whole. The administrative expenses also include participant educational services, communications, investment and retirement planning information and software, electronic access to your account, daily valuation and customer service and voice response systems.
- Investment Fees - These are the fees charged by the funds for investment management of the funds and other investment related services required to maintain the fund. These fees are passed on to fund investors in the form of an indirect charge because they are deducted directly from the investment returns. The net total return posted to your account is after these fees have been deducted.
- Individual Service Fees - In some cases there may be individual service fees associated with particular transactions or optional features offered under a 401(k) plan which are specific to certain participants. Examples are charges for loans, distributions, processing of qualified domestic relations orders and use of the brokerage window.

Mutual funds are often willing to share some of their investment fee revenue with plan service providers, such as Fidelity, to help pay for plan administration expenses. This is sometimes referred to as "revenue sharing". In the past revenue sharing has been sufficient enough to pay for plan administration expenses. Due to investment line-up changes **beginning January 1, 2009, Fidelity will charge an annual fee for plan administration services, a portion of which will be charged to participants by a quarterly charge to their accounts of \$15.50, or \$62.00 annually.** The annual administrative fee is composed of an annual Fidelity administration and recordkeeping fee of \$85.00 and Fidelity education/communication fee of \$12.00, which is then offset by revenue sharing which is expected to be \$35.00. Fidelity's services are provided to all participants and therefore, will be charged per participant regardless of account size. The plan administrator has negotiated with Fidelity to provide these necessary services at a reasonable cost and will continue to monitor the cost and look for additional ways to reduce the plan administration fees. The Benefits and Investment Committee (BIC) and Watson Wyatt anticipate that as plan assets grow, charges to participants can be reduced.

The information contained in the Fees and Expenses section above has been provided by Watson Wyatt Investment Consulting and is solely the responsibility of Watson Wyatt Investment Consulting.

Overview of How these Changes Will Effect Me

- 1 > I'm currently invested in one or more of these investment options; Fidelity Freedom Funds[®], Fidelity Inflation Protection Bond and the Templeton World Fund**
If you have future contributions going into any of these funds as of January 2, 2009, your future contributions will be transferred to the new investment option as outlined above. If you have a balance in any of these funds as of February 2, 2009, your balance will be transferred to the new investment option as outlined above. (see page 1)
- 2 > I never elected an investment option for my contributions.**
If you never made an investment option election, you were automatically invested in the Freedom Funds[®]. If you do not change your investment election and future contributions they will be transferred to the Vanguard Target Retirement Funds. Now is the time to review the investment options available to make an investment decision. (see page 1)
- 3 > I'm not invested in the Fidelity Freedom Funds[®], Fidelity Inflation Protection Bond or the Templeton World Fund.**
Whether or not you are invested in any of these funds, changes are ahead. New funds are being added and existing funds are being removed. This letter contains important detailed information about your Plan. (see all pages)
- 4 > What is the New Plan Enhancement?**
Beginning January 2, 2009, LANS 401(k) Retirement and Savings Plans will offer a self directed brokerage option. (see page 3)
- 5 > I don't remember my investment options.**
Now is a great time to log on to Fidelity Net Benefits[®] at www.netbenefits.com to review your current investment allocation or call Fidelity at 1-800-835-5095.
- 6 > What fees will I be responsible for?**
A quarterly fee of \$15.50 or \$62 annually will be charged to your 401(k) account. (see page 4 and 5)

About Your New Investment Options

The following are descriptions of your new investment options.

PIMCO Total Return Fund - Institutional Class

Fund Code: 99622

Ticker: PTTRX

Category: Bond

What It Is: A bond mutual fund.

Goal: To provide maximum total return, consistent with preservation of capital and prudent investment management.

What it invests in: All types of bonds, including U.S. government, corporate, mortgage and foreign. While the fund maintains an average portfolio duration of three to six years (approximately equal to an average maturity of five to 12 years), investments may also include short- and long-maturity bonds. Duration estimates how much a bond's price fluctuates with changes in comparable interest rates. Other factors can also influence a bond fund's performance and share price. In general, the bond market is volatile; bond prices rise when interest rates fall, and vice versa. This effect is usually more pronounced for longer-term securities. Share price, yield, and return will vary.

Who may want to invest:

- Someone with an aggressive investment portfolio who wants to balance stock market risk with a more stable option.
- Someone who is looking for a basic fixed-income investment, and who is interested in the diversification offered by this approach to bond investing.

Footnotes: Managed by Old Mutual Capital, which provided the description for this fund. Thompson Siegel & Walmsley, LLC serves as the Fund's sub-adviser.

Old Mutual Fund TS&W Mid-Cap Value Fund – Institutional Class

Fund Code: 19467

Ticker: N/A

Category: N/A

What it is: A domestic equity mutual fund.

Goal: The Fund seeks to provide long-term capital growth.

What it invests in: The Fund normally invests at least 80% of its net assets (plus any borrowings for investment purposes) in equity securities of midcap companies with value characteristics. For purposes of this Fund, mid-cap companies are those companies with market capitalizations similar to the companies in the Russell Midcap[®] Value Index. Investments in mid-sized companies may involve greater risks than those in larger, more well known companies, but may be less volatile than investments in smaller companies. Equity securities in which the Fund may invest include common and preferred stocks. There is a short-term trading fee of 2.00% for shares held less than 10 days. Share price and return will vary.

Who may want to invest:

- Someone who wants the potential for long-term growth of capital.
- Someone who is looking for growth of capital by investing in medium-sized companies, which tend to be more established than those in the small cap market but are potentially more volatile than larger cap companies.

Footnotes: Managed by Old Mutual Capital, which provided the description for this fund. Thompson Siegel & Walmsley, LLC serves as the Fund's sub-adviser. The Russell Midcap[®] Value Index is an unmanaged market capitalization-weighted index of medium-capitalization value-oriented stocks of U.S. domiciled companies that are included in the Russell Midcap[®] Index. Value-oriented stocks tend to have lower price-to-book ratios and lower forecasted growth values.

SSgA (State Street Global Advisors) Daily All-Country World ex-US Index Fund

Fund Code: 13018

Ticker: N/A

Category: International/Global

What it is: An international/global investment option (not a mutual fund).

Goal: Seeks to match the performance of the Morgan Stanley Capital International All Country World ex-United States Index (MSCI ACWI ex-US) while providing daily liquidity.

What it invests in: Primarily invests in all the stocks in the MSCI ACWI ex-US Index in proportion to their weighting in the Index. The strategy of investing in the same stocks as the Index minimizes the need for trading and therefore results in lower expenses. Foreign investments, especially those in emerging markets, involve greater risk and may offer greater potential returns than U.S. investments. This risk includes political and economic uncertainties of foreign countries, as well as the risk of currency fluctuation. Unit price and return will vary.

Who may want to invest:

- Someone who wants to balance their portfolio of domestic investments with overseas investments, which can behave differently.

- Someone who is willing to accept the higher degree of risk associated with investing overseas in exchange for potentially higher returns.

Footnotes: Managed by State Street Global Advisors, which provided the description for this portfolio. The MSCI All Country World Index Free ex-U.S. Index is an unmanaged market capitalization-weighted index representing both the developed and the emerging markets excluding the U.S. Excludes securities in which trading is restricted or difficult for foreigners.

Vanguard Target Retirement 2010 Fund - Investor Shares

Fund Code: 41076

Ticker: VTENX

Category: Life Cycle Funds

What it is: A growth and income mutual fund.

Goal: Seeks to provide growth of capital and current income consistent with its current asset allocation.

What it invests in: The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2010. The fund's asset allocation will become more conservative over time. Within 5 to 10 years after 2010, the fund's asset allocation should become similar to that of the Target Retirement Income Fund. These funds are subject to the volatility of the financial markets in the U.S and abroad and may be subject to the additional risks associated with investing in bonds, small cap and foreign securities. Share price and return will vary.

Who may want to invest:

- Someone who seeks an actively managed portfolio that becomes more conservative over time.
- Someone who does not feel comfortable making asset allocation choices over time to achieve a desired financial goal.

Footnotes: Managed by The Vanguard Group, which provided the description for this fund.

Vanguard Target Retirement 2015 Fund - Investor Shares

Fund Code: 47732

Ticker: VTXX

Category: Life Cycle Funds

What it is: A growth and income mutual fund.

Goal: Seeks to provide growth of capital and current income consistent with its current asset allocation.

What it invests in: The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2015. The fund's asset allocation will become more conservative over time. Within 5 to 10 years after 2015, the fund's asset allocation should become similar to that of the Target Retirement Income Fund. These funds are subject to the volatility of the financial markets in the U.S and abroad and may be subject to the additional risks associated with investing in bonds, small cap and foreign securities. Share price and return will vary.

Who may want to invest:

- Someone who seeks an actively managed portfolio that becomes more conservative over time.
- Someone who does not feel comfortable making asset allocation choices over time to achieve a desired financial goal.

Footnotes: Managed by The Vanguard Group, which provided the description for this fund.

Vanguard Target Retirement 2020 Fund - Investor Shares

Fund Code: 41078

Ticker: VTWNX

Category: Life Cycle Funds

What it is: A growth and income mutual fund.

Goal: Seeks to provide growth of capital and current income consistent with its current asset allocation.

What it invests in: The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2020. The fund's asset allocation will become more conservative over time. Within 5 to 10 years after 2020, the fund's asset allocation should become similar to that of the Target Retirement Income Fund. These funds are subject to the volatility of the financial markets in the U.S and abroad and may be subject to the additional risks associated with investing in bonds, small cap and foreign securities. Share price and return will vary.

Who may want to invest:

- Someone who seeks an actively managed portfolio that becomes more conservative over time.
- Someone who does not feel comfortable making asset allocation choices over time to achieve a desired financial goal.

Footnotes: Managed by The Vanguard Group, which provided the description for this fund.

Vanguard Target Retirement 2025 Fund - Investor Shares

Fund Code: 47734

Ticker: VTTVX

Category: Life Cycle Funds

What it is: A growth and income mutual fund.

Goal: Seeks to provide growth of capital and current income consistent with its current asset allocation.

What it invests in: The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2025. The fund's asset allocation will become more conservative over time. Within 5 to 10 years after 2025, the fund's asset allocation should become similar to that of the Target Retirement Income Fund. These funds are subject to the volatility of the financial markets in the U.S and abroad and may be subject to the additional risks associated with investing in bonds, small cap and foreign securities. Share price and return will vary.

Who may want to invest:

- Someone who seeks an actively managed portfolio that becomes more conservative over time.
- Someone who does not feel comfortable making asset allocation choices over time to achieve a desired financial goal.

Footnotes: Managed by The Vanguard Group, which provided the description for this fund.

Vanguard Target Retirement 2030 Fund - Investor Shares

Fund Code: 41080

Ticker: VTHR X

Category: Life Cycle Funds

What it is: A growth and income mutual fund.

Goal: Seeks to provide growth of capital and current income consistent with its current asset allocation.

What it invests in: The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2030. The fund's asset allocation will become more conservative over time. Within 5 to 10 years after 2030, the fund's asset allocation should become similar to that of the Target Retirement Income Fund. These funds are subject to the volatility of the financial markets in the U.S and abroad and may be subject to the additional risks associated with investing in bonds, small cap and foreign securities. Share price and return will vary.

Who may want to invest:

- Someone who seeks an actively managed portfolio that becomes more conservative over time.
- Someone who does not feel comfortable making asset allocation choices over time to achieve a desired financial goal.

Footnotes: Managed by The Vanguard Group, which provided the description for this fund.

Vanguard Target Retirement 2035 Fund - Investor Shares

Fund Code: 47736

Ticker: VTTHX

Category: Life Cycle Funds

What it is: A growth and income mutual fund.

Goal: Seeks to provide growth of capital and current income consistent with its current asset allocation.

What it invests in: The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2035. The fund's asset allocation will become more conservative over time. Within 5 to 10 years after 2035, the fund's asset allocation should become similar to that of the Target Retirement Income Fund. These funds are subject to the volatility of the financial markets in the U.S and abroad and may be subject to the additional risks associated with investing in bonds, small cap and foreign securities. Share price and return will vary.

Who may want to invest:

- Someone who seeks an actively managed portfolio that becomes more conservative over time.

- Someone who does not feel comfortable making asset allocation choices over time to achieve a desired financial goal.

Footnotes: Managed by The Vanguard Group, which provided the description for this fund.

Vanguard Target Retirement 2040 Fund - Investor Shares

Fund Code: 41082

Ticker: VFORX

Category: Life Cycle Funds

What it is: A growth and income mutual fund.

Goal: Seeks to provide growth of capital and current income consistent with its current asset allocation.

What it invests in: The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2040. The fund's asset allocation will become more conservative over time. Within 5 to 10 years after 2040, the fund's asset allocation should become similar to that of the Target Retirement Income Fund. These funds are subject to the volatility of the financial markets in the U.S and abroad and may be subject to the additional risks associated with investing in bonds, small cap and foreign securities. Share price and return will vary.

Who may want to invest:

- Someone who seeks an actively managed portfolio that becomes more conservative over time.
- Someone who does not feel comfortable making asset allocation choices over time to achieve a desired financial goal.

Footnotes: Managed by The Vanguard Group, which provided the description for this fund.

Vanguard Target Retirement 2045 Fund - Investor Shares

Fund Code: 47738

Ticker: VTIVX

Category: Life Cycle Funds

What it is: A growth and income mutual fund.

Goal: Seeks to provide growth of capital and current income consistent with its current asset allocation.

What it invests in: The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2045. The fund's asset allocation will become more conservative over time. Within 5 to 10 years after 2045, the fund's asset allocation should become similar to that of the Target Retirement Income Fund. These funds are subject to the volatility of the financial markets in the U.S and abroad and may be subject to the additional risks associated with investing in bonds, small cap and foreign securities. Share price and return will vary.

Who may want to invest:

- Someone who seeks an actively managed portfolio that becomes more conservative over time.
- Someone who does not feel comfortable making asset allocation choices over time to achieve a desired financial goal.

Footnotes: Managed by The Vanguard Group, which provided the description for this fund.

Vanguard Target Retirement 2050 Fund - Investor Shares

Fund Code: 41084

Ticker: VFIFX

Category: Life Cycle Funds

What it is: A growth and income mutual fund.

Goal: Seeks to provide growth of capital and current income consistent with its current asset allocation.

What it invests in: The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire in or within a few years of 2050. The fund's asset allocation will become more conservative over time. Within 5 to 10 years after 2050, the fund's asset allocation should become similar to that of the Target Retirement Income Fund. These funds are subject to the volatility of the financial markets in the U.S and abroad and may be subject to the additional risks associated with investing in bonds, small cap and foreign securities. Share price and return will vary.

Who may want to invest:

- Someone who seeks an actively managed portfolio that becomes more conservative over time.

- Someone who does not feel comfortable making asset allocation choices over time to achieve a desired financial goal.

Footnotes: Managed by The Vanguard Group, which provided the description for this fund.

Vanguard Target Retirement Income Fund - Investor Shares

Fund Code: 47728

Ticker: VTINX

Category: Life Cycle Funds

What it is: A growth and income mutual fund.

Goal: Seeks to provide current income and some capital appreciation.

What it invests in: The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement. The fund is subject to the volatility of the financial markets in the U.S and abroad and may be subject to the additional risks associated with investing in bonds, small cap and foreign securities. Share price and return will vary.

Who may want to invest:

- Someone who seeks an actively managed portfolio that becomes more conservative over time.
- Someone who does not feel comfortable making asset allocation choices over time to achieve a desired financial goal.

Footnotes: Managed by The Vanguard Group, which provided the description for this fund.

Before investing in any mutual fund, please carefully consider the investment objectives, risks, charges and expenses. For this and other information, call or write to Fidelity for a free prospectus. Read it carefully before you invest.

The Plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

Unless otherwise noted, transaction requests confirmed after the close of the market, normally 4 P.M. Eastern time, or on weekends or holidays, will receive the next available closing prices.

Watson Wyatt and Fidelity Investments are independent entities and are not legally affiliated.

With the exception of domestic equity mutual funds, investment options have been assigned to investment categories based on Fidelity's analysis. Fidelity has verified the accuracy of the placement of certain third party non-mutual funds with either the plan sponsor or the plan sponsor's consultant. Within Domestic Equities, mutual funds are listed according to their actual Morningstar categories as of 10/31/2008. Morningstar categories are based on a fund's style as measured by its underlying portfolio holdings over the past 3 years and may change at any time. These style calculations do not represent the funds' objectives and do not predict the funds' future styles.

The investment options available through the Plan reserve the right to modify or withdraw the exchange privilege.

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