

The Churchill Benefit Corporation 401(k) Savings  
Plan

Make the most of  
**your future**



Fast Facts About Your Plan

There are many great benefits to being part of the The Churchill Benefit Corporation 401(k) Savings Plan. Among those benefits is exceptional customer service—online, by phone, or by wireless. In fact, you can count on your company and Fidelity to help support you every step of the way.

Best practices to consider:

- **The impact of an early start.** Your decision to start today could give you quite a bit more at retirement than starting five years from now.
- **Contribute as much as you can.** Fidelity considers 10% per paycheck to be a very good start. That amount can take you a long way toward reaching your financial goals.
- **Do what you can afford.** Start at a number that feels comfortable to you. You can always change it later. The important thing is to invest what you can afford and start right away.
- **Invest more in your plan, pay less in taxes.** Your pretax contributions come out of your pay before income taxes are taken out. You can actually lower your current taxes by investing in the plan today.<sup>1</sup>

Find out how simple it can be to enroll, manage your account, and take advantage of what your company and Fidelity have to offer.

- Look inside for:
  - **Frequently Asked Questions** - the basic details of your plan including when you can enroll to availability of your money.
  - **Investment Options** - pick at least one investment option to get started, then consider the whole spectrum as you get more comfortable with planning.
  - **Resources for Staying on Track** - to help you meet your retirement goals, the plan offers a comprehensive communications program and planning tools to help you stay on track.

## Enroll Today!!!

If you haven't already, enrolling in your plan is a smart move.

It's easy to join your plan and make that next great investment in yourself.

Here's how.

- First, go to Fidelity NetBenefits® at [www.401k.com](http://www.401k.com) or call the Fidelity Retirement Benefits Line at 1-800-835-5097.
- Next, set up your personal identification number (PIN). If you're already a Fidelity customer, you can use your existing PIN. Please note, you will be prompted to enter your email address.
- Finally, click on "Enroll Now" in the center of the NetBenefits® homepage.

# Frequently Asked Questions

Here are answers to questions you may have about the key features and benefits of CHURCHILL BENEFIT.

<b>When am I eligible to enroll?</b>	All contributions	Immediately
<b>When can I enroll in the plan?</b>		Immediate upon meeting all eligibility requirements
<b>How much can I contribute?</b>	Employee Contributions	1% to 20% of eligible pretax pay
	Contribution Change	EGTRRA Catch Up Provision
	Frequency	First Day Of Month
	Company Match	Discretionary
<b>Can I make a catch up contribution?</b>	If you are age 50 or over by the end of the calendar year and have reached the annual IRS limit or Plan's maximum contribution limit for the year, you may make additional salary deferral, pretax contributions to the Plan up to the IRS Catch Up Provision Limit (2007 = \$5,000).	
<b>When am I vested?</b>	Employee Contributions	100% immediate
	Company Match	<u>Years of Service for Vesting</u>
		<u>Percentage</u>
		less than 1
		100
		1
		100
<b>Can I take a loan?</b>	Yes. You may have 1 loan outstanding at one time. Be sure you understand the plan guidelines and impact of taking a loan before initiating a loan from your plan account.	
<b>How much?</b>	Generally, you may borrow the lesser of 50% of your vested account balance or \$50,000. Any outstanding loan balances over the previous 12 months may reduce the amount you have available to borrow. The minimum amount you may borrow is \$1,000. Loan repayments (plus interest) to your plan account are automatically deducted from your pay through after-tax payroll deduction.	
<b>Can I take a withdrawal?</b>	Yes. They are generally permitted in the event of termination of employment, retirement, disability, or death. You may also be eligible for a withdrawal in the case of a severe financial hardship as defined by your Plan. Keep in mind that withdrawals are subject to income taxes and possibly to early withdrawal penalties.	
<b>What are the investment options?</b>	See Investment Options section of this flyer.	

**To enroll, make changes or learn more:**

Fidelity NetBenefits® at [www.401k.com](http://www.401k.com) (virtually 24/7)

Retirement Benefits Line at 1-800-835-5097 (8:30 AM – 8:00 PM)

Investment Options

Designed to meet a wide variety of investing preferences, the following investment options are available.

Categories to the left have potentially more inflation risk and less investment risk

Money Market	Stable Value	Bond	Balanced/Hybrid	Domestic Equities			International / Global Equity	Specialty	Company Stock
• Fidelity Retirement Money Market Portfolio		• Fidelity Capital & Income Fund • Fidelity U.S. Bond Index Fund	• Fidelity Balanced Fund	Large Value	Large Blend	Large Growth	• Fidelity International Discovery Fund • Fidelity Diversified International Fund		
				• Fidelity Equity-Income II Fund • Fidelity Large Cap Value Fund	• Fidelity Fund • Spartan® U.S. Equity Index Fund	• Fidelity Growth Company Fund • Fidelity OTC Portfolio			
				Mid Value	Mid Blend	Mid Growth			
				• Fidelity Value Fund	• Fidelity Low-Priced Stock Fund	• *Rainier Small/Mid Cap Equity Portfolio • Fidelity Aggressive Growth Fund			
				Small Value	Small Blend	Small Growth			
					• *Wells Fargo Advantage Small Cap Value Z	• *Baron Small Cap Fund			

This spectrum, with the exception of the Domestic Equity category, is based on Fidelity’s analysis of the characteristics of the general investment categories and not on the actual investment options and their holdings, which may change frequently. Investment options in the Domestic Equity Category are based on the options’ Morningstar categories as of the most recent calendar quarter. Morningstar categories are based on a fund’s style as measured by its underlying portfolio holdings over the past three years and may change at any time. These style calculations do not represent the investment options’ objectives and do not predict the investment options future styles. Investment options are listed in alphabetical order within each investment category. Risk associated with the investment options may vary significantly within each particular investment category, and the relative risk of categories may change under certain economic conditions. For a more complete discussion of risk associated with the mutual fund options, please read the prospectuses before making your investment decision. The spectrum does not represent actual or implied performance.

*An investment in a money market fund is not insured or guaranteed by the FDIC or any other government agency. Although money market funds seek to preserve the value of your investment at \$1 per share, it is possible to lose money by investing in these funds.*

The Low-Priced Stock Fund is closed to new investors effective July 30, 2004. Only participants who held a position in Low-Price Stock on July 30, 2004 may choose this as an Investment Option.

\*This fund may assess an annual or quarterly fee. Refer to your Summary Plan Description for the actual fee.

## Additional Investment Options

**Fidelity Freedom Funds®** offer a blend of stocks, bonds, and short-term investments within a single fund. They are designed for investors who don't want to go through the process of picking several funds from the three asset classes but who still want to diversify among stocks, bonds, and short-term investments.

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 high yield, small cap and foreign securities.

Categories to the left have potentially more inflation risk and less investment risk

Categories to the right have potentially less inflation risk and more investment risk

Fidelity Freedom Income Fund®	Fidelity Freedom 2005 Fund®	Fidelity Freedom 2015 Fund®	Fidelity Freedom 2025 Fund®	Fidelity Freedom 2035 Fund®	Fidelity Freedom 2045 Fund®
Fidelity Freedom 2000 Fund®	Fidelity Freedom 2010 Fund®	Fidelity Freedom 2020 Fund®	Fidelity Freedom 2030 Fund®	Fidelity Freedom 2040 Fund®	Fidelity Freedom 2050 Fund®

The lifecycle funds are represented on a separate spectrum because each fund (except the income fund) will gradually adjust its asset allocation to be more conservative as the funds approach and move beyond their target retirement dates, until ultimately reaching their respective income fund allocations. Generally, within each fund family, those funds with later target retirement dates have greater risk than those with earlier target retirement dates. For lifecycle mutual funds, please see the fund's prospectus for detailed information.

## Resources for staying on track....

<b>Watch for these communications in your mail or email box</b>	<b>Educational Communications</b>	In both email <sup>2</sup> and postcard format, these communications help you focus your attention on specific planning issues such as the effects of saving more or why it is important to diversify your savings among different types of investment options. To receive in email, visit the My Profile section of Fidelity NetBenefits®.
	<b>STAGES® Magazine</b>	Delivered twice a year and provides real life scenarios of participants in addition to numerous articles to give you ideas to help manage your savings.
	<b>Account Statements</b>	Available online virtually 24/7 via Fidelity NetBenefits® with monthly email reminders. You may also obtain an account statement through Fidelity upon request.
	<b>Retirement Checkup</b>	Notification delivered once a year to encourage you to track your progress toward your goals. Though retirement may be years away, our interactive Retirement Quick Check <sup>3</sup> tool will help you find out if you are on track to generate the income you'll need. All in just 10–15 minutes.
<b>Interactive learning opportunities</b>	<b>Web Workshops</b>	Check out a self-paced web workshop — <b>Getting Started in Your Retirement Savings Plan</b> — and take the basic steps to help you become financially ready. It's easy to attend this web workshop virtually any time, 24 hours a day, seven days a week by clicking on: <a href="#">Getting Started in Your Plan</a> .  To attend a live, presenter-led workshop at a time and date convenient for you, go to <a href="http://webworkshops.fidelity.com">http://webworkshops.fidelity.com</a> , log in to Fidelity NetBenefits®, and check out the offerings.
	<b>Investor Centers<sup>4</sup></b>	Call, click or visit to learn more about savings outside your retirement plan. Investor centers are located in over 100 cities nationwide and are available to provide consultations to help with financial needs beyond your retirement savings plan such as IRAs, college savings plans, and retirement income planning. Go to <a href="http://www.fidelity.com">www.fidelity.com</a> or call 1-800-Fidelity.
	<b>Create an asset allocation that's right for you</b>	You can create an asset allocation strategy by using Portfolio Review located in the Tools and Learning section of NetBenefits®.
<b>Save a little more each year, the easy way.</b>	With the Automatic Increase Program, you can have your contribution amount bumped up each year, by the amount you set yourself. Go to NetBenefits® to enroll.	

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

Portfolio Review is an educational tool developed by Strategic Advisers Inc., a registered investment adviser and a Fidelity Investments Company, and offered for use by Fidelity Brokerage Services LLC, member NYSE, SIPC, or by Fidelity Investments Institutional Services Company, Inc.

<sup>1</sup>Contributions and earnings, if any will be taxed as ordinary income in the year withdrawn.

<sup>2</sup>If Fidelity has your email address, these messages will come from email entitled "Your Benefits Center [benefitscenter@fidelity.com](mailto:benefitscenter@fidelity.com)".

<sup>3</sup>Retirement Quick Check is an educational tool developed by Strategic Advisers Inc., a registered investment adviser and a Fidelity Investments company, and offered for use by Fidelity Brokerage Services LLC, member NYSE, SIPC, or by Fidelity Investments Institutional Services Company, Inc.

<sup>4</sup>Investor Center services are beyond your retirement plan and provided by Fidelity Brokerage Services LLC, Member NYSE, SIPC, 100 Summer Street, Boston, MA 02110.

\*Fees apply.

529 College Savings Plans are state sponsored and some Plans are managed by Fidelity.

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.

This 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 under ERISA that are the direct and necessary result of investment instructions given by a participant or beneficiary.

Keep in mind, investing involves risk. The value of your investment will fluctuate over time and you may gain or lose money.

This document provides only a summary of the main features of the The Churchill Benefit Corporation 401(k) Savings Plan, and the Plan document will govern in the event of any discrepancy.

Pretax contributions are subject to the annual IRS dollar limit.

In general, bond prices rise when interest rates fall, and vice versa. This effect is usually more pronounced for longer-term securities.

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

Investments in mid-sized companies may involve greater risks than those of larger, more well known companies, but may be less volatile than investments in smaller companies.

Investments in smaller companies may involve greater risks than those in larger, more well known companies.

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.

Because of their narrow focus, sector funds may be more volatile than funds that diversify across many sectors.

*An investment in a money market fund is not insured or guaranteed by the FDIC or any other government agency. Although money market funds seek to preserve the value of your investment at \$1 per share, it is possible to lose money by investing in these funds.*

Lower-quality debt securities involve greater risk of default or price changes due to potential changes in the credit quality of the issuer.

Hardship distributions are not considered eligible rollover distributions and are not subject to 20% federal withholding. They are taxed as ordinary income and may be subject to a penalty when you file your income taxes. Please consult your tax adviser regarding your own tax situation.

