



THE PLAN REVIEW

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ANNUAL REPORT 2009

INCOME FUND

The Income Fund unit value increased at an annualized rate of 2.6%, from \$120.55 at year end 2008, to \$123.70 at December 31, 2009.

The Board has renewed its contract with ING Life Insurance and Annuity Company to manage the Income Fund. The net guaranteed annual interest rate from ING to the Plan for the Income Fund in the first half of 2010 will be 3.25%. Because of administrative expenses and member transactions during the period, returns likely will vary from advanced announced rates.

INDEX FUND

The unit value of the Index Fund increased 27.8%, from \$18.22 at year end 2008 to \$23.28 at year end 2009. The fund remained fully invested in Vanguard S & P 500 Institutional Index Fund.

GROWTH FUND

The unit value of the Growth Fund increased 37.2%, from \$147.73 at year end 2008 to \$202.67 at year end 2009.

Portfolio Changes – Two funds were sold and four funds were added during this period: Our Investment Advisor sold Legg Mason US Small Cap Fund and added Van Kampen Global Equity Dividend Unit Trust. The Board of Trustees sold Laudus Rosenberg Long Short Equity Fund. In addition, the Board of Trustees bought the following funds from the Aggressive Fund: Neuberger Berman Genesis, Longleaf Partners International, and Fidelity Contrafund.

AGGRESSIVE FUND

The unit value of the Aggressive Fund increased 64.1%, from \$18.10 at year end 2008 to \$29.70 at year end 2009.

Portfolio Changes – Five funds were sold and five funds were added during this period: The Board of Trustees sold Neuberger Berman Genesis, Longleaf Partners International, and Fidelity Contrafund to the Growth Fund. The Board added two Exchange Traded Funds: ProShares UltraShort S&P and ProShares UltraShort QQQ (NASDAQ). The Board also bought USAA Precious Metals and Minerals and T Rowe Price New Asia Fund. Our Investment Advisor sold two First Trust Latin America Unit Trusts and bought Blackrock Equity Dividend Fund.

SUMMARY OF INVESTMENT PERFORMANCE AS OF DECEMBER 31, 2009

*Average Total Returns For Period
Ended December 31, 2009*

<u>Fund</u>	<u>One Year</u>	<u>Three Years*</u>	<u>Five Years*</u>
INCOME	2.6%	3.3%	3.7%
GROWTH	37.2%	-1.9%	2.7%
AGGRESSIVE	64.1%	7.6%	10.2%
INDEX	27.8%	-6.1%	0.2%
Comparative Indices (Not adjusted for Dividends)			
Standard & Poor's 500 Index	25.6%	-7.6%	-1.7%
Dow Jones Industrial Average	21.6%	-5.5%	-0.8%

*compound annual return

Note: Total return is the change in unit value over the time period, including reinvestment of all dividend and capital gain distributions. Past performance is no guarantee of future results.

FUND DETAIL

As of December 31, 2009

GROWTH FUND

Plan Board of Trustees	Market Value	% of total
Hussman Strategic Growth	\$2,622,684.01	3.6%
Janus Contrarian Fund	3,784,709.98	5.2
Neuberger Berman Genesis	1,210,741.09	1.7
Robeco Boston Partners L/S	1,474,466.50	2.0
Legg Mason Value Trust	4,011,531.04	5.5
Longleaf Partners International	1,095,385.73	1.5
Matthews Asian Growth & Income	2,244,195.69	3.1
Meridian Value	3,657,527.27	5.0
T Rowe Price Equity Income	4,156,739.51	5.7
T Rowe Price New Era	3,139,010.70	4.3
T Rowe Price Capital Appreciation	1,354,511.32	1.8
Federated Prudent Global Income	1,812,512.58	2.5
Mutual Global Discovery A	2,222,582.56	3.0
DWS Emerging Markets	2,817,143.08	3.8
Berkshire Hathaway Inc Del	2,635,372.00	3.6
Fidelity Contrafund	1,167,765.04	1.6
Vanguard Extended Market Index	3,640,357.69	5.0
Vanguard Institutional Index	3,679,968.80	5.0
Cash Account	2,365,695.12	3.2
<i>Total Board of Trustees</i>	<i>\$49,092,899.71</i>	<i>67.1%</i>

Financial Advisors

American Funds Inv Co of Amer	\$1,350,805.29	1.8%
American Funds New Perspective	3,048,973.52	4.2
Davis Opportunity Fund	3,205,976.31	4.4
DWS Latin Amer Fund	3,520,901.25	4.8
Mutual Global Discovery A	2,809,910.62	3.8
Royce Total Return	1,797,266.98	2.5
Rydex NOVA	1,462,920.82	2.0
Washington Mutual Investors	2,121,016.84	2.9
ING Russia Fund	768,236.04	1.0
UIT Van Kampen Global Eq Div	1,049,480.59	1.4
UIT First Trust Precious Metals	1,157,397.68	1.6
UIT First Trust #2203 Brazil	1,843,482.64	2.5
Cash Account	4,624.19	0.0
<i>Total Financial Advisor</i>	<i>\$24,140,992.77</i>	<i>32.9%</i>

TOTAL GROWTH FUND **\$73,233,892.48** **100%**

INCOME FUND

ING Life Insurance & Annuity Co	\$57,218,275.20
Cash Account	\$207,092.48
TOTAL INCOME FUND	\$57,425,367.68

AGGRESSIVE FUND

Plan Board of Trustees	Market Value	% of total
CGM Focus	\$1,411,405.25	3.5%
USAA Precious Metals & Minerals	1,041,434.82	2.6
Gamco Gold	2,390,401.89	5.9
Matthews China Fund	2,292,132.91	5.6
Matthews Pacific Tiger	2,894,514.53	7.1
RS Global Natural Resources	1,324,220.54	3.3
China Fund Inc	2,305,320.02	5.7
Morgan Stanley India Fund	2,345,448.35	5.8
ING Russia Fund Class A	2,683,761.16	6.6
Direxion Commodity Bull 2X	2,745,361.38	6.8
US Global Resources	1,179,172.84	2.9
US Global World Precious Minerals	2,470,969.39	6.1
T Rowe Price New Asia	1,083,373.05	2.7
ProShares UltraShort QQQ Nasdaq	2,072,922.88	5.1
ProShares Ultra S&P 500	2,271,800.16	5.6
ProShares Ultra QQQ Nasdaq	1,848,222.04	4.5
ProShares UltraShort S&P 500	1,381,215.35	3.4
Vanguard Small Cap Index	1,117,023.59	2.8
Cash Account	2,104,277.04	5.2
<i>Total Board of Trustees</i>	<i>\$36,962,977.19</i>	<i>91.2%</i>

Financial Advisors

American Funds Capital Builder	\$456,116.81	1.1%
American Funds Europacific Gr A	628,299.51	1.6
Legg Mason Opportunity Trust	738,914.84	1.8
Blackrock Equity Dividend	1,046,069.65	2.6
SPDR Gold Shares	262,909.50	0.6
Rydex Weakening Dollar	335,383.16	0.8
Cash Account	136,896.59	0.3
<i>Total Financial Advisor</i>	<i>\$3,604,590.06</i>	<i>8.8%</i>

TOTAL AGGRESSIVE FUND **\$40,567,567.25** **100%**

INDEX FUND

Vanguard Institutional Index	\$21,915,513.22
Cash Account	\$40,350.89

TOTAL INDEX FUND **\$21,955,864.11**

TOTAL PLAN **\$193,182,691.52**

IMPORTANT NOTES

Participants should verify the accuracy of each statement and report any discrepancies to the Plan office immediately.

In order for a Lump Sum Cash Contribution to be posted to a participant's account as a year 2010 entitlement credit, checks must be received in the Plan office no later than December 10, 2010.

Requests for partial or full withdrawals should be completed and submitted to the Plan office by noon Friday of a pay week. Checks will be available for distribution within two weeks (the following pay week Friday).

Both active and deferred participants may submit Request for Transfer Form 3500. Transfers are limited to one per 90 day period. Forms should be submitted to the Plan office by noon Friday of a pay week. Transactions will be posted the following pay week Friday.

Unit values/account valuations for the funds are calculated bi-weekly, COB of a pay week Friday. Accounts are posted the following Monday.

The investment return and principal value of an investment will fluctuate over time. As a result, a participant's units, when redeemed, may be worth more or less than their original cost. Past investment returns are not necessarily indicative of future returns and should not be relied upon as the sole source for investment decision-making.