

Dear FootBridge Employee:

The FootBridge Companies is pleased to offer to its employees a new more comprehensive 401K Plan that is administered in conjunction with our payroll services.

To be eligible in the plan you must be 21 years old and have completed ninety days of service with The FootBridge Companies.

This plan is funded by a group variable annuity from AIG SunAmerica Life Assurance Company. It is designed to offer you a powerful combination of growth and protection opportunities to help you prepare financially for your retirement.

If you would like to talk to someone about this opportunity and the benefits of a 401K Plan and/or if you have any investment questions, please call Todd Schell, Investment Representative for Edward Jones at (800) 801-2801.

Information packages, giving you an overview of the plan, can also be sent to you. If you are interested in receiving an information package, please contact Jack Kramer at The FootBridge Companies (877) 807-8400.

Enclosed you will find an enrollment form. You should use this form to either enroll in the plan or decline enrollment. In either case this form needs to be returned to The FootBridge Companies either by fax (866) 828-4151, or mail (40 Shattuck Road, Suite 100, Andover, MA 01810).