



Practice Management e*Advisory

Manager Change #1 – UPAL Short-Term Income Fund

Effective October 1, 2008, the American Performance Short-Term Income Fund (AISTX) was removed and the proceeds were invested in the Vanguard Short-Term Bond Index Signal Fund (VBSSX), which is an existing fund. Going forward, 100% of the assets of the UPAL Short-Term Income Fund will be invested in the Vanguard Short-Term Bond Index Signal Fund.

Manager Change #2 – UPAL Large Cap Value Equity Fund

Effective October 1, 2008, the John Hancock Classic Value I Fund was removed and the proceeds were invested in the Northern Trust Large Cap Value Index Fund, which is an existing fund. Going forward, 100% of the assets of the UPAL Large Cap Value Fund will be invested in the Northern Trust Large Cap Value Index Fund.

These changes were recommended by Gerber-Taylor Associates, the independent investment advisor to the UPAL Retirement Program. By increasing passive management in both funds, Gerber/Taylor seeks to eliminate the risks of future underperformance and to lower investment expenses. Past performance is not a guarantee of future performance. Investment in the Fund is not insured and may lose principal value.

In the event you have questions, please contact Lea Ann Nunley, Vice President, Retirement Plan Services at 918/747-5585.