

SUMMARY ANNUAL REPORT FOR USW INDUSTRY 401K PLAN

This is a summary of the annual report for the USW INDUSTRY 401K PLAN (employer identification number 62-1564649) for the plan year ending 12/31/2008. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Plan expenses were \$23,889,983. These expenses included \$843,770 in administrative expenses and \$22,854,598 in benefits paid to participants and beneficiaries, and \$191,615 in other expenses. A total of 10,708 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$151,278,107 as of the end of the plan year, compared to \$186,075,767 as of the beginning of the plan year. During the plan year the plan experienced a change in its net assets of \$-34,797,660. This change includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$-11,120,175, including employer contributions of \$6,336,507, employee contributions of \$14,321,228, gains/(losses) of \$0 from the sale of assets, and earnings from investments of \$-32,933,676.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report.
2. Financial information and information on payments to service providers.
3. Assets held for investment.
4. Transactions in excess of 5 percent of the plan assets.
5. Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call THE BOARD OF TRUSTEES USW INDUSTRY 401K FUND, the plan administrator at 3320 PERIMETER HILL DR, NASHVILLE, TN 37211 and phone number, 615-333-6343.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan: 3320 PERIMETER HILL DR, NASHVILLE, TN 37211, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.