

UBS Financial Services Inc. Retirement Plan Asset Allocation Guide



Planning how to invest for your retirement may be one of the most important decisions you'll ever make. Asset allocation is a strategy that can serve as a valuable "blueprint" for your financial future.

Create a focused, disciplined investment plan

Asset allocation

What is an asset allocation strategy?

Asset allocation is the disciplined process of strategically dividing your money among a range of asset classes, such as stocks, bonds and stable value investments, each of which has different risk and return characteristics. (See the following pages for a description of each asset class and the risks typically associated with each.)

Taking into consideration your goals, time horizon and tolerance for risk, you can develop a focused, disciplined approach to investing that can help you pursue individual goals within your risk profile.

How does asset allocation work?

Asset allocation works on the principle that investments in various asset classes will react to changing markets with materially different rates of return and levels of volatility. For example, while one investment may suffer a decline due to market fluctuation, another investment may simultaneously increase in value and offset the decline.

Focus on the long term

It is also important to remember that asset allocation is a long-term strategy. It isn't about short-term investment returns or outperforming the stock market for the moment. The idea is to select an asset allocation and stick with it through the inevitable stock market ups and downs—reassessing as necessary and rebalancing when appropriate—while taking into account life events or changes in your risk profile.

It is important to note that asset allocation does not assure a profit or protect against a loss in declining markets.

The asset allocation strategies set forth in this *Retirement Plan Asset Allocation Guide* are current as of November 2009. UBS Financial Services Inc. ("UBS") has changed its asset allocation strategies in the past and may do so in the future as circumstances warrant. Please contact your plan administrator or UBS Financial Advisor for confirmation that you are using the most up-to-date version of the *Guide*.

Determining your personal asset allocation strategy

To help you determine your individual asset allocation strategy, use the *Retirement Plan Assessment*

Questionnaire found on the following pages. Once you have answered the questions concerning your current retirement savings situation, risk tolerance and time horizon, your score will correspond to one of the six asset allocation strategies designed to help you begin working toward your specific goals.

Each asset allocation strategy represents a blend of different asset classes that are available through investment options offered by your plan. The strategies range from an investment mix that provides the least potential for appreciation with the least amount of volatility (conservative) to one that offers the greatest potential for appreciation with the greatest potential for volatility (very aggressive).

Factors to consider

Your asset allocation strategy will also help you sharpen your focus on your retirement goals and how to get there. In determining your strategy, you will have to consider some very influential and important factors:

- What is your time horizon? (When will you need to start withdrawing your retirement assets?)
- How do you feel about risk? (Can you withstand volatile market conditions for an extended period of time?)
- What are your retirement goals? (How much money will you ultimately need?)

Keep in mind that your company's retirement plan represents only one aspect of your overall retirement savings strategy. In applying an asset allocation strategy to your retirement plan account and your individual situation, you should also consider other assets, income and investments, including home equity, individual retirement accounts (IRAs), personal savings, Social Security and other retirement savings plans.

The importance of periodic reviews

As with any long-term plan, it is important to periodically analyze and reevaluate your goals, objectives and overall strategy. Make sure any changes in your life situation are reflected in your investment choices. Planning for retirement today means taking responsibility for your financial future.

About the asset classes

Stable value investments

Stable value investment options may be structured in different ways. Under some retirement plans, the stable value option is a separate account with the issuer that holds some combination of bonds, guaranteed investment contracts (GICs) and synthetic GICs. In the event of the insolvency of the issuer, the assets in the separate account are not subject to general creditors' claims but are subject only to the claims of the investors in the separate account. Under other plans, the stable value option is a commingled investment fund, which invests assets contributed by any number of qualified plans in the same types of assets.

Traditional GICs are contracts between an insurance company and a retirement plan or stable value fund under which the insurance company guarantees it will repay the amounts deposited under the contract at a predetermined date together with interest at a fixed rate of return. The guarantee is made by the issuing insurer and is based on its ability to pay. Synthetic GICs are bond portfolios that are owned by a retirement plan or stable value fund and "wrapped" by contracts issued by insurance companies, banks, or other financial institutions. As with a traditional GIC, a synthetic GIC guarantee is made solely by the issuing insurer and is based on its ability to pay.

Some retirement plans utilize money market funds, which invest in commercial paper, government securities, certificates of deposit and other highly liquid securities, and pay rates of interest. The fund's net asset value strives to remain a constant \$1 a share; only the interest rate goes up or down.

Investors in money market funds should be aware that an investment in the fund is neither insured nor guaranteed by the U.S. government. There can be no assurance that the fund will be able to maintain a stable net asset value at \$1.00 per share or unit.

Participants can rely on stable value investments to provide a relatively consistent rate of return provided there are no intervening or extraneous events; however, they may offer limited potential for appreciation.

Bonds

Bonds represent a loan from the purchaser of the bond to the company or government that issues the bond. In return, the issuer pays the purchaser interest until the "maturity date" (the date the loan is repaid) of the bond. The value of a bond investment usually rises when interest rates decline and decreases when interest rates rise. Although bonds can offer the investor a relatively less risky alternative to stocks, a bond fund's yield and value of its portfolio fluctuate and can be affected by changes in interest rates, general market conditions and other political, social and economic developments.

Stocks

A stock represents ownership in a company. Purchasers own a portion of that company and can participate in that company's potential for capital appreciation. A stock fund might invest in large, medium, small and/or international company stocks, which are described below. Generally, the value of a stock investment increases during periods when stock markets rise and decreases when stock markets fall, although there is lower correlation between large and small/medium company stocks in rising or falling markets.

Large company stocks

Large company stocks (large-cap stocks) are typically issued by well-established companies with market capitalizations of \$10 billion or more. Market capitalization is the value of a company's outstanding shares in the marketplace. Large company stocks tend to be less volatile over the short term than small and medium company stocks.

Small and medium company stocks

Small company stocks (small-cap stocks) are issued by companies that have market capitalizations under \$1 billion. Small-cap companies are subject to a greater degree of change in earnings and business prospects than are larger, more established companies. Medium company stocks (mid-cap stocks) are issued by companies that have market capitalizations between \$1 billion – \$10 billion. Investments in small and medium company stocks can be more volatile over the short term than investments in large company stocks. However, they can offer investors greater potential for appreciation.

International stocks

International stocks are issued by foreign companies. These companies are subject to the same risks as those mentioned in the previous stock descriptions. Also, foreign stock investments may have the following additional risks: currency fluctuation, market illiquidity, political risk and the lack of adequate or timely company information. Because they may react differently to market fluctuations, international stocks may offer an effective counterbalance to domestic stocks.

Real Estate Investment Trusts

Real Estate Investment Trusts (REITs) are companies whose principal activities include development, ownership, construction, management or sale of real estate. Some REITs are engaged in financing real estate.

The shares of many REITs are publicly traded, usually on a major stock exchange. REITs typically provide ongoing dividend income along with the potential for share price appreciation. They can also provide a way to further diversify a portfolio.

Asset class risks and rewards

Each asset class—and each investment option—has different risks and objectives, and tends to perform differently during various market cycles.

- Stocks historically have shown greater growth potential than other types of investments and have experienced the most volatility risk. Volatility risk is the risk that the value of your investments will fluctuate over time and could drop in value.
- Bonds have less volatility risk than stocks but historically are subject to credit risk and interest rate risk. Credit risk is the risk that the company issuing a bond may be unable to pay interest or repay principal. Interest rate risk refers to the fact that the value of bonds may go up or down when interest rates fluctuate. For example, when interest rates rise, the value of a bond will decline, and vice versa. Historically, bonds, when compared to stocks, offer less growth potential.

- Stable value investments have the least volatility risk, but offer the least potential for appreciation in value. Stable value investments may be subject to credit risk or inflation risk. Inflation risk is the risk you may not earn enough of a return on your money to cover inflation and the purchasing power of your savings could be reduced.
- REIT investments include risks associated with credit quality, interest rate fluctuations and the impact of various economic conditions.

Overall, when choosing your investment strategy, you should keep in mind the risks and potential rewards associated with each asset class.

Rebalancing your account

Because the performance of the various asset classes will vary over time, you can expect your retirement account's asset allocation percentages to become out of balance from your original strategy. Rebalancing your account simply means reallocating your investments back to your initial asset allocation strategy. Using your retirement account statement, you can compare your current asset allocation with your original asset allocation strategy and determine when it's time to rebalance.

Retirement Savings Assessment Questionnaire

Please answer the following questions. Then, add up the numbers in the parentheses () next to your selected answers to compute your overall score.

Savings profile

1. What percentage of your total retirement savings does this retirement savings plan account represent?

A. More than 75%	(0)
B. 51% to 75%	(1)
C. 25% to 50%	(2)
D. Less than 25%	(3)

2. Over the next 10 years, how will the amount of your annual contributions to this retirement savings plan most likely change?

A. Decrease from current level	(0)
B. Remain about the same	(1)
C. Increase slightly	(2)
D. Increase substantially	(3)

Risk measurement

3. Which level of risk would you feel the most comfortable accepting?

Please select one of the following:

- A. Low risk—no significant fluctuations expected in the range of returns with the potential for a low level of losses on an occasional basis. ______ (10)
- B. Some risk—some fluctuations expected in the range of returns with the potential for some losses in the short term. _____ (40)
- C. Moderate risk—moderate fluctuations expected in the range of returns with the potential for moderate level of losses in the short to medium term. _____ (70)
- D. Moderately high risk—large fluctuations expected in the range of returns with large potential losses in the short to medium term. ______ (100)
- E. High risk—significant fluctuations expected in the range of returns with significant potential losses in the short to medium term. ______(130)

- 4. Which of the following statements best characterizes your risk/return objectives?
 - A. I am primarily interested in maintaining my current retirement savings and I am not prepared to accept higher fluctuations in the value of my retirement savings.
 (0)
 - B. I prefer to sustain only moderate fluctuations in the value of my retirement savings to achieve moderate returns. (8)
 - C. In order to achieve a higher return, I am prepared to accept higher fluctuations in the value of my retirement savings. (15)
- 5. An investment that you expected to have a high return over time has declined in value. At which point would you move your money to a different investment?
 - A. When the investment's value declines by more than a few percentage points. (0)
 - B. When the investment's value declines by more than I expected the investment to return. (8)
 - C. I am unlikely to change investments after significant declines as long as I believe there is still the potential to achieve the expected return. (15)

Investment time period

6. How soon do you plan to withdraw a substantial portion of your retirement savings plan account balance?

A. In less than 5 years	(0)
B. In 5 – 10 years	(6)
C. ln 11 – 20 years	(8)
D. In more than 20 years	(10)

My score

Congratulations!

By completing this Questionnaire, you've taken the first step in developing your asset allocation strategy.

Now, find the asset allocation strategy on the next page that coincides with your overall score and decide if it's appropriate for you.

Determining your asset allocation strategy

Asset classes		
 International stocks Small/medium company stocks Large company stocks Bonds Stable value investments (other that money market funds)* REITs 	n	
* If your stable value investments option money market fund, the allocation perc for asset allocation strategies #1 – #3 w change as follows:	s a entages vould	
Strategy 1 Stable value investments Bonds	10% 68%	

Statlegy 2 Stable value investments Bonds	0% 62%
Strategy 3 Stable value investments	0%

47%

Bonds



Most potential risk/reward

Your UBS Financial Advisor may provide you information with respect to specific investments available under your qualified retirement plan and the asset classes (shown in the pie charts on this page) into which they are classified. There may be other investments offered under each asset class with similar risk and return characteristics. Information with respect to any such investment is available from or through your employer or plan administrator. The information and materials presented here are not based on your particular financial situation or needs and do not constitute a recommendation by UBS or any UBS Financial Advisor. You are not required to implement any of the asset allocation strategies included in this *Guide* and you must make your own independent decisions regarding the selection of specific investments in your plan account. UBS will not monitor the ongoing use of this Retirement Plan Asset Allocation Guide or individual participant asset allocation strategies and investment choices.

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risk/reward

Asset allocation strategies

Below are descriptions of the types of investors that may be most appropriate for each asset allocation strategy. The asset allocation strategies are intended only as a starting point for developing your strategy. Review each description to see which one you identify with and if it correlates to the asset allocation strategy indicated by your Questionnaire score.

- **1. Conservative strategy**¹ May be appropriate for an investor who:
- Is approaching retirement (age 60 or over) and wants little exposure to stock market fluctuations in anticipation of needing to withdraw investment savings soon
- Is a younger investor with a very low tolerance for risk
- Is anticipating the need to withdraw money from the plan, demanding stability in the full account value

This investment strategy carries the least volatility risk. However, over the long term, it is subject to the most inflation risk.



2. Moderately conservative strategy¹ May be appropriate for an investor who:

- Is drawing closer to retirement (age 50 60) and wants some exposure to stock market growth, but predominantly prefers the stability of fixed income investments
- Is a younger investor with a low risk tolerance
- Is anticipating a need to withdraw money from the plan and, therefore, wants most of the assets in the account to have little exposure to stock market fluctuation

This investment strategy is predominantly conservative with relatively small exposure to stock investments and, therefore, offers a higher inflation risk than the subsequent moderate or aggressive strategies.



¹ If your stable value investments option is a money market fund, the allocation percentages for asset allocation strategies #1 – #3 would change as noted on the page titled "Determining your asset allocation strategy."

Moderate strategy¹ May be appropriate for an investor who:

- Has quite a few years to go until retirement (age 40 50) but prefers a more even mix between the stability of less volatile fixed income investments and the potential for growth offered by stocks
- Is a younger investor who does not have a high risk tolerance and is willing to forego potentially higher investment returns for the comfort of a less volatile overall investment strategy

This strategy is for an investor who can withstand some fluctuation in the overall value of the account, but cannot tolerate the level of risk associated with the subsequent aggressive strategies. This strategy has less volatility risk and offers, over the long term, less protection against inflation than the subsequent aggressive strategies.

4. Moderate aggressive strategy May be appropriate for an investor who:

- Has quite a few years to go until retirement (age 35 45) but prefers a moderate growth approach that balances the relative stability of bond investments with the potential for growth offered by stocks
- Is a younger investor who has a moderate risk tolerance but still seeks potentially higher investment returns

This strategy is for an investor who can withstand some fluctuation in the overall value of the account but cannot tolerate the level of risk associated with the very aggressive or aggressive strategies. This strategy has less volatility risk and offers, over the long term, less protection against inflation than the very aggressive or aggressive strategies.





- 20% International stocks
- 15% Small/medium company stocks
- 30% Large company stocks
- 31% Bonds
- 4% REITs

¹ If your stable value investments option is a money market fund, the allocation percentages for asset allocation strategies #1 – #3 would change as noted on the page titled "Determining your asset allocation strategy."

5. Aggressive strategy

May be appropriate for an investor who:

- Has many years to go until retirement (age 30 – 40) and has the ability to ride out stock market fluctuations in pursuit of higher growth. This investor desires to have stock market exposure with less volatility risk than the very aggressive strategy
- Is somewhat closer to retirement, but is willing to accept the risk of seeking higher returns in a shorter time frame

This strategy, like the very aggressive strategy, is for an investor with a fairly high tolerance for risk. In comparison to the very aggressive strategy, it carries less volatility risk and offers less potential protection against inflation over the longer term.

6. Very aggressive strategy

May be appropriate for an investor who:

- Has many years to go until retirement (age 20 30) and can ride out stock market fluctuations in pursuit of higher growth potential
- May be closer to retirement but has a very high tolerance for risk and is seeking to maximize the potential for higher growth in assets, regardless of possible large fluctuations in account value. This investor may also have more plan assets to invest or other assets outside of the plan

This strategy is for an investor with the highest risk tolerance. Compared to the other strategies, this strategy has the most volatility risk but, over the long term, offers the most potential protection against inflation.





Additional information

The portfolio analytics shown for the strategic asset allocation models are based on the estimated hypothetical return and standard deviation assumptions (capital market assumptions) shown below, which are based on UBS proprietary research. The development process includes a review of a variety of factors, including the return, risk, correlations and historical performance of various asset classes, inflation and risk premium. These capital market assumptions do not assume any particular investment time horizon. The process assumes a situation in which the supply and demand for investments are in balance, and in which expected returns of all asset classes are a reflection of their expected risk and correlations regardless of timeframe. Please note that these assumptions are not guarantees and are subject to change. UBS has changed its risk and return assumptions in the past and may do so in the future. Neither UBS nor your UBS Advisor is required to provide you with an updated analysis based upon changes to these or other underlying assumptions.

In order to create the analysis shown, the rates of return for each asset class are combined in the same proportion as the asset allocations illustrated (e.g., if the asset allocation indicates 40% equities, then 40% of the results shown for the allocation will be based on the estimated hypothetical return and standard deviation assumptions for equities shown below).

You should understand that the analysis shown and assumptions used are hypothetical estimates provided for your general information. The results are not guarantees and pertain to the asset allocation and/or asset classes in general, not the performance of specific securities or investments. Your actual results may vary significantly from the results shown in this report, as can the performance of any individual security or investment.

Asset class/style name	Index name	Return	Risk
Cash	Merrill U.S. Treasuries - Bills (3 M)	4.00%	0.54%
U.S. Equity	Russell 3000	9.44%	16.84%
U.S. Small Cap Blend	Russell 2000	10.59%	21.35%
U.S. Small Cap Growth	Russell 2000 Growth	11.68%	25.94%
U.S. Small Cap Value	Russell 2000 Value	9.46%	18.47%
U.S. Mid Cap Blend	Russell Midcap	10.35%	18.42%
U.S. Mid Cap Growth	Russell Midcap Growth	11.33%	24.43%
U.S. Mid Cap Value	Russell Midcap Value	9.38%	17.38%
U.S. Large Cap Blend	Russell Top 200	8.98%	16.70%
U.S. Large Cap Growth	Russell Top 200 Growth	9.27%	19.01%
U.S. Large Cap Value	Russell Top 200 Value	8.66%	16.38%
U.S. SMid Cap Blend	Custom Russell 2800 ³	10.41%	18.85%
U.S. SMid Cap Growth	Custom Russell 2800 ³	11.42%	24.54%
U.S. SMid Cap Value	Custom Russell 2800 ³	9.40%	17.30%
U.S. Fixed Income	Merrill U.S. Broad Market	4.36%	3.71%
Short/Intermediate Fixed Income	Merrill U.S. Broad Market (1-10 Y)	4.28%	2.92%
Long-Term Fixed Income	Merrill U.S. Broad Market (10+ Y)	5.04%	8.77%
Non-U.S. Equity	MSCI AC World ex U.S.A.	10.86%	18.38%
Developed Markets	MSCI World ex U.S.A.	10.40%	17.67%
U.S. REITs	FTSE EPRA/NAREIT U.S.A.	9.55%	23.00%

The following indexes were considered in determining the capital market assumptions for the related asset class:

² As of November 2009.

³ Blend of corresponding Russell Midcap and Russell 2000 indexes based on historical market capitalization.

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It is important that you carefully read the agreements and disclosures that we provide to you about the products or services we offer. While we strive to ensure the nature of our services is clear in the materials we publish, if at any time you seek clarification on the nature of your accounts or the services you receive, please speak with your Financial Advisor.

For more information, please visit our website at **www.ubs.com/workingwithus.**

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