



TO: Retirement Plan Participants

The AAAA Retirement Fund Trustees have decided to make a change to the investment fund line-up. We are **replacing** the following fund:

Current Fund	Replacement Fund	Replacement Fund Ticker Symbol
Artisan International Fund	Harbor International Institutional Fund	HAINX

On or about **March 27, 2012**, all assets in the Artisan International Fund will be moved to the Harbor International Institutional Fund. The new fund has a similar strategy to the current fund. A description of the new fund and its investment performance is on the following page.

If you are uncertain whether you are currently invested in the Artisan International Fund, please check your latest participant statement or review your retirement savings account from the Member Retirement Log In page.

If you are invested in the Artisan International Fund and you **do not** want your assets transferred to the Harbor International Institutional Fund, you can complete an Investment Election Change Form - - available from your agency's Benefits Manager or 4A's Benefits, Inc. Customer Service - - or transfer your assets to other available funds by clicking on Transactions, then Transfer Funds in your retirement savings account.

The Blackout Notice, following the fund description, details the transfer of assets and the times you will not be able to trade in the affected funds.

The Trustees, along with their independent investment advisor, review the investment options at least quarterly and more often as necessary. An analysis is prepared of overall fund performance to relevant benchmarks, fund performance among peer funds with similar strategies, fund consistency to strategy and any manager issues, and other related issues. The results of the review were a recommendation for a change in the investment option.

If you have any questions concerning this Notice, you should contact your agency's Benefits Manager or 4A's Benefits, Inc. Customer Service at:

704.501.4411 or comments@aaaabenefits.com

A description of the new fund and investment performance is as follows:

Harbor International Fund - HAINX

Objective:

The Fund seeks long-term total return, principally from growth of capital.

Risk Level: Above Average

Fund Overview:

The Harbor International Fund is subadvised by Northern Cross, LLC. The Fund invests primarily in common and preferred stocks of foreign large cap companies, including those located in countries with emerging markets. Companies in the Fund's portfolio generally have market capitalizations in excess of \$1 billion at the time of purchase.

When considering securities for the Fund, the portfolio manager uses an analysis of economic and market data as well as their knowledge of each country's political, social and economic culture. Using a value-oriented, bottom-up approach, the portfolio manager also looks for:

- Businesses that the portfolio manager believes offer value
- Low price/earnings multiples relative to other stocks in the country or industry
- Above average, long-term earnings expectation that is not reflected in the price

The Fund typically invests in a minimum of ten countries throughout the world at a time, and focuses on companies located in Europe, the Pacific Basin, and emerging industrialized nations whose economies and political regimes appear stable.

Performance Information - Returns as of 1/31/12

Fund	Year to Date	1 Year	3 Year	5 Year	10 Year	Short-term redemption fee	Fund Expense Ratio
New Fund: Harbor International Fund	7.8%	-5.5%	19.5%	.5%	10.3%	2.00% between 0 – 60 days	.77%
Retiring Fund: Artisan International Fund	6.3%	-3.3%	18.1%	-1.5%	5.6%	2.00% between 0 – 90 days	1.22%
MSCI EAFE (ND) Index	5.3%	-9.6%	13.4%	-3.9%	5.8%	N/A	N/A

**IMPORTANT NOTICE CONCERNING YOUR RIGHTS
UNDER YOUR COMPANY'S RETIREMENT PLAN**

DATE: February 16, 2012

This Notice is to inform you that there will be a change in the investment options available under your company's Retirement Plan. Assets in the Artisan International Fund (**ARTIX**) will be moved to the Harbor International Fund (**HAINX**).

As a result of this change, you will temporarily be unable to direct or diversify investments, obtain a loan or obtain a distribution from your account balances in the Artisan International Fund. This period, during which you will be unable to exercise these rights otherwise available under the plan, is called a "blackout period". Whether or not you are planning retirement in the near future, we encourage you to carefully consider how this blackout period may affect your retirement planning, as well as your overall financial plan.

The blackout period for the plan will begin on March 26, 2012, and end on March 29, 2012.

During the blackout period you will be unable to direct or diversify the assets held in the Artisan International Fund in your plan account. For this reason, it is very important that you review and consider the appropriateness of your current investments in light of your inability to direct or diversify this investment during the blackout period. For your long-term retirement security, you should give careful consideration to the importance of a well-balanced and diversified investment portfolio, taking into account all your assets, income and investments. You should be aware that there is a risk to holding substantial portions of your assets in the securities of one company, as individual securities tend to have wider price swings, up and down, in short periods of time, than investments in diversified funds. Stocks that have wide price swings might have a large loss during the blackout period, and you would not be able to direct the sale of such stocks from your account during the blackout period.

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or

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