

**Chicago Blower Corporation Profit Sharing and 401(k) Arrangement**  
**Department of Labor (DoL) – Qualified Default Investment Alternative (QDIA)**  
**DoL Required Initial Employee Notice – August, 2011**

**Introduction to your Plans' QDIA:**

Chicago Blower Corporation sponsors the Profit Sharing and 401(k) Arrangement and the Production and Maintenance Employees Profit Sharing and 401(k) Arrangement ("the Plans"), two qualified retirement plans to help you attain financial security during your retirement years. As a Plan participant you decide how your retirement dollars will be invested. If you do not make an investment election, your contributions will be invested in the Plan's Qualified Default Investment Alternative (QDIA.) This QDIA Employee Notice:

1. describes when the QDIA is used;
2. provides details regarding the QDIA selected by the Plan's Trustees;
3. outlines your right to direct the investment of your Plan contributions to other investments available in the Plan or to elect not to have contributions withheld from your pay, if eligible; and
4. explains how you can obtain additional information regarding those investment alternatives.

Keep this disclosure with your Summary Plan Description and other Plan documents, statements and notices.

**When the QDIA will be used: The QDIA is utilized ONLY if you do not direct your Plan investments!**

1. Upon the conversion of Plan investments effective 9/30/2011, participants with account balances in the Company Managed Profit Sharing Pooled Fund and not directing otherwise, will have that balance automatically invested in the Plan's QDIA.
2. Future profit sharing contributions (as distinguished from employee 401(k) payroll contributions) on behalf of participants with no other direction of future contributions on file with the Plan Administrator, are subject to default direction into the QDIA.

In general, you can invest your Plan account in any of the investment alternatives available in the Plan.

**The QDIA for your Plan is: The Vanguard Target Retirement™ Funds.**

These are a set of individual mutual funds that are broadly diversified within themselves and that gradually become more conservative as your year of retirement approaches, reducing risk automatically. The current 11 funds comprising this product line are set up to simulate a "Glide Path" to retirement. That is, the funds with the most distant dates (eg. 2035 thru 2050) are structured with the most aggressive allocation to stocks - almost 90% exposure. Those with closer-in dates (eg. 2015 and 2020) adhere to more conservative allocations; stock exposure is in the 60% area for these two funds with the 2010 variant currently hosting 54% in stocks.

The "Glide Path" is relatively constant, meaning that changes occur slowly and steadily over time. For example, the stock allocation of the 2045 fund will change from 90% initially to 40% in about 2050 – a change of 50 percentage points over a period of about 45 years or by just over 1 percentage point a year on average. At the target date, the fund's equity allocation, consistent with all funds, will be comprised of 80% domestic equity (Vanguard Total Stock Market Index) and 20% international equity (Vanguard European Stock Index Fund, Vanguard Pacific Stock Index Fund, and Vanguard Emerging Markets Stock Index Fund). At the target date, fixed income portion will be 60% (Vanguard Total Bond Market Index Fund, Vanguard Inflation-Protected Securities Fund and Prime Money Market Fund).

Finally, consistent with the "Glide Path" methodology, each Target Retirement Fund merges into the Target Retirement Income Fund seven years after the target date. For example, the 2005 Target Retirement Fund will be merged into the Target Retirement Income Fund in 2012. Operating expense ratios for all the Target Retirement Funds are between 0.17% and 0.19% annually. Vanguard funds comprising the Target Retirement Funds are: Prime Money Market Fund, Total Bond Market Fund, Inflation-Protected Securities Fund, Total Stock Market Fund, European Stock Index Fund, Pacific Stock Index Fund, and Emerging Markets Stock Index Fund.

Comprehensive information on the Plan's QDIA funds including Prospectus will be available on the Plan's website [www.planspecs.com/cbc](http://www.planspecs.com/cbc) under the "Plan Investing" tab after Sep 5, 2011.

**Making Investment Elections other than the QDIA:**

You must submit instructions to the Plan Administrator at [info@planspecs.com](mailto:info@planspecs.com) via scan/e-mail or via fax to 847-433-0139 as to how you want your Plan contributions invested. You may switch from the QDIA to another investment of your choosing without penalty. There are two categories of your account balance for which you may provide investment instructions:

- Future Contributions via a *Participant's Original Deferral Agreement* form or a *Future Contributions – Deferral Rate and /or Investment Mix Change Request* form.
- Existing Account Balances via a *Vanguard Funds Existing Balance Re-Mix Request* form.

All Plan administration forms are available to pre-authorized Plan participants upon logging into the secure portion of [www.planspecs.com/cbc](http://www.planspecs.com/cbc). Contact [info@planspecs.com](mailto:info@planspecs.com) with any further questions related to the Plan.