PPA PANAGIOTU PENSION ADVISORS

401(k) & Retirement Plan Administration

OUR GOAL IS TO MAXIMIZE TAX DEDUCTIONS FOR EVERY RETIREMENT PLAN WE ADMINISTER.

Many companies, business owners and employees are paying an ever-increasing portion of their income for various government-imposed taxes.

At Panagiotu Pension Advisors (PPA) we are experts in designing cost-effective retirement plans that help maximize tax deductions while staying within the IRS and Department of Labor regulations. Unlike many administrative firms, PPA is staffed by professionals such as attorneys, CPAs and highly trained retirement plan advisors. We do the hard work so you and your company don't have to.

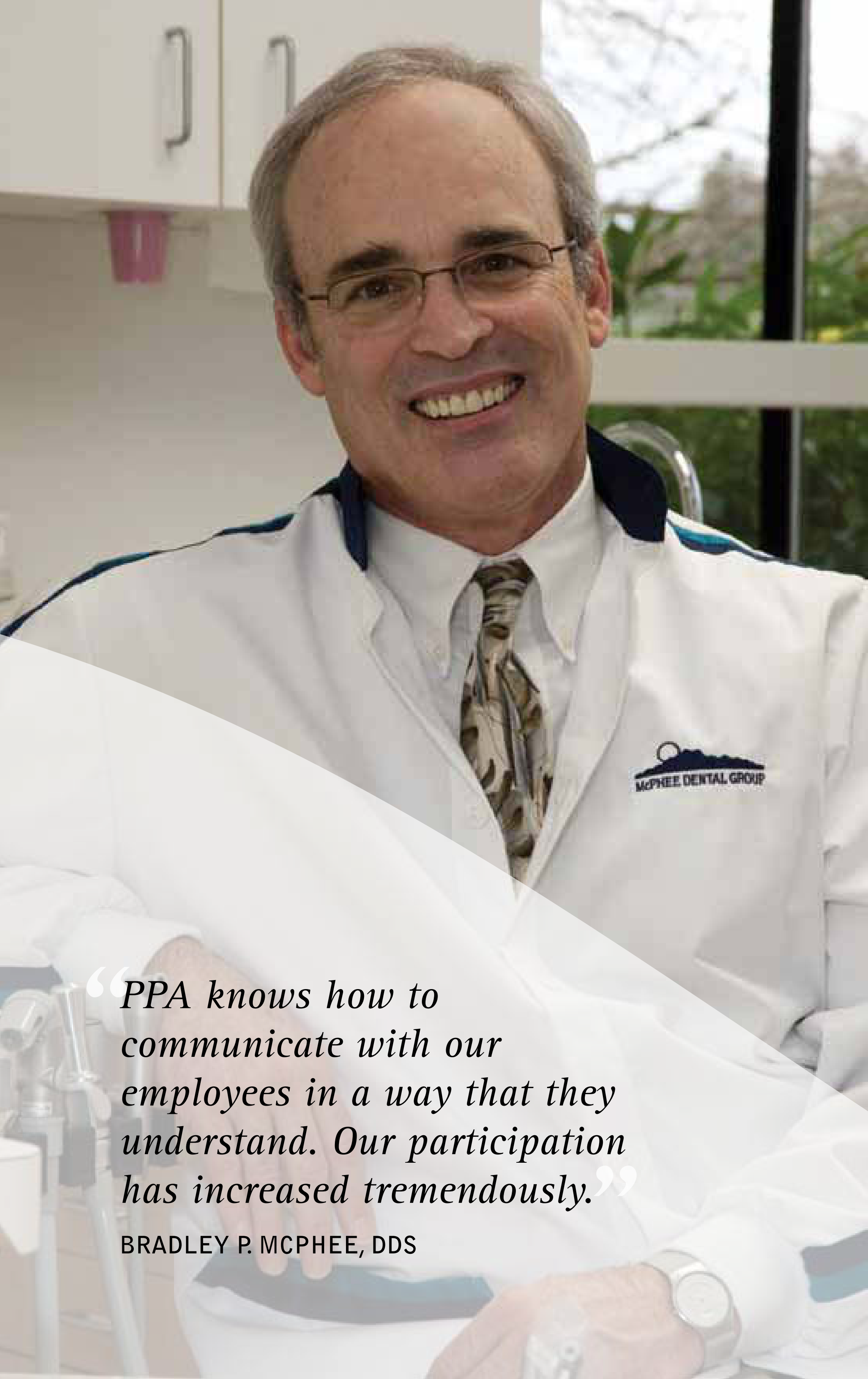
We are a third-party administrator that handles the legal, accounting and compliance aspects of 401(k) and other types of retirement plans. We specialize in serving closely held local and regional businesses and currently serve more than 1,300 companies in the Pacific Northwest. With PPA you get quick, accurate responses to your questions and 110% dedication of our staff.

To find out more about how we can help, read the attached customer quotes to see what our clients say about us, or call us at (253) 759-8354.

Sincerely,

Tony Panagiotu, Attorney, CPA
President, Panagiotu Pension Advisors, Inc.

Tony Panagiotu, Attorney, CPA



"PPA knows how to communicate with our employees in a way that they understand. Our participation has increased tremendously."

BRADLEY P. MCPHEE, DDS

PPA GIVES YOU MORE TIME TO MANAGE YOUR BUSINESS

Keeping up with ever-changing and complex retirement plan rules takes time and energy. Most business owners and management have other things to do than manage their retirement plans. This is where we come in.

Retirement plan administration is our full-time focus. We work with business owners and management to custom design a retirement plan that meets their specific business needs based on each company's unique situation and size.

We will handle your plan's administrative duties with accuracy and expertise. You get peace of mind—and more time to spend on other parts of your business.

PLANS DESIGNED TO MEET YOUR GOALS

Our experience can help ensure that company contributions are targeted to specific employees, consistent with your company's goals and objectives.

For example, many plans have a loan feature or hardship provision, while others allow for complete self-direction of investments within the plan. Customization is the key to successful retirement administration. We work with you to design a plan that fits your specific situation and your company's individual business objectives.

PPA provides a full range of plan administration services for all types of defined contribution plans.

- 401(k) Plans
- Profit Sharing Plans
- 403(b) and 457 Plans for nonprofit and government organizations
- Non-Qualified Deferred Compensation Plans
- Employee Stock Ownership Plans (ESOP)

"Our business and year-end process is complicated. We gave them the problem and they custom designed a process that works very smoothly."

CINDY FRUGÉ, DIGESTIVE HEALTH SPECIALISTS

CREATIVE ADMINISTRATION— WE LOVE FINE PRINT

Every business and employee group is different. We listen first and then work with your company to design a custom plan that meets the needs of business owners, management and employees.

401(k) and retirement plan rules are complex. Our job is to eliminate industry jargon and give decision makers clear-cut facts so that each year clients can make business decisions that make sense for their company. In this respect we are proactive and not reactive.

Our clients appreciate our attention to detail and our creative solutions for each company's individual situation.

You receive the benefit of our love of fine print. You can let us worry about changes in retirement plan laws and the latest government requirements. We examine those changes proactively and offer suggestions to our clients to take full advantage of the constantly shifting regulatory climate.

ACCURACY YOU CAN COUNT ON

At PPA accuracy is never compromised. You can rely on our accounting and legal skills to make sure every dollar for each participant is properly accounted for. We customize all accounting and participant statements to reflect the specific attributes of your plan.

Our customized approach also applies to how we charge for our services. Fees are based upon the time it takes to administer each plan. Plans with simple designs cost less than plans that require more complicated design or special features. We only bill after the completion of all work is performed. No pre-billing, no mysteries, no surprises. First we do the work and only then bill for our services.

Our firm's motto is timeliness, quality and consistency. We will not waver on those important aspects of retirement plan administration. We are constantly innovating and investing in technology as well as education to ensure that all of our professional staff is on the cutting edge of plan administration and design.

WE WILL MAKE THE REGULATIONS WORK FOR YOU

Retirement plans are an important, highly visible employee benefit. Your company and its employees must make the most of the money set aside in your retirement plan.

401(k) and retirement plans must satisfy the needs of employees, management and business owners today and the retirement plan dreams of all employees for tomorrow.

With flexible plan designs PPA can find the best fit for your company. Our highly trained team of attorneys, accountants and other retirement plan professionals will take full advantage of retirement plan regulations to ensure your plan's success.

PPA STRENGTHENS YOUR FIDUCIARY RESPONSIBILITY

Retirement plan trustees and others are often deemed "fiduciaries." A retirement plan fiduciary has an added responsibility to act with a high standard of care and prudence.

At PPA we help our fiduciaries by providing training or information and by watching for transactions that need special scrutiny.

We represent all of our clients before the two government agencies that monitor plans, the IRS and Department of Labor. Their auditors know of our firm's reputation for high-quality work, so they presume your plan is in compliance before the examination even begins.

That's added assurance you can count on.

"They always make the extra effort to stay current with the rules and to keep us up-to-date."

WENDY BOWMAN, NORTHWEST INDIAN FISHERIES COMMISSION

LEARNING OPPORTUNITIES FOR YOU AND YOUR EMPLOYEES

Besides meeting on an annual basis to review the performance and needs of your company, we invite our clients to take advantage of learning opportunities throughout the year, such as:

OUR ANNUAL CLIENT SEMINAR. Spend a half day learning about the latest tax law changes for 401(k) plans. You will walk away with strategies to assist your company in making business decisions for your retirement plan. We take the complicated and make it easy for our clients to understand.

ON-SITE EMPLOYEE MEETINGS. We take great pride in providing a first-class employee meeting. Each meeting is designed specifically for the unique rules of each of our client's retirement plans. We explain exactly how your retirement plan rules operate so your employees feel comfortable while participating to the full extent possible in their retirement plan.

ADMINISTRATIVE TRAINING. Our outside service providers are available to visit your company to assist with questions or examine your internal processes to make your retirement plan run smooth.

OUR ADVISORS: FAST, RELIABLE, FRIENDLY

When our clients have a question or need something explained, they get fast, accurate answers. With a staff of 25, we have built a reputation for responsive personal service.

During business hours our phones are always answered by a person, not a machine. Each plan is assigned to one plan administrator who knows all the specific details about your company and your plan. It is this highly personalized service that sets PPA apart from others. We want you to understand your retirement plan, whether you want to know every detail or just the bottom line.

Clients often tell us they value their personal relationships with our associates. They appreciate our habits of returning phone calls and emails promptly and providing accurate information and communication.

Our commitment to our staff shows in the many awards we have won for Best Places to Work in Pierce County.

Because we take excellent care of our associates, they in turn are able to offer the same high degree of excellence for our clients.

PPA Associa
Debbie Priva

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