

NORTHWEST BRICKLAYERS & ALLIED CRAFTWORKERS DC RETIREMENT PLAN

QUALIFIED DEFAULT INVESTMENT ALTERNATIVE NOTICE

This notice advises you that, as a Participant in the Northwest Bricklayers & Allied Craftworkers Defined Contribution Retirement Plan (the "Plan"), you have the right to direct the investment of all of your account balance in to the investment options offered in the Plan. Specifically, you may invest your account balance in the following options:

- Money Market Fund *Schwab Retirement Money*
- Short Term Bond *PIMCO Low Duration Admin*
- Interm-Term Bond *Dodge & Cox Income*
- Balanced *Vanguard Balanced Index Admiral*
- Balanced *Vanguard Wellington Admiral*
- Large Cap Value *Hotchkis & Wiley Large Cap Value*
- Large Cap Blend *Vanguard 500 Index Admiral*
- Large Cap Growth *American Funds AMCAP R5*
- Foreign Large Blend *Vanguard Total Int'l Stock Index Admiral*
- Small Cap Blend *Vanguard Small Cap Index Admiral*
- Mid Cap Growth *Wells Fargo Discovery Fund*
- Mid Cap Value *Vanguard Mid Cap Value Index Admiral*

You may make your investment elections via the Plan's website or voice response system. If you do not make an election as to how the Plan should invest your balance, the Plan Trustee will invest your balance in the Plan's "default investment". The default investment for the plan is the **Vanguard Wellington Admiral Fund**. A description of this fund is as follows:

Investment Objective: Growth and Income

Risk and Return Characteristics: Below Average Risk, Above Average Return

Fees and Expenses: 0.18%

Even if your balance is invested in the default investment, you have the continuing right to direct the investment of your balance in to one or more of the other choices available to you, as outlined above, at any time. You are entitled to invest in any of the alternative investment choices without incurring an additional fee; however some of the investment options may charge a penalty and/or limit your ability to reinvest in the investment option if you change your investment elections too frequently.

You can obtain further information about the Plan's investment alternatives by logging on to the website at www.yourplanaccess.net/nwps; calling the automated phone system at (877) 410-9984 Plan Provider Extension: 6789#; by contacting the Plan's investment advisor, Verus Investments at (206) 622-3700 or the Plan's record keeper Northwest Plan Services, Inc. at (877) 690-5410 option 7.