

RECEIVED
OCT 31 2008

Memo

To: UFCW Local One 401(k) Plan Participants
From: Amy Mielnicki, Investment Advisor Representative
Date: October 29, 2008

There are some positive changes for pension plans in 2009!

Maximum Employee Deferral Amount: The new limit for employee contributions is 100% of compensation up to \$16,500.

Catch-up provisions: For those employees that will be age 50 in the year 2009, you will be able to contribute an **extra** \$5,500 to the 401(k) plan.

If you wish to make any changes to the amount you are contributing into your 401k account, please contact your company's Human Resource Department.

If you have questions pertaining how to invest your 401k account you may contact me directly at 315-797-8400.

Take a look at how even a small contribution can grow over time:

	2%	4%	6%	8%
30 Years to Save	\$63,401	\$126,802	\$190,204	\$253,605
Contribution Per Bi-weekly Pay Period	\$15.38	\$30.77	\$46.15	\$61.54
Reduction in Take-Home Per Pay Period	\$11.54	\$23.08	\$34.62	\$46.15

Assume \$20,000 in annual income, an annual 8% rate of return, 30 years to retirement, an annual pay increase of 3% and a 25% tax bracket. The annual 8% rate of return in this chart is hypothetical and does not represent the returns of any particular investment.

This information is not intended to be a substitute for specific individualized tax or legal advice.