

Special Notice and Plan Overview

Hoss's Steak and Sea House Savings Plan

This Special Notice and Overview is provided as a quick reference to certain key provisions of the retirement plan. Since the plan is based on a complex legal document, the Overview does not attempt to describe every aspect of the plan or to detail all of its terms. For a more complete description of plan provisions, refer to the Summary Plan Description. If there is a conflict between this Overview and the plan, the plan's provisions will prevail.

This Special Notice and Overview contains important plan information that must be made available to eligible participants.

Entering the Plan

An employee becomes a participant in our plan on the first entry date after satisfying the following requirements:

- 21 years of age or older
- 12 months of service
- 1,000 hours of service during the 12-month period beginning on your date of hire or any plan year beginning after your date of hire

Certain groups of employees are excluded from participating in the plan, including:

- √ Individuals not eligible based on written agreement
- √ Non-resident aliens with no US source income

Entry dates are the first day of January, April, July and October.

Participant Contributions

Participants may contribute to the plan on a pre-tax basis. These contributions, known as "elective deferrals," must fall within the following range:

Minimum 0 percent of compensation

Maximum \$17,000 in 2012 (additional \$5,500 if age 50 or older) or maximum allowed by law, whichever is less

Other factors may further limit contributions.

Traditional 401(k) contributions are made on a pre-tax basis, thus reducing your current taxable income. Your contributions and earnings grow on a tax-deferred basis and will be taxable upon distribution.

Eligible Automatic Contribution Arrangement Notice

Your plan includes the following:

Eligible Automatic Contribution Arrangement (EACA)

The following participants will automatically be enrolled in the plan with contributions of 1 percent of compensation:

Newly eligible participants

Existing participants who are not contributing to the plan and have not made an election

Existing participants who are contributing below the auto enrollment percentage

Contributions will be deducted from your salary. If you do not want to contribute to your retirement plan, or if you want to contribute more or less, complete a savings form or make an election on the Personal Savings Center at www.standard.com/retirement (you may need to register, if you have not already done so). You may also contact a participant services representative at 800.858.5420 between 5:00 a.m. and 5:00 p.m. Pacific Time.

Participants who are automatically enrolled in the plan will also be enrolled in the plan's automatic contribution increase program. Contributions for employees in this program will be updated annually based on the plan's automatic contribution increase schedule:

Year	Contribution Rate
1	1%
2	2%
3	3%
4	4%

Your employer will be directed to implement increases each year on February 1. Employees can choose to opt out of automatic contribution increases at any time on Personal Savings Center or by contacting a participant services representative at 800.858.5420 between 5:00 a.m. and 5:00 p.m. Pacific Time.

Roth Contributions

Roth contributions allow you to contribute to your retirement account on an after-tax basis. Earnings on Roth contributions will be tax free upon withdrawal if certain conditions are satisfied. To be tax free, the withdrawal cannot occur for at least five years after the first Roth contribution is made to your account and you must be at least age 59½ or disabled. If you die, your beneficiary can take a tax-free withdrawal after the account has been in place for five years. The five-year period is measured from the first day of the tax year in which the first Roth contribution is made.

You must declare how your contributions are to be invested - traditional or Roth - before they are made. After money is in a Roth account, it cannot be transferred into a traditional pre-tax 401(k) account. You may stop contributing to the Roth account and start contributing to the traditional 401(k), but the Roth and pre-tax accounts will remain separate.

Regardless of whether you choose a traditional 401(k) deferral or a Roth 401(k) contribution, you may change your contribution percentage or re-enter the plan on the first day of any future payroll period. Contact your payroll department for details. If necessary, you may stop your contributions on the first day of any payroll period with reasonable advance notice.

Your participant contributions to either a traditional 401(k) or a Roth 401(k) are 100 percent vested - which means that you own them - at all times.

Please consider your options carefully prior to making an enrollment selection.

Qualified Default Investment Alternative Notice

You can direct how your contributions are invested among the available investment options. If you do not direct how your contributions should be invested, they will be invested in the following Qualified Default Investment Alternative (QDIA):

Investment	Default Directive Percent
Vanguard Balance Index Sig	100%

Make sure that your directives cover 100 percent of your contributions. If you direct less than 100 percent of your contributions, the entire amount will be invested in the investment option(s) described above. However, you can transfer your assets from the QDIA to other investment options, without penalty.

You may use the Personal Savings Center at www.standard.com/retirement to find out more about your account, including a description of the default investment option, its investment objectives, risk and return characteristics, and any applicable fees and expenses.

Employer Contributions

To help you reach your retirement goals, we may match your contribution to the plan. The amount of the match may be adjusted each year.

You will become vested in - which means you will earn ownership of - the matching contribution according to this schedule:

Years of Service	Vested Percentage
Less than 1	0%
1	20%
2	40%
3	60%
4	80%
5 or more	100%

We may also make a profit sharing contribution. When a contribution is made, each eligible employee will receive a pro-rata share of the contribution based on pay.

To receive a contribution for a plan year, you must meet the following criteria:

- be employed on the last day of the plan year AND
- have 1,000 hours of service during the plan year

For additional information about profit sharing contributions, please see your Summary Plan Description.

You will become vested in - which means you will earn ownership of - the profit sharing contribution according to this schedule:

Years of Service	Vested Percentage
Less than 1	0%
1	20%
2	40%
3	60%
4	80%
5 or more	100%

Vesting Service

Employees earn credit toward vesting for 12-month periods they work for our company. Individuals who were employed on the plan's effective date will qualify for vesting credit for their prior service with our firm on the same basis.

Loans

You may qualify to borrow a portion of your vested account balance under the terms of the plan's Loan Policy. The Loan Policy spells out specific details and restrictions, including the amounts that you may borrow from the plan, repayment terms, loan fees and interest rates.

The Loan Policy is available on the Personal Savings Center Web site at www.standard.com/retirement.

We recommend that you consider other sources for your loan needs before borrowing from your retirement account.

Distributions and Withdrawals

A distribution from your account may be available to you or your beneficiary at:

- normal retirement, which is age 65
- early retirement, which is age 55 with 5 years of service; 100 percent vesting and termination of employment required
- age 59.5 while still employed
- financial hardship (as defined by the plan)
- termination of employment
- death or disability
- distribution of automatic contributions and gains or losses is allowed if requested within 90 days of your initial automatic contribution

Additional requirements for distributions may also exist. Please review your Summary Plan Description for complete details.

Rolling over retirement accounts

Combining assets from several retirement accounts is much easier now than in the past. Plans may now accept rollovers from:

- 401(k) and other qualified retirement plans
- governmental deferred compensation (457) plans
- tax-sheltered annuities (TSAs) and IRAs

Follow the instructions on the “Application for Rollover” form available on Personal Savings Center at **www.standard.com/retirement**. Rollover money received by the plan will be invested according to your investment directives for new contributions.

If you have received a distribution check from a retirement plan, you must complete a rollover within 60 days of receipt. If the rollover is not completed within this period, the distribution cannot be rolled over and becomes taxable income. It may also be subject to a 10 percent early withdrawal penalty.

Questions

If you have questions about the plan, please contact Human Resources.

To contact a Customer Service Representative at the plan’s service partner, The Standard, e-mail savings@standard.com anytime or call 800.858.5420 between 5:00 a.m. and 5:00 p.m. Pacific Time.

If you have received this notice electronically, you can obtain a paper copy or supplemental materials described in this notice from your plan administrator or the human resources department.

ERISA 404(c) Notice and Information

Participants in The Hoss's Steak and Sea House Savings Plan are responsible for directing the investment of their own retirement accounts. Your plan has several investment options in which you can invest some or all of your account. Using these investment options, you can build a portfolio that delivers the mix of risk and return that is most appropriate for your circumstances.

By taking an active role as an investor of your retirement account, you also have the opportunity to make investment choices that could potentially deliver better returns for your account than would otherwise be possible. At the same time your decisions may also result in investment losses or returns that are lower than might have been possible had other choices been made.

The Employee Retirement Income Security Act (ERISA) provides regulations regarding the investment of retirement plan assets. Section 404(c) of ERISA states that a plan fiduciary is not responsible for the investment choices made by plan participants. By meeting all of the requirements under Section 404(c), the fiduciary may be relieved of fiduciary responsibility for the asset allocation decisions made by plan participants. Fiduciaries of a Section 404(c) plan are not liable for losses that result from plan participants' exercise of control over the assets in their retirement plan accounts.

The Hoss's Steak and Sea House Savings Plan intends to qualify as an ERISA Section 404(c) plan. As part of the effort to ensure full compliance with the requirements of Section 404(c), the plan will:

- Let you choose from at least three different, internally diversified* investment options that have materially different risk and return characteristics;
- Permit you to transfer your retirement account assets among the investment options on any business day (although other considerations will affect the frequency of your trades); and
- Provide you with the opportunity to obtain sufficient information to make informed investment decisions.

*Diversification does not ensure against loss

More information about your investment options

Descriptions of the plan's investment options are included in the enrollment booklet. Each description provides basic information about an option, including investment objectives, fund managers, relative risk and a snapshot of its holdings.

Additional information is available through the Personal Savings Center, The Standard's Web site for retirement plan participants. The Performance page found under the Investments menu provides performance information for all of the investment options. Click on the name of the investment option for more information about that option, including a link to the mutual fund company's Web site where you can review a prospectus.

Frequent Trading Policy

Your retirement plan is intended to help you accumulate assets for your retirement. The plan and the services provided by The Standard have been designed to help support your long-term investment needs throughout your working and retirement years.

The plan is not intended to facilitate frequent trades among investment options or provide "day trading" opportunities. Short-term trading adversely affects the plan's operations and increases the expenses of both the plan and the investment options.

The Standard's agreements with our mutual fund alliance partners require us to adhere to trading rules established in the prospectuses. Besides normal contribution activity, generally one purchase and one redemption in an investment option during a 90-day period is considered reasonable transfer activity.

Trading activity will be monitored. If excessive transfer activity is identified, we may suspend the participant's ability to execute transfers through the Personal Savings Center Web site and INFOLINE telephone system. Any transfers will have to be requested using paper forms and will be executed according to trading guidelines. This may lead to delays in the execution of requested transactions.