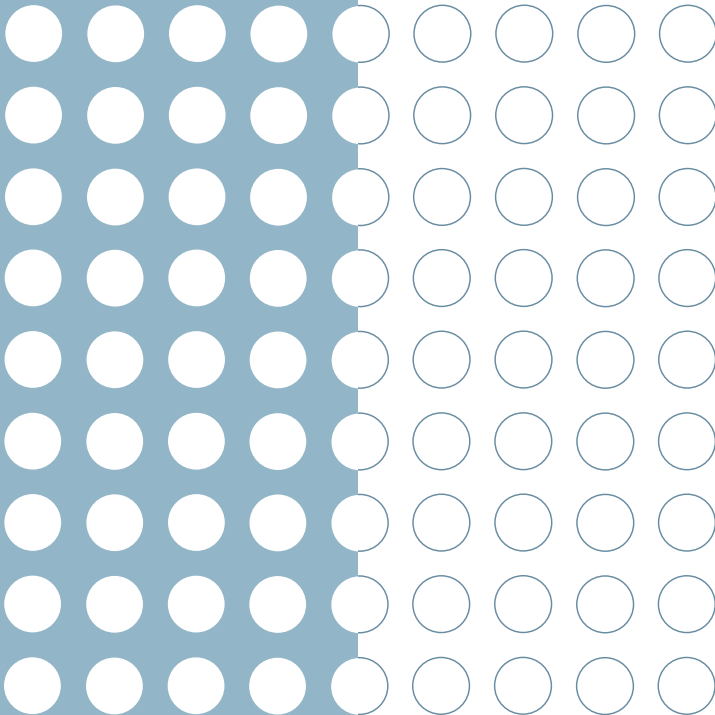


EXECUTIVE DEFERRED COMPENSATION



*Creative*

*opportunity awaits ...*

You hold the power to drive business performance — both in human and financial terms. Attractively compensate your most valued corporate talent while advancing your company's financial objectives.

Virtually free from the extensive restrictions on qualified retirement plans, a nonqualified executive deferred compensation plan holds distinct advantages...

Will your plan recordkeeper further your performance and financing objectives, or inhibit them? ADP Retirement Services specializes in plan recordkeeping, with years of technology investment and service acumen.

**Go ahead ... make a difference. ADP gives you the freedom.**

**... FOR EXECUTIVES TO**

- Extend pre-tax savings beyond qualified retirement plan limits
- Defer income tax on current compensation
- Tap into pre-tax savings at set dates before retirement

**... FOR YOUR COMPANY TO**

- Inspire commitment with savings and match opportunities
- Build loyalty through plan vesting schedules
- Achieve business goals with flexible, cost-effective financing strategies

Crafting a successful executive deferred compensation program requires an artful combination of:

*plan design*

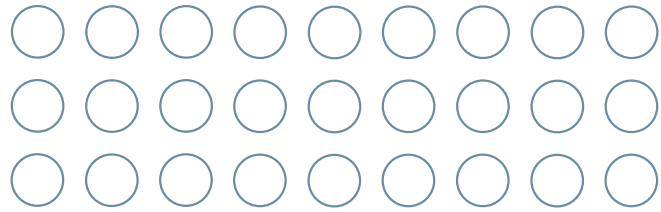
*financing strategy*

*recordkeeping support*

But overlooking the importance of recordkeeping may inhibit your choices for the other elements. ADP's recordkeeping services offer you the greatest freedom to conceive what's right for your business. Unfetter your creativity, confident that ADP's technical capacity will match your program's sophistication.



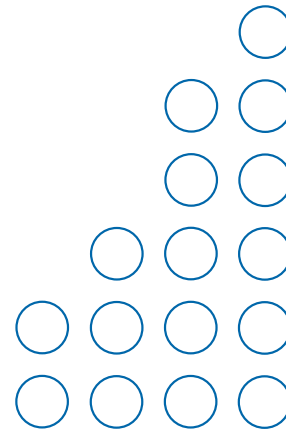
**WE BRING  
SCIENCE  
TO THE  
ART OF  
BUSINESS  
PERFORMANCE**



## *plan recordkeeping*

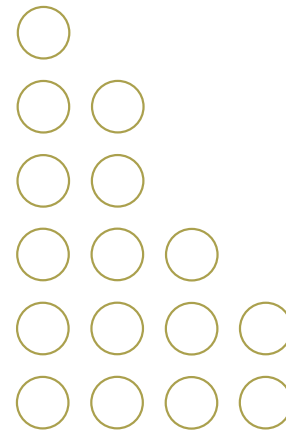
Engaging highly valued employees in dynamic business environments often demands complex executive programs. You need a knowledgeable recordkeeper with enough bandwidth to respond to such intricacies. When you choose ADP to provide the recordkeeping foundation for your plan, you don't have to sacrifice high touch or high tech.

- **HIGH TOUCH:** Our Executive Deferred Compensation services, offered exclusively for nonqualified plans, deliver the best-in-class experience you expect for your best people. And given our concentration of Fortune 500 clients, we've developed a deep understanding of a wide range of plan complexities. For you and your participants, personalized service is not an accommodation — it's an absolute.
- **HIGH TECH:** We developed our proprietary recordkeeping system to respond quickly and flexibly to changes in the regulatory environment or your plan design. Full-featured, user-friendly, with a robust browser interface, our application offers dependability, precision, and timeliness. The technology is ours to adapt to your needs — not the other way around.



## *plan design*

Envision your plan with full confidence and choice — ADP's recordkeeping flexibility supports uniquely customized plans. Or, save time and money by selecting from commonly used features already built into our model plan document. Either way, we'll coordinate with the parties who touch your nonqualified plan.



## *plan financing*

Each financing strategy offers a unique value to your overall program. ADP Executive Deferred Compensation specializes in plan recordkeeping, undistracted by the prospect of fees for contingent asset management. So explore the full range of financing alternatives to meet your business objectives — we adapt our recordkeeping solutions to your financing decisions.

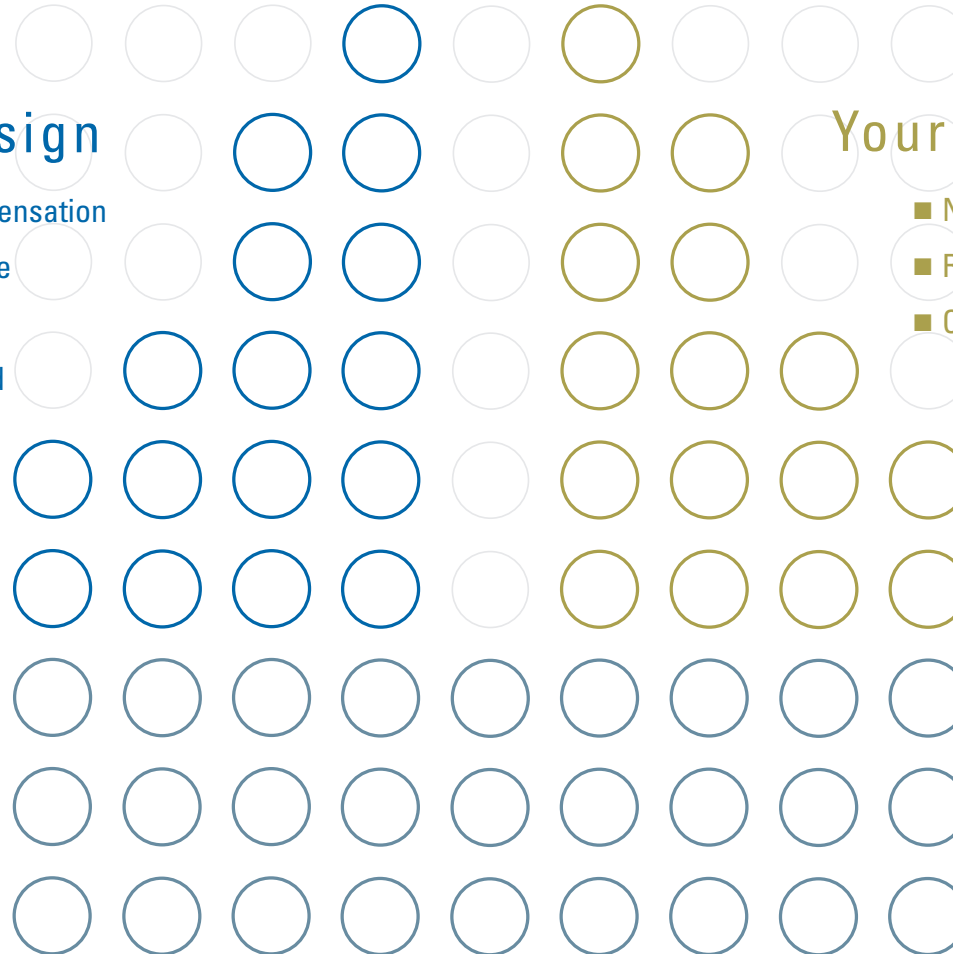
# YOUR BUSINESS & PERFORMANCE OBJECTIVES

## Your Plan Design

- Voluntary Deferred Compensation
- Short/Long Term Incentive
- 401k) Mirror/Restoration
- Outside Director Deferred Compensation
- Phantom Stock/ Stock Options

## Your Plan Financing

- No designated assets
- Rabbi Trust
- Corporate Owned Life Insurance (COLI)



ADP Recordkeeping Services

# OUR SERVICE

# equation

## VIGILANT, CONFIDENTIAL SERVICE RELATIONSHIP

Both you and your participants can depend on consistent, responsive service from the same dedicated team:

- Timely responses to voicemail and e-mail requests
- No frustrating voice response system as gatekeeper to live specialist
- Priority level of care for executive callers

In fact, ADP offers continuity as your plan recordkeeper by safeguarding the institutional memory of your plan details and records, even when you have staff turnover. And we're highly attuned to the subtleties of statutory reporting and blackout periods for activities involving company stock insiders or the entire executive population. Your plan supports your business and ADP supports your plan.

## VERSATILE ADMINISTRATIVE FEATURES

Our proprietary recordkeeping system frees you to focus on your business objectives.

*Fully realize your plan design and financing decisions, with:*

- Plan accounting for multiple contribution sources, payout elections, vesting schedules, and plan years
- Tracking of nonqualified benchmark investments, including interest rates, company stock, and mutual funds

*Take the strain out of administration, with:*

- Paperless plan enrollment via the Participant Web site
- On-line elections, including: beneficiaries, transfer requests, and investment mix
- On-line access to plan documents and summaries

*Manage your plan with robust tools, like:*

- Plan Sponsor Web site
- Plan Liability Reports
- Projected Distribution Reports
- Plan statistics

Powered by ADP Retirement Services - Microsoft Internet Explorer

Executive Deferred Compensation

TRANSACTION HISTORY  
as of 12/31/2004  
Charles Sample

Summary of Activity	
Balance	Assessed
Beginning Balance	1/1/2004 \$28,800.00
Roll-in	1/1/2004 31,102.01
Ending Balance	1/1/2004 \$59,902.01

Detail by Investment Fund				
Date of Transaction	Date	Assessed	Shares	Share Price
<b>Global Fund</b>				
Beginning Balance	1/1/2004	\$0.00	18.8103	\$0.01
Contribution	1/1/2004	\$20.14		
Ending Balance	1/1/2004	\$20.14	48.8103	\$0.70
<b>S&amp;P 500 Fund</b>				
Beginning Balance	1/1/2004	\$207.54	36.8764	\$56.18
Roll-in	1/1/2004	\$0.38		
Ending Balance	1/1/2004	\$207.92	36.8764	\$56.18
<b>Total Return Fund</b>				
Beginning Balance	1/1/2004	\$0.00	39.3118	\$0.01
Contribution	1/1/2004	\$20.00		
Ending Balance	1/1/2004	\$20.00	26.8768	\$0.72
<b>Total Return Fund</b>				
Beginning Balance	1/1/2004	\$15,401.53	608.4308	\$17.54
Roll-in	1/1/2004	\$8,111.50		
Ending Balance	1/1/2004	\$23,513.03	608.4308	\$19.04

*Imagine*

## the Reliability of ADP

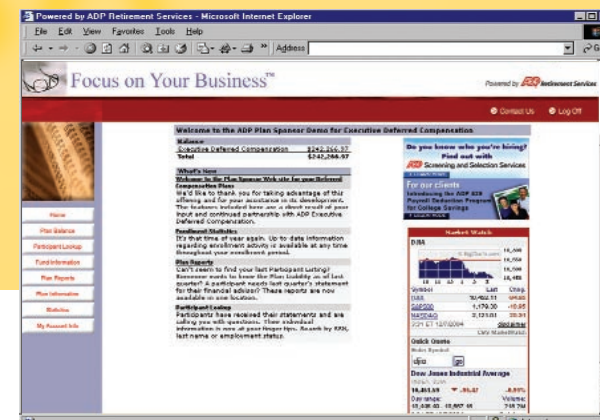
Companies like yours have trusted us with their payroll and benefits recordkeeping for over 55 years.

As a global leader in human resources-related outsourcing, we serve over 500,000 clients worldwide and over 30,000 retirement services clients nationwide. Although exclusively dedicated to nonqualified plans, our Executive Deferred Compensation services equally exemplify ADP's strong data processing heritage and commitment to exceptional service.

## SELF-SERVICE ACCOUNT MANAGEMENT

On-line self-service is today's reality, especially among your enterprising executives. Our intuitive Participant Web site can stand alone or link with your ADP 401(k) Web site for the degree of access and interoperability that's appropriate for your objectives. Branded with your company logo, the Web site allows participants to enroll electronically and then:

- Review elections for deferrals, benchmark investments, distributions and beneficiaries
- Access daily valued plan balances by plan type
- View transaction history and print quarterly statements
- Provide pertinent information to a financial planner
- Ask specific plan questions





Retirement Services

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Seattle WA 98101-1184  
1.866.205.9962  
[www.adp401k.com/edc](http://www.adp401k.com/edc)