Saving for the future with your company sponsored

RETIREMENT PLAN

RPG
CONSULTANTS

What is an Employer-sponsored Retirement Plan? How can it help you save?

An Employer-sponsored Retirement Plan provides a disciplined and convenient strategy for employees to reach their savings goals. It is no wonder that most employees who are offered company sponsored Retirement Plans choose to contribute to them. The benefit for most employees is obvious: tax-deferred contributions for retirement. In an era when employees can no longer count on traditional pensions and social security to provide for their retirement needs, employees must find alternative sources for funding their retirements.

Your retirement is probably the single most expensive item you will need to fund.

Surprisingly, most Americans are not financially prepared for their golden years. According to the National Bureau of Economic Research in a June 2011 working paper, most Americans do not save enough, if at all, for retirement. To cover your expenses during retirement for 15, 20, 30 years or more, you have to start preparing now. Don't let your money run out during your retirement years.

Every dollar saved today can mean a much more comfortable future for you. The greater the number of years during which you save, the more time your money has to grow. For example, using a simple interest formula with a 7% return on an initial investment of $10,000, after 30 years the account would grow to $76,122.55. Using the same formula, an investor would need to nearly quadruple that investment to get the same return in a 10 year time frame. The moral of the story is, saving earlier makes saving easier.

Defined Contribution Retirement Plans

have become popular since they were first introduced by the IRS in the early 1980's.

These Plans provide a simple and cost-effective way for employees to save money for life after their working years.

401(k) Plans are the most common type of Defined Contribution Plan.

So how is saving through your Employer's Retirement Plan different than simply saving on your own?

By having part of your paycheck contributed directly to your Plan account, the IRS allows for taxes to be deferred until retirement age when you start withdrawing from your account.

Employee NOT Employer Contributions

- Participant elects an annual percentage of salary or a fixed amount per payroll
- Employer takes deduction automatically from payroll
- Lowers Participants's taxable income

Here is an example:

Let's assume the following:

- Weekly Payroll (i.e. 52 payrolls)
- 30% tax bracket
- Annual Salary of $52,000
- Elect 5% of the annual salary:
  $2,600 annually = $50/paycheck

	Taxable Wages	Taxes Paid	Take Home Pay	Amount Contributed to Plan Account	Total Weekly Income (Including Retirement Plan Account Contributions)	Total Annual Income	Total Annual Retirement Plan Contribution
WITHOUT Retirement Plan	$ 1,000	$ 300	$ 700	$ 0	$ 700	$36,400	$ 0
WITH Retirement Plan	$ 950	$ 285	$ 665	$ 50	$ 715	$ 37,180	$ 2,600

By committing to have a portion of your paycheck automatically contributed to your Retirement Plan account, you can start saving toward your future with very little effort now and reap the rewards during your retirement years.

Why is it important to save now?

For most Americans, Social Security will probably not cover all of their expenses in retirement. Health care costs are rising and unexpected expenses often emerge. According to the AARP, the average American should plan to have 70-100% of his or her last annual salary for each year of expected retirement to cover the cost of expenses during non-working years. When calculating your future costs in retirement, consider factors such as your base annual expenses, health care costs, travel expenses, taxes, long-term care expenses, family/grandchildren expenses, and inflation.

Due to insufficient planning, many people are now forced to work later in life to cover their necessary expenses. Most Americans do not save enough to maintain the lifestyles to which they have become accustomed during their working years. As people are now living longer after retiring, there is a growing need to save more and to plan for the long-term. By deducting a small portion of your salary today, you can enjoy the benefits of your savings for many years in the future. By starting to save earlier and by saving more, employees can endeavor to create more comfortable retirements.

SAVINGS: AN INTRODUCTION

How do you start saving?

The best way to start saving for retirement is to create your own savings strategy. Map out how much you think you will need to meet your financial goals during your retirement by taking into account the sum of all of your expected expenses, and then add a cushion for the unexpected.

It is important to maintain a long-term perspective. As mentioned before, you should consider factors such as your regular annual expenses, (utility bills, housing, food, auto expenses, etc.), health care costs, taxes, (even without a regular income there are still many taxes that you may be subject to), travel expenses, long-term care expenses, family/grandchildren obligations, and inflation. In your plan, also include other savings and sources of income, such as Social Security, that you will be collecting once you are retired.

How much will you need for your retirement?

Use the retirement calculator available on the RPG **Consultants website, www.rpgconsultants.com,** to calculate how much income should be deferred from your paycheck in order to help you meet your financial goals. When using the calculator, consider the risks involved with each type of investment option. Your Plan's financial advisor can help you better understand the risks and potential rewards associated with each investmentoption.

Choosing an investment strategy that suits your needs

You can use the risk profile questionnaire on the following page to help you gauge what type of investor you are depending on your sensitivity for investment risk.

Consider how your risks and objectives can change during the course of your savings strategy. For instance, early in your career you may consider choosing riskier investments that have higher potential to appreciate in value, whereas later in your career it may be more important to you to preserve your savings, and you may want to choose more stable investments that provide lower potential for higher returns. Keep in mind, the account is your own, not your employer's, and you are responsible for saving for your retirement.

RETIREMENT TIMELINE

AGE 50

Begin making catch-up contributions, an extra amount that those 50 years of age and older can add, to 401(k) and other retirement accounts.

AGE 59 ½

No more tax penalties on withdrawals from retirement accounts, but leaving money in your retirement account means more time for it to grow.

AGE 62

The minimum age to receive Social Security benefits, but delaying means a bigger monthly benefit.

AGE 65

Eligible for Medicare.

AGE 66

Eligible for full Social Security benefits if born between 1943 and 1954.

AGE 70 ½

Start taking minimum withdrawals from most retirement accounts by this age; otherwise, you may be charged heavy tax penalties in the future.

Source: DOL/EBSA

RISK PROFILE QUESTIONAIRE

Risk Profile Questionaire

Once you join your employer's Retirement Plan, you will need to develop an investment strategy. This questionnaire can help you determine whether you are a conservative, moderate, or aggressive investor, and which investments offered by your Retirement Plan may best suit your needs. Use this information In combination with other investment planning advice available to you.

Please read the following statements. Rank yourself on a scale from 1 to 5 as to whether you agree or disagree with the statements. Circle your choice.

1.	To obtain above-average returns on my investments, I am willing to accept above-average risk of investment losses.	1 2 3 4 5
2.	Staying ahead of inflation is more important to me than maintaining stable principal values.	1 2 3 4 5
3.	If an investment loses money over the course of a year, I can easily resist the temptation to sell it.	1 2 3 4 5
4.	I do not plan on withdrawing my retirement money for major expenses before I retire.	1 2 3 4 5
5.	I consider myself knowledgeable about economic issues and personal investing.	1 2 3 4 5
6.	How old are you? Age: 20-29 **5 points**; Age: 30-39 **4 points**; Age: 40-49 **3 points**; Age: 50-59 **2 points**; Age: 60 or over **1 point**.	1 2 3 4 5
7.	How many years until you retire? 1-5 yrs. **1 point**; 6-10 yrs. **2 point s**; 11-15 yrs. **3 points**; 16-20 yrs. **4 points**; 21-25+ yrs. **5 points**.	1 2 3 4 5

TOTAL: ______

USING YOUR TOTAL, CIRCLE WHERE YOU FALL ON THE POINT RANGE BELOW

1 5 10 15 20 25 30 35

1-7 points *Ultra Conservative*	**8-13 points** *Conservative*	**14-18 points** *Moderartely Conservative*
19-24 points *Moderate*	**25-29 points** *Moderately Aggressive*	**30-35 points** *Aggressive*

INVESTMENT TERMS

Active Management: As opposed to Passive Management, this refers to paid managers actively trading investments within a fund. Most mutual funds are actively managed, with the exception of index funds.

Asset Allocation: The strategy used to diversify investments to balance risk and reward of investments. It is based on the principle that asset types perform differently in varying economic conditions.

Balanced Fund: A fund investing in stocks, bonds, and money market securities.

Bond: The debt instrument (or "IOU") of a corporation or government entity that promises to pay you a specified amount of interest for a specified time period, with principal to be paid when the bond matures. Investment risk is low to moderate for government bonds and moderate to high for corporate bonds.

Certificates of Deposit (CDs): Evidence of money deposited in a financial institution for a set period of time at a specified interest rate. Your risk of losing principal with CDs issued by Federally insured institutions is very low.

Compound Interest: Interest Earned not only on your original investment, but on your accrued earnings as well.

Diversification: Investing in different companies in various industries or in several different types of investment vehicles to spread risk.

Dividend: Payments made by a corporation to it shareholders. The amount you will receive is based on the number of shares that you own.

Exchange Traded Fund (or ETF): A fund with an investment mix that is comprised of a basket of stocks or securities. Most often ETFs are not actively managed. Unlike a mutual fund, an ETF is traded like a stock, and its price can fluctuate during the course of the trading day. Investment risk in a stock index fund is moderate to high.

Fixed-Income Contracts: Investments generally issued by insurance companies or banks which pay a set interest rate over a set time period, with a promise to repay the principal at maturity. Your risk is low if the contracts are insured by a financially sound organization. The issuer of the contract bears any risk associated with the securities underlying the contract. Often called Guaranteed Investment Contracts.

Fixed-Income Securities: Investments with specified payment dates and amounts, primarily bonds. Risk is low to moderate, depending on the type, quality, and maturity of security.

Growth Stock: The stock or a firm generally growing faster than the economy or market norm. The risk with growth stocks tends to be high.

Income stock: Common stock that pays out a relatively large portion of earnings as dividends, resulting in a high yield for investors.

Index Fund: Bond: A fund that tracks a bond index, such as the Lehman Brothers Government/Credit Bond Index. Investment risk in a bond index fund is low to moderate.

Index Fund: Stock: A fund with an investment mix that mimics the Standard & Poor's 500 or another stock index. Investment risk in a stock index fund is moderate to high.

Managed Account: A personalized investment account or portfolio that is managed by a professional money manager on behalf of a Plan participant or group of participants.

Money Market: The market in which large amounts of short-term funds are loaned and borrowed. Money market instruments include such investments as commercial paper, negotiable certificates of deposit, and Treasury bills. Your Risk is low to moderate.

Principal: The capital sum you invest in the plan, as distinguished from interest or profit.

Prospectus: Printed material offering a security for sale which provides full disclosure of pertinent information regarding the issue.

Return: The profit you earn through investing.

S&P 500: A composite index of 500 stocks compiled by Standard & Poor's Corporation that is used as a board measure of stock performance.

Securities: Assets such as stocks, bonds, etc., which allow you to participate in earnings, distribution of property, or other assets of the corporation issuing the security.

Stocks: Also known as equities, they give you an ownership interest in the company issuing the stock. May be either preferred or common.

Total Return: The unrealized increase/decrease of an asset's value during a specific time period, plus any income generated by the asset during that period.

Treasury Bills: Long-term U.S. government securities that have maturities of more than ten years. Risk with these investments is low to moderate.

Treasury Bonds: Intermediate-term U.S. government securities that have maturities between one and ten years. Risk is slightly higher than Treasury bills and lower than Corporate bonds.

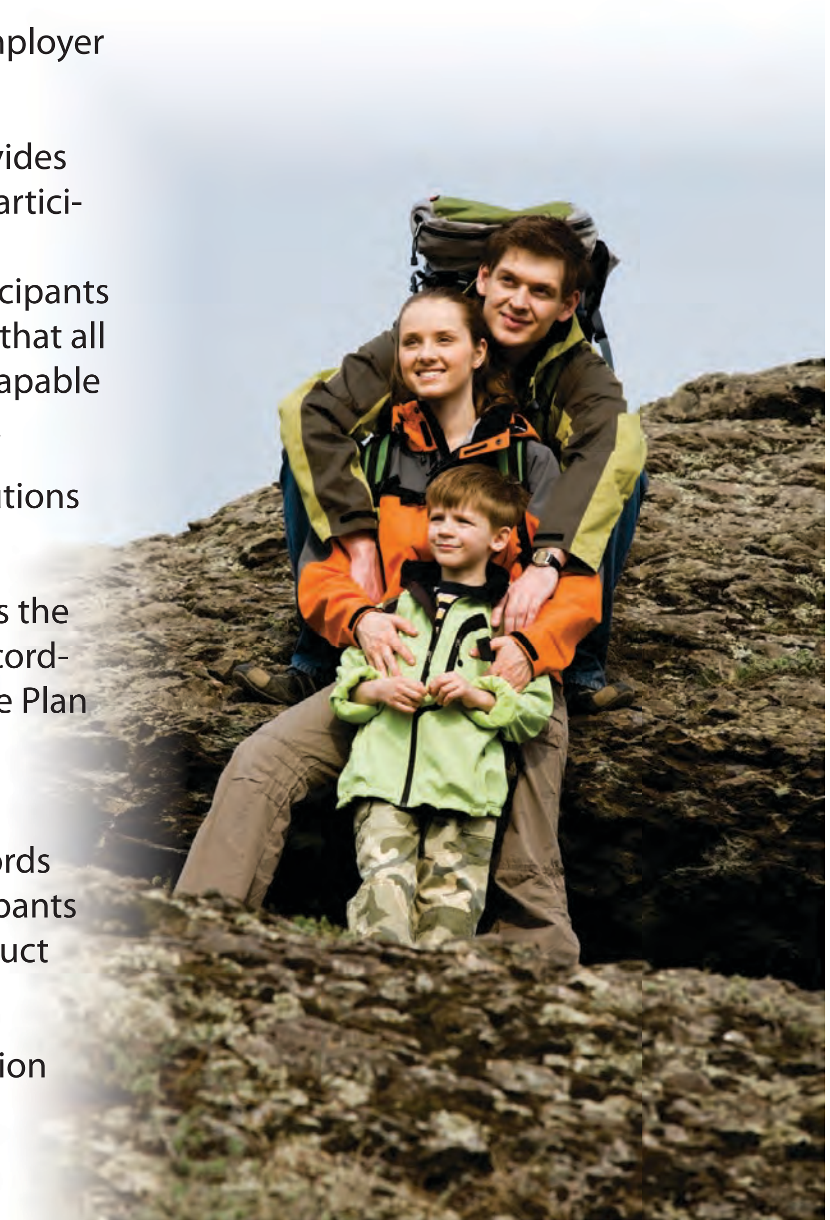
U.S. Government Agency Securities: Securities issued by government agencies rather than issued directly by the U.S. Treasury. Agencies issuing these securities include: the Federal Home Loan Banks, the Federal National Mortgage Association (Fannie Mae), and the Government National Mortgage Association (Ginnie Mae), among others. The risk for these investments is slightly higher than that for Treasury securities.

Yield: The interest or dividend paid with respect to a security. Yield is usually expressed as a percentage of the price of the security. More broadly, some investment advisors include capital appreciation as part of the yield.

UNDERSTANDING THE PROVIDERS OF YOUR COMPANY RETIREMENT PLAN

A retirement Plan involves a number of service providers, each of whom provides a distinct and valuable service for the Plan.

- The **Plan Sponsor** is another name for the employer who is offering its employees the Plan.
- The **Financial Advisor** is the person who provides education and guidance to the Plan and its Participants. The Financial Advisor ensures that the investments that are made available to Participants are appropriate, and he or she makes certain that all of the other Plan service providers each are capable and offering their services at reasonable cost.
- The **Asset Manager** provides investment solutions to the Plan.
- The **Third Party Administrator**, also known as the **TPA,** (if separate and/or in addition to the Recordkeeper), handles Plan functions which include Plan design, IRS mandated testing and filings, and Participant form processing.
- The **Recordkeeper** maintains Participant records and provides the platform with which Participants may view balances and allocations, and conduct Plan transactions.
- **The Custodian/Trust Company** is the Institution which holds the Plan's assets and executes transactions for Participant accounts.



ROLES AND RESPONSIBILITIES

EMPLOYER

- Process Payroll
- Signs Distribution Forms

THIRD PARTY ADMINISTRATOR

(TPA)

- Performs Annual Discrimination Tests and Calculations
- Prepares IRS Filings
- Ongoing Consulting to Sponsor

RECORD KEEPER

- Maintains Participant's Accounts
- Processes Contributions
- Processes Distributions
- Maintains Helpdesk to Assist in Using Website
- Works Closely with Sponsor

PARTICIPANT

- Makes Deferral Elections
- Makes Investment Elections
- Views Account 24/7
- Requests Transactions

CUSTODIAN

- Holds All Assets
- Invests and Distributes in Accordance with Instructions Sent by Recordkeeper

INVESTMENT PROFESSIONAL

- Provides Investment Education
- Assists in Selecting Investments

REVIEWING THE PROVISIONS OF YOUR COMPANY RETIREMENT PLAN

RPG CONSULTANTS

has posted your Company's Summary Plan Description (SPD)

on our website.

Once you enroll, you will be able to access your Company's SPD.

GETTING STARTED WITH THE ENROLLMENT PROCESS

Enclosed is a one-page online enrollment guide which will take you through a few short enrollment steps including:

1. Setting up your Personal Profile
2. Designating Beneficiaries
3. Making your Investment Elections.

Personal Profile:

This step will enable you to create a username and password for your account and provide us with your contact information and preferences.

Beneficiary Designation:

You are able to designate Primary and Contingent Beneficiaries to your account. Married individuals who wish to designate a Primary Beneficiary other than their spouse must complete a hardcopy Beneficiary Designation Form and provide notarized written spousal consent.

Investment Elections:

Your investment elections will be used to direct the investment of any assets entering your 401(k) account; including contributions, Plan conversions, and rollovers from another Qualified Retirement account. Should any assets be allocated to your account in the absence of definitive investment elections, those assets will be invested in the Plan’s default investment chosen by your Plan’s Financial/ Investment Advisor. You may login to your account to make or change your investment allocations at any time following your enrollment, both for future contributions as well as for existing assets in your account. Questions related to investments should be directed to your Plan’s Financial/ Investment Advisor.

Salary Deferral Elections:

Along with completing your online enrollment, you must also complete and submit to you Employer the Salary Deferral Election Form (enclosed) in order to inform your payroll department or provider of the percentage or dollar amount that you wish to have withheld from each payroll (pre-tax or after-tax Roth deductions) and applied toward your 401(k) account.

You may also change your existing salary deferral elections for future payrolls by completing and submitting the Salary Deferral Election Form to your Employer. See your Summary Plan Description for restrictions and limitations.

Enrollment Questions?

RPG Client Services staff are available to address any non-investment-related questions, Monday through Friday, 9:00 AM to 5:30 PM Eastern. You can reach us by calling 1-212-947-4800 ext. 401, or emailing us at support@rpgconsultants.com.

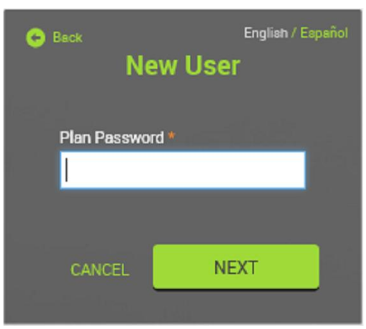
181 South Franklin Avenue, Suite 202
Valley Stream, NY 11581
Phone: (212) 947-4800
Fax: (212) 947-4866
support@rpgconsultants.com

Participant Online Enrollment Guide

The following steps will enable you to establish your retirement account online by creating your login credentials, creating your personal profile, entering your contact information, designating beneficiaries*, and making your investment elections.

Visit our website: http://myfocus.rpgconsultants.com and click on “New User? Enroll now!” pictured below

Enter your Plan’s enrollment password: **$AFW001%** (case sensitive) and click NEXT.



Enter your Social Security number (all 9 digits, no dashes) and click NEXT. You may also be required to enter your date of birth. Follow the on-screen prompts to complete the Plan’s enrollment process.

Contact the RPG Client Services Department Monday through Friday, 9:00 AM to 5:30 PM EST, with any questions related to your enrollment at support@rpgconsultants.com, or call 212-947-4800 x 401. Please note that RPG’s representatives are not qualified to provide any investment guidance.

Salary Deferral (Contribution) Elections:

Your Salary Deferral (Contribution) Elections will inform your Employer of the percentage or dollar amount to be withheld from salary each payroll and allocated to your retirement account. Your Plan may allow you to make these elections as tax-deferred deductions, or after-tax Roth deductions, or both. Please see your Summary Plan Description (SPD) for restrictions and visit our website for information on the IRS’ annual contribution limits. Your Plan may allow you to make your Salary Deferral Elections online, or by completing a paper-based form (to be completed and submitted to your Employer).

Investment Elections:

Your investment elections will be used to direct the investment of any assets entering your retirement account; including contributions, Plan conversion transfers, and outside rollovers. Should any assets be allocated to your account in the absence of definitive investment elections, those assets will be invested in the Plan’s (Qualified) Default Investment Alternative as designated by your Plan’s Investment Advisor. You may login to your account to make or change your investment allocations at any time, both for future contributions as well as for existing assets in your account.

Questions related to investments should be directed to your Plan’s Investment Advisor:

Name:	Michael J. Marini
Firm:	Kovack Securities Inc.
Email:	mmarini@ksifa.com
Phone:	407 924-7950

** Married individuals who wish to designate a primary beneficiary other than their spouse must complete a hardcopy Beneficiary Designation Form with notarized written consent from their spouse.*

TO LEARN MORE

We encourage you to visit www.rpgconsultants.com
to find out more about Employer-sponsored Retirements Plans.

Phone #:	212-947-4800 ext 401, or 1-800-656-401K
E-mail:	support@rpgconsultants.com
Fax:	212-947-4866
Mailing Address:	RPG Consultants 181 S. Franklin Ave. Suite 202 Valley Stream, NY 11581

For investment education and guidance,
please contact your Plan's Financial Advisor.

RPG CONSULTANTS

Since its' founding in the early 1980's, RPG Consultants has recognized the need to be on the forefront of innovative offerings for Company Retirement Plan participants.

RPG's state-of-the-art, web-based platform allows for participants to access up-to-date account information. Our e-mail and phone customer service support staff provides participants with timely responses to requests and inquiries.

Employees of corporations, other businesses, professional practices, municipalities, not-for-profits, and other types of organizations depend on RPG for maintaining and administering their retirement programs. RPG's core values remain unchanged since the Firm's founding; we strive to continue providing industry-leading efficient and courteous service that today's Plan participants expect".

 www.rpgconsultants.com