INVESTMENT CONSULTANTS
(A Registered Investment Advisor)

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From: Bill Gela, Investment Consultants
Topic: The Broaster Company 401(k) Plan -- Quarterly Plan Summary Report

Enclosed is your Plan Summary Report for the quarter ending 9-30-2008, covering your mix of funds. This past 3-month period ending September 30 was down dramatically for the overall U.S. stock market and was down even more for the aggregate international stock markets, and it was down for the U.S. bond market. Within the U.S. stock market, value-oriented funds outperformed growth-oriented funds, and small-cap funds generally outperformed mid-cap and large-cap funds. According to Lipper Fund Services, the average diversified U.S. stock mutual fund's third quarter 2008 total return was –10.3%, and the <u>S&P 500 Index was down approximately –8.4% for the third quarter of 2008</u>. <u>For the 12 months ending 9-30-2008, the S&P 500 Index was down –22.0%</u>. According to Morningstar™ all of your funds have performed solidly-to-very well for both 5 and 10 years relative to similar "peer group" funds, with the exception of the Managers AMG Skyline Special Equities Fund, which has lagged significantly. At the end of October this fund will be replaced in your fund mix. (Note: Some of your funds have not been around for these full periods, but they have performed solidly since their beginnings.)

Relative to similar "peer group" funds, your fund mix has continued to perform solidly, with the exception of the William Blair Small Cap Growth Fund and the Managers AMG Skyline Special Equities Fund, which have lagged for the past year-plus. Six of your funds have finished within the top ¼ of their peer groups' funds for the past year. For the 12 months ending 9-30-2008 (with the S&P 500 Index down –22.0%) three of your eight stock-oriented funds outperformed the S&P 500, and your "balanced" T. Rowe Price Capital Appreciation Fund returned –11.6%.[1] The Forward Hoover Small Cap Equity Fund led the way for your stock-oriented fund mix with a –18.1% return for the past 12 months, and your top performing bond fund was the Vanguard GNMA Bond Fund at +6.5% for the past year.

[1] For the past 12 months virtually all domestic funds (of all investment categories) had negative returns -- many funds were down more than -25%. For the 5-year period ending 9/30/2008, as a group, value-oriented funds outperformed growth-oriented domestic funds – and all U.S. and world stock investment categories except one returned +3% or more per year on average (according to Lipper). More than half of the domestic fund categories returned over +5.0% annualized for the past 5 years, even with the poor past 12 months factored into the returns. As has been pointed out many times previously, different investment styles lead and lag one another in performance at different times. This is one important reason why diversification is a popular investing concept.

3rd QUARTER, 2008 PLAN SUMMARY REPORT – BROASTER COMPANY

Prepared by: ***Investment Consultants (an affiliate of Compensation & Capital)***

What Is Going On In The Economy & Stock Markets? & What To Do Now?

The stock market environment today can be compared to a large storm. Thinking of the markets like an "act of nature" may be helpful. Like an act of nature:

- We cannot control the weather, nor can we control the stock markets. We must adapt to them.
- Storms are caused by global weather patterns, affected by major land masses and oceans; and they are the result of specific weather conditions within countries and within states (or other subdivisions of countries). Market gyrations can be caused by global events; affected by economics and geopolitical events; and are influenced by specific business, political and economic conditions within countries and industries. The subprime mortgage crisis has spread globally and the economic impact on the U.S. may not only have moved us into an economic slowdown, but it has also spread to many other countries (many hold "tainted" securities, and the U.S. is an important buyer of their goods).
- We can study previous storms and storm patterns, and by doing so we can better prepare for future storms, but there are no guarantees as to when, where, and how severely the next storm will hit. Similarly we can study stock markets and economic patterns to better prepare for future stock market movements, but there are no guarantees as to the timing of and the level of the next stock market movement, up or down.
- If you listen to 10 meteorologists, you might hear differing weather forecasts. Similarly if you listen to 10 different so-called "financial market experts", you might hear 10 different stock market forecasts. One difference exists here: many so-called "financial market experts" represent financial institutions or organizations that have something to sell to you. For instance, a mutual fund complex might want to sell you their mutual funds; or a bank or insurance company might want to sell you the products that they represent, such as home equity loans and investment products. It is important to consider the "conflicts of interest" that exist for many "financial market experts" and investment product salespeople. Some of these "financial market experts" and investment product salespeople represent good products and services. However some of these products and services are clearly *not* in the best interests of most investors. Watch out for opportunists; i.e., those who have a lot to gain by your believing their version of reality, or those who attempt to give you false hope. If it looks too good to be true, it probably is!
- When skies are clear for a while, beware of the next storm. Similarly *when financial markets are performing well, do not assume that they will never go down!* [To prepare for inevitable downturns is the reason why, over the years, we have emphasized that most retirement plan investors should consider selling some of their stock fund holdings as the market climbed, and use the proceeds to buy less risky fixed income funds (meaning bond funds or money market funds).] The opposite of the above also holds – *when financial markets are performing poorly, do not assume that they will never go up!* Note: once the storm has hit, it may be riskier for a long-term investor to "sell into a steep market drop" because he/she is "locking in losses" and may consequently not benefit if/when the stock market eventually turns upward.
- Of course, some people will benefit from a storm, such as home repair companies and companies that sell backup electric generators. Likewise some retirement plan investors have benefited from past market downturns – those who have invested a portion of their paychecks into stock funds every payday when stock prices were down have purchased the stock funds at lower prices. 401(k) and Profit Sharing Plan Participants invest a portion of their paychecks into stock funds every payday, so when stock prices are down, *these can be the good times to invest for the future!*

BROASTER COMPANY - 3rd Quarter, 2008 Plan Summary Report
Funds' Performances for Periods Ended September 30, 2008

The following report is intended to help you in evaluating your investments [1], and in selecting your mix of mutual funds for the future. The average diversified U.S. stock mutual fund's third quarter 2008 total return was -10.3%; and for the 12-month period ending September 30, 2008, the total return was -22.4%. [For 12 months: the S&P 500 index returned -22.0%; the small-cap stock index returned -14.5% [2]; & the average international stock fund returned -30.5%]. The 3-month total return for taxable bond mutual funds averaged -3.8%, taking the average taxable bond fund total return to -2.8% for the previous 12 months. Lastly, (retail taxable) money market funds' average yield was +2.7% for the previous 12 months. Remember that one quarter does *not* make your retirement investing a success or a failure, nor does it insure success or failure for the next quarter -- investing is a long-term proposition.

Fund Type	Periods Ended September 30, 2008: 1-Year Total Return *(Growth of $1,000)* [3]	**5-Year Average Return**	Fund Ranking [4] **5 Years**	10 Years
Stock-oriented:				
Large Cap Funds:				
(T. Rowe Price Equity Income) *[NASDAQ Code = PRFDX] [LV]* [5]	-20.1% *($799)*	**6.6%**	**31**	25
(Vanguard Total Stock Market Index) *[NASDAQ Code = VTSMX] [LB]*	-21.2% *($788)*	**5.9%**	**26**	34
(T. Rowe Price Growth Stock) *[NASDAQ Code = PRGFX] [LG]*	-25.7% *($743)*	**4.5%**	**34**	19
Mid Cap Fund:				
(Vanguard Mid Cap Index) *[NASDAQ Code = VIMSX] [MB]*	-24.5% *($755)*	**8.0%**	**36**	22
Small Cap Funds:				
(Managers AMG Skyline Special Eqs) [6] *[NASDAQ Code = SKSEX] [SV]*	-25.0% *($750)*	**5.7%**	**86**	91
(Forward Hoover Small Cap Equity) *[NASDAQ Code = FFSCX] [SG]*	-18.1% *($819)*	**7.8%**	**22**	(----) [7]
(William Blair Small Cap Growth/N) *[NASDAQ Code = WBSNX] [SG]*	-30.4% *($696)*	**4.7%**	**58**	(----)
International Fund:				
(Harbor International Adm) *[NASDAQ Code = HRINX] [LV]*	-26.1% *($739)*	**14.4%**	**2**	12
Moderate Allocation Fund – Stocks & Bonds:				
(T. Rowe Price Capital Appreciation) *[NASDAQ Code = PRWCX] [LB]*	-11.6% *($884)*	**8.2%**	**3**	2
Bond-Oriented Funds:				
(Vanguard GNMA) [8] *[NASDAQ Code = VFIIX]*	+6.5% *($1,065)*	**4.5%**	**3**	3
(Harbor Bond Institutional) [9] *[NASDAQ Code = HABDX]*	+2.2% *($1,022)*	**3.8%**	**7**	5
Money Market Fund:				
(TDAM Institutional MM) *[NASDAQ Code = N/A]*	(-N/A-) [10]	**(-N/A-)**	(-N/A-)	

(Footnotes on next page) →

Footnotes:

[1] Remember that past performance is absolutely ***not*** a guarantee of future performance.

[2] Russell 2000 Index. All statistics in this paragraph are from the Wall Street Journal (Source: Lipper).

[3] If an investor had put $1,000 into each fund on September 30, 2007, one year later (on September 30, 2008) each fund would have been worth the amount in italics and parentheses below.

[4] Example -- "35" below means that the fund ranked in the top 35% in investment performance, as compared to funds with a similar investment style or objective, for the 5-year period or for 10 years ending September 30, 2008. This is commonly stated as "the fund ranked in the 35th percentile of its peer group." For percentile rankings, lower is better – a 35th percentile fund outperformed 65% of peer group funds for the timeperiod stated. Data supplied by Morningstar.

[5] The following categories are as defined by Morningstar. Small Cap, Mid Cap, and Large Cap refer to the average size of the companies whose stock is held in the fund. For your stock funds (and the stock holdings of your balanced fund): [first letter] L = Large Cap, M = Mid Cap, S = Small Cap; [second letter] G = Growth, V = Value, B = Blend (Value/Growth). Example – *[LV]* means a large cap, value style. A "Value" style means that typically the fund portfolio manager buys stocks that he/she thinks will both grow in price *and* currently can be purchased at a price that is a good value. A "Growth" style manager focuses on buying stocks that are anticipated to grow in price, regardless of the current price of the stock (that is, even if based on historical standards, the stock price seems expensive already). "Moderate Allocation" and "Conservative Allocation" funds are "balanced funds" that hold a mixture of predominantly U.S. stocks and bonds; the former has a relatively higher position in stocks (50%-70%), while the latter has a relatively higher position in fixed income and cash (50%-80%). A "Foreign or International Equity" fund holds predominantly non-U.S. stocks, whereas a "World Stock" fund holds non-U.S. and U.S. stocks.

[6] Formerly Skyline Special Equities.

[7] Fund has not been in existence for all 10 years.

[8] Morningstar categorizes the Vanguard GNMA Fund as an "intermediate-term government bond fund".

[9] Morningstar categorizes the Harbor Bond Fund as an "intermediate-term bond fund". It is diversified across various bonds, including corporate and government bonds.

[10] This fund came into existence on August 18, 2008 as a result of the merger of Fiserv Trust Company into TD Ameritrade Trust Company. The new fund is the successor fund to your previous Fiserv Trust Institutional Money Market Fund. The new fund is also an FDIC-insured deposit account.