



ADMINISTRATIVE AND MANAGEMENT FEES DISCLOSURE STATEMENT – MARCH 2011

Last fall, you were sent an announcement regarding the separation of the defined contribution component of your retirement plan (the Supplemental Retirement Plan) from the defined benefit component of your retirement plan (the Pension Plan).

Now that the two plans have been legally separated, it is necessary to revise the manner in which fees are assessed in the defined contribution component. Historically, a portion of the defined contribution component's administrative costs were paid by the defined benefit component. However, the separation of the defined benefit component from the defined contribution component means that a portion of the administrative costs will now be passed along to you as a quarterly fee. It is important to note that there is another portion of the plan's administrative costs that has historically been and will continue to be paid using revenue generated as a result of agreements with the investment management companies whose funds are available in the defined contribution component. These arrangements directly benefit you, as they reduce the quarterly administrative fees that are charged to you as a plan participant.

The following outlines the administrative and management fees that you will pay as a participant in the Supplemental Retirement Plan (the "Plan").

Administrative fees

Beginning with the first quarter of 2011, you will be charged an administrative fee of \$8.50 for each quarter of the year that you maintain a balance in your Plan account. The fee is usually charged to your account during the last week of the quarter. This fee covers the cost of services provided to the Plan by Mercer (the Plan's recordkeeper) as well as costs and expenses associated with the administration of the Plan by the Fund Office. The administrative fee may vary from year to year.

Investment management and operating fees

Each of the investment options in the Plan carry expenses, which are commonly known as expense ratios. An investment's expense ratio is a percentage of an investment's average net assets that shareholders pay toward the investment's operating expenses and management fees. Expense ratios are deducted from an investment's current income and are disclosed in each investment's annual report, prospectus, or offering statement. Expense ratios vary over time. The information on the back of this notice reflects expenses for each investment option's most current fiscal year. The expense ratios are also available on the Plan's website through Mercer by logging on to www.ibenefitcenter.com. This fee disclosure notice is posted on the website under the Forms tab. For further information on expense ratios, you may contact a Mercer Service Representative at 1-877-864-6677.

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INVESTMENT OPTION	TICKER SYMBOL (IF APPLICABLE)	ANNUAL GROSS EXPENSE RATIO*
American Funds The Growth Fund of America	RGACX	0.97%
Columbia Small Cap Value Fund	NSVAX	1.11%
Dodge & Cox Balanced Fund	DODBX	0.53%
The George Putnam Fund of Boston	PGEYX	0.86%
Goldman Sachs Mid Cap Value Fund	GCMAX	1.19%
Lord Abbett Affiliated Fund	LAFFX	0.88%
Morgan Stanley Institutional Mid Cap Growth Portfolio	MACGX	0.98%
Putnam Bond Index Fund	N/A	0.35%
Putnam S&P 500 Index Fund	N/A	0.25%
Putnam Stable Value Fund	N/A	0.25%
SSgA International Stock Selection Fund	SSAIX	1.17%
Vanguard Explorer Fund	VEXPX	0.54%
Victory Diversified Stock Fund	SRVEX	1.07%
Vanguard Target Retirement Income Fund	VTINX	0.17%
Vanguard Target Retirement 2005 Fund	VTOVX	0.17%
Vanguard Target Retirement 2010 Fund	VTENX	0.17%
Vanguard Target Retirement 2015 Fund	VTXVX	0.17%
Vanguard Target Retirement 2020 Fund	VTWNX	0.18%
Vanguard Target Retirement 2025 Fund	VTTVX	0.18%
Vanguard Target Retirement 2030 Fund	VTHR X	0.19%
Vanguard Target Retirement 2035 Fund	VTTHX	0.19%
Vanguard Target Retirement 2040 Fund	VFORX	0.19%
Vanguard Target Retirement 2045 Fund	VTIVX	0.19%
Vanguard Target Retirement 2050 Fund	VFIFX	0.19%

*As of the most recent prospectus as of 2/1/2011.

Before investing, consider the investment options' or funds' investment objectives, risks, charges, and expenses. Call 1-877-864-6644 for an offering statement or prospectus and, if available, a summary prospectus containing this and other information. Read it carefully.

Investing involves risk, including the risk of loss.