COMPANY PROFILE

SHAW & COMPANY provides actuarial, administrative, consulting, and plan design services for defined benefit pension plans, cash balance pension plans, 401(k) plans, profit sharing plans, and employee stock ownership plans.

As enrolled actuaries, we use mathematics, statistics, and financial theory to analyze the current stability of pension plans under the provisions of the Employee Retirement Income Security Act (ERISA) and we report the pension plans' financial soundness to plan sponsors, participants, and Federal regulators. We have been licensed by the IRS and DOL to perform these and other tasks that are required for pension plans in the U.S.

Our credentials, devotion, enthusiasm, experience, expertise, and integrity help us to establish clear goals and to achieve them.

First, we want to: (1) do what we promise and not promise what we cannot do, (2) build lasting business relationships based on respect and trust, (3) deliver the best possible services within our capabilities, and (4) use advances in technology to enhance our skills and delivery systems.

Second, we want to: (1) help every employer have the right retirement plan for its employees, (2) provide independent, objective, and unbiased services in the best interest of employers and their employees, (3) help transform and preserve our Nation's private sector retirement system, and (4) provide financial and retirement planning information, resources, and tools to plan sponsors, plan participants, and others by providing answers to such questions as:

- How much will I need to save for retirement?
- How should I allocate my assets?
- How do I deal with the substantial reduction in my retirement savings?
- Which retirement plan is best for our business?

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JAMES L. SHAW

Mr. Shaw is an actuary and the president of the company.
James started the company in 1992.

PROFESSIONAL CREDENTIALS

Enrolled Actuary #11-00671
Associate of Society of Actuaries
Fellow of Conference of Consulting Actuaries
Member of American Academy of Actuaries
Member of American Society of Pension Professionals & Actuaries
Member of Profit Sharing/401(k) Council of America

DAVID H. FERRARE

Mr. Ferrare is an actuary and a shareholder of the company.
David has been with the company since 1999.

PROFESSIONAL CREDENTIALS

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Member of American Society of Pension Professionals & Actuaries

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